

# MEETING AGENDA

The City Council/Successor Agency of the City of Firebaugh  
Vol. No. 24/07-01

---

**Location of Meeting:** Andrew Firebaugh Community Center  
1655 13<sup>th</sup> Street, Firebaugh, CA 93622  
**Date/Time:** July 1, 2024/5:30 p.m.

## CALL TO ORDER

**ROLL CALL**  
Mayor Elsa Lopez  
Mayor Pro Temp Freddy Valdez  
Council Member Silvia Renteria  
Council Member Brady Jenkins  
Council Member Felipe Perez

In compliance with the Americans with Disabilities Act, if you need special assistance to access the Andrew Firebaugh Community Center to participate at this meeting, please contact the Deputy City Clerk at (559) 659-2043. Notification 48 hours prior to the meeting will enable the city to make reasonable arrangements to ensure accessibility to the Andrew Firebaugh Community Center.

Any writing or documents provided to a majority of the City Council regarding any item on this agenda will be made available for public inspection at City Hall, in the Deputy City Clerk's office, during normal business hours.

## PLEDGE OF ALLEGIANCE

## APPROVAL OF THE AGENDA

## PRESENTATION

- Christina Gutierrez to provide a presentation regarding California Pesticide Reform (CPR).
- Police Department to do a demonstration of the city video camera system.

## PUBLIC COMMENT

*Any person or persons wishing to address the City Council on any matter that is not on the agenda may do so at this time. Individuals must limit their comments to three minutes. Issues raised during Public Comments are informational only and the Council cannot take action at this time. All comments should be directed at the Mayor and not at individual Councilmembers or staff members.*

## CONSENT CALENDAR

Items listed on the calendar are considered routine and are acted upon by one motion unless any Council member requests separate action. Typical items include minutes, claims, adoption of ordinances previously introduced and discussed, execution of agreements and other similar items.

1. **APPROVAL OF MINUTES – The City Council regular meeting on June 17, 2024.**

## PUBLIC HEARING

2. **RESOLUTION 24-32 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH ADOPTING A COMMON SENSE EXEMPTION TO CEQA, AND APPROVING GENERAL PLAN AMENDMENT (GPA 24-01), ADOPTING THE 2023-2031 MULTI-JURISDICTIONAL HOUSING ELEMENT AND THE 2023-2031 FIREBAUGH HOUSING ELEMENT.**

**Recommended Action:** Council receives comments and approves Res. No. 24-32.

3. **ORDINANCE NO. 24-02 – AN ORDINANCE OF THE CITY OF FIREBAUGH CALLING FOR A SPECIAL ELECTION CONSOLIDATING IT WITH A STATEWIDE ELECTION AND SUBMITTING FOR RATIFICATION OR REJECTION THE QUESTION OF WHETHER TO MAKE THE OFFICE OF CITY CLERK APPOINTIVE – FIRST READING.**

**Recommended Action:** Council receives comments and waives the first reading of Ord. No. 24-02.

4. **ORDINANCE NO. 24-03 – AN ORDINANCE OF THE CITY OF FIREBAUGH CALLING FOR A SPECIAL ELECTION CONSOLIDATING IT WITH A STATEWIDE ELECTION AND SUBMITTING FOR RATIFICATION OR REJECTION THE QUESTION OF WHETHER TO MAKE THE OFFICE OF CITY TREASURER APPOINTIVE – FIRST READING.**

**Recommended Action:** Council receives comments and waives the first reading of Ord. No. 24-03.

5. **RESOLUTION NO. 24-35 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH AMENDING RESOLUTION NO. 24-19, SECTION 1, THE HOLDING OF A GENERAL MUNICIPAL ELECTION TO BE HELD IN SAID CITY ON TUESDAY NOVEMBER 5, 2024, FOR THE ELECTION OF CERTAIN OFFICERS OF SAID CITY.**

**Recommended Action:** Council receives comments and approves Res. No. 24-35.

6. **RESOLUTION NO. 24-36 – A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH AMENDING RESOLUTION NO. 24-17 RELATING TO THE MUNICIPAL ELECTION ON NOVEMBER 5, 2024, LOCAL BALLOT MEASURE TRANSITIONING THE OFFICE OF THE CITY CLERK FROM AN ELECTED POSITION TO AN APPOINTED POSITION.**

**Recommended Action:** Council receives comments and approves Res. No. 24-36.

7. **RESOLUTION NO. 24-37 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH AMENDING RESOLUTION NO. 24-16 RELATING TO THE MUNICIPAL ELECTION ON NOVEMBER 5, 2024, LOCAL BALLOT MEASURE TRANSITIONING THE OFFICE OF THE CITY TREASURER FROM AN ELECTED POSITION TO AN APPOINTED POSITION.**

**Recommended Action:** Council receives comments and approves Res. No. 24-37.

#### NEW BUSINESS

8. **RESOLUTION NO. 24-22 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING AMENDMENTS TO THE PERSONNEL RULES OF THE CITY OF FIREBAUGH.**

**Recommended Action:** Council receives comments and approves Res. No. 24-22.

9. **RESOLUTION NO. 24-33 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING WASTEWATER TREATMENT PLANT AND DISPOSAL AGREEMENT, FOR APN'S 007-100-22, 007-100-26 AND 077-100-25 WITH THE NEIL JONES FOOD COMPANY, DBA TOMA-TEK.**

**Recommended Action:** Council receives comments and approves Res. No. 24-33.

10. **RESOLUTION NO. 24-34 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH ADOPTING THE CITY OF FIREBAUGH'S WORKPLACE VIOLENCE PREVENTION PLAN PER SB 533.**

**Recommended Action:** Council receives comments and approves Res. No. 24-34.

11. **THE CITY COUNCIL OF THE CITY OF FIREBAUGH TO RECONSIDER THE PROPOSAL AND CONSIDERATION OF A WATER/WASTEWATER RATE STUDY COMPLETED BY TUCKFIELD & ASSOCIATES.**

**Recommended Action:** Council receives public comment & gives staff direction or take action.

12. **THE CITY COUNCIL OF THE CITY OF FIREBAUGH COUNCIL MEMBER REQUESTING AN UPDATE ON THE K-9 OFFICER.**

**Recommended Action:** Council receives comments, information only.

**13. THE CITY COUNCIL OF THE CITY OF FIREBAUGH COUNCIL MEMBER REQUESTING AN UPDATE REGARDING THE SCHOOL RESOURCE OFFICERS.**

**Recommended Action:** Council receives public comment, information only.

**STAFF REPORTS** – *Written enclosed in agenda packet.*

**COUNCIL MEMBERS AGENDA ITEMS**

**PUBLIC COMMENT ON CLOSED SESSION ITEM ONLY**

**CLOSED SESSION**

**ANNOUNCEMENT AFTER CLOSED SESSION**

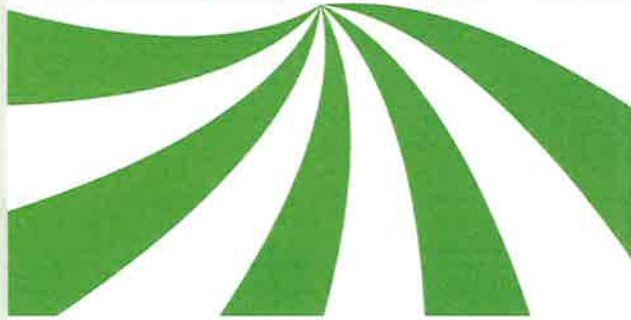
**ADJOURNMENT**

**Certification of posting the agenda**

I declare under penalty of perjury that I am employed by the City of Firebaugh and that I posted this agenda on the bulletin boards at City Hall, June 28, 2024, at 5:00 p.m. by Rita Lozano Deputy City Clerk.

# CPR

Californians For  
Pesticide Reform



Californianos  
para la Reforma  
de los Pesticidas

## PESTICIDES IN CALIFORNIA:

What you can't see  
**CAN** AFFECT YOU

CALIFORNIANS FOR PESTICIDE REFORM (CPR)  
PRESENTATION FOR RURAL COMMUNITIES LEADER'S

**Cristina Gutierrez**, CPR-SJV Regional Coordinator  
Contact inf. [Cristina@pesticidereform.org](mailto:Cristina@pesticidereform.org) (559)860-3003  
**Raul Garcia**, CPR/CAPS-Tulare County Regional Organizer  
Contact inf. [raul@pesticidereform.org](mailto:raul@pesticidereform.org) (559)568-8557



# What is CPR?

- CPR is a statewide coalition of more than 190 organizations, founded in 1996 to fundamentally change the way pesticides are used in California.
- CPR uses community organizing, litigation, community biomonitoring and air monitoring, legislation and media work, and policy to achieve our goals.

# What are Pesticides?

- Pesticides are chemicals created to kill or control pests – insects, weeds, etc.
- Pesticides are applied in high quantities in the central valley and coastal areas
- Pesticides are very toxic – also to people
- Pesticides can drift for miles and weeks after being applied



# CESAR CHAVEZ'S LAST FAST WAS ABOUT ...



Californians For  
Pesticide Reform



# Reducción de Pesticidas

“In the old days, miners would carry birds with them to warn against poison gas. Hopefully, the birds would die before the miners.

Farm workers are society's canaries. Farm workers (and their children) demonstrate the effects of pesticide poisoning before anyone else.”

–Cesar Chavez, 1989

**DANGER**

**PELIGRO**

**DO NOT  
ENTER**

**NO  
ENTRAR**

**(EXCEPT FOR ACTIVITY  
NOT REQUIRING CONTACT  
WITH FOLIAGE.)**



**(EXCEPTO PARA  
ACTIVIDADES NO  
REQUERIENDO  
CONTACTO CON FOLLAGE)**

**S.S. INC.**

# CORPORATE CAPTURE OF CALIFORNIA PESTICIDE LAW: STATE PREEMPTION

## Section 11501.1. of California Food & Agricultural Code (1984)

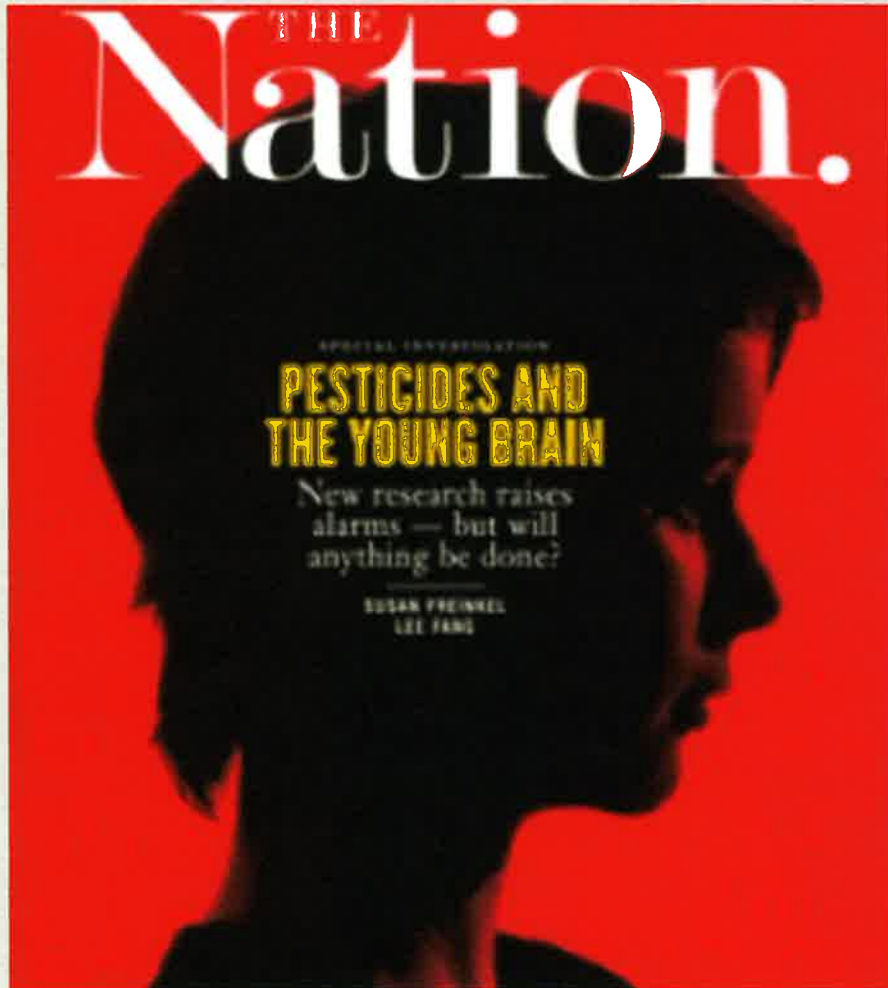
“[Pesticide regulations] are of statewide concern and occupy the whole field of regulation regarding the registration, sale, transportation, or use of pesticides to the exclusion of all local regulation. Except as otherwise specifically provided in this code [County Agricultural Commissioners], **no ordinance or regulation of local government, including, but not limited to, an action by a local governmental agency or department, a county board of supervisors or a city council, or a local regulation adopted by the use of an initiative measure, may prohibit or in any way attempt to regulate any matter relating to the registration, sale, transportation, or use of pesticides, and any of these ordinances, laws, or regulations are void and of no force or effect.**”



# RESULT: WEAK REGULATION OF PESTICIDES

- ““The strictest regulations in the country” – not good enough!
- California uses more pesticides than any other state, so it **MUST** be the best at regulating them, as the public health risks from pesticides are greatest here.
- “Strictest” in this nation is a very low standard: in many California counties, most of the pesticides used are banned in other countries around the world.
- The United States ranks 34th in the world in pesticide bans

# Risk of Exposure



- Columbia University, UC Davis, UC Berkeley (CHAMACOS), and UCLA have conducted studies
- Prenatal exposure to small amounts of pesticides over time is linked to a higher incidence of
  - Nervous system damage
  - ADHD
  - IQ loss
  - Autism
  - Lung damage
  - Cancers

# PESTICIDES AND CALIFORNIA CHILDREN INVESTIGATION

- **UCLA Fielding School Childhood Cancers (2020-2021)**

- 13 pesticides linked to specific childhood cancers, if the mother was within 2.5 miles of the application during pregnancy
- These “13 toxics” increased the risk between 1.5 and 3 times

## **UC Berkeley CHAMACOS Study (2017) – Salinas Valley**

- In 15 Monterey County schools alone, between 606 and 957 pounds were applied within a 1-mile radius in 2016, which could indicate an IQ loss of between 1.9 and 3.0 points.





# INJUSTICIA AMBIENTAL

- Environmental Justice: “Treating people fairly guides how DPR conducts its activities. Fair treatment means that no group of people, including racial, ethnic, or socioeconomic groups, should be disproportionately affected by pesticides.” – Department of Pesticide Regulation website

“California EPA general trend researchers found that pesticide use was the pollution burden that showed the greatest racial, ethnic and income disparities in the state, disproportionately imposing a greater hazard than multiple air pollutants and other toxic emissions.” – Robert Bullard “Father of Environmental Justice” (2022)



# Our fight in California

- Chlorpyrifos Cancellation (2020)
- Buffer Zones (2018)
  - No drift-prone pesticides allowed within ¼ mile of schools from 6 a.m. to 6 p.m.
- School Improvements (2016-2020)
  - Dozens of school districts and several cities banned RoundUp on public property



# Opportunities to join

- **1) AB 1864**
- **2) Notification system**



# AB 1864

- CPR pushed for a policy that was implemented by the state in 2018 to create 1/4-mile safety zones around schools where pesticides cannot be applied between 6am and 6pm on school days.
- A bill to strengthen protections for school-aged children against harm caused by pesticides.

# What does AB 1864 do?

- AB 1864 would add private schools to the safety zone policy, because all children must be safe at school (and not all private school children come from wealthy families).
- AB 1864 would fix some reporting flaws so that the buffer zone policy can be better enforced. This new policy would add time of day and application method to pesticide use reports.

# What's next for AB 1864?

- AB 1864 will have to be approved by Senate committees before it can be voted on by the full Senate.
- If approved, it goes to the Governor, who can sign it into law or veto it this fall.





# Next Steps for AB 1864

- The State Senate Committee hearings on AB 1864 have just been announced and we are planning to bring busloads or van loads of supporters to Sacramento to attend them.
  - a) **June 19:** Environmental Quality Committee Hearing
  - b) **July 2:** Ag Committee. This is the most important one to get a big turnout, because the Ag Committee usually rejects pesticide bills unless there is a lot of public pressure.

# Notification for Pesticide Applications

- No more pesticide secrecy! Given the weak and slow regulatory system, we need to know what pesticides will be applied, when and where, so we can take precautions.
- Today there is no way to know, only after the fact.
- The state of California has begun the process toward a statewide pesticide notification system

# AHORA: ¡BASTA DE SECRETAR LOS PESTICIDAS!

- Los comisionados agrícolas del condado reciben avisos de los agricultores sobre las aplicaciones planificadas de los pesticidas más peligrosos. ¡Los comisionados deben publicar esa información en la web ahora!
- Habran dos audiencias en **Julio 2 y Julio 23**. Necesitamos unirnos.
  - **Comité para hacer mejoras**
  - **Ubicación exactal**





# PESTICIDE NOTIFICATION: WHAT DO WE WANT?

- **Primary Demand:** Full transparency, public website at a minimum (available to everyone with no registration requirements)
- *We want this now!*
  - **Exact location**
  - **Standing committee of community residents to plan and adjust**
  - Text/email alerts and other options too (but alerts alone are not enough)
  - All pesticides restricted materials, at a minimum.
  - Multiple languages
  - Maps, images, and links to safety information.
  - 72-hour advance notice

# Next Steps

## **AB 1864:**

**June 19:** Environmental Quality Committee hearing

**July 2:** Ag Committee hearing. This is the most important to achieve a large turnout

## **Notification:**

**July 12: 6-8:30 p.m.,** Turlock (Stanislaus County)

**July 23: 6-8:30 p.m.,** Wasco (Kern County)

**July 15: 6-8:30 p.m.,** Zoom (TBA)



# Thank You

QUESTIONS?

# MEETING MINUTES

The City Council/Successor Agency of the City of Firebaugh  
Vol. No. 24-06-17

---

<b>Location of Meeting:</b>	Andrew Firebaugh Community Center 1655 13 <sup>th</sup> Street, Firebaugh, CA 93622	
<b>Date/Time:</b>	June 17, 2024/5:30 p.m.	
<b>CALL TO ORDER</b>	Meeting called to order by Mayor Lopez at 5:30 p.m.	
<b>ROLL CALL</b>	Mayor Elsa Lopez	5:35 pm
	Mayor Pro-Temp Freddy Valdez, Council Member Silvia Renteria Council Member Brady Jenkins Council Member Felipe Pérez	
<b>ABSENT</b>		

**OTHERS:** City Attorney Christina Di Filippo; City Manager, Ben Gallegos, Deputy City Clerk, Rita Lozano; Finance Director, Pio Martin; Police Chief, Sal Raygoza; Public Works Director, Michael Molina; Battalion Chief, Hector Marin; Gouveia Engineering Rep., Roberto Orozco; Raquel Tabares, & others.

**PLEDGE OF ALLEGIANCE**      *Council Member Jenkins led pledge of Allegiance.*

## APPROVAL OF THE AGENDA

*Motion to approve agenda by Council Member Jenkins, second by Council Member Perez, motion passed by 4-0 vote.*

## PRESENTATION

- Swear-in new employee Marlim Contreras, Account Tech I.

❖ **Mayor Lopez joined meeting at 5:35 pm**

## PUBLIC COMMENT

*Cristina Gutierrez spoke about California For Pesticide Reform aka CPR, will do a presentation at the next meeting.*

## CONSENT CALENDAR

1. **APPROVAL OF MINUTES – The City Council regular meeting on June 3, 2024.**
2. **WARRANT REGISTER – Period starting May 1 and ending on May 31, 2024.**

May 2024	General Warrants	#45880 - #46053	\$ 1,346,049.32
	Payroll Warrants	#72269 - #72285	\$ 157,650.61
	<b>TOTAL</b>		<b>\$ 1,503,699.93</b>

*Council Member Jenkins inquired about the following checks: # 45891 and # 45999 – Gouveia Engineering in regard to the Dunkle Park invoices.*

*Staff explained Gouveia Engineering oversee design, pre-construction, construction and post construction to make sure projects are being built pre city standards.*

***Motion to approve consent calendar by Council Member Perez, second Council Member Lopez; motion passed by 5-0 vote.***

## PUBLIC HEARING

3. **RESOLUTION NO. 24-25 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVAL OF FINDINGS FOR GOVERNMENT CODE SECTION 4217.10-4217.18, APPROVAL OF FACILITY SOLUTIONS AGREEMENT BETWEEN CITY OF FIREBAUGH “CITY” FOR THE PURPOSE OF CONSTRUCTION, INSTALLATION OF ENERGY EFFICIENCY AND RENEWABLE GENERATION MEASURES ON SELECTED CITY SITES.**

Jessica Ritter of Sitelogiq provided a brief presentation of the solar project for the Police Dept., Fire Dept. and V.F.W. City Manager Gallegos asked the State for additional funds of \$68,000 and they agreed to award the city. The city is expected to see a saving of \$3.4 million over the 30 years of the project's completion.

Public Hearing was open at 5:50 pm – Sitelogiq will receive a one lump sum payment, no third-party fees, no extra bills from other companies – Close Public Hearing at 5:52 pm.

*Motion to approve Res. No. 24-25 by Council Member Perez, second Council Member Jenkins; motion passed by 5-0 vote.*

4. **RESOLUTION NO. 24-26 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH AUTHORIZING SITELOGIQ AND CITY MANAGER TO COMPLETE AND SUBMIT ALL NECESSARY DOCUMENTS AND APPLICATION FOR THE CEC ECAA LOAN PROGRAM AND FINDING THE ACTIVITY FUNDED BY SUCH LOAN TO BE EXEMPT FROM THE CALIFORNIA ENVIRONMENTAL QUALITY ACT.**

Public Hearing was open at 5:53 pm – no comment given – Public Hearing was closed at 5:53 pm.

*Motion to approve Res. No. 24-26 by Council Member Lopez, second Council Member Jenkins; motion passed by 5-0 vote.*

## NEW BUSINESS

5. **RESOLUTION NO. 24-27 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH, DESIGNATING VOTING DELEGATE AND ALTERNATE(S) FOR THE LEAGUE OF CALIFORNIA CITIES ANNUAL MEETING, OCTOBER 16-18, 2024, LONG BEACH.**

*Motion to approve Res. No. 24-27 and appoint Council Member Valdez as the city's voting Delegate by Council Member Lopez, second Council Member Jenkins; motion passed by 5-0 vote.*

6. **RESOLUTION NO. 24-28 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING THE CITY OF FIREBAUGH FY 2024/2025 LIST OF ELIGIBLE PROJECTS FOR FUNDING FROM THE ROAD MAINTENANCE AND REHABILITATION ACCOUNT (RMRA) CREATED BY SENATE BILL 1: ROAD REPAIR AND ACCOUNTABILITY ACT OF 2017, AND AUTHORIZING THE CITY MANAGER TO FILE WITH THE CALIFORNIA TRANSPORTATION COMMISSION THE PROJECT LIST AND ANNUAL EXPENDITURE REPORT FOR FY 2024/2025 RMRA FUNDING.**

*Motion to approve Res. No. 24-28 by Council Member Jenkins, second Council Member Perez; motion passed by 5-0 vote.*

7. **RESOLUTION NO. 24-29 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH ADOPTING ANNUAL APPROPRIATIONS LIMIT FOR THE FISCAL YEAR 2024-25.**

*Motion to approve Res. No. 24-29 by Council Member Jenkins, second Council Member Perez; motion passed by 5-0 vote.*

8. **RESOLUTION NO. 24-30 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING THE CITY OF FIREBAUGH'S BUDGET FOR THE FISCAL YEAR 2024 – 2025.**

*Motion to approve Res. No. 24-30 by Council Member Perez, second Council Member Jenkins; motion passed by 5-0 vote.*



**9. RESOLUTION 24-31 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH AWARDING A CONTRACT TO KRAZAN & ASSOCIATES, INC. AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT FOR ON-CALL MATERIALS TESTING AND GEOTECHNICAL ENGINEERING SERVICES FOR FEDERALLY FUNDED TRANSPORTATION PROJECTS FOR THE CITY OF FIREBAUGH.**

*Motion to approve Res. No. 24-31 by Council Member Perez, second Council Member Jenkins; motion passed by 5-0 vote.*

**10. RESOLUTION NO. 24-22 - A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING AMENDMENTS TO THE PERSONNEL RULES OF THE CITY OF FIREBAUGH.**

*Item tabled until further notice!*

**STAFF REPORTS**

- **Police Chief Sal Raygoza** – had DUI Check point this past weekend, all staff's overtime is paid through a grant, a few arrest for DUI's and several citations issued for driving with a suspended license or no license.
- **City Manager, Ben Gallegos** – a line break at Washoe, Micheal is at the break currently, which is way he isn't here. This Saturday is Claudia's last day to maintain the city's Facebook page. I've been looking for areas for a potential welding facility to locate to the city, maybe two locations for a shop to offer an apprenticeship, so they need just a square building. They would like to offer electrical classes, maybe at the old PAL Building or the old Ag building.
- **Deputy City Clerk, Rita Lozano** – I will be on vacation at the end of June, please submit all agenda items early so I can deliver the agenda before I leave.
- **City Attorney, Christina Di Filippo** – will not be attending the 2<sup>nd</sup> meeting of July and the 2<sup>nd</sup> meeting of August, a replacement for me will attend in my place.
- **Council Member Perez** – This Thursday at the Farmers Market, we will a Father's Day event and raffle a 36" Screen ana additional prizes. I'm working with a non-profit organization, they offered to write grant for the city, if interested, we can set up a meeting with a city representative and the organization for any type of grant. City Manger Gallegos stated he needs someone who can write a grant for the brownsfield project.
- **Council Member Renteria** – Nothing to report.
- **Council Member Valdez** – Nothing to report.
- **Council Member Lopez** – attended an event with City Manager for Board of Supervisor Brain Pacheco regarding a solar plant project near Cantua Creek, their goal is to hire locals so they're offering training for electrical, welding and other jobs needed for the project. We suggest having classes at West Hills College. Will be attending a Gala with the City Manager on Friday at Table Mountain hosted by the Fresno Area Hispanic Foundation, Pro Boxer Canelo Alvarez will attend, and the event will be hosted by actor and comedian Paul Rodriguez.
- **Council Member Jenkins** – Nothing to report.

**COUNCIL MEMBERS AGENDA ITEMS**

**PUBLIC COMMENT ON CLOSED SESSION ITEM ONLY**

**CLOSED SESSION**

**ANNOUNCEMENT AFTER CLOSED SESSION**

**ADJOURNMENT**

- ❖ *Motion to adjourn @ 6:45 pm by Council Member Jenkins, second by Council Member Perez, motion passes by a 5-0 vote.*



## FIREBAUGH CITY COUNCIL

### STAFF REPORT

**Date:** July 1, 2024  
**To:** Firebaugh City Council  
**From:** Karl Schoettler/Kelsey George, Planning Consultants  
**Subject:** Adoption of a Resolution adopting a “Common Sense” Exemption as the environmental finding for the Housing Element and approving General Plan Amendment GPA 24-01, adopting the 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element

#### Recommendation

It is recommended the Planning Commission take the following actions:

- Ask for the City Planner to deliver the staff report;
- Ask any questions of staff regarding the project;
- Open the public hearing and accept any public testimony regarding the project;
- Close the public hearing and discuss the project further as necessary;
- Ask for a motion for action on the project. It is recommended the City Council approve the project by adopting Resolution 24-32, which adopts a Common Sense Exemption to CEQA and approves General Plan Amendment GPA 24-01, adopting the 6th Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element

#### Background

The State of California requires each city (and county) to adopt a Housing Element every eight years, as regulated by Government Code Section 65580. The Housing Element is a mandatory chapter of the City's General Plan. Due to the increasing complexity of the Housing Element, all of the cities in Fresno County (except for Clovis) banded together to prepare a single Housing Element (called the Multi-Jurisdictional Housing Element).

The Housing Element assesses the housing needs of the community and sets forth a suite of goals and actions the City will take to address those housing needs. The City is assigned a certain number of dwellings that it should facilitate during the 8-year time frame of the Element. The City of Firebaugh was assigned a total of 443 total housing units.

**Report to Firebaugh City Council (7/1/24)**  
**General Plan Amendment 2024-01 (Firebaugh Housing Element)**

---

As such, one of the primary goals of the current Housing Element is to identify space or capacity for the goal of 443 units and to develop and implement goals that will facilitate the development of those units during the eight-year 6th Cycle period.

**Housing Element Organization and Summary**

The Housing Element is organized into 7 different sections, as summarized below:

- Summary of Needs and Conditions

A significant part of the Housing Element is an analysis of existing and past conditions related to housing in the City. The purpose of analyzing housing needs is to identify trends to inform the goals and policies included in the Housing Element. Topics that are analyzed to determine housing needs included the following:

- Population, Employment, and Household Characteristics
- Overpayment and Overcrowding
- Housing Stock Characteristics
- Extremely Low-Income Housing Needs
- Special Housing needs such as farmworkers, large or female headed households, people with disabilities, and seniors

The analysis of housing needs found that the population in Firebaugh grew approximately 2.1% between 2000 and 2022, which is slightly above the Fresno countywide growth rate of 2.0%. Other key findings in the summary of needs section include:

- The median age for Firebaugh residents is 29.9 years old.
- The median household income for Firebaugh is \$36,411. This compares to a Countywide median income of \$72,900 for a four-person household in Fresno County in 2022.
- The vacancy rate in Firebaugh is 8.1% regardless of tenure (tenure means units that are owner-occupied and renter-occupied).
- Approximately 36.8% of households overpay for housing, (spend more than 30% of their income on housing).
- There are approximately 30.8% of households classified as large households, or those with five or more members per household.

- Action Plan:

**Report to Firebaugh City Council (7/1/24)**  
**General Plan Amendment 2024-01 (Firebaugh Housing Element)**

---

The Housing Element contains a number of goals, objectives and action programs designed to achieve and implement the overall goals of the Element. City is required to identify specific programs in the Housing Element to allow for

The Action Plan also identifies a timeframe for implementation, the specific organization or department responsible for carrying out the action, and specific and measurable outcomes.

There are a total of 32 programs included in the City's Action Plan for the Housing Element, spanning the following categories:

- Regional Collaboration (3 programs)
  - Adequate Sites (4 programs)
  - Affordable Housing Development and Preservation (12 programs)
  - Removal of Governmental Constraints (7 programs)
  - Housing Quality (1 program)
  - Housing Assistance (5 programs)
- Sites Inventory:

One of the key requirements of the Housing Element is to identify land available for the development of new housing (for all income groups). This can include vacant sites and sites with the potential for redevelopment. This also includes an analysis of the relationship between zoning and public facilities and services (in particular water and sewer service) for these sites.

Based on the sites inventory, the residential sites identified can accommodate an estimated 545 housing units, which includes 241 lower-income units, 73 moderate-income units, and 232 above-moderate-income units.

There are five affordability categories identified by HCD to determine income limits for housing program eligibility. These categories are based on Area Median Income (AMI). According to the Department of Housing and Urban Development (HUD), the AMI for a four-person household in Fresno County was \$72,900 in 2022.

The income categories are generally as follows:

- Acutely Low Income: 0-15% of AMI
- Extremely Low Income: 15-30% AMI
- Very Low Income: 30-50% of AMI
- Lower Income: 50-80% of AMI; also used to categorized households earning 0-80% of AMI (combining income categories into one category)
- Moderate income: 80-120% of AMI
- Above Moderate Income: 121%+ of AMI



**Report to Firebaugh City Council (7/1/24)**  
**General Plan Amendment 2024-01 (Firebaugh Housing Element)**

---

The Site Inventory includes sites suitable for all income categories in Firebaugh.

- **Local Assessment of Fair Housing:**

A major new requirement for Housing Elements is an analysis and planning for Affirmatively Furthering Fair Housing (AFFH). AFFH is defined as “taking meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics.”

Through community outreach, research and analysis, and study sessions to gain local knowledge, the Housing Element has identified four fair housing issues in Firebaugh:

- High rate of overpayment and overcrowding, and high risk of displacement (loss of housing)
- Flood risk for some households
- Limited access to services and resources
- Displacement risk for persons with disabilities

The Housing Element further identifies contributing factors for each of these housing issues and defines the meaningful actions to overcome and address these issues. These actions have been incorporated into the Housing Element Action Plan.

- **Constraints:**

The constraints section of the Housing Element identifies potential and actual governmental restraints as they pertain to housing development in the City. Governmental constraints can include land use controls such as development standards contained in the Zoning Ordinance, land use policies that do not comply with fair housing laws, and lengthy, expensive, and daunting permitting and processing procedures.

The constraints section also identifies non-governmental constraints to evaluate how these might inhibit housing development in the city. Non-governmental constraints include factors outside of the local government’s control and primarily market-driven, such as land costs, construction costs, and the availability of financing.

Ultimately, the City of Firebaugh provides for a variety of housing types; however, the Zoning Ordinance should be amended to address compliance with State law,

**Report to Firebaugh City Council (7/1/24)**  
**General Plan Amendment 2024-01 (Firebaugh Housing Element)**

---

development standards, and barriers for special needs housing. Several programs have been incorporated into the Housing Element Action Plan to address these constraints.

- **Review of Past Accomplishments:**

The Housing Element includes an evaluation of programs included in the previous cycle. This evaluation discusses the implementation status of each program and provides recommendations regarding whether to continue or extend each program. Some of the programs from the last cycle were determined to still be effective in meeting housing goals and community needs; thus, they were carried over to the 6th Cycle Program.

### **Public Outreach and Engagement**

As part of the Housing Element, it is required that the city make a “diligent effort to achieve public participation of all economic segments of the community in the development of the Housing Element, and the program shall describe this effort.” This means that routine public notices are not enough, and that each city should take active steps toward involving and soliciting public input. In an effort to meet State requirements and outreach to the community, the following community outreach efforts were completed:

- **Regional Project Website:** A website for the multi-jurisdictional housing element was set up for the duration of this effort and was regularly updated to include updates on community events as well as drafts of the Housing Element.
- **Stakeholder Consultations and Focus Groups:** Stakeholder consultations and focus groups were coordinated throughout the summer and fall of 2022. Organizations that participated include:
  - Building Industry Association (BIA) of Fresno/Madera Counties
  - Fair Housing of Central California
  - Fresno Madera Continuum of Care
  - Law Office of Patience Milrod
  - Central Valley Urban Institute
  - Resources for Independence Central Valley
  - Llaves de tu Casa Iniciativa
  - Fresno Housing Authority
- **Study Sessions with Planning Commission and City Council:** A study session with both the Planning Commission and City Council was held in September

**Report to Firebaugh City Council (7/1/24)**  
**General Plan Amendment 2024-01 (Firebaugh Housing Element)**

---

2022 to introduce the 2023-2031 Housing Element and review new State laws. This study session was also open to the public.

- **Community Workshops:** A community workshop was held in August 2022 to introduce the community to the process of developing a housing element. Information regarding current housing conditions in Firebaugh and Fresno County was provided, and the community was invited to participate in a discussion about local housing needs.

**Environmental**

The Housing Element is exempt from review for environmental impacts as a “common sense” exemption under the California Environmental Quality Act, because the Element involves policies, programs, and actions that would not have the potential to cause a significant physical effect on the environment.

**Planning Commission Action**

On June 10th, 2024, the Firebaugh Planning Commission held a public hearing and unanimously approved a resolution recommending the City Council adopt the Housing Element and the environmental finding.

**Next Steps:**

Following adoption by City Council, the Housing Element will be submitted to HCD to commence the 60-day certification review period. It is possible that HCD will require changes to the Element; in that case those amendments will return to the City Council for adoption.



**RESOLUTION 24-32**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH  
ADOPTING A COMMON SENSE EXEMPTION TO CEQA, AND APPROVING  
GENERAL PLAN AMENDMENT (GPA 24-01), ADOPTING THE 2023-2031 MULTI-  
JURISDICTIONAL HOUSING ELEMENT AND THE 2023-2031 FIREBAUGH  
HOUSING ELEMENT**

**WHEREAS**, California Government Code Article 10.6 (Sections 65580-65590) requires that all California localities adopt Housing Elements as part of their General Plans, consisting of standards and plans for the improvement of housing, for the provision of adequate sites for housing, and for regional housing needs; and

**WHEREAS**, the draft 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element update has been prepared in accordance with the requirements of State law; and

**WHEREAS**, the draft 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element update is required to be adopted by City Council and certified by the California Department of Housing and Community Development (HCD) for substantial compliance with Housing Element Law and the Planning Commission is required to make a recommendation to City Council prior to its adoption; and

**WHEREAS**, on June 10, 2024 the Firebaugh Planning Commission held a duly noticed public hearing to consider the environmental finding of a Common Sense Exemption to CEQA and the draft 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element update and unanimously recommended the City Council adopt the environmental finding and 6<sup>th</sup> Cycle Housing Element update; and

**WHEREAS**, the draft 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element update was released for the required 30-day public review on September 22, 2023 and was made available on the City's website and noticed to residents through the same methods as the Planning Commission and City Council hearings; and

**WHEREAS**, on November 1, 2023, HCD provided a comment letter to the City pursuant to Government Code Section 65585(b) reporting the results of its review of the draft Housing Element update for compliance with the State Housing Element Law; and

**WHEREAS**, the City revised the draft 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element update in an effort to address HCD's comments and resubmitted for a second time to HCD on April 1, 2024.

**WHEREAS**, pursuant to the California Environmental Quality Act (CEQA), a Notice of Exemption was prepared in accordance with Section 15061(B)(3) under the common sense exemption because the adoption of the 6<sup>th</sup> Cycle 2023-2031 Multi-Jurisdictional Housing

Element and 2023-2031 Firebaugh Housing Element update does not have the potential to cause a significant effect on the environment; and

**WHEREAS**, a duly noticed public hearing was held by the City Council for the review of the draft 6th Cycle 2023-2031 Multi-Jurisdictional Housing Element and 2023-2031 Firebaugh Housing Element update on July 1, 2024 for the purposes of adoption and authorizing submittal of the draft Housing Element update to HCD for a 60-day Certification Review; and

**NOW, THEREFORE BE IT RESOLVED NOW**, that the City Council does hereby adopt a Common Sense Exemption to CEQA, and approves General Plan Amendment GPA 24-01, adopting the 2023-2031 Multi-Jurisdictional Housing Element and the 2023-2031 Firebaugh General Plan Housing Element, as shown in Exhibit 1 attached hereto;

The foregoing resolution was adopted upon a motion of Commission member \_\_\_\_\_, second by Commission member \_\_\_\_\_, at a regular meeting of the Firebaugh City Council on the 1<sup>st</sup> of July, 2024 by the following roll call vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

---

Secretary, Firebaugh City Council

Fresno County Multi-Jurisdictional 2023-2031 6<sup>th</sup> Cycle Housing Element  
City of Firebaugh 2023-2031 6<sup>th</sup> Cycle Housing Element

Draft Revision

(to be attached)



# Fresno Multi-Jurisdictional 2023-2031 Housing Element

Adoption Draft - June 2024



*A Regional Plan for Addressing Housing Needs*

Fresno County • Coalinga • Firebaugh • Fowler • Fresno City • Huron • Kerman  
Kingsburg • Mendota • Orange Cove • Parlier • Reedley • San Joaquin • Sanger • Selma



# Fresno Multi-Jurisdictional 2023-2031 Housing Element

Adoption Draft - June 2024

*A Regional Plan for Addressing Housing Needs*

*Fresno County • Coalinga • Firebaugh • Fowler • Fresno City • Huron • Kerman  
Kingsburg • Mendota • Orange Cove • Parlier • Reedley • San Joaquin • Sanger • Selma*



# Credits

## Participating Jurisdictions

Fresno County  
City of Coalinga  
City of Firebaugh  
City of Fresno  
City of Fowler  
City of Huron  
City of Kerman  
City of Kingsburg  
City of Mendota  
City of Orange Cove  
City of Parlier  
City of Reedley  
City of San Joaquin  
City of Sanger  
City of Selma

## Fresno Council of Governments Staff

Kristine Cai, Deputy Director  
Juan Ramirez, Associate Regional Planner

## Consultant Team

### *PlaceWorks*

Jennifer Gastelum, Project Director  
Cynthia Walsh, Project Manager  
Lucy Rollins, Project Manager  
Nicole West, Project Manager  
Amy Sinsheimer, Project Manager  
Karla Martinez, Associate Planner  
Deborah Rogoff-Ezra, Associate Planner

### *Ascent Environmental*

Chelsey Payne, Project Manager  
Heidi Gen Kuong, Project Manager

### *Provost & Prichard*

Sara Allinder, Project Manager  
Wyatt Czesinski, Assistant Planner

### *California Coalition for Rural Housing*

Kate Rose, Outreach Lead  
Clancy Taylor, Outreach Facilitator  
Eusevio Ortega, Outreach Facilitator



# Table of Contents

<b>Introduction .....</b>	<b>1</b>
Housing Element Purpose .....	1
General Plan Consistency .....	2
Housing Element Organization .....	2
<b>Public Outreach and Engagement.....</b>	<b>1-1</b>
Project Website.....	1-1
Stakeholder Consultations.....	1-1
Study Sessions.....	1-3
Community Workshops .....	1-4
Stakeholder Focus Groups.....	1-5
Farmworker and Farm Employer Surveys.....	1-8
Travel Survey.....	1-9
Translation .....	1-10
Outreach Noticing.....	1-10
<b>Regional Housing Needs Assessment.....</b>	<b>2-1</b>
Population Trends and Characteristics.....	2-2
<i>Population Change</i> .....	2-2
<i>Household and Group Quarters Population</i> .....	2-3
<i>Age Characteristics</i> .....	2-4
<i>Population by Race/Ethnicity</i> .....	2-7
Household Trends and Characteristics .....	2-9
<i>Historical Growth</i> .....	2-9
<i>Household Formation and Composition</i> .....	2-10
<i>Household Income</i> .....	2-10
Employment Trends and Characteristics .....	2-13
<i>Employment and Wage Scale by Industry</i> .....	2-13
<i>Unemployment</i> .....	2-19
<i>Labor Force Trends</i> .....	2-19
Population and Employment Projections.....	2-21
<i>Population Forecast</i> .....	2-21
<i>Employment Forecast</i> .....	2-22
Housing Inventory and Market Conditions .....	2-22
<i>Housing Stock Profile</i> .....	2-23
<i>Housing Tenure</i> .....	2-25
<i>Vacancy Rate</i> .....	2-26
<i>Housing Conditions</i> .....	2-27
<i>Overpayment (Cost Burden)</i> .....	2-29
<i>Overcrowding</i> .....	2-33
Housing Cost and Affordability .....	2-35
<i>Home Price Trends</i> .....	2-35
<i>Rental Trends</i> .....	2-37
<i>Ability to Pay</i> .....	2-37
Special Needs.....	2-39
<i>Senior Population</i> .....	2-39
<i>Large Households</i> .....	2-44
<i>Single Female-Headed Households</i> .....	2-45
<i>Persons with Disabilities</i> .....	2-47
<i>Developmental Disabilities</i> .....	2-50
<i>Homeless</i> .....	2-51



**TABLE OF CONTENTS**

*Farmworkers* ..... 2-60  
*Extremely Low-Income Households* ..... 2-69  
 Inventory of Affordable Rental Housing and At-Risk Status ..... 2-74  
*Preservation Options for At-Risk Properties* ..... 2-75  
*Qualified Entities* ..... 2-75

**Regional Assessment of Fair Housing ..... 3-1**

Outreach ..... 3-1  
*Consultations* ..... 3-2  
*Stakeholder Focus Group Workshops* ..... 3-5  
*FCOG Transportation Needs Survey* ..... 3-6  
*Public Comments* ..... 3-12  
 Fair Housing Issues ..... 3-12  
*Patterns of Integration and Segregation* ..... 3-15  
*Access to Opportunity* ..... 3-42  
*Disproportionate Housing Need and Displacement Risk* ..... 3-65

**Opportunities for Residential Development ..... 4-1**

Regional Housing Needs Allocation ..... 4-1  
 Assembly Bill 1233 RHNA “Carry-Over” Analysis ..... 4-3  
 Availability of Land and Services ..... 4-3  
*Units Built or Under Construction and Planned or Approved Projects* ..... 4-4  
*Accessory Dwelling Unit Potential* ..... 4-4  
*Vacant and Underutilized Land Inventory* ..... 4-4  
*Adequacy of Public Facilities* ..... 4-5  
*Financial and Administrative Resources* ..... 4-6  
 Opportunities for Energy Conservation ..... 4-13  
*California Building Code, Title 24* ..... 4-13  
*Utility Programs* ..... 4-13

**Housing Constraints ..... 5-1**

Governmental Constraints ..... 5-1  
*Land Use Controls* ..... 5-1  
*Residential Development Standards* ..... 5-2  
*Density Bonus* ..... 5-3  
*Growth Control* ..... 5-3  
*Airport Land Use Compatibility* ..... 5-4  
*Zoning for a Variety of Housing Types* ..... 5-4  
*On-/Off-Site Improvement Standards* ..... 5-9  
*Fees and Exactions* ..... 5-9  
*Processing and Permit Procedures* ..... 5-10  
*Senate Bill 35* ..... 5-11  
*Senate Bill 330* ..... 5-11  
*Building Codes and Enforcement* ..... 5-11  
*Constraints on Housing for Persons with Disabilities* ..... 5-11  
 Nongovernmental Constraints ..... 5-13  
*Land Costs* ..... 5-13  
*Construction Costs* ..... 5-15  
*Dry Utilities* ..... 5-15  
*Availability of Financing* ..... 5-16  
*Environmental Constraints* ..... 5-17

**Housing Plan ..... 6-1**

Goals and Policies ..... 6-1

    1. *New Housing Development* ..... 6-1

    2. *Affordable Housing* ..... 6-2

    3. *Housing and Neighborhood Conservation* ..... 6-3

    4. *Special Needs Housing* ..... 6-3

    5. *Fair and Equal Housing Opportunities* ..... 6-4

    6. *Energy Conservation and Sustainable Development* ..... 6-5

**Appendix 1 ..... 1A-1**

*Summary of Needs and Conditions*

*Action Plan*

*Sites Inventory*

*Fair Housing Analysis*

*Housing Constraints*

*Review of Previous Housing Element*

*Public Outreach and Engagement*

**APPENDICES**

- 1A: Fresno County
- 1B: Coalinga
- 1C: Firebaugh
- 1D: Fowler
- 1E: Fresno City
- 1F: Huron
- 1G: Kerman
- 1H: Kingsburg
- 1I: Mendota
- 1J: Orange Cove
- 1K: Parlier
- 1L: Reedley
- 1M: San Joaquin
- 1N: Sanger
- 1O: Selma

## Figures

Figure 2-1.	Race and Ethnicity (2020) .....	2-7
Figure 2-2.	Median Household Income (2020).....	2-12
Figure 2-3.	Employment by Industry (2020).....	2-15
Figure 2-3.	Employment by Industry (2020) (cont) .....	2-16
Figure 2-4.	Unemployment Rate (2022).....	2-19
Figure 2-5.	Fresno County Average Annual Job Openings by Entry-Level Education (2010-2020) .....	2-21
Figure 2-6.	Median Sales Price for Fresno County .....	2-35
Figure 2-7.	Farm Employment, Fresno County.....	2-62
Figure 2-8.	Farm Labor in Fresno County.....	2-63
Figure 3-1	Discrimination Experienced in Housing .....	3-7
Figure 3-2	Discrimination Basis .....	3-8
Figure 3-3	Most-Liked Feature of current Neighborhood.....	3-9
Figure 3-4	Least-Liked Feature of current Neighborhood.....	3-10
Figure 3-5	Barriers Preventing Homeownership .....	3-11
Figure 3-6	Regional TCAC/HCD Opportunity Areas .....	3-14
Figure 3-7	Income Patterns in the Region .....	3-16
Figure 3-8	Regional Median Incomes .....	3-17
Figure 3-9	Income Groups Within Fresno County Jurisdictions.....	3-19
Figure 3-10	Regional Poverty Rates .....	3-20
Figure 3-11	Segregation and Integration, Regional Divergence, 2020.....	3-23
Figure 3-12	Racial and Ethnic Divergence, Fresno County Region .....	3-25
Figure 3-13	Regional Demographic Composition, 2020 .....	3-26
Figure 3-14	Regional Racial Demographics .....	3-27
Figure 3-15	Regional Areas of High Segregation and Poverty, 2023.....	3-30
Figure 3-16	Regional RCAAS .....	3-31
Figure 3-17	Diversity Index Within Fresno County.....	3-32
Figure 3-18	Fresno County Jurisdiction Racial Demographics.....	3-33
Figure 3-19	Percentage of Children in Married-Couple Households in the Region.....	3-36
Figure 3-20	Percentage of Children in Female-Headed Households in the Region.....	3-37
Figure 3-21	Population with a disability in the Region .....	3-39
Figure 3-22	Regional Disability by Type .....	3-40
Figure 3-23	AllTransit Transit Access in the Region .....	3-43
Figure 3-24	Fresno County Rural Transit Agency Intercounty Routes .....	3-46
Figure 3-25	Percentage of Renters using Housing Choice Vouchers .....	3-51
Figure 3-26	Regional Jobs Proximity .....	3-53
Figure 3-27	Regional Labor Market Engagement.....	3-54
Figure 3-28	Regional Unemployment Rates, 2010-2022.....	3-55
Figure 3-29	Regional TCAC/HCD Educational Domain Scores .....	3-58
Figure 3-30	HUD School Proficiency Index.....	3-60
Figure 3-31	Regional CalEnviroScreen Percentiles.....	3-63
Figure 3-32	Healthy Places Index Percentile .....	3-64
Figure 3-33	Overcrowded Households in the Region .....	3-67
Figure 3-34	Regional Overcrowded Households by Tenure.....	3-68
Figure 3-35	Overpayment Rates in the Region.....	3-69
Figure 3-36	Age of Housing Stock in the Region .....	3-70
Figure 3-37	Regional Farm Operations and Agricultural Employees.....	3-73
Figure 3-38	Sensitive Communities, 2020 .....	3-76
Figure 5-1.	Historical Mortgage Interest Rates, United States 2015-2022 .....	5-16

## Tables

Table 2-1	Change in Total Population (2000-2022).....	2-2
Table 2-2	Change in Household Population (2010-2020) .....	2-3
Table 2-3	Population by Age Group (2020).....	2-5
Table 2-4	Change in Households (2010-2020).....	2-9
Table 2-5	Persons per Household (2020).....	2-10
Table 2-6	HUD Income Limits by Persons per Household (2022).....	2-11
Table 2-7	State of California Income Categories .....	2-11
Table 2-8	HCD Income Limits by Person per Household (2022).....	2-12
Table 2-9	Jurisdictions with Over-Representation of Very Low-Income (VLI) Families (2018).....	2-13
Table 2-10	Employment by Industry (2020).....	2-17
Table 2-11	Fresno County Job Growth by Industry Sector (2018-2028).....	2-20
Table 2-12	Fresno County Population Forecast (2025-2050) .....	2-21
Table 2-13	Population of Fresno County and California (1980-2040).....	2-22
Table 2-14	Fresno County Employment Forecast (2025-2040) .....	2-22
Table 2-15	Housing Stock (2010-2022).....	2-23
Table 2-16	Affordable vs. Market-Rate Multifamily Housing (1980-2013).....	2-25
Table 2-17	Housing Tenure (2020).....	2-26
Table 2-18	Housing Stock and Vacancy Rate (2010-2022) .....	2-27
Table 2-19	Age of Housing Stock (2020).....	2-28
Table 2-20	Overpayment by Tenure (2018).....	2-31
Table 2-21	Overcrowding by Tenure (2020) .....	2-34
Table 2-22	Home Sales Recorded in 2017, 2021, and 2022.....	2-36
Table 2-23	Residential Rental Rate Comparison (2014-2021).....	2-37
Table 2-24	Fresno County Ability to Pay (2022).....	2-38
Table 2-25	HUD Fair-Market Rent by Bedroom (2022).....	2-39
Table 2-26	Percentage of the Senior Population (65 and Over) (2020).....	2-40
Table 2-27	Senior Households by Tenure (2020).....	2-41
Table 2-28	Seniors with Disabilities (2020).....	2-43
Table 2-29	Large Households by Tenure (2020).....	2-45
Table 2-30	Single Female-Headed Households (2020) .....	2-46
Table 2-31	Female-Headed Households in Poverty (2020) .....	2-47
Table 2-32	Persons with a Disability (2020) .....	2-49
Table 2-33	Disability by Type (2020) .....	2-49
Table 2-34	Clients in Fresno County with Developmental Disabilities by Age (2022).....	2-50
Table 2-35	Total Unsheltered and Sheltered Homeless Count: Fresno County (2022).....	2-52
Table 2-36	Estimated Number of Homeless Persons by Jurisdiction.....	2-53
Table 2-37	Comparison of 2022 and 2023 Point In Time Homeless Count .....	2-54
Table 2-38	Bed Inventory by Program Type, Fresno County and Madera County (2022).....	2-54
Table 2-39	Emergency Shelters in Fresno County (2023) .....	2-56
Table 2-40	Residential Care Facilities (2023).....	2-58
Table 2-41	Farmworkers in Fresno County by Days Worked (2017) .....	2-61
Table 2-42	Estimated Farmworkers (2020) .....	2-62
Table 2-43	Migrant Worker Student Population.....	2-65
Table 2-44	Limited English-Speaking Households .....	2-67
Table 2-45	Resources for Farmworkers .....	2-68
Table 2-46	Extremely Low-Income Households by Tenure (2018) .....	2-70
Table 2-47	Extremely Low-Income Households by Tenure and Overpayment - Fresno County, Clovis, and Coalinga (2018) .....	2-71
Table 2-48	Extremely Low-Income Households by Tenure and Overpayment – Firebaugh, Fowler, and Fresno (2018) .....	2-71
Table 2-49	Extremely Low-Income Households by Tenure and Overpayment – Firebaugh, Fowler, and Fresno (2018) .....	2-72
Table 2-50	Extremely Low-Income Households by Tenure and Overpayment – Mendota, Orange Cove, and Parlier (2018).....	2-72



**TABLE OF CONTENTS**

Table 2-51 Extremely Low-Income Households by Tenure and Overpayment - Reedley, Sanger, and San Joaquin (2018)..... 2-73

Table 2-52 Extremely Low-Income Households by Tenure and Overpayment – Selma and Unincorporated Fresno County (2018)..... 2-73

Table 2-53 Qualified Entities (2022) ..... 2-75

Table 3-1 Regional Familial Status Discrimination, 2013-2021 ..... 3-34

Table 3-2 Regional Demographic Characteristics of the Population with a Disability ..... 3-41

Table 3-3 Regional Alltransit Performance Scores ..... 3-44

Table 3-4 Fresno County Rural Transit Agency Intercounty Connections ..... 3-44

Table 3-5 Fresno MSA Fair-Market Rents, 2022 ..... 3-50

Table 3-6 Regional Vacancy Rates ..... 3-50

Table 4-1 2023-2031 Regional Housing Needs Allocation by Jurisdiction ..... 4-2

Table 4-3 Financial Resources ..... 4-6

Table 4-3 Fresno Housing Authority Properties..... 4-10

Table 5-1 Statewide Density Bonus Parking Standards ..... 5-3

Table 5-2 Fresno COG Transportation Impact Fee ..... 5-10

Table 5-3 Listed Land Prices, Incorporated Cities (2022) ..... 5-13

Table 5-4 Listed Land Prices, Unincorporated Areas (2022)..... 5-14

Table 5-5 Land Sale Prices, Incorporated Cities (August 2022)..... 5-14

Table 5-6 Land Sale Prices, Unincorporated Areas (August 2022)..... 5-14



# INTRODUCTION

---

<b>Introduction .....</b>	<b>1-1</b>
Housing Element Purpose .....	1-1
General Plan Consistency .....	1-2
Housing Element Organization .....	1-2

## INTRODUCTION

*This page intentionally left blank.*

# INTRODUCTION

---



California Housing Element law requires every jurisdiction to prepare and adopt a housing element as part of its general plan. In California, it is typical for each city or county to prepare and maintain its own separate general plan and housing element. However, Fresno County and 14 of the 15 cities in Fresno County, with the help of the Fresno Council of Governments (FCOG), are preparing a Multi-Jurisdictional Housing Element for the fifth round of housing element updates. The Multi-Jurisdictional Housing Element provides an opportunity for countywide housing issues and needs to be more effectively addressed at the regional level rather than just at the local level. Regional efforts also provide the opportunity for the local governments in the county to work together to accommodate the Regional Housing Needs Allocation (RHNA) assigned to the Fresno County region. In addition, economies of scale can result in significant cost savings to jurisdictions preparing a joint housing element.

The primary objective of the project is to prepare a regional plan addressing housing needs through a single certified housing element for all 15 participating jurisdictions. The Fresno County Multi-Jurisdictional Housing Element represents an innovative approach to meeting State Housing Element law and coordinating resources to address the region’s housing needs. The following jurisdictions are participating in the effort: Fresno County and the cities of Coalinga, Firebaugh, Fowler, Fresno, Huron, Kerman, Kingsburg, Mendota, Orange Cove, Parlier, Reedley, San Joaquin, Sanger, and Selma.

State Housing Element requirements are framed in the California Government Code, Sections 65580 through 65589, Chapter 1143, Article 10.6. The law requires the State Department of Housing and Community Development (HCD) to administer the law by reviewing housing elements for compliance with State law and by reporting its written findings to the local jurisdiction. Although State law allows local governments to decide when to update their general plans, State Housing Element law mandates that housing elements be updated every eight years. The Multi-Jurisdictional Housing Element will cover the planning period of December 31, 2023, through December 31, 2031, and must be adopted and submitted to HCD for certification by December 31, 2023. The Housing Element must include: 1) an identification and analysis of existing and projected local housing needs; 2) an identification of resources and constraints; and 3) goals, policies, and implementation programs for the rehabilitation, maintenance, improvement, and development of housing for all economic segments of the population.

## HOUSING ELEMENT PURPOSE

This document is the 2023-2031 Housing Element for 15 jurisdictions in Fresno County, including unincorporated Fresno County. The purpose of the housing element is to identify a community’s current housing needs; state the region’s goals and objectives regarding housing production, rehabilitation, and conservation to meet those needs; and define the policies and programs that the community will implement to achieve the stated goals and objectives.



## GENERAL PLAN CONSISTENCY

The Housing Element is a required element of the General Plan. State law requires that the Housing Element be consistent with the other elements of the jurisdictions' general plan. The policies and implementation programs in this Housing Element are consistent with the policies and implementation programs in the other elements of each jurisdiction's general plan. However, if during the implementation of this Housing Element, any inconsistencies are identified, a local government would need to amend its general plan to maintain consistency with other elements of the general plan. As other elements of the general plan are amended in the future, the local governments will review and revise as necessary to ensure internal consistency is maintained. The newest required General Plan element addresses the topic of Environmental Justice. As each jurisdiction makes the next updates to their General Plan, Environmental Justice will be addressed.

## HOUSING ELEMENT ORGANIZATION

The Housing Element is organized into the following major sections:

- **Section 0. Introduction:** An introduction, reviewing the purpose, process, and scope of the Housing Element.
- **Section 1. Public Outreach and Engagement:** A summary of the public outreach processes performed during the development of the Housing Element as well as the feedback received from outreach participants.
- **Section 2. Housing Needs Assessment:** An analysis of the demographic profile, housing characteristics, and existing and future housing needs.
- **Section 3. Regional Fair Housing Assessment:** An analysis of available federal, state, and local data to assess fair housing needs in the region.
- **Section 4. Opportunities for Residential Development:** A summary of the land, financial, and organizational resources available to address the identified housing needs and goals. This section also includes an analysis of opportunities for energy conservation in residential development.
- **Section 5. Housing Constraints:** An analysis of the potential market, governmental, and environmental constraints in the region.
- **Section 6. Housing Goals and Policies:** The regional goals and policies that will help meet diverse housing needs.

The Housing Element also includes one appendix.

**Appendix 1** has a separate, lettered section for each jurisdiction. Each section is structured into the following subsections.

0. **Summary of Needs and Conditions:** Provides a summary of the jurisdiction’s specific findings from the Housing Needs Assessment, Housing Constraints, and Sites Analysis.
1. **Action Plan:** Details jurisdiction-specific implementation programs to be carried out over the planning period to address the regional housing goals, including quantified objectives.
2. **Sites Inventory:** Describes the jurisdiction-specific sites available to meet the RHNA.
3. **Fair Housing Analysis:** An analysis of available federal, state, and local data to assess fair housing needs in the jurisdiction.
4. **Housing Constraints:** Identifies potential jurisdiction-specific governmental constraints to the maintenance, preservation, conservation, and development of housing along with an analysis of the at-risk units by jurisdiction and their preservation options.
5. **Evaluation of Previous Housing Element:** When applicable, describes the progress with implementing the previous housing element’s policies and actions.
6. **Public Outreach and Engagement:** A summary of the public outreach processes performed during the development of the Housing Element as well as the feedback received from outreach participants.

**INTRODUCTION**

*This page intentionally left blank.*



# PUBLIC OUTREACH AND ENGAGEMENT

---

## TABLE OF CONTENTS

<b>Public Outreach and Engagement.....</b>	<b>1-1</b>
Project Website.....	1-1
Stakeholder Consultations.....	1-1
Study Sessions.....	1-3
Community Workshops.....	1-4
Stakeholder Focus Groups.....	1-5
Farmworker and Farm Employer Surveys.....	1-8
Travel Survey.....	1-9
Translation.....	1-10
Outreach Noticing.....	1-10



**PUBLIC OUTREACH AND ENGAGEMENT**

*This page intentionally left blank.*

# PUBLIC OUTREACH AND ENGAGEMENT

---



State law requires local governments to make a diligent effort to achieve public participation of all socioeconomic segments of the community in the development of the housing element. The comments received at the workshops and through the online survey were considered in the preparation of this Housing Element, specifically in the goals, policies, and implementation programs.

The Fresno County Multi-Jurisdictional Housing Element update effort completed public outreach at the local and regional levels to encourage community involvement and comply with the requirements of State law. These efforts included:

- Project Website
- Stakeholder Consultations and Focus Groups
- Study Sessions with Planning Commissions, City Councils, and the County Board of Supervisors
- Community Workshops
- Community Survey

## PROJECT WEBSITE

The Fresno County Multi-Jurisdictional Housing Element project website is a clearinghouse for all information related to the project, with information in English and Spanish. For meetings in the City of Fresno, event fliers were also made available in Hmong and Punjabi. Community members can visit the site to access all public materials, learn about the Housing Element and upcoming opportunities to get involved, sign up for email updates, and submit comments directly.

The project website also includes direct links to each of the participating Fresno County jurisdictions' websites to promote specific outreach from each city and the county, share updates, and highlight upcoming opportunities for involvement, including individual Housing Element meetings.

## STAKEHOLDER CONSULTATIONS

To ensure that each jurisdiction solicits feedback from all segments of the community, consultations were conducted with service providers and other stakeholders who represent different socioeconomic groups.

Throughout the fall of 2022, staff consulted with stakeholders from 11 individual organizations and a multiorganization initiative that provides services in the Fresno County region to obtain input on housing needs and programs. The following stakeholders were contacted for an interview and either completed an interview or provided written responses to questions by email.

- Travis Alexander, Northern California Carpenters Regional Council

## PUBLIC OUTREACH AND ENGAGEMENT

- Harvey McKeon, Field Representative, Northern California Carpenters Regional Council
- Laura Moreno, Fresno Madera Continuum of Care/County of Fresno Social Services
- Mariah Thompson, California Rural Legal Assistance (CRLA)
- Karla Martinez, Leadership Council for Justice and Accountability (LCJA)
- Patience Milrod, Law Office of Patience Milrod
- Sarah Harris, Resources for Independence Central Valley
- Eric Payne, The Central Valley Urban Institute
- Doreen Eley and Michael Duarte, Fresno Housing Authority
- Mike Prandini, BIA
- Greg Terzakis, California Apartment Association
- Mirna Garcia, Envision Fresno and Llaves De Tu Casa
- Reyes Ruiz, Union Bank
- Sabrina Brown, California Association of Realtors (C.A.R) and National Association of Real Estate Brokers (NAREB)
- Rick Gonzales and Alicia Bohigian, Self Help Enterprises
- Pablo Estrada, CORE Home Loans
- Lucy Sandoval, Realtor; Vice President of National Association of Hispanic Real Estate Professionals (NAHREP), Fresno
- Aldiva Rubalcava, NAHREP Fresno
- Rosie Lopez, Self Help Credit Union
- Charles Ratanavanh, Asian Real Estate Association of America (AREA)
- Martin Macias, GPUUSD Superintendent, Golden Plains Unified School District
- Lori Villanueva, CHUSD Superintendent, Huron/Coalinga School District

Requests for consultation were extended to the following stakeholders but either no response was received or no one-on-one interview was completed. Some of these stakeholders participated in other community input processes, such as focus groups or stakeholder meetings:

- Janine Nkosi, Faith in the Valley
- Christine Barker and Jack Chang, Director of Special Projects, FIRM
- Adriana Cave, Assemi Group
- Sharrah Thompson, Tenants Together
- Nick Jones, SERVE Reedley
- Candie Caro, Proteus, Inc
- Priscilla Meza, Rape Counseling Services of Fresno (RCS)
- Jenny, Marjaree Mason Center
- Maria Pacheco, Kerman Care Center
- Edgar Olivera, Centro La Familia Advocacy Services
- Steve Hair, Mendota-area developer
- Roberto Castillo, Westside Family Preservation

In each consultation, the stakeholders were asked all or some of the following questions, depending on the type of organization interviewed:

- Opportunities and Concerns: What 3 top opportunities do you see for the future of housing in this jurisdiction? What are your 3 top concerns for the future of housing in this jurisdiction?
- Housing Preferences: What types of housing do your clients prefer? Is there adequate rental housing in this community? Are there opportunities for home ownership? Are there accessible rental units for seniors and persons with disabilities? Do your employees live in this jurisdiction? If not, why? Are there accessible rental units for seniors and persons with disabilities?
- Housing Barriers/Needs: What are the biggest barriers to finding affordable, decent housing? What are the unmet housing needs in this jurisdiction?
- Housing Constraints: Are there any city/county processes that you find difficult to navigate, increase costs, increase time, and/or increase uncertainty?
- Housing Conditions: How would you characterize the physical condition of housing in this jurisdiction? What opportunities do you see to improve housing in the future?
- Equity and Fair Housing: What factors limit or deny civil rights, fair housing choice, or equitable access to opportunity? What actions can be taken to transform racially and ethnically concentrated areas of poverty into areas of opportunity (without displacement)? What actions can be taken to make living patterns more integrated and balanced?
- How has COVID affected the housing situation?

Common themes in stakeholder responses across service areas included concerns about lack of reliable access to water and other infrastructure such as internet access and cell phone reception. Several stakeholders mentioned overcrowding in many units and a strong need for maintenance in affordable rentals and in mobile homes throughout the region.

Stakeholders highlighted the unique needs of farmworker communities and the challenges they face in finding necessary information about affordable housing opportunities and applying for deed-restricted rental housing. For community members who are undocumented, it can be impossible to achieve homeownership and challenging to have the required proof of income for rental housing. Several stakeholders also identified lack of credit and low incomes as a barrier to many residents in accessing stable housing.

## STUDY SESSIONS

The participating jurisdictions held study sessions with their respective planning commission and/or city council to review the Public Review Draft Housing Element. At each of the study sessions, staff and the consultants presented an overview of the draft Housing Element, facilitated a discussion with the planning commission and/or city council, and requested input before submitting the document to HCD for review.

## PUBLIC OUTREACH AND ENGAGEMENT

The participating jurisdictions provided public notice about these study sessions using their standard meeting notice procedures. Additionally, staff directly contacted local housing advocates, developers, social service providers, and key stakeholders to notify them of the study sessions.

The following study sessions were held in the county:

- **Fresno County:** September 15 and 20, 2022 (Planning Commission and Board of Supervisors, respectively)
- **City of Fresno:** September 29, 2022 (City Council Study Session)
- **City of Kerman:** August 24, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Firebaugh:** September 12, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Kingsburg:** August 11, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Coalinga:** September 15, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Mendota:** October 25, 2022 (Planning Commission/City Council Joint Study Session)
- **City of San Joaquin:** October 4, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Reedley:** October 11, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Orange Cove:** September 28, 2022 at (City Council Study Session)
- **City of Selma:** September 19, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Fowler:** August 2, 2022, (Planning Commission/City Council Joint Study Session)
- **City of Huron:** September 7, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Parlier:** October 20, 2022 (Planning Commission/City Council Joint Study Session)
- **City of Sanger:** October 6, 2022 (Planning Commission/City Council Joint Study Session)

Council, commission, and board members had the opportunity to ask questions and give feedback about the project. Common themes included concerns about lack of water access and the tension between limits to water use and the ability of each jurisdiction to meet its RHNA requirements. Others highlighted the tension between State and local land use controls and expressed a desire for more local control.

## COMMUNITY WORKSHOPS

Throughout the summer and fall of 2022, the participating jurisdictions held workshops for key stakeholders and community members interested in housing issues in the county. Participants listened to a short introductory presentation about the Housing Element Update and were asked to provide input on key issues, barriers, and opportunities for creating affordable housing in the county. In total, 122 community members attended the workshops.

Individual jurisdictions made efforts to encourage participation, including handing out flyers at community events, advertising the meetings on the City’s website and in the City’s email newsletter, sending press releases to local newspapers, posting flyers at key locations, and contacting residents of affordable housing developments. Further efforts included posting the workshop information on an electronic reader board for



visibility as people enter the city, and making the event a push item on the City’s app. See Appendix 1 for a sample of the publicity materials.

The following community workshops were held in the county:

- **Fresno County:** September 19, 2022, from 2 to 3:30 pm and October 3, 2022, from 2 to 3:30 pm
- **City of Firebaugh:** August 18, 2022, from 1 to 2:30 pm
- **City of Fresno:** August 31, 2022, from 6 to 7:30 pm
- **City of Huron:** September 1, 2022, from 6 to 7:30 pm
- **City of Kerman:** October 5, 2022, from 6 to 7:30 pm
- **City of Kingsburg:** August 16, 2022, at 6:00 pm
- **City of Coalinga:** October 5, 2022, from 6 to 7:30 pm
- **City of Mendota:** October 6, 2022, from 6 - to 7:00 pm
- **City of Reedley:** September 20, 2022, from 6 to 7:30 pm
- **City of Selma:** September 2, 2022, from 2 to 3:30 pm
- **City of Parlier:** September 21, 2022, from 6 to 7:30 pm
- **City of Sanger:** August 30, 2022, from 6 to 7:30 pm
- **City of Orange Cove:** September 22, 2022, from 6 to 7:30 pm

Across the 15 meetings, 101 community members registered and 122 attended. Depending on community need, language interpretation services were made available in English, Spanish, Hmong, and Punjabi. Interpretation in Spanish was provided at events in the City of Fresno and the Fresno County unincorporated areas and for the web live stream in Huron.

Additionally, in the following cities outreach took place at existing local events:

- **City of San Joaquin:** On August 10, 2022, from 5:00 to 6:30 pm, outreach consultants attended a community event hosted by the City of San Joaquin and the Golden Plains Unified School District.
- **City of Fowler:** On August 24, 2022, from 5:30 to 8:00 pm, outreach consultants attended a Wednesday Nights at the Park event.
- **City of Orange Cove:** Outreach consultants attended a Fresno Economic Opportunities Commission Food Distribution event to distribute fliers and collect community feedback.

Common themes in the feedback provided by attendees included concerns about the limitations caused by a lack of water access, a desire for more opportunities for home ownership and a more diverse mix of unit types, and concerns about increased housing costs and associated overcrowding.

## STAKEHOLDER FOCUS GROUPS

Two stakeholder focus groups were held as part of the Housing Element development process. Stakeholders were presented with information about the Housing Element process, particularly sections regarding community needs and fair housing, and were given the opportunity to weigh in on community needs.

## PUBLIC OUTREACH AND ENGAGEMENT

The first focus group was held on October 25, 2022, from 9:30 to 11:30 am. The following stakeholders registered for the event, though not all were able to attend:

- Gregory Terzakis, CAA
- Mirna Garcia, Envision Realty Inc./NAHREP Fresno
- Kayla Camargo, Lance-Kashian
- Bernard Jimenez, County of Fresno
- Sharrah Thompson, Tenants Together
- Karl Schoettler, City of Firebaugh
- Michelle Zumwalt, City of Fresno
- Lily Cha, City of Clovis
- Thomas Gaffery, City of Fowler
- Kristine Cai, Fresno Council of Governments
- Tyrone Williams, Fresno Housing
- Jeff O'Neal, City of Parlier
- Sophia Pagoulatos, City of Fresno Planning & Development Dept
- Rodney Horton, City of Reedley
- Rob Terry, City of Selma
- Casey Lauderdale, City of Fresno
- Yvette Quiroga, Fresno County
- Clancy Taylor, CCRH
- Dr. K Jones, Jr., Handle It Helping Hands, Inc.
- Gregory Terzakis, CAA
- John Holt, City of Clovis
- Mariah Thompson, California Rural Legal Assistance, Inc.
- Andy Hausler, City of Clovis

Participants expressed concerns about corporate investment groups purchasing large amounts of local housing. Housing quality was identified as an opportunity for local investment, particularly in unincorporated areas, and participants cited mobile home repair funding as a current gap in available programming, along with mobile home financing. One participant suggested that a program to help mobile homeowners pay for back taxes is necessary, as a statewide amnesty program ended, and that a program to help mobile home renters purchase their units from corporate acquisition companies would help them to stay in their homes. Lack of internet access among residents of mobile home parks has made it difficult for those residents to apply for necessary building permits in order to comply with eviction notices.

According to participants, undocumented community members don't seem to be served by current housing stock or programming. One participant expressed a concern that monolingual speakers of languages other than English may be taken advantage of by the current housing environment.

Credit and income levels were two major barriers to decent housing in local communities that participants identified. Attendees noted that programs with a “sweat equity” component, such as those offered by Self Help Enterprises, might serve the community well. Additionally, housing types that promote intergenerational housing without forcing overcrowding situations would allow families to share costs.

One participant identified small lot sizes and overreliance on commercial zoning in the past Housing Element cycle as an issue to avoid while developing this cycle’s sites inventories. Another expressed an interest in seeing large lots in the unincorporated county area subdivided into smaller lots. Local residents fear displacement and so have concerns about the development of new housing.

Increased construction costs were a concern raised by several attendees. One participant noted that there is an active market for the development of ADUs within the region, but that there are few housing developers in some cities. Material costs are also unsustainable in the area.

The second focus group was held on November 15th from 9:30 to 11:30 am and was attended by the following stakeholders:

- David Rivas, NCCRC
- Mike Prandini, BIA
- Doa Lur, The Fresno Center
- Mirna Garcia, Envision Fresno
- Phil Skei, City of Fresno
- Rob Terry, City of Selma
- Karl Schoettler, City of Firebaugh
- David Brletic, City of Sanger
- Sophia Pagoulatos, City of Fresno

Some participants expressed concern that some of the data in the Housing Element might be outdated, particularly in light of the effects of the COVID-19 pandemic, though others felt it was accurate.

Attendees highlighted the gap between program eligibility and the ability to afford available housing, as some applicants for affordable housing programs make too much money to qualify but still can’t afford housing without the program’s assistance. At a recent workshop for community members interested in participating in a down payment assistance program, none of the attendees qualified because their incomes were higher than 80 percent of the area median income. For other community members, being able to show an income level of at least twice the rent of an apartment in the area is impossible.

Lack of cultural competency of homeless services has caused issues for some local members of the Asian/Pacific Islander community. One attendee mentioned that members of this community who are experiencing homelessness prefer to couch surf within the community rather than use formal homeless services, which leads to an undercounting of community members experiencing homelessness.

## PUBLIC OUTREACH AND ENGAGEMENT

Several participants expressed concern about the siting of recent affordable housing projects. In the city of Fresno, a recent project was sited near a rendering plant and far from amenities. Many families in the area require a car to access work and school as well as other amenities, and in many cases families only have one car, which limits their access to these resources if they are far away.

Increases in housing construction and development costs were highlighted as a barrier to meeting community housing needs. Infrastructure costs and district fees, along with increased labor and materials costs, have added to construction costs by a significant amount. This is compounded by competing interests among State agencies, such as limiting water supply while also increasing the amount of housing available. One participant expressed a concern that inclusionary zoning and rent control might provide further cost pressure.

*Note: One additional focus group meeting will occur in April 2023. Feedback will be summarized and included.*

## FARMWORKER AND FARM EMPLOYER SURVEYS

Fresno County completed a survey of farm employers and farmworkers about local housing needs. From September 2021 to January 2022, 170 farm employers were surveyed, and from February to July 2022, 240 farmworkers were surveyed.

Farm worker survey questions included the status of participants' current housing situation and their preferred housing. Surveys were conducted verbally by County Public Works and Planning staff, and the answers were recorded on paper by the surveyors.

Outreach efforts were scheduled in advance, primarily in April and May 2022. Staff contacted multiple food processing plants, farmers, and labor contractors in Fresno County regarding the on-site surveys or permission to collect an interest list of agriculture workers willing to participate in the survey. All employers were initially contacted by phone. Many of the agencies contacted refused to participate during the initial call. Some employers provided an email contact and attempted to set up dates to conduct the surveys with their employees, but the staff did not receive any responses to email requests. Most of the employers were unwilling to work with the "County" or a government agency.

Additional methods of outreach had to be utilized to reach the farmworkers. These methods included outreach to churches in unincorporated areas of Fresno County, attending community meetings hosted by the County and other agencies such as Leadership Council for Justice and Accountability, door-to-door outreach, and outreach to food distribution sites throughout Fresno County.

One of the most successful methods was the outreach to various food distribution sites throughout the county. Outreach efforts focused on sites with a dense farmworker population, unincorporated areas of Fresno County (Biola, Caruthers, Del Rey, Easton, Huron, Lanare, Laton, Raisin City, Riverdale, Cantua Creek, and Tranquility), and the participating city of Mendota. Survey participants completed surveys while they waited in line at food distribution sites. County staff also completed surveys at two apartment buildings in the communities of Biola and Del Rey that had been specifically funded to house farmworkers. Staff conducted

surveys on two separate occasions by going door to door in unincorporated communities and asking occupants if they would like to participate in the survey.

#### *Farm Employer Survey Results for Desired Farm Labor/Worker Housing*

County staff surveyed a total of 170 farm employers, 25 of whom currently have some type of farm labor housing on site, though not all of this housing is necessarily currently in use. Five of those employers would consider retaining the existing farm labor housing. Of the 145 farm employers who do not have any farm labor housing on-site, 28 would consider adding labor housing as single houses or cottages. One farm employer specified labor housing as apartments. The type of farm operation was not explicitly captured through the survey, but staff was able to determine through the phone conversations that dairy farmers were the most interested in providing on-site housing because their industry requires 24-hour staffing. All respondents said that they would consider providing on-site housing if financing was provided by the government or through grants.

#### *Farmworkers Survey Results for Desired Farm Labor/Worker Housing*

County staff surveyed 240 farmworkers, including 100 homeowners. Of the nonhomeowners surveyed, five specified a desire to live in owned farm labor housing; four of those specified housing as single-family residences. Only five farmworkers surveyed desired to live in some type of farm labor housing. Further analysis revealed that 47 percent of nonhomeowner households desired homeownership, with single-family residence as the majority choice.

In summary, the surveys indicate that traditional farm labor or worker camp housing is not desired by the Fresno County farmworkers or laborers. Even though a small number of Fresno County farm employers expressed that they might be interested, it would only be if the housing was subsidized. Survey results indicate that employers might have difficulties finding farmworkers to live at those housing units if they were constructed.

## TRAVEL SURVEY

The Fresno Council of Governments completed a survey of travel patterns and needs in collaboration with seven other MPOs in the San Joaquin Valley. Results from this survey are primarily used in the calibration and validation of travel demand models. Results from the first round of outreach were available at the time of the publication of the draft Housing Element. This outreach was completed in the spring of 2022 and received 3,753 responses.

Several survey questions allowed respondents to provide information about their current housing situation, current barriers to housing access, and desires for new housing options. Among those who responded to a question regarding barriers to homeownership, the largest group that selected a response (17.1 percent of all survey respondents) stated that they don't wish to own a home in the community. A slightly smaller group (16.1 percent) answered that they do not currently have the financial resources for mortgage payments. Over one-third of respondents (41.8 percent) identified their neighborhood's proximity to school, work, or shopping as the best thing about the neighborhood. More than half of respondents (56.9 percent) selected that they wanted



## **PUBLIC OUTREACH AND ENGAGEMENT**

to see more single-family homes in their community. The two housing categories that received the next-largest rate of responses were permanent supportive housing (7.0 percent) and apartments (6.3 percent). Most respondents to the survey had not experienced discrimination in housing. The majority of respondents had either one or two cars in their household and were nearly evenly distributed between renters and homeowners. Most respondents lived in a detached single-family house.

## **TRANSLATION**

Flyers, PowerPoints, and language interpretation services were made available in English and Spanish and, depending on community need, Hmong and Punjabi. Interpretation in Spanish was requested and provided at community workshops in the City of Fresno and the unincorporated county areas and for the web live stream of the community workshop in Huron.

## **OUTREACH NOTICING**

Community workshops were advertised through a variety of methods, including physical flyers posted and distributed at central community locations and affordable housing projects. Digital fliers were also distributed to local stakeholders and through the Fresno COG email list and were posted to the Housing Element project website as well as to City websites and Facebook pages. Materials were made available in both English and Spanish in all jurisdictions, and in Hmong and Punjabi for workshops in the City of Fresno.

Council, commission, and board of supervisor's study sessions were noticed by individual jurisdictions in accordance with the jurisdiction's standard public meeting noticing procedures.

# REGIONAL HOUSING NEEDS ASSESSMENT

---



## TABLE OF CONTENTS

<b>Regional Housing Needs Assessment.....</b>	<b>2-1</b>
Population Trends and Characteristics .....	2-2
Household Trends and Characteristics .....	2-9
Employment Trends and Characteristics .....	2-13
Population and Employment Projections.....	2-21
Housing Inventory and Market Conditions .....	2-22
Housing Cost and Affordability .....	2-35
Special Needs .....	2-39
Inventory of Affordable Rental Housing and At-Risk Status .....	2-74

TABLES

Table 2-1 Change in Total Population (2000-2022) ..... 2-2

Table 2-2 Change in Household Population (2010-2020) ..... 2-3

Table 2-3 Population by Age Group (2020)..... 2-5

Table 2-4 Change in Households (2010-2020) ..... 2-9

Table 2-5 Persons per Household (2020) ..... 2-10

Table 2-6 HUD Income Limits by Persons per Household (2022) ..... 2-11

Table 2-7 State of California Income Categories ..... 2-11

Table 2-8 HCD Income Limits by Person per Household (2022) ..... 2-12

Table 2-9 Jurisdictions with Over-Representation of Very Low-Income (VLI) Families (2018)..... 2-13

Table 2-10 Employment by Industry (2020) ..... 2-17

Table 2-11 Fresno County Job Growth by Industry Sector (2018-2028) ..... 2-20

Table 2-12 Fresno County Population Forecast (2025-2050)..... 2-21

Table 2-13 Population of Fresno County and California (1980-2040)..... 2-22

Table 2-14 Fresno County Employment Forecast (2025-2040) ..... 2-22

Table 2-15 Housing Stock (2010-2022)..... 2-23

Table 2-16 Affordable vs. Market-Rate Multifamily Housing (1980-2013) ..... 2-25

Table 2-17 Housing Tenure (2020) ..... 2-26

Table 2-18 Housing Stock and Vacancy Rate (2010-2022) ..... 2-27

Table 2-19 Age of Housing Stock (2020) ..... 2-28

Table 2-20 Overpayment by Tenure (2018) ..... 2-31

Table 2-21 Overcrowding by Tenure (2020)..... 2-34

Table 2-22 Home Sales Recorded in 2017, 2021, and 2022 ..... 2-36

Table 2-23 Residential Rental Rate Comparison (2014-2021) ..... 2-37

Table 2-24 Fresno County Ability to Pay (2022)..... 2-38

Table 2-25 HUD Fair-Market Rent by Bedroom (2022) ..... 2-39

Table 2-26 Percentage of the Senior Population (65 and Over) (2020)..... 2-40

Table 2-27 Senior Households by Tenure (2020) ..... 2-41

Table 2-28 Seniors with Disabilities (2020) ..... 2-43

Table 2-29 Large Households by Tenure (2020) ..... 2-45

Table 2-30 Single Female-Headed Households (2020)..... 2-46

Table 2-31 Female-Headed Households in Poverty (2020)..... 2-47

Table 2-32 Persons with a Disability (2020) ..... 2-49

Table 2-33 Disability by Type (2020)..... 2-49

Table 2-34 Clients in Fresno County with Developmental Disabilities by Age (2022) ..... 2-50

Table 2-35 Total Unsheltered and Sheltered Homeless Count: Fresno County (2022)..... 2-52

Table 2-36 Estimated Number of Homeless Persons by Jurisdiction ..... 2-53

Table 2-37 Comparison of 2022 and 2023 Point In Time Homeless Count..... 2-54

Table 2-38 Bed Inventory by Program Type, Fresno County and Madera County (2022) ..... 2-54

Table 2-39 Emergency Shelters in Fresno County (2023) ..... 2-56

Table 2-40 Residential Care Facilities (2023) ..... 2-58

Table 2-41 Farmworkers in Fresno County by Days Worked (2017)..... 2-61

Table 2-42 Estimated Farmworkers (2020) ..... 2-62

Table 2-43 Migrant Worker Student Population ..... 2-65

Table 2-44 Limited English-Speaking Households..... 2-67

Table 2-45 Resources for Farmworkers ..... 2-68

Table 2-46 Extremely Low-Income Households by Tenure (2018)..... 2-70

Table 2-47 Extremely Low-Income Households by Tenure and Overpayment - Fresno County, Clovis, and Coalinga (2018)..... 2-71

Table 2-48 Extremely Low-Income Households by Tenure and Overpayment – Firebaugh, Fowler, and Fresno (2018)..... 2-71

Table 2-49 Extremely Low-Income Households by Tenure and Overpayment – Firebaugh, Fowler, and Fresno (2018)..... 2-72

Table 2-50 Extremely Low-Income Households by Tenure and Overpayment – Mendota, Orange Cove, and Parlier (2018) ..... 2-72

Table 2-51 Extremely Low-Income Households by Tenure and Overpayment - Reedley, Sanger, and San Joaquin (2018) ..... 2-73

Table 2-52 Extremely Low-Income Households by Tenure and Overpayment – Selma and Unincorporated Fresno County (2018) ..... 2-73

Table 2-53 Qualified Entities (2022) ..... 2-75

**FIGURES**

FIGURE 2-1. Race and Ethnicity (2020) ..... 2-7

FIGURE 2-2. Median Household Income (2020) ..... 2-12

FIGURE 2-3. Employment by Industry (2020)..... 2-15

FIGURE 2-3. Employment by Industry (2020) (cont) ..... 2-16

FIGURE 2-4. Unemployment Rate (2022)..... 2-19

FIGURE 2-5. Fresno County Average Annual Job Openings by Entry-Level Education (2010-2020) ..... 2-21

FIGURE 2-6. MEDIAN sAles PRICE FOR FRESNO cOUNTY ..... 2-35

FIGURE 2-7. Farm Employment, Fresno County ..... 2-62

FIGURE 2-8. Farm Labor in Fresno County ..... 2-63





# REGIONAL HOUSING NEEDS ASSESSMENT

---



This section provides a comprehensive assessment of housing needs as the basis for developing responsive policies and implementation programs. This section summarizes demographic, employment, and housing characteristics for the jurisdictions in Fresno County. The main source of the information is the pre-approved data package for Fresno County provided by the California Department of Housing and Community Development (HCD), which is noted in the sources for the data tables in this section. The pre-approved data package uses several data sources, including the 2020 American Community Survey (ACS) 5-Year Estimates (2016-2020) and the California Department of Finance (DOF) population estimates. Other sources of information in this section include the Fresno County Council of Governments (FCOG), the California Employment Development Department (EDD), the U.S. Department of Housing and Urban Development (HUD), the U.S. Department of Agriculture (USDA), and local economic data (e.g., home sales prices, rents, wages). It is important to note that the ACS data is a multi-year estimate based on sample data and has a large margin of error, especially for smaller cities. One jurisdiction (Clovis) did not participate in the multi-jurisdictional housing element and is not represented in the tables or analysis.

## POPULATION TRENDS AND CHARACTERISTICS

### Population Change

The DOF provides population estimates for each jurisdiction, shown in **Table 2-1, Change in Total Population (2000-2022)**. Analyzing population change can help assess where there may be a need for new housing and services.

Fresno County had a total population of approximately 1,011,499 in 2022. More than half the countywide population resides in the city of Fresno. The unincorporated area has the next-largest population of 158,846, followed by the city of Clovis with a population of 124,523. The remaining cities have populations of about 26,000 or less.

The countywide average annual growth was 1.2 percent between 2000 and 2022, compared to -0.01 percent statewide. The city with the greatest average annual population change from 2000 to 2022 was Kerman, with a 4.5 percent increase, followed by Fowler and Clovis with 3.6 and 3.7 percent average annual growth, respectively.

**Table 2-1 Change in Total Population (2000-2022)**

Jurisdiction	Total Population				2000-2022	
	2000	2010	2020	2022	Total Change	Average Annual Growth
<b>Fresno County</b>	<b>799,407</b>	<b>930,450</b>	<b>1,020,292</b>	<b>1,011,499</b>	<b>212,092</b>	<b>1.2%</b>
Clovis	68,516	95,631	118,741	124,523	<b>56,007</b>	<b>3.7%</b>
Coalinga	15,798	18,087	17,177	17,237	<b>1,439</b>	<b>0.4%</b>
Firebaugh	5,743	7,549	8,035	8,495	<b>2,752</b>	<b>2.2%</b>
Fowler	3,979	5,570	6,436	7,168	<b>3,189</b>	<b>3.6%</b>
Fresno	427,719	494,665	543,451	543,428	<b>115,709</b>	<b>1.2%</b>
Huron	6,310	6,754	7,297	6,124	<b>-186</b>	<b>-0.1%</b>
Kerman	8,548	13,544	15,922	16,955	<b>8,407</b>	<b>4.5%</b>
Kingsburg	9,231	11,382	12,879	12,865	<b>3,634</b>	<b>1.8%</b>
Mendota	7,890	11,014	12,424	12,463	<b>4,573</b>	<b>2.6%</b>
Orange Cove	7,722	9,078	9,562	9,463	<b>1,741</b>	<b>1.0%</b>
Parlier	11,145	14,494	15,797	14,402	<b>3,257</b>	<b>1.3%</b>
Reedley	20,756	24,194	25,974	25,381	<b>4,625</b>	<b>1.0%</b>
Sanger	18,931	24,270	27,157	26,241	<b>7,310</b>	<b>1.8%</b>
San Joaquin	3,270	4,001	4,137	3,608	<b>338</b>	<b>0.5%</b>
Selma	19,444	23,219	24,405	24,300	<b>4,856</b>	<b>1.1%</b>
Unincorporated County	164,405	171,705	170,898	158,846	<b>-5,559</b>	<b>-0.2%</b>

Source: Department of Finance, E5, 2020-2022.

## Household and Group Quarters Population

The total population includes the household population and people living in group quarters. A household includes all persons who occupy a housing unit as their usual place of residence. This may include a single family, one person living alone, two or more families living together, or any other group of related or unrelated persons who share living arrangements. Group quarters include such places as college residence halls, residential treatment centers, skilled nursing facilities, group homes, military barracks, correctional facilities, and workers' dormitories.

As shown in **Table 2-2, Change in Household Population (2010-2020)**, the population living in group quarters in most of the jurisdictions was very small. However, the group quarters population in Fresno, Coalinga, and the unincorporated county were much larger. In Coalinga, this group quarters population primarily resides in the Pleasant Valley State Prison and the Coalinga State Hospital. In Fresno, three local detention facilities are located downtown with a fourth located two miles south of downtown.

Although the total population in Coalinga, shown in **Table 2-1**, increased between 2010 and 2020, there was a reduction in the group quarters population (at Pleasant Valley State Prison) as a result of recent changes to state and federal policies. As shown in **Table 2-2**, the group quarters population in Coalinga decreased from 6,335 in 2010 to 4,499 in 2020, while the household population slightly increased.

**Table 2-2 Change in Household Population (2010-2020)**

		2010	2022	2010 to 2022	
				Numerical Change	Percent Change
Clovis	Household Population	95,243	123,246	28,003	29.4%
	Group Quarters Population	388	419	31	8.0%
Coalinga	Household Population	11,752	12,778	1,026	8.7%
	Group Quarters Population	6,335	4,499	-1,836	-29.0%
Firebaugh	Household Population	7,536	8,425	889	11.8%
	Group Quarters Population	13	14	1	7.7%
Fowler	Household Population	5,523	6,911	1,388	25.1%
	Group Quarters Population	47	51	4	8.5%
Fresno	Household Population	485,798	533,506	47,708	9.8%
	Group Quarters Population	8,867	10,154	1,287	14.5%
Huron	Household Population	6,754	6,170	-584	-8.6%
	Group Quarters Population	0	0	0	0.0%
Kerman	Household Population	13,537	16,631	3,094	22.9%
	Group Quarters Population	7	8	1	14.3%
Kingsburg	Household Population	11,300	12,417	1,117	9.9%
	Group Quarters Population	82	89	7	8.5%
Mendota	Household Population	11,014	12,440	1,426	12.9%
	Group Quarters Population	0	0	0	0.0%

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

		2010	2022	2010 to 2022	
				Numerical Change	Percent Change
Orange Cove	Household Population	9,078	9,497	419	4.6%
	Group Quarters Population	0	0	0	0.0%
Parlier	Household Population	14,492	14,495	3	0.02%
	Group Quarters Population	2	2	0	0.0%
Reedley	Household Population	23,945	24,767	822	3.4%
	Group Quarters Population	249	215	-34	-13.7%
Sanger	Household Population	24,136	26,159	2,023	8.4%
	Group Quarters Population	134	145	11	8.2%
San Joaquin	Household Population	4,001	3,639	-362	-9.0%
	Group Quarters Population	0	0	0	0.0%
Selma	Household Population	23,054	24,344	1,290	5.6%
	Group Quarters Population	165	178	13	7.9%
Unincorporated	Household Population	159,429	157,476	-1,953	-1.2%
	Group Quarters Population	1,234	2,598	1,364	110.5%
<b>Fresno County</b>	<b>Household Population</b>	<b>906,592</b>	<b>835,425</b>	<b>-71,167</b>	<b>-7.8%</b>
	<b>Group Quarters Population</b>	<b>17,523</b>	<b>15,774</b>	<b>-1,749</b>	<b>-10.0%</b>

Source: Department of Finance, E5, 2021-2022.

**Age Characteristics**

Although population growth strongly affects total demand for new housing, housing needs are also influenced by age characteristics. Typically, different age groups have distinct lifestyles, family characteristics, and incomes. As people move through each stage of life, their housing needs and preferences also change. Age characteristics are therefore important in planning for the changing housing needs of residents.

**Table 2-3, Population by Age Group (2020)**, shows a breakdown of each jurisdiction’s population by age group and the median age. The age groups include school-age children (ages 5-17), college-age students (ages 18-24), young adults (ages 25-44), middle-aged adults (ages 45-64), and seniors (ages 65+). A population with a large percentage of seniors may require unique housing that accommodates disabilities, located near health care, transit, and other services. College students may need more affordable homes. Young adults and middle-aged adults, which make up the workforce, may need homes near employment or transit centers with adequate size for families. San Joaquin, Orange Cove, and Mendota have a large proportion of school-age students, while Mendota, Orange Cove and Coalinga have a large percentage of college-age populations in association with colleges (Fresno City College, California State University Fresno, Fresno Pacific University, and California Christian College). Fowler and Unincorporated Fresno County had a significantly high percentage of seniors followed by Clovis and Kingsburg. Seniors as a cohort on average comprise 12 percent of the population, in contrast to the young and middle-aged adults. Mendota and Orange Cove have the lowest median age at about 25. Kingsburg has the highest median age at about 34, nine years higher. Median age data for the unincorporated areas was not available.

Table 2-3 Population by Age Group (2020)

Jurisdiction	5 to 17 years	18 to 24 years	25-44 years	45-64 years	65 years and over	Median Age
	School-age Students	College-age Students	Young Adults	Middle-aged Adults	Seniors	
Fresno County	28.4%	9.9%	28.0%	21.5%	12.2%	32.4
Clovis	28.8%	8.0%	27.1%	23.1%	13.0%	34.8
Coalinga	21.5%	12.0%	35.5%	21.3%	9.8%	30.4
Firebaugh	33.4%	10.0%	22.2%	24.3%	10.2%	29.9
Fowler	28.9%	7.6%	24.1%	24.1%	15.4%	34.1
Fresno	28.3%	10.8%	29.3%	20.3%	11.5%	31.4
Huron	31.5%	7.5%	29.0%	25.1%	7.0%	28.1
Kerman	31.9%	9.5%	29.6%	19.5%	9.6%	28.8
Kingsburg	30.1%	7.6%	29.3%	20.4%	12.6%	34.5
Mendota	39.1%	11.0%	24.0%	19.0%	6.9%	24.9
Orange Cove	37.4%	11.5%	25.1%	18.6%	7.4%	25.8
Parlier	34.6%	10.7%	28.7%	17.8%	8.2%	28.2
Reedley	31.7%	10.2%	26.4%	21.4%	10.2%	30.7
Sanger	31.7%	8.8%	29.5%	20.3%	9.7%	31.6
San Joaquin	35.4%	10.6%	28.5%	19.6%	5.9%	26.5
Selma	29.1%	10.7%	28.7%	20.4%	11.1%	30.0
Unincorporated County	25.7%	8.4%	24.3%	25.1%	16.6%	-

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)



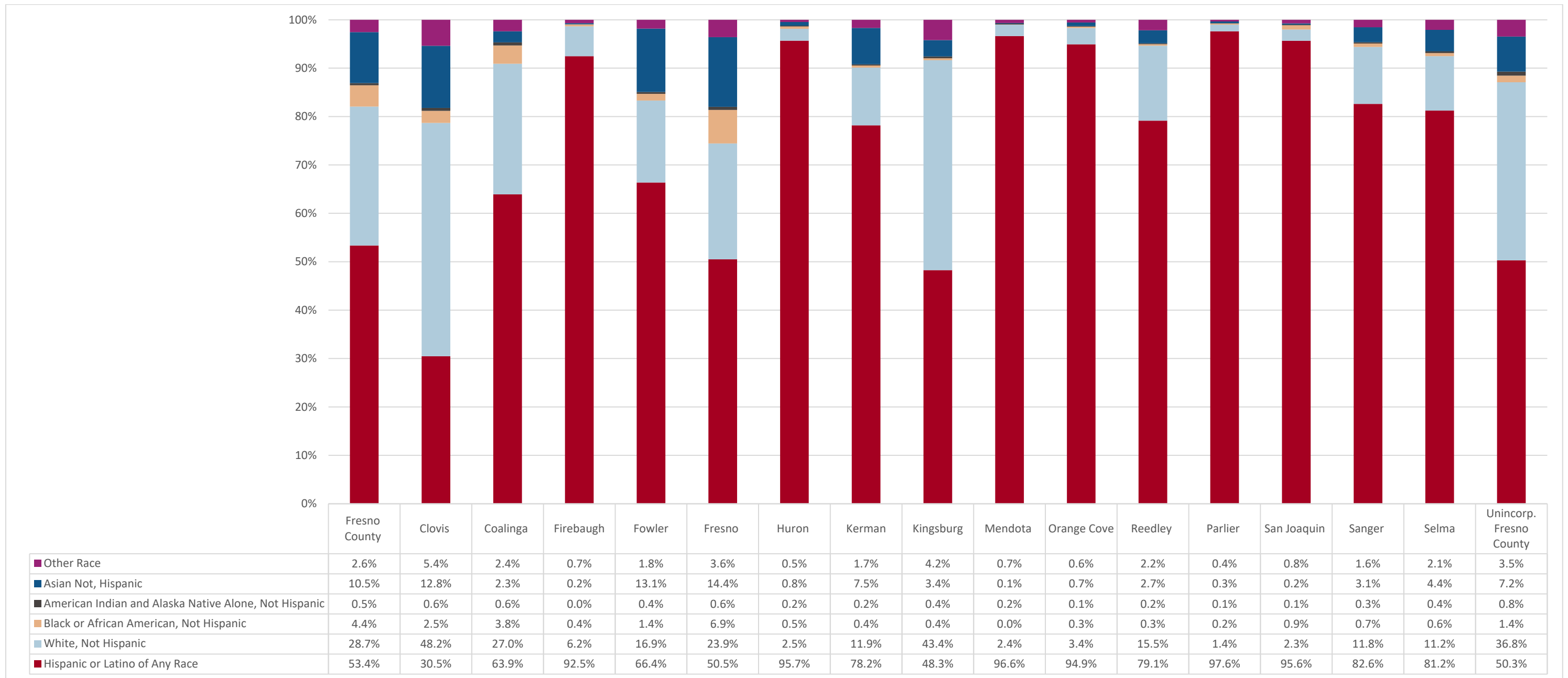
**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

*This page intentionally left blank.*

### Population by Race/Ethnicity

**Figure 2-1, Race and Ethnicity (2020)** shows race and ethnicity of residents in Fresno County jurisdictions. The majority of the population in most jurisdictions – except for the unincorporated county, Fresno, Kingsburg and Clovis – is Hispanic (of any race). Countywide, more than half of the population identified as being of Hispanic or Latino origin. The populations of Huron, Mendota, Parlier, and San Joaquin City are all more than 95.0 percent Hispanic. Clovis has the lowest percentage at 30.5 percent. The second-largest population group is White, Not-Hispanic, with a high of 48.2 percent in Clovis. The populations in the Clovis, Kerman, Fowler, Fresno and unincorporated county have Asian populations above 5.0 percent, with the highest proportions in Fresno and Fowler.

**FIGURE 2-1. RACE AND ETHNICITY (2020)**



Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

Note: Other race includes Two or More Races, and Some Other Race.

*This page intentionally left blank.*

## HOUSEHOLD TRENDS AND CHARACTERISTICS

A household refers to the people occupying a home, such as a family, a single person, or unrelated persons living together. This estimate does not include people living in group homes. Families often prefer single-family homes to accommodate children, while single persons often occupy smaller apartments or condominiums. Single-person households often include seniors living alone or young adults.

### Historical Growth

**Table 2-4, Change in Households (2010-2020)**, shows the change in the number of households by jurisdiction between 2010 and 2020. Orange Cove had the most significant average annual growth in the number of households from 2010 to 2020 (3.0 percent) followed by Huron, Fowler, Parlier, and Coalinga with just under 2.2 percent growth. The unincorporated area and Kingsburg lost population (-0.2 percent). The cities with the slowest amount of growth were San Joaquin followed by Firebaugh and Reedley, at 4.2 percent, 6.3 percent, and 7.0 percent respectively.

**Table 2-4 Change in Households (2010-2020)**

Jurisdiction	2010	2020	Change 2010-2020	Percentage Change 2010-2020	Average Annual Growth 2010-2020
<b>County Total</b>	<b>289,391</b>	<b>310,097</b>	<b>20,706</b>	<b>7.2%</b>	<b>0.7%</b>
Clovis	33,419	37,726	4,307	12.9%	1.3%
Coalinga	3,896	4,552	656	16.8%	1.7%
Firebaugh	1,920	2,041	121	6.3%	0.6%
Fowler	1,723	2,035	312	18.1%	1.8%
Fresno	158,349	170,137	11,788	7.4%	0.7%
Huron	1,532	1,874	342	22.3%	2.2%
Kerman	3,692	4,113	421	11.4%	1.1%
Kingsburg	3,822	3,754	-68	-1.8%	-0.2%
Mendota	2,424	2,838	414	17.1%	1.7%
Orange Cove	2,068	2,682	614	29.7%	3.0%
Parlier	3,297	3,875	578	17.5%	1.8%
Reedley	6,569	7,030	461	7.0%	0.7%
Sanger	6,659	7,419	760	11.4%	1.1%
San Joaquin	882	919	37	4.2%	0.4%
Selma	6,416	7,225	809	12.6%	1.3%
Unincorporated County	52,723	51,877	-846	-1.6%	-0.2%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

## Household Formation and Composition

**Table 2-5, Persons per Household (2020)**, shows the average household size for Fresno County in 2020. A higher persons-per-household ratio indicates a larger proportion of families, especially large families, and fewer single-person households. The Fresno region has larger households than the statewide average. Countywide, the average household size was 3.1 persons per household in 2020, compared to 2.9 statewide. The two cities with the largest average household size in 2020 were Mendota (4.3) and Sanger (4.4), followed closely by Parlier (4.0), and Firebaugh, Huron, and Orange Cove (3.8). The cities with the lowest persons per household ratio were Clovis, Coalinga and Fresno (3.0), followed by Fowler (3.1) and Kingsburg (3.2). The larger household size throughout the county indicates a need for housing units with adequate number of rooms to accommodate families without overcrowding.

**Table 2-5 Persons per Household (2020)**

City	Average Persons Per Household
Fresno County	3.1
Clovis	3.0
Coalinga	3.0
Firebaugh	3.8
Fowler	3.1
Fresno	3.0
Huron	3.8
Kerman	3.6
Kingsburg	3.2
Mendota	4.3
Orange Cove	3.8
Parlier	4.0
Reedley	3.6
Sanger	4.4
San Joaquin	3.6
Selma	3.4
Unincorporated County	3.0

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

## Household Income

Household income is a key factor affecting housing opportunity, determining a household’s ability to balance housing costs with other basic necessities. Income levels can vary considerably among households based on employment, occupation, educational attainment, tenure, household type, location of residence, and race/ethnicity, among other factors.

## Income Definitions and Income Limits

The state and federal governments classify household income into several categories based on the relationship to the county area median income (AMI), adjusted for household size. The HUD estimate of AMI is used to set income limits for eligibility in federal housing programs. The income categories include:

- Extremely low-income households, which earn up to 30 percent of the AMI;
- Very low-income households, which earn between 31 and 50 percent of the AMI;
- Low-income households, which earn between 51 and 80 percent of the AMI; and
- Median-income households, which earn 100 percent of the AMI.

For all income categories, income limits are defined for various household sizes based on a four-person household as a reference point. Income limits for larger or smaller households are calculated by HUD (see **Table 2-6, HUD Income Limits by Persons per Household**). According to HUD, the AMI for a four-person household in Fresno County was \$72,900 in 2022.

**Table 2-6 HUD Income Limits by Persons per Household (2022)**

Fresno County Income Categories	Median Income	Persons per Household				
		1	2	3	4	5
Extremely Low-Income Household (30%*)	\$72,900	\$16,350	\$18,700	\$23,030	\$27,750	\$32,470
Very Low-Income Household (50%)		\$27,300	\$31,200	\$35,100	\$38,950	\$42,100
Low-Income Household (80%)		\$43,650	\$49,850	\$56,100	\$62,300	\$67,300

Source: U.S. Department of Housing and Urban Development (HUD), 2022.

HCD uses the income categories shown in **Table 2-7, State of California Income Categories**, to determine eligibility for state housing programs. HCD's methodology for calculating AMI is slightly different from HUD's methodology; therefore, the AMI and income limits vary.

**Table 2-7 State of California Income Categories**

Income Category	Percentage of County Area Median Income (AMI)
Acutely Low	0%-15% of AMI
Extremely Low	15%-30% AMI
Very Low	31%-50% AMI
Low	51%-80% AMI
Moderate	81%-120% AMI
Above Moderate	120% AMI or greater

Source: Section 50063.5 of the California Health and Safety Code.

The State income limits for Fresno County are shown in **Table 2-8, HCD Income Limits by Person per Household (2022)**. The California 2022 AMI for a four-person household in Fresno County is \$80,300 (compared to the federal estimate of \$72,900). A four-person household earning \$62,300 or less would be considered low-income.



**Table 2-8 HCD Income Limits by Person per Household (2022)**

Fresno County Income Categories	Persons per Household							
	1	2	3	4	5	6	7	8
Acutely Low	\$8,450	\$9,650	\$10,850	\$12,050	\$13,000	\$14,000	\$14,950	\$15,900
Extremely Low-Income Household (30%*)	\$16,350	\$18,700	\$23,030	\$27,750	\$32,470	\$37,190	\$41,910	\$46,630
Very Low-Income Household (50%*)	\$27,300	\$31,200	\$35,100	\$38,950	\$42,100	\$45,200	\$48,300	\$51,450
Low-Income Household (80%*)	\$43,650	\$49,850	\$56,100	\$62,300	\$67,300	\$72,300	\$77,300	\$82,250
Median-Income Household (100%*)	\$56,200	\$64,250	\$72,250	\$80,300	\$86,700	\$93,150	\$99,550	\$106,000
Moderate-Income Household (120%*)	\$67,450	\$77,100	\$86,700	\$96,350	\$104,050	\$117,750	\$119,450	\$127,200

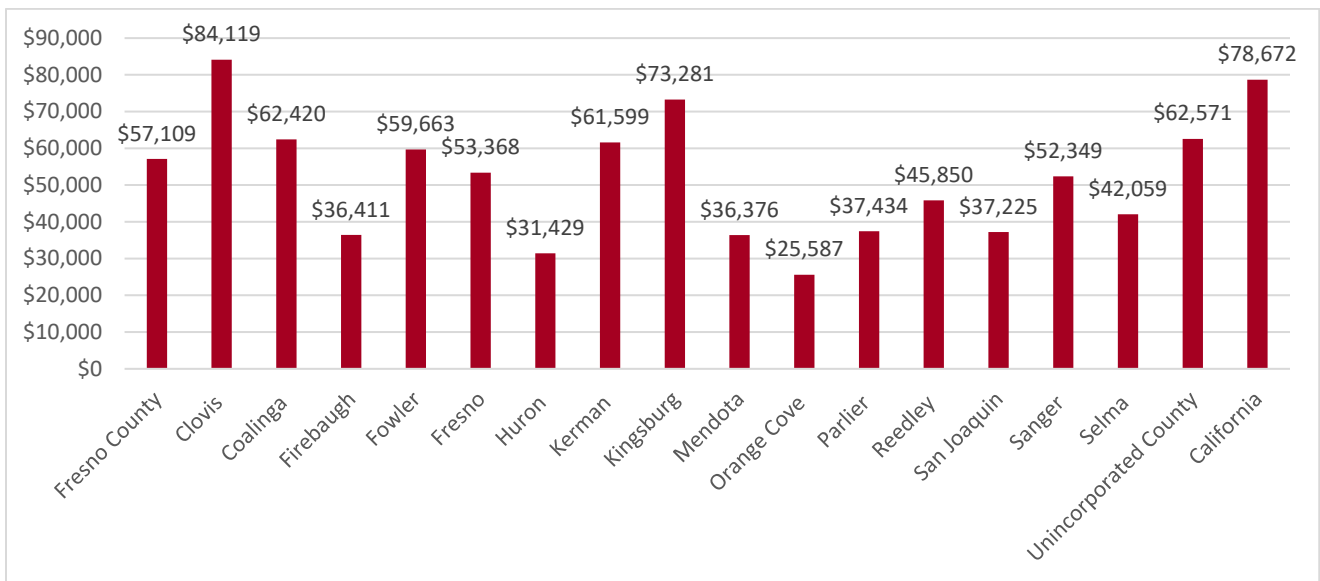
\*Percentage Estimate of AMI: \$80,300

Source: California Department of Housing and Community Development (HCD), 2022.

### Median-Household Income

**Figure 2-2, Median Household Income (2020)**, shows actual median household income for the jurisdictions in Fresno County, as reported by the 2020 ACS 5-Year Estimates. This median income is for all households, regardless of household size. The median household income in California was \$78,672 in 2020, higher than the Fresno County median of \$57,109. The city with the highest median household income in 2020 was Clovis at \$84,119, followed by the Kingsburg at \$73,281. The city with the lowest median income was Orange Cove at \$25,587, with five cities, Firebaugh, Huron, Mendota, Parlier, and San Joaquin with incomes below \$40,000.

**FIGURE 2-2. MEDIAN HOUSEHOLD INCOME (2020)**



Note: Data for unincorporated area is based on compilation of available CDP data.

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020).

According to the 2014-2018 HUD Comprehensive Housing Affordability Strategy (CHAS) Data, Firebaugh, Huron, Orange Cove, Sanger, and Selma all have a higher representation of very low-income households than the countywide average rate of 12.8 percent, as shown in **Table 2-9, Jurisdictions with Over-Representation of Very Low-Income (VLI) Families (2018)**. This data suggests that these households may experience challenges in finding housing affordable within their incomes.

**Table 2-9 Jurisdictions with Over-Representation of Very Low-Income (VLI) Families (2018)**

Jurisdiction	Total Families	Estimated VLI Families	Jurisdiction VLI Rate
Fresno Countywide Average	304,625	39,010	12.8%
Firebaugh	2,170	465	21.4%
Huron	1,770	410	23.2%
Orange Cove	2,385	670	28.1%
Sanger	7,085	1,225	17.3%
Selma	6,755	1,175	17.4%

Source: FCOG Data Packet, 2022 -- CHAS (2014-2018)

## EMPLOYMENT TRENDS AND CHARACTERISTICS

Fresno County’s economy has a significant impact on housing needs. Employment growth typically results in increased housing demand in areas that serve as regional employment centers. Moreover, the type of occupation and associated income levels for new employment also affect housing demand. This section describes the economic and employment patterns in Fresno County and how these patterns influence housing needs.

### Employment and Wage Scale by Industry

Occupations held by residents determine the income earned by a household and their corresponding ability to afford housing. Higher-paying jobs provide broader housing opportunities for residents, while lower-paying jobs limit housing options. Understanding employment and occupation patterns can provide insight into present housing needs.

**Figure 2-3, Employment by Industry (2020)**, and **Table 2-10, Employment by Industry**, show employment by industry for each jurisdiction. In Fresno County, the most common industry, at 24.7 percent, is educational services, health care and social assistance (shown in **Figure 2-3** in red). This industry is also the most common in Clovis, Coalinga, Fowler, Fresno City, Kerman, Kingsburg, Sanger, Selma, and the unincorporated area.

Agriculture, forestry, fishing and hunting, and mining holds a significant percentage of employment in Firebaugh, Huron, Mendota, Orange Cove, Parlier, Reedley, and San Joaquin. Huron has the highest percentage at 63.6 percent. These areas are more rural and strongly based in agriculture.

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

*This page intentionally left blank.*

FIGURE 2-3. EMPLOYMENT BY INDUSTRY (2020)

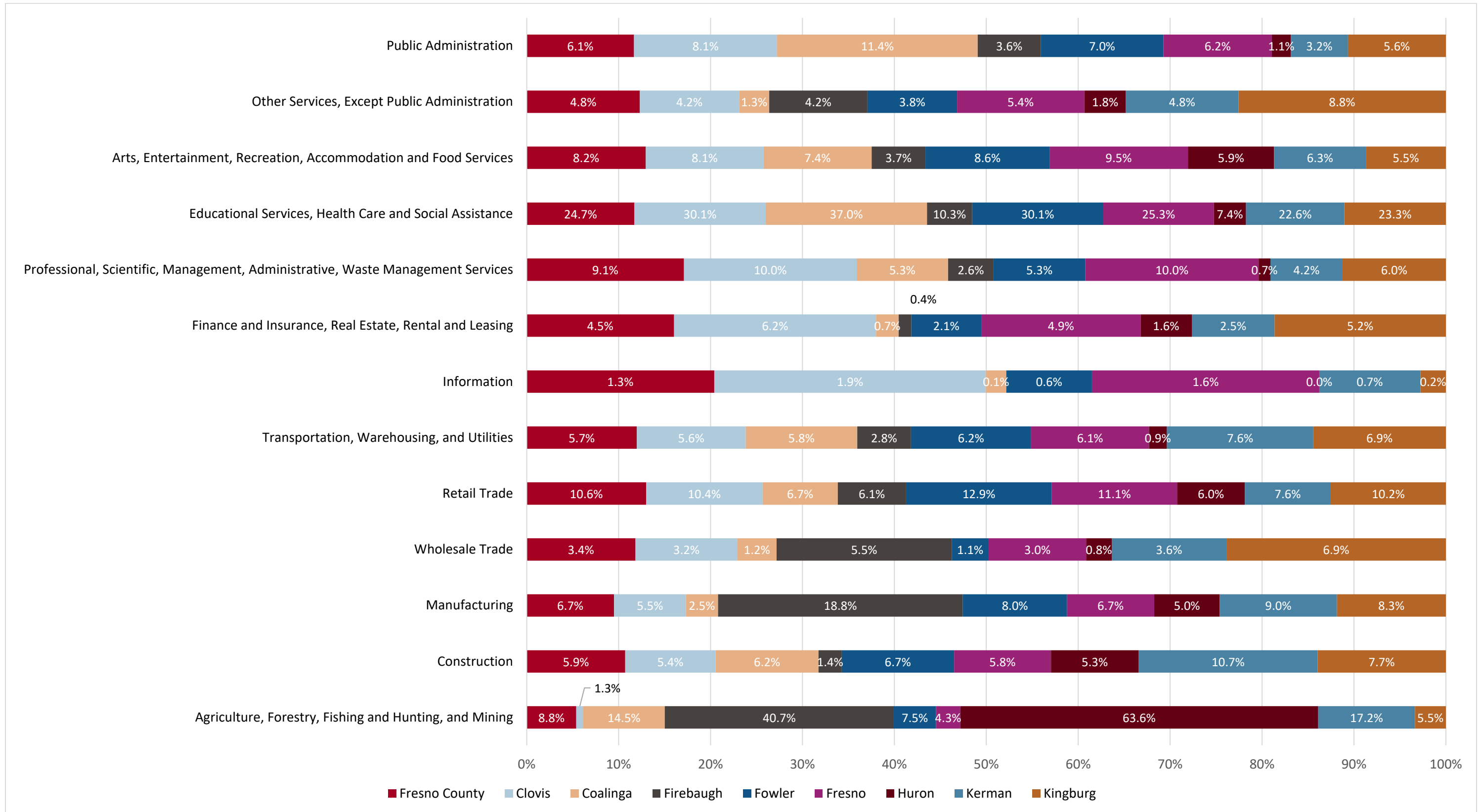
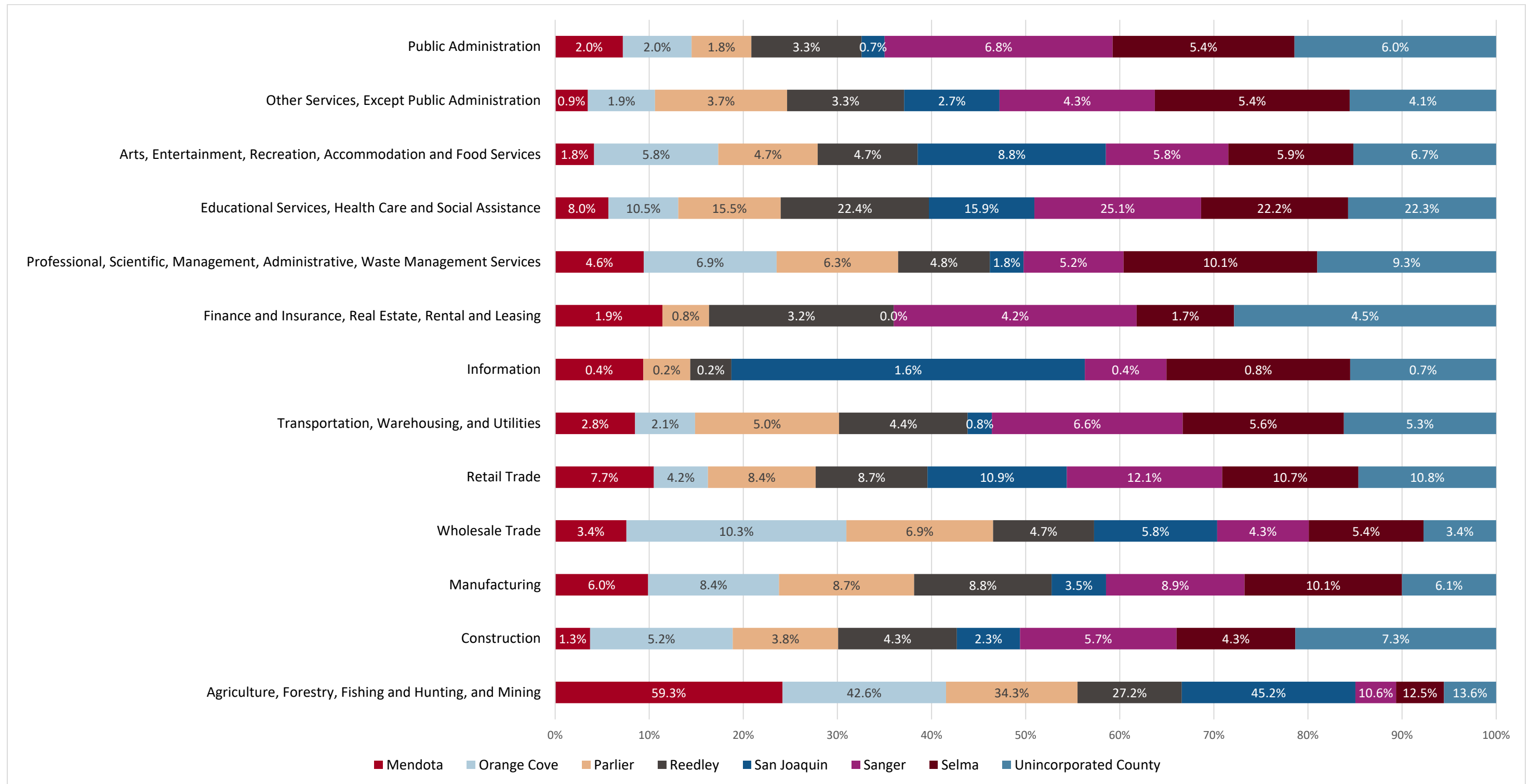


FIGURE 2-3. EMPLOYMENT BY INDUSTRY (2020) (CONT)



Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

Table 2-10 Employment by Industry (2020)

		Civilian employed population 16 years and over	Agriculture, forestry, fishing and hunting, and mining	Construction	Manufacturing	Wholesale trade	Retail trade	Transportation, warehousing, and utilities	Information	Finance, insurance, and real estate	Professional, scientific, and management, and administrative and waste management services	Educational services, and health care and social assistance	Arts, entertainment, and recreation, and accommodation and food services	Other services, except public administration	Public administration
Fresno County	#	408,625	36,163	24,099	27,511	13,965	43,380	23,462	5,129	18,509	37,345	100,999	33,497	19,527	25,039
	%	100%	8.8%	5.9%	6.7%	3.4%	10.6%	5.7%	1.3%	4.5%	9.1%	24.7%	8.2%	4.8%	6.1%
Clovis	#	51,408	646	2,782	2,834	1,640	5,324	2,898	968	3,172	5,137	15,481	4,177	2,166	4,183
	%	100%	1.3%	5.4%	5.5%	3.2%	10.4%	5.6%	1.9%	6.2%	10.0%	30.1%	8.1%	4.2%	8.1%
Coalinga	#	5,648	817	348	139	69	377	326	8	39	299	2,090	420	72	644
	%	100%	14.5%	6.2%	2.5%	1.2%	6.7%	5.8%	0.1%	0.7%	5.3%	37.0%	7.4%	1.3%	11.4%
Firebaugh	#	2,590	1,054	36	486	142	157	72	0	10	68	268	96	108	93
	%	100%	40.7%	1.4%	18.8%	5.5%	6.1%	2.8%	0.0%	0.4%	2.6%	10.3%	3.7%	4.2%	3.6%
Fowler	#	2,526	190	170	202	29	327	157	15	54	134	760	216	96	176
	%	100%	7.5%	6.7%	8.0%	1.1%	12.9%	6.2%	0.6%	2.1%	5.3%	30.1%	8.6%	3.8%	7.0%
Fresno	#	218,708	9,414	12,688	14,622	6,667	24,346	13,356	3,447	10,643	21,951	55,432	20,857	11,806	13,479
	%	100%	4.3%	5.8%	6.7%	3.0%	11.1%	6.1%	1.6%	4.9%	10.0%	25.3%	9.5%	5.4%	6.2%
Huron	#	2,494	1,586	131	125	20	150	23	0	39	17	184	148	44	27
	%	100%	63.6%	5.3%	5.0%	0.8%	6.0%	0.9%	0.0%	1.6%	0.7%	7.4%	5.9%	1.8%	1.1%
Kerman	#	6,135	1,055	657	552	220	468	465	43	155	256	1,384	388	293	199
	%	100%	17.2%	10.7%	9.0%	3.6%	7.6%	7.6%	0.7%	2.5%	4.2%	22.6%	6.3%	4.8%	3.2%
Kingsburg	#	5,103	280	392	426	350	522	350	9	267	305	1,188	281	449	284
	%	100%	5.5%	7.7%	8.3%	6.9%	10.2%	6.9%	0.2%	5.2%	6.0%	23.3%	5.5%	8.8%	5.6%



**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

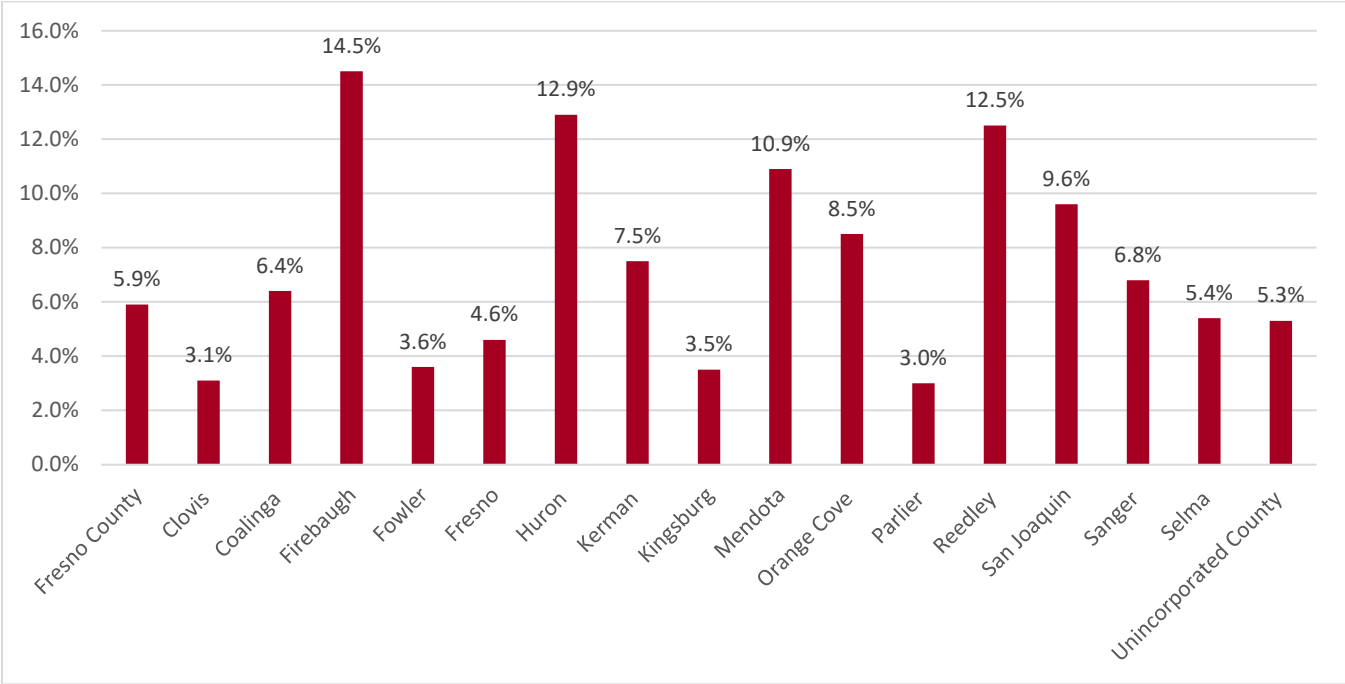
		Civilian employed population 16 years and over	Agriculture, forestry, fishing and hunting, and mining	Construction	Manufacturing	Wholesale trade	Retail trade	Transportation, warehousing, and utilities	Information	Finance, insurance, and real estate	Professional, scientific, and management, and administrative and waste management services	Educational services, and health care and social assistance	Arts, entertainment, and recreation, and accommodation and food services	Other services, except public administration	Public administration
Mendota	#	4,263	2,526	54	255	143	329	118	17	79	196	343	78	39	86
	%	100%	59.3%	1.3%	6.0%	3.4%	7.7%	2.8%	0.4%	1.9%	4.6%	8.0%	1.8%	0.9%	2.0%
Orange Cove	#	3,567	1,519	184	300	369	151	74	0	0	246	376	208	67	73
	%	100%	42.6%	5.2%	8.4%	10.3%	4.2%	2.1%	0.0%	0.0%	6.9%	10.5%	5.8%	1.9%	2.0%
Parlier	#	6,579	2,254	251	572	454	554	328	14	53	415	1,017	307	243	117
	%	100%	34.3%	3.8%	8.7%	6.9%	8.4%	5.0%	0.2%	0.8%	6.3%	15.5%	4.7%	3.7%	1.8%
Reedley	#	9,686	2,632	416	856	460	847	431	18	309	461	2,166	455	317	318
	%	100%	27.2%	4.3%	8.8%	4.7%	8.7%	4.4%	0.2%	3.2%	4.8%	22.4%	4.7%	3.3%	3.3%
Sanger	#	11,372	1,204	644	1,013	490	1,381	751	42	477	590	2,860	654	494	772
	%	100%	10.6%	5.7%	8.9%	4.3%	12.1%	6.6%	0.4%	4.2%	5.2%	25.1%	5.8%	4.3%	6.8%
San Joaquin	#	1,313	594	30	46	76	143	11	21	0	23	209	116	35	9
	%	100%	45.2%	2.3%	3.5%	5.8%	10.9%	0.8%	1.6%	0.0%	1.8%	15.9%	8.8%	2.7%	0.7%
Selma	#	9,987	1,245	429	1,011	539	1,064	557	83	168	1,004	2,216	586	544	541
	%	100%	12.5%	4.3%	10.1%	5.4%	10.7%	5.6%	0.8%	1.7%	10.1%	22.2%	5.9%	5.4%	5.4%
Unincorp. County	#	67,246	9,147	4,887	4,072	2,297	7,240	3,545	444	3,044	6,243	15,025	4,510	2,754	4,038
	%	100%	13.6%	7.3%	6.1%	3.4%	10.8%	5.3%	0.7%	4.5%	9.3%	22.3%	6.7%	4.1%	6.0%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

### Unemployment

According to the California EDD, in 2020, the statewide unemployment rate was 4.0 percent. The unemployment rate in Fresno County was significantly higher than the statewide rate at 5.8 percent. **Figure 2-4, Unemployment Rate (2022)**, shows unemployment in Fresno County by jurisdiction. The city with the highest unemployment rate was Firebaugh at 14.4 percent, followed by Huron at 12.9 percent. Parlier and Clovis had the lowest unemployment rate at about 3 percent, followed by Kingsburg at 3.5 percent, and Fowler at 3.6 percent. The high unemployment rate in many of the jurisdictions suggests that residents may be experiencing barriers to accessing employment opportunities and therefore may be at risk for housing displacement or homelessness.

FIGURE 2-4. UNEMPLOYMENT RATE (2022)



Source: California Employment Development Department, June 2022.

### Labor Force Trends

**Table 2-11, Fresno County Job Growth by Industry Sector (2018-2028)**, shows employment projections by industry sector in Fresno County from 2018 to 2028. According to EDD data, industry employment in Fresno County is expected to grow by 30,800 jobs between 2018 and 2028, to an estimated 452,000 by 2022. Total nonfarm employment is projected to gain approximately 28,300 jobs by 2022. The health care and social assistance, educational services (private), leisure and hospitality sectors are expected to account for approximately 50 percent of all nonfarm job growth. The number of jobs in the educational services (private) industry is expected to increase by 17.8 percent. Health care and social assistance is projected to grow by 18.2 percent.

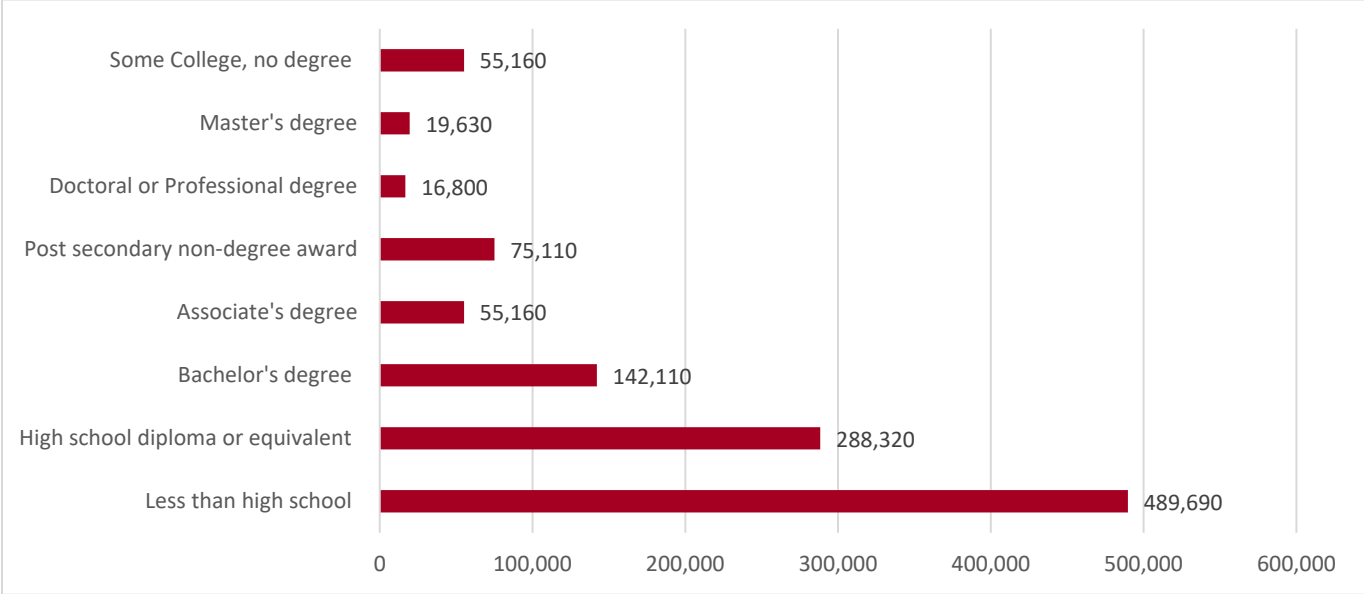
**Table 2-11 Fresno County Job Growth by Industry Sector (2018-2028)**

Industry Title	Estimated Employment 2018	Projected Employment 2028	Numeric Change 2018-2028	Percentage Change 2018-2028
<b>Total Employment</b>	<b>421,200</b>	<b>452,000</b>	<b>30,800</b>	<b>7.3%</b>
Mining and Logging	300	400	100	33.3%
Construction	31,400	34,300	2,900	9.2%
Manufacturing	64,100	65,400	1,300	2.0%
Trade, Transportation, and Utilities	164,900	174,100	9,200	5.6%
Information	3,600	3,700	100	2.8%
Financial Activities	33,400	34,500	1,100	3.3%
Professional and Business Services	83,900	90,200	6,300	7.5%
Educational Services (Private)	73,100	86,100	13,000	17.8%
Health Care and Social Assistance	131,100	155,000	23,900	18.2%
Leisure and Hospitality	93,700	106,000	12,300	13.1%
Other Services (excludes Private Household Workers)	11,900	12,400	500	4.2%
Federal Government	10,000	10,100	100	1.0%
State and Local Government	64,600	66,900	2,300	3.6%
<b>Type of Employment</b>				
<i>Total Nonfarm</i>	<i>353,200</i>	<i>381,500</i>	<i>28,300</i>	<i>8.0%</i>
<i>Total Farm</i>	<i>44,200</i>	<i>45,500</i>	<i>1,300</i>	<i>2.9%</i>
<i>Self-Employment</i>	<i>23,300</i>	<i>24,600</i>	<i>1,100</i>	<i>4.7%</i>
<i>Private Household Workers</i>	<i>300</i>	<i>400</i>	<i>100</i>	<i>33.3%</i>

Source: California Employment Development Department, 2018-2028 Fresno Industry Employment Projections, published April 2021.

**Figure 2-5, Fresno County Average Annual Job Openings by Entry-Level Education (2010-2020)** shows the average annual job openings by entry-level education. According to California EDD, most expected job openings between 2010 and 2020 will require a high school diploma or less. Registered nurses are the only occupation among the top 10 occupations with the largest number of job openings that has an entry education level requirement higher than a high school diploma. Of the top 20 occupations on the list of fastest-growing jobs, 13 are in a construction-related field due to the expected recovery in the construction industry over the projection period. Occupations requiring less education generally correspond to lower earnings potential, suggesting that housing affordable to lower-income households will continue to be needed throughout Fresno County.

**FIGURE 2-5. FRESNO COUNTY AVERAGE ANNUAL JOB OPENINGS BY ENTRY-LEVEL EDUCATION (2010-2020)**



Source: California Employment Development Department, 2018-2028 Fresno County Projection Highlights. April 2021.

## POPULATION AND EMPLOYMENT PROJECTIONS

Table 2-12, Fresno County Population Forecast (2025-2050), and Table 2-14, Fresno County Employment Forecast (2025-2050), show population and employment forecasts, which are from the Fresno County 2019-2050 growth projections prepared for the Fresno County Council of Governments.

### Population Forecast

Based on the forecast shown in Table 2-12, countywide population will grow to an estimated 1,240,090 persons by the year 2050. This assumes an average annual growth rate of 0.6 percent between 2025 and 2050. In the past, the county population has increased at rates of 2.0 percent a year from 1970 to 1990, and 1.8 percent a year from 2010 to 2014. During the next two and a half decades (2025-2050), 170,290, or 15.9 percent more people are expected to reside in Fresno County.

**Table 2-12 Fresno County Population Forecast (2025-2050)**

Year	Population
2025	1,069,800
2030	1,112,010
2035	1,151,390
2040	1,185,850
2045	1,215,740
2050	1,240,090

Source: Fresno County 2019-2050 Growth Projections.

## SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Fresno County’s share of California’s population is expected to steadily increase, as shown in **Table 2-13, Population of Fresno County and California (1980-2040)**. From 1980 to 2010, the County share of the State’s population grew from 2.2 to 2.5 percent. By 2040, that share is expected to increase to 2.7 percent, indicating that housing at adequate price points and sizes to accommodate the increased population will be needed.

**Table 2-13 Population of Fresno County and California (1980-2040)**

Year	Fresno County Population	California Population	Fresno County Share of California Population
1980	514,621	23,667,764	2.2%
1990	667,490	29,760,021	2.2%
2000	700,407	33,871,648	2.1%
2010	930,450	37,253,956	2.5%
2020	990,204	39,538,223	2.5%
2030	1,112,010	41,860,549	2.7%
2040	1,185,850	43,353,414	2.7%

Source: Fresno County 2019-2050 Growth Projections, 1980, 1990, 2010 and 2020 American Community Census and DOF projections (2010-2016).

## Employment Forecast

**Table 2-14** shows the employment forecast for Fresno County by 2050. The Fresno County employment level will increase during the 2025-2040 forecast period. However, the unemployment rate will continue to be higher than the California average.

**Table 2-14 Fresno County Employment Forecast (2025-2040)**

Year	Employment
2025	418,800
2030	432,400
2035	444,800
2040	456,500
2045	466,800
2050	475,000

Source: Fresno County 2019-2050 Growth Projections.

## HOUSING INVENTORY AND MARKET CONDITIONS

This section describes the housing characteristics and conditions that affect housing needs in Fresno County. Important housing stock characteristics include housing type, tenure, vacancy rates, age, condition, cost, and affordability.

## Housing Stock Profile

**Table 2-15, Housing Stock (2010-2022)** shows estimates from the DOF of the number of housing units by type for each jurisdiction based on reported building and demolition permits. DOF reported that Fresno County had 343,513 housing units in January 2022. Of the total units, 70.3 percent were single family, 25.4 percent were multifamily, and 4.3 percent were mobile homes. The unincorporated area had the highest percentage of single-family homes in 2022 (82.7 percent) and mobile homes (11.7), with Huron having the lowest at 38.3 percent. Conversely, Huron had the highest percentage of multifamily units (55.6 percent), followed by Fresno at 32.9 percent, and Orange Cove at 32.8 percent. While mobile homes comprise 4.3 percent of housing stock countywide, 11.7 percent of housing stock in the unincorporated county are mobile homes, followed by mobile homes representing 10.9 percent of housing stock in Coalinga.

Countywide, the proportion of multifamily units slightly decreased by 1.4 percent between 2010 and 2022 in Fresno County, although in several smaller cities, including San Joaquin and Parlier, the proportion of multifamily units slightly increased. These two jurisdictions also have the lowest median household incomes in the county, suggesting these additional units may have been affordable housing complexes.

Clovis, in particular, had the most multifamily units constructed during the period for any of the larger cities (1,376), and also the second highest percentage of multifamily construction at nearly 15.7 percent of all new construction followed by the City of Reedley 23.9 percent increase. The larger city of Kerman and two smaller cities of Fowler and Kingsburg, which together total about 13,367 residents, had a combined total of 2,398 multifamily units constructed during the period.

**Table 2-15 Housing Stock (2010-2022)**

Jurisdiction	2010			2022		
	Single-Family Units	Multifamily Units	Mobile Homes	Single-Family Units	Multifamily Units	Mobile Homes
Fresno County	219,271	81,555	14,705	241,411	87,406	14,695
	69.5%	25.8%	4.7%	70.3%	25.4%	4.3%
Clovis	25,572	8,774	960	34,702	10,150	984
	72.4%	24.9%	2.7%	75.7%	22.1%	2.1%
Coalinga	2,874	967	503	3,062	1,089	507
	66.2%	22.3%	11.6%	65.7%	23.4%	10.9%
Firebaugh	1,443	578	75	1,665	600	78
	68.8%	27.6%	3.6%	71.1%	25.6%	3.3%
Fowler	1,349	370	123	1,685	430	123
	73.2%	20.1%	6.7%	75.3%	19.2%	5.5%
Fresno	108,889	57,651	4,748	120,729	61,449	4,815
	63.6%	33.7%	2.8%	64.6%	32.9%	2.6%
Huron	599	899	104	628	913	100
	37.4%	56.1%	6.5%	38.3%	55.6%	6.1%



SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Jurisdiction	2010			2022		
	Single-Family Units	Multifamily Units	Mobile Homes	Single-Family Units	Multifamily Units	Mobile Homes
Fresno County	219,271	81,555	14,705	241,411	87,406	14,695
	69.5%	25.8%	4.7%	70.3%	25.4%	4.3%
Kerman	2,922	804	182	3,614	980	187
	74.8%	20.6%	4.7%	75.6%	20.5%	3.9%
Kingsburg	3,018	853	198	3,323	988	199
	74.2%	21.0%	4.9%	73.7%	21.9%	4.4%
Mendota	1,643	858	55	1,938	891	59
	64.3%	33.6%	2.2%	67.1%	30.9%	2.0%
Orange Cove	1,466	765	0	1,673	817	0
	65.7%	34.3%	0.0%	67.2%	32.8%	0.0%
Parlier	2,464	977	53	2,728	1,093	54
	70.5%	28.0%	1.5%	70.4%	28.2%	1.4%
Reedley	5,083	1,521	263	5,216	1,884	263
	74.0%	22.1%	3.8%	70.8%	25.6%	3.6%
Sanger	5,456	1,548	100	6,095	1,630	101
	76.8%	21.8%	1.4%	77.9%	20.8%	1.3%
San Joaquin	628	249	57	629	250	57
	67.2%	26.7%	6.1%	67.2%	26.7%	6.1%
Selma	5,379	1,044	390	5,747	1,101	398
	79.0%	15.3%	5.7%	79.3%	15.2%	5.5%
Unincorporated County	50,486	3,697	6,894	48,013	3,141	6,770
	82.7%	6.1%	11.3%	82.9%	5.4%	11.7%

Source: Department of Finance, E5, 2021-2022.

A large proportion of the multifamily development that has occurred after the boom of the 1980s was subsidized through a variety of public housing and tax credit programs targeted to low-income residents (i.e., non-market rate affordable housing). As summarized in **Table 2-16, Affordable vs. Market-Rate Multifamily Housing (1980-2013)**, about 87 percent of the units developed during the 1980s were strictly market rate, compared to an estimated 69.0 percent in the 1990s and 65 percent between 2000 and 2013. When subsidized affordable units are excluded, the production of multifamily units after the mid-1980s has been even more limited.

**Table 2-16 Affordable vs. Market-Rate Multifamily Housing (1980-2013)**

Period	Market-Rate Multifamily Housing	Affordable Multifamily Housing	Mixed Market-Rate and Affordable Multifamily Housing
1980s	87%	7%	6%
1990s	69%	22%	9%
2000-2013	65%	23%	13%

Source: CoStar Group and Economic and Planning Systems,

[http://www.valleyblueprint.org/files/SJV%20Infill%20Development%20Analysis\\_Final%20Report\\_9-11-14.pdf](http://www.valleyblueprint.org/files/SJV%20Infill%20Development%20Analysis_Final%20Report_9-11-14.pdf), 2014.

## Housing Tenure

Housing tenure (owner vs. renter) influences several aspects of the local housing market. Residential mobility is influenced by tenure, with ownership housing turning over at a much lower rate than rental housing. For example, in Fresno County, the median year that owners moved into their current unit was 2001, whereas the median year that renters moved into their current unit was after 2010 (2011-2013 ACS). **Table 2-17, Housing Tenure (2020)**, shows tenure by jurisdiction in 2020. Most jurisdictions have more owner-occupied units than renter-occupied units. The unincorporated county has the highest percentage of owner units at 68.9 percent, followed by Kingsburg at 68.9 percent. Huron has the lowest percentage of owner units at 20.9 percent. When compared to proportion of housing unit by type, this data indicates that single-family detached units comprise a portion of the rental stock in the majority of jurisdictions.

According to the Fresno County Affordable Housing Needs Report published by the California Housing Partnership Corporation in May 2022, asking rents in Fresno County increased by 10.7 percent between 2020 and 2021. According to the same report, although rents in Fresno County are typically lower than in other counties in the state, renters need to earn 1.6 times minimum wage to afford the average asking rent in Fresno County. Based on previous analysis of employment forecasts and income levels, increasing rental costs in Fresno County may pose a barrier to finding adequate housing opportunities for lower-income households.

**Table 2-17 Housing Tenure (2020)**

Jurisdiction	Total Households	Renter-occupied Units		Owner-occupied Units	
		Households	Percentage	Households	Percentage
<b>Fresno County Total</b>	<b>310,097</b>	<b>143,677</b>	<b>46.3%</b>	<b>166,420</b>	<b>53.7%</b>
Coalinga	4,552	1,913	42.0%	2,639	58.0%
Clovis	37,726	13,178	34.9%	24,548	65.1%
Firebaugh	2,041	1,088	53.3%	953	46.7%
Fowler	2,035	948	46.6%	1,087	53.4%
Fresno	170,137	90,440	53.2%	79,697	46.8%
Huron	1,874	1,482	79.1%	392	20.9%
Kerman	4,113	1,967	47.8%	2,146	52.2%
Kingsburg	3,754	1,323	35.2%	2,431	64.8%
Mendota	2,838	1,491	52.5%	1,347	47.5%
Orange Cove	2,682	1,651	61.6%	1,031	38.4%
Parlier	3,875	2,237	57.7%	1,638	42.3%
Reedley	7,030	2,946	41.9%	4,084	58.1%
San Joaquin	919	543	59.1%	376	40.9%
Sanger	7,419	3,066	41.3%	4,353	58.7%
Selma	7,225	3,255	45.1%	3,970	54.9%
Unincorporated County	51,877	16,149	31.1%	35,728	68.9%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

## Vacancy Rate

**Table 2-18, Housing Stock and Vacancy Rate (2010-2022)**, shows housing units and vacancies in unincorporated Fresno County and the cities according to the 2010 and 2020 U.S. Census. The vacancy rate indicates the match between the demand and supply of housing. Vacancy rates of 5.0 percent to 6.0 percent for rental housing and 1.5 percent to 2.0 percent for ownership housing are generally considered optimum. A higher vacancy rate may indicate an excess supply of units, a softer market, and result in lower housing prices. A lower vacancy rate may indicate a shortage of housing and high competition for available housing, which generally leads to higher housing prices and diminished affordability.

As **Table 2-18** shows, the vacancy rate decreased in all communities between 2010 and 2022, except in Clovis, Huron, and Reedley. In 2022, the unincorporated area and the city of Firebaugh had the highest vacancy rate at 12.2 and 8.1 percent, respectively. The vacancy rate in the unincorporated area was still the highest in 2022, even though it decreased to 12.2 percent. However, much of the eastern unincorporated county is adjacent to the Kings Canyon and Sierra National Forests and many of the vacant units may be vacation rentals. Therefore, the vacancy rates in Firebaugh and Reedley, at 8.1 and 6.8 percent respectively, may be more indicative of a housing stock issue.

**Table 2-18 Housing Stock and Vacancy Rate (2010-2022)**

Jurisdiction	2010			2022		
	Total Housing Units	Vacant Units	Vacancy Rate	Total Housing Units	Vacant Units	Vacancy Rate
Coalinga	4,344	1887	5.3%	4,658	377	4.2%
Clovis	25,265	903	3.6%	45,835	1,911	4.2%
Firebaugh	2,096	176	8.4%	2,343	105	8.1%
Fowler	1,842	119	6.5%	2,237	84	4.5%
Fresno	171,288	12,939	7.6%	186,993	8,406	3.8%
Huron	1,602	70	4.4%	1,641	54	4.5%
Kerman	3,908	216	5.5%	4,745	100	3.3%
Kingsburg	4,069	247	6.1%	4,510	161	2.1%
Mendota	2,556	132	5.2%	2,889	58	3.6%
Orange Cove	2,231	163	7.3%	2,490	88	2.0%
Parlier	3,494	197	5.6%	3,875	265	3.5%
Reedley	6,867	298	4.3%	7,363	239	6.8%
Sanger	7,104	445	6.3%	7,827	244	3.2%
San Joaquin	934	52	5.6%	937	38	3.1%
Selma	6,813	397	5.8%	7,246	219	4.1%
Unincorporated County	61,077	8,354	13.7%	57,924	7,057	12.2%

Source: Department of Finance, E5, 2021-2022.

## Housing Conditions

Housing conditions are an important indicator of quality of life in Fresno County communities. If not regularly maintained, structures can deteriorate as they age over time and discourage reinvestment, depress neighborhood property values, and even become health hazards. Maintaining and improving housing quality is an important goal for communities.

Housing age can be an indicator of the need for housing rehabilitation. Generally, housing older than 30 years (i.e., built before 1990), may require repair and improvement of such features as siding; fencing; roofs; and heating, ventilation, and air conditioning (HVAC) systems, while housing units older than 50 years (pre-1970) are more likely to require complete rehabilitation of systems such as roofing, plumbing, structural, and electrical.

**Table 2-19, Age of Housing Stock (2020)**, shows the age of the housing stock in Fresno County. In almost all jurisdictions, more than half of the housing stock is over 30 years old. In Fresno County overall, 64.5 percent of the housing stock is over 30 years old, with 78.8 percent of the housing stock in the unincorporated county over 30 years, followed by Fresno City at 66.7 percent. These units may require repairs or improvements. The city with the highest percentage of new housing is Kerman, followed by Huron, Firebaugh, and Clovis. Less than 35.0 percent of the housing stock in all jurisdictions, except in unincorporated county and Parlier, is over 50 years old, with seven of the remaining 13 jurisdictions having between 30.0 and 35.0 percent of their housing stock over 50 years of age. Overall, almost one-third of Fresno County's housing stock is over 50 years of age and may require significant repairs in the near future to maintain inhabitability. The cost of repairs is often out of the capability of lower-income households.

SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Table 2-19 Age of Housing Stock (2020)

Jurisdiction	Total	Built 2010 or later	Built 2000 to 2009	Built 1990 to 1999	Built 1980 to 1989	Built 1970 to 1979	Built 1960 to 1969	Built 1950 to 1959	Built 1940 to 1949	Built 1939 or earlier	Percentage built before 1990 (older than 30 years)	Percentage built before 1970 (older than 50 years)
Fresno County	310,097	18,563	44,690	46,980	43,141	54,567	33,392	35,561	16,007	17,196	64.5%	32.9%
Clovis	37,726	5,440	8,528	6,434	5,634	7,106	2,508	1,304	297	475	45.9%	12.2%
Coalinga	4,552	141	581	970	1,226	254	464	432	176	308	62.8%	30.3%
Firebaugh	2,041	152	455	511	400	241	254	23	0	5	45.2%	13.8%
Fowler	2,035	82	646	255	220	196	132	160	140	204	51.7%	31.3%
Fresno	170,137	9,198	20,941	26,570	23,765	30,960	19,206	20,736	8,939	9,822	66.7%	34.5%
Huron	1,874	139	640	272	359	180	166	58	38	22	43.9%	15.2%
Kerman	4,113	305	1,130	881	560	697	274	28	73	165	43.7%	13.1%
Kingsburg	3,754	132	870	627	593	343	168	402	169	450	56.6%	31.7%
Mendota	2,838	325	701	371	636	261	280	198	56	10	50.8%	19.2%
Orange Cove	3,875	194	812	919	570	398	186	263	265	268	50.3%	25.3%
Parlier	2,682	144	535	697	202	149	306	200	161	288	48.7%	35.6%
Reedley	7,030	418	919	1,541	674	1,224	532	874	342	506	59.1%	32.1%
Sanger	919	28	123	281	151	67	194	62	13	0	53.0%	29.3%
San Joaquin	7,419	364	1,637	753	1,212	912	613	816	737	375	62.9%	34.2%
Selma	7,225	483	1,089	1,020	900	1,292	437	877	615	512	64.1%	33.8%
Unincorporated County	51,877	1,018	5,083	4,878	6,039	10,287	7,672	9,128	3,986	3,786	78.8%	47.4%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

Most jurisdictions have not completed housing conditions surveys in recent years due to limited financial resources for conducting the survey or for providing rehabilitation assistance. However, staff from the local jurisdictions provided rough estimates of the number of housing units needing rehabilitation or replacement based on code enforcement cases and local knowledge of the communities.

According to a code enforcement officer in Selma, 55 homes (0.8 percent of the housing stock) are in need of rehabilitation, and none are in need of replacement. The majority of the homes are in the neighborhood south of Rose Avenue and west of McCall Avenue.

According to a contract staff planner in Huron, 197 homes (12 percent of the housing stock) are in need of rehabilitation, and 49 (3 percent of the housing stock) are in need of replacement.

According to a staff planner in Sanger, 43 homes (0.5 percent of the housing stock) are in of rehabilitation, and 7 (less than 0.1 percent of the housing stock) are in need of replacement. The neighborhoods with the greatest need for rehabilitation are in the southeast and central core.

According to code enforcement in Reedley, there has been an average of 2 cases of substandard conditions per year during the 5<sup>th</sup> cycle planning period. Based on this, and local experience, the City estimates that less than 1 percent of the housing stock is in need of repair or replacement.

See appendices for each jurisdiction for the identification of the neighborhoods that most need rehabilitation and where programs will be targeted.

## Overpayment (Cost Burden)

State and federal housing law defines overpayment (also known as cost burden) as a household paying more than 30 percent of gross income for housing expenses. As shown in **Table 2-20, Overpayment by Tenure (2018)**, the overall rate of overpayment in Fresno County is 37.8 percent. With the exception of Kingsburg, Coalinga, the unincorporated county, and Clovis, most jurisdictions have overpayment rates above 35.0 percent. Orange Cove has the highest percentage of total households overpaying for housing (53.9 percent), followed by Huron (47.4 percent), Mendota (46.7 percent), and Parlier (45.1 percent).

Housing overpayment is especially problematic for lower-income households that have limited resources for other living expenses. In all jurisdictions, a higher percentage of lower-income households are overpaying for housing, with 70.6 percent of lower-income households countywide experiencing overpayment. The jurisdictions of Clovis, Reedley, Fresno, Selma, Sanger, and unincorporated county have the highest percentage of cost-burdened lower-income households at 74.2 percent, 75.1 percent, 74.8 percent, 72.3 percent, and 70.6 percent respectively. In Kingsburg, where the overpayment rate is the lowest in the county at 16.2 percent, 63.5 percent of lower-income households are cost burdened, which aligns with the rate of overpayment among lower-income households in the majority of jurisdictions in Fresno County. However, in the unincorporated county, the overall rate of overpayment and rate of lower-income, cost-burdened households in almost equivalent, suggesting that moderate- and above moderate-income households are generally able to afford the units they occupy.

## SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Generally, renters tend to be more affected by overpayment than owners, and this trend occurs in all jurisdictions in the county. Although the proportion of owners and renters countywide is fairly comparable, (52.8 percent homeowners and 47.2 percent renters), 52.2 percent of renters are cost burdened compared to 25.0 percent of homeowners. Jurisdictions with proportions of cost-burdened homeowners below the countywide rate included Clovis, Kingsburg, Firebaugh, Fowler, Coalinga, and unincorporated county. Jurisdictions with cost-burdened renters below the countywide rate include Clovis, Coalinga, Huron, Kerman, Kingsburg, Mendota, San Joaquin, and unincorporated county. Reedley has the highest percentage of overpaying renters (82.1 percent), followed by Fowler (79.8 percent), Fresno (79.4 percent), and Clovis (78.7 percent). In Fresno County, while 62.2 percent of renters are lower-income households, lower-income households comprise approximately 90.0 percent of cost-burdened renters. Data indicates that in almost every jurisdiction, with the exception of unincorporated county, the total number of cost-burdened renters follows a similar trend, where the number of total cost-burdened renters is almost equivalent to the number of cost-burdened, lower-income renters. This trend suggests that the majority of moderate and above moderate-income renters are able to find rental housing at costs below 30 percent of their income. In unincorporated county, while 60.2 percent of renters are lower-income, only 19.3 percent of cost-burdened households are lower-income.

A similar trend in which the majority of cost-burdened homeowners are also lower income. However, in several jurisdictions, including Fresno County, Fresno City, Fowler, Kingsburg, and unincorporated county, the correlation between proportion of cost-burdened homeowners and lower-income, cost-burdened homeowners make up less than 65.0 percent compared to an average of 90.0 percent among renters. However, these rates of overpayment indicate that these households are generally not able to find adequate housing opportunities within their income range.



Table 2-20 Overpayment by Tenure (2018)

Jurisdiction	Income Group	Owner Households			Renter Households			Total Households		
		Households	Overpaying	Percentage	Households	Overpaying	Percentage	Households	Overpaying	Percentage
Fresno County	Lower income	40,385	24,315	60.2%	89,315	67,305	75.4%	129,700	91,620	70.6%
	Total	160,945	40,160	25.0%	143,680	74,940	52.2%	304,625	115,100	37.8%
Clovis	Lower income	3,680	2,445	66.4%	6,345	4,995	78.7%	10,025	7,440	74.2%
	Total	22,270	5,360	24.1%	14,150	6,350	44.9%	36,420	11,710	32.2%
Coalinga	Lower income	545	315	57.8%	1,020	600	58.8%	1,565	915	58.5%
	Total	2,225	445	20.0%	1,920	625	32.6%	4,145	1,070	25.8%
Firebaugh	Lower income	275	160	58.2%	965	620	64.2%	1,240	780	62.9%
	Total	990	180	18.2%	1,185	620	52.3%	2,175	800	36.8%
Fowler	Lower income	235	108	46.0%	550	439	79.8%	785	547	69.7%
	Total	1,020	186	18.2%	905	489	54.0%	1,925	675	35.1%
Fresno	Lower income	19,520	12,045	61.7%	55,965	44,425	79.4%	75,485	56,470	74.8%
	Total	77,325	19,395	25.1%	89,430	49,520	55.4%	166,755	68,915	41.3%
Huron	Lower income	295	170	57.6%	1,085	655	60.4%	1,380	825	59.8%
	Total	510	184	36.1%	1,260	655	52.0%	1,770	839	47.4%
Kerman	Lower income	685	530	77.4%	1,120	735	65.6%	1,805	1,265	70.1%
	Total	2,050	695	33.9%	1,805	735	40.7%	3,855	1,430	37.1%
Kingsburg	Lower income	590	370	62.7%	710	455	64.1%	1,300	825	63.5%
	Total	2,655	590	22.2%	1,305	459	35.2%	3,960	1,049	26.5%
Mendota	Lower income	470	320	68.1%	1,555	910	58.5%	2,025	1,230	60.7%
	Total	965	370	38.3%	1,775	910	51.3%	2,740	1,280	46.7%
Orange Cove	Lower income	610	320	52.5%	1,315	945	71.9%	1,925	1,265	65.7%
	Total	970	340	35.1%	1,415	945	66.8%	2,385	1,285	53.9%
Parlier	Lower income	845	560	66.3%	1,845	1,185	64.2%	2,690	1,745	64.9%
	Total	1,700	595	35.0%	2,265	1,195	52.8%	3,965	1,790	45.1%
Reedley	Lower income	1,495	990	66.2%	1,900	1,560	82.1%	3,395	2,550	75.1%
	Total	4,520	1,340	29.6%	2,680	1,700	63.4%	7,200	3,040	42.2%
Sanger	Lower income	1,120	695	62.1%	2,080	1,565	75.2%	3,200	2,260	70.6%
	Total	3,930	1,060	27.0%	3,155	1,675	53.1%	7,085	2,735	38.6%

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

Jurisdiction	Income Group	Owner Households			Renter Households			Total Households		
		Households	Overpaying	Percentage	Households	Overpaying	Percentage	Households	Overpaying	Percentage
San Joaquin	Lower income	140	109	77.9%	580	280	48.3%	720	389	54.0%
	Total	390	113	29.0%	675	280	41.5%	1,065	393	36.9%
Selma	Lower income	1,385	880	63.5%	2,060	1,610	78.2%	3,445	2,490	72.3%
	Total	3,980	1,185	29.8%	2,775	1,655	59.6%	6,755	2,840	42.0%
Unincorporated County	Lower income	8,495	4,298	50.6%	10,220	1,376	13.5%	18,715	5,674	30.3%
	Total	35,445	8,122	22.9%	16,980	7,127	42.0%	52,425	15,249	29.1%

Source: FCOG Data Packet, 2022 -- CHAS (2014-2018)

## Overcrowding

HCD defines an overcrowded unit as one occupied by 1.01 persons or more per room (excluding bathrooms and kitchens). Units with more than 1.5 persons per room are considered severely overcrowded. A typical home might have a total of five rooms (three bedrooms, living room, and dining room). If more than five people were living in the home, it would be considered overcrowded. Overcrowding is strongly related to household size, particularly for large households, and the availability of suitably-sized housing. Overcrowding in households typically results from either a lack of affordable housing (which may force more than one household to live together) and/or a lack of available housing units of adequate size. Overcrowding increases health and safety concerns and stresses the condition of the housing stock and infrastructure. Overcrowding impacts both owners and renters; however, renters are generally more significantly impacted.

While family size and tenure are critical determinants in overcrowding, household income also plays a strong role in the incidence of overcrowding. Generally, overcrowding levels tend to decrease as income rises, especially for renters (particularly for small and large families).

**Table 2-21, Overcrowding by Tenure (2020)** shows overcrowding by tenure for each jurisdiction in Fresno County. The Fresno County overcrowding rate at 6.2 percent is slightly higher than the statewide overcrowding rate at 5.2 percent, while the severe overcrowding rate is 3.6 percent compared to 3.0 percent at the state level. The cities of Mendota, San Joaquin, Huron, and Orange Cove have the highest rate of overcrowding and severe overcrowding combined; at 27.3 percent, 24.1 percent, 17.0 percent, and 15.2 percent, respectively. The highest rates of severely overcrowded households are found in Mendota, Parlier, and San Joaquin. In contrast, the city of Kingsburg has low rates of overcrowding and no severely overcrowded households.

In Fresno County and statewide, overcrowding is typically more of a problem for renter households at 14.8 percent and 4.2 percent respectively, compared to overcrowding among owner households at 4.1 percent in Fresno County and 13.2 percent statewide. In the cities of Coalinga and Huron, the incidence of overcrowding is higher for owners than it is for renters, although in Huron renters represent more than double the proportion of homeowners. In Mendota and San Joaquin, the combined incidence of overcrowded and severely overcrowded households is comparable between both renters and owners.

SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Table 2-21 Overcrowding by Tenure (2020)

	Owner-Occupied				Renter-Occupied				Total			
	Overcrowded		Severely Overcrowded		Overcrowded		Severely Overcrowded		Overcrowded		Severely Overcrowded	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Fresno County	6,540	3.9%	2,119	1%	12,352	8.6%	8,894	6.2%	18,892	6.1%	11,013	3.6%
Clovis	276	1.1%	101	0.4%	463	3.5%	321	2.4%	739	2.0%	422	1.1%
Coalinga	195	7.4%	76	3%	84	4.4%	67	3.5%	279	6.1%	143	3.1%
Firebaugh	78	8.2%	0	0%	114	10.5%	101	9.3%	192	9.4%	101	4.9%
Fowler	29	2.7%	19	1.7%	93	9.8%	28	3.0%	122	6.0%	47	2.3%
Fresno	3,215	4.0%	1,247	1.6%	7,311	8.1%	6,555	7.2%	10,526	6.2%	7,802	4.6%
Huron	82	20.9%	11	2.8%	149	10.1%	78	5.3%	231	12.3%	89	4.7%
Kerman	114	5.3%	53	2.5%	195	9.9%	82	4.2%	309	7.5%	135	3.3%
Kingsburg	116	4.8%	0	0.0%	11	0.8%	0	0.0%	127	3.4%	0	0.0%
Mendota	314	23.3%	1	0.1%	261	17.5%	198	13.3%	575	20.3%	199	7.0%
Orange Cove	78	7.6%	15	1.5%	222	13.4%	92	5.6%	300	11.2%	107	4.0%
Parlier	66	4.0%	113	6.9%	182	8.1%	134	6.0%	248	6.4%	247	6.4%
Reedley	233	5.7%	54	1.3%	310	10.5%	169	5.7%	543	7.7%	223	3.2%
Sanger	278	6.4%	37	0.9%	367	12.0%	156	5.1%	645	8.7%	193	2.6%
San Joaquin	75	19.9%	17	4.5%	91	16.8%	38	7.0%	166	18.1%	55	6.0%
Selma	91	2.3%	4	0.1%	562	17.3%	144	4.4%	653	9.0%	148	2.0%
Unincorporated County	1,300	3.6%	371	1.0%	1,937	12.0%	731	4.5%	3,237	6.2%	1,102	2.1%

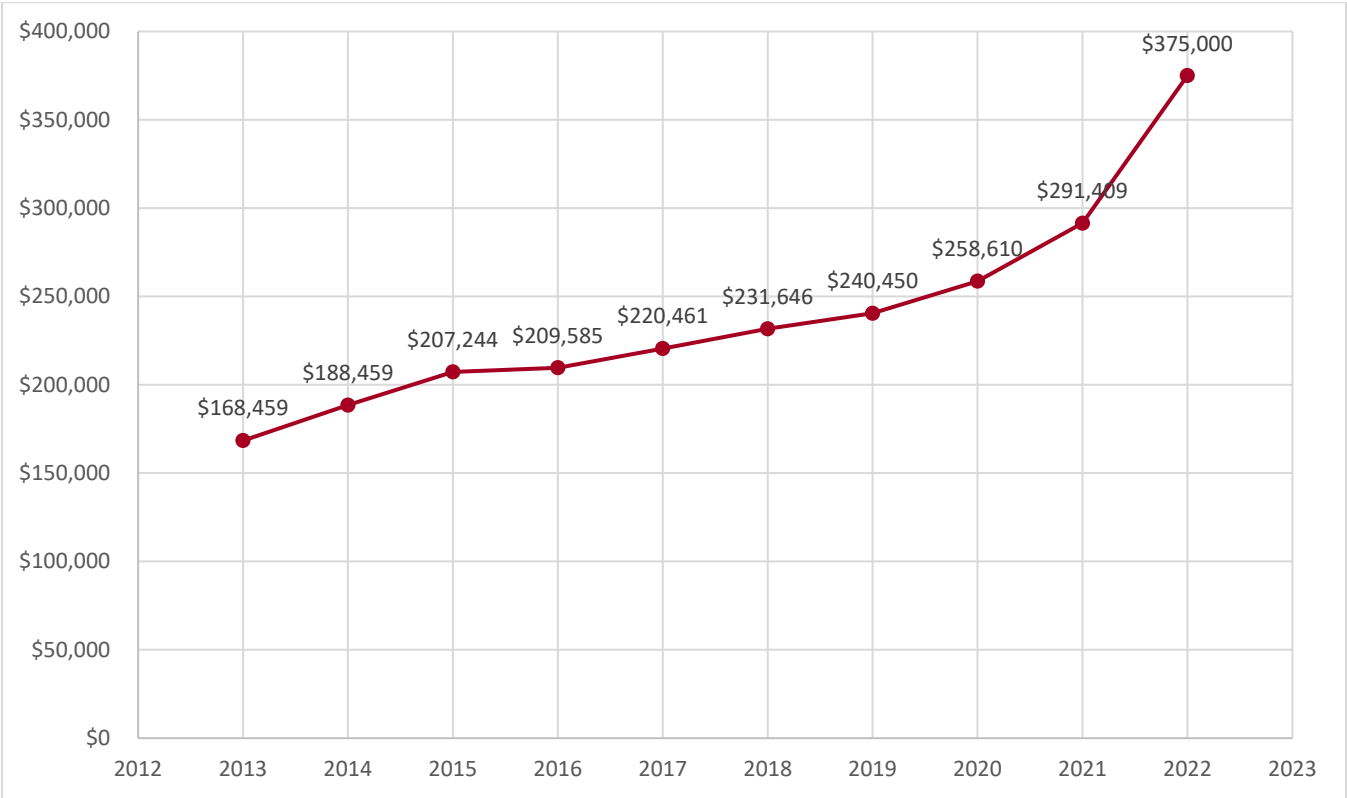
Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

# HOUSING COST AND AFFORDABILITY

## Home Price Trends

In Fresno County, as shown in **Figure 2-6, Median Sales Price for Fresno County**, the average single-family home value peaked in July 2022 at about \$375,000 and was at its lowest in 2013 at less than \$170,000.

**FIGURE 2-6. MEDIAN SALES PRICE FOR FRESNO COUNTY**



Source: Zillow Data accessed at <https://www.zillow.com/research/data/> and Redfin (July, 2022)

**Table 2-22, Home Sales Recorded in 2017, 2021, and 2022**, shows the number of home sales and median price for each jurisdiction in Fresno County for May 2017 and May 2022. According to CoreLogic, in 2022, 1,135 homes were sold countywide with a median price of \$400,000. This was a 56.6 percent increase from the 2017 countywide median price and 15.4 percent increase from the 2021 countywide median price. The majority of homes were sold in 2017 and 2022 in the City of Fresno, followed by Clovis. Of all the cities, Clovis had the highest median sale price in 2022 of \$475,000, followed closely by Fowler at \$455,000, and Huron had the lowest at \$155,000; however, the median in Huron is based on a very small number of home sales (three homes). The highest home sales prices in 2022 were recorded in the unincorporated community of Shaver Lake at \$700,00, which also had the highest home sales price in 2017 and 2021.

SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Table 2-22 Home Sales Recorded in 2017, 2021, and 2022

	2017 Sale Counts	2022 Sale Counts	2017	2021	2022	Percentage Change 2017 to 2022	Percentage Change 2021 to 2022
Fresno County	1,267	1,135	\$255,500	\$346,500	\$400,000	56.6%	15.4%
Clovis	20	213	\$138,000	\$415,000	\$475,000	110.1%	28.9%
Coalinga	293	25	\$323,000	\$225,000	\$290,000	47.1%	14.5%
Firebaugh	-	13	-	\$310,000	\$305,000	n/a	-1.6%
Fowler	11	15	\$290,000	\$404,750	\$455,000	56.9%	12.4%
Fresno	741	685	\$235,000	\$325,000	\$389,500	65.7%	19.8%
Huron	-	3	-	\$270,000	\$155,000	-	0.0%
Kerman	16	12	\$255,000	\$295,000	\$328,000	28.6%	11.2%
Kingsburg	20	25	\$292,000	\$325,000	\$451,000	54.5%	38.8%
Mendota	5	2	\$150,000	\$225,000	\$193,500	29.0%	-14.0%
Orange Cove	3	4	165,000	\$120,000	\$304,500	n/a	0.0%
Parlier	5	8	\$155,000	\$283,500	\$267,500	72.6%	-5.6%
Reedley	16	24	\$204,500	\$305,000	\$320,000	56.5%	4.9%
San Joaquin	-	9	-	\$220,000	\$275,000	n/a	0.0%
Sanger	45	21	\$242,500	\$400,000	\$371,000	53.0%	-7.3%
Selma	30	17	\$174,000	\$272,500	\$300,000	72.4%	10.1%
<b>Unincorporated Fresno County</b>							
<i>Auberry</i>	7	2	\$278,000	\$592,500	-	-	-
<i>Biola</i>	-	2	-	n/a	\$175,000	n/a	n/a
<i>Caruthers</i>	2	5	\$143,500	\$257,000	\$418,000	191.3%	62.3%
<i>Friant</i>	3	14	\$368,000	\$755,000	\$506,500	37.6%	-32.9%
<i>Prather</i>	-	3	-	\$505,000	\$369,000	-	-26.9%
<i>Shaver Lake</i>	10	13	\$457,000	\$697,500	\$700,000	53.2%	0.4%
<i>Yokuts Valley</i>	-	7	-	\$271,500	\$435,000	-	60.2%

Source: CoreLogic, California Home Sale Activity by City (May 2017, May 2021, and June 2022)

Note: Sales counts for 2021 were not available.

## Rental Trends

Close to half of Fresno County households are renters. Although renters in general tend to live in multifamily units, about 43 percent of renter households in Fresno County live in single-family homes, compared to 36 percent statewide and about 34 percent nationwide. Given that very few developers build market-rate, single-family units for rent, data suggests that many single-family units originally built as for-sale products have been converted to rental property over time. This trend is particularly relevant to Fresno County as data indicates that family size tends to be larger in the county compared to other regions in the state, and as single-family homes generally have more bedrooms than the majority of multifamily units, would accommodate a portion of the need for larger units.

The median rent in Fresno County is well below the state average, especially when compared to urban areas where new rental products (e.g., multifamily apartments) are being developed. For example, based on data from Zillow.com, which has collected data on asking rents ranging from studios to single-family homes for most counties in the state for over four years, rents in Fresno County are about 61.7 percent of the state average in 2021, decreasing from 72.7 percent of the state average in 2014. Fresno County rents in 2021 were about \$300 less than those in the Stockton area, and approximately \$156 more than Bakersfield.

**Table 2-23 Residential Rental Rate Comparison (2014-2021)**

Jurisdiction	Rental Rate	Year		Growth of 2014-2021	
		2014	2021	\$ Change	Percentage Change
Fresno County	Average Rent	\$1,200	\$1,697	\$497	41.4%
California	Average Rent	\$1,650	\$2,749	\$1,099	66.6%
Fresno County as a percentage of California	Average Rent	72.7%	61.7%	N/A	-15.1%
Stockton	Average Rent	\$1,499	\$2,317	\$818	54.6%
Bakersfield	Average Rent	\$1,044	\$1,421	\$377	36.1%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020) and Zillow Data (September 2021)

## Ability to Pay

**Table 2-24, Fresno County Ability to Pay (2022)**, summarizes HCD-defined household income limits for very low-, low-, and moderate-income households in Fresno County by the number of persons in the household. The table also includes the maximum affordable monthly rents and maximum affordable purchase prices for homes. Households earning the 2022 area median income for a family of four in Fresno County (\$80,300), could afford to spend up to \$2,008 per month on rent without overpaying. A three-person household would be classified as low-income if its annual income was less than \$72,250. This household could afford a \$1,806 maximum monthly rent.

For renters, this is a straightforward calculation, but home ownership costs are less transparent. An affordable price depends on several factors, including the down payment, the level of other long-term obligations (such as a car loan), and interest rates. In practice, the interaction of these factors, as well as insurance and taxes allows some households to qualify for homes priced at more than three times their annual income, while other households may be limited to purchasing homes no more than two times their annual incomes. Interest rates, insurance, and taxes are held constant in **Table 2-24** to determine maximum affordable rent and purchase price for households in each income category. It is important to note that this table is used for illustrative purposes only.



**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

Housing is generally affordable in Fresno County in comparison to more urbanized regions and coastal communities. The median home sale price countywide would be affordable to a four-person household earning the median income of \$80,300, as shown in **Table 2-24**. Even low- and very low-income households can afford the median priced home in many jurisdictions and unincorporated communities in the county. For example, a low-income four-person household making \$62,300 per year could afford an estimated maximum purchase price of \$290,133. Based on the median home sale prices previously reported in **Table 2-22**, a household earning this income could afford the median home sale price in Coalinga, Mendota, Parlier, and the unincorporated county. It should be noted however, that the home price survey reported in **Table 2-22** does not distinguish between number of bedrooms and single-family, condominium units, or mobile homes. Therefore, the lower purchase prices may include mobile home stock, which is generally priced lower than traditional single-family units, and may not be appropriate for families of four without overcrowding.

**Table 2-24 Fresno County Ability to Pay (2022)**

<b>Extremely Low-Income Households at 30% of 2022 Area Median Income (AMI)</b>						
Number of Persons	1	2	3	4	5	6
Income Level	\$16,350	\$18,700	\$23,030	\$27,750	\$32,470	\$37,190
Max. Monthly Gross Rent <sup>1</sup>	\$409	\$468	\$576	\$694	\$812	\$930
Max. Purchase Price <sup>2</sup>	\$80,150	\$91,670	\$107,252	\$129,233	\$151,214	\$173,195
<b>Very Low-Income Households at 50% of 2022 AMI</b>						
Number of Persons	1	2	3	4	5	6
Income Level	\$27,300	\$31,200	\$35,100	\$38,950	\$42,100	\$45,200
Max. Monthly Gross Rent <sup>1</sup>	\$683	\$780	\$877.5	\$974	\$1,053	\$1,130
Max. Purchase Price <sup>2</sup>	\$133,829	\$145,300	\$163,462	\$181,392	\$196,061	\$210,498
<b>Low-Income Households at 80% of 2022 AMI</b>						
Number of Persons	1	2	3	4	5	6
Income Level	\$43,650	\$49,850	\$56,100	\$62,300	\$67,300	\$72,300
Max. Monthly Gross Rent <sup>1</sup>	\$1,091	\$1,246	\$1,403	\$1,558	\$1,683	\$1,808
Max. Purchase Price <sup>2</sup>	\$213,979	\$232,153	\$261,260	\$290,134	\$313,419	\$336,704
<b>Median-Income Households at 100% of 2022 AMI</b>						
Number of Persons	1	2	3	4	5	6
Income Level	\$56,200	\$64,250	\$72,250	\$80,300	\$86,700	\$93,150
Max. Monthly Gross Rent <sup>1</sup>	\$1,405	\$1,606	\$1,806	\$2,008	\$2,168	\$2,329
Max. Purchase Price <sup>2</sup>	\$275,501	\$299,215	\$336,471	\$373,960	\$403,765	\$433,803
<b>Moderate-Income Households at 110% of 2022 AMI</b>						
Number of Persons	1	2	3	4	5	6
Income Level	\$67,450	\$77,100	\$86,700	\$96,350	\$104,050	\$117,750
Max. Monthly Gross Rent <sup>1</sup>	\$1,686	\$1,928	\$2,168	\$2,409	\$2,601	\$2,944
Max. Purchase Price <sup>2</sup>	\$330,650	\$377,956	\$425,016	\$472,322	\$510,068	\$577,228

Source: California Department of Housing and Community Development, 2022 and Wells Fargo.

<sup>1</sup> Assumes that 30 percent (35 percent for moderate) of income is available for either: monthly rent, including utilities; or mortgage payment, taxes, mortgage insurance, and homeowners' insurance.

<sup>2</sup> Assumes 96.5 percent loan at 5.0 percent annual interest rate and 30-year term; assumes taxes, mortgage insurance, and homeowners' insurance account for 21 percent of total monthly payments.

<sup>3</sup> 2022 State Area Median Income for Fresno County is \$80,300.

**Table 2-25, HUD Fair-Market Rent by Bedroom (2022)**, shows HUD-defined fair-market rent levels (FMR) for Fresno County for 2022. In general, the FMR for an area is the amount needed to pay the gross rent (shelter rent plus utilities) of privately owned, decent, safe, and sanitary rental housing of a modest (non-luxury) nature with suitable amenities. The rents are drawn from the distribution of rents of all units that are occupied by recent movers. Adjustments are made to exclude public housing units, newly built units, and substandard units.

As shown in **Table 2-24**, a three-person household classified as low-income with an annual income of \$56,100 could afford to pay \$1,403 monthly gross rent (including utilities). As shown in **Table 2-25**, the 2022 FMR for a two-bedroom unit in Fresno County is \$1,137. Therefore, a low-income, three-person household at the middle of the income range can afford to rent a two-bedroom unit at the FMR level. A moderate-income, three-person household with an income of \$86,700 could afford to pay \$2,168 in rent without overpaying. This is enough to pay the FMR for a four-bedroom apartment (\$1,847). This data indicates that although rents in Fresno County are generally lower than in other regions, lower-income households may experience barriers to finding affordable housing unless the units are subsidized, or housing choice vouchers are available and accepted.

**Table 2-25 HUD Fair-Market Rent by Bedroom (2022)**

Bedrooms in Unit	2022 FMR
Studio	\$899
1 Bedroom	\$904
2 Bedrooms	\$1,137
3 Bedrooms	\$1,607
4 Bedrooms	\$1,847

Source: U.S. Department of Housing and Urban Development (HUD), 2022.

Note: 50th percentile of market rents for Fiscal Year 2022 for Fresno MSA (Fresno County).

## SPECIAL NEEDS

Within the general population, there are several groups of people who have special housing needs. These needs can make it difficult for members of these groups to find suitable housing. The following subsections discuss these special-housing needs of six groups identified in State Housing Element Law (Government Code, Section 65583(a)(7): elderly, persons with disabilities (including developmental disabilities), large households, farmworkers, families with single-headed households, and families and persons in need of emergency shelter. This section also describes the needs of extremely low-income households. Where possible, estimates of the population or number of households in Fresno County belonging to each group are shown.

### Senior Population

Seniors are defined as persons 65 years and older, and senior households are those households headed by a person 65 years and older. Seniors have special housing needs based on factors such as age, health, self-care capacity, economic status, family arrangement, and homeownership. Particular needs for the elderly include smaller and more efficient housing, barrier-free and accessible housing, and a wide variety of housing with health care and/or personal services. Various programs can help meet the needs of seniors including, but not limited to, congregate care,

## SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

supportive services, rental subsidies, shared housing, and housing rehabilitation assistance. For the elderly with disabilities, housing with features that accommodate disabilities can help ensure continued independent living. Elderly with mobility/self-care limitations also benefit from transportation alternatives. Senior housing with these accommodations can allow more independent living.

As shown in **Table 2-26**, in 2020, 19.4 percent of the population statewide was over the age of 65 and Fresno County had a comparable representation of seniors at 12.0 percent. In general, the population in Fresno County is fairly young, partially attributed to the prevalence of larger families with children, with San Joaquin and Mendota having the lowest senior population, with less than 7.0 percent of the population over 65.

**Table 2-26 Percentage of the Senior Population (65 and Over) (2020)**

Jurisdiction	Total Population	Seniors	Percentage Seniors
Fresno County	990,204	118,595	12.0%
Clovis	120,124	14,631	12.2%
Coalinga	17,252	1,608	9.1%
Firebaugh	7,772	790	9.8%
Fowler	6,366	945	14.1%
Fresno City	526,147	59,357	10.9%
Huron	7,084	493	7.9%
Kerman	14,920	1,430	8.9%
Kingsburg	12,116	1,452	11.7%
Mendota	12,173	837	6.6%
Orange Cove	10,120	749	7.8%
Parlier	15,645	1,285	8.8%
Reedley	25,710	2,525	10.0%
Sanger	26,744	2,527	9.5%
San Joaquin	4,025	236	6.4%
Selma	24,405	2,607	10.6%
Unincorporated County*	167,062	27,333	16.8%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

**Table 2-27, Senior Households by Tenure (2020)**, shows senior householders by tenure. In Fresno County, the majority of seniors (71.4 percent), were living in owner-occupied units in 2020, compared to 53.7 percent of all households, suggesting that many senior households may have aged in place in homes they purchased during the building boom of the 1980s and 1990s. Unincorporated county has the highest proportion of senior households, at 30.7 percent of total households, as well as the highest proportion of senior homeowners at 85.2 percent of senior households. Corresponding to the lower incidence of seniors in the communities of Huron and San Joaquin, the distribution of homeowners is also well below the county average, at 9.7 percent and 32.3 percent respectively.

Table 2-27 Senior Households by Tenure (2020)

Jurisdiction		All Households			Senior Households			
		Total Households	Owner-Occupied	Renter-Occupied	Total Households	Owner-Occupied	Renter-Occupied	Percentage of Senior Households of Total Households
Fresno County	Number	310,097	166,420	143,677	71,240	50,837	20,403	23.0%
	Percentage	100%	53.7%	46.3%	100%	71.4%	28.6%	
Clovis	Number	37,726	24,548	13,178	8,782	6,538	2,244	23.3%
	Percent	100%	65.1%	34.9%	100%	74.4%	25.6%	
Coalinga	Number	4,552	2,639	1,913	908	689	219	19.9%
	Percentage	100.0%	58.0%	42.0%	100.0%	75.9%	24.1%	
Firebaugh	Number	2,041	953	1,088	456	240	216	22.3%
	Percentage	100%	46.69%	53.3%	100%	52.6%	47.4%	
Fowler	Number	2,035	1,087	948	545	312	233	26.8%
	Percentage	100.0%	53.4%	46.6%	100.0%	57.2%	42.8%	
Fresno	Number	170,137	79,697	90,440	36,176	23,909	12,267	21.3%
	Percentage	100%	46.8%	53.2%	100.0%	66.1%	33.9%	
Huron	Number	1,874	392	1,482	217	21	196	11.6%
	Percentage	100%	20.9%	79.1%	100.0%	9.7%	90.3%	
Kerman	Number	4,113	2,146	1,967	807	552	255	19.6%
	Percentage	100%	52.2%	47.8%	100.0%	68.4%	31.6%	
Kingsburg	Number	3,754	2,431	1,323	794	589	205	21.2%
	Percentage	100%	64.8%	35.2%	100.0%	74.2%	25.8%	
Mendota	Number	2,838	1,347	1,491	419	233	186	14.8%
	Percentage	100%	47.5%	52.5%	100.0%	55.6%	44.4%	
Orange Cove	Number	2,682	1,031	1,651	510	260	250	19.0%
	Percentage	100%	38.4%	61.6%	100.0%	51.0%	49.0%	
Parlier	Number	3,875	1,638	2,237	712	353	359	18.4%
	Percentage	100%	42.3%	57.7%	100.0%	49.6%	50.4%	
Reedley	Number	7,030	4,084	2,946	1,450	1,056	394	20.6%
	Percentage	100%	58.1%	41.9%	100.0%	72.8%	27.2%	
Sanger	Number	7,419	4,353	3,066	1,745	1,303	442	23.5%

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

Jurisdiction		All Households			Senior Households			
		Total Households	Owner-Occupied	Renter-Occupied	Total Households	Owner-Occupied	Renter-Occupied	Percentage of Senior Households of Total Households
	Percentage	100%	58.7%	41.3%	100.0%	74.7%	25.3%	
San Joaquin	Number	919	376	543	99	32	67	10.8%
	Percentage	100%	40.9%	59.1%	100.0%	32.3%	67.7%	
Selma	Number	7,225	3,970	3,255	1,687	1,178	509	23.3%
	Percentage	100%	54.9%	45.1%	100.0%	69.8%	30.2%	
Unincorporated County	Number	51,877	35,728	16,149	15,933	13,572	2,361	30.7%
	Percentage	100%	68.9%	31.1%	100.0%	85.2%	14.8%	

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

As shown in **Table 2-28, Seniors with Disabilities (2020)**, the population 65 years and over has the highest rate of disabilities, typically those associated with aging. Countywide, an estimated 41.6 percent of seniors have a disability. The cities of Coalinga and Fowler have the highest rates of seniors with disabilities, at over one-half of the senior population, whereas San Joaquin and Mendota, more actively agricultural production communities, have the lowest rates of seniors with disabilities.

**Table 2-28 Seniors with Disabilities (2020)**

Jurisdiction	Population 65 years and over		
	Total	With a Disability	Percentage with a Disability
Fresno County	118,595	49,317	41.6%
Clovis	14,421	5,430	37.7%
Coalinga	1,608	820	51.0%
Firebaugh	790	270	34.2%
Fowler	945	485	51.3%
Fresno	59,357	26,426	44.5%
Huron	493	177	35.9%
Kerman	1,430	619	43.3%
Kingsburg	1,452	638	43.9%
Mendota	837	246	29.4%
Orange Cove	749	305	40.7%
Parlier	1,285	490	38.1%
Reedley	2,525	1,025	40.6%
Sanger	2,527	1,106	43.8%
San Joaquin	236	31	13.1%
Selma	2,607	1,118	42.9%
Unincorporated County	27,333	10,131	37.1%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

Currently, the Fresno Housing Authority owns and manages three senior housing complexes with 124 senior housing units. While nearly all of the 4,000 housing units managed by the Housing Authority are available to seniors, these three residential communities are designated specifically for those over the age of 62. The communities are in the cities of Firebaugh (Rio Villas, 30 units) and Sanger (Wedgewood Villas, 64 units). A new affordable housing complex for seniors will be built in southeast Fresno. Brand Haven will feature 180 units, 144 of them one-bedroom units. It will also include an arts and crafts center and a lap pool.

The Fresno County Senior Resource Center operates a program, Adult Protective Services, which assists both disabled adults and seniors with all requests for assistance. The Fresno County Human Services System, Department of Adult Services, also provides housing and basic needs assistance to elderly persons. Low-income elderly persons also are eligible to apply to the Housing Authority's Housing Choice Voucher Program. The Fresno/Madera Area

## SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Agency on Aging (FMAAA) provides connections to programs, services, and resources elderly residents can use to maintain and improve their quality of life as they age. During the COVID-19 State of Emergency, senior and community centers in Fresno and Madera Counties have closed, and Congregate Nutrition meals are no longer being served.

For seniors and other persons requiring a supportive housing setting, there are 210 licensed care facilities in Fresno County with 4,953 beds. The majority of these facilities are in the city of Fresno. However, there are also 67 facilities in Clovis, 1 in Fowler and Kerman, 3 in Reedley, 3 in Sanger, and 1 in Selma. These facilities are listed in Appendix 1B.

### Large Households

HUD defines a large household as one with five or more members. Large families may have specific needs that differ from other households because of income and housing stock constraints. The most critical housing need of large households is access to larger housing units with more bedrooms than a standard three-bedroom dwelling. As a result, large households may be overcrowded in smaller units, although in some circumstances families may choose to have two children share a room. In general, housing for large households should provide safe outdoor play areas for children and should be located to provide convenient access to schools and child care facilities.

**Table 2-29, Large Households by Tenure (2020)**, shows large households by tenure. In Fresno County, 18.1 percent of households are considered large. The jurisdictions with the highest percentage of large households are San Joaquin (48.1 percent), Mendota (38.2 percent), Firebaugh (30.8 percent), and Parlier (31.2 percent); communities with active agricultural economic bases. The city of Fowler has the lowest rate with 13.7 percent, which is the same as the statewide rate of 13.7 percent.

In Fresno County, although a higher percentage of large households are homeowners, in San Joaquin, Huron, and Orange Cove, the majority of large households are renters, comprising 27.1 percent, 20.4 percent, and 19.3 percent respectively of total households. The distribution of large households by tenure throughout the county may be partially attributed to the types, cost, and sizes of rental and ownership housing available in each community, among other factors. However, overcrowding is an issue throughout the county, and in particular within several jurisdictions, in comparison with other regions in the state.



Table 2-29 Large Households by Tenure (2020)

Jurisdiction		Total Households	Large Households		
			Total	Owner	Renter
Fresno County	Number	310,097	56,436	29,319	27,117
	Percentage	100%	18.1%	9.4%	8.7%
Clovis	Number	37,726	5,388	3,728	27,117
	Percent	100%	14.3%	9.9%	4.4%
Coalinga	Number	4,552	744	535	209
	Percentage	100%	16.3%	11.8%	4.6%
Firebaugh	Number	2,041	628	391	237
	Percentage	100%	30.8%	19.2%	11.6%
Fowler	Number	2,035	279	132	147
	Percentage	100%	13.7%	6.5%	7.2%
Fresno	Number	170,137	28,411	13,282	15,129
	Percentage	100%	16.9%	7.9%	9.0%
Huron	Number	1,874	527	145	382
	Percentage	100%	28.1%	7.7%	20.4%
Kerman	Number	4,113	973	589	384
	Percentage	100%	23.7%	14.3%	9.3%
Kingsburg	Number	3,754	647	502	145
	Percentage	100%	17.2%	13.4%	3.9%
Mendota	Number	2,838	1,085	669	416
	Percentage	100%	38.2%	23.6%	14.7%
Orange Cove	Number	2,682	861	343	518
	Percentage	100%	32.1%	12.8%	19.3%
Parlier	Number	3,875	1,214	558	656
	Percentage	100%	31.3%	14.4%	16.9%
Reedley	Number	7,030	1,885	1,088	797
	Percentage	100%	26.8%	15.5%	11.3%
Sanger	Number	7,419	1,901	1,108	793
	Percentage	100%	25.6%	15%	10.7%
San Joaquin	Number	919	442	193	249
	Percentage	100%	48.1%	21.0%	27.1%
Selma	Number	7,225	1,900	889	1,011
	Percentage	100%	26.3%	12.3%	14.0%
Unincorporated County	Number	51,877	9,551	5,167	4,384
	Percentage	100%	18.4%	10.0%	8.5%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

## Single Female-Headed Households

According to the U.S. Census Bureau, a single-headed household contains a household head and at least one dependent, which could include a related or unrelated child, or an elderly parent. Female-headed households have special housing needs because they are often either single parents or single elderly adults living on low- or poverty-level incomes. Single-parent households with children often require special consideration and assistance due to a greater need for affordable housing, accessible day care, health care, and a variety of other supportive services.

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

Moreover, because of relatively lower household incomes, single-parent households are more likely to experience difficulties in finding affordable, decent, and safe housing.

**Table 2-30, Single Female-Headed Households (2020)**, shows the number of female-headed households in Fresno County with children. As shown in the table, 7.3 percent of households countywide were single, female-headed households with children, higher than the statewide rate of 4.7 percent. In Orange Cove, more than 17.1 percent of householders were single female-headed households, followed by Huron at 15.1 percent and San Joaquin at 14.0 percent. The unincorporated area, which would have the least number of services and amenities associated with childcare needs, had the lowest percentage of single female-headed households at 3.3 percent of total households.

**Table 2-30 Single Female-Headed Households (2020)**

Jurisdiction	Total Households	Single Female-Headed Households with Own Children Under Age 18	Percentage
<b>Fresno County Total</b>	<b>310,097</b>	<b>22,501</b>	<b>7.3%</b>
Clovis	37,726	2,568	6.8%
Coalinga	4,552	384	8.4%
Firebaugh	2,041	218	10.7%
Fowler	2,035	129	6.3%
Fresno	170,137	13,659	8.0%
Huron	1,874	283	15.1%
Kerman	4,113	277	6.7%
Kingsburg	3,754	241	6.4%
Mendota	2,838	289	10.2%
Orange Cove	2,682	458	17.1%
Parlier	3,875	466	12.0%
Reedley	7,030	515	7.3%
San Joaquin	919	129	14.0%
Sanger	7,419	710	9.6%
Selma	7,225	442	6.1%
Unincorporated County	51,877	1733	3.3%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

Female-headed, single-parent households often experience a high rate of poverty. Countywide, 34.0 percent of the female, single-parent households were living under the poverty level, compared to 14.5 percent of all households (see **Table 2-31, Female-Headed Households in Poverty [2020]**). In San Joaquin, 68.4 percent of female-headed households were living in poverty, followed by Mendota (65.6 percent), Orange Cove (62.4 percent), and Huron (61.2 percent). The poverty rate for all households is also high in these areas. Kingsburg had the lowest percentage of female-headed households in poverty (16.8 percent), but it is still higher than the rate for all families. For comparison, statewide, 9.0 percent of families and 21.5 percent of female-headed households were in poverty, below the Fresno County level.

**Table 2-31 Female-Headed Households in Poverty (2020)**

Jurisdiction	Total Households in Poverty		Female-Headed Households in Poverty	
	Number	Percentage	Number	Percentage
Fresno County	37,430	16.7%	18,037	34.0%
Clovis	1,793	6.4%	988	17.8%
Coalinga	537	16.0%	301	34.3%
Firebaugh	546	30.3%	264	51.6%
Fowler	206	13.8%	111	42.0%
Fresno	22,099	19.2%	11,582	36.1%
Huron	530	34.1%	255	61.2%
Kerman	365	11.8%	130	22.2%
Kingsburg	108	4.0%	71	16.8%
Mendota	802	33.3%	376	65.6%
Orange Cove	1,004	44.9%	419	62.4%
Parlier	969	29.7%	408	40.4%
Reedley	1,092	18.4%	335	29.5%
Sanger	1,208	19.7%	592	35.9%
San Joaquin	257	30.3%	143	68.4%
Selma	1,006	18.3%	419	34.2%
Unincorporated County	4,908	12.2%	1,659	28.3%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

Single-parent households can benefit from most affordable housing programs, including Housing Choice Vouchers, Homebuyer Assistance Program (HAP), and Housing Rehabilitation Program (HARP) in the county. The County offers the California Work Opportunity and Responsibility to Kids (CalWORKs) Program to help eligible needy families who have children under the age of 19 with cash assistance, Medi-Cal, and employment services. Assistance programs offered by organizations like First Five Fresno County and Pacific Gas and Electric Company (PG&E) can also assist these households with securing affordable childcare and housing.

## Persons with Disabilities

Persons with disabilities typically have special housing needs because of their physical and/or developmental capabilities, fixed or limited incomes, and higher health costs associated with their disabilities. A disability is defined broadly by the Census Bureau as a physical, mental, or emotional condition that lasts over a long period of time and makes it difficult to live independently. The Census Bureau defines six disabilities: hearing, vision, cognitive, ambulatory, self-care, or independent living disabilities.

Persons with disabilities have different housing needs depending on the nature and severity of the disability. Physically disabled persons generally require modifications to their housing units, such as wheelchair ramps, elevators or lifts, wide doorways, accessible cabinetry, and modified fixtures and appliances. Special design and other considerations for persons with disabilities include single-level units, availability of services, group living

## SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

opportunities, and proximity to transit. While regulations adopted by the State require all groundfloor units of new apartment complexes with five or more units to be accessible to persons with disabilities, single-family units have no accessibility requirements. If a disability prevents a person from operating a vehicle, then proximity to services and access to public transportation are particularly important. If a disability prevents an individual from working or limits income, then the cost of housing and the costs of modifications are likely to be even more challenging. Those with severe physical or mental disabilities may also require supportive housing, nursing facilities, or care facilities. In addition, many disabled people rely solely on Supplemental Security Income (SSI), which is insufficient for market-rate housing.

Severely mentally disabled persons are especially in need of assistance. Mentally disabled individuals are those with psychiatric disabilities that impair their ability to function in the community to varying degrees. In Fresno County, an estimated 189,579 residents have some form of mental disability that requires special housing accommodations, medical treatment, and/or supportive services such as In-Home Supportive Services (IHSS) provided by Fresno County.

According to the 2016-2020 ACS 5-Year Estimates, 12.9 percent of the population countywide aged five and over is living with one or more disabilities. (See **Table 2-32, Persons with a Disability [2020]**). This is higher than the statewide rate of 10.7 percent. The population 65 years and over has the highest rate of disabilities, as previously discussed. **Table 2-33, Disability by Type (2020)**, provides information on the nature of these disabilities. The total disabilities number shown for all age groups exceeds the number of persons with disabilities because a person can have more than one disability. The percentage of persons with each type of disability is based on total number of persons with disabilities and is not cumulative. The city of Fresno had the highest number of persons with a disability among the total population, at 74,571. However, Fresno also has the greatest representation of services and amenities for persons with disabilities, and a more comprehensive system of bus and transit services, which can partially contribute to the higher concentration of persons with disabilities in the city. In contrast, San Joaquin had the lowest rate of persons with a disability at 3.6 percent, correlating with the lowest representations of seniors and the lowest proportion of seniors with disabilities. Among hearing difficulty, Kingsburg had the highest percentage, while vision difficulty and independent living difficulty had the highest rate at 28.3 percent and 49.5 percent in Mendota. Kerman had the highest rate for cognitive difficulty at 51.5 percent, while Firebaugh had the highest rate for ambulatory and self-care difficulty (69.7 and 28.8 percent).

**Table 2-32 Persons with a Disability (2020)**

Jurisdiction	With a Disability	Percentage	Total Population
Fresno County	127,456	12.9%	990,204
Clovis	12,683	10.6%	120,124
Coalinga	2,069	11.8%	17,590
Firebaugh	532	6.6%	8,096
Fowler	1,162	17.3%	6,700
Fresno	74,571	13.8%	542,107
Huron	669	10.8%	6,206
Kerman	1,641	10.2%	16,016
Kingsburg	1,229	9.9%	12,380
Mendota	650	5.2%	12,595
Orange Cove	759	7.9%	9,649
Parlier	1,200	8.2%	14,576
Reedley	2,799	11.1%	25,227
Sanger	2,461	9.2%	26,617
San Joaquin	132	3.6%	3,701
Selma	2,759	11.2%	24,674
Unincorporated County	22,140	13.6%	162,396

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

**Table 2-33 Disability by Type (2020)**

Jurisdiction	Hearing Difficulty	Vision Difficulty	Cognitive Difficulty	Ambulatory Difficulty	Self-Care Difficulty	Independent Living Difficulty
Fresno County	28.5%	24.5%	41.0%	49.7%	21.8%	38.0%
Clovis	28.1%	21.3%	41.1%	47.1%	22.4%	35.3%
Coalinga	28.9%	14.6%	34.3%	47.0%	11.8%	25.9%
Firebaugh	9.4%	6.6%	31.8%	69.7%	28.8%	43.2%
Fowler	32.7%	22.5%	21.1%	52.6%	13.7%	37.1%
Fresno	27.0%	27.1%	44.0%	50.1%	23.5%	39.5%
Huron	18%	48.4%	19.4%	42.6%	0.0%	3.3%
Kerman	23.3%	17.9%	51.5%	59.6%	11.0%	31.7%
Kingsburg	41.1%	17.6%	39.3%	46.7%	23.7%	46.4%
Mendota	17.5%	28.3%	41.5%	40.6%	20.3%	49.5%
Orange Cove	16.7%	27.0%	35.0%	51.0%	9.2%	27.5%
Parlier	26.4%	27.7%	31.1%	46.9%	14.4%	25.3%
Reedley	30.9%	24.5%	35.9%	49.8%	20.4%	38.3%
Sanger	25.9%	19.4%	38.7%	54.1%	22.8%	37.6%
San Joaquin	18.2%	7.6%	44.7%	55.3%	15.9%	38.6%
Selma	34.7%	22.1%	30.7%	56.3%	16.2%	29.0%
Unincorporated County	34.5%	20.0%	35.7%	48.1%	20.0%	38.3%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

## Developmental Disabilities

Senate Bill (SB) 812, which took effect January 2011, amended State housing element law to require an evaluation of the special housing needs of persons with developmental disabilities. A “developmental disability” is defined as a disability that originates before an individual becomes 18 years old, continues or can be expected to continue indefinitely, and constitutes a substantial disability for that individual. This includes intellectual disabilities, cerebral palsy, epilepsy, and autism. Many developmentally disabled persons are able to live and work normally. However, more severely disabled individuals require a group living environment with supervision, or an institutional environment with medical attention and physical therapy. Because developmental disabilities exist before adulthood, the first housing issue for the developmentally disabled is the transition from living with a parent/guardian as a child to an appropriate level of independence as an adult.

**Table 2-34, Clients in Fresno County with Developmental Disabilities by Age (2022)**, shows the number of people in Fresno County jurisdictions receiving assistance as of April 2022. This is only a count of those developmentally disabled people receiving services from the Department of Developmental Services as of April 2022. It is likely that the actual count is higher.

The majority of these individuals (more than 7,000) lived in their own home and the rest lived in independent living or supportive living (about 900 persons), community care facilities (about 666 persons), foster or family homes (less than 369 persons), or an intermediate care facility (about 230 persons).

**Table 2-34 Clients in Fresno County with Developmental Disabilities by Age (2022)**

Jurisdiction	0-17 Years	18+ Years	Total
Fresno County	5,468	5,367	10,835
Clovis	652	54	706
Coalinga	54	44	98
Firebaugh	44	37	81
Fresno	3,525	3,838	7,363
Fowler	28	32	60
Huron	23	15	38
Kerman	122	98	220
Kingsburg	67	64	131
Mendota	70	32	102
Parlier	102	55	157
Reedley	205	119	324
Sanger	197	197	394
San Joaquin	21	11	32
Selma	174	108	282
Unincorporated	172	141	313

Source: FCOG Data Packet, 2022 -- Department of Developmental Services, April 2022

## ***Licensed Care Facilities***

For persons requiring a supportive housing setting, Fresno County has 210 licensed care facilities with 4,953 beds. The majority of these facilities are in the city of Fresno. However, there are also 67 facilities in Clovis, one in Fowler and Kerman, three in Reedley, three in Sanger, , and one in Selma.

## **Homeless**

Most families become homeless because they are unable to afford housing in a particular community. Nationwide, about half of those experiencing homelessness over the course of a year are single adults. Most enter and exit the system fairly quickly. The remainder live in the homeless assistance system, or in a combination of shelters, hospitals, the streets, jails, and prisons. There are also single homeless people who are not adults, including runaway and “throwaway” youth (children whose parents will not allow them to live at home).

There are various reasons that contribute to homelessness. These may be any combination of factors such as loss of employment, inability to find a job, lack of marketable work skills, or high housing costs. For some, the loss of housing due to chronic health problems, physical disabilities, mental health disabilities, or drug and alcohol addictions, and an inability to access support services and long-term care may result in homelessness. Although each category has different needs, the most urgent need is for emergency shelter and case management (i.e., help with accessing needed services). Emergency shelters have minimal supportive services for homeless persons and are limited to occupancy of six months or less. No individual or household may be denied emergency shelter because of an inability to pay.

For many, supportive housing, transitional housing, long-term rental assistance, and/or greater availability of low-income rental units are also needed. Supportive housing has no limit on length of stay and is linked to on-site or off-site services that assist residents in retaining housing, improving his or her health status, and maximizing his or her ability to live and, when possible, work in the community.

Transitional housing is usually in buildings configured as rental housing developments but operated with State programs that require the unit to be cycled to other eligible program recipients after some pre-determined amount of time. Transitional housing programs provide extended shelter and supportive services for homeless individuals and/or families with the goal of helping them live independently and transition into permanent housing. Some programs require that the individual/family be transitioning from a short-term emergency shelter. Transitional housing may be configured for specialized groups within the homeless population, such as people with substance abuse problems, the mentally ill, domestic violence victims, veterans, or people with HIV/AIDS. In many cases, transitional housing programs will provide services for two years or more. The supportive services may be provided directly by the organization managing the housing or by other public or private agencies in a coordinated effort with the housing provider.

In 2001, Fresno County and Madera County formed the Fresno-Madera Continuum of Care (FMCoC). This community-based collaborative is the best available source for homelessness information and services for homeless individuals and families. The Continuum of Care services and resources include:



**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

- Homeless Prevention
- Outreach, Intake, and Assessment
- Emergency Shelter
- Transitional Housing
- Supportive Services
- Permanent Housing
- Permanent Supportive Housing

The best estimate is the Homeless Census and Survey collected by FMCoC. In January 2022, the FMCoC published its Homeless Census and Survey Report (Point-in-Time [PIT]) count, which estimated 3,938 persons experiencing homelessness in Fresno County. Of that number, 1,728 persons were sheltered homeless and 2,210 were unsheltered homeless (**Table 2-35, Total Unsheltered and Sheltered Homeless Count: Fresno County (2022)**).

**Table 2-35 Total Unsheltered and Sheltered Homeless Count: Fresno County (2022)**

Population	2022 PIT Count
Unsheltered Homeless	2,210
Sheltered Homeless	1,728
<b>Total</b>	<b>3,938</b>

*Source: FCOG Data Packet, 2022 --Fresno/Madera Continuum of Care, 2022.*

The California Department of Education defines homeless children as individuals who lack a fixed, regular, and adequate nighttime residence. This definition also includes:

- Children and youth who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason.
- Children who may be living in motels, hotels, trailer parks, shelters, or awaiting foster care placement.
- Children and youth 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 youth who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings.
- Migratory children who qualify as homeless because they are children who are living in similar circumstances listed above.

In February 2022, the FMCoC completed a PIT count and found that there were an estimated 541 people experiencing homelessness in Fresno County, which included the incorporated rural cities of Selma, Sanger Clovis and/or rural areas of unincorporated Fresno County. The PIT also identified 3,397 people experiencing homelessness in the city of Fresno. In an effort to provide an estimate of the number of homeless persons by jurisdiction, a percentage of the population was calculated as shown in **Table 2-36, Estimated Number of Homeless Persons by Jurisdiction**. This percentage assumes the countywide population for Fresno County population and subtracts the city of Fresno population since a total homeless count was done for the city. This percentage was then applied to the total homeless count of 541. The city of Fresno had the highest percentage of

people experiencing homelessness at 53.8 percent, followed by the unincorporated county (34.2 percent) and the city of Clovis (26.4 percent). Each jurisdiction also supplemented the PIT count assumptions with local knowledge (police department, city/county staff, agency providing services to the homeless population) where available.

The FMCoC released the 2023 PIT count on July 26, 2023. The overall count was only provided for the County of Fresno as a whole and the City of Fresno. Data for individual jurisdictions was not available. As previously mentioned, local estimates are available in **Table 2-36, Estimated Number of Homeless Persons by Jurisdiction**. According to the 2023 PIT count, the City of Fresno’s percentage of unsheltered population increased by 9.2 percent and the sheltered population decreased by 18.4 percent since 2022. For the overall county, the percentage of unsheltered population increased by 15.6 percent and the sheltered population decreased by 59.3 percent. See **Table 2-37, Comparison of 2022 and 2023 Point-In-Time Homeless Count**, for a comparison between the 2022 and 2023 PIT count.

**Table 2-36 Estimated Number of Homeless Persons by Jurisdiction**

Jurisdiction	Total Population	% of County Pop*	Estimated Total Homeless	Local Estimate (Unsheltered)
City of Fresno	543,660	53.8%	3,397**	
Fresno County	1,011,273	100.0%	541**	
Unincorporated County	160,074	34.2%	185	
Coalinga	17,277	3.7%	7	
Firebaugh	8,439	1.8%	3	
Fowler	6,962	1.5%	3	
Huron	6,170	1.3%	2	49
Kerman	16,639	3.6%	7	16
Kingsburg	12,506	2.7%	5	6
Mendota	12,440	2.7%	5	
Orange Cove	9,497	2.0%	4	
Parlier	14,497	3.1%	6	
Reedley	24,982	5.3%	10	38
Sanger	26,304	5.6%	10	36
San Joaquin	3,639	0.8%	1	
Selma	24,522	5.2%	10	30
Clovis	123,665	26.4%	49	

Source: FCOG Data Packet, 2022 --Fresno/Madera Continuum of Care, 2022.

\* Percentages for all cities and the unincorporated county are calculated with the city of Fresno population removed.

\*\*Based on actual 2022 PIT counts.

**Table 2-37 Comparison of 2022 and 2023 Point In Time Homeless Count**

2023			
Jurisdiction	Unsheltered	Sheltered	Total
Fresno City	1,819	1,388	3,207
Fresno County	594	11	605
<b>Total</b>	<b>2,413</b>	<b>1,399</b>	<b>3,812</b>
2022			
Jurisdiction	Unsheltered	Sheltered	Total
Fresno City	1,696	1,701	3,397
Fresno County	514	27	541
<b>Total</b>	<b>2,210</b>	<b>1,728</b>	<b>3,938</b>
Percentage Change from 2022 to 2023			
Jurisdiction	Unsheltered	Sheltered	Total
Fresno City	123%	-313%	-190%
Fresno County	80%	-16%	64%
<b>Total</b>	<b>203%</b>	<b>-329%</b>	<b>-126%</b>
Percentage Change from 2022 to 2023			
Jurisdiction	Unsheltered	Sheltered	Total
Fresno City	7.3%	-18.4%	-5.6%
Fresno County	15.6%	-59.3%	11.8%
<b>Total</b>	<b>9.2%</b>	<b>-19.0%</b>	<b>-3.2%</b>

Source: Fresno/Madera Continuum of Care, 2023.

According to the FMCoC, there are several emergency shelters for homeless individuals. The majority of those shelters are in the city of Fresno. **Table 2-38, Bed Inventory by Program Type, Fresno County and Madera County (2022)**, shows the number of beds and units available during the last week of February 23, 2022 dedicated to serving homeless persons, per HUD’s definition. There were a total of 5,101 units available to the homeless in Fresno County and Madera County. Typically, the county’s smaller cities and communities form alliances with agencies and organizations in the city of Fresno and encourage homeless persons to seek assistance in the city of Fresno where services are most available.

**Table 2-38 Bed Inventory by Program Type, Fresno County and Madera County (2022)**

Facility Type	Number of Beds
Emergency Shelter	1,795
Transitional Housing	358
Permanent Supportive Housing	389
Rapid Re-Housing	2,559
<b>Total</b>	<b>5,101</b>

Source: FCOG Data Packet, 2022 -- Fresno/Madera Continuum of Care, PIT Count 2022.

**Table 2-39 through Table 2-40** lists all emergency shelters, transitional housing, safe havens, permanent supportive housing, and rapid re-housing projects within Fresno County. However, most of these are in the city of Fresno. There is one 18-bed transitional housing project in the city of Clovis and one 17-bed transitional housing project in the unincorporated county. Both are run by the Marjaree Mason Center and are targeted towards single females with children and victims of domestic violence. Additionally, the City of Reedley has an 18-person temporary emergency housing facility within an existing two-story single family residence.

Additional organizations providing assistance, services, and housing in the county include Catholic Social Services, Emergency Housing Center (Plaza Terrace), Evangel Home, Inc., United Way, Fresno Rescue Mission, and Marjaree Mason Center. To assist people with reaching services that can help them in their time of need, United Way of Fresno County offers a free 2-1-1 information and referral line. The database provides persons in need with links to over 500 government, community-based, faith-based, and private and public agencies with over 1,500 programs/services.

As discussed in Section 4, Housing Development Constraints, State law (Senate Bill 2) requires all jurisdictions in California to provide zoning for emergency shelters and transitional and supportive housing. The appendices provide information on compliance for jurisdictions in Fresno County.

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

**Table 2-39 Emergency Shelters in Fresno County (2023)**

<b>Project Type</b>	<b>Organization Name</b>	<b>Project Name</b>	<b>Location</b>	<b>Target population</b>	<b>Victims of Domestic Violence</b>	<b>Total Beds</b>
ES	County of Fresno ETA	VOUCHERS	Fresno	Households with children	N/A	57
ES	Fresno EOC	Sanctuary Youth Shelter	Fresno	Unaccompanied males and females under 18	N/A	20
PSH	Fresno Housing Authority	Renaissance at Parc Grove	Fresno	Single females and males plus households with children	N/A	40
PSH	Fresno Housing Authority	Alta Monte	Fresno	Single males and females (over 18)	N/A	30
PSH	Fresno Housing Authority	Renaissance at Santa Clara	Fresno	Single males and females (over 18)	N/A	70
PSH	Fresno Housing Authority	Trinity Project	Fresno	Single males and females (over 18)	N/A	21
PSH	Fresno Housing Authority	Villages at Broadway	Fresno	Single females and males plus households with children	N/A	26
PSH	Fresno Housing Authority	Villages at Paragon	Fresno	Single females and males plus households with children	N/A	21
PSH	Fresno Housing Authority	Alegre Commons	Fresno	Single females and males plus households with children	N/A	42
TH	Marjaree Mason Center	Clovis Shelter	Clovis	Single females and households with children	Yes	18
ES	Marjaree Mason Center	Reedley House	Reedley	Single females and households with children	Yes	18
ES	Marjaree Mason Center	Domestic Violence Shelter	Fresno	Single females and households with children	Yes	93
TH	Marjaree Mason Center	Downtown Transition	Fresno	Households with children	Yes	16
TH	Marjaree Mason Center	Next Step	Fresno	Single females	Yes	8
TH	Marjaree Mason Center	Olson House	Fresno County	Single females and households with children	Yes	17
SH	Poverello House	Naomi's House	Fresno	Single females		24
PSH	Turning Point (TPOCC)	Family Villa	Fresno	Households with children	N/A	26
PSH	Turning Point (TPOCC)	STASIS	Fresno	Single males and females (over 18)	N/A	16
TH	Turning Point (TPOCC)	Sage Commons	Fresno	Single females and males plus households with children	N/A	105
TH	Turning Point (TPOCC)	Bridge Point	Fresno	Single males and females (over 18)	N/A	30
PSH	Turning Point (TPOCC)	Falcon County	Fresno	Single females and males plus households with children	N/A	34
LB	Turning Point (TPOCC)	Golden State Triage	Fresno	Males and Females	N/A	50
LB	Turning Point (TPOCC)	Journey Home	Fresno	Single females and males plus households with children	N/A	80
LB	Turning Point (TPOCC)	Step on 99	Fresno	Single females and males plus households with children	N/A	99

SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Project Type	Organization Name	Project Name	Location	Target population	Victims of Domestic Violence	Total Beds
LB	Turning Point (TPOCC)	Sun Lodge	Fresno	Single females and males plus households with children	N/A	98
LB	Turning Point (TPOCC)	The Welcome Center	Fresno	Single males and females (over 18)	N/A	30
ES	VA Central CA Health Care System	HCHV/RT- Redux House	Fresno	Single males	N/A	36
ES	VA Central CA Health Care System	HCHV/RT-Thompson Veterans Home	Fresno	Single males	N/A	6
TH	Valley Teen Ranch	Transitional Living Home	Fresno	Single males	N/A	4
RRH	West Care	ESG	Fresno	Single males	N/A	7
TH	West Care	GPD HomeFront	Fresno	Single females and households with children	N/A	15
TH	West Care	GPD Veteran's Plaza	Fresno	Single males	N/A	28
RRH	West Care	SSVF	Fresno	Single females and males plus households with children	N/A	23
PSH	WestCare	Project Lift Off	Fresno	Households with children	N/A	45

Note: Project types: ES= Emergency Shelter; TH= Transitional Housing; SH= Safe Haven; PSH= Permanent Supportive Housing; RRH= Rapid Re-Housing LB=Low Barrier Navigation Center

Source: Fresno Housing Authority, 2023.

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

**Table 2-40 Residential Care Facilities (2023)**

<b>Facility</b>	<b>Address</b>	<b>Beds</b>
The Acacia House	2826 W. San Gabriel, Fresno CA 93705	4
Alder Care Home	2340 South Adler Ave., Fresno, CA 93725	6
Allen Residential Vista House	4591 N. Vista, Fresno, CA 93722	6
Anderson Community Care Facility	2534 East University Avenue, Fresno, CA 93703	6
Avedikian Home #2	7237 N. Cecelia Avenue, Fresno, CA 93722	4
Baghetti-Home	2737 Norwich Avenue, Clovis, CA 93611	6
Bryland Adult Residential Facility, LLC	510 E. Tower, Fresno, CA 93706	6
Burrus Adult Residential	157 N. Armstrong, Clovis, CA 93611	6
Calloway Adult Residential Facility	5292 W. Wildflower Ln.Code#1379, Fresno, CA 93725	6
Charlotte's Place, Inc.	4262 N. Glenn Ave., Fresno, CA 93704	6
Comfort Care Home	4484 N. Garden Ave., Fresno, CA 93726	6
Corpuz Adult Residential Facility	1536 Barstow Avenue, Clovis, CA 93611	6
Cotta-Brown Group Home II	4673 N Angus, Fresno, CA 93726	6
Dailey's Haven	4479 N. Eddy, Fresno, CA 93727	6
Dailey's Home Care	4690 East Hamilton, Fresno, CA 93702	6
Dbá Canonizado's Clinton Home	1509 W. Clinton Avenue, Fresno, CA 93705	6
Del Mundo Home	867 Oxford Ave, Clovis, CA 93612	4
Dial For Care, Inc.	1640 N Delno, Fresno, CA 93705	4
Eddie's Terrace	2693 South Bardell Avenue, Fresno, CA 93706	6
Eddie's Terrace #2	5041 E. Tower, Fresno, CA 93725	6
Eddie's Terrace #3	3450 W. Sierra, Fresno, CA 93711	6
Eddies Terrace #4	1415 W. Sierra, Fresno, CA 93711	6
Eddie's Terrace #5	6459 North Channing Avenue, Fresno, CA 93711	6
Eddie's Terrace #6	1283 West Twain Avenue, Fresno, CA 93711	6
Eddie's Terrace #7	1837 South Bush Avenue, Fresno, CA 93727	6
Farroll Home	1862 Florence Ave., Sanger, CA 93657	6
Fillmore Christian Garden	4826 E. Fillmore, Fresno, CA 93727	27
Garibay Home II	138 E. Bellaire Way, Fresno, CA 93704	4
Garibay-Holland Home	4850 E. Holland, Fresno, CA 93726	6
Garrett Christian Home	5642 E. Garrett, Fresno, CA 93727	6
Hand Home	4741 N. Greenwood, Sanger, CA 93657	6
Haskins Residential Care	1037 South Chestnut Avenue, Fresno, CA 93702	18
Helping Hands	5277 N. Santa Fe Avenue, Fresno, CA 93711	6
Home Of Hope I	8623 N. Paula Ave., Fresno, CA 93720	6
Home Of Hope II Adult Residential Facility	1204 E. San Ramon, Fresno, CA 93710	6
Jay Homes, Inc.	5611 West Floradora Avenue, Fresno, CA 93722	4
Jones Home	5389 E. Lowe Avenue, Fresno, CA 93727	4
Kaviland Place	4657 E. Kaviland, Fresno, CA 93725	6
Kendall Home, The	4318 North First Street, Fresno, CA 93726	6
Kindred House #1	2396 S. Poppy, Fresno, CA 93706	6
Laureen Adult Residential Facility	4429 North Laureen Avenue, Fresno, CA 9372	5



SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

Facility	Address	Beds
Loop #1	5663 W. Tenaya, Fresno, CA 93722	4
Loop #2	1342 San Jose, Fresno, CA 93711	6
Loop #3	7931 North Baird Avenue, Fresno, CA 93720	4
Lynn Home	2715 Helm Avenue, Clovis, CA 93612	6
Manning Home	767 Manning Avenue, Reedley, CA 93654	6
Mante's Board & Care Home	5624 West Olive, Fresno, CA 93722	6
Mante's Home	6588 N. Meridian, Fresno, CA 93710	6
Martin Family Home #2	2935 East Weldon Avenue, Fresno, CA 93703	6
Martin Family Home #3	22056 East Dinuba Avenue	6
Martin's Home-Homsey	345 North Homsey Avenue, Fresno, CA 93727	6
McWealth Care Inc	6167 N. Cornelia Ave., Fresno, CA 93722	4
Medina Res. Care Svcs., Ltd LLC Ramona Residence	1354 Ramona Ave., Clovis, CA 93612	6
Mi Casita Care Home III	233 W Norwich Ave, Clovis, CA 93612	4
Mi Casita Dos	296 W. Richert Avenue, Clovis, CA 93612	6
Michael Home	4828 E. Princeton, Fresno, CA 93703	6
Miller-Angelo Arf	5321 West Home Avenue, Fresno, CA 93722	6
Monsevais Res. Facility, Inc.-Dewey Home	6714 N. Dewey, Fresno, CA 93711	5
Monsevais Residential Facility	6622 N, Nantucket Ave., Fresno, CA 93704	6
Myles Community Service II	4664 E. Garrett, Fresno, CA 93725	6
Nelson's Community Care Facility	4836 North Sixth, Fresno, CA 93726	6
No Place Like Home	6302 W Los Alots Ave., Fresno, CA 93722	3
Ohannesian Home #2	10650 So. Frankwood Avenue, Reedley, CA 93654	6
Opoku-Ababio Adult Care	2723 E. Robinson Avenue, Fresno, CA 93726	6
Pathways	1511 W. Millbrae, Fresno, CA 93711	6
Pathways Adler Home	130 Adler Ave., Clovis, CA 93612	4
Patton Home	1270 N. Lucerne Lane, Fresno, CA 93728	6
Paul Home, The	4577 N. Sharon, Fresno, CA 93726	6
Psalm 23 Loving Care Residential	1085 W. Barstow Ave., Fresno, CA 93711	6
Reedley Home	3461 S. Usry Avenue, Reedley, CA 93654	6
Reyes Ranch LLC	20022 East American Ave., Reedley, CA 93654	4
Ruby's Valley Care Home	9919 South Elm Ave., Fresno, CA 93706	50
Safe Haven Claremont Community Care Home	905 Claremont Avenue, Fresno, CA 93727	4
Schexnayder's Home	6314 W. Dovewood Lane, Fresno, CA 93723	6
Sengsiri Home	1142 Carson Avenue, Clovis, CA 93611	6
Sunnyside Home	2540 S. Judy Avenue, Fresno, CA 93727	6
Sunshine Board and Care II	1642 W. Robinson Avenue, Fresno, CA 93705	6
Sunshine Care	4343 North Augusta Avenue, Fresno, CA 93726	6
V & A Assisted Living	6101 N. Mitre Avenue, Fresno, CA 93722	6
V & A Assisted Living "Celeste Home"	1686 W. Celeste, Fresno, CA 93711	6
V&A Assisted Living	11140 S. Cherry Ave., Fresno, CA 93725	4
Valley Comfort Home, Inc.	6579 E. Fillmore Avenue, Fresno, CA 93727	6

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

<b>Facility</b>	<b>Address</b>	<b>Beds</b>
Jay Homes Inc	698 S. Dockery, Sanger, CA 93657	6
Williams-Whittle Residential Care Home #2	4112 W. Providence Avenue, Fresno, CA 93722	6
Williams-Whittle Residential Home	821 W. Valencia, Fresno, CA 93706	6
Wilson Family Care Home	2145 Maple, Selma, CA 93662	4
Yellow Rose Residential Care Home-Hughes	4376 North Hughes Avenue, Fresno, CA 93705	6
Yellow Rose Residential Care Home-Norwich	3333 W. Norwich Avenue, Fresno, CA 93722	6
<b>Total Beds</b>		<b>568</b>

*Source: California Department of Social Services Care Facility Search, as of May 2023.*

**Farmworkers**

Farmworkers have a difficult time locating affordable housing in Fresno County. Due to a combination of limited English language skills and very low household incomes, the ability to obtain housing loans for home purchase is extremely limited. For the same reasons, rentals are also difficult to obtain. Housing needs include permanent family housing as well as accommodations for migrant single men, such as dormitory-style housing, especially during peak labor activity in May through October.

A growing number of migrant workers do not leave California during the non-farm season, but instead stay in the area and perform non-farm work such as construction and odd jobs. Housing needs of this migrant but non-farmworker population are partially addressed by year-round housing units, but additional migrant units are needed.

Migrant and other seasonal farmworkers usually do not have a fixed physical address and work intermittently in various agricultural and non-agricultural occupations during a single year, with only casual employer-employee links. Many workers and/or their families live in rural, often remote areas and are reluctant to voice their housing needs and concerns to local government or housing authorities.

Farmworkers have the lowest family income and the highest poverty rate of any occupation surveyed by the Census Bureau and, therefore, often face challenges to pay for adequate housing. According to California EDD, the most recent data from 2014 measured median wage for farmworkers, which was \$13.44/hour or approximately \$25,804 per year for full-time work, which is considered extremely low-income. Many farmworkers are forced to pay market rate for their housing, since most farm owners do not provide housing for their workers, and many publicly owned or managed housing complexes are restricted to families. Because market-rate housing may be more than they can afford, many workers are forced to share a housing unit with several other workers, causing a severely overcrowded living situation. Migrant and seasonal farmworkers face a number of housing challenges, but primarily substandard housing conditions.

The nature of agricultural work also affects the specific housing needs of farmworkers. For instance, farmworkers employed on a year-round basis generally live with their families and need permanent affordable housing, much like other lower-income households. Migrant farmworkers who follow seasonal harvests generally need temporary housing only for the workers themselves.

Determining the number of farmworkers in a region is difficult due to the variability of the definitions used by government agencies and other characteristics of the farming industry, such as seasonal workers who migrate from place to place. The estimated number of farmworkers in Fresno County ranges from 37,966<sup>1</sup> (ACS, 2012) to 94,039 (UC Giannini Foundation of Agricultural Economics, 2012).<sup>2</sup>

The USDA Census of Agriculture reported 2,540 farms with a total of 37,819 workers in Fresno County (see **Table 2-41, Farmworkers in Fresno County by Days Worked [2017]**). The majority of the farmworkers were seasonal, working fewer than 150 days per year.

**Table 2-41 Farmworkers in Fresno County by Days Worked (2017)**

<b>150 Days or More (Year-Round)</b>		
Total Farms	Farms	2,540
	Workers	37,819
Large Farms (10 or more workers per farm)	Farms	1,557
	Workers	16,876
<b>Fewer than 150 Days (Seasonal)</b>		
Total Farms	Farms	1,753
	Workers	20,943

Source: FCOG Data Packet, 2022 -- USDA Agricultural Census, Table 7, 2017.

Another data source to consider is the ACS. The ACS is a national survey that uses a series of monthly samples to produce annual estimates for the same area surveyed. The 2016-2020 5-Year Estimates by ACS (**Table 2-42, Estimated Farmworkers**) provides information on agriculture, forestry, fishing and hunting, and mining employment by jurisdiction. Although not all of these workers are farmworkers, it can provide an estimate. This category makes up a significant percentage of employment in Huron, Mendota, Orange Cove, San Joaquin, and Firebaugh. Huron has the highest percentage at 63.6 percent. Given the seasonal and transient nature of the farmworker community, the ACS data is likely an underestimate of the actual farmworker population.

<sup>1</sup> U.S. Census Bureau, 2008-2012 American Community Survey, 2012.

<sup>2</sup> UC Giannini Foundation of Agricultural Economics, 2012.

SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

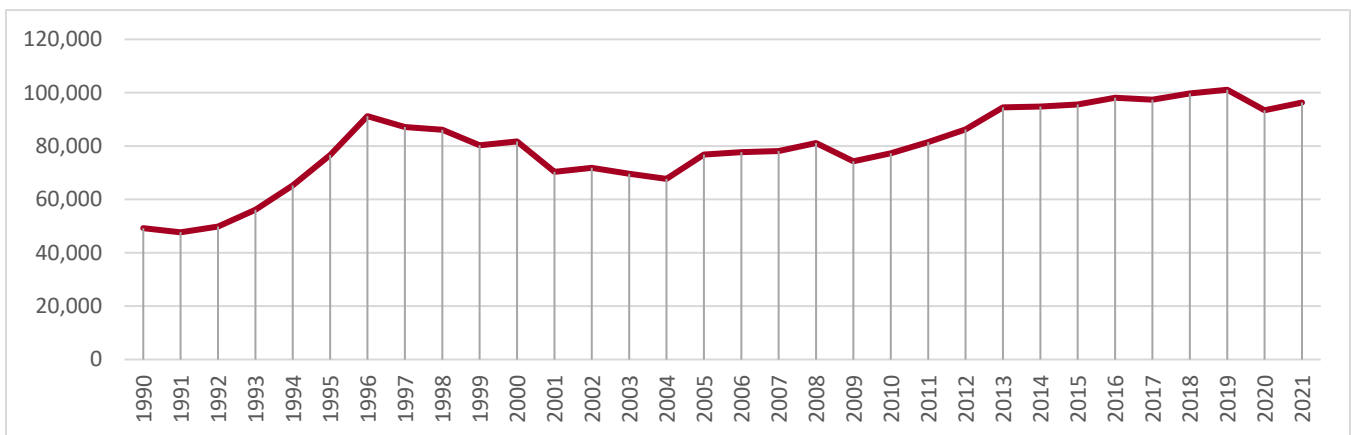
Table 2-42 Estimated Farmworkers (2020)

Jurisdiction	Total Employment	Agriculture, forestry, fishing and hunting, and mining	
	Number	Number	Percentage
Fresno County	408,625	36,163	8.8%
Clovis	51,408	646	1.3%
Coalinga	5,648	817	14.5%
Firebaugh	2,590	1,054	40.7%
Fowler	2,526	190	7.5%
Fresno	218,708	9,414	4.3%
Huron	2,494	1,586	63.6%
Kerman	6,135	1055	17.2%
Kingsburg	5,103	280	5.5%
Mendota	4,263	2,526	59.3%
Orange Cove	3,567	1,519	42.6%
Parlier	6,579	2,254	34.3%
Reedley	9,686	2,632	27.2%
Sanger	11,372	1,204	10.6%
San Joaquin	1,313	594	45.2%
Selma	9,987	1,245	12.5%
Unincorporated County	67,246	9,147	13.6%

Source: FCOG Data Packet, 2022 -- U.S. Census Bureau, American Community Survey 5-Year Estimates (2016-2020)

The EDD estimates the total farm labor employment in 2021 was 96,300 (annual average). **Figure 2-7, Farm Employment, Fresno County**, demonstrates the fluctuation in EDD estimates of hired farmworkers from 1990 to 2021. In 1990, the estimated annual average farm labor was 42,200 and peaked at 91,200 in 1996, and decreased to a low of 67,700 in 2004. It peaked again in 2019 at 101,100 and dropped in 2020 during the COVID-19 pandemic. EDD Industry Employment Data is based on the Current Employment Statistics (CES) survey. The CES survey is administered to a sample of California employers to gather information including monthly employment, hours, and earnings.

FIGURE 2-7. FARM EMPLOYMENT, FRESNO COUNTY

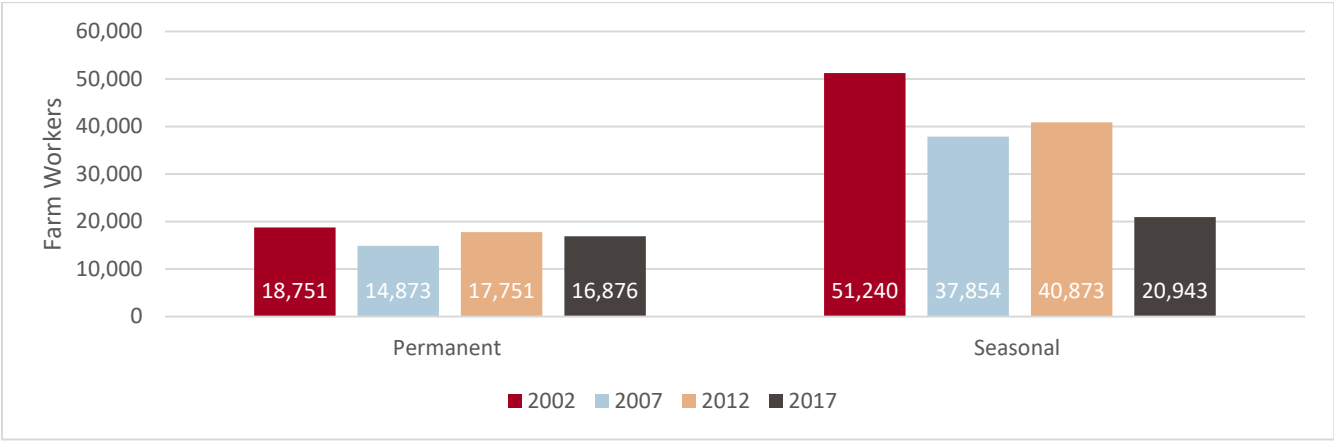


Source: CA Employment Development Department (EDD) Labor Market Information, 2022.

Looking at the U.S. Department of Agriculture Census of Farmworkers, the number of permanent farm workers in Fresno County has decreased slightly from 2002 to 2017, decreasing from 18,751 farmworkers to 16,876 farmworkers. However, there was a slight increase from 2007 to 2012, showing an increase from 14,873 farmworkers to 17,751 farmworkers. The seasonal number has also decreased from 51,240 in 2002 to 20,943 in 2017 (Figure 2-8, Farm Labor in Fresno County).

Agriculture, forestry, fishing and hunting, and mining holds a significant percentage of employment in Firebaugh, Huron, Mendota, Orange Cove, Parlier, Reedley, and San Joaquin. Huron has the highest percentage at 63.6 percent. These areas are more rural and strongly based in agriculture.

FIGURE 2-8. FARM LABOR IN FRESNO COUNTY



Source: U.S. Department of Agriculture, Census of Farmworkers (2002, 2007, 2012, 2017), Table 7: Hired Farm Labor  
Note: Hired farm workers (including direct hires and agricultural service workers who are often hired through labor contractors) are considered seasonal if they work on a farm less than 150 days in a year, while farm workers who work on a farm more than 150 days are considered to be permanent workers for that farm.

### Seasonal Farmworker Housing

The Fresno Housing Authority manages 194 units of seasonal farmworker housing for migrant farmworkers. This includes 131 housing units in Parlier owned by the State of California, Office of Migrant Services, and 64 units in Firebaugh. These units are open about six months of the year, from April through October, to serve agricultural workers during planting and harvesting seasons when most workers are needed.

The Housing Authority also owns, manages, and maintains three year-round housing complexes, exclusively for farm laborers, including 60 units in Mendota, 30 units in Orange Cove, and 41 units in Parlier. Both the seasonal and year-round units are restricted to legal U.S. residents who earn at least \$5,752.50 annually from agriculturally related work. The cost of managing and maintaining the complexes is subsidized by the State of California, Office of Migrant Services, and the USDA Rural Development. In addition, some private farmworker housing units are available, such as Willow Family Apartments in Clovis, which has 30 units set aside for farmworkers.

## ***Transportation***

A four-county pilot program established in 2000 known as Agricultural Industries Transportation Services (AITS) provided safe, reliable transportation to agricultural workers. This program has evolved into CalVans. Sponsored by California Vanpool Authority, CalVans supplies qualified drivers with late-model vans to drive themselves and others to work or school. The California Vanpool Authority pays for the gas, maintenance, repairs, and a \$10 million insurance policy. These agriculture vanpool programs serve a wide range of California counties, including Fresno County. It offers a cost-effective commute rate with passengers paying (on average) a little over \$2 per ride. Farmworkers travel distances ranging from a few miles to over 70 miles one-way to work. This program provides workers opportunities to live in one residence throughout the season regardless of where they are needed to work in the fields or packing plants. The program allows the county to determine where to best place farmworker housing based on land availability, zoning, services, and other criteria, rather than where farmworkers might be working most often.

## ***Migrant Workers***

Farmworkers have a variety of special housing needs in terms of affordability, location, and duration of residence. The increase in farmworkers living in Fresno County on a permanent basis increases the need for local, affordable farmworker housing for household types other than single adult men and women, including family housing and all the services and neighborhood amenities associated with raising families and being permanent members of the community.

Farmworkers may face added affordable housing challenges due to immigration status. Federally funded affordable housing projects require the head of household to have documentation of legal resident status, precluding some farmworkers from subsidized farmworker housing. Even seasonal farmworkers may travel with families, with children who at least temporarily enroll in local schools.

According to the California Department of Education California Longitudinal Pupil Achievement Data System (CALPADS), there were about 5,902 migrant students throughout Fresno County. While these estimates are at the school district level (students can live in one City and attend a school located in a different City), the data shows that the vast majority of migrant students for 2020-2021 school year are within the City of Fresno where many services and farmworker housing in the county takes place. Typically, farmworker positions, unless they own the business, do not pay well and thus may have trouble finding adequate housing in the county.

Since 2016, the migrant worker student population in Fresno County has fluctuated. The City's with the consistent number of enrolled migrant labor students are the City of Fresno, Reedley, Mendota, Selma and the Unincorporated City of Caruthers. Overall, for Fresno County as a whole, the migrant worker student population increased by approximately 1,122 students from the 2016-17 school year to the 2020-21 school year, which identifies a need for farmworker housing and resources. (**Table 2-43, Migrant Student Population**).

Table 2-43 Migrant Worker Student Population

Geography	School District	2016-17	2017-18	2018-19	2019-20	2020-21	
Coalinga and Huron	Coalinga/Huron	144	203	159	154	171	
Clovis	Clovis Unified	51	51	49	44	43	
Firebaugh	Firebaugh-Las Delta Unified	235	344	334	313	272	
Fowler	Fowler Unified	25	30	32	20	13	
Fresno (City)	American Union	No data available					
	Fresno County Office of Education	32	22	39	32	33	
	Fresno Unified	725	867	850	713	918	
	Monroe Elementary	41	43	33	25	22	
	Orange Center	1139	1289	1392	1481	1607	
	Pacific Union Elementary	No data available					
	Washington Colony Elementary	No data available					
	Washington Unified	155	175	189	203	218	
	Washington Union High	No data available					
	West Fresno Elementary	No data available					
	West Park Elementary	14	19	17	15	13	
Central Unified	208	179	172	153	164		
San Joaquin	Golden Plains Unified	106	126	93	120	83	
Kerman	Kerman Unified	248	216	208	260	247	
Reedley	Kings Canyon Joint Unified	406	469	451	594	563	
Kingsburg	Kingsburg Elementary Charter	No data available					
	Kingsburg Joint Union High	No data available					
	Clay Joint Elementary	No data available					
	Las Deltas Elementary	No data available					
Mendota	Mendota	331	253	323	464	626	
Parlier	Parlier Unified	361	311	445	415	395	
Sanger	Sanger Unified	67	47	38	39	30	
Selma	Selma Unified	389	386	384	395	398	
Unincorporated Fresno County	Total Unincorporated County school districts	227	206	164	203	303	
<i>Barrel Union</i>	<i>Burrel Union Elementary</i>	<i>No data available</i>					<i>12</i>
<i>Big Creek</i>	<i>Big Creek Elementary</i>	<i>No data available</i>					
<i>Caruthers</i>	<i>Caruthers Unified</i>	<i>113</i>	<i>122</i>	<i>91</i>	<i>119</i>	<i>182</i>	
<i>Laton Joint</i>	<i>Laton Joint Unified</i>	<i>21</i>	<i>20</i>	<i>17</i>	<i>21</i>	<i>21</i>	



**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

<b>Geography</b>	<b>School District</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>
<i>Auberry</i>	<i>Pine Ridge</i>	<i>No data available</i>				
<i>Raisin City</i>	<i>Raisin City Elementary</i>	<i>26</i>	<i>17</i>	<i>18</i>	<i>24</i>	<i>58</i>
<i>Riverdale</i>	<i>Riverdale Joint Unified</i>	<i>67</i>	<i>47</i>	<i>38</i>	<i>39</i>	<i>30</i>
<i>Prather</i>	<i>Sierra Unified</i>	<i>No data available</i>				
<i>Five Points</i>	<i>Westside Elementary</i>	<i>No data available</i>				<i>12</i>
<b><i>Total All Schools</i></b>		<b><i>4,780</i></b>	<b><i>5,061</i></b>	<b><i>5,185</i></b>	<b><i>5,445</i></b>	<b><i>5,902</i></b>

Source: California Department of Education, California Longitudinal Pupil Achievement Data System (CALPADS), Cumulative Enrollment Data (Academic Years 2016-2017, 2017-2018, 2018-2019, 2019-2020, 2020-2021)

Notes: The data used for this table was obtained at the school site level and categorized by geography.

***Non-English Speakers***

California has long been an immigration gateway to the United States, which means that many languages are spoken throughout the State and the Central Valley. Since learning a new language is universally challenging, it is not uncommon for residents who have immigrated to the United States to have limited English proficiency. This limit can lead to additional disparities if there is a disruption in housing, such as an eviction, because residents may not be aware of their rights or may be wary to engage due to immigration status concerns. Regionwide and for Fresno County overall, the proportion of residents five years and older with limited English proficiency is 10.1 percent. The cities with the highest percent of limited English-speaking household were Mendota (51.9 percent), Huron (49.3 percent), San Joaquin (47.4 percent), and Firebaugh (43.9 percent). Both Firebaugh and Huron were also identified as having an over-representation of very low-income households. (Table 2-44, Limited English-Speaking Households).

**Table 2-44 Limited English-Speaking Households**

Jurisdiction	Limited English-Speaking Households	
	Number	Percent
Fresno County	31,172	10.1%
Clovis	1,357	3.6%
Coalinga	319	7.0%
Firebaugh	896	43.9%
Fowler	153	7.5%
Fresno	15,365	9.0%
Huron	923	49.3%
Kerman	760	18.5%
Kingsburg	74	2.0%
Mendota	1,472	51.9%
Orange Cove	861	32.1%
Parlier	1,263	32.6%
Reedley	880	12.5%
Sanger	850	11.5%
San Joaquin	436	47.4%
Selma	1,125	15.6%
Unincorporated County	581	n/a

Source: American Community Survey Estimates (2016-2020), Table S1602.

Notes: <sup>1</sup>Averaged based off Auberry CDP, Big Creek CDP, Caruthers CDP, Laton CDP, Raisin City CDP and Riverdale CDP.

## **Income**

According to the 2015-2019 ACS, the annual median income for the agriculture, forestry, fishing, and hunting category, was \$30,596 per individual. This income for a one or two person households, would fall into the very low-income category (see **Table 2-45, Resources for Farmworkers**).

In Fresno County, farmworker housing needs can be met with single family homes, multifamily units, Mobile and Manufactured Homes, ADUs, and with assistance from Housing Choice Vouchers. In addition to resources in Fresno County neighboring Kern, Merced, Madera and Kings counties as well as the State of California have resources available for farmworkers.

**Resources**

**Table 2-45 Resources for Farmworkers**

Provider	Area Served	Services Available
Binational Central California	Fresno, Madera, Merced, Stanislaus, San Joaquin, Tulare, Kings, and Kern counties	Immigration, healthcare, and educational resources
United Farm Workers Foundation	Fresno and Kern counties	Deferred Action for Childhood Arrivals (DACA), Family-based petitions, Naturalization/Citizenship, assistance with completing forms, Filings with USCIS, Representation before the Board of Immigration Appeals (BIA), Legislative advocacy (state or national), Referrals to other services
California Farmworker Foundation	Tulare, Santa Barbara, Kern, Fresno, Madera and Riverside counties	Education, Workforce Development, Health and Wellness, Immigration Services, and Community Wellness.
California Rural Legal Assistance	Sacramento and Fresno Counties	Housing advocacy, Immigration Law, Removal Defense, Impact Litigation, Labor + Employment, Pesticide + Work Safety, Sexual Harassment Prevention and Sustainable Rural Communities,
Larry Itliong Center	Tulare County	Community Space
Parlier Migrant Center	Fresno County	131 Farmworker Units
Green Raiteros	Fresno County	Transportation, workforce development and small business advancement.
Rural Mobile Health	Fresno County	Medical services and screenings at no-cost
Central California Food Bank	Fresno, Madera, Merced, Stanislaus, San Joaquin, Tulare, Kings, and Kern counties.	Food bank, School food programs, Fresh produce distributions, senior hunger programs, Emergency food assistance program (ERAP). CalFresh outreach, and Farm Worker Community Partnership.
Centro La Familia	Fresno County	Domestic Violence Assistance, Sexual Assault Services, Rescue and Restore Victims of Human Trafficking, Support services, Consumer and Family Advocacy, CalFresh Outreach and Education, Telecommunications Education and Assistance in Multiple languages (TEAM), and Immigration Services
Central California Legal Services	Fresno County	Legal Services

Provider	Area Served	Services Available
Fair Housing Council of Central California	Fresno, Madera, Merced, Stanislaus, San Joaquin, Tulare, Kings, and Kern counties	Fair Housing Advocacy and Services
Resources for Independence Central Valley	Fresno and Merced counties	Independent living services, Youth Empowerment, Assistive Technology and Training Services, and Emergency Preparedness

Source: Fresno County Resource List, 2023.

*Refer to Section 3 – Regional Fair Housing Assessment for more information on Farmworker background and needs.*

## Extremely Low-Income Households

Extremely low-income households are defined as those households with incomes under 30 percent of the county’s median income. Extremely low-income households typically consist of minimum wage workers, seniors on fixed incomes, the disabled, and farmworkers. This group of households has specific housing needs that require greater government subsidies and assistance, housing with supportive services, single-room occupancy (SRO) and/or shared housing, and/or rental subsidies or vouchers. This income group is likely to live in overcrowded and substandard housing conditions. In recent years, rising rents, higher income, and credit standards imposed by landlords, and insufficient government assistance has exacerbated the problem. Without adequate assistance, this group has a high risk of homelessness.

For a family of four in Fresno County, a household making under \$27,750 in 2022 would be considered an extremely low-income household. The minimum wage in California is currently \$14.00, well above the current federal minimum wage of \$7.25 an hour. With a minimum wage of \$14.00, workers would receive an annual salary of \$29,120, which by 2022 income limits would be in between extremely low-income and very low-income.

As shown in **Table 2-46, Extremely Low-Income Households by Tenure (2018)**, an estimated 13.3 percent of households in Fresno County in 2018 were considered extremely low income. Some jurisdictions have very high rates of extremely low-income households, including San Joaquin (34.8 percent), Huron (30.9 percent), Parlier (26.6 percent), and Orange Cove (26.3 percent). Clovis and Unincorporated Fresno County has the lowest percentages of extremely low-income households (8.9 and 7.0 percent). Typically, extremely low-income households are renters, at 80.0 percent of extremely low-income households countywide, and only 20.0 percent own their homes.

Table 2-46 Extremely Low-Income Households by Tenure (2018)

Jurisdiction	Extremely low-Income Owner Households		Extremely low-Income Renter Households		Total Extremely Low-Income Households	Total Extremely Low-Income as Percentage of Total Households
	Number	Percent	Number	Percent		
Fresno County	8,220	20.0%	32,975	80.0%	41,195	13.3%
Clovis	775	29.2%	1,880	70.8%	2,655	7.0%
Coalinga	100	16.5%	505	83.5%	605	13.3%
Firebaugh	35	12.3%	250	87.7%	285	14.0%
Fowler	50	25.0%	150	75.0%	200	9.8%
Fresno	4,030	15.3%	22,270	84.7%	26,300	15.5%
Huron	50	8.6%	530	91.4%	580	30.9%
Kerman	55	14.3%	330	85.7%	385	9.7%
Kingsburg	170	39.1%	265	60.9%	435	11.6%
Mendota	100	15.4%	550	84.6%	650	22.9%
Orange Cove	95	13.5%	610	86.5%	705	26.3%
Parlier	295	28.6%	735	71.4%	1,030	26.6%
Reedley	310	37.3%	520	62.7%	830	11.8%
Sanger	165	18.2%	740	81.8%	905	12.2%
San Joaquin	25	7.8%	295	92.2%	320	34.8%
Selma	235	34.3%	450	65.7%	685	9.5%
Unincorporated County	1,730	37.4%	2,895	62.6%	4,625	8.9%

Source: FCOG Data Packet, 2022 -- CHAS (2014-2018) Extremely low-income households face a higher incidence of housing problems. This population is at the highest risk of displacement, overpayment, and overcrowding and typically face the most barriers in accessing decent, safe, and affordable housing. There are four housing problems reviewed to determine at-risk extremely low-income populations: incomplete kitchen facilities, incomplete plumbing facilities, more than one person per room, and cost burden greater than 30 percent. As indicated by **Tables 2-47** through **2-52**, the jurisdictions in the county with the highest number of extremely low-income households overpaying are Reedley (90.4 percent), Orange Cove (89.4 percent), Parlier (84.0 percent), Fresno (82.9 percent), and Sanger 740 (81.8 percent). The cities of Sanger, Parlier, Reedley, and Orange Cove are also all in close proximity of each other and are cities with the highest number of extremely low-income households overpaying for housing. Each jurisdiction's programs identify actions to assist with housing for extremely low-income households.

**Table 2-47 Extremely Low-Income Households by Tenure and Overpayment - Fresno County, Clovis, and Coalinga (2018)**

Total Households Characteristics	Fresno County		Clovis		Coalinga	
	Number	% of Total	Number	% of Total	Number	% of Total
<b>Total All Households</b>	<b>304,625</b>	<b>100.0%</b>	<b>36,420</b>	<b>100.0%</b>	<b>4,145</b>	<b>100.0%</b>
<i>Total Renter households</i>	143,680	47.2%	14,150	38.9%	1,920	46.3%
<i>Total Owner households</i>	160,945	52.8%	22,270	61.1%	2,225	53.7%
<i>Total lower income (0-80% AMI) households</i>	129,700	42.6%	10,025	27.5%	1,565	37.8%
<b>Total Extremely Low-Income Households (0-30%AMI)</b>	<b>41,195</b>	<b>13.5%</b>	<b>2,655</b>	<b>7.3%</b>	<b>605</b>	<b>14.6%</b>
<i>Extremely low-income renters</i>	32,975	80.0%	1,880	70.8%	505	83.5%
<i>Extremely low-income owners</i>	8,220	20.0%	775	29.2%	100	16.5%
<b>Total Extremely Low-Income Overpaying</b>	<b>32,890</b>	<b>79.8%</b>	<b>2,120</b>	<b>79.8%</b>	<b>395</b>	<b>65.3%</b>
<i>Extremely Low-Income Renter Overpaying</i>	26,720	81.2%	1,525	71.9%	335	84.8%
<i>Extremely Low-Income Owner Overpaying</i>	6,170	18.8%	595	28.1%	60	15.2%
<b>Total Extremely Low-Income Severely Overpaying</b>	<b>28,190</b>	<b>68.4%</b>	<b>1,935</b>	<b>72.9%</b>	<b>325</b>	<b>53.7%</b>
<i>Extremely Low-Income Renter Severely Overpaying</i>	23,160	82.2%	1,415	73.1%	280	86.2%
<i>Extremely Low-Income Owner Severely Overpaying</i>	5,030	17.8%	520	26.9%	45	13.8%

Source: HUD CHAS Data 2014-2018

**Table 2-48 Extremely Low-Income Households by Tenure and Overpayment – Firebaugh, Fowler, and Fresno (2018)**

Total Households Characteristics	Firebaugh		Fowler		Fresno	
	Number	% of Total	Number	% of Total	Number	% of Total
<b>Total All Households</b>	<b>2,170</b>	<b>100.0%</b>	<b>1,925</b>	<b>100.0%</b>	<b>166,755</b>	<b>100%</b>
<i>Total Renter households</i>	1,185	54.6%	905	47.0%	89,430	53.6%
<i>Total Owner households</i>	990	45.6%	1,020	53.0%	77,325	46.4%
<i>Total lower income (0-80% AMI) households</i>	1,240	57.1%	785	40.8%	75,485	45.3%
<b>Total Extremely Low-Income Households (0-30%AMI)</b>	<b>285</b>	<b>13.1%</b>	<b>200</b>	<b>10.4%</b>	<b>26,300</b>	<b>15.8%</b>
<i>Extremely low-income renters</i>	250	87.7%	150	75.0%	22,270	84.7%
<i>Extremely low-income owners</i>	35	12.3%	50	25.0%	4,030	15.3%
<b>Total Extremely Low-Income Overpaying</b>	<b>190</b>	<b>66.7%</b>	<b>138</b>	<b>69.0%</b>	<b>21,790</b>	<b>82.9%</b>
<i>Extremely Low-Income Renter Overpaying</i>	155	81.6%	99	71.7%	18,630	85.5%
<i>Extremely Low-Income Owner Overpaying</i>	35	18.4%	39	28.3%	3,160	14.5%
<b>Total Extremely Low-Income Severely Overpaying</b>	<b>190</b>	<b>66.7%</b>	<b>130</b>	<b>65.0%</b>	<b>18,830</b>	<b>71.6%</b>
<i>Extremely Low-Income Renter Severely Overpaying</i>	155	81.6%	95	73.1%	16,235	86.2%
<i>Extremely Low-Income Owner Severely Overpaying</i>	35	18.4%	35	26.9%	2,595	13.8%

SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT

**Table 2-49 Extremely Low-Income Households by Tenure and Overpayment – Firebaugh, Fowler, and Fresno (2018)**

Total Households Characteristics	Huron		Kerman		Kingsburg	
	Number	% of Total	Number	% of Total	Number	% of Total
<b>Total All Households</b>	<b>1,770</b>	<b>100.0%</b>	<b>3,855</b>	<b>100.0%</b>	<i>3,960</i>	<b>100%</b>
<i>Total Renter households</i>	<i>1,260</i>	<i>71.2%</i>	<i>1,805</i>	<i>46.8%</i>	<i>1,305</i>	<i>33.0%</i>
<i>Total Owner households</i>	<i>510</i>	<i>40.5%</i>	<i>2,050</i>	<i>53.2%</i>	<i>2,655</i>	<i>67.0%</i>
<i>Total lower income (0-80% AMI) households</i>	<i>1,380</i>	<i>78.0%</i>	<i>1,805</i>	<i>46.8%</i>	<i>1,300</i>	<i>32.8%</i>
<b>Total Extremely Low-Income Households (0-30%AMI)</b>	<b>580</b>	<b>32.8%</b>	<b>385</b>	<b>10.0%</b>	<b>435</b>	<b>11.0%</b>
<i>Extremely low-income renters</i>	<i>530</i>	<i>91.4%</i>	<i>330</i>	<i>85.7%</i>	<i>265</i>	<i>60.9%</i>
<i>Extremely low-income owners</i>	<i>50</i>	<i>8.6%</i>	<i>55</i>	<i>14.3%</i>	<i>170</i>	<i>39.1%</i>
<b>Total Extremely Low-Income Overpaying</b>	<b>430</b>	<b>74.1%</b>	<b>220</b>	<b>57.1%</b>	<b>320</b>	<b>73.6%</b>
<i>Extremely Low-Income Renter Overpaying</i>	<i>400</i>	<i>93.0%</i>	<i>190</i>	<i>86.4%</i>	<i>165</i>	<i>51.6%</i>
<i>Extremely Low-Income Owner Overpaying</i>	<i>30</i>	<i>7.0%</i>	<i>30</i>	<i>13.6%</i>	<i>155</i>	<i>48.4%</i>
<b>Total Extremely Low-Income Severely Overpaying</b>	<b>300</b>	<b>51.7%</b>	<b>220</b>	<b>57.1%</b>	<b>290</b>	<b>66.7%</b>
<i>Extremely Low-Income Renter Severely Overpaying</i>	<i>270</i>	<i>90.0%</i>	<i>190</i>	<i>86.4%</i>	<i>135</i>	<i>46.6%</i>
<i>Extremely Low-Income Owner Severely Overpaying</i>	<i>30</i>	<i>10.0%</i>	<i>30</i>	<i>13.6%</i>	<i>155</i>	<i>53.4%</i>

Source: HUD CHAS Data 2014-2018

**Table 2-50 Extremely Low-Income Households by Tenure and Overpayment – Mendota, Orange Cove, and Parlier (2018)**

Total Households Characteristics	Mendota		Orange Cove		Parlier	
	Number	% of Total	Number	% of Total	Number	% of Total
<b>Total All Households</b>	<b>2,740</b>	<b>100.0%</b>	<b>2,385</b>	<b>100.0%</b>	<i>3,965</i>	<b>100.0%</b>
<i>Total Renter households</i>	<i>1,775</i>	<i>64.8%</i>	<i>1,415</i>	<i>59.3%</i>	<i>2,265</i>	<i>57.1%</i>
<i>Total Owner households</i>	<i>965</i>	<i>35.2%</i>	<i>970</i>	<i>40.7%</i>	<i>1,700</i>	<i>42.9%</i>
<i>Total lower income (0-80% AMI) households</i>	<i>2,025</i>	<i>73.9%</i>	<i>1,925</i>	<i>80.7%</i>	<i>2,690</i>	<i>67.8%</i>
<b>Total Extremely Low-Income Households (0-30%AMI)</b>	<b>650</b>	<b>23.7%</b>	<b>705</b>	<b>29.6%</b>	<b>1,030</b>	<b>26.0%</b>
<i>Extremely low-income renters</i>	<i>550</i>	<i>84.6%</i>	<i>610</i>	<i>86.5%</i>	<i>735</i>	<i>71.4%</i>
<i>Extremely low-income owners</i>	<i>100</i>	<i>15.4%</i>	<i>95</i>	<i>13.5%</i>	<i>295</i>	<i>28.6%</i>
<b>Total Extremely Low-Income Overpaying</b>	<b>455</b>	<b>70.0%</b>	<b>630</b>	<b>89.4%</b>	<b>865</b>	<b>84.0%</b>
<i>Extremely Low-Income Renter Overpaying</i>	<i>390</i>	<i>85.7%</i>	<i>540</i>	<i>85.7%</i>	<i>615</i>	<i>71.1%</i>
<i>Extremely Low-Income Owner Overpaying</i>	<i>65</i>	<i>14.3%</i>	<i>90</i>	<i>14.3%</i>	<i>250</i>	<i>28.9%</i>
<b>Total Extremely Low-Income Severely Overpaying</b>	<b>375</b>	<b>57.7%</b>	<b>505</b>	<b>71.6%</b>	<b>700</b>	<b>68.0%</b>
<i>Extremely Low-Income Renter Severely Overpaying</i>	<i>335</i>	<i>89.3%</i>	<i>485</i>	<i>96.0%</i>	<i>460</i>	<i>65.7%</i>
<i>Extremely Low-Income Owner Severely Overpaying</i>	<i>40</i>	<i>10.7%</i>	<i>20</i>	<i>4.0%</i>	<i>240</i>	<i>34.3%</i>

Source: HUD CHAS Data 2014-2018



**Table 2-51 Extremely Low-Income Households by Tenure and Overpayment - Reedley, Sanger, and San Joaquin (2018)**

Total Households Characteristics	Reedley		Sanger		San Joaquin	
	Number	% of Total	Number	% of Total	Number	% of Total
<b>Total All Households</b>	<b>7,200</b>	<b>100.0%</b>	<b>7,085</b>	<b>100.0%</b>	<b>1,065</b>	<b>100.0%</b>
<i>Total Renter households</i>	2,680	37.2%	3,155	44.5%	675	63.4%
<i>Total Owner households</i>	4,520	62.8%	3,930	55.5%	390	36.6%
<i>Total lower income (0-80% AMI) households</i>	3,395	47.2%	3,200	45.2%	720	67.6%
<b>Total Extremely Low-Income Households (0-30%AMI)</b>	<b>830</b>	<b>11.5%</b>	<b>905</b>	<b>12.8%</b>	<b>320</b>	<b>30.0%</b>
<i>Extremely low-income renters</i>	520	62.7%	740	81.8%	295	92.2%
<i>Extremely low-income owners</i>	310	37.3%	165	18.2%	25	7.8%
<b>Total Extremely Low-Income Overpaying</b>	<b>750</b>	<b>90.4%</b>	<b>740</b>	<b>81.8%</b>	<b>180</b>	<b>56.3%</b>
<i>Extremely Low-Income Renter Overpaying</i>	490	65.3%	605	81.8%	155	86.1%
<i>Extremely Low-Income Owner Overpaying</i>	260	34.7%	135	18.2%	25	13.9%
<b>Total Extremely Low-Income Severely Overpaying</b>	<b>630</b>	<b>75.9%</b>	<b>565</b>	<b>62.4%</b>	<b>145</b>	<b>45.3%</b>
<i>Extremely Low-Income Renter Severely Overpaying</i>	415	65.9%	445	78.8%	120	82.8%
<i>Extremely Low-Income Owner Severely Overpaying</i>	215	34.1%	120	21.2%	25	17.2%

Source: HUD CHAS Data 2014-2018

**Table 2-52 Extremely Low-Income Households by Tenure and Overpayment – Selma and Unincorporated Fresno County (2018)**

Total Households Characteristics	Selma		Unincorporated Fresno County	
	Number	% of Total	Number	% of Total
<b>Total All Households</b>	<b>6,755</b>	<b>100.0%</b>	<b>52,430</b>	<b>100.0%</b>
<i>Total Renter households</i>	2,775	41.1%	16,980	32.4%
<i>Total Owner households</i>	3,980	58.9%	35,445	67.6%
<i>Total lower income (0-80% AMI) households</i>	3,445	51.0%	18,715	35.7%
<b>Total Extremely Low-Income Households (0-30%AMI)</b>	<b>685</b>	<b>10.1%</b>	<b>5,330</b>	<b>10.2%</b>
<i>Extremely low-income renters</i>	450	65.7%	2,895	54.3%
<i>Extremely low-income owners</i>	235	34.3%	1,730	32.5%
<b>Total Extremely Low-Income Overpaying</b>	<b>545</b>	<b>79.6%</b>	<b>3,122</b>	<b>58.6%</b>
<i>Extremely Low-Income Renter Overpaying</i>	375	68.8%	2,051	38.5%
<i>Extremely Low-Income Owner Overpaying</i>	170	31.2%	1,071	52.2%
<b>Total Extremely Low-Income Severely Overpaying</b>	<b>420</b>	<b>61.3%</b>	<b>2,630</b>	<b>84.2%</b>
<i>Extremely Low-Income Renter Severely Overpaying</i>	315	75.0%	1,810	68.8%
<i>Extremely Low-Income Owner Severely Overpaying</i>	105	25.0%	820	31.2%

Source: HUD CHAS Data 2014-2018

## INVENTORY OF AFFORDABLE RENTAL HOUSING AND AT-RISK STATUS

The expiration of housing subsidies may be the greatest near-term threat to California’s affordable housing stock for low-income families and individuals. Rental housing financed 30 years ago with federal low-interest mortgages are now, or soon will be, eligible for termination of their subsidy programs. Owners may then choose to convert the apartments to market-rate housing. Also, HUD Section 8 rent supplements to specific rental developments may expire in the near future. In addition, state and local subsidies or use restrictions are usually of a limited duration.

State law requires that housing elements include an inventory of all publicly assisted multifamily rental housing projects within the local jurisdiction that are at risk of conversion to uses other than low-income residential within 10 years from the Housing Element adoption deadline (i.e., by December 31, 2033).

*Appendix 1 includes an analysis of the at-risk units by jurisdiction.*

### **Preservation Options for At-Risk Properties**

State law requires that housing elements include a comparison of the costs to replace the at-risk units through new construction or to preserve the at-risk units. Preserving at-risk units can be accomplished by facilitating a transfer of ownership to a qualified affordable housing organization, purchasing the affordability covenants, and/or providing rental assistance to tenants.

### ***Acquisition and Rehabilitation***

One method of ensuring long-term affordability of low-income units is to transfer ownership to a qualified nonprofit or for-profit affordable housing organization. This transfer would make the project eligible for re-financing using affordable housing financing programs, such as low-income housing tax credits and tax-exempt mortgage revenue bonds. These financing programs would ensure affordability for at least 55 years. Generally, rehabilitation accompanies a transfer of ownership.

Actual acquisition costs depend on several variables such as condition, size, location, existing financing, and availability of financing (government and market).

### ***Replacement (New Construction)***

Another strategy is to replace the units by constructing new affordable units. This includes purchasing land and then constructing affordable units. This is generally the most expensive option.

### ***Rent Subsidy***

Rent subsidies can also be used to preserve affordability of housing, although there are limited funding sources to subsidize rents. The amount of a rent subsidy would be equal to the difference between the HUD-defined fair-market rent (FMR) for a unit and the cost that would be affordable to a lower-income household based on HUD

income limits. The exact amount is difficult to estimate because the rents are based on a tenant's income and, therefore, would depend on the size and income level of the household.

## Qualified Entities

California Government Code Section 65863.10 requires that owners of federally assisted properties provide notice of intent to convert their properties to market rate at one year prior to, and again at six months prior to the expiration of their contract, opt-outs, or prepayment. Owners must provide notices of intent to public agencies, including HCD, the local public housing authority, and to all impacted tenant households. The six-month notice must include specific information on the owner's plans, timetables, and reasons for termination.

Under Government Code Section 65863.11, owners of federally assisted projects must provide a Notice of Opportunity to Submit an Offer to Purchase to Qualified Entities, non-profit or for-profit organizations that agree to preserve the long-term affordability if they should acquire at-risk projects, at least one year before the sale or expiration of use restrictions. Qualified entities have first right of refusal for acquiring at-risk units. Qualified entities are non-profit or for-profit organizations with the legal and managerial capacity to acquire and manage at-risk properties that agree to maintain the long-term affordability of projects. **Table 2-53, Quantified Entities (2022)**, contains a list of qualified entities for Fresno County that could potentially acquire and manage properties if any were to be at risk of converting to market rate in the future.

**Table 2-53 Qualified Entities (2022)**

Organization	Phone Number
Fresno Housing	(559) 513-9036
Fresno Housing Authority	(559) 443-8475
ACLC, Inc	(209) 466-6811
Better Opportunities Builder, Inc.	(559) 443-8400
Fresno Co. Economic Opportunities Commission	(559) 485-3733
The East Los Angeles Community Union (TELACU)	(323) 838-8556
ROEM Development Corporation	(408) 984-5600 Ext 17
Self-Help Enterprises	(559) 802-1620
Volunteers of America National Services	(916) 917-6848
L + M Fund Management LLC	(347)393-3041

Source: California Department of Housing and Community Development, 2022.

**SECTION 2: REGIONAL HOUSING NEEDS ASSESSMENT**

*This page intentionally left blank.*



# REGIONAL ASSESSMENT OF FAIR HOUSING

## TABLE OF CONTENTS

<b>Regional Assessment of Fair Housing .....</b>	<b>3-1</b>
Outreach .....	3-1
Fair Housing Issues .....	3-12

## TABLES

Table 3-1 Regional Familial Status Discrimination, 2013-2021 .....	3-34
Table 3-2 Regional Demographic Characteristics of the Population with a Disability .....	3-41
Table 3-3 Regional Alltransit Performance Scores .....	3-44
Table 3-4 Fresno County Rural Transit Agency Intercounty Connections .....	3-44
Table 3-5 Fresno MSA Fair-Market Rents, 2022 .....	3-50
Table 3-6 Regional Vacancy Rates .....	3-50

## FIGURES

Figure 3-1 Discrimination Experienced in Housing .....	3-7
Figure 3-2 Discrimination Basis .....	3-8
Figure 3-3 Most-Liked Feature of current Neighborhood .....	3-9
Figure 3-4 Least-Liked Feature of current Neighborhood .....	3-10
Figure 3-5 Barriers Preventing Homeownership .....	3-11
Figure 3-6 Regional TCAC/HCD Opportunity Areas .....	3-14
Figure 3-7 Income Patterns in the Region .....	3-16
Figure 3-8 Regional Median Incomes .....	3-17
Figure 3-9 Income Groups Within Fresno County Jurisdictions .....	3-19
Figure 3-10 Regional Poverty Rates .....	3-20
Figure 3-11 Segregation and Integration, Regional Divergence, 2020 .....	3-23
Figure 3-12 Racial and Ethnic Divergence, Fresno County Region .....	3-25
Figure 3-13 Regional Demographic Composition, 2020 .....	3-26
Figure 3-14 Regional Racial Demographics .....	3-27
Figure 3-15 Regional Areas of High Segregation and Poverty, 2023 .....	3-30
Figure 3-16 Regional RCAAS .....	3-31
Figure 3-17 Diversity Index Within Fresno County .....	3-32
Figure 3-18 Fresno County Jurisdiction Racial Demographics .....	3-33
Figure 3-19 Percentage of Children in Married-Couple Households in the Region .....	3-36
Figure 3-20 Percentage of Children in Female-Headed Households in the Region .....	3-37
Figure 3-21 Population with a disability in the Region .....	3-39
Figure 3-22 Regional Disability by Type .....	3-40
Figure 3-23 AllTransit Transit Access in the Region .....	3-43
Figure 3-24 Fresno County Rural Transit Agency Intercounty Routes .....	3-46
Figure 3-25 Percentage of Renters using Housing Choice Vouchers .....	3-51
Figure 3-26 Regional Jobs Proximity .....	3-53
Figure 3-27 Regional Labor Market Engagement .....	3-54
Figure 3-28 Regional Unemployment Rates, 2010-2022 .....	3-55
Figure 3-29 Regional TCAC/HCD Educational Domain Scores .....	3-58
Figure 3-30 HUD School Proficiency Index .....	3-60
Figure 3-31 Regional CalEnviroScreen Percentiles .....	3-63

**SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING**

Figure 3-32 Healthy Places Index Percentile..... 3-64  
Figure 3-33 Overcrowded Households in the Region..... 3-67  
Figure 3-34 Regional Overcrowded Households by Tenure ..... 3-68  
Figure 3-35 Overpayment Rates in the Region ..... 3-69  
Figure 3-36 Age of Housing Stock in the Region..... 3-70  
Figure 3-37 Regional Farm Operations and Agricultural Employees ..... 3-73  
Figure 3-38 Sensitive Communities, 2020 ..... 3-76

# REGIONAL ASSESSMENT OF FAIR HOUSING

---



Assembly Bill (AB) 686 requires that all housing elements due on or after January 1, 2021, contain an Assessment of Fair Housing (AFH) consistent with the core elements of the analysis required by the federal Affirmatively Furthering Fair Housing (AFFH) Final Rule of July 16, 2015. Under California law, AFFH means “taking meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics.”<sup>1</sup>

California Government Code Section 65583 (10)(A)(ii) requires local jurisdictions to analyze racially or ethnically concentrated areas of poverty, disparities in access to opportunity, and disproportionate housing needs, including displacement risk. Government Code Section 65583(c)(10) requires all local jurisdictions to address patterns locally and regionally to compare conditions at the local level to the rest of the region. To that end, a Multijurisdictional Housing Element was completed for the cities of Coalinga, Firebaugh, Fowler, Fresno, Huron, Kerman, Kingsburg, Mendota, Orange Cove, Parlier, Reedley, San Joaquin, Sanger, Selma, and the County of Fresno, including a regional AFH, and each participating jurisdiction prepared a local AFH.

This section is organized by fair housing topics and is analyzed on a regional level. A local analysis, prioritization of issues, and identification of meaningful actions is included in each jurisdictions’ Local Assessment of Fair Housing.

## OUTREACH

As discussed in Section 1-3, Public Outreach and Engagement, the Fresno Council of Governments (COG) made diligent efforts at the regional and local scales to encourage public and service-provider participation, particularly service providers for vulnerable populations, during the Housing Element update process. These efforts included two Housing Element community workshops on August 1 and 8, 2022; a Stakeholder Focus Group workshop on October 25, 2022; and seven regional service provider consultations between August 2022 and November 2022. Workshops were noticed in the jurisdiction where they were held with digital distribution of English and Spanish flyers through listservs and social media posts, and physical distribution in public buildings. A full summary of each workshop is provided in the local Assessment of Fair Housing. Stakeholder focus group meetings were noticed to service providers and local agencies identified by governmental staff throughout the county and to any other organizations that expressed interest.

---

<sup>1</sup> California Department of Housing and Community Development, *Affirmatively Furthering Fair Housing: Guidance for All Public Entities and for Housing Elements (April 2021 Update)*, April 27, 2021, preface page, [https://www.hcd.ca.gov/community-development/affh/docs/affh\\_document\\_final\\_4-27-2021.pdf](https://www.hcd.ca.gov/community-development/affh/docs/affh_document_final_4-27-2021.pdf).



## Consultations

From August 2022 through November 2022, seven consultations were conducted with local nonprofits and service providers for vulnerable populations and fair housing advocates to receive one-on-one, targeted input from those who provide services for those most in need of housing or with special housing needs. In each of the consultations, service providers and fair housing advocates were asked some or all the following questions, depending on the type of organization they represented.

**Opportunities and concerns:** What three top opportunities do you see for the future of housing in Fresno County? What are your three top concerns for the future of housing?

**Housing preferences:** What types of housing do your clients prefer? Is there adequate rental housing in the county? Are there opportunities for home ownership? Are there accessible rental units for seniors and persons with disabilities?

**Housing barriers/needs:** What are the biggest barriers to finding affordable, decent housing? Are there specific unmet housing needs in the community?

**Housing conditions:** How do you feel about the physical condition of housing in the county? What opportunities do you see to improve housing in the future?

**Unhoused persons:** How many unhoused persons are in the county?

**Housing equity and fair housing:** What factors limit or deny civil rights, fair housing choice, or equitable access to opportunity? What actions can be taken to transform racially and ethnically concentrated areas of poverty into areas of opportunity (without displacement)? What actions can be taken to make living patterns more integrated and balanced?

As part of the regional effort, the following organizations provided responses:

- Leadership Council for Justice and Accountability, August 26, 2022
- Central Valley Urban Institute, September 7, 2022
- Fair Housing of Central California, September 27, 2022
- Fresno Madera Continuum of Care, October 3, 2022
- Patience Milrod, Civil Rights Attorney, October 31, 2022
- Resources for Independence Central Valley, November 1, 2022
- Building Industry Association, November 11, 2022

The one-on-one interviews with service providers and fair housing advocates raised observations and concerns related to housing issues facing the residents of Fresno County, with several common themes emerging. First was the demand for a range of affordable and accessible housing types for the large concentration of special needs populations in the county, including seniors, farmworkers, low-income households, and disabled persons. The need for additional affordable rental housing and higher densities was identified by most interviewees. Additionally, service providers noted a shortage of housing resources for those who are experiencing homelessness and lack of re-integration services given the growing demand, specifically a need for housing-first projects across the county. This was noted in addition to growing populations of lower-income households at risk of displacement and unsheltered homeless residents. Therefore, identifying locations for alternative housing in the jurisdictions is a priority.

Stakeholders also identified a need for stronger strategies for the preservation and maintenance of the existing affordable housing stock, particularly mobile homes, which are a more naturally affordable housing resource. They expressed how income constraints often result in people living in substandard or overcrowded housing conditions, most often in rental situations, which often results in displacement and homelessness. Service providers and fair housing advocates also identified that there are substantial racial disparities in housing condition among communities of color, recommending that jurisdictions implement proactive code enforcement to hold landlords accountable, or pass ordinances that protect tenants from substandard living conditions. The shortfall of funding programs for mobile home renovation was reiterated in several of the interviews. During the consultations, service providers and fair housing advocates expressed a need for proactive tenant protections, such as rent control, just-cause protections, and other housing protection laws to keep more individuals housed, because eviction is the most common fair housing complaint encountered by service providers and fair housing advocates. In situations such as this, tenants require access to additional legal assistance to prevent displacement due to harassment or wrongful eviction, and landlords require education on the legality of their actions.

Multiple stakeholders also identified a trend of mobile homes being acquired by corporations, resulting in tenant evictions or substantial rent hikes. In response to this situation, stakeholders suggested that implementation or funding of programs to assist tenants to purchase their mobile homes, co-op purchase assistance, and long-term affordability covenants or rent control requirements in mobile home park buy-outs are essential to maintaining this affordable housing resource throughout the county. Additionally, they expressed that limited land zoned to accommodate mobile home parks in higher resource areas is an ongoing challenge to the provision of affordable housing in unincorporated areas, where higher density multifamily is not appropriate.

During consultations, service providers and fair housing advocates identified a need for landlord education and enforcement regarding fair housing laws and rental discrimination practices, in combination with jurisdictions contracting with fair housing providers for a comprehensive system to identify affordable housing resources and tenant protection, particularly for seniors, disabled persons, gender equality, familial status, and communities of color. Stakeholders identified a need for workshops on fair housing laws for residents and housing providers. The goal of these would be to inform housing providers of their rights and responsibilities under fair housing laws and provide education on discrimination, aiming to reduce the number of instances that result in fair housing complaints throughout the county. A tenant workshop counterpart was suggested to inform residents of their tenant rights.

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

Barriers identified to development of affordable housing included land costs, the length of entitlement processes, California Environmental Quality Act (CEQA) requirements, development fees, and other permitting processes, compounded by severe infrastructure constraints, particularly sewer and septic systems and the valleywide water shortage. All housing providers interviewed expressed that new low-income housing is not cost effective for developers, and that properties owned by jurisdictions are a valuable resource for providing lower-income housing, including homeownership opportunities through organizations, such as Habitat for Humanity, that assist communities of color to attain homeownership, a group that has historically been underserved in the homeowner market. Another strategy identified to reduce costs of affordable development included adaptive reuse of existing underutilized buildings or property and maximizing infill opportunities where infrastructure is already in place, instead of focusing investment at the fringes of communities as is the current trend. The aim of this is to remedy historical disinvestment in older, lower-income neighborhoods and downtown cores. Interviewees identified that socioeconomic segregation does exist in Fresno County, and the majority of affordable housing continues to be located in low resource areas. In response, stakeholders noted that the primary strategy to reduce racially or ethnically concentrated areas of poverty has been implementation of inclusionary zoning, which is a controversial tool in many communities and has not been consistently effective at promoting affordable housing production in higher resource areas. Incentivizing and subsidizing the construction of ADUs on existing residential properties was recommended to help address the barriers associated with cost of land and shortage of available acreage for development of units for lower-income, farmworker, and senior households as well as persons with disabilities. Additionally, stakeholders recommended that jurisdictions explore the potential to assist rental property owners in working with nonprofits or the Fresno Housing Authority to acquire properties about to go into receivership and convert them to affordable housing. One housing provider also discussed Community Land Trusts as an underutilized opportunity to create permanent affordability as well as the availability of CalHome funding for implementing this option.

A final recurring theme around barriers to affordable housing that service providers and fair housing advocates identified was the current and historical challenges lower-income households face in obtaining financial assistance, such as lending discrimination, rental application and minimum income requirements, credit history, and security deposits. Additionally, it was also noted overall that there is a disconnect between the number of applicants for Housing Choice Vouchers (HCVs) and the availability of units that accept them, in addition to an insufficient supply of HCVs and the long waiting lists throughout the county. Education and outreach efforts of current fair housing practices to landlords and sellers were recommended.

Feedback received during the regional consultations was shaped by individual discussions and the experiences of each service provider, fair housing advocate, or community organization. Therefore, some questions did not receive direct responses, but instead focused on feedback they deemed relevant to their target population or experiences. The summary presented here reports feedback that was received and incorporated to inform the regional and local analyses as well as programs at the local level.

## Stakeholder Focus Group Workshops

Two Stakeholder Focus Group workshops were held to foster participation from Fresno County jurisdictions, local organizations, and service providers for vulnerable populations. The first was held via Zoom on October 25, 2022, at 9:30 am, so participants could connect or call in from wherever they were located. The objectives of the meeting were to provide an overview of the Housing Element Update process; share initial findings about housing needs that inform each jurisdiction's housing plan; and gather initial community input on housing assets, issues, and opportunities as well as allow participants to share their insights on how housing opportunities can be improved locally and on a regional level. Many of the participants had been or were scheduled for individual interviews. There were eight participants in the first workshop as well as staff from each jurisdiction to engage and answer questions.

Workshop discussion focused on mobile home park issues and their place in Fresno County as an affordable housing resource that is facing corporate acquisition; farmworker and undocumented worker housing and the invisibility of this extremely underserved population; preventative displacement actions; and barriers to affordable housing in unincorporated areas, in particular the lot-consolidation policy. Overall, the primary fair housing concerns were the costs associated with development of housing, particularly affordable units; shortages of affordable housing and HCV)availability; limited opportunities for employment that offers livable wages and the prevalence of this in many of the agricultural- and manufacturing-based communities; housing challenges facing lower-income renters and first-time homebuyers; and providing housing opportunities for underserved populations, particularly farmworkers.

A second Stakeholder Focus Group workshop was held on Tuesday, November 15, at 9:30 am, again through Zoom. The objectives of the Stakeholder Focus Group meeting were the same as the first workshop. Twelve participants attended, and many of the participants had been or were scheduled for individual interviews.

The workshop began with a discussion regarding the challenges that lower-income individuals just over the area median income limit for certain programs and housing are facing in finding affordable rentals and in purchasing housing without down-payment or other forms of assistance. On the topic of affordable ownership options, one participant provided insight into sweat equity program models, how there are limitations for larger-sized households, and that time commitments often conflict with employment schedules. Another participant noted that there may be programs to assist potential homeowners acquire a home, yet they may not have the funds to maintain the property, particularly in cases where the home is older. Participants talked about the challenges lower-income households face in general to meet the requirements to qualify for rental housing. The issue of affordable housing often being in areas with limited access to services and amenities was cited by several stakeholders. One stakeholder identified an affordable housing project being developed in an environmentally unsound location in a low resource area, which is not furthering the fair housing objective of providing access to resource opportunities. Another stakeholder suggested that data on homelessness in the county may be undercounted, because homeless persons within the Asian and Pacific Islander communities tend to “couch surf” because the services and the food at shelters are not culturally compatible. Such implications of cultural differences in providing services for the homeless are typically not addressed in the larger picture of the homeless issue.

## SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

Discussion on barriers to provision of affordable housing included cost of land; tax credits and other state funding programs that trigger prevailing wage requirements and significantly increase the cost of production; inflation increasing price and availability of materials; city/county fees; infrastructure costs; special district fees; rising interest rates; CEQA requirements; and overregulation by the state, all of which are passed on to the end user. The issue of water shortage and ability to meet RHNA allocations were also identified as constraints that are particularly limiting in many of the jurisdictions in Fresno County. Several of the stakeholders indicated that they would be able to provide updated information on real estate prices and experience working with undocumented (non-citizen or non-permanent resident status) home buyers to help them access alternative financing.

The feedback received during these meetings informed the fair housing analysis and programs identified in this Housing Element.

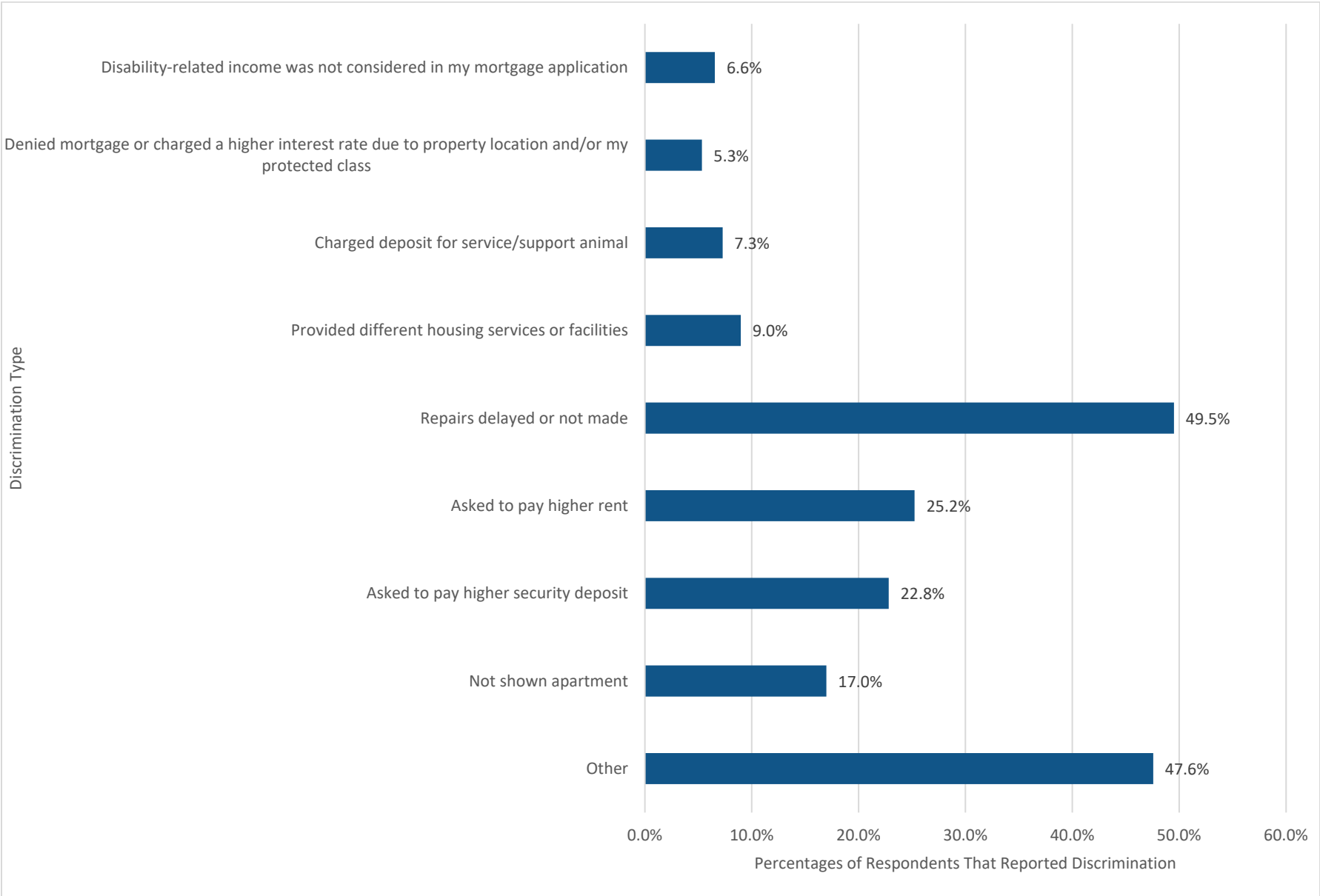
### FCOG Transportation Needs Survey

An FCOG survey was conducted between September and October 2022 to identify transportation project suggestions based on the experiences of residents throughout the county. While the survey asked a range of questions related to transportation, it also resulted in information about mobility options, residents' housing and discrimination experiences, barriers to homeownership, and housing type preferences that inform fair housing needs in the county.

There were a total of 3,753 respondents, of whom approximately 45.5 percent were homeowners and 47.0 percent were renters. The remaining 7.5 percent declined to respond or lived in situations where there was no rent or mortgage. Although approximately one-half of respondents were renters, the majority of respondents (68.7 percent) resided in a single-family detached or attached unit. Respondents were, for the most part, lower to moderate income based on HUD's area median income of \$72,900.

Approximately 89.0 percent of survey respondents reported that they had not experienced any type of housing discrimination. However, of those that had experienced discrimination, the most prominent issue reported was requests for repairs being delayed or ignored (47.5 percent), followed by paying higher rents (25.2 percent) or higher security deposits (22.8 percent) (see **Figure 3-1, Discrimination Experienced in Housing**). In addition to these challenges, approximately 72 respondents, or 47.6 percent of those that had experienced housing discrimination, reported a range of other issues, such as real estate agents pushing homes in less desirable areas or hostile living environments. Of those that had experienced discrimination, approximately 41.7 percent, by far the largest proportion, alleged that the discrimination was on the basis of race, followed by source of income (29.4 percent) and family status (23.5 percent) (see **Figure 3-2, Discrimination Basis**). While these reports have not been investigated, they indicate a perceived barrier to housing, particularly for lower-income and non-White households.

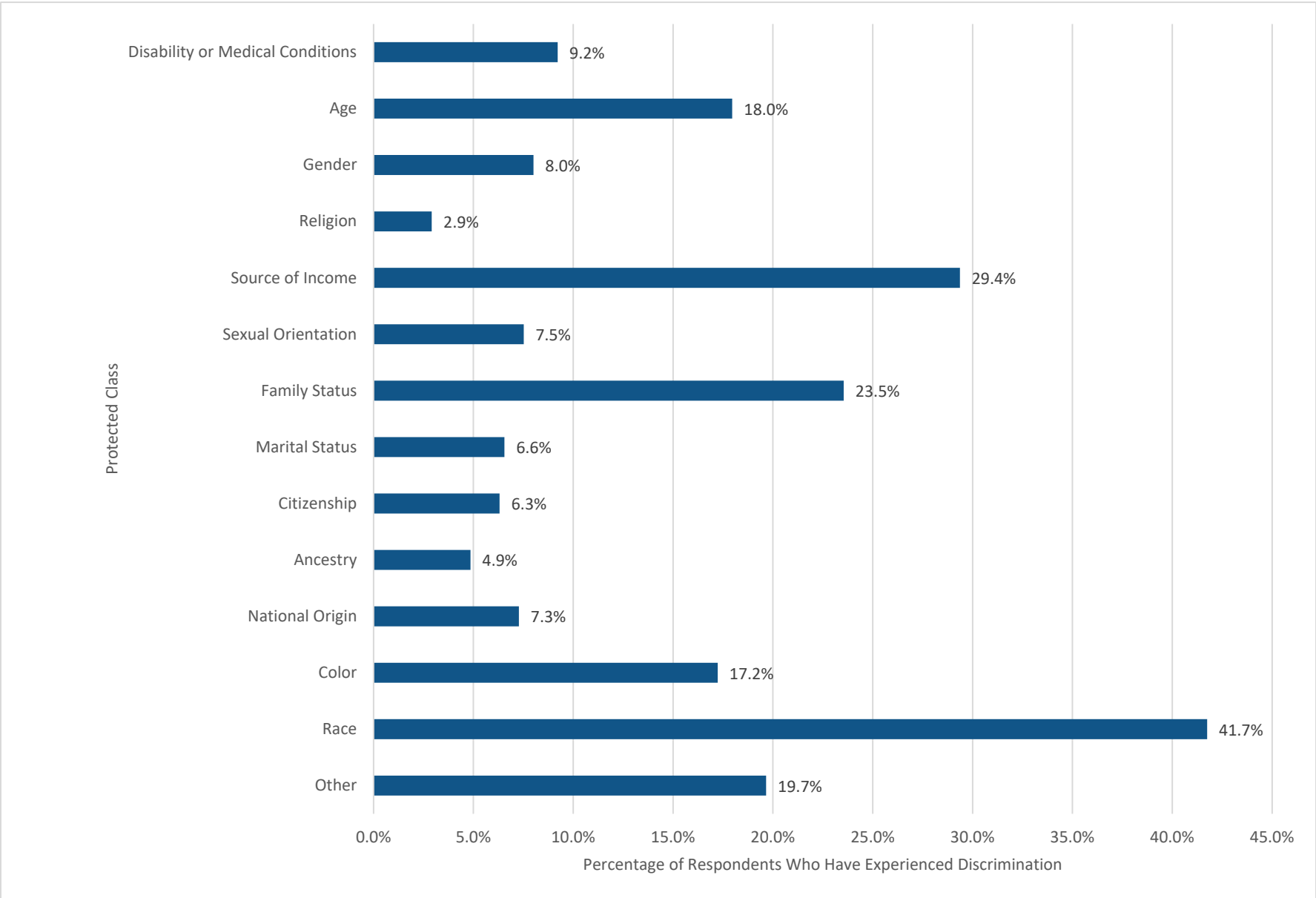
FIGURE 3-1 DISCRIMINATION EXPERIENCED IN HOUSING



Source: FCOG Travel Survey, October 2022.

SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

FIGURE 3-2 DISCRIMINATION BASIS

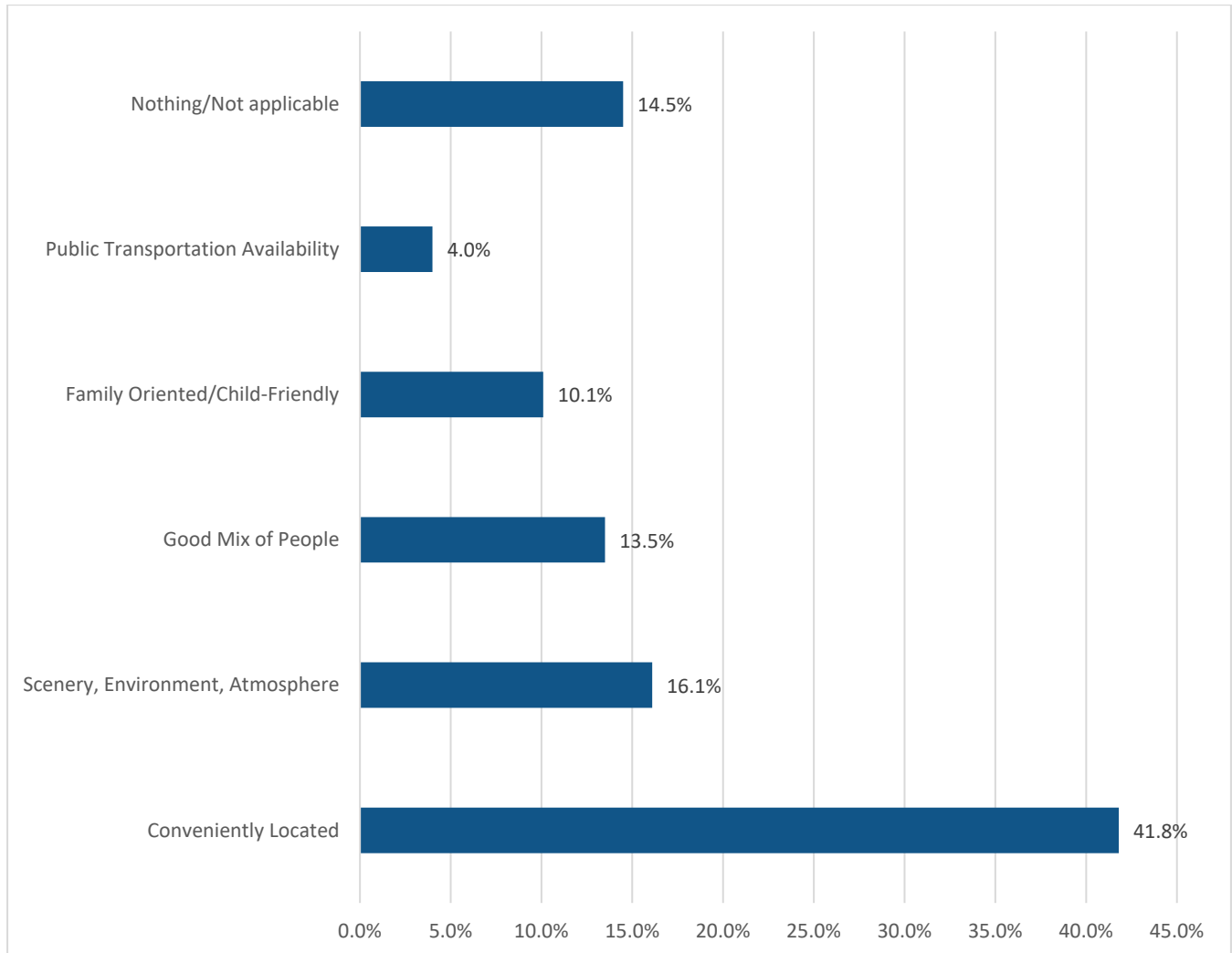


Source: FCOG Travel Survey, October 2022



When asked what participants found most appealing in their current neighborhood, proximity to educational facilities, shopping, or employment ranked the highest at 41.8 percent, followed by atmosphere and physical features, as shown in **Figure 3-3, Most-Liked Feature of Current Neighborhood**. Less than 5 percent of respondents identified proximity to public transportation as their preferred aspect about their neighborhood, which may reflect a lack of mobility opportunities or a low desire for alternatives to automobile transportation.

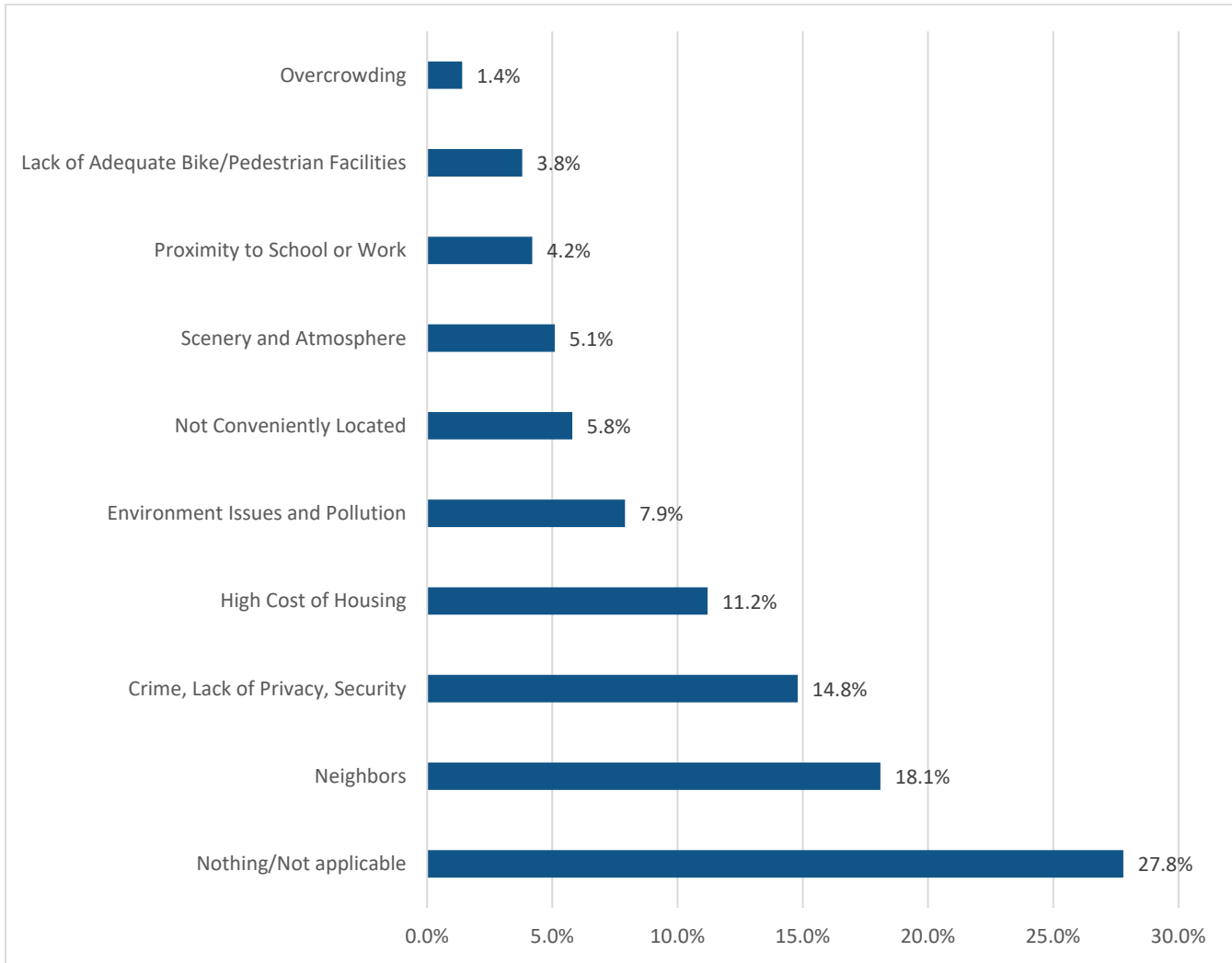
**FIGURE 3-3 MOST-LIKED FEATURE OF CURRENT NEIGHBORHOOD**



Source: FCOG Travel Survey, October 2022.

Approximately 25.0 percent of respondents identified their favorite aspect of their current neighborhood was the residents; conversely, 18.1 percent of respondents said that their neighbors were their least-liked aspect of their current neighborhood, followed by crime, lack of privacy, or security (14.8 percent), as shown in **Figure 3-4, Least-Liked Feature of Current Neighborhood**. The high cost of housing was identified by 11.2 percent of respondents as a least-liked feature, followed by lack of access to public transportation, shopping, schools, or employment for a combined 10.0 percent of responses. Overcrowding was reported as an issue by only 1.4 percent of respondents, suggesting that dwellings were available to fit their household needs within their ability to pay.

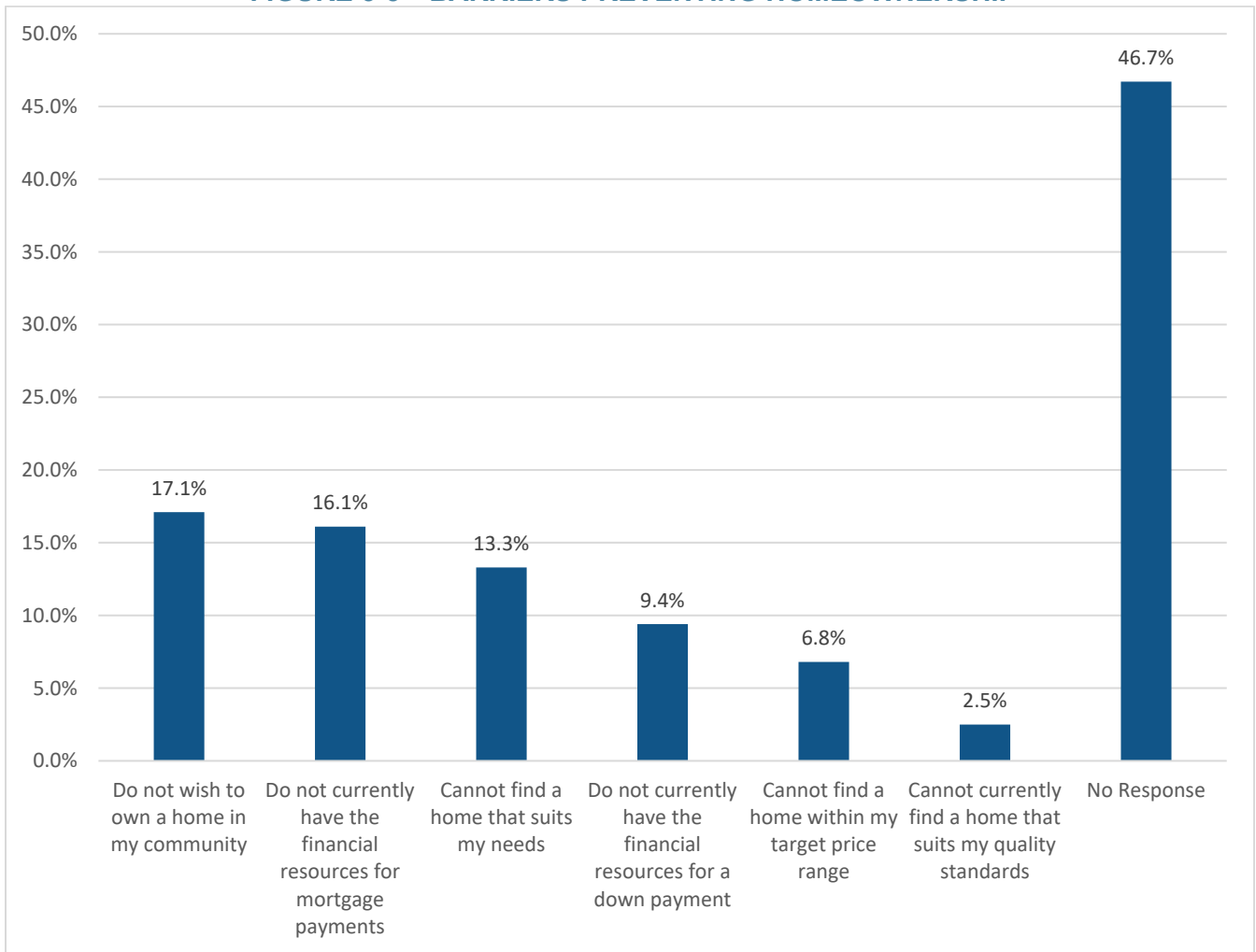
**FIGURE 3-4 LEAST-LIKED FEATURE OF CURRENT NEIGHBORHOOD**



Source: FCOG Travel Survey, October 2022.

Participants were also asked if they had encountered barriers preventing home ownership, shown in **Figure 4-5, Barriers Preventing Ownership**. Of the respondents who wished to own a home, the most common barriers to home ownership were related to financial challenges, including lack of financial resources for assuming a monthly mortgage payment, and finding a home that suited the household’s needs (i.e., lack of disability accommodations, proximity to work), followed closely by lack of down payment resources and finding a home within one’s budget. Overall, 45.6 percent of responses to this question centered around financial challenges in the current market, suggesting a need for additional housing at affordable price points and more information regarding available subsidies and financial assistance programs.

FIGURE 3-5 BARRIERS PREVENTING HOMEOWNERSHIP



Source: FCOG Travel Survey, October 2022.

Responses to the survey indicated a need for greater access to fair housing legal services, education for landlords on fair housing laws, and place-based revitalization efforts such as improved bicycle and pedestrian infrastructure, transit access, and safe and affordable housing. A full analysis of all responses to the FCOG Transportation Needs Survey are in Section 1 of the Housing Element.

## Public Comments

To date, one letter has been received from the public on the Fresno County Multijurisdictional Housing Element. On September 29, 2022, the Leadership Council for Justice and Accountability (LCJA) shared a letter recommending holding interactive housing element workshops in at least three disadvantaged unincorporated communities (DUC) and lower-income communities, emphasizing that people in these areas are more likely to attend in their own communities due to transportation challenges. LCJA also identified a need for targeted outreach to members of special needs populations and protected classes, including but not limited to farmworkers, seniors, members of large families and single-headed households, and people of color and non-English speakers, and recommended multilingual noticing through a variety of mechanisms, including print media, radio, and television. The LCJA also recommended that jurisdictions ensure that strong public engagement efforts are maintained following jurisdictions' adoption of the element and that jurisdictions consider expansion of local funding opportunities for farmworker housing in unincorporated county; local rent stabilization ordinances; tenant protections to reduce displacement risks, including just-cause eviction and right to counsel guarantees; permanent emergency rental assistance program for those at risk of homelessness; investments in mobile home parks; inclusionary housing ordinance; acquisition and rehabilitation funding; and other programs that might be considered by individual jurisdictions.

As with feedback received through the consultation process, input through public comments was received to inform policies and actions to address fair housing concerns and housing needs generally. Public comment will continue to be solicited, considered, and incorporated throughout the update process.

## FAIR HOUSING ISSUES

Since 2017, the California Tax Credit Allocation Committee (TCAC) and Department of Housing and Community Development (HCD) have developed annual maps of access to resources such as high-paying job opportunities; proficient schools; safe and clean neighborhoods; and other healthy economic, social, and environmental indicators to provide evidence-based research for policy recommendations. This effort has been dubbed “opportunity mapping” and is available to all jurisdictions to assess access to opportunities within their community.

The TCAC/HCD Opportunity Maps can help to identify areas within the community that provide strong access to opportunity for residents or, conversely, provide low access to opportunity. The information from the opportunity mapping can help to highlight the need for housing element policies and programs that would help to remediate conditions in low-resource areas and areas of high segregation and poverty and to encourage better access for lower-income households and communities of color to housing in high-resource areas. TCAC/HCD categorized census tracts into high-, moderate-, or low-resource areas based on a composite score of economic, educational, and environmental factors that can perpetuate poverty and segregation, such as school proficiency, median income, and median housing prices. The TCAC/HCD Opportunity Maps use a regional index score to determine categorization as high, moderate, and low resource.

Areas designated as “highest resource” are the top 20-percent highest-scoring census tracts in the region. It is expected that residents in these census tracts have access to the best outcomes in terms of health, economic opportunities, and education attainment. Census tracts designated “high resource” score in the 21st to 40th percentile compared to the region. Residents of these census tracts have access to highly positive outcomes for health, economic, and education attainment. “Moderate resource” areas are in the 41st to 70th percentile and those designated as “moderate resource (rapidly changing)” have experienced rapid increases in key indicators of opportunity, such as increasing median income, home values, and an increase in job opportunities. Residents in these census tracts have access to either somewhat positive outcomes in terms of health, economic attainment, and education; or positive outcomes in a certain area (e.g., score high for health, education) but not all areas (e.g., may score poorly for economic attainment). Low-resource areas are those that score above the 70th percentile and indicate a lack of access to positive outcomes and poor access to opportunities. The final designation are those areas identified as having “high segregation and poverty;” these are census tracts that have an overrepresentation of people of color compared to the county as a whole, and at least 30.0 percent of the population in these areas is below the federal poverty line (\$27,759 annually for a family of four in 2021).

As seen in **Figure 3-6, Regional TCAC/HCD Opportunity Areas**, most of Fresno County, particularly in the incorporated cities, is primarily a mix of low-resource or moderate-resource areas and areas of high segregation and poverty, with pockets of high-resource designations. The City of Fresno, as the largest city in the county, has the greatest variation in resource area designations among the incorporated cities of Fresno County. The central portion of the city is designated as low resource and high segregation and poverty, with moderate and high resource designations in the newer suburban communities along the northern and eastern edges of the city, including a pocket of unincorporated county that is surrounded by the incorporated city, designated as highest resource. In contrast, the adjacent City of Clovis is designated high resource with pockets identified as moderate resource. Two cities to the south along State Route 99 (SR 99), Fowler and Kingsburg, are designated as high resource, while Selma is designated an area of high segregation and poverty adjacent to SR 99, with moderate and high resource designations identified in the eastern portion. Additionally, the eastern cities of Sanger and Reedley all contain areas identified as high segregation and poverty in addition to moderate and high resource designations. Both Parlier and Orange Cove east of SR 99 are identified as predominantly areas of high segregation and poverty and low resource, as well as Mendota, Firebaugh, San Joaquin, and Huron in the eastern portion of the county. The City of Kerman, just east of the City of Fresno, and the City of Coalinga at the western edge of the county, are designated moderate and high resource. In the unincorporated county, high and highest resource areas are generally in the northeast and eastern portions of the county, including the unincorporated community of Squaw Valley, although most of the land is included within the Sequoia and Kings Canyon National Parks and is predominantly rural and sparsely inhabited, with pockets of higher resource designations in the unincorporated communities of Caruthers and Riverdale along State Route 41 (SR 41). Lower resource and areas of high segregation and poverty are identified in the western unincorporated areas of the county. Moderate-resource areas elsewhere, concentrated west of Fresno and within the triangle formed by SR 41, the southern boundary of the county, and SR 99. Given that much of unincorporated Fresno County is sparsely populated, with large agricultural and natural open space areas, the low- and moderate-resource areas may not accurately represent the access to opportunities for residents of unincorporated communities, where there is typically a concentration of resources.



## Patterns of Integration and Segregation

Segregation exists when there are concentrations of a population, usually a protected class, in a certain area. Segregation can result from local policies, to the availability and accessibility of housing that meets the needs of that population, or a community culture or amenity that attracts the population. In the context of fair housing, segregation may indicate an issue where it creates disparities in access to opportunity, is a result of negative experiences such as discrimination or disproportionate housing need, or other concerns. Integration, in contrast, usually indicates a more balanced representation of a variety of population characteristics and is often considered to reflect fair housing opportunities and mobility.

As identified in the previous discussion, a large portion of the City of Fresno; the rural area around the unincorporated community of Raisin City; a rural and agricultural tract north of Huron and one east of the Riverdale unincorporated community; the unincorporated area between, and including tracts within the cities of Sanger, Parlier, Orange Cove, and Mendota; and the unincorporated area north of the City of Mendota to the edge of the City of Firebaugh, are designated as areas of high segregation and poverty.

This analysis assesses four characteristics that may indicate patterns of integration or segregation throughout the region and local Fresno County jurisdictions: income distribution, racial and ethnic characteristics, familial status, and disability rates.

### ***Income Distribution***

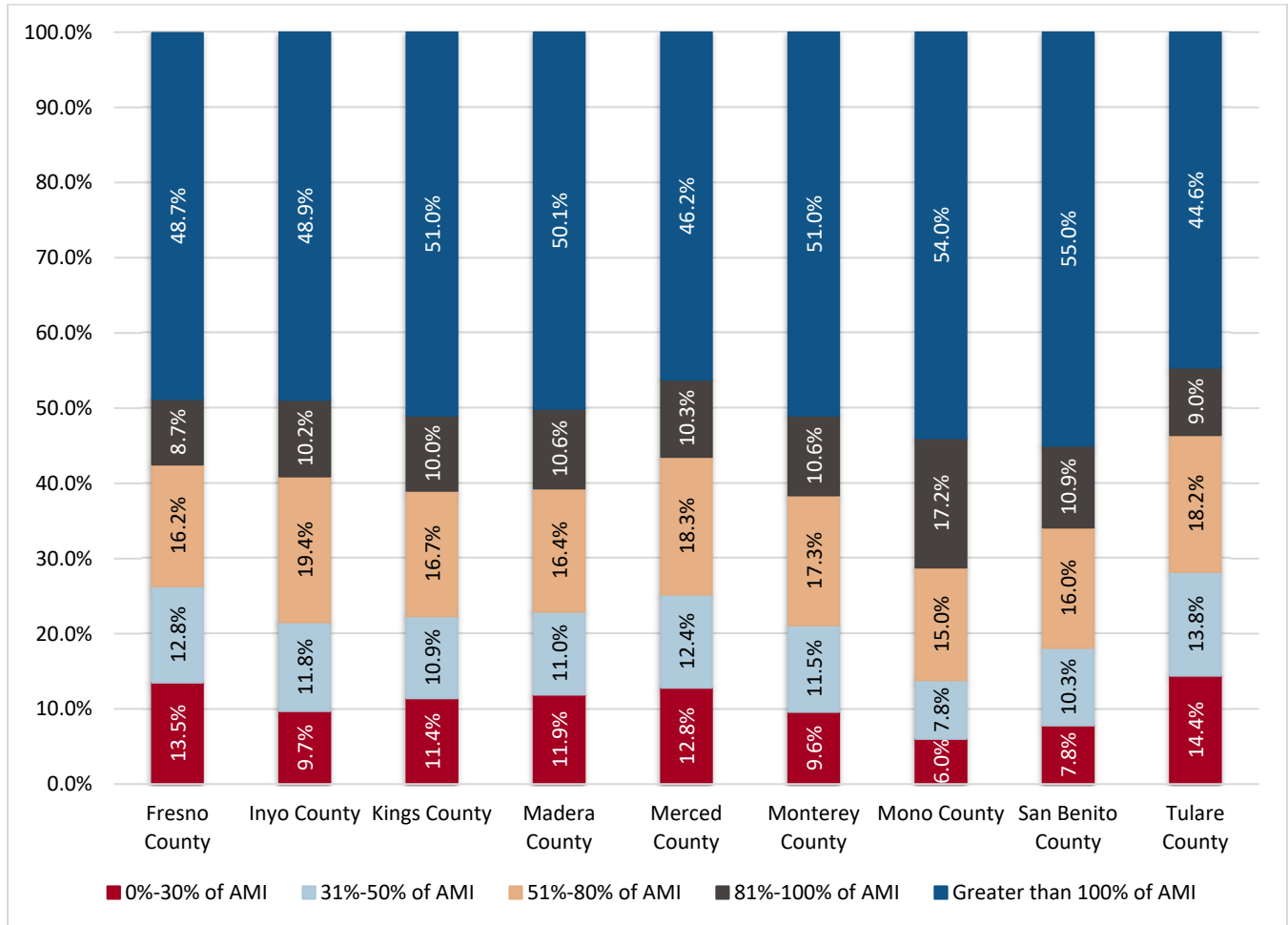
At the regional level, income distribution can be measured between jurisdictions. **Figure 3-7, Income Patterns in the Region**, presents the spatial distribution of income groups in Fresno County and surrounding San Joaquin Valley jurisdictions. There are concentrations of higher-income households in the City of Clovis, in the northern and southern portions of the City of Fresno (inclusive of unincorporated county islands, which are unincorporated neighborhoods surrounded by the incorporated municipality, and unattached to other unincorporated areas). On maps, these geopolitical anomalies will form jagged or complex borders and 'holes' in the city limits), in the eastern portion of the county, and in unincorporated areas surrounding the cities of Kingsburg, Selma, and Sanger. In surrounding counties, concentrations of higher-income households are found in the portion of Kings County northeast of the City of Hanford and in Tulare County in northern Visalia, north of the community of Woodlake, east of the City of Tulare, and in the sparsely populated Sequoia National Park area in the eastern portion of Tulare County. The neighboring Merced, San Benito, Monterey, and Madera Counties to the north and west generally reflect moderate and lower median incomes.





When comparing income groups between San Joaquin Valley counties, patterns in Fresno County closely mirror many of the San Joaquin Valley counties, supporting the patterns shown in **Figure 3-7, Income Groups in the Region**. **Figure 3-8, Regional Median Incomes**, presents the geographic patterns of median income in Fresno County compared to the region.

**FIGURE 3-8 REGIONAL MEDIAN INCOMES**



Source: 2016 – 2020 ACS

Throughout the region, the highest median income is often found in medium-density urban areas, outside of the central core of the cities in the suburban residential developments, as is the pattern in the incorporated cities of Fresno and Clovis in Fresno County, and Visalia and Tulare in Tulare County, as well as unincorporated areas outside of these cities and in the vicinity of the national forest areas in the eastern portions of these counties. Lower-income concentrations are found within older city cores in the larger jurisdictions. However, in contrast to areas in the state with higher-density populations and uses, the San Joaquin Valley counties are not heavily populated and are instead heavily agricultural, and unincorporated areas are where more lower-income households are located. As shown in **Figure 3-8, Regional Median Incomes**, Fresno County reflects income distribution trends found in the region, with between 46.2 percent and 51.0 percent of the households with incomes 100 percent above the County median in Fresno, Inyo, Kings, Madera, and Monterey Counties. Additionally, the proportion of lower-income households hovers around 40.0 percent in these same counties. Lower-income households comprise between 30.0

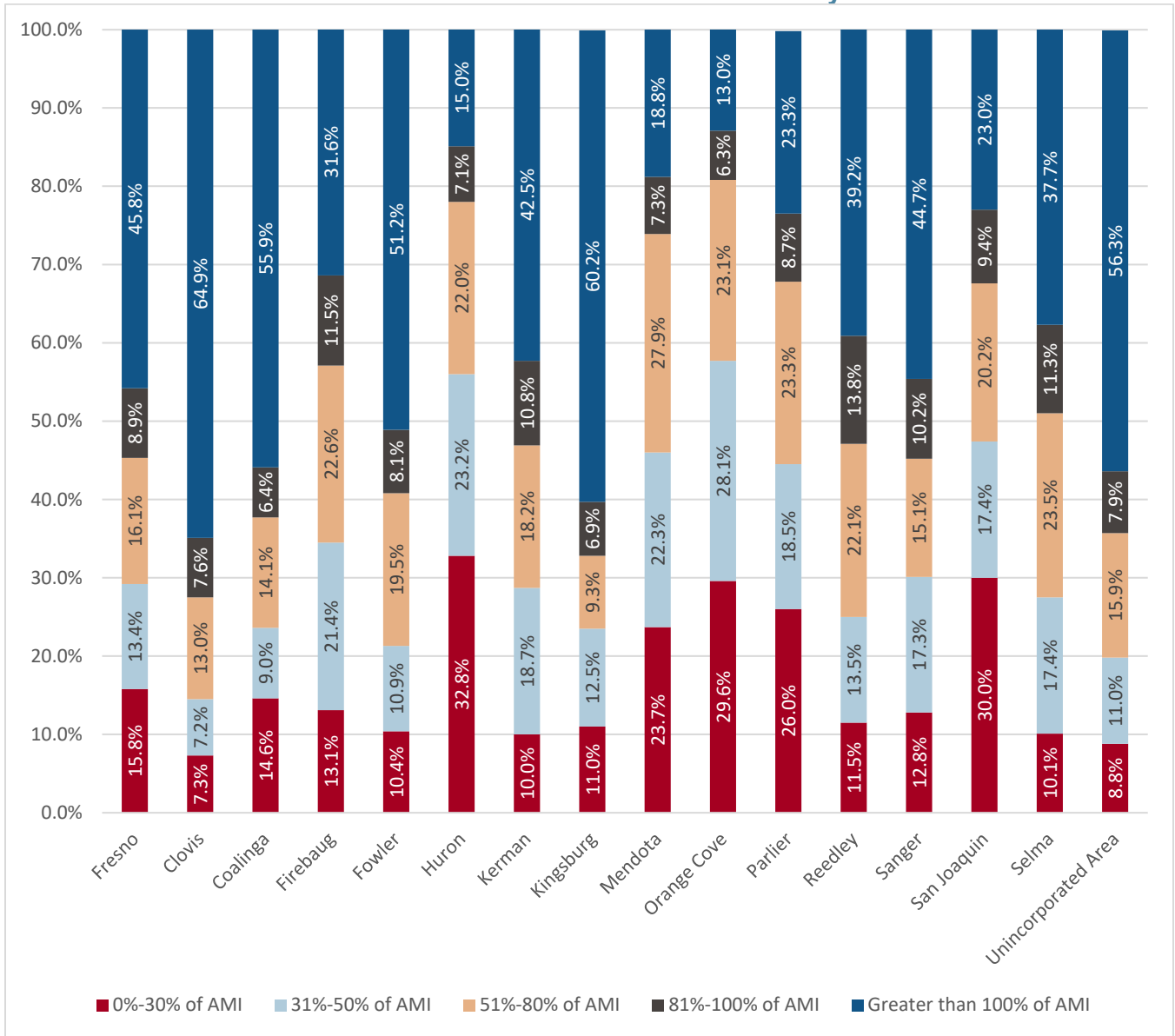
### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

and 35.0 percent in Mono and San Benito Counties, and higher proportions of lower-income households, between 43.5 and 46.4 percent, are reported in Merced and Tulare Counties, respectively. Conversely, Merced and Tulare Counties had lower proportions of households with incomes above 100 percent of the median, and Mono and San Benito Counties had higher proportions of above median incomes. However, Mono and San Benito Counties are not comparable to the other San Joaquin Valley counties, as Mono County contains a significant portion of Mammoth Mountain recreational area and higher-income retirement residents, and San Benito County more closely reflects adjoining higher-income Santa Clara and Santa Cruz Counties.

Within Fresno County, the City of Clovis, followed by the City of Kingsburg and unincorporated area, has the largest proportion of moderate- and above moderate-income households earning more than 100.0 percent of the Area Median Income (AMI) at 64.9, 60.2, and 56.3 percent, respectively (**Figure 3-9, Income Groups within Fresno County Jurisdictions**). Conversely, the cities of Huron, San Joaquin, Orange Cove, and Parlier have the highest percentage of households with extremely low incomes below 30.0 percent of the AMI, at 32.8, 30.0, 29.6, and 26.0 percent respectively. Overall, the City of Orange Cove has the highest percentage of lower-income households, constituting 80.8 percent of the total households, followed by the City of Huron at 78.0 percent of the total households, the City of Mendota at 73.9 percent of total households, and the cities of Parlier and San Joaquin at 67.8 and 67.6 percent. The distribution of income groups within Fresno County may be representative of the availability of affordable housing, the historic development patterns, and the employment opportunities in the San Joaquin Valley.

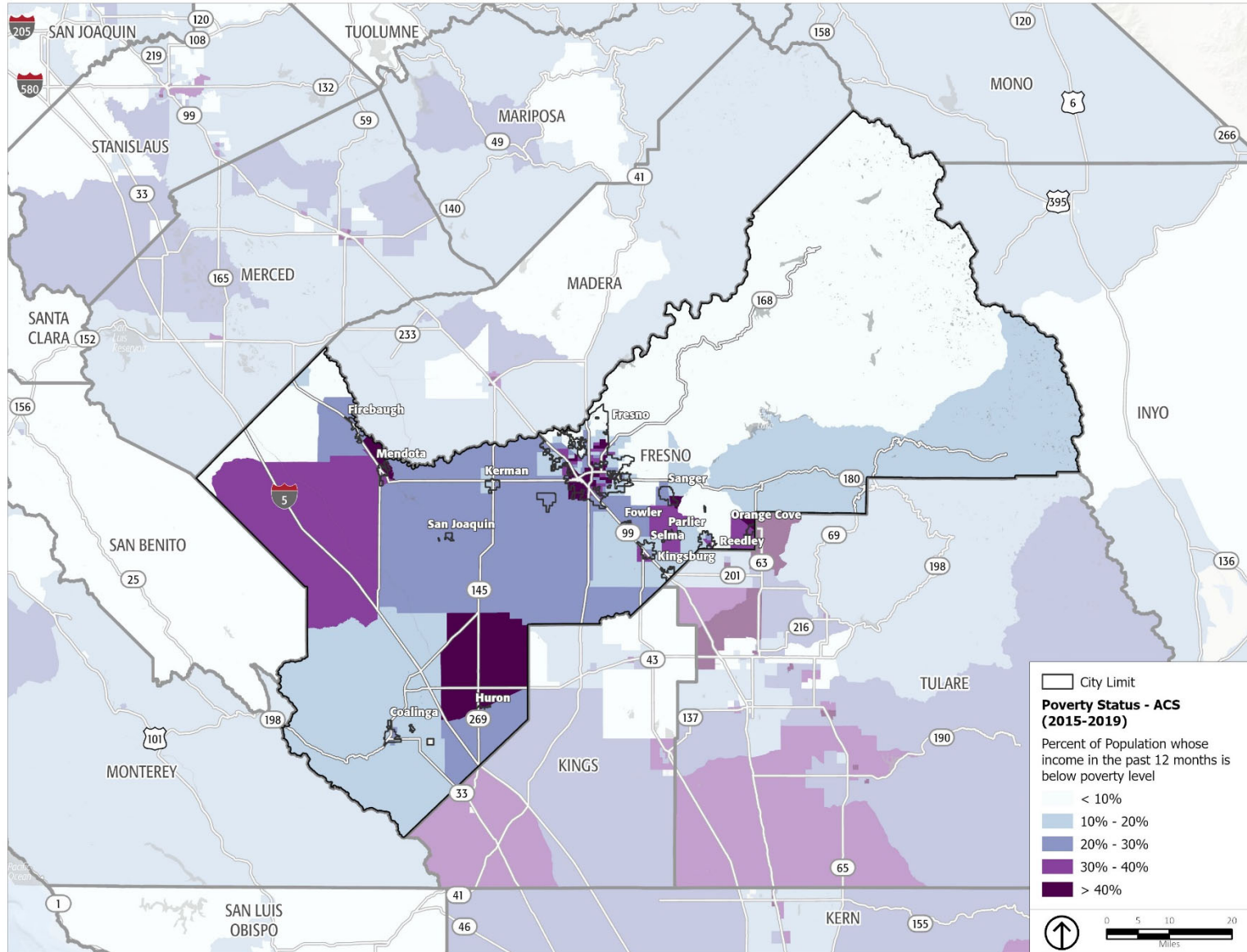
As shown in **Figure 3-9, Income Groups within Fresno County Jurisdictions**, over half of the households in the cities of Huron and Orange Cove have incomes falling into the extremely low- and very low-income categories. In the cities of Mendota and San Joaquin, just over 46.0 percent of total median household incomes fall in the extremely low- and very low-income categories, corresponding with high rates of poverty shown in **Figure 3-10, Regional Poverty Rates**. While all jurisdictions in Fresno County, with the exception of the City of Clovis and the unincorporated county, have areas in which at least 10.0 percent of the population falls below the poverty line, the cities of Kerman, Selma, and Fowler have the lowest representation of population with incomes below 30.0 percent AMI, at 10.0, 10.1, and 10.4 percent, respectively.

FIGURE 3-9 INCOME GROUPS WITHIN Fresno County Jurisdictions



Source: San Joaquin Valley (SJV) Regional Early Action Project (REAP) 2022

FIGURE 3-10 REGIONAL POVERTY RATES



Source: 2015-2019 ACS



## ***Racial and Ethnic Characteristics***

The Othering and Belonging Institute developed the Divergence Index tool that compares the relative proportions of racial groups (or any other groups) at smaller and larger geographies, looking for the degree of “divergence” between the two geographies, such as between a census tract and a county.<sup>2</sup> The lowest possible value of the Divergence Index is 0, when the demographics of a smaller geography does not differ, or diverge, from that of the larger geography, suggesting minimal segregation, whereas higher values suggest higher divergence, and hence higher segregation. For example, if the population within an overall jurisdiction of two census tracts is predominantly Hispanic at 91.0 percent, and one census tract is 95.5 percent Hispanic, the Divergence Index in that tract would be low, as the tract does not differ significantly from the larger geographical unit. However, if the other census tract is primarily Hispanic at 74.0 percent and has higher proportions of other racial and ethnic groups, the Divergence Index would be higher, as that tract differs from overall geographical demographic patterns, and the Non-Hispanic residents would be the populations that are considered segregated. The mapping designation in that tract would be Low-Medium Segregation. In this case, a predominantly Hispanic community is not considered “segregated” as the majority of the population is homogeneous – it is the presence of other races/ethnicities within a smaller geographic unit where segregation, which may include White Non-Hispanic, Asian, Other, or any combination of racial/ethnic affiliation, that are actually the “segregated” populations within an area that is overall representative of Hispanic populations. The Divergence Index reveals patterns between racial and ethnic concentrations that may indicate segregation, such as “between-place” (or inter-municipal or regional segregation) and “within-place” (or intra-municipal) segregation. In other words, the Divergence Index measures the degree of segregation between neighborhoods within a city compared to the degree that it exists between cities within a metropolitan region.

While the Divergence Index indicates the separation of groups across space, it cannot, by itself, indicate if a place is truly “integrated.” A place could have a low level of segregation and yet not reflect what we would intuitively describe as “integrated.” This is because some places with little racial segregation may be racially homogeneous, with little underlying diversity that would result in segregation. Some communities and regions may appear to have relatively little racial residential segregation, but that may be a result of low diversity. The determination of high or low-medium segregation designations at the larger county level, for example, is not predicated solely on a predominance of one race or another. The distribution of population within racial/ethnic groups at the overall county level is established as a baseline. The Segregation/Integration designation is then determined on how each of the racial/ethnic populations are distributed proportionally at the jurisdictional level, compared to the percentage of the population in each racial/ethnic group at the baseline county level.

As shown in **Figure 3-11, Segregation and Integration, Regional Divergence, 2020**, there is a mix of High and Low-Medium Segregation designations among the counties surrounding Fresno County. There are no counties identified as Racially Integrated. Fresno County has been identified as highly segregated, with a baseline distribution of 54.0 percent Hispanic, 24.0 percent White Non-Hispanic, 11.0 percent Asian, and 8.0 percent Other. Although the representation of the racial and ethnic populations in the City of Fresno closely correspond to the county baseline, eight of the jurisdictions in the county have Hispanic populations over 80.0 percent, thereby

---

<sup>2</sup> Othering and Belonging Institute, 2022, “Technical Appendix” in *The Roots of Structural Racism Project*, accessed October 5, 2022. <https://belonging.berkeley.edu/technical-appendix>.

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

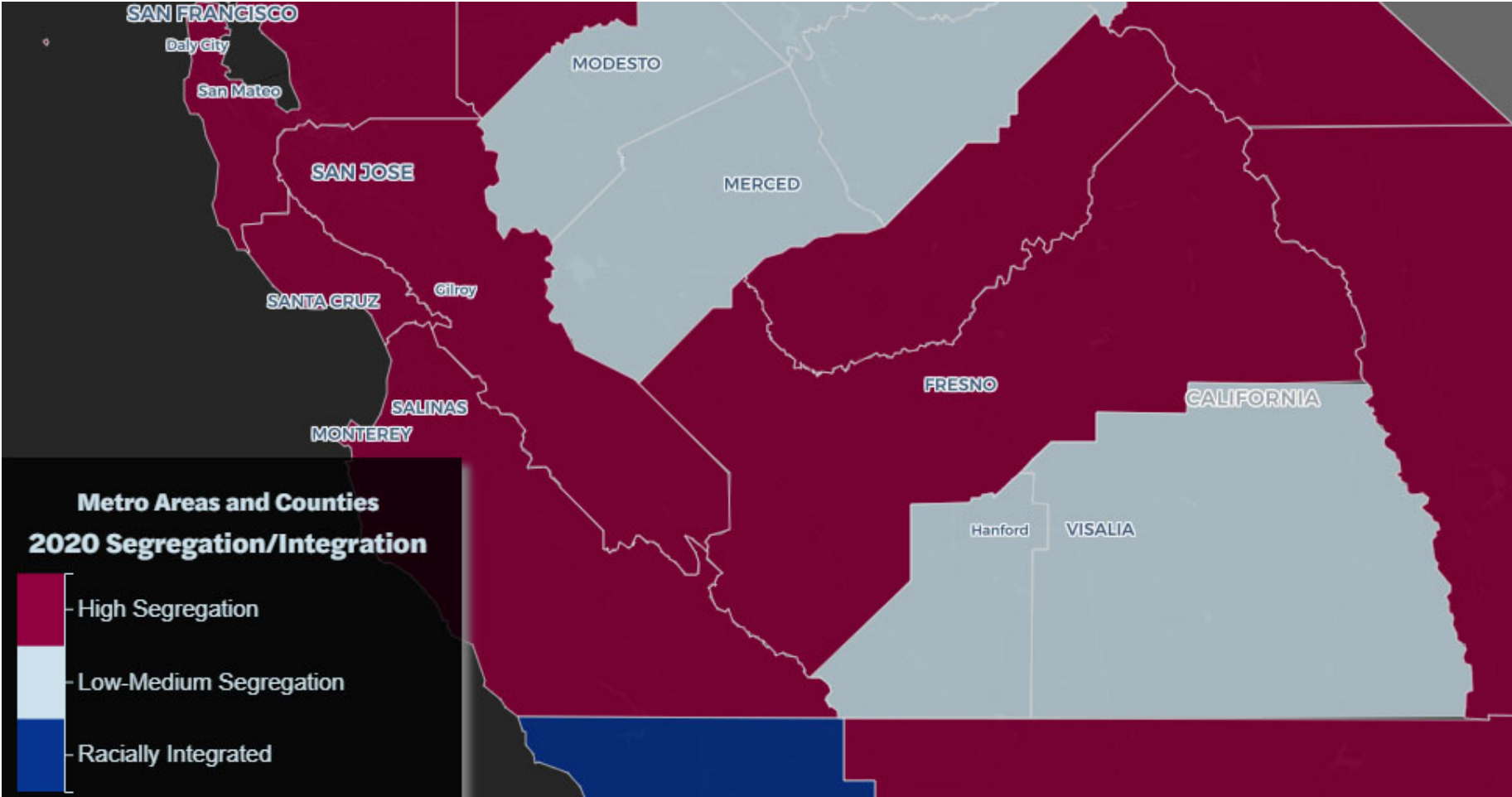
“diverging” from the county baseline and indicating a segregated population of color. In contrast, the City of Clovis has a White population that is almost double that of the overall county, and conversely the proportion of Hispanic residents is 31.0 percent compared to 54.0 percent per the county baseline, again indicating a divergence from the countywide racial and ethnic population distribution. The three remaining jurisdictions have proportional representations of racial and ethnic populations that generally diverge less than approximately 20 percentage points from the baseline and are designated low-medium segregation. However, the High Segregation allocation results from the prevalence of jurisdictions within the county that differ so significantly from the baseline.

Similar patterns of jurisdictions diverging from the county level racial and ethnic baseline occur in Monterey, Madera, Inyo, and Mono Counties, with associated High Segregation designations. Madera and Monterey Counties experience the divergence primarily within the Hispanic and Other populations. In Madera County, the racial and ethnic distribution is 60.0 percent Hispanic, 31.0 percent White Non-Hispanic, and 9.0 percent Other. However, Madera has a distribution that diverges from the baseline with 80.0 percent Hispanic, 13.0 percent White Non-Hispanic, and 8.0 percent Other, and Chowchilla has a lower proportion of Hispanic residents, a comparable White Non-Hispanic representation, yet a higher proportion of Black and Other residents at 15.0 percent. Monterey County’s High Segregation designation is attributed to the extreme divergence of racial and ethnic representation in the coastal cities from the baseline of 60.0 percent Hispanic, 27.0 percent White Non-Hispanic, and 12.0 percent Other, with White Non-Hispanic populations more than double the county baseline and Asian and Other proportions almost double the county baseline. In contrast, the inland jurisdictions along Interstate (I-) 5 in the rural agricultural portions of the county have high proportions of Hispanic communities between 20 and 33 percentage points from the baseline, with corresponding low White Non-Hispanic and Other populations.

In contrast, in Mono and Inyo Counties, the High Segregation designation is based on the predominance of a countywide White population at 66.0 and 58.0 percent, respectively, and although there is a comparable racial and ethnic composition in the single incorporated jurisdiction in each, the remainder of each of the counties’ census designated places (CDPs) have proportional representations of racial and ethnic groups that are divergent from the county baseline, and therefore have been identified as a High Segregation statistical area. The remaining adjacent Merced, Tulare, and Kings Counties are considered Low-Medium Segregation, with the proportions of Hispanic, White Non-Hispanic, Asian, and Other communities of color more closely correlating with the baseline distributions of racial/ethnic populations. San Benito County is included in the San Jose/Sunnyvale, Santa Clara Metropolitan Statistical Area (MSA) and therefore not comparable in this analysis.



FIGURE 3-11 SEGREGATION AND INTEGRATION, REGIONAL DIVERGENCE, 2020



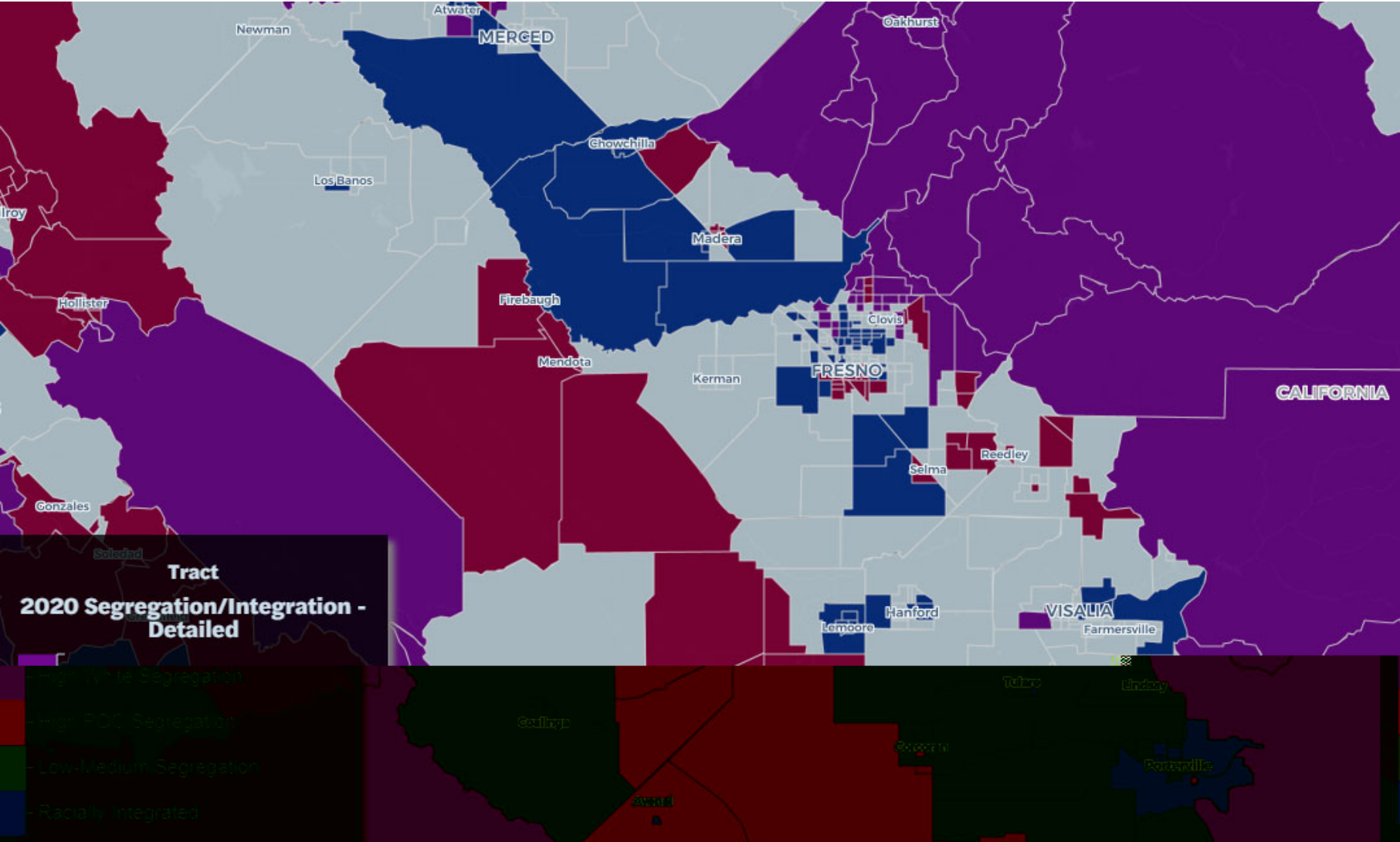
Source: Othering and Belonging Institute, 2020

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

As shown in **Figure 3-12, Racial and Ethnic Divergence, Fresno County Region**, the detailed Segregation and Integration Index is an alternative measurement of segregation and integration from a more qualitative perspective, although the categories are based on quantitative proportions, classified as high white segregation (more than 51 percent White population); high People of Color (POC) segregation (above 75 percent total Non-White populations); low-medium segregation (between 50 and 74 percent predominant population and 25 to 50 percent White populations); and racially integrated (below 50 percent representation of all racial and ethnic groups). Within Fresno County, there are pockets of high POC segregation correlating to many of the eastern jurisdictions, within and around the cities of Fresno and Clovis, and large areas of high POC segregation in the western portion of the county, correlating to a predominance of Hispanic populations. Conversely, there are no areas of high White segregation west of SR 99 in Fresno County, although the eastern portion of Fresno County, as well as Mono and Inyo Counties, are identified as high White segregation areas, correlating to the predominantly White, non-Hispanic population. In contrast, the high White segregation designation is also found in San Benito and Monterey Counties, which were, at the MSA level, considered highly segregated, yet this designation is due to the physical concentrations of predominantly White, non-Hispanic populations along the coast in Monterey County and more sizeable non-Hispanic White representation in San Benito County.

At the census tract level, many of the jurisdictions in Fresno County designated as High Segregation at the higher level include census tracts (comprising the entire city or a majority of the census tracts in the city) designated as High POC Segregation, including Mendota, Selma, Reedley, Sanger, Parlier, Orange Cove, and Huron, as well as census tracts in the western unincorporated county, as they are predominantly Hispanic, which is divergent from the county baseline (although internally the level of segregation is low). These designations are often reflective of the intra-city relationships between racial and ethnic groups and high representations of Hispanic populations. In the City of Clovis, as well as unincorporated county islands in the City of Fresno, and eastern census tract adjacent to the national forest areas, also designated as High Segregation at a broader level, the majority of census tracts are identified as High White Segregation. Those census tracts that are identified as High POC in the City of Clovis reflect a high concentration of Asian residents in combination with an average of 20.0 percent Hispanic and Other at approximately 6.0 percent. A large portion of the census tracts within the cities of Fresno, Kerman, Kingsburg, Clovis, and Coalinga, as well as unincorporated suburbs of the City of Fresno, are designated as areas of Low-Medium segregation, which relate to intra-city distribution of racial and ethnic populations within the total city composition. While there are no jurisdictions in Fresno County designated as racially integrated in their entirety, Racially Integrated designations exist at the census tract level in the cities of Fresno and Clovis and south along SR 99 that correspond to Diversity Index percentiles not reflected at the jurisdictional-level profile.

FIGURE 3-12 RACIAL AND ETHNIC DIVERGENCE, FRESNO COUNTY REGION

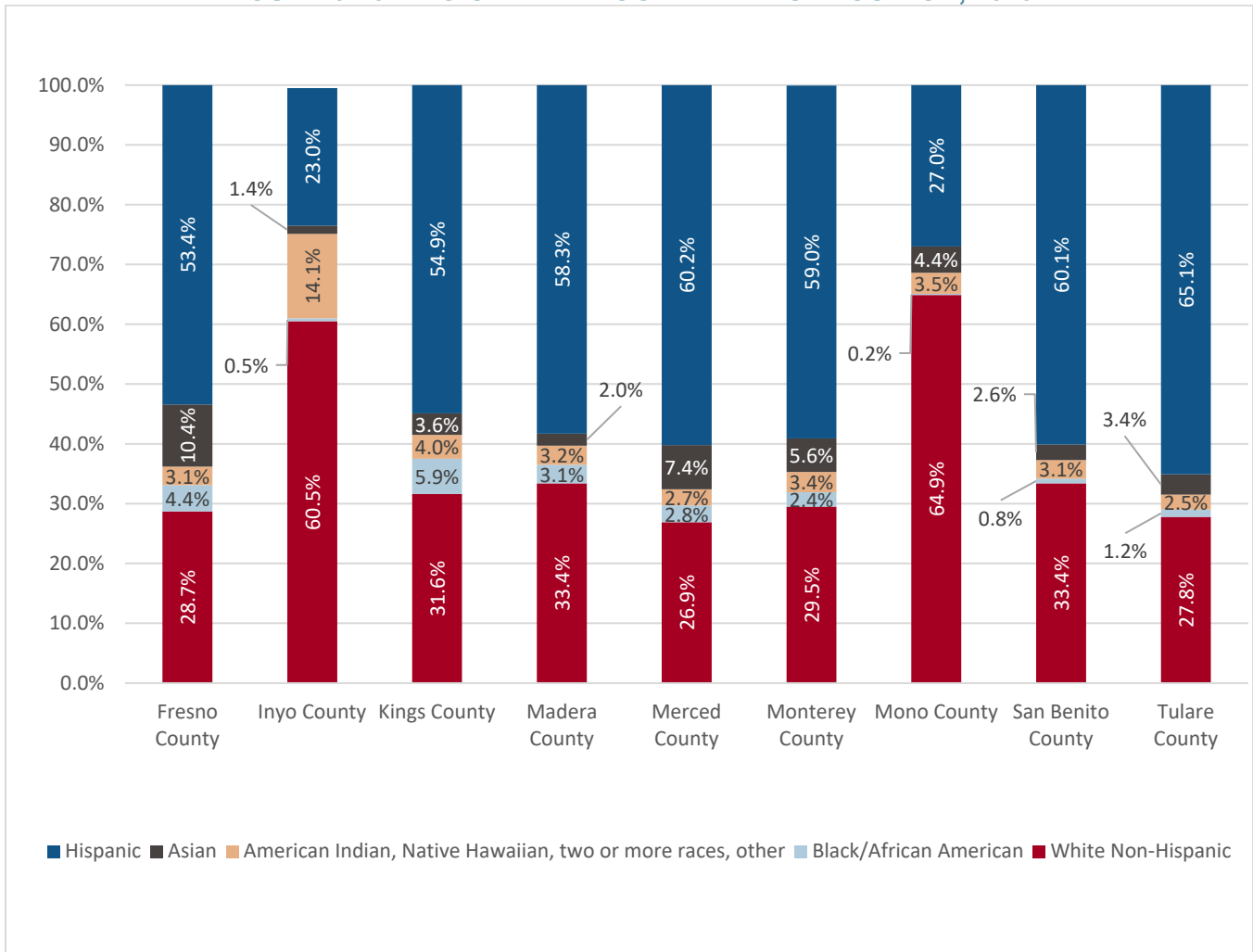


Source: Othering and Belonging Institute, 2020

**SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING**

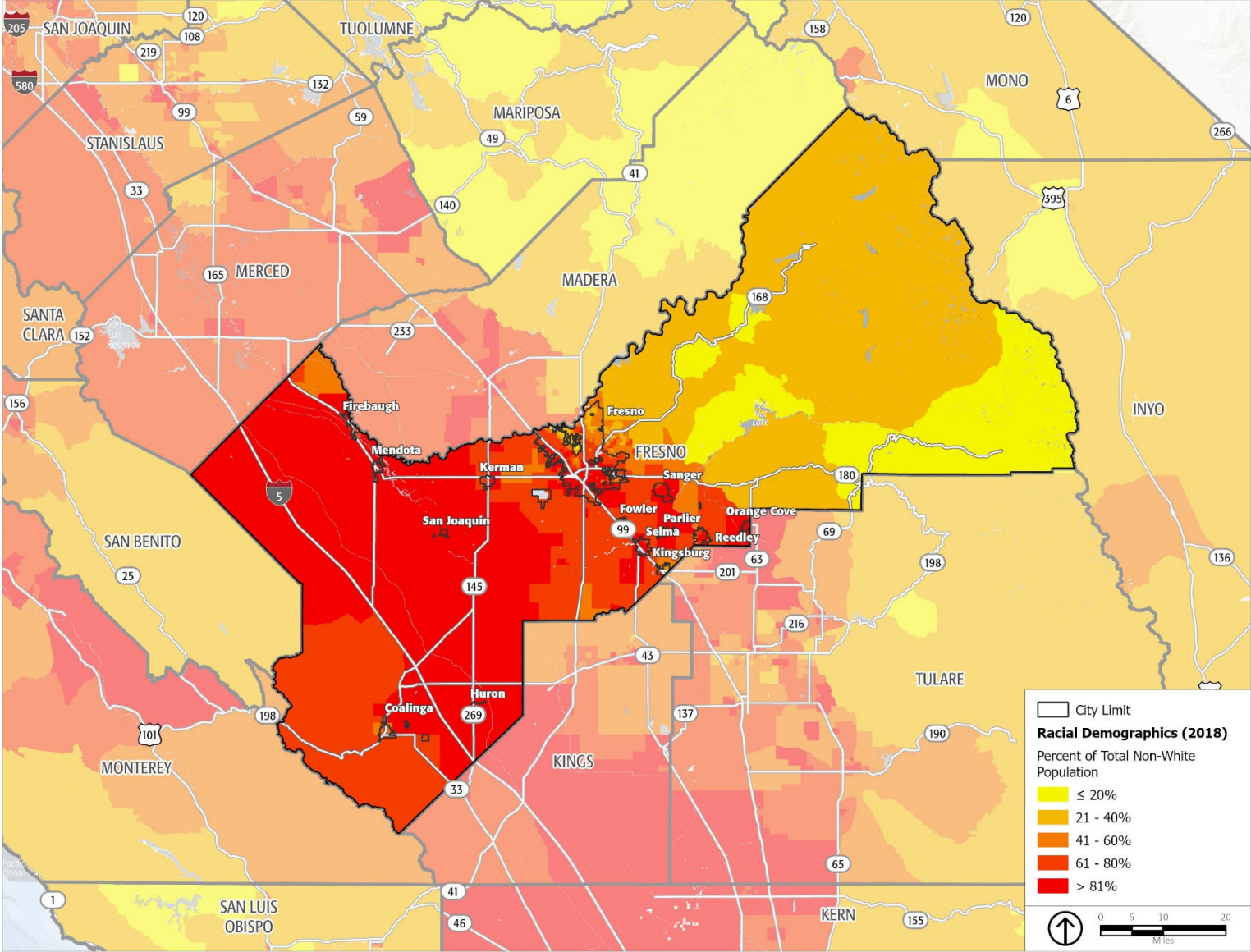
In Fresno County, as in much of the surrounding San Joaquin Valley region following SR 99 and to the west, the population is primarily Non-White, (**Figure 3-13, Regional Demographic Composition, 2020**, and **Figure 3-14, Regional Racial Demographics**) with the predominant population identifying as Hispanic, with the exception of portions of Clovis and pockets of unincorporated areas. The northern portion of the San Joaquin Valley region has similar racial and ethnic patterns, with most of Merced, Madera, and Tulare Counties being 61.0 to 81.0 percent Non-White with predominantly Hispanic populations, with concentrations of Non-White populations above 81.0 percent in the core areas of jurisdictions. San Benito County has a slightly less diverse population, with 41.0 to 60.0 percent of the population identifying as Non-White and a sizeable White population. In the eastern Inyo and San Joaquin Counties, the population is predominantly White Non-Hispanic, with communities of color comprising less than 40.0 percent of the population. These racial and ethnic trends in the flatland areas of the San Joaquin Valley reflect patterns of the historical agricultural economy and associated lower-income distribution with higher rates of poverty.

**FIGURE 3-13 REGIONAL DEMOGRAPHIC COMPOSITION, 2020**



Source: 2016-2020 ACS

FIGURE 3-14 REGIONAL RACIAL DEMOGRAPHICS



Source: Esri, 2018



### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

Concentrations of minority populations, or concentrations of affluence, may indicate a fair housing issue despite relative integration compared to the region. A racially and ethnically concentrated area of poverty (R/ECAP) is defined by the United States Department of Housing and Urban Development (HUD) as an area in which 50.0 percent or more of the population identifies as non-White and 40.0 percent or more of households are earning an income below the federal poverty line. Although the regional 2021 Tax Credit Allocation Committee (TCAC)/California Department of Housing and Community Development (HCD) Opportunity Map methodology was used during the preparation of this Regional Assessment of Fair Housing (AFH) chapter, as described previously, the data that methodology relied on for the United States Department of Housing and Urban Development's (HUD's) Racially or Ethnically Concentrated Areas of Poverty (R/ECAP) designation is from 2013 and prior. Therefore, the 2023 COG Geography TCAC/HCD Opportunity Map - High Segregation and Poverty indicator is used instead. It uses the same methodology for measuring high segregation and poverty areas as the 2023 TCAC/HCD Opportunity Map. The 2023 TCAC/HCD Opportunity Map includes a poverty concentration and racial segregation filter that aligns with HUD's R/ECAP methodology but is intended to more effectively reflect the level of racial and ethnic diversity unique to many parts of California.

The 2023 methodology identifies areas of concentrated poverty where at least 30 percent of the population is living below the poverty line. The filter relies on a measure of racial segregation to capture the block groups and/or tracts that have a disproportionate share of households of color. The HUD R/ECAP metric sets an absolute threshold that does not account for substantial variation in the racial and ethnic population across California's counties. To reflect unique racial and poverty interrelationships unique to the jurisdiction, a relative segregation measure is calculated at the block group/census tract level in the 2023 methodology to identify how much more segregated that area is relative to Fresno County overall. Local geographical areas that have both a poverty rate of over 30 percent and are designated as being racially segregated are filtered into the "High Segregation Poverty" category, as shown in **Figure 3-15 (Areas of High Segregation and Poverty, 2023)**.

HCD has also identified racially concentrated areas of affluence (RCAAs) in California as census tracts in which the total population that identifies as White is 1.25 times higher than the average percentage of the total White population in the local COG (60.3 percent in FCOG) and a median income that is 1.5 times higher.

There are 36 tracts identified as areas of high segregation and poverty in the City of Fresno; one within the limits of the City of Sanger and surrounding unincorporated areas; two within the limits of the City of Parlier, two within the limits of the City of Orange Cove and surrounding unincorporated areas; two within the limits of the City of Mendota, including the surrounding unincorporated areas; one within the limits of the City of Reedley; and one within the limits of the City of Huron, including the surrounding unincorporated areas; all of which are discussed in more detail in their respective jurisdictional analysis. There are several other areas of high segregation and poverty in the southern San Joaquin Valley region in Tulare County, and in San Benito County, while there are several in the cities of Merced and Madera (see **Figure 3-15, Regional Areas of High Segregation and Poverty, 2023**). However, the incidence of areas of high segregation and poverty is far greater in the larger, more urbanized jurisdiction of Fresno. In

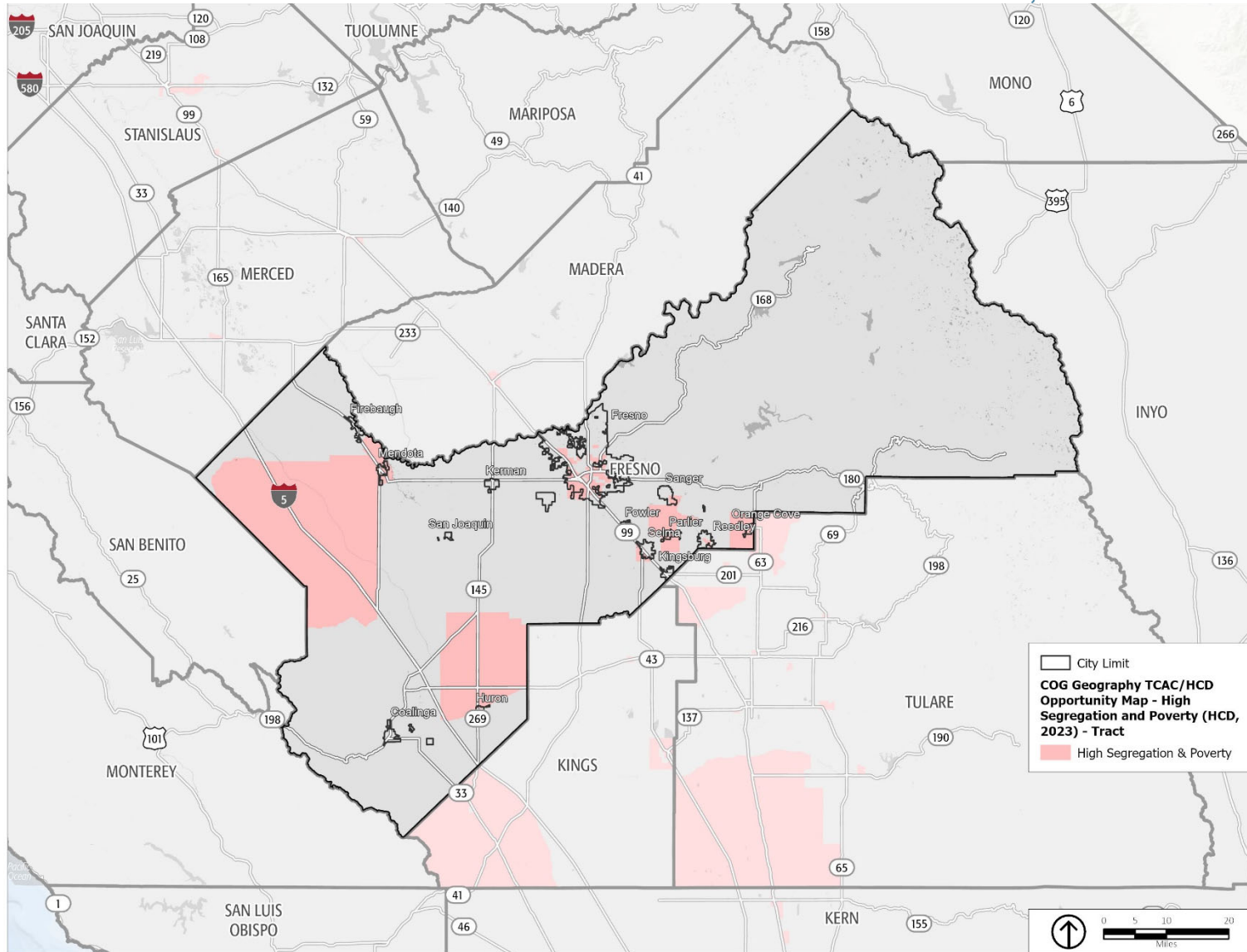
contrast, there are several RCAAs in Fresno County (see **Figure 3-16, Regional RCAAs**), in the cities of Clovis and Fresno, including unincorporated islands and unincorporated areas east of Clovis and Fresno. RCAAs are also evident throughout the southern and eastern portions of the region, including portions of the cities of Visalia, Tulare, and Hanford and adjacent unincorporated area, and the Sequoia National Forest communities.

At the local level, the AFFH diversity data map provides a current reflection of local integration. As shown in **Figure 3-17, Diversity Index for Fresno County**, the Diversity Index percentile closely corresponds to the racial demographics data presented in **Figure 3-18, Fresno County Jurisdiction Racial Demographics**. Areas with the lowest diversity indices are found in Clovis and the unincorporated island in northern Fresno, as well as the eastern communities of Squaw Valley and Aubrey. The majority of cities fall within the 70.0 to 85.0 percent diversity percentile, with the highest diversity scores above the 85th percentile found in and surrounding the City of Fresno, in the City of Fowler, west and south in the unincorporated county towards the cities of Caruthers, Huron, and Coalinga, and also in portions of the City of Mendota and the City of Kerman. In some jurisdictions, the percentage of the population that identifies as other Non-White (including Black/African American, Native American, Asian, and Multiple Race) is so low, as shown in the Figure 2-1, Race and Ethnicity (2020), in the Needs Assessment, that diversity indices may not accurately represent their distribution.



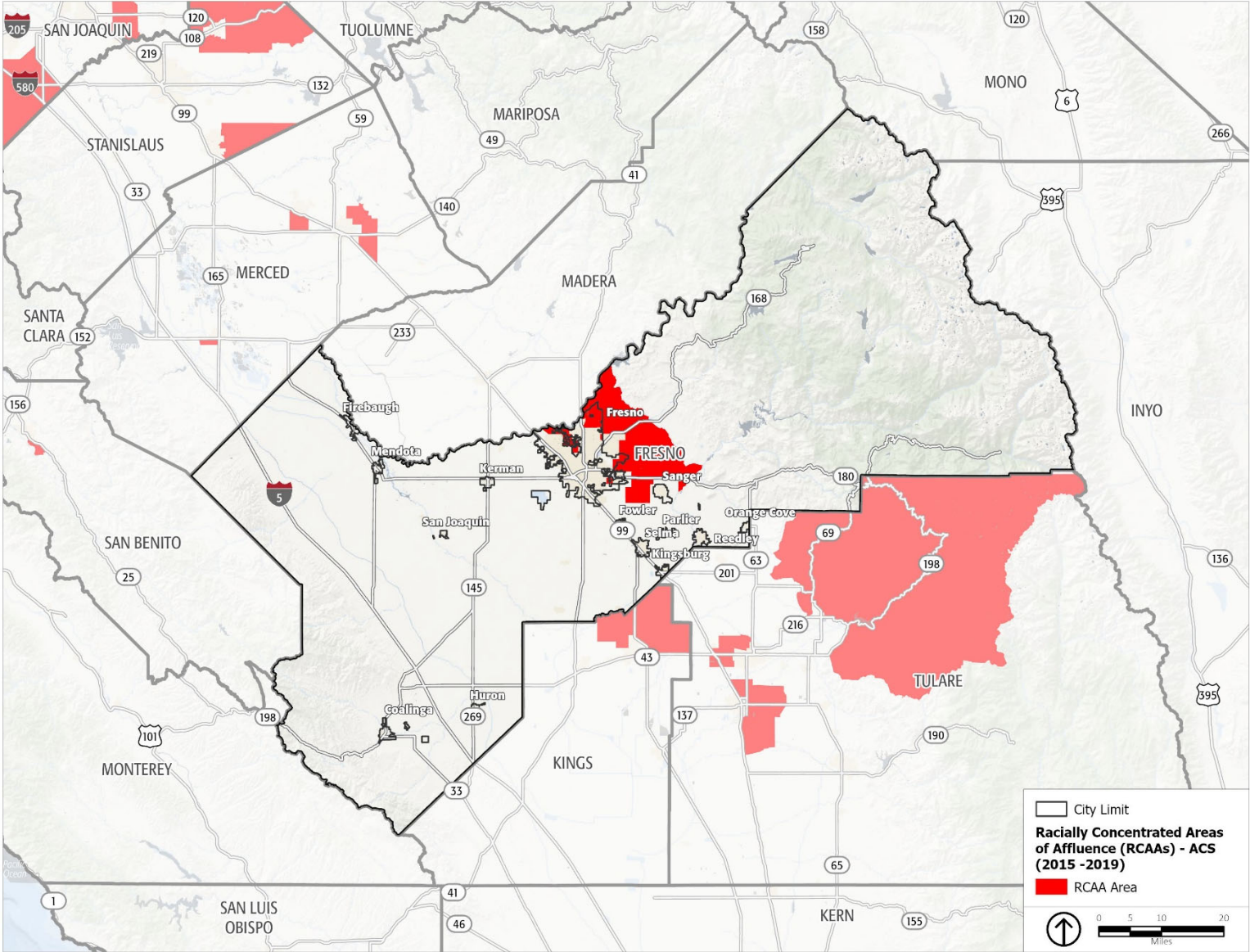
SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

FIGURE 3-15 REGIONAL AREAS OF HIGH SEGREGATION AND POVERTY, 2023



Source: California Tax Credit Allocation Committee and HCD, 2023

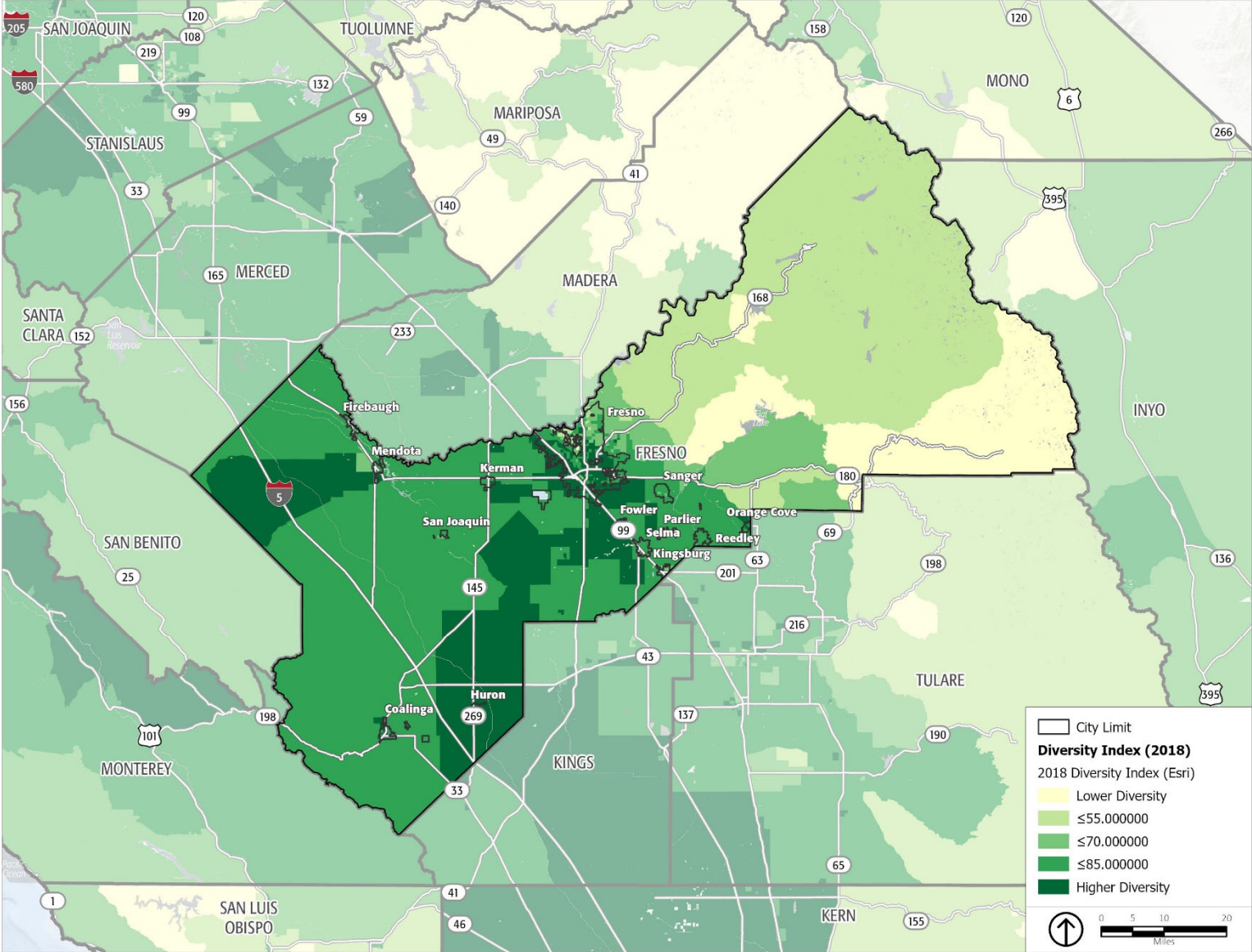
FIGURE 3-16 REGIONAL RCAAS



Source: 2015-2019 ACS, HCD 2022

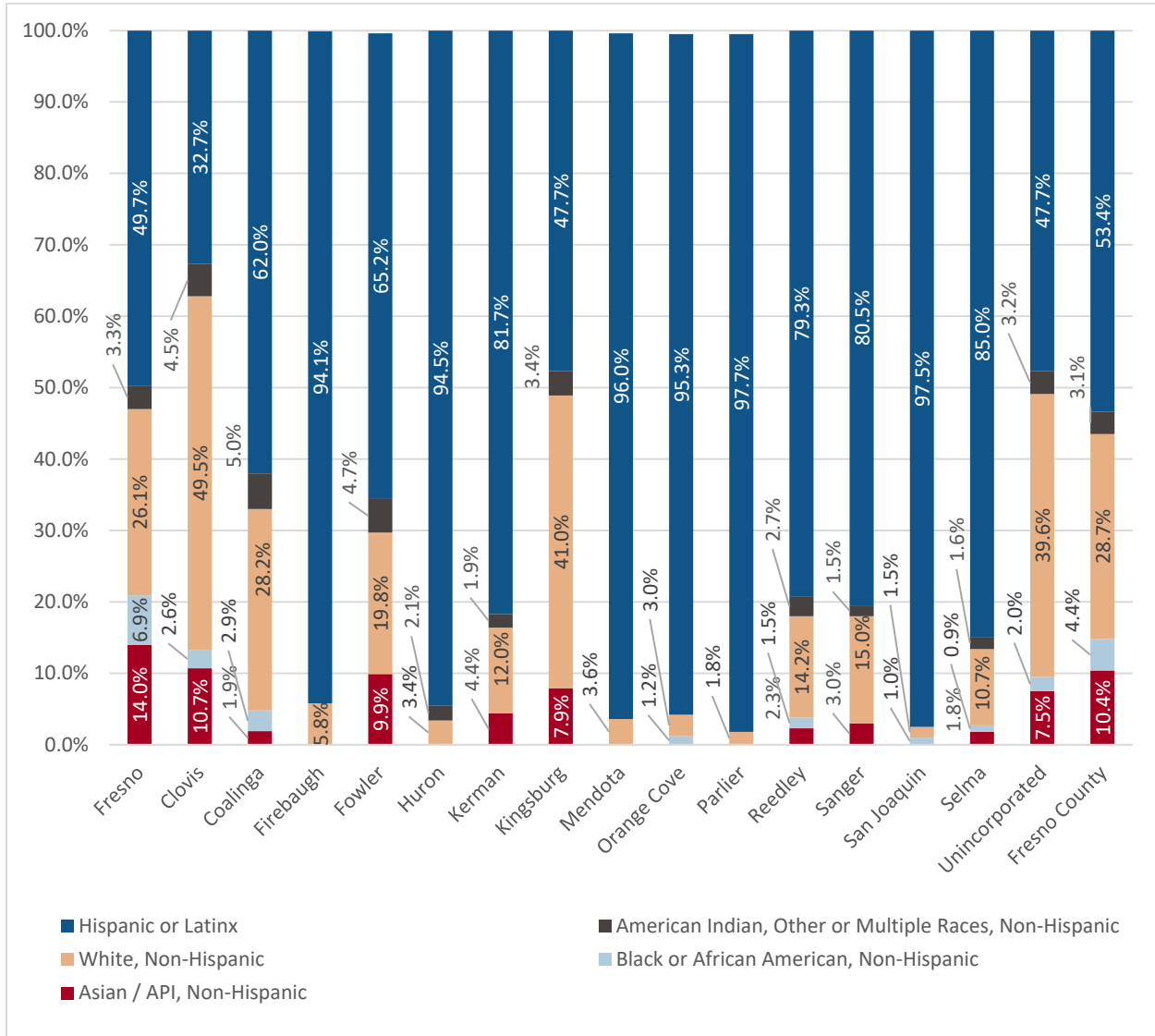


FIGURE 3-17 DIVERSITY INDEX WITHIN FRESNO COUNTY



Source: Esri, 2018

FIGURE 3-18 FRESNO COUNTY JURISDICTION RACIAL DEMOGRAPHICS



Source: 2016-2020 ACS

## Familial Status

Patterns of familial status present a potential indicator of fair housing issues, as it relates to availability of appropriately sized or priced housing when certain family types are concentrated. As a protected characteristic, concentrations of family types may also occur as a result of discrimination by housing providers, such as against families with children or unmarried partners. Furthermore, single-parent, female-headed households are considered to have a greater risk of experiencing poverty than single-parent, male-headed households due to factors including the gender wage gap and difficulty in securing higher-wage jobs.

In 2021, the HUD Office of Fair Housing and Equal Opportunity (FHEO) reported the number of housing discrimination cases filed with HUD since January 2013. Of the 140 cases in Fresno County, approximately 9.3 percent (13 cases) alleged familial status discrimination (**Table 3-1, Regional Familial Status Discrimination, 2013-2021**). According to the FHEO, six cases were filed in Fresno County in 2020, none

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

of which were familial status related. While it is important to note that some cases may go unreported, 13 cases in 8 years reflects fairly low rates of familial status discrimination in Fresno County. Further, the incidence of discrimination against familial status in Fresno County is relatively low compared to the region, with three counties having lower rates, and two counties having rates approaching 30.0 percent.

**Table 3-1 Regional Familial Status Discrimination, 2013-2021**

County	Total Cases*	Cases Alleging Familial Status Discrimination	
		Number	Percentage of Total Cases
Fresno County	140	13	9.3%
Inyo County	N/A	N/A	N/A
Kings County	14	4	28.6%
Madera County	11	0	0%
Merced County	27	3	11.1%
Mono County	2	0	0%
Monterey County	98	18	18.4%
San Benito County	10	3	30.0%
Tulare County	47	4	8.5%

*\*Cases that were withdrawn by the complainant without resolution, resulted in a no-cause determination, or were not pursued as a result of failure of the complainant to respond to follow-up by HUD are not included in this total.*

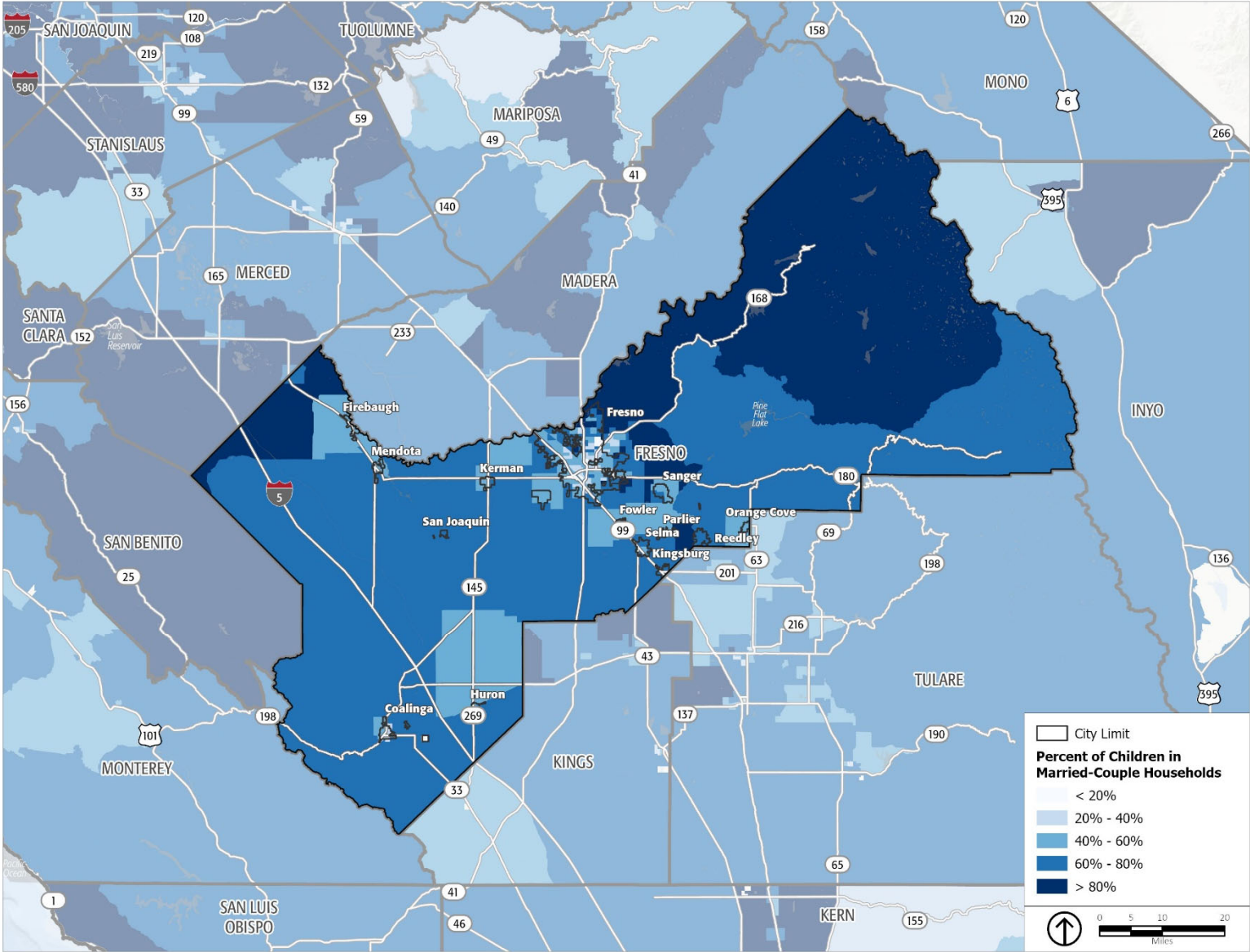
Source: HUD, 2021

While discrimination against familial status does not appear to pose a fair housing issue in Fresno County, particularly compared to the region, there are still notable patterns of distribution for varying family types. As seen in **Figure 3-19, Percentage of Children in Married-Couple Households in the Region**, most of Fresno County has moderate to high rates of this family type, comparable to surrounding San Joaquin Valley jurisdictions. In the San Joaquin Valley, in areas where residences are typically more dispersed and uses are more agricultural or limited by topography, there is a higher incidence of families with children than is found in the central and southern neighborhoods of the City of Fresno, as well as portions of the cities of Coalinga, Kerman, Mendota, Firebaugh, Fowler, Parlier, Orange Cove, and Sanger, inclusive of adjacent unincorporated areas. This trend is also present in the more urbanized areas of Tulare, Merced, and Madera Counties. In contrast, Inyo, Mono, the eastern portion of Monterey, and San Benito Counties, which have relatively few pockets of urbanization, have the highest rates of married-family households with children. The highest rates of female-headed households with children in Fresno County, between 20.0 and 40.0 percent, are in, or immediately adjacent to, incorporated cities, likely where there is better access to schools, transit, services, and jobs, as well as a greater range of housing types to meet a variety of needs (**Figure 3-20, Percentage of Children in Female-Headed Households in the Region**). This pattern is seen throughout the San Joaquin Valley region, with greater concentrations of female-headed households in and near cities, as well as in the eastern areas of Fresno and Tulare Counties, and throughout Mono and Inyo Counties. Higher rates of married-couple households are found further from urban centers, west of SR 99, in higher-income communities, and also in the eastern areas of Fresno, Madera, Merced, and Tulare Counties, and throughout Mono and Inyo Counties.

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

Within Fresno County, the highest concentration of female-headed households, 60.0 to 80.0 percent of total households, is evident in two census tracts in the City of Fresno. There are several tracts in Fresno, predominantly along SR 99 and SR 41, with proportions of female-headed households comprising 40.0 to 60.0 percent of the total households, as well as two tracts in the City of Clovis. In line with this, Fresno has tracts with lower concentrations of married-couple households with children, which is the dominant family type in the remainder of the county and nearby areas of the unincorporated county. In other jurisdictions in the county, there is a more balanced representation of a variety of family types, though married couples are still the primary family type throughout Fresno County and the region.

FIGURE 3-19 PERCENTAGE OF CHILDREN IN MARRIED-COUPLE HOUSEHOLDS IN THE REGION



Source: 2015-2019 ACS

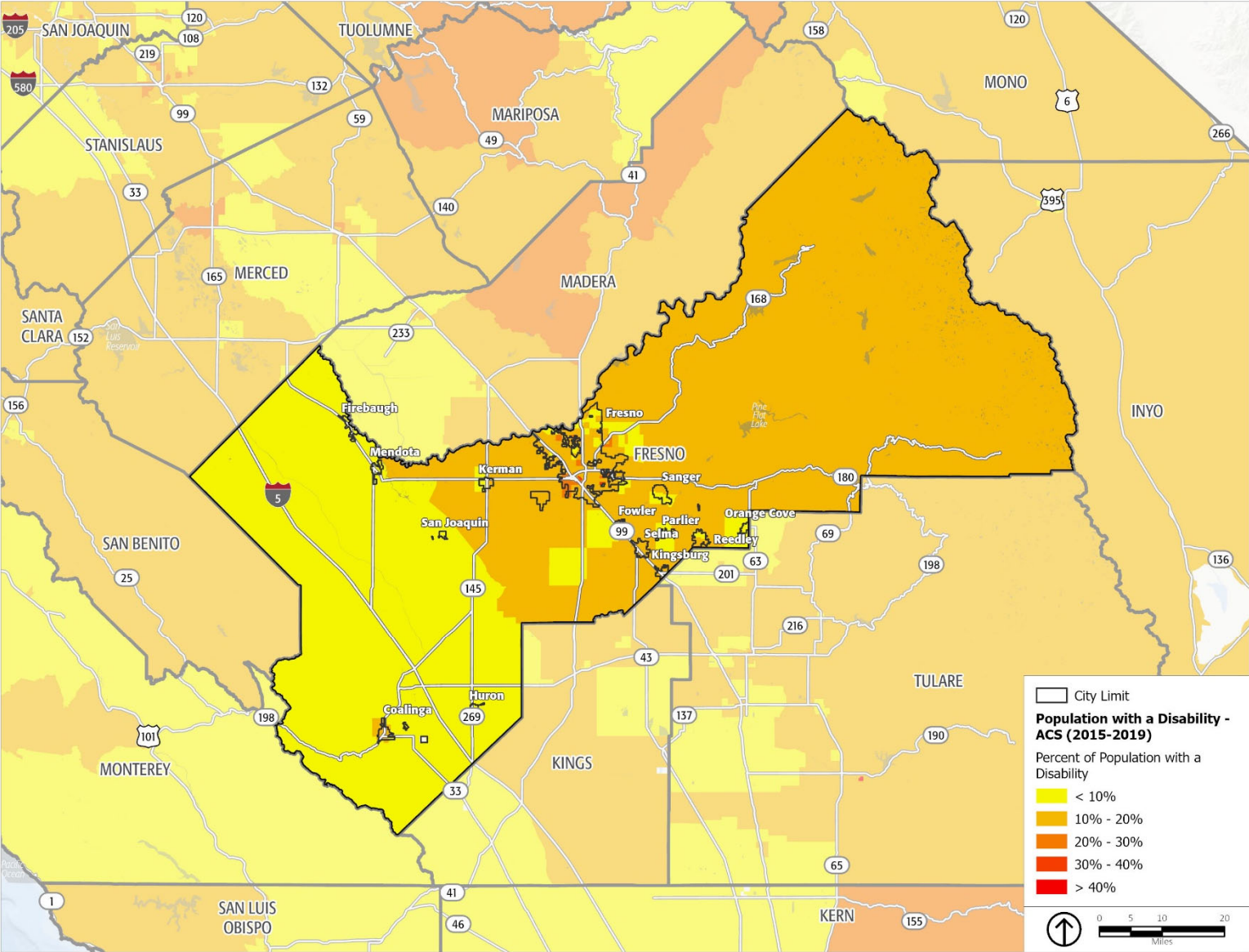




## ***Disability Rates***

**Figure 3-21, Population with a Disability in the Region,** and **Figure 3-22, Regional Disability by Type,** identify that a majority of Fresno County has a disability rate of 13.0 percent. The proportion of the population with disabilities range from a low of 6.4 percent in Mono County to a high of 15.3 percent in Inyo County, with the rates in Merced and Madera Counties slightly exceeding that of Fresno County. Monterey County and San Benito County to the west report a lower incidence of persons with disabilities than Fresno County and the remainder of the region. Overall, independent living and ambulatory disability are the most common types of disability experienced, with the highest incidence of cognitive and vision problems found in Fresno County. Inyo County reports the highest proportion of persons experiencing independent living problems, followed by Fresno County and then Tulare County, reflecting the more urban opportunities found in the cities of Fresno, Clovis Visalia, and Tulare.

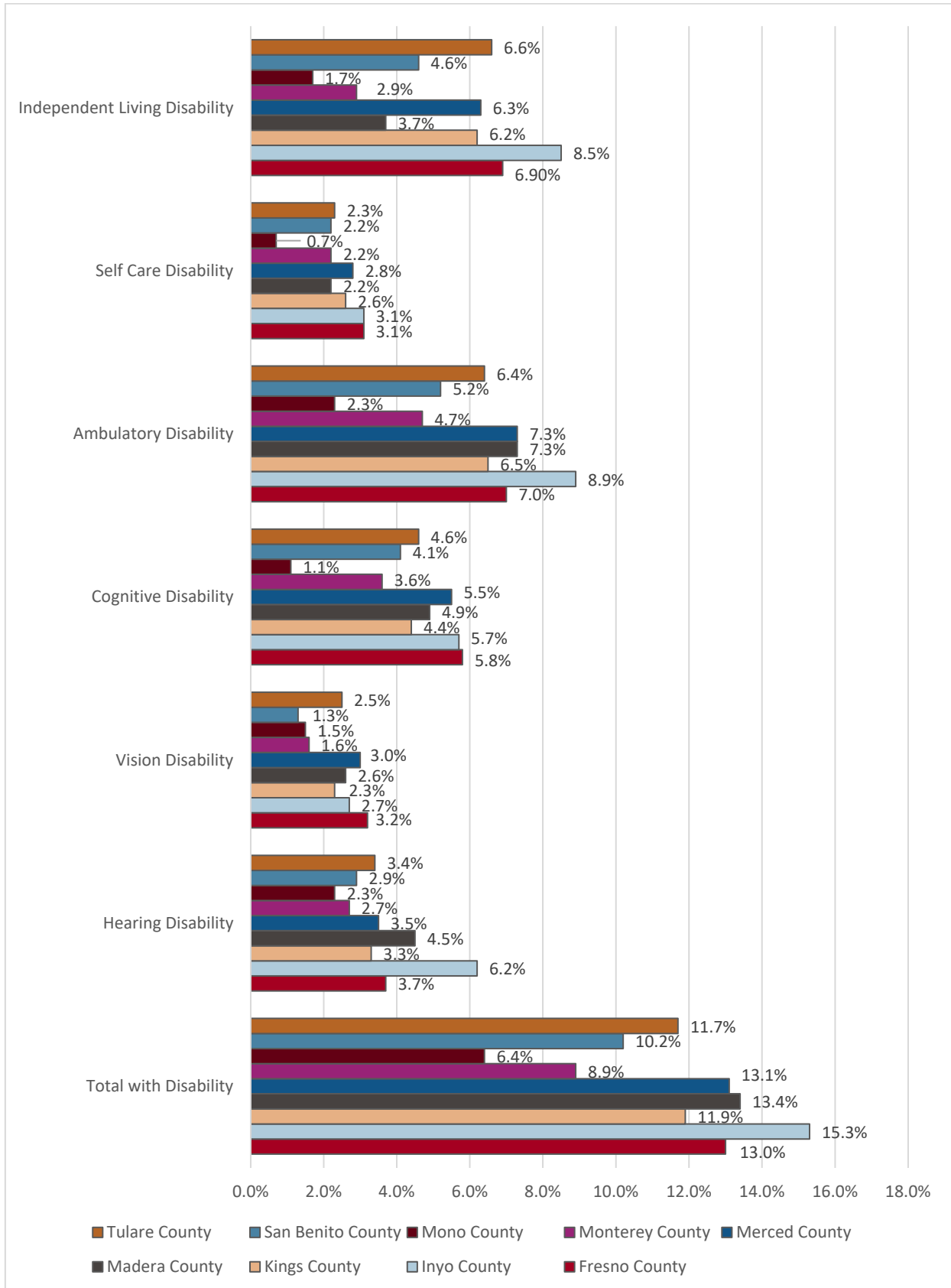
FIGURE 3-21 POPULATION WITH A DISABILITY IN THE REGION



Source: 2015-2019 ACS

SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

FIGURE 3-22 REGIONAL DISABILITY BY TYPE



Source: 2016-2020 ACS

In Fresno County, the only areas having a concentration of persons with a disability over 20.0 percent are in the cities of Fresno and Clovis, suggesting a correlation between housing opportunities for seniors in more urbanized areas with access to public transportation, services, and amenities. The other jurisdictions in Fresno County either contain a population of which less than 10.0 percent of the population reports a disability, or the jurisdiction is split between areas of less than 10.0 percent, and 10.0 to 20.0 percent of the households experiencing one or more disabilities.

As shown in **Table 3-2, Regional Demographic Characteristics of the Population with a Disability**, 41.6 percent of the population in Fresno County with a disability falls into the over 65 age group, suggesting that the higher rate of disability in the Fresno/Clovis area is likely due to the concentration of seniors. With the exception of these two areas of senior populations, disability rates in Fresno County largely reflect patterns seen throughout the San Joaquin Valley, with slightly higher rates of disability in the more urbanized areas in Tulare and Madera Counties. This is likely due to proximity to services and accessible housing options that are often desirable to persons with disabilities. Regional service providers indicate that residents living with disabilities prefer to live independently but limited housing options may restrict options to care facilities. Additionally, senior residents typically make up a substantial share of residents living with disabilities.

**Table 3-2 Regional Demographic Characteristics of the Population with a Disability**

Disability Characteristic	Jurisdiction								
	Fresno County	Inyo County	Kings County	Madera County	Merced County	Monterey County	Mono County	San Benito County	Tulare County
<b>Race and Ethnicity</b>									
White Non-Hispanic	17.1%	19.2%	14.7%	20.0%	18.2%	14.1%	8.2%	14.6%	17.3%
Black or African American	19.5%	29.3%	16.5%	16.2%	19.7%	15.3%	0.0%	14.3%	14.9%
Alaska Native	18.7%	11.7%	17.6%	14.0%	19.0%	14.9%	6.2%	11.0%	17.0%
Asian	10.4%	8.3%	15.2%	12.2%	10.5%	12.2%	1.1%	7.4%	14.6%
Native Hawaiian/ Pacific Islander	16.9%	0.0%	4.1%	0.0%	1.2%	13.8%	0.0%	11.1%	9.0%
Some other race or multiple races	10.6%	6.2%	9.3%	11.5%	12.5%	4.9%	4.8%	8.5%	9.0%
Hispanic or Latino	10.8%	7.2%	9.3%	9.3%	10.6%	5.7%	1.6%	7.2%	9.0%
<b>Age</b>									
Under 18 years	4.5%	3.0%	3.7%	4.1%	4.9%	3.3%	1.4%	4.0%	4.7%
18 to 34 years	7.3%	11.0%	6.4%	7.8%	5.8%	4.0%	4.8%	5.2%	5.9%
35 to 64 years	14.6%	10.0%	13.9%	14.0%	15.7%	7.6%	4.8%	10.3%	12.8%
65 years and over	41.6%	38.5%	40.8%	39.8%	44.1%	31.0%	19.6%	31.6%	41.0%

*Note: As a percentage of race/ethnic category*

*Source: 2016-2020 ACS*

## Access to Opportunity

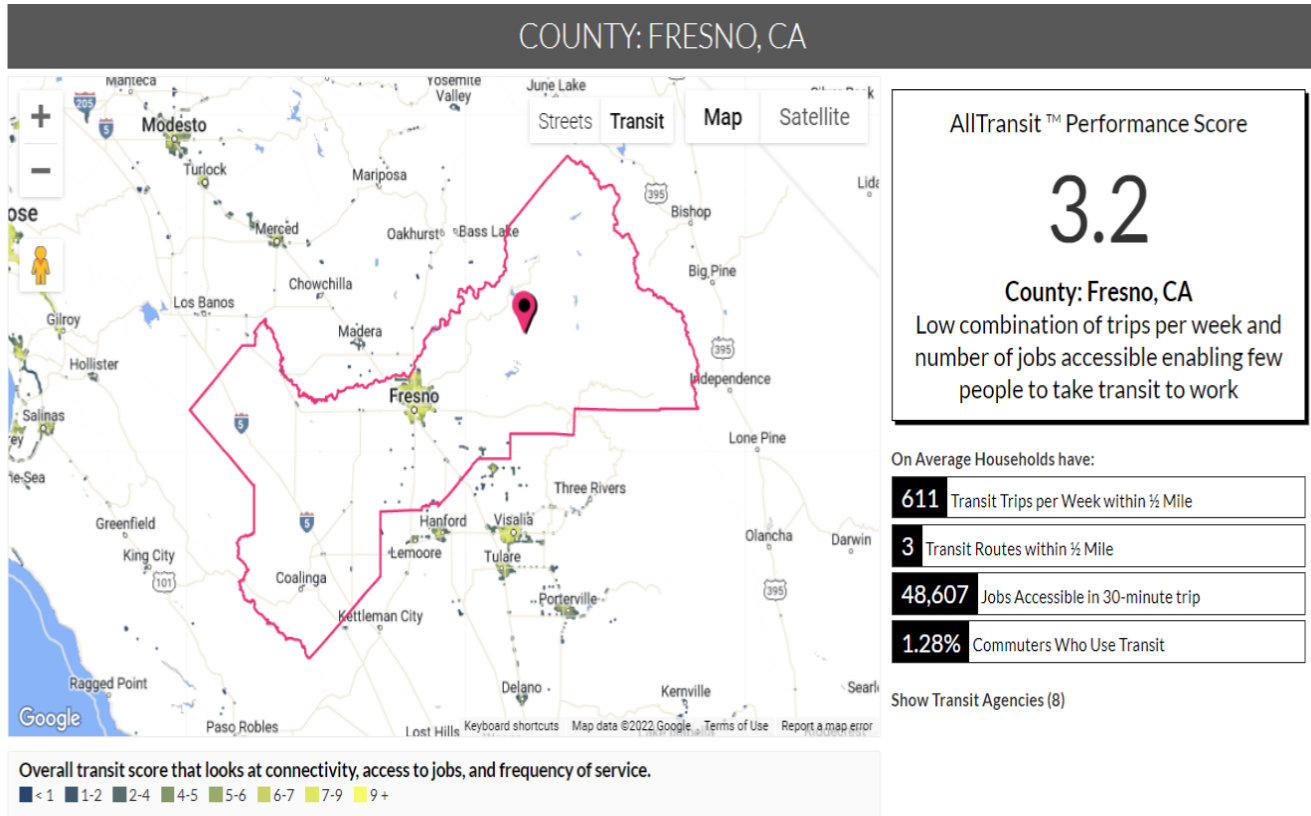
### *Transit Mobility*

Transit mobility refers to an individual’s ability to navigate a region daily to access services, employment, schools, and other resources. Indicators of transit mobility include the extent of transit routes, proximity of transit stops to affordable housing, and frequency of transit.

AllTransit is a transit and connectivity analytic tool developed by the Center for Neighborhood Technology for the advancement of equitable communities and urban sustainability. The tool analyzes the transit frequency, routes, and access to determine an overall transit score at the city, county, and regional levels. AllTransit scores geographic regions (e.g., cities, counties, MSAs) on a scale of 0 to 10. **Figure 3-23, AllTransit Transit Access in the Region,** depicts where in Fresno County transit is available and areas with higher connectivity scores. Although it appears public transit in Fresno County is largely isolated within incorporated jurisdictions, with little to no available transit between cities or within unincorporated areas with the exception of cities along SR 99 and SR 41, the AllTransit methodology does not take into account the Fresno County Rural Transit Agency services (described herein), which include 25 local transit operators providing both intra- and inter-city services within and to outlying communities. Therefore, the scores identified at the jurisdictional level may not accurately reflect the transit opportunities available through public service providers. AllTransit ranks the lowest scores in Fresno County in the cities of San Joaquin (0.0), Kerman (0.1), Caruthers (0.5), Selma and Kingsburg (0.7), and higher scores are found in the cities of Clovis (1.1), Coalinga (1.1), Huron (1.2), Reedley (2.2), and Fresno (5.0). Amtrak offers the San Joaquins route with connections from Bakersfield to Oakland or Sacramento, and the Amtrak Thruway system offers city to city connections throughout California that has stops along the SR 99 corridor.



FIGURE 3-23 ALLTRANSIT TRANSIT ACCESS IN THE REGION



As shown in **Table 3-3, Regional AllTransit Performance Scores**, transit accessibility in Fresno County reflects the scores of neighboring counties with large agricultural industries and a few principal jurisdictions, such as Kings, Tulare, and Merced Counties, which also have county-wide, commuter and intercity transit systems, and is somewhat more limited than Monterey County, which, while primarily a rural county, includes the City of Monterey, which is more urban in character. Although in Mono County the AllTransit Score is comparable to Fresno County, the ranking appears to be linked to the regional connectivity of the Eastern Sierra Transit system, which aligns with I-395 between Reno and Lancaster, with a concentration of multiple route systems between Lone Pine, Bishop, and Mammoth Lakes, reflecting the recreational-based character of the county. Overall, in the San Joaquin Valley region, public transit mobility opportunities are typically available in the more urban areas, while in more rural areas there is more limited public transit mobility, with private contracted or individually managed jurisdictional-level services providing intercity and rural area connectivity, reflecting the AllTransit scores below those found throughout Fresno County, and likely below the actual levels of service available.



**Table 3-3 Regional Alltransit Performance Scores**

Jurisdiction	AllTransit Score
Fresno County	3.2
Inyo County	0.4
Kings County	3.0
Madera County	1.2
Merced County	2.4
Monterey County	4.2
Mono County	3.5
San Benito County	1.7
Tulare County	4.1

Source: AllTransit.cnt.org, 2022

In Fresno County, there are several transit options available to residents that do not appear to have been included in the AllTransit methodology, depending on where they live within the county. The Fresno County Rural Transit Agency (FCRTA) operates 25 transit subsystems that operate in 13 rural incorporated cities throughout the Valley (Table 3-4, **Fresno County Rural Transit Agency Intercounty Connections**, and Figure 3-24, **Fresno County Rural Transit Agency Intercounty Routes**). Several of the connections operate on fixed-route schedules, although most are on demand or require reservations. None of the services are available on Sunday, while Sanger Transit, Rural Transit, Reedley Transit, and Coalinga Inter-City Transit offer Saturday service. The FCRTA’s transit services are available to the elderly (60+), disabled, and veterans at no charge and to the general public within each of the 13 rural incorporated cities of Fresno County.

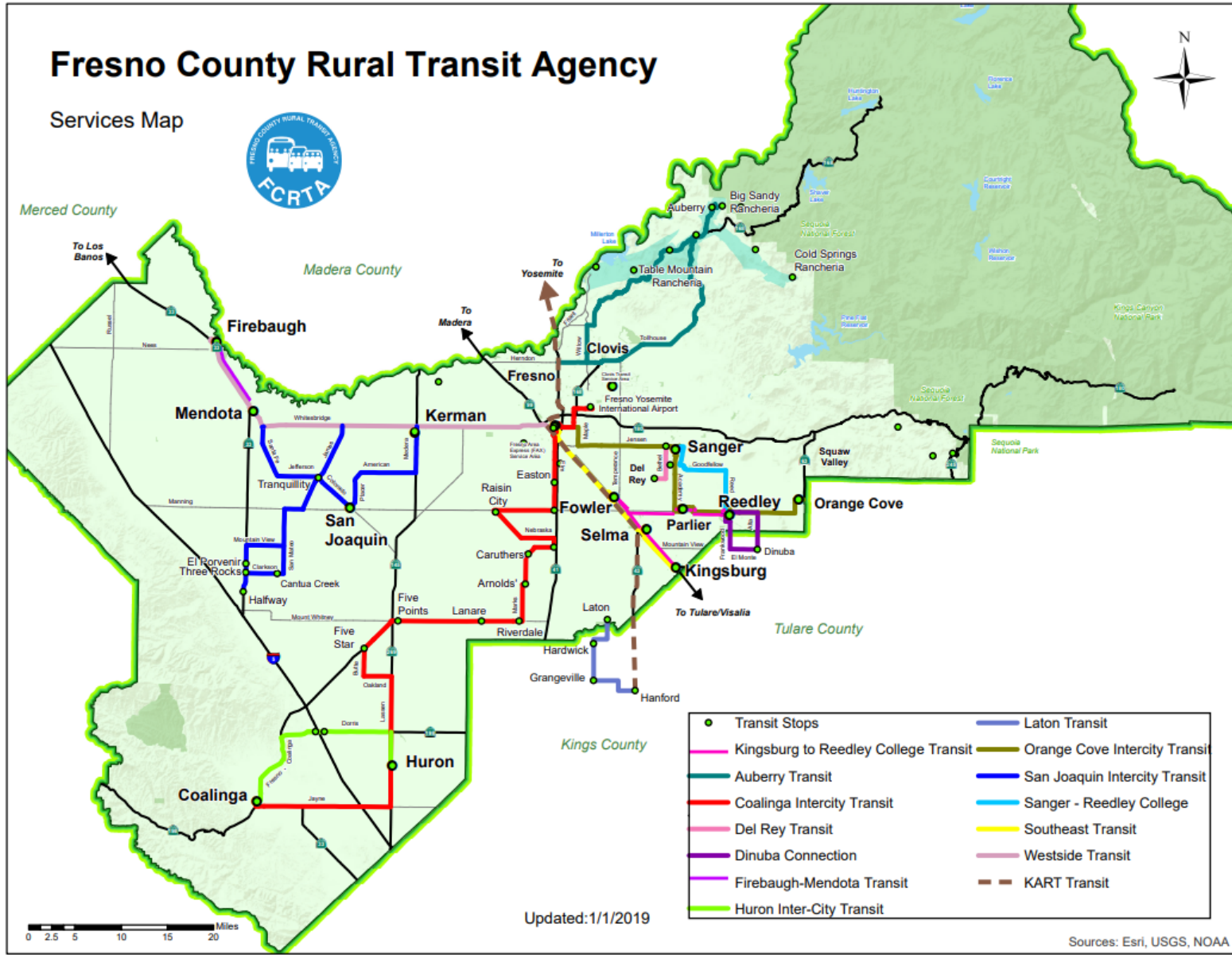
**Table 3-4 Fresno County Rural Transit Agency Intercounty Connections**

Fixed Route/ On Demand	Fresno County Rural Transit Agency Services	
	SubSystem Provider	Transit Service Routes
On Demand	Auberry Transit	Provides transit service between the foothill communities and the Big Sandy and Cold Springs Rancherias, inter-city service to the Fresno-Clovis area is available Tuesdays and requires 24-hour advance reservation.
On Demand	Coalinga Transit	Provides Dial-A-Ride service within the City of Coalinga.
Fixed Route	Coalinga Intercity Transit	Provides scheduled round-trip service from Coalinga to the Fresno-Clovis Metropolitan Area with stops in Huron, 5-Points, Lanare, Riverdale, Caruthers, Raisin City, Easton.
On Demand	Del Rey Transit	Provides service within the Community of Del Rey and to and from City of Sanger.
Fixed Route	Dinuba Connection	Travels from Dinuba in Tulare County to Reedley in Fresno County. Transfers to Cutler-Orosi, Orange Cove, Parlier, Sanger, and the Fresno-Clovis Metropolitan Area are available. Stops include the Dinuba Vocational Center, Adventist Medical Center, Reedley College, Palm Village Retirement Community, and Walmart.
On Demand	Firebaugh Transit	Provides local intracity transit service.
On Demand	Firebaugh-Mendota Transit	Provides local intercity transit service between Firebaugh and Mendota.
On Demand	Fowler Transit	Provides local intracity transit service.
On Demand	Huron Transit	Provides local intracity transit service.

Fixed Route/ On Demand	Fresno County Rural Transit Agency Services	
	SubSystem Provider	Transit Service Routes
Fixed Route	Huron Inter-City Transit	Scheduled round-trip service between Huron and Coalinga.
On Demand	Kerman Transit	Dial-A-Ride provides (demand responsive) curb-to-curb service to the general public.
Fixed Route	Kings Area Regional Transit (KART) – Hanford Fresno Transit	Provides transportation from Hanford in Kings County to the Fresno-Clovis Metropolitan Area. Stops include Valley Children’s Hospital, the Veteran’s Hospital, and Kaiser Hospital.
Fixed Route	Kingsburg to Reedley College Transit	Provides scheduled round-trip service between Kingsburg, Selma, Fowler, and Parlier to Reedley College.
Fixed Route	Laton Transit	Operated by KART with scheduled round-trip intercity service between Laton and Hanford with stops in Grangeville and Hardwick.
On Demand	Mendota Transit	Provides local intracity transit service.
On Demand	Orange Cove In-City Transit	Provides local intracity transit service.
Fixed Route	Orange Cove Intercity Transit	Scheduled round-trip inter-city service through Orange Cove, Reedley, Parlier, Sanger to the Fresno-Clovis Metropolitan Area.
On Demand	Parlier Transit	Provides local intracity transit service.
On Demand	Reedley Transit	Provides local intracity demand responsive service.
On Demand	Rural Transit	Addresses the previously unmet transit needs of truly rural area residents living beyond the existing transit service areas, which is considered outside the city limits and Spheres of Influence (SOIs) of the 15 incorporated cities in Fresno County. Requires 24-hour advance notice.
On Demand	Sanger Transit	Local intracity transit service.
Fixed Route	Sanger Express to Reedley	Service from the Sanger Community Center to Reedley College.
On Demand	San Joaquin Transit	Intracity and inter-city service from San Joaquin to Tranquility, Cantua Creek, Halfway, El Porvenir, and Three Rocks. Requires reservations or Dial-A-Ride is available with reservations and limited on-call availability.
On Demand	Selma Transit	Local intracity transit service.
Fixed Route	Southeast Transit	Round-trip inter-city service between Kingsburg, Selma, and Fowler to the Fresno-Clovis Metropolitan Area.
Fixed Route	Westside Transit	Round-trip inter-city service between Firebaugh, Mendota, and Kerman to the Fresno-Clovis Metropolitan Area.

Source: Fresno County Rural Transit Agency, 2022

FIGURE 3-24 FRESNO COUNTY RURAL TRANSIT AGENCY INTERCOUNTY ROUTES



Source: Fresno County Rural Transit Agency, 2019

FCRTA offers connections to the Fresno-Clovis Metropolitan Area through the following area transportation providers:

- Fresno Area Express (FAX) with 16 scheduled, fixed-route service with connections to Valley Children’s Hospital in Madera County
- FAX’s Handy Ride Americans with Disabilities Act (ADA) demand-responsive services
- Clovis Transit’s Stageline with two scheduled, fixed-route services
- Clovis Transit’s Round-Up’s demand-responsive ADA services
- Kings Area Rural Transit (KART) scheduled, fixed-route service to Fresno and Hanford
- Dinuba Connection scheduled fixed-route travels from Dinuba to Reedley with transfers to Cutler-Orosi, Orange Cove, Parlier, Sanger, and Fresno
- Yosemite Area Regional Transit System offers a fixed-route system from Fresno to the Yosemite Valley with options for commuter passes, and reduced fares for seniors, veterans, and persons with disabilities
- ValleyRides rideshare matching service for commuters within the San Joaquin Valley region

While there are a variety of transit options available in Fresno County, residents in many smaller incorporated jurisdictions, agricultural, and rural communities are more limited than elsewhere in the region to demand-responsive transit options that do not offer weekend service, which may limit employment opportunities for those employed in certain occupations, such as retail, medical/hospital, or restaurant services, and present a barrier to housing mobility for those households reliant on transit.

Since January 26, 1992, in compliance with requirements of the ADA, FCRTA’s fixed-route service has been able to deviate from its specified route on a demand-responsive basis up to a 0.75 mile in either direction (1.5-mile path) to pick-up or drop-off a disabled passenger. As such, the FCRTA is exempt from the requirement to prepare a “Comparable Service Paratransit Plan” for implementing the ADA.

In 2023, FCRTA released a public draft of its 2024-2028 Short Range Transit Plan (SRTP). As part of the plan’s public outreach process, members of the public expressed concerns they had about the current state of the transit network and suggested possible changes to the transit and transportation system that would benefit them. Two of the primary comments received as part of the agency’s workshops were a desire to see extended weekend and evening service to support farmworkers and an interest in seeing better collaboration between the County and FCRTA. The latter is addressed by many programs in individual jurisdiction’s Housing Element Action Plans. In an online survey for the same study, many expressed a desire to see demand-response transit expanded to better serve rural areas that are not well served by fixed-route transit. The SRTP noted that the Measure C sales tax measure indicated that providing funding for expanded rural fixed-route service was an approved funding goal, along with providing free transit service for seniors.

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

In 2018, FCRTA successfully applied to FCOG for a Regional Sustainable Infrastructure Planning Grant and was awarded \$160,000 to fund a study analyzing the feasibility of expanding FCRTA’s Rural Transit service and creating new service regions for FCRTA’s Rural Transit service throughout Fresno County. As identified in the *FCRTA Electric Vehicle Rideshare/Carshare/Rural Transit Expansion Plan*, December 2020, social service organizations have voiced the concern that many of their clients have limited or no access to a vehicle and reside outside of a one-half-mile service area of an existing transit stop, which can negatively impact their quality of life. In October 2022, FCRTA launched a pilot of an electric car-based carshare program in Biola, where subsidized rides would be provided in electric vehicles driven by professional drivers hired through MV Transportation.<sup>3</sup> The project is funded by Measure C sales tax funds and a donation from the League of Women Voters, and the agency hopes to expand to other parts of Fresno County as drivers are hired and trained. However, at the time of the project’s launch, FCRTA noted that the project was having a hard time hiring enough qualified drivers for the program.

Community groups have also organized to address gaps in fixed-route rural service. Green Raiteros is an indigenous, community-led rideshare service based in Huron that serves Fresno, Madera, Kings, and Kern Counties. The group is part of the Latino Equity Advocacy & Policy Institute (LEAP Institute), a 501(c)3 nonprofit public benefit organization. The service is funded by both public and private grants and was initially built on the existing network of retired farmworkers that had been providing transportation services on an informal basis. The group owns 10 electric vehicles that are used to provide the service, and was able to secure four high-speed chargers. The program expressly includes in its mission dual goals of improving local health outcomes by connecting rural residents with health services and providing quality transportation services for farmworkers. Other community-based rideshare programs were forced to close during the pandemic, such as the Van y Viene service in Cantua Creek.<sup>4</sup> However, the success of Green Raiteros suggests that there is a demand for this type of service in more rural areas that could be met with community leadership.

Vanpool services are also available to farmworkers in the county, who may not reside in proximity to a bus stop that provides a connection to employment sites, as their work sites may change depending on the crop harvest schedule. The California Vanpool Authority is a public transit agency governed by a consortium of public agency board members, including Fresno County COG. The California Vanpool (CalVans) program provides qualified agricultural workers with safe, affordable vans they can use to drive themselves and others to work. A one-time start-up grant provided money to set-up the CalVans program and to purchase the 15-passenger vans, which have since been remodeled to carry eight passengers and the driver. The money to sustain and expand the program comes from the riders themselves, who generally pay less than \$2.00 to ride in a CalVans vanpool. The fee covers the agency’s cost of maintaining and insuring the vans, as well as the cost of replacing vehicles based on established safety criteria. Drivers receive no compensation or training and operate their vanpool on a voluntary basis.

---

<sup>3</sup> Diaz, L.S. (2017, October 17). *EV Ride-Sharing Coming to Rural Fresno County, Calif.* GovTech.com. <https://www.govtech.com/fs/ev-ride-sharing-coming-to-rural-fresno-county-calif>

<sup>4</sup> Ortiz-Briones, M. G. and Garibay, C. 2022, February 06. “Fresno County’s rural residents face transportation gaps. How electric rideshare programs help.” *Freno Bee*. <https://www.fresnobee.com/fresnoland/article255313821.html>



As of 2020, FCRTA is the Consolidated Transportation Services Agency (CTSA) for the rural areas of Fresno County and administers funding for these services. In 2021, Fresno Economic Opportunities Commission was awarded a contract to provide transit services in coordination with local human services agencies. As of August 2023, a joint request for proposals (RFP) has been issued by FCRTA and the City of Fresno to provide social services and transportation services in both the rural areas of Fresno County and the Fresno metropolitan area. Additionally, the Fresno COG is currently updating the Fresno County Coordinated Human Services Transportation Plan, which will identify strategies for improving transportation options for seniors, persons with disabilities, low-income individuals, veterans, unhoused persons, and youth. Housing Mobility

Housing mobility refers to an individual's or household's ability to secure affordable housing in areas of high opportunity, move between neighborhoods, and purchase a home if they so choose. Indicators of housing mobility include distribution of Housing Choice Vouchers (HCVs), availability of rental and ownership opportunities throughout the jurisdiction, and vacancy rates. As shown in **Figure 3-25, Percentage of Renters Using Housing Choice Vouchers**, the highest rates of HCV use occur within the City of Fresno, particularly in the central, north, and east sides of the city. Some areas of the City of Fresno have HCV use rates up to 52.2 percent of households in tracts along SR 41 (1,800 HCVs in four tracts) and a concentration of areas with rates between 15.0 and 30.0 percent of households in the central portion of the city and along the SR 99 corridor. The higher rates of HCV use also tend to correspond to, or are adjacent to, census tracts where public housing or subsidized housing is located. Although there are pockets of HCV use between 15.0 and 30.0 percent in the surrounding San Joaquin Valley region, within the cities of Tulare and Merced in the vicinity of SR 99, Fresno County is the only jurisdiction within the greater San Joaquin Valley region with such a high concentration of HCVs. The Cities of Selma, Orange Cove, and Sanger each have areas where up to 15 percent of renter households use HCVs. The Cities of Coalinga, Kerman, Kingsburg, Fowler, Parlier, Firebaugh, and Reedley also have areas where up to 5 percent of renter households use HCVs. This indicates that while many HCVs are used within the City of Fresno, HCVs have also supported housing mobility across the cities of Fresno County without creating an overconcentration in any one city.

As of the 2017-2021 ACS, 24.8 percent of Hispanic or Latino households of any race in Fresno County had incomes under the poverty line, as did 29.5 percent of Black or African-American families, compared to 11.1 percent of White, non-Hispanic households. Therefore, encouraging housing mobility through the use of HCVs can also help to mitigate the potential for any racial and ethnic isolation that could result from overconcentration of lower-income households in any one area.

HCVs, or Section 8 vouchers, provide assistance to lower-income households to secure housing in the private market that might otherwise be unattainable. In Fresno County, vouchers are allocated by the Fresno Housing Authority to residents throughout the county, including both incorporated and unincorporated areas. Section 8 participants can use their voucher to find the housing unit of their choice that meets health and safety standards established by the local housing authority. The housing authority will then subsidize an amount up to the fair-market rent (FMR) established by HUD toward the contract rent, with any remainder to be paid by the participant. The subsidy increases housing mobility opportunities for Section 8 participants and ensures that they are provided safe housing options. Fresno County falls within the Fresno MSA, for which HUD establishes FMRs annually to be used as the baseline for Section 8 subsidies (**Table 3-5, Fresno MSA Fair-Market Rents, 2022**).

**Table 3-5 Fresno MSA Fair-Market Rents, 2022**

Unit Size	FMR
Studio	\$899
1-bedroom	\$904
2-bedroom	\$1,137
3-bedroom	\$1,607
4-bedroom	\$1,847

Source: HUD, 2022

A “healthy” vacancy rate is considered to be approximately 5.0 percent, indicating that there are available housing units for those seeking housing, but not an oversaturated market that results in homes left unused. In Fresno County, the vacancy rate in 2020 was approximately 5.7 percent, indicating a relatively “healthy” vacancy rate, reflecting a fairly similar rate as most primarily agricultural counties in the surrounding region (**Table 3-6, Regional Vacancy Rates**). This suggests that residents living in Fresno County, or seeking to live in Fresno County, have similar mobility options overall compared to most of the region, with the more tourism and recreational/natural resource-based counties, Mono and Inyo, having higher proportions of vacancies based likely on the seasonal rental nature of their economies. Mobility based on vacancy varies within Fresno County by jurisdiction is discussed further herein.

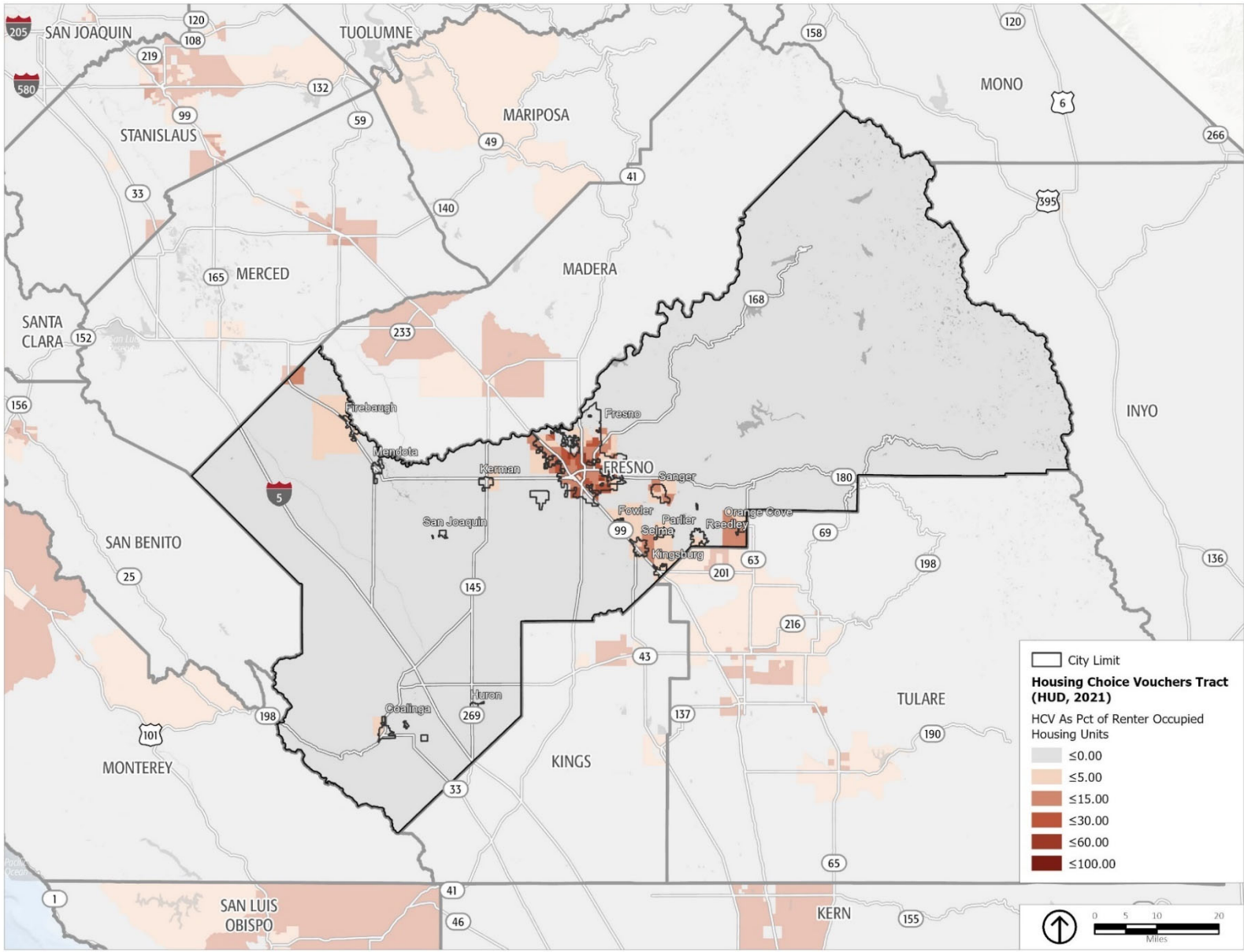
**Table 3-6 Regional Vacancy Rates**

Jurisdiction	Total Housing Units	Occupied Housing Units	Vacant Housing Units	Percentage Occupied	Percentage Vacant
Fresno County	338,441	319,296	19,195	94.3%	5.7%
Inyo County	9,469	8,046	1,423	85.0%	15.0%
Kings County	46,287	44,100	2,987	95.3%	4.7%
Madera County	49,572	45,607	3,965	92.0%	8.0%
Merced County	87,783	83,464	4,319	95.1%	4.9%
Monterey County	143,631	131,789	11,842	91.8%	8.2%
Mono County	13,589	5,474	8,115	40.3%	59.7%
San Benito County	20,365	19,484	826	95.7%	4.3%
Tulare County	150,562	141,987	8,575	94.2%	5.8%

Source: Department of Finance E-5 City/County Population and Housing Estimates, 2022



FIGURE 3-25 PERCENTAGE OF RENTERS USING HOUSING CHOICE VOUCHERS



Source: HUD, 2021

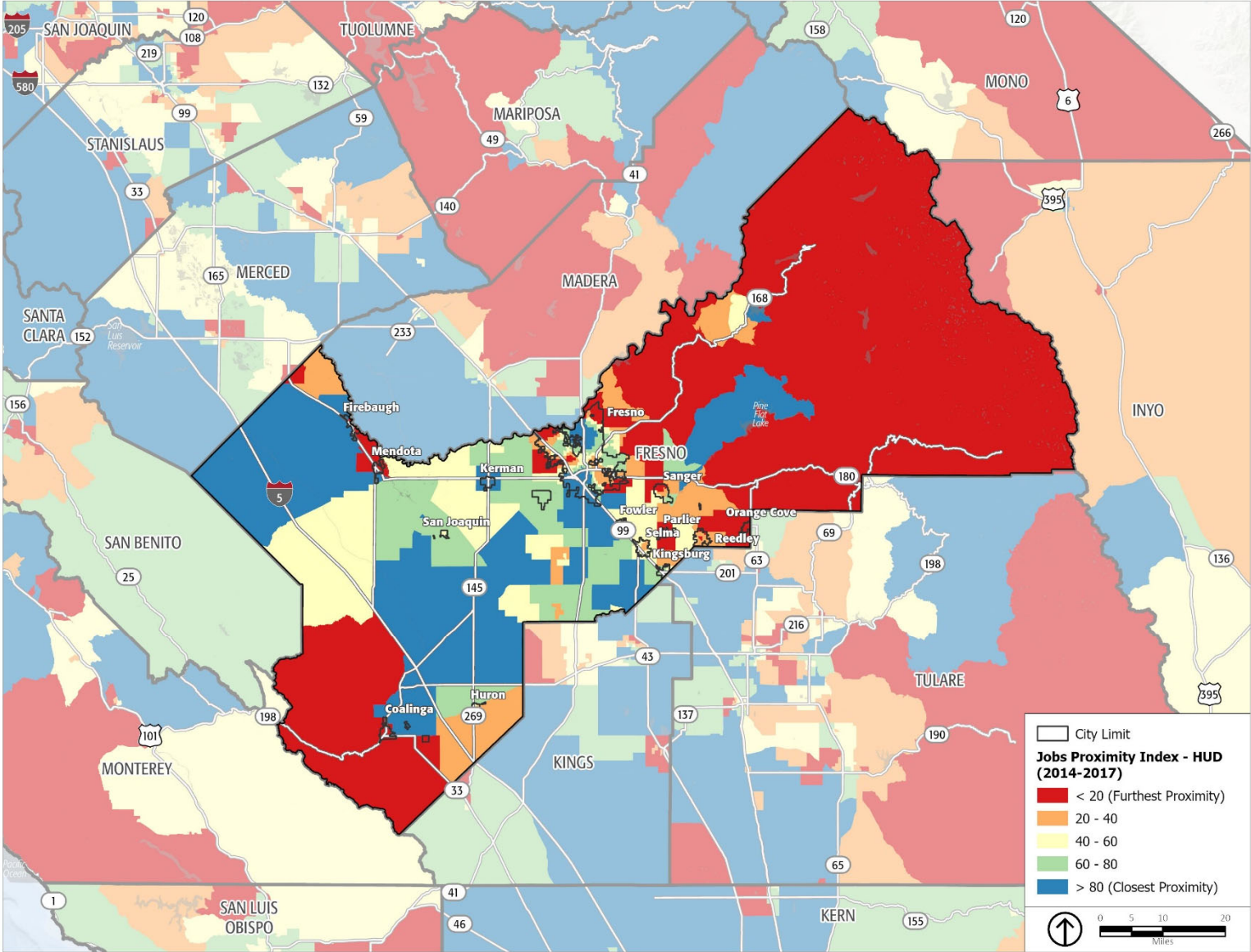
## ***Employment Opportunities***

HUD developed two indices to analyze access to employment opportunities: the jobs proximity index and the labor market engagement index. The jobs proximity index identifies census tracts based on their proximity to employment opportunities and the labor market engagement index scores labor force participation and human capital in each tract, with consideration of unemployment rates and educational attainment. For both indices, a higher score indicates stronger job proximity or labor force participation.

According to these indices, Fresno County has fairly comparable proximity to jobs as the adjacent Madera and Tulare Counties. In Fresno County, stronger proximity scores are found to the west of SR 99 and lower proximity scores are found to the east towards the Sierra Nevada range and rural western edges of the counties. However, much of the land that identifies as having the closest job proximity in these eastern areas and counties to the north of Fresno County is rural farmland or open space, which suggests that the property owner lives and works on-site, compared to residents' access to employment opportunities within incorporated jurisdictions. Labor force engagement patterns in Fresno County more closely reflect the neighboring Madera and Tulare Counties, where population distribution and industries are similar to most of Fresno County.

Higher labor force engagement scores are evident in the western side of Fresno, including the unincorporated county islands in northern Fresno, and the majority of Clovis and unincorporated area immediately adjacent to Clovis on the east, as well as in the more urbanized jurisdictions found within Fresno County and in adjacent Madera and Tulare Counties along SR 99 and SR 41 (**Figure 3-26, Regional Jobs Proximity**, and **Figure 3-27, Regional Labor Market Engagement**). The area with the lowest labor force engagement in Fresno County is in the furthest western tract that includes the cities of Mendota and Firebaugh adjoining San Benito County. In Firebaugh, there is a sizable senior population (22.0 percent of the total households), a population more likely to be retired, although this does not apply to Mendota. However, given that there remains a sizeable working force in these cities, other factors are likely to influence the low labor force engagement scores.

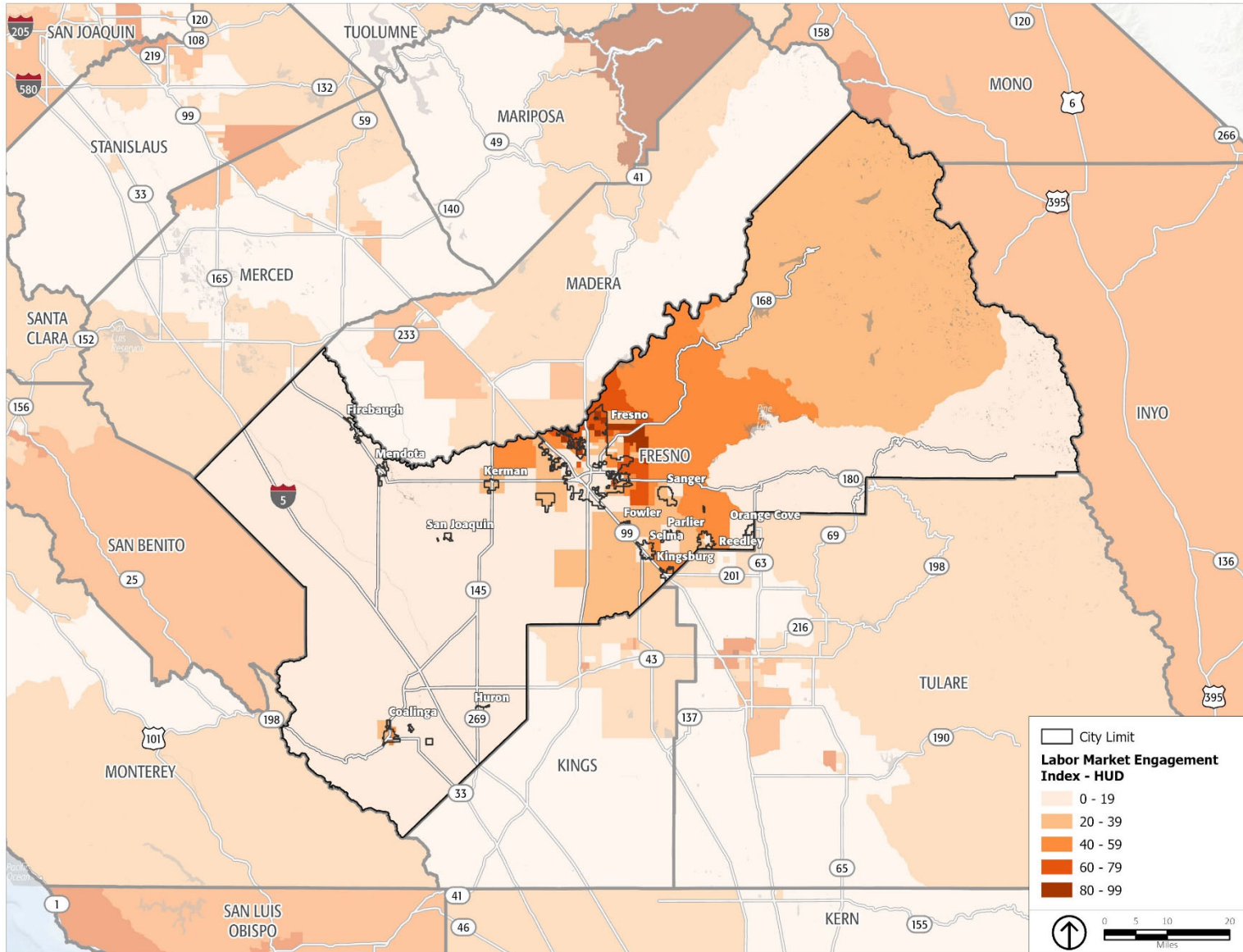
FIGURE 3-26 REGIONAL JOBS PROXIMITY



Source: HUD, 2017



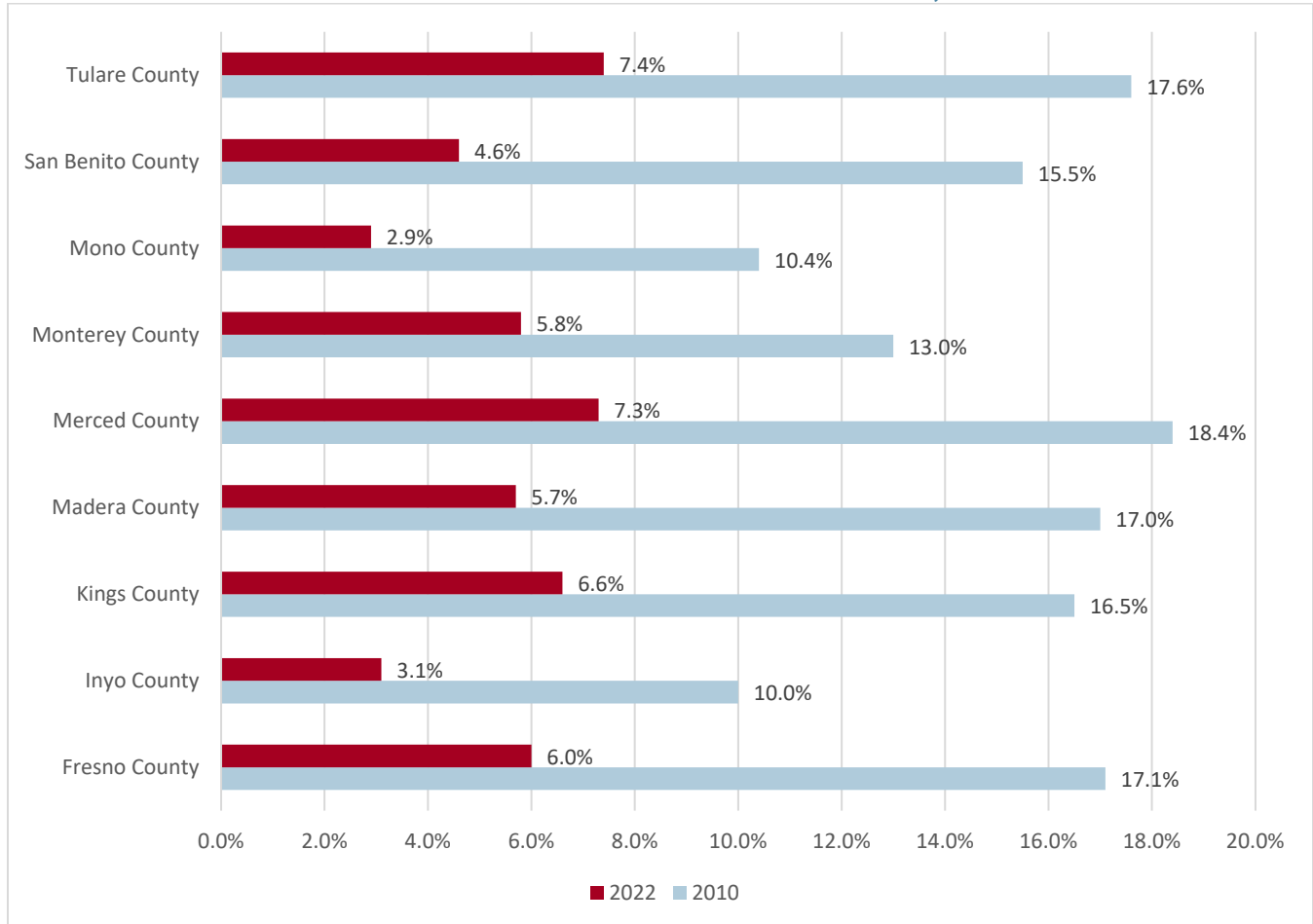
FIGURE 3-27 REGIONAL LABOR MARKET ENGAGEMENT



Source: HUD, 2017

As shown in **Figure 3-28, Regional Unemployment Rates, 2010-2022**, the unemployment rate in Fresno County in 2022 is moderate at 6.0 percent, in comparison to other counties in the adjacent counties region, including Tulare, Merced, and Kings Counties at 7.4 percent, 7.3 percent, and 6.6 percent, respectively. The lowest unemployment rates correspond to the least urbanized counties, Inyo and Mono, which are largely sportsmen based-tourism economies associated with travelers to the Mammoth Lakes recreation area, with ranching as the local industry. However, Fresno County saw one of the largest decreases in unemployment since 2010, surpassed only by Madera and Merced Counties, and closely followed by Tulare, San Benito, and Kings County.

**FIGURE 3-28 REGIONAL UNEMPLOYMENT RATES, 2010-2022**



Source: California EDD, 2022

The U.S. Census Longitudinal Employer-Household Dynamics (LEHD) reports the distance and direction between home and work for residents of each jurisdiction and the ratio between jobs and households. According to LEHD, approximately 72.8 percent of Fresno County's labor force works within the county and 27.2 percent work outside Fresno County. In comparison, 37.7 percent of the Tulare County workforce, 52.7 percent of the Kings County workforce, and 56.7 percent of the Madera County workforce work outside of the county in which they reside. Of the 27.2 percent of the Fresno County labor force that commutes outside of the county, 4.2 percent travel to destinations within adjacent Tulare County, 3.8 percent travel to adjacent Madera County, and 1.6 percent travel to Kings County. Approximately 2.7 percent commute into Los Angeles County and 1.5 percent into Santa Clara County. Overall, approximately 27.2 percent of the individuals that work in Fresno County commute in from areas

## SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

outside of the county, with the largest shares coming in from Tulare County (4.8 percent), Madera County (3.8 percent), and Kings County (2.2 percent).

The greatest concentration of jobs are in the City of Fresno (71.2 percent of Fresno County jobs), City of Clovis (10.6 percent), City of Reedley (2.8 percent), City of Sanger (2.5 percent), and the City of Kerman (2.1 percent). Approximately 57.3 percent of Fresno County residents live within 10 miles of their job. Of those residents commuting 10 to 24 miles, 24.6 percent commuted northwest into the City of Fresno from the southern jurisdictions of Fowler, Selma, Parlier, and Kingsburg, whereas 24.0 percent traveled south or southwest from the City of Fresno and Clovis towards the jurisdictions along SR 99. Approximately 17.6 percent of Fresno County residents report commuting more than 50 miles to their job, with 35.5 percent commuting northwest into the Bay Area, and 29.2 percent into Tulare County and towards Bakersfield. In comparison, 34.7 percent of residents in Madera County live within 10 miles of their job, and 21.7 percent live more than 50 miles from their job; in Tulare County, 45.7 percent of residents live within 10 miles of their job, and 25.0 percent live more than 50 miles from their job; and in Kings County, 38.7 percent of residents live within 10 miles of their job, with 24.5 percent living more than 50 miles from their job.

In Fresno County, the jobs-household ratio, which is an indicator of whether there is a balance between the number of jobs and the number of households, was 1.23 in 2020 according to 2016-2020 American Community Survey (ACS). This ratio suggests that there was a surplus of jobs in Fresno County to support the number of households, which may partially contribute to the number of commuters coming from outside of the county for work. This also indicates that there is a shortage of housing to support the job base in this region. Generally, Fresno County appears to have sufficient housing for those jobs in the county filled by residents, as 72.8 percent of the jobs in the county are filled by residents according to U.S. Census LEHD data. However, Fresno County still has a higher rate of unemployed persons than the overall rate of unemployment in the state regardless of the job opportunities, which also suggests that there is a lack of correlation between the types of employment opportunities in the region and the job qualifications and experience of the residents in Fresno County.

### ***Educational Opportunities***

School quality is often tied to housing, with neighborhoods or communities with higher median incomes and home values often having access to higher-performing schools than residents of lower-income neighborhoods. Income distribution influences home values and property taxes, and therefore funding for public schools. As such, school districts with higher concentrations of affordable housing typically have lower test scores in schools, creating a cyclical problem of not offering these students equal educational opportunities. Therefore, disparities in access to strong school opportunities serves as an indicator of fair housing and equal access to opportunities.

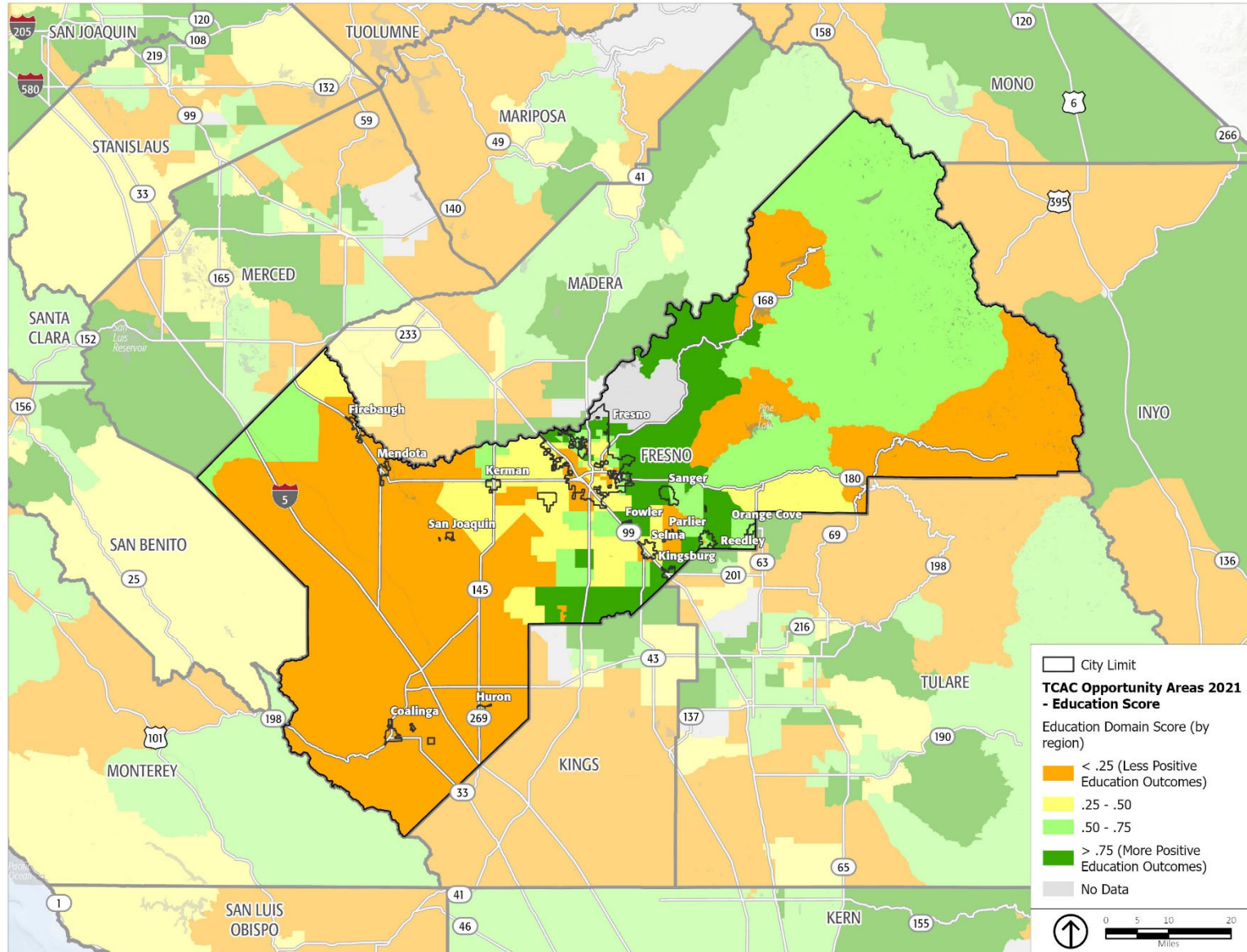
Each year, the California Department of Education (DOE) publishes performance metrics for public schools in the state, including student assessment results for English Language Arts and Mathematics as they compare to the state grade-level standards and demographic characteristics of each school's student population. The characteristics reported on include rates of chronic absenteeism and suspension, percentage of students that are socioeconomically disadvantaged, percentage of students that are in foster care, percentage of students learning the English language, and the percentage of high school students that are prepared for college. Chronic absenteeism refers to the percentage of students who are absent for 10.0 percent or more of instructional days that they were enrolled at the

school, with the state average being 10.1 percent of students. Students who are eligible for free or reduced-priced meals, or who have parents or guardians who did not receive a diploma, are considered socioeconomically disadvantaged. TCAC and HCD rely on this data from DOE to determine the expected educational outcome in each census tract and block group within the state. TCAC and HCD's educational domain score reflects mathematics proficiency, reading proficiency, high school graduation rates, and student poverty rates of all schools for which this data is available, culminating in a score ranging from 0 to 1, with higher values being the most positive expected educational outcome.

In 2021, TCAC/HCD reported the strongest projected educational outcomes for students in the cities of Clovis, Kingsburg, Sanger, and the unincorporated communities of Riverdale, Auberry, and Caruthers as well as the unincorporated areas east of Clovis and west of Sanger as well as portions of the county along the southern boundary from Riverdale to east of Reedley (**Figure 3-29, Regional TCAC/HCD Educational Domain Scores**). However, the unincorporated county areas with the highest educational scores according to TCAC/HCD, also have the lowest population density in the county, and likely either attend the higher-performing schools in adjacent jurisdictions or are home schooled. As such, for a regional analysis, the TCAC/HCD map may not accurately compare educational opportunity in Fresno County to the surrounding region. However, similar TCAC/HCD Educational Domain patterns are seen in adjacent Tulare, Merced, and Madera Counties. At the local level, data based on school performance is more readily available and likely more accurate.



FIGURE 3-29 REGIONAL TCAC/HCD EDUCATIONAL DOMAIN SCORES



Source: TCAC/HCD, 2021

The HUD School Proficiency Index more accurately reflects school performance by residential living patterns in the region. The HUD School Proficiency Index ranges from 0 to 100, with higher values indicating better school performance. Though demographic patterns have changed throughout the region slightly since 2010, as discussed in the local assessment, typically schools in Fresno County and throughout the region are more proficient in areas of increased population density and affluence or in affluent unincorporated areas, particularly in the portions of the county east of the Cities of Clovis and Fresno (see **Figure 3-30, HUD School Proficiency Index**). Although residents of Fresno County in the vicinity of Fresno and particularly Clovis have access to higher-performing schools than the western portion of the county, schools throughout the remainder of Fresno County generally score lower than those in much of Monterey County, and portions of Tulare County, which correspond to higher-income areas. To ensure all students have access to a quality education, the local assessment identifies appropriate programs.



## ***Environmental Health***

A disadvantaged community or environmental justice community (EJ Community) is identified by the California Environmental Protection Agency (Cal EPA) as “areas that are disproportionately affected by environmental pollution and other hazards that can lead to negative health effects, exposure, or environmental degradation,” and may or may not have a concentration of low-income households, high unemployment rates, low homeownership rates, overpayment for housing, or other indicators of disproportionate housing need. In February 2021, the California Office for Environmental Health Hazard Assessment (COEHHA) released the fourth version of CalEnviroScreen, a tool that uses environmental, health, and socioeconomic indicators to map and compare community environmental scores. In the CalEnviroScreen tool, communities that have a cumulative score in the 75th percentile or above (25.0 percent highest score census tracts) are those that have been designated as disadvantaged communities under Senate Bill (SB) 535. The cumulative score that can result in a disadvantaged community designation is calculated based on individual scores from two groups of indicators: Pollution Burden and Population Characteristics. Pollution Burden scores exposure to negative environmental hazards, such as ozone concentrations; fine inhalable particles, with diameters that are generally 2.5 micrometers and smaller (PM<sub>2.5</sub>) concentrations; drinking water contaminants; lead risk from housing; traffic impacts; and more. Population Characteristics scores the rate of negative health conditions and access to opportunities, including asthma, cardiovascular disease, poverty, unemployment, and housing cost burden. For each indicator, as with the cumulative impact, a low score reflects positive conditions.

Much of Fresno County, particularly the western area and the cities along the SR 99 corridor, have high cumulative scores, as shown in **Figure 3-31, Regional CalEnviroScreen Percentiles**. This is a result of high scores for indicators of pollution burden, primarily pesticides, drinking water contaminants, particulate matter, and ozone, although the western portion of the county is primarily agricultural land with limited residential development, so these scores are likely a result of agricultural industry practices. In the surrounding region, high percentiles are mostly concentrated in the urbanized communities along SR 99 and prevalent in the rural agricultural areas. Fresno County closely reflects the agricultural areas of Merced, Madera, Tulare, and Kings Counties. Within each jurisdiction of Fresno County, patterns differ as a result of level of urbanization and socioeconomic population characteristics; however, regionally, Fresno County reflects jurisdictions to the north and south rather than the eastern Mono and Inyo County and western San Benito and Monterey County jurisdictions.

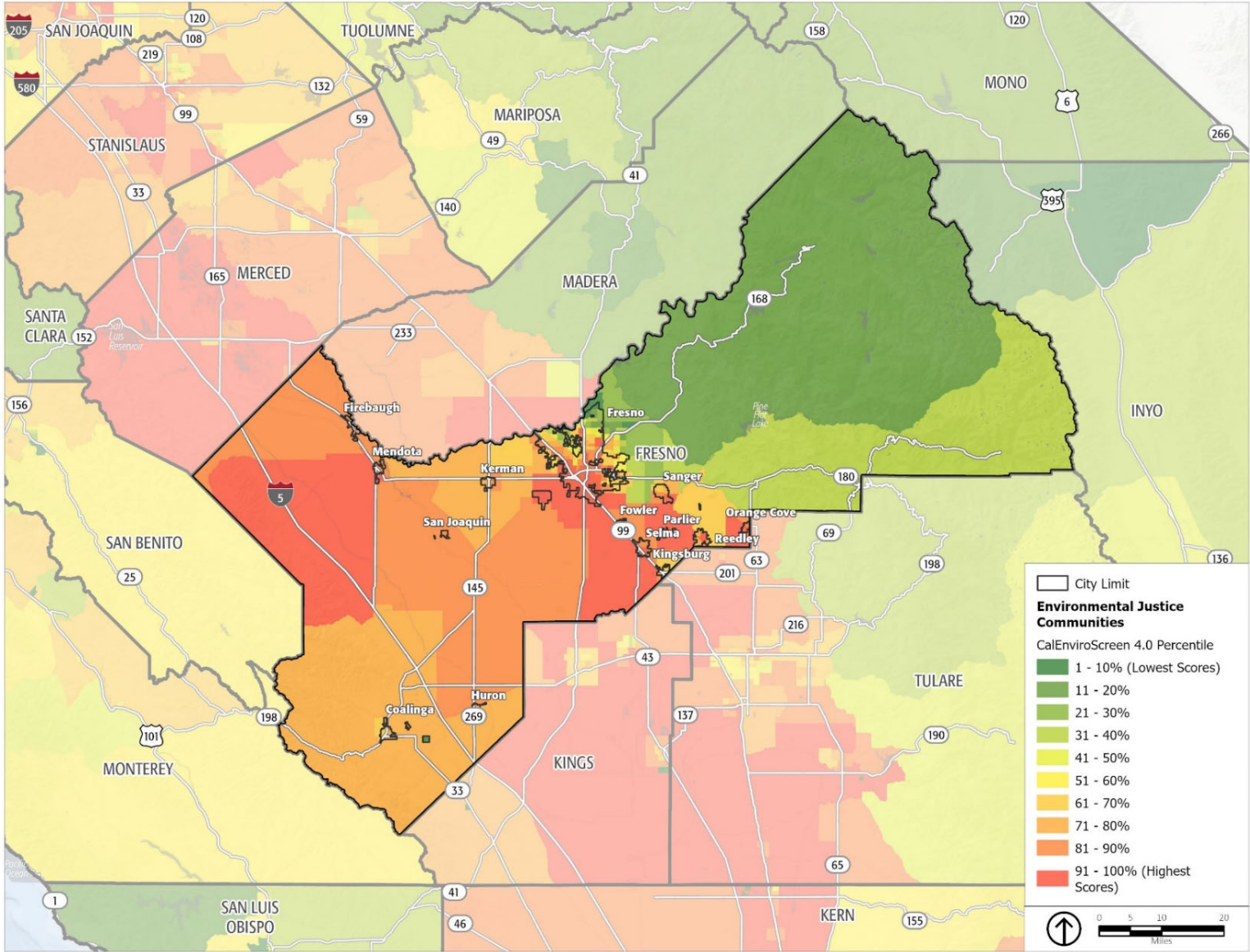
The Public Health Alliance of Southern California developed the Healthy Places Index (HPI), a supplemental data tool, in partnership with the Virginia Commonwealth University’s Center on Society and Health. The tool maps an index of characteristics linked to more positive health outcomes. Community condition indicators include economic stability, neighborhood and built environment, health and access to health care, education, social and community context. Housing conditions discussed elsewhere in this analysis, such as rates of overcrowding or housing cost burden, are also included in the HPI. The HPI provides a single health metric for each Census tract using 25 community characteristics. Higher HPI values indicate healthier conditions. As shown in **Figure 3-32, Healthy Places Index Percentile**, the HPI also reflects agricultural areas as least healthy due in part to pesticides, dust, and agricultural runoff, as well as exposure to industrial and road pollution. Similar pollution sources also contribute to low (unhealthy) scores

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

in the more urbanized areas, particularly those along the SR 99 and SR 41 corridors in Tulare, Madera, Kings, and Merced Counties. The percentage of adults with health insurance is an important factor that drives lower HPI scores in Fresno County’s more rural areas, especially in the south and west parts of the county. Facets of the urban form, such as lack of park access, minimal active transportation use, and limited tree cover also contribute to lower scores throughout the county but particularly in its rural areas, which could be mitigated through park planning, landscaping as part of housing site plans, or local safe streets investments.

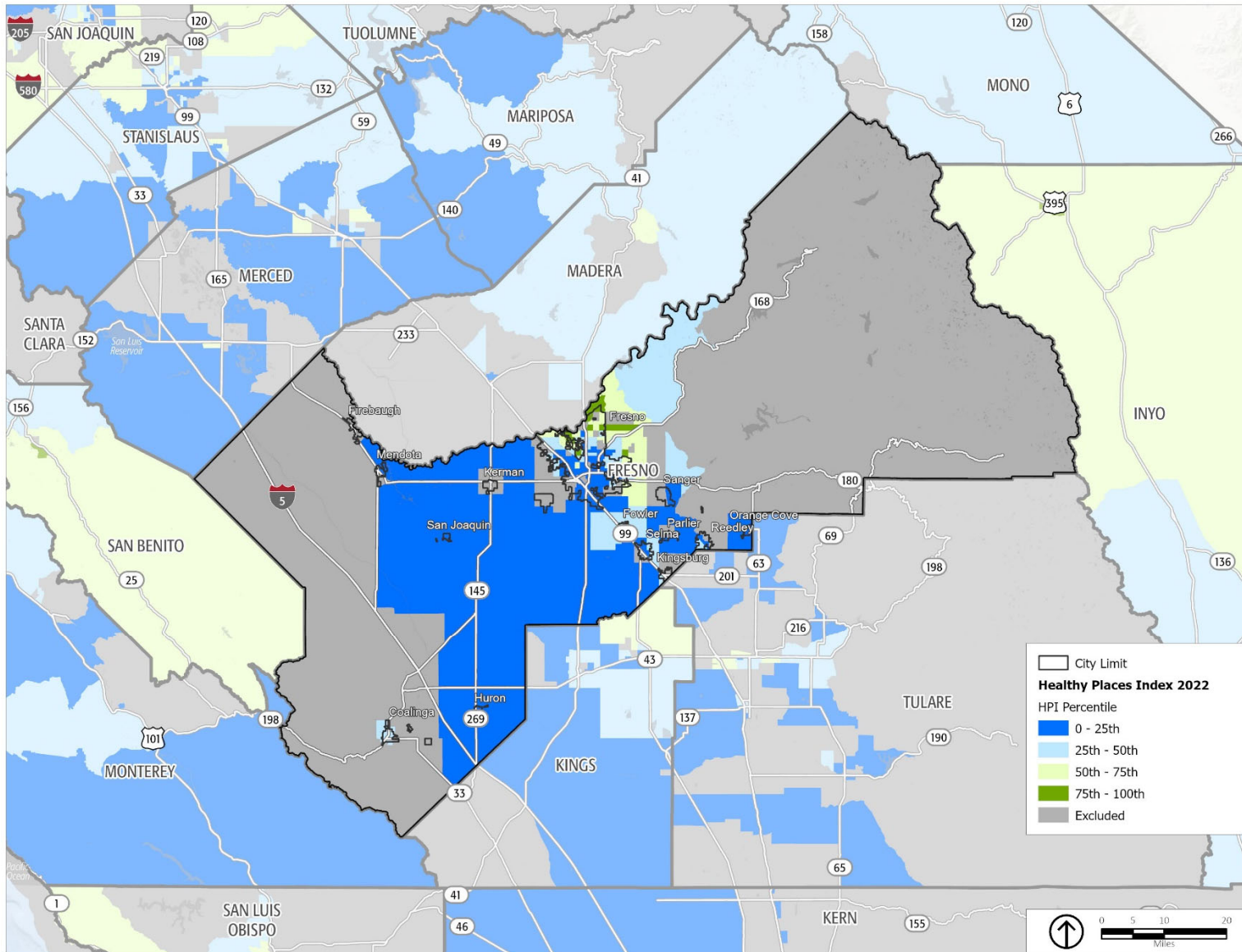


FIGURE 3-31 REGIONAL CALENVIROSCREEN PERCENTILES



Source: COEHA, 2021

FIGURE 3-32 HEALTHY PLACES INDEX PERCENTILE



Source: PHASC, 2022



The counties within San Joaquin Valley and surrounding jurisdictions to the east and west in the Fresno County region have a challenging environmental context as a major agricultural producer and part of the San Joaquin Valley air basin, raising serious air and water quality concerns. Agricultural production can harm water quality by discharging fertilizer contaminants into the groundwater via runoff. Over time, the region's water supply has contended with a wide range of contaminants, including nitrates, arsenic, and pesticides. Due to geographic, topographic, meteorologic, and environmental conditions, the region's air basin has particular challenges for air quality. Given the regional context, the local assessment places an emphasis on assessing disproportionate impacts pollutant exposure has on disadvantaged communities or lower-income housing sites in their purview.

## Disproportionate Housing Need and Displacement Risk

### **Overcrowding**

Overcrowding occurs when the number of people living in a household is greater than the home was designed to hold. The U.S. Census Bureau considers a household overcrowded when there is more than one person per room, excluding bathrooms, hallways, and kitchens, and severely overcrowded when there are more than 1.5 occupants per room. A typical home might have a total of five rooms that qualify for habitation under this definition (three bedrooms, living room, and dining room). If more than five people were living in the home, it would be considered overcrowded. Overcrowding is strongly related to household size, particularly for large households, and the availability of suitably sized housing. A small percentage of overcrowded units is not uncommon, and often includes families with children who share rooms or multi-generational households. However, high rates of overcrowding may indicate a fair housing issue resulting from situations such as two families or households occupying one unit to reduce housing costs (sometimes referred to as “doubling up”). Situations such as this may indicate a shortage of appropriately sized and affordable housing units as overcrowding is often related to the cost and availability of housing and can occur when demand in a jurisdiction or region is high.

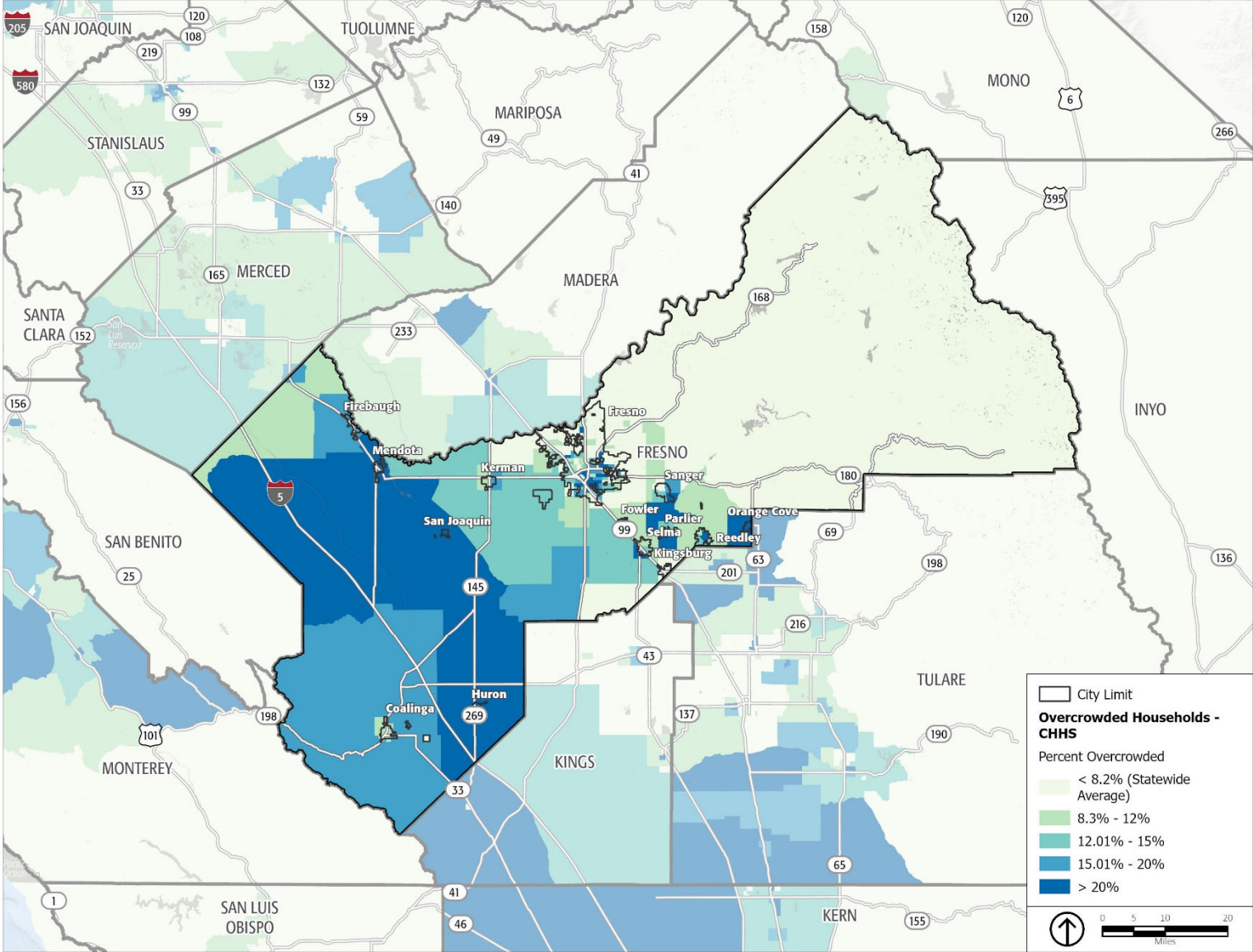
In Fresno County, approximately 6.1 percent of households experience overcrowding and 3.6 percent experience severe overcrowding, as presented in Table 2-21, *Overcrowding by Tenure (2020)*, in the Needs Assessment. Overcrowding is a greater problem among renter-occupied households, at 8.6 percent of households, which exceeds the statewide average of 5.2 percent compared to 3.9 percent of owner-occupied households, which falls below the statewide average.

As shown in **Figure 3-33, Overcrowded Households in the Region**, Fresno County has some areas in the City of Fresno, jurisdictions to the south along SR 99, and in the western jurisdictions with higher incidence of overcrowding, including concentrations above 20.0 percent of households. The overall rate of overcrowding countywide is lower compared to some of the counties in the region to the north and south along SR 99, and fairly equivalent to Merced and Kings Counties. Following the trends of several other fair housing indicators in the region, the overall rate of overcrowding is lower in Inyo, Mono, and San Benito Counties, although each has a particular tenure population experiencing a higher incidence of overcrowding. Among renter households, Fresno County has significantly lower overcrowding rates than Madera, Monterey, San Benito, and Tulare Counties (**Figure 3-34, Reginal Overcrowded Households by Tenure**), although the rates of severely overcrowded renters in Fresno County is higher than all counties except for Monterey County. Typically, areas with higher rates of lower-income households and more dense housing types have higher rates of overcrowding, as is seen in census tracts within or

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

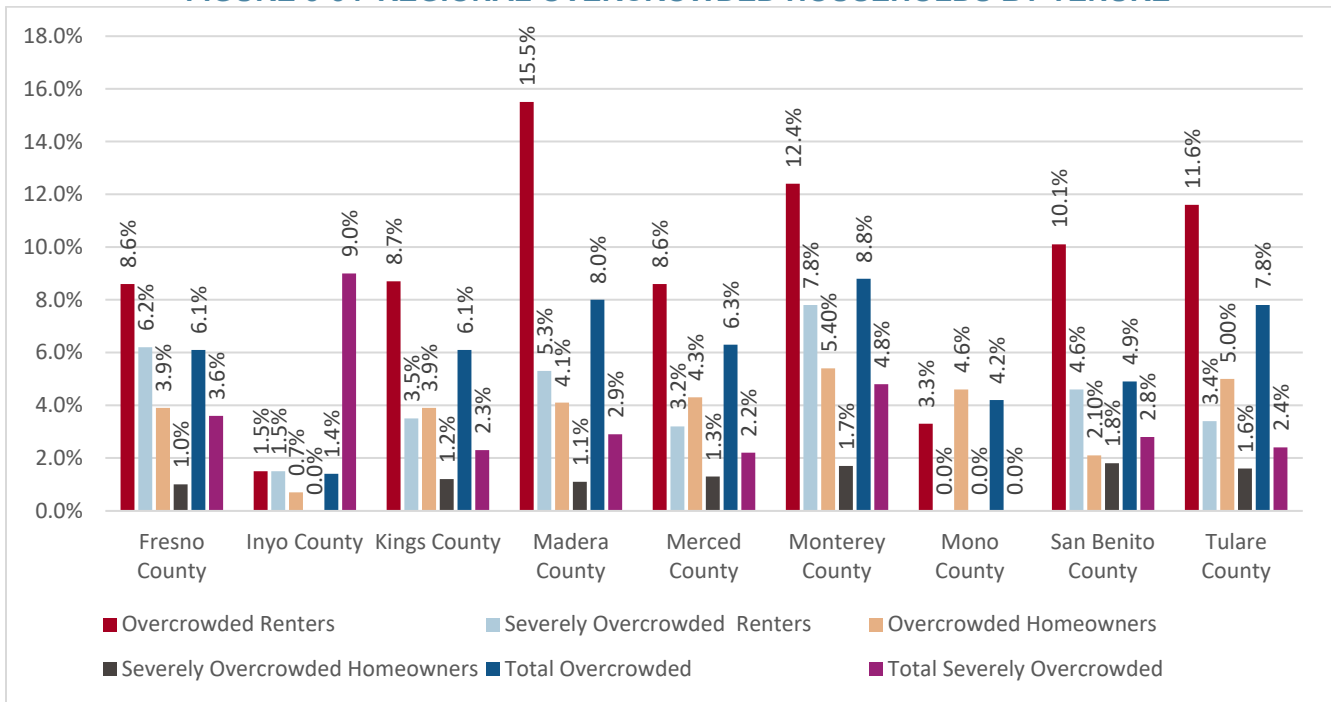
adjacent to the incorporated jurisdictions in the region, although overcrowding also is shown in some of the agricultural areas, suggesting the presence of extended or large families or lack of appropriately sized housing units. Many farmworkers pay market rates for their housing, since most farm owners do not provide housing for their workers, and many publicly owned or managed housing complexes are restricted to families. Because market-rate housing may be unaffordable, workers may share a housing unit with other workers to afford housing costs, resulting in severely overcrowded living situations. The rate and pattern of overcrowding in Fresno County generally reflects the communities in the immediate region, with higher rates of renter overcrowding, although homeowner overcrowding rates are lower in Fresno County than the majority of jurisdictions in the region. The relatively lower rates of overcrowding in Fresno County may indicate that there are more appropriately sized housing opportunities at a range of price points to meet housing demand than is found in other areas of the region, although concentrations of overcrowding are more prevalent in the more densely developed City of Fresno.

FIGURE 3-33 OVERCROWDED HOUSEHOLDS IN THE REGION



Source: CHHS, 2021

FIGURE 3-34 REGIONAL OVERCROWDED HOUSEHOLDS BY TENURE

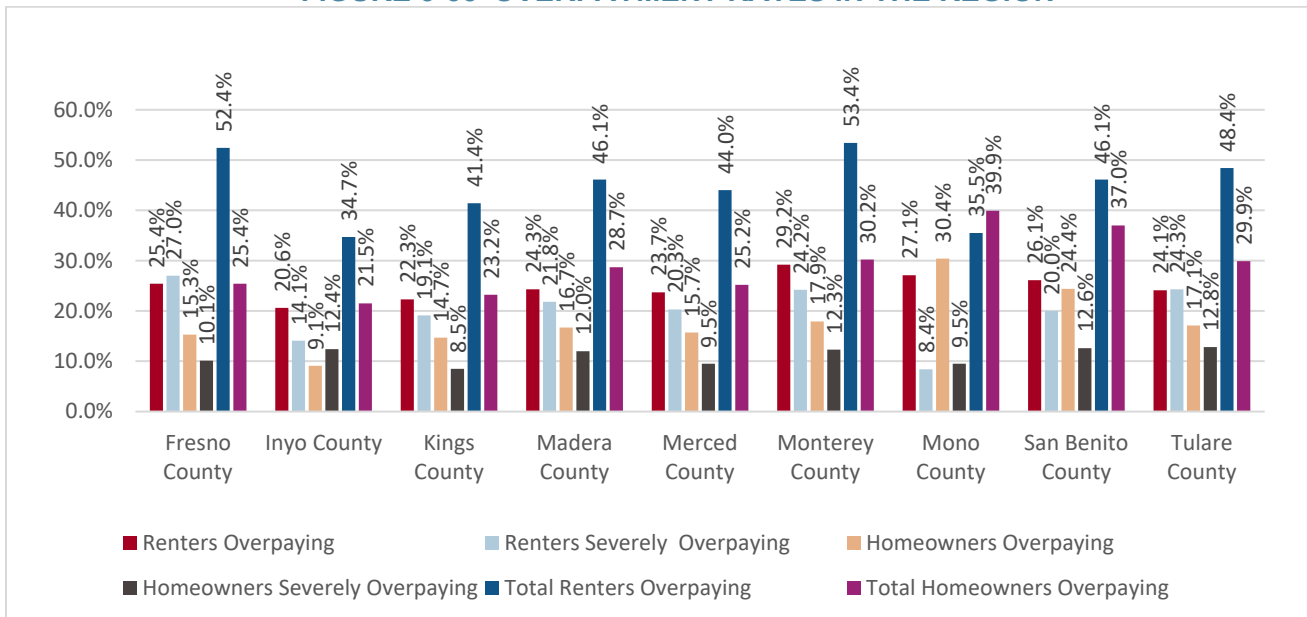


Source: 2016-2020 ACS

### Overpayment

HUD considers housing to be affordable for a household if the household spends less than 30.0 percent of its income on housing costs. A household is considered “cost-burdened” if it spends more than 30.0 percent of its monthly income on housing costs, while those who spend more than 50.0 percent of their income on housing costs are considered “severely cost-burdened.” In Fresno County, approximately 25.4 percent of all households were cost-burdened in 2020, and 16.3 percent were severely cost-burdened (**Figure 3-35, Overpayment Rates in the Region**). Of these households, a significantly larger proportion of renters experienced overpayment than owners. This trend can be seen throughout both the region, on average over 15.0 percent of owners and over 22.0 percent of renters are cost burdened, and generally over 25.0 percent of homeowners and 20.0 percent of renters are severely cost burdened. Fresno County is comparable to surrounding counties, with 15.3 percent of owners and 25.4 percent of renters cost burdened and 10.1 percent of owners and 27.0 percent of renters severely cost burdened. While owner overpayment rates in Fresno County are comparable or slightly lower than the region overall (with the exception of Kings and Inyo Counties), renter overpayment rates are slightly higher (with the exception of Monterey County). This reflects feedback from stakeholders and service providers received for the San Joaquin Valley REAP, *Taking Stock: A Comprehensive Housing Report for the San Joaquin Valley*, in 2022. Stakeholders throughout the region reported a shortage of rental opportunities resulting in disproportionately high prices for tenants.

FIGURE 3-35 OVERPAYMENT RATES IN THE REGION

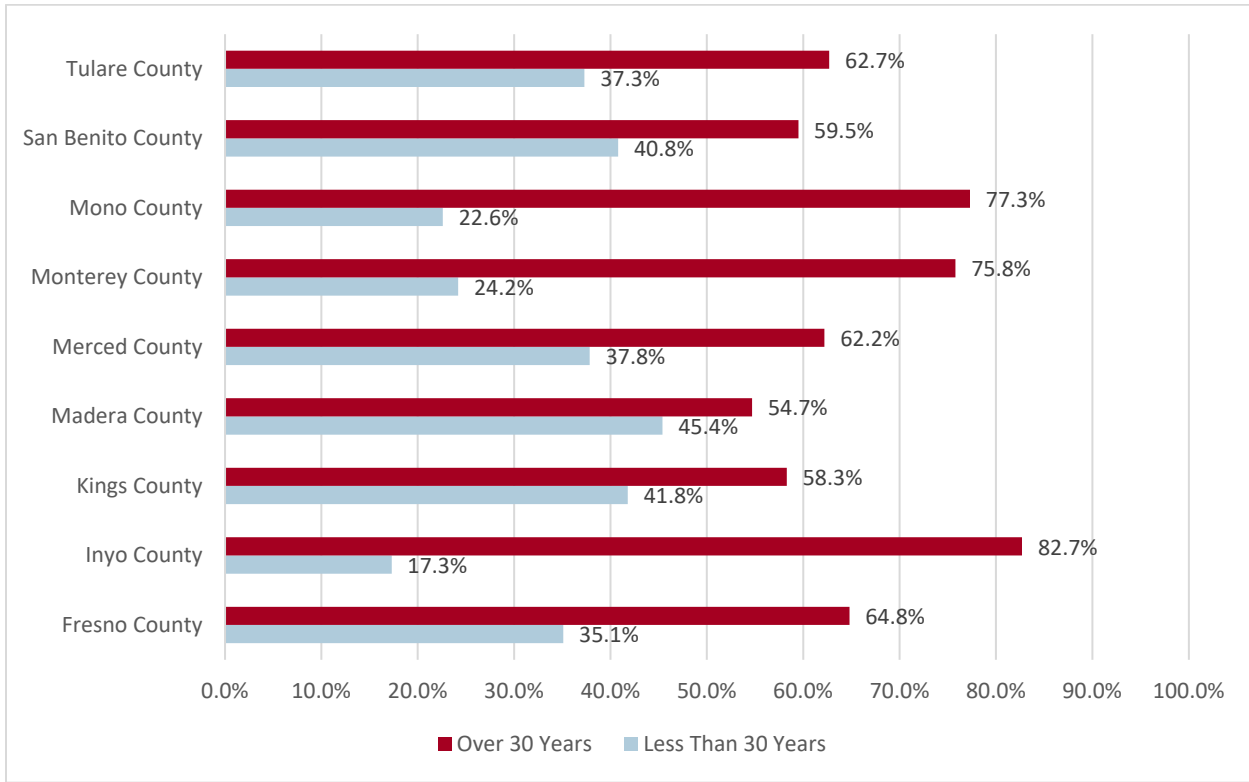


Source: HUD, CHAS 2014-2018

### Substandard Housing

As discussed in the Housing Needs Assessment, housing condition can be an indicator of quality of life. Substandard conditions present a barrier to fair housing as occupants are susceptible to health and safety risks associated with poor housing conditions, as well as at risk of displacement if conditions make the unit uninhabitable or if property owners must vacate the property to conduct repairs. As housing units age, they deteriorate without ongoing maintenance, which can present a fair housing issue for occupants, reduce property values, and discourage private reinvestment in neighborhoods dominated by substandard conditions. Typically, housing over 30 years is more likely to need repairs or rehabilitation than newer units. As shown in **Figure 3-36, Age of Housing Stock in the Region**, approximately 64.8 percent of housing units in Fresno County are older than 30 years and may need repairs. This is relatively comparable to adjacent Merced and Tulare Counties, at 62.2 and 62.7 percent, respectively, yet higher than Madera, Kings, and San Benito Counties, at 54.7, 58.3, and 59.5 percent respectively. However, Mono, Inyo, and Monterey Counties have a higher proportion of older housing than Fresno County, with the largest proportion of homes built during the 1970s. This may indicate a fairly comparable or slightly greater need for rehabilitation in Fresno County compared to the greater region with the exception of the counties that are at the eastern and western edges of the more centralized counties in the valley region.

FIGURE 3-36 AGE OF HOUSING STOCK IN THE REGION



Source: 2016-2020 ACS

### Farmworkers

According to the 2014 San Joaquin Valley Fair Housing and Equity Assessment, Fresno County and adjacent counties have the highest farmworker population compared to other regions in California. Farmworkers often face unique challenges locating affordable housing due to a combination of a higher rate of this population having limited English language proficiency, very low incomes, challenges securing home loans, and barriers to qualifying for rental units. Additionally, USDA data collected at the state and national level indicates that familial composition of farmworkers has changed since 1996 to include more families and fewer individuals; therefore, farmworker housing needs have likely also shifted from primarily seasonal housing for migrant workers to more permanent affordable housing for low wage working families. Although housing for all household types of farmworkers must be accommodated, much of the housing need for family households is best met near services, educational facilities, amenities and other resources that are more readily available in suburban and urban areas.

The Association of Bay Area Governments has identified three types of farmworkers in the state:

- **Permanent Residents:** Permanent residents of the county in which they work and may require housing which accommodates families and may fall into the extremely low-income category for seasonal workers who do not work in the off-season.
- **Migrant Farmworkers:** Perform agricultural labor on a seasonal or temporary basis and typically need housing for individuals, such as single occupancy rooms, bunkhouses, or dormitory style living.



- H-2A Visa Workers: Enter the U.S. under a federal guest worker program for a limited term and require a sponsor employer who provides housing, meals, and transportation to the job site.

The California Institute for Rural Studies (CIRS) reports that an estimated 85.0 percent of farmworkers in the state are from various regions in Mexico, and 5.0 percent from Central America, largely depending on which immigration period they entered the United States. An Indigenous Farmworker Study conducted in 2010 by California Rural Legal Assistance and other private parties estimated that approximately 25.0 percent of farmworkers statewide speak non-Spanish native languages of Mexico (including Zapoteco, Triqui and Mixteco), with significantly higher concentrations (up to one-third of farmworkers) in the Central Valley and Central Coast regions.

### ***History of Farm Working***

A history of farm working in the United States prepared by the National Farm Worker Ministry, an organization that advocates for and represents farmworkers, reports that following the Civil War, the gold rush and concurrent expansion of the railroad system led to California becoming a major agricultural center, in particular Fresno, Tulare, and Kern counties in the San Joaquin Valley. Initially, immigrants from China turned to agricultural labor as rail work diminished, followed by a wave of immigrants from elsewhere in Asia, primarily from Japan, the Philippines, and the Punjab province of India. According to federal law at the time, these newer immigrants were not allowed to own property or become citizens. During WWI, with most local American farm laborers engaged in the war, the demand for farmworkers increased. The Youth and Young Adults (YAYA) Timeline for Agricultural Labor in the U.S.A. reports that the first guestworker program was initiated in 1914 for Mexican labor to meet the need, ending in 1921. Following this, a combination of the Dust Bowl and the Depression brought a surge of migrant workers from the central states to California, as farmers were forced to sell their farms and travel west in search of work. Concurrently, the population of Mexican migrant workers decreased, as pressure increased for this population to leave or be deported during what was called the Mexican Repatriation.

The 2014 San Joaquin Valley Fair Housing and Equity Assessment found that White Dust Bowl farm laborers lived in shacks, tent camps, trailers, even their vehicles, as the Farm Security Administration established only eight farm labor camps in the entire San Joaquin Valley region. Where camp accommodations were provided for non-White farmworkers, they were segregated from the White camps and typically substandard in comparison. Most farmworkers had to find lodging in less desirable neighborhoods in cities or rural settlements, many of which were largely devoid of infrastructure improvements. Labor laws that were passed in the 1930s did not apply to farm workers, excluding them from protections such as worker's compensation, child labor, unionizing and collective bargaining, and overtime pay.

In August 1942, due to labor shortages associated with WWII, and six months after the start of the internment camps and the forced relocation of Japanese farmworkers, the federal government allowed for temporary contract laborers from Mexico as part of the Emergency Farm Labor Relief, or Bracero program. Although the Bracero program was initially established as a temporary wartime measure, Congress extended it through the late 1940s until it was ended in 1964. By the late 1950s, it is estimated that up to 200,000 of the laborers that migrated to the United States as part of this program worked in the San Joaquin Valley, many living in the vacated redlined urban neighborhoods left behind as previous immigrants integrated into the communities and were able to relocate, or within the post-

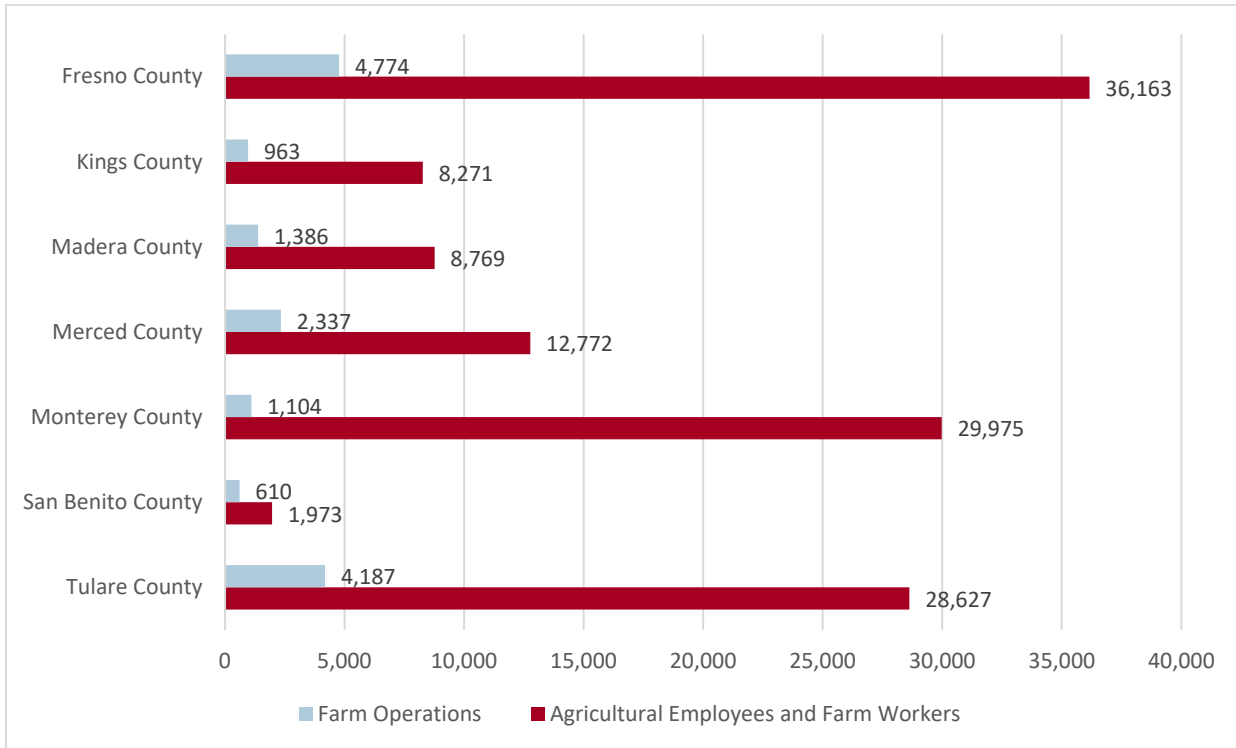
Depression farm labor camps that had been inhabited by the White Dust Bowl migrant laborers. These communities expanded as immigrants from Mexico and Central America continued to fill cheap labor positions.

Many farmworker communities developed in rural areas, just outside of, or within, jurisdictions' spheres of influence in the late 1900s, and often were not included in governmental investment of basic infrastructure as they generally were considered temporary accommodations. Additionally, many of these neighborhoods were exposed to higher rates of environmental pollution due to adjacency of major circulation routes, contaminated water systems associated with pesticides and agricultural runoff, and heavy industrial uses. Many of these neighborhoods have grown into established communities such as Del Rey, Cantua Creek, Easton, Five Points, Tranquility, and Raisin City, as well as others, yet continue to be underserved. These areas are analyzed in more detail in the local assessments of fair housing.

### ***Key Housing Issues and Trends***

The 2017 USDA Census of Agriculture reported 4,774 farms in Fresno County, a reduction from 5,683 in 2012. Although the 2022 Census of Agriculture has not yet been released, it is likely that this trend that has continued as development occurs at the periphery of jurisdictions, as well as the effect of the drought. As shown in **Figure 3-37, Regional Farm Operations and Agricultural Farmworkers**, Fresno County has the largest number of agricultural operations in the region and 89.5 percent of its land designated for agriculture, followed by Tulare County with 4,187 farms and 81.8 percent of land designated for agriculture. North of Fresno County, both Madera and Merced Counties have fewer agricultural operations, with 1,386 and 2,337 farms, respectively, but a higher proportion of land designated for agriculture (88.2 percent in Madera County and 91.1 percent in Merced County). Similarly, while Kings County only has 968 reported farm operations, 91.8 percent of its land is designated for agriculture. In contrast, counties west of Fresno County are less agriculturally oriented. Although there are 1,104 farms in Monterey County, only 61.3 percent of the land is designated for agriculture, and there are 610 farms in San Benito County with 75.6 percent of acreage designated for agriculture. Both Mono and Inyo Counties have fewer than 100 farms each, and therefore are not reflected on **Figure 3-37**.

FIGURE 3-37 REGIONAL FARM OPERATIONS AND AGRICULTURAL EMPLOYEES



Source: 2016-2020 ACS and U.S. Census of Agriculture, USDA, 2017

Note: Inyo and Mono Counties are not included in chart as the proportion of persons employed in agriculture, forestry, fishing and wildlife was below 4.0 percent

Local stakeholders estimate that official counts of farmworkers significantly underestimate the true numbers, as undocumented residents often do not participate in traditional data collection methods. Further, farmworkers may be difficult to count due to their mobility, shared housing situations, and distrust of authorities. According to the 2016-2020 ACS, the largest concentration of farmworkers in the region are in Fresno County, although this population comprises only 8.8 percent of employed residents in Fresno County. Following Fresno County, Monterey and Tulare Counties have comparable numbers of farmworkers, but the population represents a notably higher proportion of the employed persons population in each county, at 15.8 and 15.6 percent of the labor force, respectively. Further, 15.0 percent of the labor force in Madera County, 15.4 percent in Kings County, and 11.7 percent in Merced County are employed in agricultural operations. Only San Benito (6.7 percent), Mono (2.0 percent), and Inyo Counties (3.7 percent) have lower proportional representations of farmworkers than Fresno County.

As discussed previously, farmworkers face unique housing challenges due to low wages, high poverty rates, linguistic isolation, and, in many cases, citizenship status. The composition of farmworker households is shifting from primarily migrant individual males to more family households, including a growing number of single female-headed households with children according to the CIRS COVID-19 Farmworker Survey. The combination of socioeconomic characteristics of farmworkers, in Fresno County suggest that the conventional housing resources generally available to such lower-income households often correspond to TCAC/HCD Areas of High Segregation and Poverty. Further, due to housing costs, multiple families or individuals may share a single-family unit, converted garages, or accessory structures. The correlation between potential areas where farmworkers may access

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

affordable housing opportunities is discussed in more detail in each of the individual jurisdictions' assessments of fair housing.

According to the State of California's Analysis of Impediments to Fair Housing, privately owned employee housing licensed by the State of California has been steadily diminishing and currently only accommodates a small fraction of agricultural workers in the state. According to HCD's Employee Housing Facilities database, there are 562 units of farmworker employee housing throughout Fresno County with potential to house approximately 1,260 persons, including 6 set-aside units in Parlier Apartments in Parlier and Maldonado Plaza in Firebaugh. There are 645 units for H-2A workers, which can accommodate approximately 2,540 workers, which often are bunkhouses, dorms, or motel rooms. An additional 261 farmworker housing resources, including beds in the Parlier Migrant Center, single units, apartment complexes managed by the Fresno Housing Authority for seasonal and permanent occupancy, and 60 units of farmworker housing in Mendota, developed as part of the USDA Rural Area Development Program.

Between September 2021 and January 2022, the Fresno County conducted a Farmworker Survey and a Farmworker Employer Survey. A second round of each survey was conducted between February 2022 and July 2022. In total, the County surveyed 240 farmworkers, of whom 100 were homeowners, and 170 farm employers. Overall, less than 1 percent of all farmworkers surveyed desired to live in some type of farm labor housing, and 47.0 percent of non-homeowner households desired homeownership opportunities for single-family units. Of farm employers, 25 currently have some type of farm labor housing on-site. Of those that do not have on-site farm labor housing, 28 reported that they would consider adding labor housing as single houses or cottages and 1 specified that they would consider adding apartment style farm labor housing. Based on phone conversations, dairy farmers were most interested in providing on-site housing due to the 24-hour staffing required. All employers indicated that they would consider adding housing if financing was provided by the government or through grants.

#### *Housing Need*

The surveys conducted by CIRS and Fresno County indicate that traditional farm labor and worker camp housing is not desired by most Fresno County farmworkers and laborers, and only a small number of Fresno County farm employers are interested in providing on-site housing if government subsidies were available. Further, based on survey results farmworkers expressed greater interest in off-site housing options, reflecting the concerns of farm employers of finding farmworkers to live in on-site units.

While many of the farmworkers in Fresno County may reside in communities where affordable housing resources are available, and some permanent residents may be eligible for HCVs, they must compete with other lower-income households, often resulting in overcrowding, substandard conditions, and overpayment. Often, particularly for single laborers, dwellings are converted garages, vehicles, farm buildings, or tents. Undocumented laborers face even greater challenges in securing housing. The shortage of affordable housing for the farmworker community represents a significant barrier to fair housing for this population in Fresno County, as well as the region and statewide. Throughout Fresno County, farmworkers face a disproportionate need for safe and affordable housing options that provide access to jobs as well as other resources and amenities. This need is analyzed locally to inform each jurisdiction's Action Plan in the local Assessment of Fair Housing.

## ***Displacement Risk***

A combination of factors can result in increased displacement risk, particularly for lower-income households. Displacement risk increases when a household is paying more for housing than their income can support, their housing condition is unstable or unsafe, and when the household is overcrowded. Each of these presents barriers to stable housing for the occupants. As discussed in the analyses of Patterns of Integration and Segregation, Overcrowding, and Overpayment, there are disproportionate patterns of concentrated poverty in the county that may correlate with increased displacement risk. The identification of over 40 areas of high segregation and poverty in the county is also a significant factor in the potential for displacement, particularly in the incorporated areas of Fresno, Sanger, Reedley, Orange Cove, Mendota, Huron, and San Joaquin, and unincorporated areas east and west of I-5 in the western portion of the county. Other factors contributing to the risk of displacement include those previously discussed, as well as vacancy rates, availability of a variety of housing options, and increasing housing prices compared to wage increases. Additionally, the increase in the incidence of both sheltered and unsheltered homelessness points to the correlation between housing affordability, income, and, in many cases, racial and ethnic characteristics. According to the Urban Displacement Project (**Figure 3-38, Sensitive Communities, 2020**), a large portion of Fresno County, largely corresponding to census tracts with low median incomes and high diversity and/or concentrations of populations of color, have been identified as sensitive communities, which are susceptible to changes if housing prices increase.

The annual rate of increase in average home value or rental prices compared with annual changes in the average income in the county may also indicate an increased risk of displacement due to housing costs outpacing wage increase, a trend that is felt throughout the region, state, and nation. Dramatic increases in home and rental prices have impacted residents throughout the county, though renters are typically disproportionately burdened by housing market increases in annual rate increases, compared to homeowners who have fixed-rate mortgages. For households attempting to enter the homeowner market for the first time, however, the cost of homes and rising interest rates present a barrier for lower-income households to attain homeownership.

According to Zillow and Redfin (July 2022), the average home value in Fresno County has increased 122.6 percent since 2013, an average of 15.3 percent annually. However, the annual average increase in home prices between 2013 and 2020 pre-pandemic was 7.6 percent, while the median home cost increased 12.7 percent during the height of the pandemic between 2020 and 2021, and 28.9 percent between 2021 and 2022. According to Zillow and Redfin, the median sales price of a home in Fresno County jumped from \$291,409 in 2021 to \$375,000 in 2022. As shown in Table 2-22, Home Sales Recorded 2021-2022, in the Needs Assessment, the survey of home sales in each jurisdiction, with the exception of the City of Clovis as no data was available at the time of the survey, and unincorporated areas conducted in May 2022 by CoreLogic, the highest increases in housing costs were seen in Kingsburg, Coalinga, and City of Fresno, followed by Fowler, Kerman, and Selma, as well as the unincorporated communities of Shaver Lake and Caruthers.







While housing costs have increased rapidly, wages have not kept pace. The average median household income in Fresno County has increased an average of 3.1 percent annually from \$45,741 in 2012 to \$57,109 in 2020 according to 2016-2020 ACS data. Until 2020, the annual rate of increase in income was keeping a fairly steady pace with rising housing prices. However, between 2020 and 2022, based on a 2022 HCD estimate of Fresno County median income at \$80,300, the annual rate of increase in household income was 6.8 percent, as compared to the rate of increase in housing prices discussed previously. The difference in these trends indicates growing unaffordability of housing in Fresno County.

In general, the Fresno County region has relatively low housing values and lower housing costs compared to many areas of the state; however, homeowners and renters experience housing cost burdens on par with state levels due to the region's comparatively lower incomes. According to the San Joaquin Valley REAP 2022, estimated home values are at their highest point in decades. The impact of demographic shifts since the start of the COVID-19 pandemic are noticeable in home values in the Fresno County region, with values in several counties having risen nearly \$100,000 since early 2020. As shown in Table 2-24, Fresno County Ability to Pay, in the Needs Assessment, the median home price in Fresno County is only affordable to moderate- and above moderate-income households, based on a family of four. Rent prices in Fresno County have also increased significantly and present a barrier to lower-income households at a comparable rate with home values, at 7.6 percent annually. Between 2014 and 2021, the average rent for a two-bedroom unit, for example, increased from \$1,200 to \$1,835 according to a Zillow 2021 survey, and was affordable only to moderate-income households and above.

Data from Rentcafe.com (2022) indicates that 7.0 percent of units in the City of Fresno rent for less than \$1,000 monthly, 54.0 percent rent for \$1,001 to \$1,500 monthly, 30.0 percent rent for \$1,501 to \$2,000 monthly, and 10.0 percent are above \$2,000 monthly. However, these rent ranges do not differentiate between studio units and three-to four-bedroom units, and therefore the median rent estimate of \$1,480 may not represent the overpayment and overcrowding challenges faced by special needs and larger households. Rentcafe.com also provides average rents for other jurisdictions in Fresno County and adjacent counties, with Clovis at \$1,588, Coalinga at \$1,114, Kerman at \$1,167, Hanford at \$1,581, Sanger at \$1,093, Tulare at \$1,787, Visalia at \$1,691, and Merced at \$1,262. The countywide rate of lower-income renter overpayment is 75.4 percent, with rates exceeding those in the cities of Fresno, Fowler, Reedley, Sanger, and Selma. As renter households within most of the Fresno County jurisdictions comprise between 40.0 and 60.0 percent of the total households, and lower-income renters tend to have higher rates of overpayment than moderate- and above moderate-income renter households, this constitutes a significant proportion of renter households. As discussed in the analysis of Patterns of Integration and Segregation, the highest rates of poverty along the SR 99 corridor are in the City of Fresno, Sanger, Selma, Parlier, and Reedley, corresponding to the highest rates of cost-burdened, low-income renter households. In comparison, the lower-income renter overpayment rate in the unincorporated county is 13.5 percent.

In Fresno County, overpayment is pervasive and is not necessarily linked to areas with a lower median income, although within the county, 60.2 percent of lower-income homeowner households overpay as compared to 25.0 percent of total homeowners; and 75.4 percent of lower-income renters overpay compared to 52.2 percent of total renter households. The highest rates of lower-income homeowner overpayment above the countywide rate are present in Fresno, Kerman, Kingsburg, Mendota, Parlier, Reedley, Sanger, San Joaquin, and Sanger, while the lowest rates are found in the unincorporated county, Coalinga, Fowler, Firebaugh, and Huron.

### SECTION 3: REGIONAL ASSESSMENT OF FAIR HOUSING

Feedback received in response to the San Joaquin Valley REAP, *Taking Stock: A Comprehensive Housing Report for the San Joaquin Valley*, have identified that there is an overall lack of production at any price point, but particularly in multifamily construction and affordable units. For rentals, very low inventory and high cost to initiate tenancy (e.g., deposits, first and last month's rent) may result in the need for hundreds or thousands of dollars up front to secure the rental unit.

According to the California Housing Partnership, the average cost of living for a family of three in the San Joaquin Valley is about \$48,293. This regional cost of living is 14.0 percent below the regional median household income of \$56,247; however, it is 66.0 percent higher than the state minimum wage income of \$29,120.

# OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT

---



## TABLE OF CONTENTS

Opportunities for Residential Development..... 4-1

### TABLES

Table 4-1 2023-2031 Regional Housing Needs Allocation by Jurisdiction..... 4-2  
Table 4-3 Financial Resources..... 4-6  
Table 4-3 Fresno Housing Authority Properties ..... 4-10

**SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT**

*This page intentionally left blank.*

# OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT



## REGIONAL HOUSING NEEDS ALLOCATION

State law (California Government Code Section 65584) requires that each city and county plan to accommodate its share of the region’s housing construction needs, called the Regional Housing Needs Allocation (RHNA). The RHNA is intended to promote an increase in the housing supply and mix of housing types, infill development, socioeconomic equity, and efficient development patterns; protect environmental and agriculture resources; and improve jobs/housing relationships.

The California Department of Housing and Community Development (HCD) is responsible for projecting the housing needs for each of the state’s regional governing bodies, or councils of governments. This demand represents the number of additional units needed to accommodate the anticipated growth in the number of households within each region. State law provides for councils of governments to prepare regional housing allocation plans that assign a share of a region’s housing construction need to each city and county.

In Fresno County, the Fresno Council of Governments (FCOG) is the entity authorized under state law to develop a methodology to distribute the future housing needs to the jurisdictions within the region. The jurisdictions and FCOG collaborated to determine how the regional need would be distributed among the jurisdictions. In October 2022, FCOG adopted its final Regional Housing Needs Allocation Plan for the June 30, 2023, through December 31, 2031, RHNA projection period. As required by state law, the Plan divides the allocation of projected housing demand into four income categories:

- Very low-income – Up to 50 percent of the area median income;
- Low-income – 51 to 80 percent of the area median income;
- Moderate-income – 81 to 120 percent of the area median income; and
- Above moderate-income – More than 120 percent of the area median income.

Adjusting the allocation by income category allows for a balanced distribution of lower-income households between jurisdictions. Based on the requirements of Assembly Bill (AB) 2634 (Statutes of 2006), each jurisdiction must also address the projected needs of extremely low-income households, defined as households earning less than 30 percent of the median income. The projected extremely low-income need can be assumed as 50 percent of total need for the very low-income households. **Table 4-1** shows the RHNA for all jurisdictions in Fresno County, adjusted to include the projected needs for extremely low-income households.

**SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT**

State law also requires all jurisdictions in Fresno County, including the County of Fresno, to demonstrate that they have or will make available adequate sites with appropriate zoning and development standards to accommodate the RHNA. The following section discusses the assumptions for this analysis and Section 2 of Appendix 2 shows how each jurisdiction will meet this requirement through units built or under construction, planned or approved projects, and vacant and underutilized sites.

**Table 4-1 2023-2031 Regional Housing Needs Allocation by Jurisdiction**

Jurisdiction	Housing Units by Income Level				Total Housing Units
	Very Low <sup>1</sup>	Low	Moderate	Above Moderate	
Clovis	2,926	1,549	1,448	3,054	8,977
Coalinga	157	96	89	224	566
Firebaugh	102	46	66	229	443
Fowler	94	57	47	141	339
Fresno	9,440	5,884	5,638	15,904	36,866
Huron	45	45	55	174	319
Kerman	285	134	168	476	1,063
Kingsburg	248	161	150	323	882
Mendota	129	68	97	348	642
Orange Cove	66	49	86	268	469
Parlier	147	94	108	384	733
Reedley	403	183	211	666	1,463
San Joaquin	39	193	245	644	1,121
Sanger	412	28	36	97	573
Selma	393	165	233	701	1,492
Unincorporated County	706	391	370	883	2,350
<b>Total County</b>	<b>15,592</b>	<b>9,143</b>	<b>9,047</b>	<b>24,516</b>	<b>58,298</b>

<sup>1</sup>Adjusted to include extremely low-income units

Source: FCOG Regional Housing Needs Allocation Plan, October 2022.



## ASSEMBLY BILL 1233 RHNA “CARRY-OVER” ANALYSIS

AB 1233, passed in 2005, amended State Housing Element law (Government Code Section 65584.09) to promote the effective and timely implementation of local housing elements. This bill applies to jurisdictions that included programs in their previous housing elements to rezone sites as a means of meeting their previous RHNA, as well as jurisdictions who failed to adopt a State-certified housing element in the previous housing element cycle. Key provisions of Government Code Section 65584.09 state that where a local government failed to identify or make adequate sites available in the prior planning period, the jurisdiction must zone or rezone adequate sites to address the unaccommodated housing need within the first year of the new planning period. In addition to demonstrating adequate sites for the new planning period, the updated housing element must identify the unaccommodated housing need from the previous planning period.

These jurisdictions must identify their unaccommodated housing need from January 1, 2013, through December 31, 2023, RHNA projection period. Where applicable, an analysis has been included in the local jurisdictions section in Appendix 1.

The methodology used to calculate the unaccommodated need starts with the 2006-2013 RHNA and subtracts:

- The number of units approved or constructed (by income category) since the beginning of the previous RHNA projection period start date (i.e., January 1, 20013);
- The number of units that could be accommodated on any appropriately zoned sites available during the previous RHNA projection period;
- The number of units accommodated on sites that have been rezoned for residential development pursuant to the site identification programs in the element adopted for the previous planning period (if applicable); and
- The number of units accommodated on sites rezoned for residential development independent of the sites rezoned in conjunction with the element’s site identification programs, as described previously.

If this analysis reveals an unaccommodated need (in any income category) from the 2013-2023 RHNA, the jurisdiction must adopt a program to rezone sites within the first year of the new planning period to meet the housing need pursuant to Government Code Sections 65584.09 and 65583(c)(1).

## AVAILABILITY OF LAND AND SERVICES

The State law governing the preparation of housing elements emphasizes the importance of an adequate land supply by requiring that each housing element contain “an inventory of land suitable for residential development, including vacant sites and sites having potential for redevelopment, and an analysis of the relationship of zoning and public facilities and services to these sites” (Government Code Section 65583(a)(3)).

## **Units Built or Under Construction and Planned or Approved Projects**

Jurisdictions can credit units from approved or projects pending approval to meet a portion of the RHNA. Each jurisdiction’s Housing Element includes a list of all residential projects that are planned or approved and scheduled to be built by the end of the current RHNA projection period (December 31, 2023).

## **Accessory Dwelling Unit Potential**

California Government Code Section 65583.1(a) states that a town, city, or county may identify sites for accessory dwelling units (ADUs) based on the number of ADUs developed in the prior Housing Element planning period, whether the units are permitted by right, the need for ADUs in the community, the resources or incentives available for their development, and any other relevant factors. Based on recent changes in state law reducing the time to review and approve ADU applications, requiring ADUs that meet requirements to be allowed by right, eliminating discretionary review for most ADUs, and removing other restrictions on ADUs, it is anticipated that the production of ADUs will increase in the 6th cycle Housing Element planning period.

## **Vacant and Underutilized Land Inventory**

The residential land inventory is required “to identify sites that can be developed for housing within the planning period and that are sufficient to provide for the jurisdiction’s share of the regional housing need for all income levels” (Government Code Section 65583.2(a)). The phrase “land suitable for residential development” includes vacant and underutilized sites zoned for residential use as well as vacant and underutilized sites zoned for nonresidential use that allow residential development. All parcels (or portions of parcels) in the vacant and underutilized sites inventory were reviewed by local staff and the consultants to confirm vacancy status, ownership, adequacy of public utilities and services, possible environmental constraints (e.g., flood zones and steep slopes), and other possible constraints to development feasibility.

## ***Sites Identified in Previous Housing Element***

Pursuant to California Government Code Section 65583.2(c), a nonvacant site identified in the previous planning period and a vacant site identified in two or more previous consecutive planning periods cannot be used to accommodate the lower-income RHNA unless the site is subject to an action in the Housing Element that requires rezoning within three years of the beginning of the planning period that will allow residential use by right for housing developments with at least 20 percent units affordable to lower-income households.

## ***Affordability and Density***

To identify sites that can accommodate a local government’s share of the RHNA for lower-income households, housing elements must include an analysis that demonstrates the appropriate density to encourage and facilitate the development of housing for lower-income households. The statute (Government Code Section 65583.2(c)(3)) provides two options for demonstrating appropriate densities:

- Provide a detailed market-based analysis demonstrating how the adopted densities accommodate this need. The analysis shall include, but is not limited to, factors such as market demand, financial feasibility, or information based on development project experience within a zone or zones that provide housing for lower-income households.
- Use the “default density standards” that are “deemed appropriate” in state law to accommodate housing for lower-income households given the type of the jurisdiction. With the exception of the cities of Fresno and Clovis, all jurisdictions in Fresno County are considered “suburban jurisdictions” with a default density standard of 20 units per acre. HCD is required to accept sites that allow for zoning at this density as appropriate for accommodating a jurisdiction’s share of the regional housing need for lower-income households. The cities of Fresno and Clovis are considered metropolitan jurisdictions and have a default density of 30 units per acre.

Density is a critical factor in the development of affordable housing. In theory, maintaining low densities typically increases the cost of land per unit and increases the amount of subsidy needed to ensure affordability while higher-density development can lower per-unit land cost and facilitate construction in an economy scale.

*Refer to each local jurisdiction’s Appendix 1 for a full sites analysis to meet the RHNA.*

## **Adequacy of Public Facilities**

One major constraint to new housing development is the availability and adequacy of infrastructure, including water and wastewater infrastructure. The unincorporated areas of the county are particularly constrained by a lack of infrastructure. The County of Fresno generally does not provide water and sewer services in existing unincorporated communities. These services are provided by independent community services districts. Most of the existing community services districts do not have excess capacity and would require significant expansion to accommodate any additional growth. For this reason, most new growth is directed to urban areas where infrastructure systems are more developed.

However, many of the cities also face infrastructure constraints. Water and sewer infrastructure needs to be extended into new-growth areas before development can occur, and existing infrastructure systems will require upgrades. Jurisdictions rely on development impact fees to cover the cost of infrastructure improvements as they grow. These costs are added to the cost of new housing units, impacting affordability.

Water supply is one of the most critical issues for Fresno County. Jurisdictions in the county rely on a combination of groundwater and surface water. While projects in the county are served by independent wells or community facilities districts, cities typically have independent water sources either from a third party or a municipally operated system. During drought years or other mandated reductions for environmental purposes, total water supply can fluctuate from year to year. In rural areas, groundwater levels are dropping, causing domestic wells to dry up.

Jurisdictions in Fresno County have and will continue to pursue grant funding to improve infrastructure availability and reliability. Furthermore, the jurisdictions may adopt, or work with local water providers to adopt, policies to

**SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT**

grant priority for water and sewer service to proposed developments that include housing units affordable to lower-income households.

**Financial and Administrative Resources**

Jurisdictions in Fresno County have access to a variety of existing and potential funding sources for affordable housing activities. These include programs from federal, state, local, and private resources. This section describes the key housing funding sources currently used in the city, which include Community Development Block Grant (CDBG) funds from the state and Section 8 rental assistance. **Table 4-3** lists a range of potential financial resources that may be used in these jurisdictions.

**Table 4-3 Financial Resources**

<b>Program Name</b>	<b>Description</b>	<b>Eligible Activities</b>
<b>Federal</b>		
Community Development Block Grant (CDBG)	Grants administered and awarded by the state on behalf of HUD to cities through an annual competitive process.	Acquisition Rehabilitation Homebuyer Assistance Economic Development Infrastructure Improvements Homeless Assistance Public Services
HOME Investment Partnership Act Funds	Flexible grant program for affordable housing activities awarded by the state on behalf of HUD to individual cities through an annual competitive process.	Acquisition Rehabilitation Homebuyer Assistance New Construction
Section 8 Rental Assistance Program	Rental assistance payments to owners of private market-rate units on behalf of very low-income tenants.	Rental Assistance
Section 203(k)	Single-family home mortgage program allowing acquisition and rehabilitation loans to be combined into a single mortgage.	Land Acquisition Rehabilitation Relocation of Unit Refinancing of Existing Indebtedness
<b>State Programs</b>		
Emergency Shelter Grant Program	Program funds to rehabilitate and operate emergency shelters and transitional shelters, provide essential social services, and prevent homelessness.	Support Services Rehabilitation Transitional Housing Supportive Housing
Rural Development Loans and Grants	Capital financing for farmworker housing. Loans are for 33 years at 1 percent interest. Housing grants may cover up to 90 percent of the development costs of housing. Funds are available under the Section 515 (Rental Housing), Section 502 (Homeownership Loan Guarantee), Section 514/516 (Farm Labor Housing), and Section 523 (Mutual Self-Help Housing) programs.	Purchase Development/Construction Improvement Rehabilitation
Multifamily Housing Program (MHP)	Deferred payment loans for new construction, rehabilitation, acquisition, and preservation of permanent and transitional rental housing.	New Construction Rehabilitation Acquisition Preservation

SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT

Program Name	Description	Eligible Activities
California Housing Finance Agency (Cal HFA) Residential Development Loan Program	Low interest, short-term loans to local governments for affordable infill, owner-occupied housing developments. Links with CalHFA's Down Payment Assistance Program to provide subordinate loans to first-time buyers. Two funding rounds per year.	New Construction Rehabilitation Acquisition
California Housing Finance Agency (Cal HFA) Homebuyer's Down Payment Assistance Program	CalHFA makes below market loans to first-time homebuyers of up to 3% of sales price. Program operates through participating lenders who originate loans for CalHFA. Funds available upon request to qualified borrowers.	Homebuyer Assistance
California Housing Finance Agency (Cal HFA)	The Forgivable Equity Builder Loan gives first-time homebuyers a head start with immediate equity in their homes via a loan of up to 10% of the purchase price of the home. The loan is forgivable if the borrower continuously occupies the home as their primary residence for five years.	Homeowner Assistance
Low-Income Housing Tax Credit (LIHTC)	Tax credits are available to persons and corporations that invest in low-income rental housing. Proceeds from the sale are typically used to create housing.	New Construction Rehabilitation
California Self-Help Housing Program	State program that provides technical assistance grants and loans as well as deferred payment conditionally forgivable mortgage assistance loans for the rehabilitation or construction of new affordable housing.	New Construction Rehabilitation
CalHOME	Grants to cities and nonprofit developers to offer homebuyer assistance, including down payment assistance, rehabilitation, acquisition/rehabilitation, and homebuyer counseling. Loans to developers for property acquisition, site development, predevelopment, and construction period expenses for homeownership projects	Predevelopment, Site Development, Site Acquisition Rehabilitation Acquisition/rehab Down Payment Assistance Mortgage Financing Homebuyer Counseling
Tax Exempt Housing Revenue Bond	Supports low-income housing development by issuing housing tax-exempt bonds requiring the developer to lease a fixed percentage of the units to low-income families at specified rental rates.	New Construction Rehabilitation Acquisition
Affordable Housing Sustainable Communities Program	This program provides grants and/or loans, or any combination, that will achieve GHG emissions reductions and benefit Disadvantaged Communities through increasing accessibility of affordable housing, employment centers, and key destinations via low-carbon transportation.	New Construction
<b>Local</b>		
First Time Homebuyer Assistance Program (HAP)	The First Time Homebuyer Assistance Program (HAP) offers no-interest loans of up to 20 percent of a home's sale price to income-qualifying first-time home buyers. The buyer must contribute at least 1.5 percent of the sale	Down Payment Assistance Mortgage Financing

**SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT**

<b>Program Name</b>	<b>Description</b>	<b>Eligible Activities</b>
	price and must purchase the house as their primary residence.	
Housing Assistance Rehabilitation Program (HARP)	This program provides no-interest loans to income-qualifying households for moderate to substantial home reconstruction/rehabilitation projects. Code deficiencies, as well as owner-requested non-luxury improvements, are addressed. HARP loans are funded by various federal and state agencies and are specifically designed to assist low-income families make such improvements.	Rehabilitation
Rental Rehabilitation Program (RRP)	This program offers zero-interest loans to repair rentals in unincorporated areas and participating cities. Loans cover the entire cost of rehabilitation and are repaid over 20 years.	Rehabilitation
Habitat for Humanity – Greater Fresno Area	Homeownership through sweat equity. Homeowners also receive counseling and training on homeownership and maintenance. Homeowners buy their completed homes from Habitat for Humanity and repay them over 30 years through an affordable mortgage	Homebuyer Assistance
<b>Private Resources/Lender/Bank Financing</b>		
Federal National Mortgage Association (Fannie Mae) Community Homebuyers Program	Fixed rate mortgages issued by private mortgage insurers.	Homebuyer Assistance
	Mortgages that fund the purchase and rehabilitation of a home.	Homebuyer Assistance Rehabilitation
	Low down payment mortgages for single-family homes in underserved low-income and minority cities.	Homebuyer Assistance
California Community Reinvestment Corporation (CCRC)	Nonprofit mortgage banking consortium designed to provide long-term debt financing for affordable rental housing. Nonprofit and for-profit developers contact member banks.	New Construction Rehabilitation Acquisition
Federal Home Loan Bank Affordable Housing Program	Direct subsidies to nonprofit and for-profit developers and public agencies for affordable low-income ownership and rental projects.	New Construction
Freddie Mac	Home Works – Provides first and second mortgages that include rehabilitation loan. County provides gap financing for rehabilitation component. Households earning up to 80% Median Family Income (MFI) qualify.	Homebuyer Assistance Combined with Rehabilitation
Bay Area Local Initiatives Support Corporation (LISC)	Provides recoverable grants and debt financing on favorable terms to support a variety of community development activities including affordable housing.	Acquisition New Construction Rehabilitation
Northern California Community Loan Fund (NCCLF)	Offers low-interest loans for the revitalization of low-income communities and affordable housing development.	Acquisition Rehabilitation New Construction
Low-Income Investment Fund (LIHF)	Provides below-market loan financing for all phases of affordable housing development and/or rehabilitation.	Acquisition Rehabilitation New Construction



Program Name	Description	Eligible Activities
<b>Administrative Resources</b>		
RH Community Builders	RH Community Builders is a nonprofit housing developer active in the region. The organization develops cost effective, high quality, permanently affordable housing throughout the Central Valley and beyond. RH Community Builders is focused on building a multi-faceted approach to ending homelessness in the Central Valley. By assisting community members in accessing needed services and increasing the inventory of affordable housing.	New Construction Rehabilitation Acquisition

***Administrative Capacity***

Beyond local city and county staff that administer housing programs, there are a number of agencies and organizations that are important in the overall delivery system of housing services in the region, including new construction, acquisition and rehabilitation, and preservation of affordable housing.

***Fresno Economic Opportunities Commission***

The Fresno Economic Opportunities Commission (Fresno EOC) is a private nonprofit corporation governed by a 24-member tripartite Board of Commissioners. The Fresno EOC provides services that include energy services such as the weatherization program for both homeowners and renters in Fresno County who are income eligible.

***Fresno Housing Authority***

The Fresno Housing Authority provides affordable housing to over 50,000 residents throughout Fresno County, either through Housing Choice Vouchers (HCV) or in Housing Authority-owned complexes. Specifically, the HCV program is assisting 12,000 households. As of October 2015, there are 42,587 residents outside the City of Fresno on the waitlist for HCVs. Applicants are randomly selected through a lottery system.

**Table 4-3** shows the subsidized rental units owned and/or managed by the Fresno Housing Authority throughout the county.

**SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT**

**Table 4-3 Fresno Housing Authority Properties**

<b>Community/ Apartment Complex</b>	<b>Location</b>	<b>Number of Units</b>
<b><i>Biola</i></b>		
Biola Apartments	4955 North 7th Avenue	12
<b><i>Del Rey</i></b>		
Del Rey Apartments	5662 South Oak Lane Avenue	30
<b><i>Firebaugh</i></b>		
Cardella Courts	419 P Street	32
La Joya Commons (Firebaugh Family Apartments)	1501 Clyde Fannon Road	34
Firebaugh Elderly	1662 Thomas Conboy Avenue	30
Maldonado Plaza	1779 Thomas Conboy Avenue	64
Mendoza Terrace	1613 Mendoza Drive	50
Mendoza Terrace II	1661 Allardt Drive	40
Rio Villas	1238 P Street, Firebaugh	30
<b><i>Fowler</i></b>		
Magnolia Commons (Magill Plaza)	325 East Vine Street	60
<b><i>Fresno</i></b>		
541 (South Tower)	541 South Tower, North Fulton Street	14
Alegre Commons	130 West Barstow Avenue	42
Bridges at Florence	649 East Florence Avenue	34
Brierwood	4402 West Avalon Avenue	74
Cedar Courts	4430 East Hamilton Avenue	119
Cedar Courts II	4430 East Hamilton Avenue	30
City View at Van Ness	802 Van Ness Avenue	45
Dayton Square	3050 East Dayton Avenue	66
DeSoto Gardens	640 East California Avenue	40
DeSoto Gardens II	640 East California Avenue	28
El Cortez Apartments	4949 North Gearhart Avenue	48
Fairview Heights Terrace	2195 South Maud	74
Fenix at Calaveras	250 North Calaveras Street	22
Fenix at Glenn	172 North Glenn Avenue	8
Garland Gardens	3726 North Pleasant Avenue	51
Golden State Triage Center	1415 West Olive Avenue, Fresno	48
Inyo Terrace	510 South Peach Avenue	44
Marcelli Terrace	4887 North Barcus Avenue	24

SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT

Community/ Apartment Complex	Location	Number of Units
Mariposa Meadows	1011 West Atchison Avenue	40
Monte Vista Terrace	North 1st Street and East Tyler Avenue	44
Pacific Gardens	5161 East Kings Canyon Road	56
Parc Grove Commons South	2674 East Clinton Avenue	363
Pinedale Apartments	160 West Minarets Avenue	50
Renaissance at Alta Monte	205 North Blackstone Avenue	30
Renaissance at Santa Clara*	t 1555 Santa Clara Street	70
Renaissance at Trinity	524 South Trinity Street	21
San Ramon	1328 East San Ramon Avenue	32
Sequoia Courts	515 South Modoc Street	60
Sequoia Courts Terrace	549 S. Thorne Avenue	78
Sierra Plaza	838 Tulare Street	70
Sierra Pointe**	1233 West Atchison Avenue	53
Sierra Terrace	937 Klette Avenue	72
Step Up 99	1240 North Crystal Avenue	99
Sun Lodge	1101 North Parkway Drive	98
The Arthur at Blackstone	3039 North Blackstone Avenue	41
The Monarch at Chinatown	1101 F Street	57
The Villages at Broadway	1828 Broadway Street	26
The Villages at Paragon	4041 Plaza Dr E	28
Viking Village	4250 North Chestnut Avenue	40
Villa del Mar	3950 North Del Mar Avenue	48
Woodside Apartments	3212 East Ashcroft Avenue	76
Yosemite Village	709 West California Avenue	69
<b><i>Huron</i></b>		
Cazares Terrace	36487 O Street	24
Cazares Terrace II	36333 Mouren Street	20
Corazon Del Valle Commons	17053 12th Street	61
Parkside Apartments	36200 North Giffen Avenue	50
<b><i>Kerman</i></b>		
Granada Commons	14570 California Avenue	16
Helsem Terrace	938 South 9th Street	40
<b><i>Kingsburg</i></b>		
Linnaea Villas	2530 Sierra Street	47
Marion Villas	1600 Marion Street	48

**SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT**

<b>Community/ Apartment Complex</b>	<b>Location</b>	<b>Number of Units</b>
<b><i>Laton</i></b>		
Laton Apartments	6701 East Latonia Street	20
<b><i>Mendota</i></b>		
Mendota RAD Apartments	778 Quince Street	60
Esperanza Commons	241 Tuft Street	60
Rios Terrace	424 Derrick Avenue	24
Rios Terrace II	111 Straw Street	40
<b><i>Orange Cove</i></b>		
Citrus Gardens	201 Citrus Avenue and 452 10th Street	30
Kuffel Terrace	791 I Street	60
Mountain View Apartments	1270 South Avenue	30
<b><i>Parlier</i></b>		
Oak Grove	595 Bigger Street	50
Orchard Commons*	295 South Newmark Avenue	41
Parlier Migrant Center*	8800 South Academy Avenue	131
<b><i>Reedley</i></b>		
Sunset Terrace	629 East Springfield Avenue	20
Sunset Terrace II	806 Lingo Avenue	20
Kings River Commons	2020 E. Dinuba Avenue	60
<b><i>Sanger</i></b>		
Blossom Trail Commons	285 J Street	48
Elderberry at Bethel	2505 5th Street	74
Wedgewood Villas	2415 5th Street	64
<b><i>San Joaquin</i></b>		
San Joaquin Apartments	8610 South Pine Avenue	20
Taylor Terrace	8410 5th Street	28
<b><i>Selma</i></b>		
Cueva De Oso (William Shockley Plaza)	1445 Peach Street	48
<b>TOTAL</b>		<b>4,048</b>

Source: Fresno Housing Authority, 2022.

Notes:

\* Including one manager's unit

\*\* Single-family homes

***Nonprofit Housing Providers***

There are numerous nonprofit organizations that are active in constructing, managing, and preserving affordable housing in the region. According to Affordable Housing Online, there are 12,585 units of affordable housing in 138 properties throughout the county, including those operated by the Housing Authority. More than half of these affordable units are in the City of Fresno; however, every city and several unincorporated communities also contain affordable housing units. Within the smaller cities and unincorporated areas, one of the more active nonprofit

housing providers has been Self-Help Enterprises. Self-Help Enterprises focuses on providing self-help housing, sewer and water development, housing rehabilitation, multifamily housing, and homebuyer programs in the San Joaquin Valley of California. They currently assist the City of Coalinga to oversee their housing rehabilitation and down payment assistance programs.

## OPPORTUNITIES FOR ENERGY CONSERVATION

State law requires an analysis of the opportunities for energy conservation in residential development. Energy efficiency has direct application to affordable housing since higher energy bills result in less money available for rent or mortgage payments. High energy costs have particularly detrimental effects on low-income households that do not have enough income or cash reserved to absorb cost increases and many times must choose between basic needs, such as shelter, food, and energy.

### California Building Code, Title 24

California Title 24 regulations require higher energy-efficiency standards for residential and nonresidential buildings. The building code provides a great deal of flexibility for individual builders to achieve a minimum “energy budget” through the use of various performance standards. These requirements apply to all new residential construction, as well as all remodeling and rehabilitation construction.

### Utility Programs

Pacific Gas and Electric Company (PG&E), which provides electricity service in Fresno County, provides a variety of energy conservation services for residents as well as a wealth of financial and energy-related assistance programs for low-income customers:

- **The Budget Billing Program (BPP).** Designed to eliminate big swings in customer monthly payments by averaging energy costs over the year.
- **CARE (California Alternate Rates for Energy).** PG&E provides a 20 percent discount on monthly gas and energy bills for low-income households.
- **Energy Savings Assistance Program:** Provides low-income customers with energy-efficiency upgrades such as attic insulation, caulking, weather stripping, water-saving devices, and energy-efficient lighting.
- **Multifamily Energy Savings Program:** Offers cash incentives on the installation of new, energy-efficient equipment or systems.
- **The Family Electric Rate Assistance (FERA) Program.** PG&E provides a rate reduction program for low-income households of three or more people.
- **REACH (Relief for Energy Assistance through Community Help).** The REACH program is sponsored by PG&E and administered through the Salvation Army. PG&E customers can enroll to give monthly donations to the REACH program. Through the REACH program, qualified low-income customers who

## SECTION 4: OPPORTUNITIES FOR RESIDENTIAL DEVELOPMENT

have experienced unforeseen hardships that prohibit them from paying their utility bills may receive an energy credit up to \$200.

The Fresno Economic Opportunities Commission (FEOC) operates over 35 human service programs designed to reduce poverty, increase self-sufficiency, and build stronger communities. The agency budget is approximately \$100 million annually with funding from private, local, regional, state, and federal sources. One of the programs includes energy services such as free solar panel installation and weatherization programs:

- **Free Home Solar Program:** The Transform Fresno Project provides up to a 6,000 Watts solar system for homes in the designated project area. The solar system and installation are 100 percent free. Homeowners will own the system free and clear. A limited number of systems are available.
- **Low-Income Home Energy Assistance Program (LIHEAP):** Provides financial assistance to help offset an eligible Fresno County household's home energy cost.
- **Weatherization services:** Homeowners and renters in Fresno County who are income-eligible can qualify for weatherization services with qualified mobile homes, apartments, houses, and condos. Weatherization measures include:
  - Weather-stripping doors and caulking windows or gaps around home
  - Testing, repairing, or replacement of refrigerators, water heaters, heating and/or cooling systems, and cooking appliances
  - Insulating exterior walls, ceilings, and floors
  - Installing low-flow shower heads
  - Upgrading interior and exterior lighting services to LED
  - Duct repair and replacement



# HOUSING CONSTRAINTS

---



## TABLE OF CONTENTS

<b>Housing Constraints</b> .....	<b>5-1</b>
Governmental Constraints .....	5-1
Nongovernmental Constraints .....	5-13

## TABLES

Table 5-1 Statewide Density Bonus Parking Standards .....	5-3
Table 5-2 Fresno COG Transportation Impact Fee .....	5-10
Table 5-3 Listed Land Prices, Incorporated Cities (2022) .....	5-13
Table 5-4 Listed Land Prices, Unincorporated Areas (2022).....	5-14
Table 5-5 Land Sale Prices, Incorporated Cities (August 2022).....	5-14
Table 5-6 Land Sale Prices, Unincorporated Areas (August 2022).....	5-14

## FIGURES

Figure 5-1. Historical Mortgage Interest Rates, United States 2015-2022 .....	5-16
---	------

## SECTION 5: HOUSING CONSTRAINTS

*This page intentionally left blank.*

# HOUSING CONSTRAINTS

---



Actual or potential constraints to the provision of housing affect the development of new housing and the maintenance of existing units for all income levels. State housing element law requires cities and counties to review both governmental and nongovernmental constraints to the maintenance and production of housing for all income levels. Since local governmental actions can restrict the development and increase the cost of housing, State law requires the housing element to “address and, where appropriate and legally possible, remove governmental constraints to the maintenance, improvement, and development of housing” (Government Code Section 65583(c)(3)). The housing element must also analyze potential and actual constraints on the development, maintenance, and improvement of housing for persons with disabilities.

Nongovernmental constraints are not specific to each community and are described in this section at the regional level. Governmental constraints, on the other hand, are specific to each local government and are described only generally in this section. The appendices contain a more detailed governmental constraints analysis for each local government.

## GOVERNMENTAL CONSTRAINTS

Local governments have little or no influence on the national economy or the federal monetary policies that influence it. Yet, these two factors have some of the most significant impacts on the overall cost of housing. The local housing market, however, can be encouraged and assisted locally. One purpose of the housing element is to require local governments to evaluate their past performance in this regard. By reviewing local conditions and regulations that may impact the housing market, the local government can prepare for future growth through actions that protect public health and safety without unduly adding to the cost of housing production.

It is in the public interest for a local government agency to accommodate development while protecting the general welfare of the community, through a regulatory framework/environment. At the same time, government regulations can potentially constrain the supply of housing available in a community if the regulations limit the opportunities to develop housing, impose requirements that unnecessarily increase the cost to develop housing, or make the development process so arduous as to discourage housing developers.

### Land Use Controls

Land use controls provided in the general plan and the zoning ordinance influence housing production in several ways. The permitted and conditionally permitted uses in each district guide new development and provide both developers and the public with an understanding of how vacant land will develop in the future. This includes the density of development that will occur within a particular zone, the compatibility of planned uses in a given area, and the range and type of buildings and uses that will be located throughout the city or the county.

### ***General Plan***

Each city and county in California must prepare a comprehensive, long-term general plan to guide growth and development. The land use element of the general plan must contain land use designations, which establish the basic allowed land uses and density of development for the different ranges and areas within the jurisdiction. Under State law, the zoning districts must be consistent with the general plan land use designations. The general plan land uses must provide suitable locations and densities to accommodate each jurisdiction's regional housing needs allocation (RHNA) and implement the policies of the housing element. Appendix 2 provides a description of each jurisdiction's general plan land use designations.

### ***Zoning Ordinance***

Land use controls provided in the zoning ordinance influence housing production in several ways. The permitted and conditionally permitted uses in each district guide new development and provide both developers and the public with an understanding of how vacant land will develop in the future. This includes the density of development that will occur within a particular zone, the compatibility of planned uses in a given area, and the range and type of buildings and uses that will be located throughout the jurisdiction.

Local governments regulate the type, location, and scale of residential development primarily through the zoning ordinance. The zoning ordinance implements the general plan. It contains development standards for each zoning district consistent with the land use designations of the general plan. Appendix 2 provides a description of each jurisdiction's zoning districts and development standards.

### **Residential Development Standards**

Each jurisdiction's zoning ordinance contains development standards for each zoning district. These standards vary by jurisdiction, but typically include density, parking requirements, lot coverage, height limits, lot size requirements, setbacks, and open space requirements. The Housing Element must analyze whether development standards impede the ability to achieve maximum allowable densities.

### ***Parking***

Parking requirements do not constrain the development of housing directly. However, parking requirements may reduce the amount of available lot areas for residential development. Most of the participating jurisdictions require two parking spaces per single-family dwelling unit. Several, but not all jurisdictions, have reduced parking standards for multifamily and elderly housing.

### ***Open Space and Park Requirements***

Open space and park requirements can decrease the affordability of housing by increasing developer fees and/or decreasing the amount of land available on a proposed site for constructing units. All jurisdictions require that park space is set aside in new subdivisions, or that developers pay a fee in lieu of providing parks.

### Density Bonus

Under current state law (Government Code Section 65915), cities and counties must provide a density increase up to 80 percent over the otherwise maximum allowable residential density under the Municipal Code and the Land Use Element of the General Plan (or bonuses of equivalent financial value) when builders agree to construct housing developments with 100 percent of units affordable to low- or very low-income households.

Density bonus law also imposes statewide parking standards that a jurisdiction must grant upon request from a developer of an affordable housing project that qualifies for a density bonus. These parking standards are summarized in Table 5-1. These numbers are the total number of parking spaces, including guest parking and handicapped parking. The developer may request these parking standards even if they do not request the density bonus. Appendix 2 provides a description of whether or not individual jurisdictions comply with California’s density bonus law.

**Table 5-1 Statewide Density Bonus Parking Standards**

Number of Bedrooms	Required On-Site Parking
Studio/1 bedroom	1 space
2 to 3 bedrooms	1.5 space
4 or more bedrooms	2.5 spaces

*Source: Government Code Section 65915 (9)(p)(1)*

### Growth Control

Growth-control ordinances or policies are designed to limit the amount or timing of residential development. Since growth-control policies, by definition, constrain the production of housing, local governments must analyze whether or not local growth-control policies limit the ability to meet the RHNA. Most jurisdictions have not adopted growth-control policies. Appendix 2 describes which jurisdictions have other growth-control policies or ordinances.

While not a form of growth control, all jurisdictions in Fresno County are subject to the City/County memorandum of understanding (MOU), which establishes procedures for annexation of land to cities. The City/County MOU encourages urban development to take place within cities and unincorporated communities where urban services and facilities are available or planned to be made available in an effort to preserve agricultural land. The MOU standards for annexation require that a minimum of 50 percent of annexation areas have an approved tentative subdivision map or site plan. Therefore, cities must wait for private developers to request an annexation before initiating an annexation. In cities that are mostly built out within their current city limits, the MOU limits the cities’ ability to accommodate future housing needs. While cities can take certain steps to “prezone” land in advance of annexation, the annexation of land into the city limits is not entirely within the cities’ control.

## Airport Land Use Compatibility

State law requires each local agency having jurisdiction over land uses within an Airport Influence Area (AIA) to either: (1) modify its general plan, zoning ordinance, or other applicable land use regulation(s) to be consistent with the Airport Land Use Compatibility Plan (ALUCP); or (2) overrule all or part of the ALUCP within 180 days of its adoption. If a city or county fails to take either action, the agency is required to submit all land use development proposals to the Airport Land Use Commission (ALUC) for consistency review until such time as the ALUC deems their general plan consistent with the ALUCP. The Fresno Council of Governments (COG) Airport Land Use Commission has completed ALUCPs for airports within its jurisdiction. The following are the most recently adopted plans for public airports in Fresno County.

- Coalinga Airport Land Use Plan
- Fresno County Airports Land Use Policy Plan
- Fresno-Chandler Executive Airport Land Use Plan
- Fresno Yosemite International Airport Airport Land Use Compatibility Plan
- Harris Ranch Land Use Plan
- Reedley Airport Land Use Plan
- Selma-Reedley-Firebaugh-Mendota Airports Land Use Plans
- Sierra Sky Park Land Use Plan

The ALUCP has the potential to constrain residential development, if deemed incompatible with the ALUCP. No incompatibility has been identified with existing General Plan land uses and none is anticipated in the future. Sites identified in the residential sites inventory are not constrained by the land use compatibility requirements of any ALUCP. As such, the ALUCP is not considered a significant constraint in Fresno County and is not addressed in Appendix 2.

## Zoning for a Variety of Housing Types

State Housing Element law (Government Code Section 65583(c)(1) and 65583.2(c)) requires that local governments analyze the availability of sites that will facilitate and encourage the development of a variety of types of housing for all income levels, including multifamily rental housing, factory-built housing, mobile homes, housing for farmworkers and employees, emergency shelters, transitional and supportive housing, single-room occupancy (SRO) units, group homes and residential care facilities, and second dwelling units.

### ***Multifamily***

Multifamily housing includes duplexes, apartments, condominiums, or townhomes, and is the primary source of affordable housing. Appendix 2 provides descriptions of the restrictions on multifamily housing units in each jurisdiction.



## ***Manufactured Housing***

Manufactured housing can serve as an alternative form of affordable housing in low-density areas where the development of higher-density multifamily residential units is not allowed or not feasible because of infrastructure constraints. California Government Code Sections 65852.3 and 65852.4 specify that a jurisdiction must allow manufactured homes on a foundation on all “lots zoned for conventional single family residential dwellings.” Permanently sited manufactured homes built to the United States Department of Housing and Urban Development (HUD) Code are subject to the same rules as site-built homes, except architectural requirements concerning the manufactured home’s roof overhang, roofing materials, and siding materials.

The only two exceptions that local jurisdictions are allowed to make to the manufactured home siting provisions are if: (1) there is more than 10 years’ difference between the date of manufacture of the manufactured home and the date of the application for the issuance of an installation permit; or (2) if the site is listed on the National Register of Historic Places and regulated by a legislative body pursuant to Government Code Section 37361.

Appendix 2 provides descriptions of the allowances and restrictions on manufactured homes in each jurisdiction and whether the zoning ordinances in the jurisdictions comply with State law requirements for manufactured homes.

## ***Farmworker Housing/Employee Housing Act***

The Employee Housing Act (Health and Safety Code Sections 17021.5 and 17021.6) requires jurisdictions to permit employee housing for six or fewer employees as a single-family use. The California Department of Housing and Community Development (HCD) also indicates that employee housing shall not be included within the zoning definition of a boarding house, rooming house, hotel, dormitory, or other similar term that implies that the employee housing is a business run for profit or differs in any other way from a family dwelling. Jurisdictions cannot impose a conditional use permit, zoning variance, or other zoning clearance of employee housing that serves six or fewer employees that are not required of a family dwelling of the same type in the same zone. In addition, in any zone where agriculture is permitted or allowed by a conditional use permit, employee housing containing up to 36 beds and 12 units must be treated as an agricultural use. No conditional use permit, zoning variance, or other zoning clearance shall be required for this type of employee housing that is not required of any other agricultural activity in the same zone.

Appendix 2 provides an analysis of whether or not each jurisdiction complies with the Employee Housing Act.

## **Emergency Shelters**

Emergency shelters are defined by the California Health and Safety Code (Section 50801) as:

*Housing with minimal supportive services for homeless persons that is limited to occupancy of six months or less by a homeless person. No individual or household may be denied emergency shelter because of an inability to pay”*

Senate Bill (SB) 2 (Government Code Section 65583) was enacted in 2008 to support the needs of the homeless by removing barriers to and increasing opportunities for development of emergency shelters. SB 2 requires every jurisdiction in California to identify a zone (or zones) where emergency shelters are allowed as a permitted use without a conditional use permit or other discretionary permit. To address this requirement, a local government may amend an existing zoning district, establish a new zoning district, or establish an overlay zone. The zone(s) must provide sufficient opportunities for new emergency shelters to meet the homeless need identified in the analysis and must in any case accommodate at least one year-round emergency shelter. SB 2 requires that emergency shelters only be subject to those development and management standards that apply to residential or commercial use within the same zone, except the local government may apply certain objective standards, as follows:

- The maximum number of beds or persons permitted to be served nightly by the facility.
- Off-street parking based on demonstrated need, provided that the standards do not require more parking for emergency shelters than for other residential or commercial uses within the same zone.
- The size and location of exterior and interior on-site waiting and client intake areas.
- The provision of on-site management.
- The proximity to other emergency shelters provided that emergency shelters are not required to be more than 300 feet apart.
- The length of stay.
- Lighting.
- Security during hours that the emergency shelter is in operation.

Assembly Bill (AB) 2339 (Government Code Section 65583 (a)(4)) requires jurisdictions provide a calculation methodology for determining the sufficiency of sites available to accommodate emergency shelters in the identified zoning designation.

Appendix 2 analyzes each jurisdiction’s compliance with State law requirements for emergency shelters.

## **Low-Barrier Navigation Centers**

Government Code Section 65662 requires that the development of low-barrier navigation centers be developed as a use by right in zones where mixed uses are allowed or in nonresidential zones that permit multifamily housing. For a navigation center to be considered “low barrier,” its operation should

incorporate best practices to reduce barriers to entry, which may include, but are not limited to, the following:

- Permitting the presence of partners if it is not a population-specific site, such as for survivors of domestic violence or sexual assault, women, or youth
- Pets
- Ability to store possessions
- Providing privacy, such as private rooms or partitions around beds in a dormitory setting or in larger rooms with multiple beds

Appendix 2 analyzes each jurisdiction’s compliance with State law requirements for low-barrier navigation centers.

***Transitional and Supportive Housing***

Pursuant to Government Code Section 65583, transitional and supportive housing shall be treated as a residential use and allowed in all zones that allow residential uses, subject only to those restrictions that apply to other residential uses of the same type in the same zone.

According to recent changes in State law, Government Code Sections 65650 and 65583 (AB 2162), states that the City must also allow 100 percent affordable projects that include 25 percent, or 12 units of supportive housing, by right where multi-unit and mixed-use development is permitted. The Housing Element includes an implementation program to comply with this new provision of State law. Transitional housing is a type of housing used to facilitate the movement of homeless individuals and families to permanent housing. Residents of transitional housing are usually connected to supportive services designed to assist the homeless in achieving greater economic independence and a permanent, stable living situation. Transitional housing can take several forms, including group quarters with beds, single-family homes, and multifamily apartments; and typically offers case management and support services to help return people to independent living (often six months to two years).

The State defines transitional housing as:

*“Transitional housing” shall mean buildings configured as rental housing developments, but operated under program requirements that require the termination of assistance and recirculating of the assisted unit to another eligible program recipient at a predetermined future point in time that shall be no less than six months from the beginning of the assistance (Health and Safety Code Section 50675.14).*

Supportive housing links the provision of housing and social services for the homeless, people with disabilities, and a variety of other special-needs populations. Similar to transitional housing, supportive housing can take several forms, including group quarters with beds, single-family homes, and multifamily apartments. The State defines supportive housing as:

## SECTION 5: HOUSING CONSTRAINTS

*“Supportive housing” shall mean housing with no limit on length of stay, that is occupied by the target population and that is linked to onsite or offsite services that assist the supportive housing resident in retaining the housing, improving his or her health status, and maximizing his or her ability to live and, when possible, work in the community (Health and Safety Code Section 50675.2(h)).*

The State defines the target population as:

*“Target population” shall mean persons with low incomes who have one or more disabilities, including mental illness, HIV or AIDS, substance abuse, or other chronic health condition, or individuals eligible for services provided pursuant to the Lanterman Developmental Disabilities Services Act (Division 4.5 (commencing with Section 4500) of the Welfare and Institutions Code) and may, among other populations, include families with children, elderly persons, young adults aging out of the foster care system, individuals exiting from institutional settings, veterans, or homeless people (Health and Safety Code Section 53260(d)).*

Appendix 2 analyzes compliance with State law requirements for transitional and supportive housing in each jurisdiction.

### **Single-Room Occupancy Units**

Single-room occupancy (SRO) unit means a living or efficiency unit, as defined by California Health and Safety Code Section 17958.1, intended or designed to be used, as a primary residence by not more than two persons for a period of more than 30 consecutive days and having either individual bathrooms and kitchens or shared bathrooms and/or kitchens. SRO units can provide affordable private housing for lower-income individuals, seniors, and persons with disabilities. These units can also serve as an entry into the housing market for formerly homeless people. Appendix 2 provides descriptions of the allowances and restrictions for SRO units in each jurisdiction.

### **Group Homes/Residential Care Facilities**

The Lanterman Developmental Disabilities Services Act (Lanterman Act) and Health and Safety Code Sections 1267.8, 1566.3, and 1568.08 sets out the rights and responsibilities of persons with developmental disabilities. A State-authorized, certified, or licensed family care home, foster home, or a group home serving six or fewer disabled persons or dependent and neglected children on a 24-hour-a-day basis must be considered a residential use that is permitted in all residential zones. Local agencies must allow these licensed residential care facilities in any area zoned for residential use and may not require licensed residential care facilities for six or fewer persons to obtain conditional use permits or variances that are not required of other family dwellings.

Appendix 2 provides descriptions of the restrictions on group homes in each jurisdiction.

## **Accessory Dwelling Units**

Accessory dwelling units (ADUs), also called “second units” or “granny flats” are attached or detached residential dwellings that provide complete, independent living facilities for one or more persons. That is, they include permanent provisions for living, sleeping, eating, cooking, and sanitation on the same parcel as a single-family dwelling and must be permitted ministerially subject to objective design standards (Government Code Section 65852.2).

Junior accessory dwelling units (JADUs) are ADUs of less than 500 square feet and must be permitted within the walls of the proposed or existing single-family dwelling. An existing bedroom or interior entry into the single-family home is not required for JADUs.

Appendix 2 analyzes compliance with State law requirements for ADU/JADUs in each jurisdiction.

## **On-/Off-Site Improvement Standards**

On/off-site improvement standards establish infrastructure or site requirements to support new residential development, such as streets, sidewalks, water and sewer, drainage, curbs and gutters, street signs, park dedications, utility easements, and landscaping. While these improvements are necessary to ensure public health and safety and that new housing meets the local jurisdiction’s development goals, the cost of these requirements can sometimes represent a significant share of the cost of producing new housing.

Appendix 2 describes specific site improvement standards for each jurisdiction. Although improvement requirements and development fees increase the cost of housing, jurisdictions have little choice in establishing such requirements due to the limitations on property taxes and other revenue sources needed to fund public improvements.

## **Fees and Exactions**

State law limits fees charged for development permit processing to the reasonable cost of providing the service for which the fee is charged. Local governments charge various fees and assessments to cover the costs of processing permit applications and providing services and facilities, such as parks and infrastructure. Almost all of these fees are assessed based on the magnitude of a project’s impact or on the extent of the benefit that will be derived. Additional fees and/or time may be necessary for required environmental review, depending on the location and nature of a project.

In 2019, National Impact Fees Survey examined 37 jurisdictions in California. The study reports average impact fees of \$37,471 per single-family unit and \$21,703 per multifamily unit in California.

Appendix 2 provides an analysis of permit and processing and development impact fees in each jurisdiction. In addition to the fees shown in Appendix 2, jurisdictions in Fresno County are subject to two regional impact fees, including Regional Transportation Mitigation fees and San Joaquin Valley Air Pollution Control District fees.

## Regional Transportation Mitigation Fees

In addition to local planning and development impact fees, Regional Transportation Mitigation Fees, shown in Table 5-2, are payable to the Fresno COG as a part of “Measure C,” approved by Fresno County voters in 2006. Jurisdictions have no control of these fees, which are paid to ensure that future development contributes toward the cost to mitigate cumulative, indirect regional transportation impacts. These fees are the same throughout the county and fund important improvements needed to maintain the transportation system.

**Table 5-2 Fresno COG Transportation Impact Fee**

Residential Developments (\$/Dwelling Unit)	Fee
Single-Family Dwelling (Market-Rate)	\$2,118
Single-Family Dwelling (Affordable)	\$1,059
Multifamily Dwelling (Market-Rate)	\$1,642
Multifamily Dwelling (Affordable)	\$821

Source: Fresno Council of Governments, 2020.

## San Joaquin Valley Air Pollution Control District Fees

Fresno County is within the regulatory jurisdiction of the San Joaquin Valley Air Pollution Control District (SJVAPCD). The air basin as a whole does not meet ambient air quality standards set at the state and federal levels and is within a “non-attainment” area for ozone, particulate matter with a diameter of 10 microns or less (PM<sub>10</sub>; state), and particulate matter with a diameter of 2.5 microns or less (PM<sub>2.5</sub>).

As a consequence of these conditions, the SJVAPCD has implemented an Indirect Source Review (ISR) process to reduce the impacts of growth in emissions from all new land development. An Air Impact Assessment (AIA) and potential mitigation fees are required for residential projects that contain 50 or more units and when there is a discretionary approval required. Fees are also exacted by the SJVAPCD to offset emissions created by typical operational sources. These fees can add hundreds of dollars to the cost of development. However, the cost is applied to all jurisdictions in the air basin and may be eliminated for a lesser number of units or reduced with additional mitigation measures.

## Processing and Permit Procedures

Jurisdictions have various procedures that developers must follow for processing development entitlements and building permits. Processing times vary and depend on the size and complexity of the project. Appendix 2 provides more information on the processing and permit procedures in each jurisdiction.

## **Senate Bill 35**

SB 35 requires jurisdictions that have failed to meet their RHNA to provide a streamlined, ministerial entitlement process for housing developments that incorporate affordable housing.

Appendix 2 analyzes each jurisdiction's compliance with State law requirements.

## **Senate Bill 330**

SB 330, the Housing Crisis Act of 2019, established specific requirements and limitations on development application procedures. Housing developments for which a preliminary application is submitted that complies with applicable general plan and zoning standards is subject only to the development standards and fees that were applicable at the time of submittal. This applies to all projects unless the project square footage or unit count changes by more than 20 percent after the preliminary application is submitted. The developer must submit a full application for the development project within 180 days of submitting the preliminary application.

Appendix 2 analyzes each jurisdiction's compliance with State law requirements.

## **Building Codes and Enforcement**

Building codes and their enforcement can increase the cost of housing and impact the feasibility of rehabilitating older properties that must be upgraded to current code standards. In this manner, building codes and their enforcement can act as a constraint on the supply of housing and its affordability.

The California Building Standards Code, Title 24, serves as the basis for the design and construction of buildings in California. State law prohibits the imposition of additional building standards that are not necessitated by local geographic, climatic, or topographic conditions, and requires that local governments making changes or modifications in building standards must report such changes to HCD and file an expressed finding that the change is needed. Appendix 2 provides more information on building codes and enforcement by jurisdiction.

## **Constraints on Housing for Persons with Disabilities**

In accordance with SB 520 (Chapter 671, Statutes of 2001), jurisdictions must analyze the potential and actual governmental constraints on the development of housing for persons with disabilities. Appendix 2 contains a detailed review of zoning laws, policies, and practices in each jurisdiction to ensure compliance with fair housing laws.

## **California Building Code**

The 2019 California Building Code, Title 24 regulations, provide for accessibility for persons with disabilities. The Housing Element must identify the version of the Building Code adopted in each jurisdiction and whether or not a jurisdiction has adopted any amendments to the Code that might diminish the ability to accommodate persons with disabilities. Appendix 2 provides information on which



## SECTION 5: HOUSING CONSTRAINTS

jurisdictions have adopted the 2019 California Building Code, including Title 24 regulations of the code concerning accessibility for persons with disabilities.

### ***Definition of Family***

There are a number of state and federal rules that govern the definition of family, including the Federal Fair Housing Amendments Act of 1988, the California Fair Housing and Employment Act, the California Supreme Court case *City of Santa Barbara v. Adamson* (1980), and the California Constitution privacy clauses. The laws surrounding the definition of family have a few primary purposes: to protect people with disabilities, to protect nontraditional families, and to protect privacy. According to HCD and Mental Health Advocacy Services, there are three major points to consider when writing a definition of family:

- Jurisdictions may not distinguish between related and unrelated individuals.
- The definition may not impose a numerical limit on the number of persons in a family.
- Land use restrictions for licensed group homes for six or fewer individuals must be the same as those for single families.

Appendix 2 analyzes whether or not the zoning ordinances in each jurisdiction contain restrictive definitions of “family.”

### ***Zoning and Land Use Policies***

Restrictive land use policies and zoning provisions can constrain the development of housing for persons with disabilities. The Housing Element must analyze compliance with fair housing laws, provisions for group homes, and whether or not jurisdictions have adopted any minimum distance requirements or other zoning procedures or policies that would limit housing for persons with disabilities. Appendix 2 provides information on zoning and land use policies.

### ***Reasonable Accommodation Procedure***

Both the federal Fair Housing Amendment Act (FHAA) and the California Fair Employment and Housing Act direct local governments to make reasonable accommodations (i.e., modifications or exceptions) in their zoning laws and other land use regulations when such accommodations may be necessary to afford disabled persons an equal opportunity to use and enjoy a dwelling. It may be reasonable to accommodate requests from persons with disabilities to waive a setback requirement or other standard of the zoning ordinance to ensure that homes are accessible for the mobility impaired. Whether a particular modification is reasonable depends on the circumstances and must be decided on a case-by-case basis. Appendix 2 provides information on reasonable accommodation policies and procedures in each jurisdiction.

## NONGOVERNMENTAL CONSTRAINTS

The availability and cost of housing is strongly influenced by market forces over which local governments have little or no control. Nonetheless, State law requires that the housing element contain a general assessment of these constraints, which can serve as the basis for actions to offset their effects. The primary nongovernmental constraints to the development of new housing are land costs, construction costs, and availability of financing. This section also discusses environmental constraints that might affect housing development in the region.

### Land Costs

The cost of land can be a major impediment to the production of affordable housing. Land costs are influenced by many variables, including scarcity and developable density (both of which are indirectly controlled through governmental land use regulations), location, site constraints, and the availability of public utilities. For example, available land parcels in downtown Fresno are small in size due to limited available land. The range is from \$375,000 to \$495,000, less than the high county average. This is often because sites are smaller and/or occupied by existing uses that generate revenue to property owners. As shown in Table 5-3 and Table 5-4, smaller sites (under 10 acres) have a smaller cost-per-acre in both the cities and unincorporated area.

As shown in Table 5-3, in August 2022, land was listed for more in the incorporated area. Excluding the City of Fresno, whose land costs are not reflective of the rest of the county, seven properties were listed for sale in the incorporated cities (three in Clovis, and one each in Kerman, Orange Cove, Parlier, and San Joaquin). The properties ranged in size from 1.7 acres for \$499,000 (\$297,024 per acre) to 20 acres for \$358,000 (\$17,900 per acre). The average list price per acre was \$282,686.

As shown in Table 5-4, in the unincorporated area (Auberry, Squaw Valley, Wonder Valley outside of Sanger), eight properties were listed for sale in August 2022. The properties ranged from 4.7 acres for \$80,000 (\$17,021 per acre) to 25 acres for \$199,000 (\$7,960 per acre). The average list price per acre was \$18,048.

**Table 5-3 Listed Land Prices, Incorporated Cities (2022)**

Lot Size	Incorporated		
	Average Per-Acre Cost	Average Range Per-Acre Cost	Number of Listings
Less than 10 acres	\$383,601	\$40,379 – \$1,269,430	5
10 or more acres	\$30,398	\$17,900 – \$42,895	2
<b>Average \$/acre</b>	<b>\$282,686</b>	<b>\$17,900 – \$1,256,410</b>	<b>7</b>

Source: Redfin, August 2022.

SECTION 5: HOUSING CONSTRAINTS

**Table 5-4 Listed Land Prices, Unincorporated Areas (2022)**

Lot Size	Unincorporated		
	Average	Average Range	Number of Listings
Less than 10 acres	\$23,325	\$17,021 – \$36,853	5
10 or more acres	\$9,253	\$7,800 – \$12,000	3
<b>Average \$/acre</b>	<b>\$18,048</b>	<b>\$7,800 – \$36,853</b>	<b>8</b>

Source: Redfin, August 2022.

As shown in Table 5-5, in August 2022, land sold for less in the incorporated area. Excluding the City of Fresno, whose land costs are not reflective of the rest of the county, eight properties were sold in cities (two in Sanger, three in Clovis, one each in Selma, Coalinga, and Firebaugh). The properties ranged from 0.5 acres for \$135,000 (\$6 per acre) to 160.0 acres for \$1,559,396 (\$9,746 per acre). The average sale price per acre was \$67,582.

As shown in Table 5-6, in the unincorporated area, 13 properties were sold in August 2022, ranging from 4.1 acres for \$35,000 (\$8,495 per acre) to 54.3 acres for \$215,000 (\$3,959 per acre). The average cost per acre of all sold properties in Fresno County was \$13,907.

**Table 5-5 Land Sale Prices, Incorporated Cities (August 2022)**

Lot Size	Incorporated		
	Average	Range	Number of Listings
Less than 10 acres	\$85,152	\$6–\$236,666	6
10 or more acres	\$14,873	\$9,746–\$20,000	2
<b>Average \$/acre</b>	<b>\$67,582</b>	<b>\$6–\$236,666</b>	<b>8</b>

Source: Redfin, August 2022.

**Table 5-6 Land Sale Prices, Unincorporated Areas (August 2022)**

Lot Size	Unincorporated		
	Average	Range	Number of Listings
Less than 10 acres	\$19,924	\$6,237 – \$44,291	8
10 or more acres	\$4,280	\$2,563 – \$5,338	5
<b>Average \$/acre</b>	<b>\$13,907</b>	<b>\$2,563 – \$44,291</b>	<b>13</b>

Source: Redfin, August 2022.

### Construction Costs

Construction costs for a single-family home are approximately \$143 per square foot. This is based on costs calculated for a 2,000-square-foot, wood-framed, single-story, four-cornered home of good quality construction and including a two-car garage and forced-air heating and cooling in Fresno County. Estimated total construction costs for such a home are \$286,664. These construction costs include labor, materials, and equipment but do not include costs of buying land.<sup>1</sup>

Costs for multifamily construction are approximately \$95 per square foot. This is based on costs calculated for a three-story building in Fresno County with 30 units and an average unit size of 800 square feet each. The calculation is for a wood or light steel frame structure, including forced-air heating and cooling and constructed of good-quality materials. The estimated total construction costs for each unit are \$71,736, and total construction costs for the building are \$2,294,428. These construction costs include labor, materials, and equipment but do not include costs of buying land.<sup>2</sup>

The availability and demand for materials, such as asphalt, roofing, and pipes, affect prices for these goods. Another major cost component of new housing is labor. The cost of labor in Fresno County is comparatively low because the area’s cost of living is relatively low compared to other areas in California.. According to a 2020 study of project costs in TCAC project application budgets, construction worker compensation only represents 14 percent of the total per-unit cost for a multifamily project. White collar labor costs, including developer fees, contractor income, and architecture and engineering fees, represent a combined 19 percent of per-unit costs. While prevailing wage requirements do add to project costs, low construction worker wages can create negative externalities by requiring construction workers to enroll in public safety net programs such as Temporary Aid for Needy Families (TANF), Earned Income Tax Credit (EITC), and Supplemental Nutrition Assistance Program (SNAP). Additionally, construction workers not receiving adequate pay could experience the same challenges of housing cost burden that affordable housing programs seek to address. Therefore, there is a regional benefit in maintaining livable wages for construction workers. There is little that municipalities can do to mitigate the impacts of high construction costs except by avoiding local amendments to uniform building codes that unnecessarily increase construction costs without significantly adding to health, safety, or construction quality. Because construction costs are similar across jurisdictions in Fresno County, the cost of construction is not considered a major constraint to housing production.

### Dry Utilities

Dry utilities, including cable, electricity, and telephone service, are available to all areas in the city. There is sufficient capacity to meet the current need and any future need. Service providers for Fresno County are:

- Electricity: Pacific Gas and Electric Company (PG&E)

<sup>1</sup> 2022 National Building Cost Manual and 2022 15 zip code modifiers, Craftsman Book Company.

<sup>2</sup> 2022 National Building Cost Manual and 2022 15 zip code modifiers, Craftsman Book Company.

## SECTION 5: HOUSING CONSTRAINTS

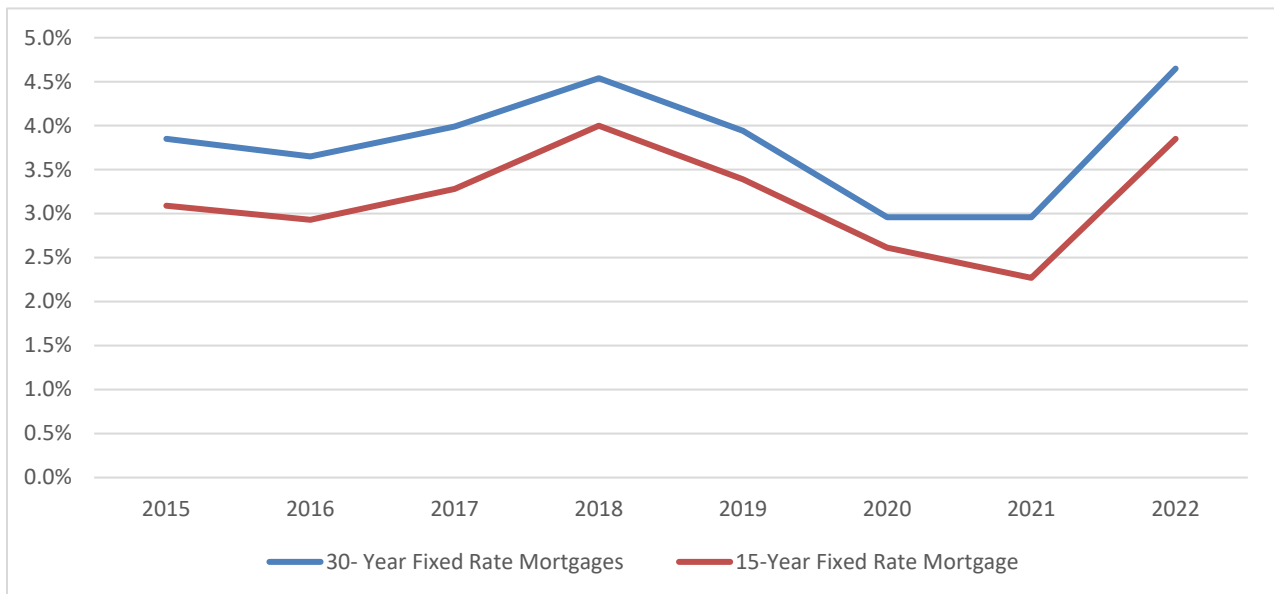
- Telephone:
  - Landline: Pacific Bell
  - Cellular: AT&T, Verizon, Sonic, and more
- Internet Service: AT&T, Verizon, Sonic, and Xfinity

### Availability of Financing

Mortgage interest rates have a large influence over the affordability of housing. Higher interest rates increase a homebuyer’s monthly payment and decrease the range of housing that a household can afford. Lower interest rates result in a lower cost and lower monthly payments for the homebuyer. When interest rates rise, the market typically compensates by decreasing housing prices. Similarly, when interest rates decrease, housing prices begin to rise. There is often a lag in the market, causing housing prices to remain high when interest rates rise until the market catches up. Lower-income households often find it most difficult to purchase a home during this time period.

As shown in Figure 5-1, the interest rate on a 30-year fixed-rate mortgage was an average of 3.85 percent in 2015. Interest rates hit a historic low in 2020 at 2.96 percent for a 30-year fixed-rate mortgage. As of August 2022, rates remain near average rates around 4.3 percent.

**FIGURE 5-1. HISTORICAL MORTGAGE INTEREST RATES, UNITED STATES  
2015-2022**



Source: Freddie Mac Primary Mortgage Market Survey, August 2022.

Interest rates are determined by national policies and economic conditions and there is little that a local government can do to affect these rates. However, to extend homebuying opportunities to lower-income households, jurisdictions can offer interest rate write-downs. Additionally, government-insured loan programs may be available to reduce mortgage down payment requirements.

Homebuyer assistance programs that provide mortgage assistance can be useful tools for helping lower-income residents with down payment and closing costs, which are often significant obstacles to homeownership. There are also areas of the county where housing is deteriorating. Residents in these areas are often unable to qualify for home improvement loans because of their low income. Housing rehabilitation programs can help these low-income residents with meeting their home improvement needs.

## **Environmental Constraints**

Typical environmental constraints to the development of housing in Fresno County include physical features such as floodplains, sensitive biological habitat, and seismic zones. In many cases, development of these areas is constrained by state and federal laws (e.g., Federal Emergency Management Agency [FEMA] floodplain regulations, the Clean Water Act and the Endangered Species Act, and the California Fish and Game Code and Alquist-Priolo Earthquake Fault Zoning Act), Agricultural Mitigation, Sustainable Groundwater Management, and California Environmental Quality Act (CEQA) preparation timelines.

### ***Floodplains***

Official floodplain maps are maintained by FEMA. FEMA determines areas subject to flood hazards and designates these areas by relative risk of flooding on a map for each community, known as the Flood Insurance Rate Map (FIRM). The 100-year flood is defined as the flood event that has a 1 percent chance of occurring in any given year.

Principal flooding problems lie along the San Joaquin and Kings Rivers, smaller perennial streams in the Sierra Nevada foothills, and to areas in western Fresno County. This area includes the cities of Huron and Mendota that become flooded from streams flowing east from the Coast Range. Friant and Pine Flat Dams, upstream reservoirs, and stormwater detention/retention facilities operated by the Fresno-Clovis Metropolitan Flood Control District have minimized flooding problems in highly urbanized areas in the valley.

Development within a flood zone typically is required to be protected against flood damage. FEMA requires developers to obtain a flood zone elevation certificate when they apply for their permit. These certificates require elevating the developed area (i.e., house pad) above the known flood level of that particular flood zone. The sites in the inventory must obtain a flood zone elevation certificate, which may increase the cost of a development but is necessary nation-wide to protect against flood risks.

Each sites inventory provides parcel-specific environmental constraints, including whether or not the site is within the FEMA 100-year flood zone. While residential development can certainly occur within these zones, it has the potential to add an additional constraint.

## **Seismic Zones**

There are a number of active and potentially active faults within and adjacent to Fresno County. Two of the active faults in western Fresno County have been designated Alquist-Priolo Earthquake Hazard Zones. No structure for human occupancy may be built within an Earthquake Hazard Zone (EHZ) until geologic investigations demonstrate that the site is free of fault traces that are likely to rupture with surface displacement. Special development standards associated with Alquist-Priolo requirements would be necessary for development in those areas.

Although all development must consider earthquake hazards, there is no specific threat or hazard from seismic ground shaking to residential development within the county, and all new construction will comply with current local and State building codes. Between the minimal historical hazard of earthquakes in the county and the use of the most current building codes and construction techniques, earthquakes pose a less-than-significant danger to residential development.

## **Biological Resources**

A large percentage of Fresno County is occupied by orchard-vineyard habitat that grows crops such as almonds, nectarines, figs, and table wine and raisin grapes. Cultivated vegetable, fruit, and grain crops are also grown on cropland in Fresno County and can consist of corn, cotton, or grapes in this part of the valley. Urban development occurs mostly in the valley floor and Sierra Nevada foothill regions.

Fresno County supports a large diversity of habitats for vegetation and wildlife in four generalized biotic regions. Approximately one-third of the county lies within land under federal jurisdiction. The United States Forest Service and National Park Service manage these lands for recreation, biology, wilderness, tourism, timber, and mining under guidelines, policies, and laws separate from local government. Areas that are outside of federal ownership and, therefore, most subject to development include the Coast Range, valley floor, and lower Sierra Nevada foothill biotic regions. Sensitive biological resources are associated with specific habitat types (natural habitat areas not intensively farmed, wetlands, riparian, vernal pools, etc.) or habitat elements such as specific soil types (clay, alkaline, serpentine). The western valley floor and Coast Range biotic regions, in particular, have special planning concerns because of the San Joaquin kit fox (*Vulpes macrotis mutica*), San Joaquin kangaroo rats (*Dipodomys nitratooides*), and blunt-nosed leopard lizard (*Gambelia silus*). Regional habitat planning efforts can be used as the basis for addressing sensitive biological resources in the area.





# HOUSING PLAN

---

## TABLE OF CONTENTS

<b>Housing Plan .....</b>	<b>6-1</b>
Goals and Policies .....	6-1
1. <i>New Housing Development</i> .....	6-1
2. <i>Affordable Housing</i> .....	6-2
3. <i>Housing and Neighborhood Conservation</i> .....	6-3
4. <i>Special Needs Housing</i> .....	6-3
5. <i>Fair and Equal Housing Opportunities</i> .....	6-4
6. <i>Energy Conservation and Sustainable Development</i> .....	6-5

## SECTION 6: HOUSING GOALS AND POLICIES

*This page intentionally left blank.*

# HOUSING PLAN

---



This eight-year housing plan sets forth a comprehensive strategy and program of actions to address housing issues identified within the participating jurisdictions in Fresno County. The first section contains the shared goals and policies that the County of Fresno and the cities of Coalinga, Firebaugh, Fowler, Fresno, Huron, Kerman, Kingsburg, Mendota, Orange Cove, Parlier, Reedley, San Joaquin, Sanger, and Selma will all strive to achieve. Appendix 1 contains the specific programs to be implemented by each of the jurisdictions over the eight-year planning period.

## GOALS AND POLICIES

### 1. New Housing Development

Every jurisdiction in Fresno County must plan to accommodate its agreed upon fair share of the regional housing needs. As a region, the total housing needed over the 2023-2031 Regional Housing Needs Allocation (RHNA) projection period is 58,298 units. For the jurisdictions participating in the Multijurisdictional Housing Element, the total RHNA is 49,321 units. This includes 12,666 very low-income units, 7,595 low-income units, 7,599 moderate-income units, and 21,462 above moderate-income units. This housing element reflects the shared responsibility among the cities and the unincorporated County to accommodate the housing needs of all economic segments of the community.

- Goal 1**      **Facilitate and encourage the provision of a range of housing types to meet the diverse needs of residents.**
- Policy 1.1**      Provide adequate sites for new housing development through appropriate planned land use designations, zoning, and development standards to accommodate the regional housing needs for the 2023-2031 planning period.
- Policy 1.2**      Facilitate development of new housing for all economic segments of the community, including extremely low, very low-, low-, moderate-, and above moderate-income households.
- Policy 1.3**      Continue to direct new growth to urban areas in order to protect natural resources.
- Policy 1.4**      Promote balanced and orderly growth to minimize unnecessary development costs adding to the cost of housing.
- Policy 1.5**      Encourage infill housing development on vacant, by-passed, and underutilized lots within existing developed areas where essential public infrastructure is available.
- Policy 1.6**      Promote development of higher-density housing, mixed-use, and transit-oriented development in areas located along major transportation corridors and transit routes and served by the necessary infrastructure.

## SECTION 6: HOUSING GOALS AND POLICIES

- Policy 1.7** Ensure the adequate provision of water, sewer, storm drainage, roads, public facilities, and other infrastructure necessary to serve new housing.
- Policy 1.8** Approve new housing in accordance with design standards that will ensure the safety, quality, integrity, and attractiveness of each housing unit.
- Policy 1.9** Encourage development around employment centers that provides the opportunity for local residents to live and work in the same community by balancing job opportunities with housing types.
- Policy 1.10** Encourage developers and contractors to evaluate hiring local labor, hiring from, or contributing to apprenticeship programs, increasing resources for labor compliance and providing living wages.

## 2. Affordable Housing

The shortage of affordable housing is an issue facing most communities in California. In Fresno County, nearly half of all households are considered “cost burdened,” paying more than 30 percent of their income on housing costs. For lower-income households, this rate is even higher – nearly three-quarters of lower-income households are cost-burdened. Building affordable housing has become even more challenging after the State eliminated redevelopment agencies, depriving jurisdictions of the largest source of local funding for affordable housing. At the same time, State and Federal funding for affordable housing has also been reduced. While the region faces many challenges in meeting their housing needs for lower-income residents, there are several actions jurisdictions can take to facilitate affordable housing.

### **Goal 2 Encourage and facilitate the development of affordable housing.**

- Policy 2.1** Support innovative public, private, and nonprofit efforts in the development of affordable housing, particularly for the special needs groups.
- Policy 2.2** Continue to support the efforts of the Fresno Housing Authority in its administration of Section 8 certificates and vouchers, and the development of affordable housing throughout the County.
- Policy 2.3** Encourage development of affordable housing through the use of development incentives, such as the Density Bonus Ordinance, fee waivers or deferrals, and expedited processing.
- Policy 2.4** Provide technical and financial assistance, where feasible, to developers, nonprofit organizations, or other qualified private sector interests in the application and development of projects for Federal and State financing.
- Policy 2.5** Pursue grant funding to subsidize the development of affordable housing for low- and very low and extremely low income households through new construction, acquisition, and/or rehabilitation.
- Policy 2.6** Encourage the development of second dwelling units to provide additional affordable housing opportunities.

- Policy 2.7** Work to ensure that local policies and standards do not act to constrain the production of affordable housing units.
- Policy 2.8** Expand homeownership opportunities to lower- and moderate-income households through downpayment assistance and other homeownership programs.
- Policy 2.9** Encourage sweat equity programs as a means for increasing homeownership opportunities for lower-income residents.

### 3. Housing and Neighborhood Conservation

The existing affordable housing stock is a valuable resource and conserving and improving the existing affordable housing stock is a cost-effective way to address lower-income housing needs. Actions are needed to monitor the status of these units and work with non-profits and the private sector to preserve affordable housing. In addition, improvements are needed to maintain existing ownership housing and the quality of residential neighborhoods.

**Goal 3**      **Improve and maintain the quality of housing and residential neighborhoods.**

- Policy 3.1** Preserve the character, scale, and quality of established residential neighborhoods by protecting them from the encroachment of incompatible or potentially disruptive land uses and/or activities.
- Policy 3.2** Assist low income homeowners and owners of affordable rental properties in maintaining and improving residential properties through a variety of housing rehabilitation assistance programs.
- Policy 3.3** Continue code enforcement efforts to work with property owners to preserve the existing housing stock.
- Policy 3.4** Encourage and facilitate the improvement or replacement of unsafe, substandard dwellings that cannot be economically repaired.
- Policy 3.5** Invest in public service facilities (streets, curb, gutter, drainage and utilities) to encourage increased private market investment in declining or deteriorating neighborhoods.
- Policy 3.6** Preserve assisted rental housing for long-term occupancy by low- and moderate-income households.

### 4. Special Needs Housing

Within the general population there are several groups of people who have special housing needs. These special needs can make it difficult for members of these groups to locate suitable housing. Special needs groups include persons experiencing homelessness; single-parent households; seniors; persons with disabilities including developmental disabilities; farmworkers; and large households.

## SECTION 6: HOUSING GOALS AND POLICIES

- Goal 4**      **Provide a range of housing types and services to meet the needs of individuals and households with special needs.**
- Policy 4.1**      Encourage public and private entity involvement early and often through the design, construction, and rehabilitation of housing that incorporates facilities and services for households with special needs.
- Policy 4.2**      Assist in local and regional efforts to secure funding for development and maintenance of housing designed for special needs populations such as the senior and persons with disabilities.
- Policy 4.3**      Support the use of available Federal, State, and local resources to provide and enhance housing opportunities for farm workers.
- Policy 4.4**      Encourage development of affordable housing units to accommodate large households (three and four bedroom).
- Policy 4.5**      Ensure equal access to housing by providing reasonable accommodation for individuals with disabilities.
- Policy 4.6**      Working in partnership with the other jurisdictions and the private/non-profit sectors in Fresno County, facilitate the provision of housing and services for persons experiencing homelessness and those at-risk of becoming homeless.

## 5. Fair and Equal Housing Opportunities

Federal and State laws ensure all persons, regardless of their status, have equal opportunities to rent or purchase housing without discrimination. Mediating tenant/landlord disputes, investigating complaints of discrimination, providing education services, and improving public awareness are all part of a comprehensive program.

- Goal 5**      **Affirmatively Furthering Fair Housing (Government Code Section (65583(C)(C)(5) & (10) by securing safe, sanitary, and affordable housing for all members of the community regardless of race, sex, or other factors.**
- Policy 5.1**      Collaborate with state and federal agencies and local fair housing agencies to enforce fair housing laws addressing discrimination in the building, financing, selling or renting of housing based on race, religion, family status, national origin, disability, or other protected class.
- Policy 5.2**      Collaborate with local and regional agencies to provide multilingual fair housing education services and regional efforts to affirmatively further fair housing.
- Policy 5.3**      Work with federal, state, local and private entities to identify funding, financing and assistance programs throughout the planning period.

## 6. Energy Conservation and Sustainable Development

High energy costs have particularly detrimental effects on low-income households that do not have enough income or cash reserves to absorb cost increases and must choose between basic needs such as shelter, food, and energy. While new construction can help achieve energy conservation goals, more than half of the housing stock in the region was built before California's energy code was adopted in the 1980s. Consequently, the existing building stock offers considerable opportunity for cost-effective energy efficiency retrofits to decrease energy consumption.

**Goal 6**      **Encourage energy efficiency in all new and existing housing.**

**Policy 6.1**      Encourage the use of energy conserving techniques in the siting and design of new housing.

**Policy 6.2**      Actively implement and enforce all State energy conservation requirements for new residential construction.

**Policy 6.3**      Promote public awareness of the need for energy conservation.



## SECTION 6: HOUSING GOALS AND POLICIES

*This page is intentionally left blank.*



# APPENDIX 1C: CITY OF FIREBAUGH

## Fresno Multi-Jurisdictional 2023-2031 Housing Element

*Adoption Draft  
June 2024*



*A Regional Plan for Addressing Housing Needs*

*Fresno County • Coalinga • Firebaugh • Fowler • Fresno City • Huron • Kerman  
Kingsburg • Mendota • Orange Cove • Parlier • Reedley • San Joaquin • Sanger • Selma*



# APPENDIX 1C: CITY OF FIREBAUGH

## Fresno Multi-Jurisdictional 2023-2031 Housing Element

*Adoption Draft  
June 2024*



**Prepared By: PlaceWorks**

101 Parkshore Drive, Suite 200  
Folsom, California 95630  
t 916.245.7500

# APPENDIX 1C: CITY OF FIREBAUGH

---

## TABLE OF CONTENTS

- Section 1C-0: Summary of Needs and Conditions ..... 1C-1**
  - Housing Needs Assessment ..... 1C-1
  - Housing Constraints ..... 1C-8
  - Housing Resources ..... 1C-8
- Section 1C-1: Action Plan ..... 1C-11**
  - Regional Collaboration ..... 1C-11
  - Adequate Sites ..... 1C-13
  - Affordable Housing Development and Preservation ..... 1C-15
  - Removal of Governmental Constraints ..... 1C-24
  - Housing Quality ..... 1C-28
  - Housing Assistance ..... 1C-29
  - Quantified Objectives ..... 1C-35
- Section 1C-2: Sites Inventory ..... 1C-37**
  - Regional Housing Needs Allocation ..... 1C-37
  - Availability of Land ..... 1C-38
  - Adequacy of Public Facilities ..... 1C-50
- Section 1C-3: Local Assessment of Fair Housing ..... 1C-51**
  - Introduction ..... 1C-51
  - Outreach ..... 1C-52
  - Fair Housing Issues ..... 1C-53
  - Sites Analysis ..... 1C-104
  - Contributing Factors ..... 1C-124
- Section 1C-4: Constraints ..... 1C-127**
  - Land Use Controls ..... 1C-127
  - Residential Development Standards ..... 1C-130
  - Growth Management ..... 1C-134
  - Density Bonus ..... 1C-135
  - Zoning for a Variety of Housing Types ..... 1C-137
  - On- and Off-Site Improvement Standards ..... 1C-143
  - Fees and Exactions ..... 1C-144
  - Processing and Permit Procedures ..... 1C-147
  - Building Codes ..... 1C-151

**APPENDIX 1C: CITY OF FIREBAUGH**

Constraints on Housing for Persons with Disabilities ..... 1C-151

At-Risk Analysis ..... 1C-153

**Section 1C-5: Review of Past Accomplishments..... 1C-157**

Progress Toward the RHNA..... 1C-157

Effectiveness of Programs Addressing Special Housing Needs ..... 1C-158

Implementation of Housing Element Programs..... 1C-159

**Appendix 1C-6: Public Outreach and Engagement ..... 1C-169**

Joint Planning Commission/City Council Study Session..... 1C-169

Community Workshop ..... 1C-169

Stakeholder Interviews ..... 1C-171

Noticing of Study Sessions and Community Workshops ..... 1C-176

Noticing of the Draft Housing Element ..... 1C-176

Comment Letter..... 1C-176

**TABLES**

Table 1C-1 Quantified Objective Summary ..... 1C-35

Table 1C-2 Regional Housing Needs Allocation, 2023-2031 ..... 1C-38

Table 1C-3 Realistic Capacity Project Examples ..... 1C-41

Table 1C-4 Mixed-Use Project Examples..... 1C-41

Table 1C-5 Vacant Residential Sites ..... 1C-43

Table 1C-6 Vacant Commercial Sites That Allow Residential Uses..... 1C-46

Table 1C-7 Summary of Residential Capacity Compared to the 6<sup>th</sup> Cycle RHNA..... 1C-50

Table 1C-8 Fresno County Jurisdictions AllTransit Performance Scores..... 1C-68

Table 1C-9 School Performance Scores in Firebaugh ..... 1C-74

Table 1C-10 Cost Burden in Firebaugh, 2010-2018..... 1C-81

Table 1C-11 Demographic Characteristics of the Homeless Population, 2022..... 1C-87

Table 1C-12 Services to Address Homelessness ..... 1C-88

Table 1C-13 Farmworker Housing Resources in Firebaugh ..... 1C-92

Table 1C-14 RHNA Capacity by Block Groups and Census Tract 84.01 in Firebaugh ..... 1C-107

Table 1C-15 Factors Contributing to Fair Housing Issues..... 1C-125

Table 1C-16 General Plan Land Use Designations..... 1C-127

Table 1C-17 Zoning Districts Permitting Residential Development..... 1C-128

Table 1C-18 Residential Development Standards..... 1C-131

Table 1C-19 Residential Parking Standards, Firebaugh ..... 1C-132

Table 1C-20 Cumulative Impacts Analysis, Multifamily Zones ..... 1C-134

Table 1C-21 Residential Uses Permitted by Zone, Firebaugh ..... 1C-137

Table 1C-22 Potential Emergency Shelter Sites, R-3 Zoning..... 1C-139

Table 1C-23 Firebaugh Planning Fees..... 1C-145

Table 1C-24 Development Impact Fees for Single- and Multifamily Residential Development.. 1C-146

Table 1C-25 Fees for Typical Single Family Units..... 1C-147

Table 1C-26	Fees for Typical Multifamily Units .....	1C-147
Table 1C-27	Typical Residential Subdivision Processing.....	1C-148
Table 1C-28	Typical Multifamily Processing and Permit Procedures .....	1C-148
Table 1C-29	Assisted Housing Developments, Firebaugh .....	1C-153
Table 1C-30	Units Built During 2015-2023 RHNA Projection Period, Firebaugh .....	1C-157
Table 1C-31	Evaluation of 2015–2023 Housing Element.....	1C-160

## FIGURES

Figure 1C-1	Firebaugh Sites Inventory .....	1C-48
Figure 1C-2	Local TCAC/HCD Opportunity Map .....	1C-54
Figure 1C-3	Local Median income .....	1C-57
Figure 1C-4	Local Poverty Rate .....	1C-58
Figure 1C-5	Local Racial Demographics .....	1C-61
Figure 1C-6	Percentage of the Population with a Disability in Firebaugh.....	1C-65
Figure 1C-7	Firebaugh AllTransit Performance Score.....	1C-67
Figure 1C-8	Jobs Proximity Index.....	1C-71
Figure 1C-9	Zoning in Firebaugh.....	1C-72
Figure 1C-10	Local TCAC/HCD Educational Domain Score .....	1C-75
Figure 1C-11	CalEnviroScreen Scores.....	1C-77
Figure 1C-12	Flood Hazard Zones .....	1C-78
Figure 1C-13	Overcrowding in Firebaugh.....	1C-80
Figure 1C-14	Percentage of Renters Overpaying.....	1C-82
Figure 1C-15	Percentage of Homeowners Overpaying .....	1C-83
Figure 1C-16	Elevated Displacement Risk .....	1C-96
Figure 1C-17	Vulnerable Communities Designation.....	1C-97
Figure 1C-18	Block Groups Within Census Tract 84.01 in Firebaugh .....	1C-109
Figure 1C-19	Percentage of Unit Capacity by TCAC Resource Category.....	1C-113
Figure 1C-20	Percentage of Unit Capacity by Median Income.....	1C-115
Figure 1C-21	Percentage Unit Capacity by Distribution of Non-White Population .....	1C-116
Figure 1C-22	Percentage of Unit Capacity by Jobs Proximity Index Scores .....	1C-119
Figure 1C-23	Percentage of Unit Capacity Within 100-Year Flood Zone .....	1C-124

*This page intentionally left blank.*



# APPENDIX 1C: CITY OF FIREBAUGH

---

## SECTION 1C-0: SUMMARY OF NEEDS AND CONDITIONS

### Housing Needs Assessment

As part of the Housing Element, the City prepared a detailed Regional Housing Needs Assessment (Section 2) analyzing Firebaugh's demographics.

### *Key Findings*

The Regional Housing Needs Assessment identified a number of trends that informed the goals and policies of the updated Housing Element, including:

- As shown in the Regional Housing Needs Assessment, population trends since 2000 have increased in Firebaugh with an increase of 2,752 people from 2000 to 2022. The city's average annual population growth was 2.1 percent between 2000 and 2022, just above the countywide average growth rate of 2.0 percent. The average number of persons per household in Firebaugh was among the highest in the county as whole (3.8 in Firebaugh compared to 3.1 countywide). The majority of Firebaugh residents, 92.5 percent, identified as Hispanic or Latino of any race.
- Approximately one-third of Firebaugh residents (33.4 percent) were school-aged students (ages 5 to 17 years), and the median age of city residents is 29.9 years. Younger residents often need multifamily options and homes with three or more-bedroom units and ownership opportunities. Firebaugh households can afford the maximum affordable purchase price (\$305,000) for existing and newly constructed homes. However, lower-income households are not within reach of an affordable housing option. Due to lower-income households' limited incomes, these households would require assistance through City, County, State, or federal homebuyers' programs. For example, a down payment assistance loan program can help a household that can afford monthly mortgage payments and other housing-related costs but due to their limited income, has difficulty saving enough money for a down payment.
  - In response to this need, the City has included the following programs to increase housing mobility for lower-income households: **Program 8** to connect 10 prospective homebuyers with the County program; and **Program 17**, Housing for a Variety of Needs, which will explore the use of land trusts for tiny homes or other alternative housing types to diversify the housing stock in predominantly single-family homes areas.
- The median household income in Firebaugh in 2020 was \$36,411, among the lowest in the county. The countywide median income in the same year was \$57,109. Firebaugh also had an over-representation of very low-income families and extremely low-income families compared to other jurisdictions in the county, with 21.4 percent of families being very low-income and 14.0 percent being extremely low-income.

- Given the significantly higher rates of overpayment among low-income households, there is a great need for financial support and affordable units to meet the needs of this population as well as other extremely low-, lower-, and moderate-income households. In response to these needs, the City has included **Program 22** to incentivize and support construction of 100 multifamily units encouraging at least 50 of the units to be affordable to lower-income households, **Program 7** to work with public or private sponsors to identify candidate sites for new construction of housing for special-needs populations, **Program 10** to increase the availability of information and access to Section 8 rental assistance and units, and **Program 13** to incentivize and encourage construction of units specifically targeting extremely low-income households to reduce displacement.
- Firebaugh residents are primarily employed in agriculture (40.7 percent of jobs), manufacturing (18.8 percent of jobs) and educational services (10.3 percent of jobs), which is consistent with data from 2011 except for “other services.” This shows a slight shift within the employment industry over 10 years. Unemployment in the City of Firebaugh increased from 11.8 percent in 2014 to 14.5 percent in 2022, the highest in the County. The increase in unemployment rate suggests that residents may be experiencing barriers to accessing employment opportunities and therefore may be at risk for housing displacement or homelessness.
  - The California Work Opportunity and Responsibility to Kids (CalWORKs) Program to help eligible needy families who have children under the age of 19 with cash assistance, Medi-Cal, and employment services. Services are also available those at risk of homelessness, including those provided by Catholic Social Services, Emergency Housing Center (Plaza Terrace), Evangel Home Inc., United Way, Fresno Rescue Mission, and Marjaree Mason Center.
  - To address this need, the City has included **Program 13: Extremely Low-Income**, **Program 10: Affordable Housing Incentives**, and **Program 24: Monitoring of Planning and Development Fees**, to facilitate construction of 100 multifamily units during the planning period and remove any potential constraints for the construction of affordable multifamily units.
- Firebaugh had the second-highest vacancy rate in the county in 2022 at 8.1 percent across all housing units, regardless of tenure. From 2010 to 2020, the vacancy rate decreased by 0.3 percent (8.4 percent in 2010, 8.1 percent in 2020), which could lead to a shortage of housing and high competition for available housing.
- Compared to other jurisdictions in the county, housing stock in the city was relatively new. Only 45.2 percent of housing units were built more than 30 years ago, and only 13.8 percent were built more than 50 years ago. Countywide, rates of housing stock in similar age ranges were 64.5 and 32.9 percent, respectively. The unit composition of Firebaugh housing stock has remained relatively consistent between 2010 and 2020 with the predominant housing type being single-family detached units comprising 68.8 percent of the housing stock in 2010 and 71.1 percent in 2020. Between 2010 and 2020, the percentage of single-family attached units was stable, only increasing by 2.0 percent. Similarly, the proportion of multifamily units decreased by 2.0 percent while the number of multifamily units increased by 22 units.

- Housing age can be an indicator of the need for housing rehabilitation. Generally, housing older than 30 years (i.e., built before 1990), may require repair and improvement of such features as siding; fencing; roofs; and heating, ventilation, and air conditioning (HVAC) systems, while housing units older than 50 years (pre-1970) are more likely to require complete rehabilitation of systems such as roofing, plumbing, structural, and electrical. However, the cost of repairs is often out of the capability of lower-income households.
- The City will continue to use code enforcement and abatement processes to bring substandard housing units and residential properties into compliance with City codes through **Program 27**, which will also connect property owners with regional rehabilitation resources. The City will pursue CDBG funds to provide rehabilitation assistance funding as part of **Program 9** and will include weatherization improvements in these projects as part of **Program 29**.
- Overall, 53.3 percent of all households were renter occupied. Given that very few developers build market-rate, single-family units for rent, data suggests that many single-family units originally built as for-sale products have been converted to rental property over time. This trend is particularly relevant to Fresno County and suggests that Firebaugh renters rely on single-family units to accommodate a portion of the need for larger units. Although rents in Fresno County are typically lower than in other counties in the state, renters need to earn 1.6 times minimum wage to afford the average asking rent in Fresno County. Based on previous analysis of employment forecasts and income levels, increasing rental costs in Fresno County may pose a barrier to finding adequate housing opportunities for lower-income households.
- In response to this need, the City has included **Program 17** to support affordable development in a range of incomes, and **Program 8** to assist low-income first-time homebuyers.
- The city had a slightly lower rate of households overpaying for housing in 2018, with 36.8 percent of all households overpaying for housing compared to 37.8 percent across the county. The number of lower-income households overpaying for housing was also lower in the city (62.9 percent compared to 70.6 percent countywide). Between 2021 and 2022, the average sale price of a home in the city decreased by 1.6 percent compared to an increase of 15.4 percent in the county as a whole during the same period.
  - Housing overpayment is especially problematic for lower-income households that have limited resources for other living expenses. In response to this need, the City has included **Program 15** to encourage construction of accessory dwelling units (ADUs), **Program 17** to support affordable development in a range of incomes, **Program 8** to assist low-income first-time homebuyers. In addition, the City has included **Program 13**, **Program 10**, and **Program 24** to facilitate construction of 100 multifamily units during the planning period and remove any potential constraints for the construction of affordable multifamily units to address overpayment issues.
- Looking closer at special-needs groups within the city, female-headed households saw a significant decrease from 2010, decreasing from 17.6 to 10.7 percent in 2020. Similarly, seniors, persons with disabilities, and large households all saw anywhere from a 3.9 percent to a 6.9 percent decrease between 2010 and 2020. While the need may not be as high as it was in previous years, the need is still there.

- The City has included **Program 13: Extremely Low-Income**, **Program 10: Affordable Housing Incentives**, and **Program 24: Monitoring of Planning and Development Fees**, to facilitate construction of 100 multifamily units during the planning period and remove any potential constraints for the construction of affordable multifamily units to address the needs of special-needs groups.
- Firebaugh had a higher rate of large households, those with five or more members, than the county as a whole (30.8 percent of households in the city compared to 18.1 percent countywide). The city had a higher rate of household overcrowding and severe overcrowding than the county as a whole among both renters and homeowners. About 10.5 percent of renters experiencing overcrowding and 8.2 percent of homeowners experiencing overcrowding.
  - In response to this need, the City has included **Program 15** to encourage construction of accessory dwelling units (ADUs) as a potential additional income for homeowners, **Program 17** to support affordable development in a range of incomes, and **Program 8** to assist low-income first-time homebuyers.
- When comparing 2020 overpayment rates to 2010 rates from the 5th cycle Housing Element, overpayment for renters has increased quite significantly. Overpayment for owner-occupied households increased from 1.9 percent in 2010 to 18.2 percent in 2020, while renter-occupied households increased from 31.6 percent in 2010 to 52.3 percent overpaying in 2020. Overall, approximately 37.1 percent of households are overpaying for housing. When considering overpayment rates and recent development trends, owners have a disproportionate housing need for adequately sized and priced housing opportunities in the city.
  - In response to this need, the City has included **Program 15** to encourage construction of accessory dwelling units (ADUs) as a potential additional income for homeowners, **Program 17** to support affordable development in a range of incomes, and **Program 8** to assist low-income first-time homebuyers.
- In 2020, the percentage of the city’s population that was aged 65 or older was lower than the county as a whole (9.8 percent of the city compared to 12.0 percent of the county). Just over half (52.6 percent) of the city’s senior households were homeowner households. Just over one-third of seniors in the city (34.2 percent) had a disability.
  - Resources including the Fresno/Madera Area Agency on Aging (FMAAA) provide seniors with connections to programs, services, and resources that defray the cost of living, which can be a lifeline for seniors with lower incomes. In addition, the Central California Food Bank includes senior hunger programs to assist those seniors with their nutritional needs.
  - The City has included **Program 8** to support applications for funding affordable housing for lower-income households that include seniors and **Program 32** to connect seniors to resources by advertising services provided by the Fresno County Rural Transit Agency.

- The percentage of Firebaugh households with single female heads of household was higher than the countywide rate (10.7 percent in Firebaugh compared to 7.3 percent in the county), though it was not among the cities with the highest rate of this household type. Additionally, over half (51.6 percent) of female-headed households in the City were living under the poverty level.
  - Female-headed households have special housing needs because they are often either single parents or single elderly adults living on low- or poverty-level incomes. Single-parent households with children often require special consideration and assistance due to a greater need for affordable housing, accessible day care, health care, and a variety of other supportive services. Moreover, because of relatively lower household incomes, single-parent households are more likely to experience difficulties in finding affordable, decent, and safe housing.
  - Several services are available to meet the needs of female-headed households. Key resources for this special-needs population include Centro La Familia, who provides support services to families and victims of domestic violence and sexual assault, California Rural Legal Assistance, who provides legal and housing counseling, Green Raiteros who provides transportation, workforce development and small business advancement and Rural Mobile Health who provides no-cost medical services. These services can be crucial for female-headed, single-parent households. In addition, the California Work Opportunity and Responsibility to Kids (CalWORKs) Program to help eligible needy families who have children under the age of 19 with cash assistance, Medi-Cal, and employment services.
  - To address this need, the City has included **Program 13: Extremely Low-Income**, **Program 10: Affordable Housing Incentives**, and **Program 24: Monitoring of Planning and Development Fees**, to facilitate construction of 100 multifamily units during the planning period and remove any potential constraints for the construction of affordable multifamily units to address the needs of special-needs groups, including single female heads of households.
- Firebaugh had a lower rate of residents with disabilities than the county as a whole (6.6 percent compared to 12.9 percent across the county). Ambulatory difficulties were the most commonly reported disability.
  - Other key resources for persons with disabilities include the Fair Housing Council of Central California and Resources for Independence Central Valley. Other resources such as Rural Mobile Health allows for medical services and screenings at no-cost.
  - To address these needs, the City has included **Program 22** to incorporate reasonable accommodation procedures and universal design to accommodate residents with disabilities.
- Estimates from the 2022 Point-in-Time count suggest that 3 persons in Firebaugh may have been experiencing homelessness at that time, which was a decrease from the 2013 Point-in-Time (PIT) count where six individuals were identified. These three residents accounted for approximately 1.8 percent of the total homeless population in Fresno County at the time.
  - Most families become homeless because they are unable to afford housing in a particular community. Nationwide, about half of those experiencing homelessness over the course of a year are single adults. Most enter and exit the system fairly quickly. The remainder live in the homeless assistance system, or

in a combination of shelters, hospitals, the streets, jails, and prisons. There are also single homeless people who are not adults, including runaway and “throwaway” youth (children whose parents will not allow them to live at home).

- Services are available to homeless residents locally and in the region, including those provided by Catholic Social Services, Emergency Housing Center (Plaza Terrace), Evangel Home Inc., United Way, Fresno Rescue Mission, and Marjaree Mason Center. A comprehensive list and description of resources is included in the Regional Multijurisdictional Housing Element in Section 2, Regional Housing Needs Assessment, in the subsection called Homeless.
- The City has included **Program 3** to cooperate with neighboring cities, the County, and other agencies in the development of programs aimed at providing homeless shelters and related services.
- Of the 58,762 year-round and seasonal farmworkers across the county in 2017, 37,819 (64.3 percent) worked 150 days or more each year, and 35.7 percent worked less than 150 days per year. An estimated 40.7 percent of Firebaugh’s employed population worked in agriculture, higher than the countywide rate (8.8 percent). Looking at the U.S. Department of Agriculture Census of Farmworkers, the number of permanent farmworkers in Fresno County has decreased slightly from 2002 to 2017, decreasing from 18,751 to 16,876 farmworkers. However, there was a slight increase from 2007 to 2012, from 14,873 to 17,751 farmworkers.
  - Given the significant size of the farmworker population in Firebaugh, the housing needs for this group are significant. Farmworkers have a difficult time locating affordable housing in Fresno County. Due to a combination of limited English language skills and very low household incomes, the ability to obtain housing loans for home purchase is extremely limited. For the same reasons, rentals are also difficult to obtain. Housing needs include permanent family housing as well as accommodations for migrant single men, such as dormitory-style housing, especially during peak labor activity in May through October. The nature of agricultural work also affects the specific housing needs of farmworkers. For instance, farmworkers employed on a year-round basis generally live with their families and need permanent affordable housing, much like other lower-income households. Migrant farmworkers who follow seasonal harvests generally need temporary housing only for the workers themselves.
  - To prioritize housing for farmworkers, the City has included **Program 12** to provide assistance in the form of letters of recommendation for grant applications. Through proactive code enforcement the City will also connect property owners of farmworker housing with regional rehabilitation resources (see **Program 27**), such as the Fresno County Rental Rehabilitation Program.
  - Key resources such as Section 8 rental assistance, the Central California Food Bank, Emergency Shelter Grant Program, Rural Development Loans and Grants, and Rental Rehabilitation Program can assist extremely low-income households with providing essential social services, prevent homelessness, and connect individuals with affordable housing. Additional resources to fund affordable housing activities are described in the Regional Multijurisdictional Housing Element in Section 4, Opportunities for Residential Development, in the subsection called Financial and Administrative Resources.



- Extremely low-income residents (those earning 30 percent or less of median income) make up 14.0 percent of the total households in Firebaugh, compared to 13.3 percent in the county as a whole. Of extremely low-income households in the city, 87.7 percent were renter households, and 12.3 percent were owner occupied households. In the County as a whole, 80.0 percent of extremely low-income households are renters and 20.0 percent are homeowners. In addition, extremely low-income households compose 11.5 percent of all renter households and 1.6 percent of all owner households. This indicates a greater need for rental housing to support extremely low-income households. Further, 80.6 percent of very low-income households are overpaying for housing, followed by 66.7 percent of extremely low-income households, and lastly by 43.9 of low-income households.
  - Extremely low-income households typically consist of minimum wage workers, seniors on fixed incomes, the disabled, and farmworkers. This group of households has specific housing needs that require greater government subsidies and assistance, housing with supportive services, single-room occupancy (SRO) and/or shared housing, and/or rental subsidies or vouchers. This income group is likely to live in overcrowded and substandard housing conditions. In recent years, rising rents, higher income, and credit standards imposed by landlords, and insufficient government assistance has exacerbated the problem. Without adequate assistance, this group has a high risk of homelessness.
  - To assist with the production of housing affordable to extremely low-income households, **Program 13** has been included to facilitate the construction of 148 lower-income units, including 51 units for extremely low-income households to prevent displacement and provide housing mobility opportunities.
  - Extremely low-income households also face a higher incidence of housing problems. This population is at the highest risk of displacement, overpayment, and overcrowding and typically face the most barriers in accessing decent, safe, and affordable housing. There are four housing problems reviewed to determine at-risk extremely low-income populations: incomplete kitchen facilities, incomplete plumbing facilities, more than one person per room, and cost burden greater than 30 percent.
  - To assist in the rehabilitation of the City’s housing stock and to reduce the incidence of housing problems listed above, the City will continue to use code enforcement and abatement processes to bring substandard housing units and residential properties into compliance with City codes through **Program 27**. The City will pursue CDBG funds to provide rehabilitation assistance funding as part of **Program 9** and will include weatherization improvements in these projects as part of **Program 29**.
  - While there are 285 extremely low-income households in the City, the total RHNA for extremely low-income units for this Housing Element was 51. Therefore, there is still the potential for an unmet need for housing extremely low-income households even if the City meets its quantified objectives for these programs.
  - Key resources such as Section 8 rental assistance, the Central California Food Bank, Emergency Shelter Grant Program, Rural Development Loans and Grants, and Rental Rehabilitation Program can assist extremely low-income households with providing essential social services, prevent homelessness, and connect individuals with affordable housing. Additional resources to fund affordable housing activities are described in the Regional Multijurisdictional Housing Element in Section 4, Opportunities for Residential Development, in the subsection called Financial and Administrative Resources.



## Housing Constraints

While the City has made extensive efforts to encourage development of affordable and market-rate housing, there are some governmental and nongovernmental constraints that can make housing development more difficult. Governmental constraints are typically rules that apply to all development and are intended to meet other community interests.

- There are no growth management policies that would limit the City’s abilities to meet its housing needs.
- Zoning Code updates will be required to bring the code in line with State law, including changes to standards for emergency shelters and changes to the zones that permit employee housing, low barrier navigation centers, transitional and supportive housing, residential care facilities, and ADUs.
- The City’s Affordable Housing Density Bonus will need to be updated to be consistent with State law.
- Current standards for off-site improvements are not considered a barrier to development.
- City building and permitting fees and regional exactions that offset impacts on existing infrastructure like parks and roadways, but add to the cost of housing development, are not considered a barrier to development.
- The City’s project approval process timeline is not a constraint for processing multiple-dwelling unit projects and housing affordable to low-income residents.
- The City’s Design Review and approval process is relatively rapid, and processing timelines are not considered a constraint to development.
- The City’s Reasonable Accommodation procedure does not present a barrier to development or to the provision of housing for persons with disabilities.
- The City will need to establish SB 330 and SB 35 application processes as well as objective design standards.

Nongovernmental constraints include challenges such as water access, the desire to preserve land for agricultural use, availability of financing, and the high cost of land in the city and across the region. A number of the goals and policies in the Housing Element are aimed at eliminating or lessening constraints to development of housing.

## Housing Resources

A major component of the Housing Element is an analysis of sites that are available for the development of housing to meet the City’s RHNA. The Housing Element identifies sites in Firebaugh where zoning is in place to allow for housing development, including higher-density housing (20+ units per acre) that is suitable for affordable housing development.

- Firebaugh has identified sufficient housing sites to meet its lower, moderate- and above-moderate housing allocation.
- The City coordinates with the County to provide several programs designed to help residents find affordable housing. These include the Housing Choice Voucher (HCV or Section 8) program and a City program to publicize information related to housing discrimination in multiple languages.

- The City will encourage the development of ADUs by educating the public about this housing type and providing informational materials to all discretionary land use applicants. The City also offers preapproved building plans for ADU's free of charge.

*This page intentionally left blank.*

## SECTION 1C-1: ACTION PLAN

### Regional Collaboration

#### Program 1: Regional Collaboration on Housing Opportunities

The Multijurisdictional Housing Element provides an opportunity for countywide housing issues and needs to be more effectively addressed at the regional level rather than just at the local level, and the 15 participating jurisdictions are committed to continuing the regional collaboration in the implementation of the Housing Element. By working together, the jurisdictions can share best practices, explore opportunities for further collaboration, and make the best use of limited resources. The following efforts will be made to further regional collaboration:

- The City will continue to participate in the countywide Housing Element Technical Committee to collaborate on housing program implementation and regional issues, including disadvantaged unincorporated communities (Senate Bill [SB] 244), infrastructure challenges, farmworker housing, homelessness, and fair housing.
- The countywide Housing Element Technical Committee will meet at least biannually to evaluate successes in implementation of programs and to identify gaps and additional needs.
- The County of Fresno Public Works and Planning Department, with assistance from the Fresno Council of Governments (FCOG), will take the lead in coordinating biannual committee meetings.
- The Housing Element Technical Committee will meet annually with the California Department of Housing and Community Development (HCD) to discuss funding opportunities and challenges in implementation of programs and seek technical assistance from HCD and other State agencies.
- The Housing Element Technical Committee will advocate on behalf of the Fresno region for more grant funding for affordable housing and infrastructure improvements.
- The City will continue to seek partnerships with other jurisdictions in the region and other agencies (such as the Housing Authority), housing developers, community stakeholders, and agricultural employers/employees to explore viable options for increasing the availability of farmworker housing in suitable locations in the region.
- The City will develop a directory of services and resources for lower-income households available in the region, and review and update it annually. The directory will be available on City/County websites and at City/County offices.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Continue to meet with the Housing Element Technical Committee twice per year; meet with HCD annually. Develop a directory of services and resources by December 2025, update annually as needed.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.3, Policy 1.4, Policy 2.1, Policy 4.2

**Program 2: Review Annexation Standards in Memorandum of Understanding**

All jurisdictions in Fresno County are subject to the City/County Memorandum of Understanding (MOU), which establishes procedures for annexation of land to cities. The City/County MOU encourages urban development to take place within cities and unincorporated communities where urban services and facilities are available or planned to be made available to preserve agricultural land. The MOU standards for annexation require that a minimum of 25 percent of annexation areas have an approved tentative subdivision map or site plan. While cities can take certain steps to “prezone” land in advance of annexation, the annexation of the land into city limits depends on private developers requesting an annexation. In cities that are mostly built out within their current city limits, the MOU may limit the cities’ ability to accommodate future housing needs.

The County of Fresno and cities within the county shall work together at least once during the planning period to review and revise, as deemed appropriate by all parties, the standards for annexation contained in the City/County MOU.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Meet with the County by December 2026 to review the MOU standards, and update within a year if changes are needed.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.1, Policy 1.2, Policy 1.3, Policy 1.4

**Program 3: Homeless/Unhoused Needs**

The City will cooperate with neighboring cities, the County, and other agencies in the development of programs aimed at providing homeless shelters and related services. During this coordination, the City will monitor the demographic composition of the unhoused population to identify needs for targeted resources and determine what efforts to take, such as providing education on financial assistance and programs available. The City will also support local homeless service providers, agencies, and other community organizations to pursue funding from available sources for homeless services.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Ongoing coordination
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Assist with program development and funding identification that will assist at least five homeless persons.
<b>Relevant Policies:</b>	Policy 1.1, Policy 1.2, Policy 4.6

## Adequate Sites

### Program 4: Provision of Adequate Sites

The City of Firebaugh will provide for a variety of housing types and ensure that adequate sites are available to meet its Regional Housing Needs Allocation (RHNA) of 443 units. As part of this Housing Element update, the City has developed a parcel-specific inventory of sites suitable for future residential development. The suitability of these sites has been determined based on the development standards in place and their ability to facilitate the development of housing to meet the needs of the City’s current and future residents, pursuant to State laws. The City will:

- Maintain and annually update the inventory of residential land resources for internal purposes.
- Monitor the availability of sites appropriate for lower-income housing in keeping with state “no net loss” provisions (Government Code Section 65863), if development projects are approved at densities lower than anticipated in the sites inventory, and, if necessary, rezone sufficient sites to accommodate the RHNA within 180 days, ensuring that there is sufficient higher-density residential land available in areas throughout the city to deconcentrate poverty.
- Monitor and report residential development through the HCD annual report process.
- Actively participate in the development of the next RHNA Plan to ensure that the allocations are reflective of the regional and local land use goals and policies.
- Promote the development of affordable housing units on “in-fill” residential lots, some of which may have originally contained dilapidated homes that have been demolished. Continue to maintain a map for interested parties showing available infill sites for housing projects.
- Review maximum densities in the General Plan and Zoning Code and update as necessary to ensure consistency.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Annually monitor as projects are processed.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.1, Policy 1.2, Policy 1.3, Policy 1.4, Policy 1.5, Policy 1.6, Policy 1.7, Policy 1.8, Policy 1.9

**Program 5: Water and Wastewater Service**

The development viability of the vacant sites in the inventory is directly linked to the availability and capacity of public facilities and services. As the water and wastewater provider, the City will adopt a written policy with specific objective standards for meeting the priority requirement for proposed developments that include housing units affordable to lower-income households, consistent with the provisions of California Government Code Section 65589.7. Additionally, a review of each of Firebaugh’s utility master plans should be conducted over the next five years. These master plan reviews should provide a five-year capital improvement program for each infrastructure system and a mechanism for financing these improvements consistent with Assembly Bill (AB) 1600.

<b>Financing:</b>	General Fund, Community Development Block Grant (CDBG)
<b>Time Frame:</b>	Adopt a policy by January 2025
<b>Implementation Responsibility:</b>	Public Works Department
<b>Relevant Policies:</b>	Policy 1.7

**Program 6: Use of Sites in Previous Cycles**

Pursuant to Government Code Section 65583.2(c), the city will allow by-right development (without discretionary action) for projects proposing 20 percent of the units affordable to lower income households on any non-vacant site identified in the prior 5<sup>th</sup> Cycle Housing Element or vacant site identified in two or more consecutive planning periods (4<sup>th</sup> and 5<sup>th</sup> cycle). These provisions apply to site U-1 (APNs 02303039, 02303041, and a portion of 02303044S). The City will continue to monitor sites moving forward.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	These provisions shall take effect upon adoption of the Housing Element.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.1, Policy 1.2

**Program 7: Encourage Mixed-Use Projects and Residential Uses in Commercial Zones**

The City shall incentivize development of residential units in mixed-use projects and residential units in commercial zones by providing incentives, including, but not limited to:

- Priority project processing
- Deferral of development impact or permit fees, where possible
- Flexibility in development standards, such as parking, setbacks, and landscaping requirements
- Density and intensity bonuses



- Support for infrastructure upgrades
- Assist developers with securing additional financing.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Annually reach out to developers to inform them of the available incentives and obtain feedback by January 2024 on the provided incentives, review annually and amend as needed.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantitative Objectives:</b>	10 extremely low-income units, 20 very low-income units, and 30 low-income units to improve access to high-resource areas for lower-income households and reduce displacement risk resulting from overpayment through increased housing mobility opportunities.
<b>Relevant Policies:</b>	Policy 1.6

## Affordable Housing Development and Preservation

### Program 8: HOME Funding

Firebaugh will encourage and work with qualified housing entities to submit an application for funds under the HOME Program on behalf of the City. The City could in turn assist first-time homebuyers by deferring or reducing development impact fees. This program provides financial assistance to low- to moderate- income families for the purchase of newly constructed homes or existing homes. Other groups that could be assisted with rental housing include Extremely Low Income and disabled residents. The City Planner and City Manager will work with a qualified housing entity to identify appropriate building sites.

<b>Financing:</b>	HOME Funds
<b>Time Frame:</b>	Ongoing. Annually apply for funding as Notices of Funding Availability (NOFAs) are released.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Provide financial assistance to 10 lower-income homebuyers over the next 8 years.
<b>Relevant Policies:</b>	Policy 2.5

**Program 9: Community Development Block Grant Funding**

Firebaugh will seek to annually apply for CDBG funds for rehabilitation of housing in Firebaugh. The City will aim to process eight housing rehabilitations per year under this funding.

<b>Financing:</b>	HOME Funds
<b>Time Frame:</b>	Ongoing. Annually apply for funding as NOFAs are released.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Provide financial assistance to 8 lower-income households needing home rehabilitation each year over the next 8 years (64 total).
<b>Relevant Policies:</b>	Policy 2.5

**Program 10: Affordable Housing Incentives**

The City continues to have needs for affordable housing for lower-income households, especially for seniors, persons with disabilities (including persons with developmental disabilities), farmworkers, female-headed and single-parent households, persons experiencing homelessness, and extremely low-income households. The City will continue to work with housing developers to expand affordable housing opportunities by doing the following:

- Continue to seek partnerships and meet at least every other year with other agencies (such as the Housing Authority), housing developers, community stakeholders, and employers to discuss and pursue viable opportunities for providing affordable housing, with an emphasis on housing opportunities for very low- and extremely low-income households, as well as special-needs populations, such as seniors, persons with disabilities (including developmental disabilities), farmworkers, female-headed and single-parent households, persons experiencing homelessness, and extremely low-income households. Meet more frequently if development rates increase.
- Work with public or private sponsors to identify candidate sites for new construction of housing for special needs and take all actions necessary to expedite processing of such projects.
- Identify candidate sites for affordable housing projects on an annual basis and proactively conduct outreach to local developers regarding these sites.
- Pursue partnerships with the Central Valley Regional Center to identify funding opportunities and promote housing for persons with disabilities.
- Monitor and continue to offer fee reductions and deferral of development impact fee payments to facilitate affordable housing development and special-needs projects, particularly those on infill sites.
- Continue to promote the State density bonus and provide streamlined processing to facilitate affordable housing development and provide for additional flexibility for affordable housing and special-needs housing through the minor deviation process. The City will promote this program by publicizing the incentives on the City’s website and by conducting pre-application consultation with developers regarding available incentives.

Examples of flexible development standards include reduced parking requirements; reduced requirements for curb, gutter, and sidewalk construction; common trenching for utilities; and reduced water and wastewater connection fees.

- Provide incentives to builders to provide housing with multiple bedrooms affordable to lower- and moderate-income households, aiming for construction of at least 20 units that meet these sizes, to meet the needs of female-headed, single-parent, and large-family households of all income levels (possible incentives will include reduced setbacks, reduced parking requirements, and technical assistance with applications for funding).
- Continue to streamline the environmental review process for housing developments to the extent possible, using available State categorical exemptions and federal categorical exclusions, when applicable.
- Monitor HCD’s website annually for NOFA and, where appropriate, prepare or support applications for funding for affordable housing for lower-income households (including extremely low-income households), such as seniors, disabled (including persons with developmental disabilities), the homeless, and those at risk of homelessness. Conduct additional developer coordination and/or funding applications, as applicable, when sites adjacent to current homeless encampments develop.
- Facilitate the approval process for land divisions, lot line adjustments, and/or specific plans or master plans resulting in parcel sizes that enable affordable housing development and process fee deferrals related to the subdivision for projects affordable to lower-income households.
- Encourage rental assistance for extra low-, very low-, and low- income households through programs provided by the Fresno County Housing Authority.

<b>Financing:</b>	HOME, CDBG, Low-Income Housing Tax Credit (LIHTC), Multifamily Housing Revenue Bond, and other funding sources, as available.
<b>Time Frame:</b>	Ongoing, as projects are processed by the City. Annually apply for funding and engage with Central Valley Regional Center at least every two years. Conduct annual outreach to developers on candidate sites for affordable housing. Annually monitor impact fees and reduce if necessary. Offer reduced or deferred fees on a case-by-case basis as projects are proposed.
<b>Implementation Responsibility:</b>	City of Firebaugh, Fresno County Housing Authority
<b>Quantified Objective:</b>	Expand the City’s affordable housing inventory by 148 units over the next 8 years, 51 extremely low-income, 51 very low-income, and 46 low-income units, at least 15 of which include accessibility modifications to facilitate housing mobility for lower-income households and special-needs groups. Prioritize opportunities in higher-income areas to encourage housing mobility for lower-income households, including the southeast area of the city.

<b>Relevant Policies:</b>	Policy 1.2, Policy 2.1, Policy 2.2, Policy 2.3, Policy 2.4, Policy 2.5, Policy 2.7, Policy 4.3, Policy 4.4, Policy 5.2
---------------------------	--

**Program 11: Planned Development Zone**

The City of Firebaugh will continue to encourage private developers who are proposing residential development to seek a P-D (Planned Development) zone district. These districts allow for greater flexibility in residential design and better use of land. These opportunities allow the developer to potentially provide a more affordable housing product. The City will prepare an informational brochure that explains the standards and procedures for this zone.

<b>Financing:</b>	General Funds
<b>Time Frame:</b>	Ongoing.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective</b>	Expand the City’s affordable housing inventory by 30 units over the next 8 years; 5 extremely low-income, 10 very low-income, and 15 low-income units.
<b>Relevant Policies:</b>	Policy 2.1

**Program 12: Support Funding for Farmworker Housing**

The farming industry is the foundation of the County’s economic base. According to the United States Department of Agriculture (USDA) 2017 Census of Agriculture, about 37,819 workers were employed in farm labor throughout the county, indicating a significant need to provide housing for farmworkers and their families, particularly during peak harvest seasons.

The City will provide technical support and offer incentives to housing developers, such as the Fresno Housing Authority and Self-Help Enterprises, in the application of funds for farmworker housing, including HCD and USDA Rural Development loans and grants and other funding sources that may become available. The City will also continue to offer incentives such as density bonuses, streamlined processing, and the minor deviation process to facilitate development of farmworker housing.

The City will also identify potential funding opportunities to provide housing vouchers or other forms of rental assistance with an emphasis on addressing housing needs during the off-season for seasonal workers.

The City will also provide information on its website related to the Low-Income Weatherization Program (LIWP) of the California Department of Community Services and Development, and specifically its Farmworker Housing Energy Efficiency & Solar PV program. This program provides eligible low-income farmworker households with solar photovoltaic (PV) systems and energy efficiency upgrades at no cost to residents.

The City will annually monitor the status of farmworker housing as part of its annual report to HCD on Housing Element progress and evaluate if City incentives are effective in facilitating the provision of farmworker housing. The City will make necessary changes to enhance opportunities and incentives for farmworker housing development as needed.

Through proactive code enforcement the City will connect property owners of farmworker housing with regional rehabilitation resources (see **Program 27**), such as the Fresno County Rental Rehabilitation Program, and will apply for other grant funding such as, the Department of Labor for temporary and permanent farmworker housing, and for rehabilitation of farmworker housing.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Meet with farmworker housing developers and advocates on a biannual basis to discuss their needs and offer assistance in the form of letters of recommendation for grant applications, assistance with site identification and grant opportunities, and discuss incentives for constructing farmworker housing. Annually review the availability of funding opportunities to provide housing vouchers or other forms of rental assistance and housing rehabilitation and apply as opportunities arise. Put LIWP information on the City website by June 2024. At least twice during the planning period, identify opportunities for farmworker housing development and conduct outreach to developers about these opportunities.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	10 lower-income units set aside for farmworkers and their families to reduce displacement risk for this population. Connect at least four farmworker property owners to rehabilitation resources.
<b>Relevant Policies:</b>	Policy 1.2, Policy 2.1, Policy 2.2, Policy 2.4, Policy 2.5, Policy 4.2, Policy 4.3

### Program 13: Extremely Low-Income Households

AB 2634 requires the quantification and analysis of existing and projected housing needs of extremely low-income households. To further support the development of units affordable to extremely low-income households, such as supportive and multifamily units, the City will continue to seek and pursue State and federal funds to offer a variety of incentives or concessions, such as:

- Identify a development partner such as Habitat for Humanity and/or Self Help to develop housing projects for lower-income families. The City may consider deferring or reducing processing or impact fees for qualified affordable housing projects.

- Provide financial support annually, as available, to organizations that provide counseling, information, education, support, housing services/referrals, and/or legal advice to extremely low-income households, to mitigate risk of displacement and support housing stability for extremely low-income households, persons with disabilities, farmworkers, and persons experiencing homelessness.
- Expand regulatory incentives for the development of units affordable to extremely low-income households and housing for special-needs groups, including persons with disabilities (including developmental disabilities), and individuals and families in need of emergency/transitional housing.

<b>Financing:</b>	General Fund, CDBG, HOME
<b>Time Frame:</b>	Ongoing; as projects are processed by the Planning Division. By December 2024, conduct outreach to potential development partners to understand funding needs, and review and prioritize local funding at least twice in the planning period, and support expediting applications on an ongoing basis.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	148 lower-income units, including 51 units for extremely low-income households to prevent displacement and provide housing mobility opportunities. Prioritize opportunities in higher-income areas to encourage housing mobility for lower-income households, including the southeast area of the city.
<b>Relevant Policies:</b>	Policy 1.2, Policy 2.1, Policy 4.2, Policy 4.6

**Program 14: Preservation of At-Risk Housing Units**

Preserving the existing affordable housing stock is a cost-effective approach to providing affordable housing in Firebaugh. The City must guard against the loss of housing units available to lower-income households. As of September 2022, there are no affordable units that are considered at risk of conversion to market rate in the next 10 years. For complexes at risk of converting to market rate, the City shall:

- Contact property owners of units at risk of converting to market-rate housing within one year of affordability expiration to discuss the City’s desire to preserve complexes as affordable housing.
- Coordinate with owners of expiring subsidies to ensure the required notices to tenants are sent out at 3 years, 12 months, and 6 months.
- Reach out to agencies interested in purchasing and/or managing at-risk units.
- Work with tenants to provide education regarding tenant rights and conversion procedures pursuant to California law.

<b>Financing:</b>	General Fund, LIHTC, Multifamily Housing Revenue Bond, and other funding sources as available.
<b>Time Frame:</b>	Annually monitor units at risk of converting; coordinate noticing as required per California law.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 3.6

### Program 15: Promote and Facilitate Accessory Units

An accessory dwelling unit (ADU), sometimes called a “granny flat,” is an additional self-contained living unit either attached to or detached from the primary residential unit on a single lot. It has cooking, eating, sleeping, and full sanitation facilities. ADUs can be an important source of affordable housing given that they typically are smaller and have no associated land costs. The City will encourage the construction of ADUs, particularly in predominantly single-family neighborhoods with higher median incomes to reduce concentrations of lower-income households through the following actions, which are aimed at providing an increased supply of affordable units throughout the city, thereby increasing access to resources and facilitating housing mobility opportunities for lower-income households:

- Continue to implement the public education program advertising the opportunity for ADUs by updating informational handouts and brochures about ADUs that are available on the City’s website and at the public counter annually, or as needed to reflect changes in State law.
- Continue to provide preapproved ADU plans (three different floor plans available) free of charge.
- Provide informational materials on ADU opportunities to all discretionary land use applicants.
- At least annually, publish informational materials pertaining to ADUs through a combination of media, including the City’s social media accounts and direct mailing.
- By December 2024, identify incentives for construction of ADUs with new development, which may include differing collection times for impact fees for the square footage associated with the ADU.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Update ADU materials annually, or as needed to reflect changes in State law, and identify incentives for construction by December 2024.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	24 ADUs, including 12 for lower-income households, 6 for moderate-income households, and 6 for above moderate-income households to improve housing mobility opportunities and reduce displacement risk. Prioritize outreach to higher-income areas to encourage housing mobility for lower-income households, including the southeast area of the city.



<b>Relevant Policies:</b>	Policy 1.3, Policy 2.1, Policy 2.6
---------------------------	------------------------------------

**Program 16: Replacement Units**

To reduce displacement risk and in accordance with California Government Code Section 65583.2(g), the City will require replacement housing units subject to the requirements of California Government Code Section 65915(c)(3) on sites identified in the sites inventory when any new development (residential, mixed-use, or nonresidential) occurs on a site that has been occupied by or restricted for the use of lower-income households at any time during the previous five years.

This requirement applies to:

- Non-vacant sites;
- Vacant sites with previous residential uses that have been vacated or demolished.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Ongoing, the replacement requirement will be implemented immediately and applied as applications on identified sites are received and processed.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 3.3, Policy 3.6

**Program 17: Housing for a Variety of Needs**

The City will encourage a variety of housing types to address the housing needs of a variety of household types, sizes, and incomes. This could include duplexes, townhomes, apartment buildings, and condominiums in neighborhoods and new subdivisions and will identify innovative and alternative housing options that provide greater flexibility and affordability in the housing stock while promoting mixed-income development. This may include consideration for further reduction in regulatory barriers for community land trusts, tiny houses, microhomes, cottage homes, small-lot subdivisions, and other alternative housing types, as well as exploration of a variety of densities and housing types in all zoning districts.

The City will use the findings of this program to target development of a variety of housing types in areas of predominantly single-family development and of concentrated overpayment to reduce displacement risk, promote inclusion, and support integration of housing types based on income.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Identify innovative and alternative housing options to help further housing production by December 2025; amend the Zoning Ordinance as needed.
<b>Implementation Responsibility:</b>	City of Firebaugh

<b>Quantified Objective:</b>	10 lower-income units, 10 moderate-income units, and 5 above moderate-income units to reduce displacement risk for all residents and facilities in income-integrated neighborhoods. Opportunities for lower-income unit development will be prioritized in areas of moderate- and high-income opportunity, including along State Route 33 and the southeast area of city, to promote housing mobility for lower-income households.
<b>Relevant Policies:</b>	Policy 1.2, Policy 2.1, Policy 4.4

### Program 18: Environmental Hazard Mitigation

The City will investigate the availability of additional funds and programs to mitigate risks related to flooding, dam inundation, and landslides, such as funds to elevate houses above 100-year flood level, particularly for low-income households. The City will apply for funds as funding opportunities become available, at least once during the planning period.

Additionally, the City will partner with the Valley Air District to conduct outreach related to Air District grant programs for residents and multifamily housing buildings at least twice during the planning period, and as new programs are launched. Outreach will be conducted citywide.

<b>Financing:</b>	Community Development Block Grants, CDBG Program, Technical Assistance Grants, OES Flood Mitigation Funds.
<b>Time Frame:</b>	Ongoing. As funds become available, the City will prioritize program outreach to areas on the city's east and north sides, where flood risk is greatest along N Street, and west of Clyde Fannon Road. Conduct Air District program outreach at least twice during the planning period, and as new programs are launched.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.1, Policy 3.1
<b>Quantified Objective:</b>	Provide at least 10 lower-income households and 5 moderate-income households with grants to implement environmental hazard mitigation repairs or upgrades.

### Program 19: Local Labor Program

The City will establish and post a list of local labor unions and apprenticeship programs on the City's website and encourage developers and contractors to hire local labor.

<b>Financing:</b>	General Fund
-------------------	--------------

<b>Time Frame:</b>	Establish a list by June 2024, biannually update the list or upon requests from the local unions.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Encourage and provide the opportunity for at least three residential projects to hire local union workers.
<b>Relevant Policy:</b>	Policy 1.10

## Removal of Governmental Constraints

### Program 20: Marketing the City

To improve its economy, the City should consider hiring a marketing firm to promote Firebaugh and improve its economic diversification, to create new and better-paying jobs and housing opportunities.

<b>Financing:</b>	General Funds
<b>Time Frame:</b>	Ongoing.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Land Use Element, Issue 12, Goal I (2)

### Program 21: Zoning Code Amendments

The City will amend the Municipal Code to address the following development standards and barriers to special-needs housing opportunities:

- **Density Bonus:** Adopt a Density Bonus provision in 2023 to comply with California’s density bonus law (California Government Code Section 65915, as revised) and promote the use of density bonuses for lower-income units by providing information through a brochure in City buildings and on the City’s website.
- **Accessory Dwelling Units:** Amend the Zoning Code to be consistent with the latest State legislation related to ADUs, ensuring that ADUs are permitted in all residential or mixed-use zones, in accordance with California Government Code Section 65852.2.
- **Emergency Shelters:** Develop managerial standards for emergency shelters and allow sufficient parking to accommodate all staff working in the emergency shelter, provided that the standards do not require more parking for emergency shelters than other residential or commercial uses within the same zone, in compliance with Government Code Section 65583(a)(4)(A)(ii). (AB 139), and that the standards do not require more parking for emergency shelters than is sufficient to accommodate staff working in the shelter and amend definition of emergency shelters in compliance with AB 2339 to include other interim interventions, including, but not limited to, a navigation center, bridge housing, and respite or recuperative care.

- **Low-Barrier Navigation Centers:** Permit low-barrier navigation centers, defined as low-barrier, temporary service-enriched shelters to help homeless individuals and families to quickly obtain permanent housing by-right in zones where mixed uses are allowed or in nonresidential zones that permit multifamily housing (Government Code Section 65662; AB 101).
- **Residential Care Facilities:** Allow residential care facilities for six or fewer persons in accordance with Health and Safety Code Section 1568.0831, and allow residential care facilities, for seven or more persons only subject to those restrictions that apply to residential uses in the same zone, in accordance with the City’s definition of family.
- **Employee Housing:** Clarify the definition of employee housing in the zoning code to permit employee/farmworker housing that serves six or fewer persons as a single-family structure and permit it in the same manner as other single-family structures of the same type within the same zone across all zones that allow single-family residential uses. (Health and Safety Code Sections 17021.5 and 17021.8).
- **Transitional and Supportive Housing:** Permit transitional housing and supportive housing as residential uses only subject to those restrictions that apply to other residential dwellings of the same type in the same zone, including removing limits on the number of residents served (Government Code Section 65583(a)(5)). Additionally, allow supportive housing in multifamily and mixed-use zones (Government Code Section 65651).
- **Definition of Family:** Revise the definition of family to state “one or more persons living together in a dwelling unit.”
- **Height Limits:** Increase height limits in the R-3 zoning district to allow for three stories.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Complete remaining Zoning Ordinance amendments by December 2024. Annually review the effectiveness and appropriateness of the Zoning Ordinance and process any necessary amendments to remove or mitigate potential constraints to the development of housing.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.1, Policy 2.7, Policy 5.2

## Program 22: Reasonable Accommodations and Universal Design

The City currently provides information to individuals with disabilities regarding reasonable accommodation policies, practices, and procedures based on the guidelines from HCD. This information is currently available through postings and pamphlets at the public counter and on the City’s website.

The City will also implement State requirements (Sections 4450 to 4460 of the California Government Code and Title 24 of the California Code of Regulations) to include accessibility in housing and public facilities for persons with disabilities:

**APPENDIX 1C: CITY OF FIREBAUGH**

- Encourage housing developers to include mobility-impaired accessibility in their project designs and prioritize these types of projects to increase housing mobility opportunities for seniors and persons with disabilities.
- Review regulations and procedures for City-funded or operated housing programs to ensure that they do not exclude participation by persons with disabilities.
- Include accessibility considerations in the preparation of the City’s capital improvement plan and the allocation of funding for capital improvements in support of housing and residential neighborhoods for persons with physical or developmental disabilities.

<b>Financing:</b>	General Fund, SB 2 Grant Funding, LEAP Grant Funding
<b>Time Frame:</b>	Continue to make promotional materials for the Reasonable Accommodations process available at City Hall and on the City’s website and update to include information about universal design. Continue to update biannually, or as needed.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Assist five residents with reasonable accommodation requests to reduce displacement risk and encourage three accessible units to improve housing mobility.
<b>Relevant Policies:</b>	Policy 4.1, Policy 4.5

**Program 23: Lot Consolidation**

To create additional opportunities for infill development and affordable housing, the City will help to facilitate lot consolidations to combine small lots identified as part of a larger site in the Housing Element into larger developable lots for housing. The City will meet with local developers and property owners to discuss development opportunities and incentives for lot consolidation to accommodate affordable housing units and consider additional incentives brought forth by developers. As developers and owners approach the City with interest in lot consolidation for the development of affordable housing, the City could defer certain fees, allow more height or additional stories, waive lot-merger fees for certain small contiguous lots, and provide concurrent/fast tracking of project application reviews to developers who provide affordable housing. By 2026, the City will review the effectiveness of this program and revise as appropriate. The City will also evaluate grant funding for parcel assemblage land banking when it is available.

<b>Financing:</b>	General Fund (legislative efforts); grant funding (implementation)
<b>Timeframe:</b>	Meet with developers and property owners starting in 2024 and annually thereafter. Based on the meetings with developers and property owners, add incentives as appropriate within six months, and again each year after every annual meeting occurs. On an ongoing basis, support consolidation as applicable housing applications are received, pursue grant funding during

	planning period if California legislation and/or programs enable a tax-increment or similar program that leads to funding for site assembly.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Relevant Policies:</b>	Policy 1.1, Policy 1.2, Policy 1.4, Policy 1.5, Policy 2.4
<b>Quantified Objective:</b>	Support at least four lot consolidations during the planning period to improve housing mobility, reduce displacement risk, and increase the supply of affordable housing in higher-opportunity areas. Approve more applications to merge parcels that result in feasible sites for multifamily housing during the planning period.

### Program 24: Monitoring of Planning and Development Fees

The City charges various fees to review and process development applications. Such fees may add to the cost of housing development. The City will analyze housing-related development fees, particularly for multifamily housing, on an annual basis to ensure they do not unduly constrain development. As part of the analysis process, meet with multifamily developers at least once by December 2024 to request input regarding constraints associated with fees. Based on feedback received, reduce fees if found to be a constraint. Further, the City will offer deferred or reduced fees to facilitate affordable housing development, as appropriate.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Meet with multifamily developers by December 2024 and revise fees, if necessary, by December 2025. Review fees annually.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Facilitate construction of 100 multifamily units during the planning period, targeting missing-middle development in higher-resource areas and encouraging at least 50 of the units to be affordable to lower-income households. Prioritize opportunities in higher-income areas, including the southeast area of the city.
<b>Relevant Policies:</b>	Policy 1.2, Policy 1.4

### Program 25: Preliminary Applications (SB 330) and Streamlined Approval (SB 35)

The City will develop a preliminary application form and procedure or will adopt the preliminary application form developed by HCD, pursuant to SB 330. The City will also establish a written policy and/or procedure, and other guidance as appropriate, to specify the SB 35 streamlining approval process and standards for eligible projects under Government Code Section 65913.4. The applications will be available on the City's website for developers interested in pursuing the streamlined process or vesting rights.

<b>Financing:</b>	General Fund
-------------------	--------------

<b>Time Frame:</b>	Develop or adopt HCD’s SB 330 preliminary application form by December 2024. Develop an SB 35 streamlined approval process by June 2025 and implement as applications are received.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Facilitate construction of 5 very low-income units and 5 low-income units to increase housing mobility opportunities, prioritizing new opportunities in higher-resource areas. Prioritize opportunities in higher-income areas, including the southeast area of the city.
<b>Relevant Policies:</b>	Policy 1.4, Policy 2.3, Policy 2.4

**Program 26: Objective Design Standards**

The City will develop objective design guidelines and standards to provide clear and objective standards related to single-family, multifamily, and mixed-use residential developments.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Adopt objective design standards by December 2025 and implement thereafter.
<b>Implementation Responsibility:</b>	Community Development Department
<b>Quantified Objective:</b>	25 units over the planning period; 15 of these units in higher-opportunity areas to promote access to resources and mobility for target households. Prioritize opportunities in higher-income areas, including the southeast area of the city.
<b>Relevant Policies:</b>	Policy 1.8, Policy 2.7

**Housing Quality**

**Program 27: Code Enforcement**

The Planning Department will continue to use code enforcement and abatement processes to bring substandard housing units and residential properties into compliance with City codes. The City will continue to apply for CDBG funding to facilitate rehabilitation projects. Targeted efforts to improve housing conditions in areas of need will facilitate place-based revitalization and assist in reducing displacement risk for residents by improving living conditions and enabling them to remain in their home and community. Additional targeting of information will be made to owners of housing that serves farmworkers to improve housing conditions for this segment of the community.

<b>Financing:</b>	General Fund, CDBG
-------------------	--------------------



<b>Time Frame:</b>	Make informational materials on rehabilitation assistance programs available within 6 months of receiving CDBG funding, to be provided on an ongoing basis when violations are confirmed, conduct code enforcement as complaints are received.
<b>Implementation Responsibility:</b>	City Police Department
<b>Quantified Objective:</b>	Reduce displacement risk and encourage place-based revitalization by facilitating rehabilitation of 5 units by providing informational materials to owners in violation of City codes on available assistance programs and annually promote available assistance programs in areas of concentrated lower-income households. Facilitate rehabilitation of an additional 3 farmworker units.
<b>Relevant Policies:</b>	Policy 3.1, Policy 3.3

## Housing Assistance

### Program 28: Energy Conservation

The City will continue to promote energy conservation in housing development and rehabilitation:

- Establish reduced fees for solar projects and expedited review and approval for Firebaugh residents by December 2024.
- Continue to promote and support Pacific Gas and Electric Company programs that provide energy-efficiency rebates for qualifying energy-efficient upgrades by providing a link on the City website and making brochures available at City counters.
- Encourage developers to be innovative in designing energy-efficient homes and improving the energy efficiency for new construction.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Make information easily available on the City's website and at public facilities by June 2025.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Assist 5 low-income residents annually in need of assistance with energy-efficiency improvements to reduce displacement risk due to housing costs.
<b>Relevant Policies:</b>	Policy 6.1, Policy 6.2, Policy 6.3

**Program 29: Weatherization**

Reinstate implementing weatherization programs for senior and low-income households. The rehabilitation of housing units using CDBG funds will include energy conservation improvements, including energy-efficient windows, wall insulation, weather stripping, etc.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Make information easily available on the City’s website and at public facilities by June 2025.
<b>Implementation Responsibility:</b>	City of Firebaugh
<b>Quantified Objective:</b>	Assist five senior or low-income residents annually in need of assistance with energy-efficiency improvements to reduce displacement risk due to housing costs.
<b>Relevant Policies:</b>	Policy 2.5, Policy 3.2, Policy 4.1

**Program 30: Housing Choice Vouchers**

The Housing Choice Voucher (HCV) Program extends rental subsidies to extremely low- and very low-income households, including families, seniors, and the disabled. The program offers a voucher that pays the difference between the current fair-market rent (FMR) as established by the United States Department of Housing and Urban Development (HUD) and what a tenant can afford to pay (i.e., 30 percent of household income). The Fresno Housing Authority administers the HCV program in Fresno County.

- Provide a link to the Fresno Housing Authority’s HCV program webpage on the City’s website by February 2024.
- Meet with the Fresno Housing Authority by June 2024 to discuss the process of developing printed informational materials, with the goal of making materials available at public counters by June 2025.
- Work with the Housing Authority to disseminate information to landlords and property owners on incentives for participating in the HCV program throughout the city to promote housing opportunities for all residents.
- Refer interested households to the Fresno Housing Authority and encourage landlords to register their properties with the Housing Authority for accepting HCVs.

<b>Financing:</b>	HUD Section 8
<b>Time Frame:</b>	Provide information on the City’s website by February 2024. Meet with the Housing Authority by June 2024 and develop informational materials by June 2025. Target outreach to property owners and landlords at least annually.
<b>Implementation Responsibility:</b>	Fresno Housing Authority

<b>Quantified Objective:</b>	30 lower-income units in high income areas to promote access to resources and mobility for target households. Prioritize opportunities in the southeast area of the city.
<b>Relevant Policies:</b>	Policy 2.2

### Program 31: Housing Discrimination Monitoring and Referral

The Fresno Housing Authority publicizes all information related to housing opportunities, programs, fair-housing information and assistance in English, Spanish, Hmong, French, German, Chinese, Arabic, Dutch, Italian, Korean, Portuguese, and Russian. However, while all public notices and information on the Housing Authority website are translated to all of the previously mentioned languages, general circulation of information and secondary links, such as applications, are available only in English. The City will coordinate with the Housing Authority, FCOG, and other Fresno County jurisdictions to develop Spanish-language printed materials to improve accessibility to fair housing resources for residents. If additional languages become more prevalent in the county, materials will be translated into those languages as needed.

The City will also:

- Establish a procedure to refer residents with fair housing questions or issues to the Fair Housing Council of Central Valley (FHC-CC), California Rural Legal Aid (CLRA), and other fair-housing organizations.
- Provide fair housing information on the City’s website and in printed materials available in public buildings in both English and Spanish.
- Coordinate with local fair housing service providers to conduct biannual trainings for landlords and tenants on fair housing laws, rights, and responsibilities and ongoing access to legal counseling.

<b>Financing:</b>	General Fund, grant funding
<b>Time Frame:</b>	Either individually or as part of the Countywide Housing Element Technical Committee (Program 1), meet annually with FC-CC to discuss fair housing issues and opportunities for education. Assist the Housing Authority to translate fair housing materials and resources into Spanish by December 2024. Make fair housing information available on the City’s website and in public buildings by June 2025. Coordinate with fair housing providers to conduct biannual trainings for landlords and property owners.
<b>Implementation Responsibility:</b>	Community Development Division, Fresno Housing Authority
<b>Quantified Objective:</b>	Reduce displacement risk for 20 individuals or families resulting from language barriers and 10 from discrimination by landlords or property owners.
<b>Relevant Policies:</b>	Policy 5.1

**Program 32: Improve Access to Resources**

The City shall take the following actions to improve access to resources and opportunities citywide, but with a particular emphasis on neighborhoods with a concentration of lower-income residents who often face additional barriers in accessing resources:

- Work with Fresno County Rural Transit Agency (FCRTA) and other jurisdictions in the county to develop a fact sheet, or similar informational materials, of FCRTA programs to be posted on the City’s website, social media, and in public buildings by January 2026, and advertised annually in the City’s newsletter to help connect seniors and other residents to services in the city and throughout the county, with the goal of providing at least 100 residents with information about available transit resources.
- Prioritize projects that facilitate place-based revitalization through the City’s Capital Improvement Plan, such as projects that improve public infrastructure in deteriorating or underserved areas. At least every other year, pursue funding for projects from the Capital Improvement Plan and other budget documents with the goal of funding at least one project during the planning period. These projects may include, but are not limited to:
  - Replacements to waterlines and improvements to the wastewater treatment plant.
  - Implementation of the Firebaugh Multi-Benefit Flood Project

The City will target implementation of at least one improvement per year, as funding allows, prioritizing projects in the low-resource areas in the central areas of the city.

- At least every other year, review and apply for available funding opportunities to improve active transportation, transit, safe routes to school, parks and other infrastructure and community revitalization strategies. Implement projects as funds are received. The City will target at least 3-4 improvements in the planning period.
- Review funding opportunities on an annual basis. As funding opportunities become available, pursue partnerships with community organizations, regional programs, or local businesses such as Green Raiteros or Mid Valley Disposal to support funding applications for investment in green vehicles and infrastructure, prioritizing opportunities that would serve special needs groups and residents of low-resource areas, such as the central area of the city. Provide technical assistance and/or letter or support for at least one funding application during the planning period.
  - Review funding opportunities from the San Joaquin Valley Air Pollution Control District (Valley Air District) on an annual basis.
    - As funding is available, pursue funding from the Valley Air District to fund projects such as:
      - Bike paths near schools, including schools near the high school and West Hills College campuses, the center of the city, the library, and shopping areas.
      - Plug-in electric vehicle chargers on in City-owned land.

- Conduct outreach to owners of multi-family housing buildings at least twice during the planning period to support interested owners with funding applications for EV charging grants from the Valley Air District. Conduct one additional round of outreach during the planning period for multi-family buildings in low-resource areas, including the central areas of the city.
- By December 2024, post information about flood-related resources on the City’s website and provide public notices in utility bills or other direct methods to neighborhoods at risk of flooding with the goal of connecting at least 50 households with flood risk mitigation resources.
- Ensure program availability and funding announcements are made available in Spanish and translation is available at public meetings on an ongoing basis.
- Facilitate place-based revitalization and promote healthy environments for new housing by evaluating transitional buffers between residential and agricultural uses and highways and working with developers as projects are proposed to mitigate impacts associated with emissions from agricultural industries and traffic and facilitate access to healthy outdoor spaces. Complete this evaluation by December 2026. Include at least one project to reduce exposure to pollutants for new lower-income housing on the City’s Capital Improvement Plan within the planning period.
- Meet with school district representatives by June 2025 to analyze whether housing security poses a barrier to student achievement. Work with the school district to assist in securing grant funding for teacher recruitment and retention bonuses, classroom materials, and other incentives for teachers to facilitate positive learning environments citywide. As affordable projects are completed, require developers to coordinate with the school district to conduct marketing to district households (*not including projects that are exclusive to senior residents*) with the goal of connecting at least 15 district households with affordable housing opportunity. If housing availability or affordability is determined to be a barrier to teacher recruitment or retention, the City will work with the district and partner jurisdictions to identify a strategy for funding teacher housing grants or otherwise making housing available at prices affordable to district teachers and apply for or support relevant funding applications at least once during the planning period.
- Recruit at least two community members who are residents of affordable housing, and/or from farmworker communities to serve on local decision-making bodies such as boards, committees, or task forces as opportunities become available to promote place-based revitalization.

<b>Financing:</b>	General Fund
<b>Time Frame:</b>	Develop and post FCRTA materials by January 2026. Meet with school district representatives by June 2025. Apply for funding at least every other year, implement funds as received.
<b>Implementation Responsibility:</b>	Community Development Department, Public Works

<p><b>Quantified Objective:</b></p>	<p>Improve access to resources, facilitate place-based revitalization, and reduce displacement risk resulting from a variety of factors for at least 20 residents. <i>Other objectives as identified in individual bullet points.</i></p>
<p><b>Relevant Policies:</b></p>	<p>Policy 3.1, Policy 3.5, Policy 5.1, Policy 5.2</p>

## Quantified Objectives

Quantified objectives estimate the number of units likely to be constructed, rehabilitated, or conserved/preserved by income level during the planning period based on optimal implementation of each program. The quantified objectives do not set a ceiling on development; rather, they set a target goal for the jurisdiction to achieve based on needs, resources, and constraints. Each quantified objective is detailed by income level, as shown in **Table 1C-1**.

**TABLE 1C-1 QUANTIFIED OBJECTIVE SUMMARY**

Program	Extremely Low	Very Low	Low	Moderate	Above Moderate
RHNA	51	51	46	66	229
<b>New Construction</b>					
Program 7	10	20	30		
Program 10	51	51	46		
Program 11	10	20	30		
Program 12			10		
Program 13	51	51	46		
Program 15			12	6	6
Program 17			10	10	5
Program 22			5		
Program 24			50	50	
Program 25		5	5		
Program 26	5	10	10		
<b>Rehabilitation</b>					
Program 9			64		
Program 27			8		
Program 29			5		
<b>Conservation</b>					
Program 8			10		
Program 32	5	5	10		

Source: City of Firebaugh, February 2023

1. In some cases, quantified objectives overlap and therefore identify multiple strategies to achieve the RHNA.
2. Moderate- and above moderate-income unit capacity is anticipated to be met by market development trends.



*This page intentionally left blank.*

## SECTION 1C-2: SITES INVENTORY

California law (Government Code Section 65583 (a)(3)) requires that the Housing Element contain an inventory of land suitable for residential development, including vacant sites that can be developed within the planning period and nonvacant (i.e., underutilized) sites having potential for redevelopment. State law also requires an analysis of the relationship of zoning and public facilities and services to these sites.

### Regional Housing Needs Allocation

The Regional Housing Needs Allocation (RHNA) is the State of California–required process that seeks to ensure cities and counties are planning for enough housing to accommodate all economic segments of the community. The process is split into the following three steps.

1. **Regional Determination:** The California Department of Housing and Community Development (HCD) provides each region with a Regional Determination of housing need, which includes a total number of units split into four income categories (very low, low, moderate, and above moderate). The City of Firebaugh is in the region covered by the Fresno Council of Governments (FCOG). HCD allocated FCOG a Regional Determination of 58,298 units for the 6th cycle Housing Element (2023-2031). This is the total number of units that the cities and counties in the FCOG region must collectively plan to accommodate.
2. **RHNA Methodology:** Councils of Governments (COGs), including FCOG, are responsible for developing a RHNA methodology for allocating the Regional Determination to each city and county. This methodology must further specific State objectives, including, but not limited to, promoting infill, equity, and environmental protection; ensuring jobs-housing balance; and affirmatively furthering fair housing.
3. **Housing Element Updates:** Each city and county must then adopt a housing element that demonstrates how the jurisdiction can accommodate its assigned RHNA through its zoning. HCD reviews each jurisdiction’s housing element for compliance with State law.

The City of Firebaugh’s share of the regional housing need was determined using a methodology prepared by FCOG as part of the Regional Housing Needs Plan, adopted in October 2022. In accordance with FCOG’s Regional Housing Needs Plan, the City must plan to accommodate a total of 443 housing units between July 30, 2023, and December 31, 2031. **Table 1C-2** shows the City’s RHNA by income category. Of the 443 total units, the City must plan to accommodate 102 units for very low-income households, 46 units for low-income households, 66 units for moderate-income households, and 229 units for above moderate-income households.

**TABLE 1C-2 REGIONAL HOUSING NEEDS ALLOCATION, 2023-2031**

Income Category	Allocation	Percentage
Very Low*	102	23%
Low	46	10%
Moderate	66	15%
Above Moderate	229	52%
<b>Total</b>	<b>443</b>	<b>100%</b>

Source: FCOG, 2022.

\*It is assumed that 50 percent of the very low-income units are allocated to address extremely low-income need.

### Availability of Land

State Housing Element law emphasizes the importance of adequate land for housing and requires that each Housing Element “...identify adequate sites ... to facilitate and encourage the development of a variety of housing types for all income levels...” (California Government Code Section 65583(c)(1)). To allow for an adequate supply of new housing, land must be zoned at a variety of densities to ensure that development is feasible for a wide range of income levels. The identified land must also have access to appropriate services and infrastructure, such as water, wastewater, and roads.

To demonstrate the City’s capacity to potentially meet its RHNA, an adequate sites inventory was conducted. The inventory must identify adequate sites that will be made available through appropriate zoning and development standards and with public services and facilities needed to facilitate and encourage the development of a variety of housing types for households of all income levels.

### Sites Identified in Previous Housing Element

Pursuant to California Government Code Section 65583.2(c), a nonvacant site identified in the previous planning period and a vacant site identified in two or more previous consecutive planning periods cannot be used to accommodate the lower-income RHNA unless the site is subject to an action in the Housing Element that requires rezoning within three years of the beginning of the planning period that will allow residential use by right for housing developments with at least 20 percent of the units affordable to lower-income households. There are 25 parcels in the inventory that were identified in two previous cycles. Two of these (sites 1 and 7) will be used to meet the lower-income RHNA. A total of 2 vacant parcels in sites 1 and 7 were counted under the City’s list of multifamily sites in the 4th and 5th cycles, and were inventoried as having sufficient density to accommodate housing for lower-income households in the 6<sup>th</sup> cycle. Therefore, the City has included **Program 6**, which commits the City to allowing residential use by right on sites consistent with Government Code Section 65583.2(c) for housing developments in which at least 20 percent of the units are affordable to lower-income households. These sites are identified with an asterisk in **Table 1C-4**.

## Zoning to Meet the RHNA

The analysis of the relationship of suitable sites to zoning provides a means for determining the realistic number of dwelling units that could actually be constructed on those sites in the current planning period. The Firebaugh Housing Element sites inventory uses the following assumptions:

- **Relation of density to income categories.** The following assumptions were used to determine the income categories according to the allowed densities for each site:
  - **Lower-Income (LI) Sites.** Sites at least 0.5 acres in size that allow at least 20 units per acre were inventoried as feasible for lower-income (low- and very low-income) residential development. This includes sites zoned R-3, which allows up to 29 units per acre. Site 57 includes units in all three affordability categories. Site 7 falls into the lower income category. Site 1 and 54 include units in both lower-income and above moderate-income categories. Sites in commercial zones C-1, C-2, and C-3, which all allow residential uses subject to R-3 standards, were included to provide additional surplus capacity but were not counted toward the RHNA. These include sites 15, 39, 40, and 53. Commercially zoned Site 37 includes units in both lower-income and moderate-income categories, and sites 1 (which includes one commercially zoned parcel adjacent to residentially-zoned parcels) and 54 includes units in both lower and moderate-income categories.
  - **Moderate-Income (M) Sites.** Sites of at least 0.2 acres that are zoned R-2 allow for up to 13 dwelling units per net acre. These areas were inventoried as feasible for moderate-income residential development. Typical dwelling units include small and medium-sized apartments and other attached units. Sites that are larger than 0.2 acres but smaller than 0.5 acres in size and zoned for R-3 were deemed too small to be inventoried as lower income and were instead inventoried as moderate income. Sites 6, 9, 11, and 41 fall into the moderate income category. Site 57 includes units in all three affordability categories. Site 36 includes units in both the moderate and above-moderate categories. Sites in commercial zones C-1, C-2, and C-3, which all allow residential uses subject to R-3 standards, were included to provide additional surplus capacity but were not counted toward the RHNA. Commercially zoned sites in this category include 17, 18, 19, 23, 25, 29, 30, 33, and 34. Commercial site 37 includes units in both lower-income and moderate-income categories.
  - **Above Moderate-Income (AMI) Sites.** Sites with zoning that allows only single-family homes at lower densities were inventoried as above moderate-income units. This includes sites zoned R-1, R-1-4.5, and R-1-5. Sites that are smaller than 0.2 acres in size and zoned for R-3 were deemed too small to be inventoried as lower-income and were instead inventoried as above moderate-income. Additionally, sites smaller than 0.2 acres zoned R-2 were deemed too small to be inventoried as moderate-income and were instead inventoried as above moderate-income except where part of a larger site. Sites 2 through 5, 8, 10, 12 through 14, 16, 31, 35, 42 through 52, and 56 fall into this category. Site 36 includes units in both the moderate and above-moderate categories. Sites 1 include units in both lower-income and above moderate-income categories. Site 57 includes units in all three affordability categories. Sites in commercial zones C-1, C-2, and C-3, which all allow residential uses subject to R-3 standards, were included to provide additional surplus capacity but were not counted toward the

RHNA. Commercially zoned sites in this category, include sites 20, 21, 22, 24, 26, 27, 28, 32, 38, and 55. Site 54 includes units in both lower and moderate-income categories.

### ***Realistic Development Potential***

In determining the realistic capacity for the City’s inventory of sites, the City considered land use controls and site improvements and assumed an 80 percent adjustment on residential sites and a 50 percent adjustment on commercial sites to reflect developable acreage due to on-site improvements, including sidewalks, utility easements, and infrastructure improvements (roadway access, water, sewer, and stormwater). All sites are served by or planned to be served by infrastructure, with no constraints identified that would reduce capacity beyond the 65 percent adjustment in residential areas or 50 percent in commercial areas that allow residential. To further determine an appropriate realistic capacity assumption, the City considered and evaluated the implementation of its current multifamily development standards (e.g., setbacks, building height, parking, density requirements, land use controls, water and wastewater access, and open space requirements), as well as project examples to determine approximate density and unit capacity so as to not over-project unit potential.

Recent multifamily project examples at affordable, market- and moderate-income rates show an average rate of 72 percent of the maximum capacity, as shown in **Table 1C-3**. While the La Joya Commons project developed at a relatively low percentage of the permitted density, the project has adjusted its plans to redevelop from the original 34 to 68 units, a 100 percent increase in density. Additionally, example projects from Coalinga and Kerman show that local market trends in this area of the county support a realistic capacity assumption between 60 and 69 percent. With these recent developments in mind, the City is assuming a 65 percent realistic capacity on all residential sites in **Table 1C-5**.

Commercially zoned sites that are included in this discussion are not being counted to meet the RHNA, but are included as surplus properties to encourage development in these areas. While Firebaugh has not had mixed-use projects develop recently, as shown in **Table 1C-4**, there have been recent mixed-use projects in other communities in Fresno County. Projects in nearby Kingsburg and Reedley have all developed at more than 100 percent of the maximum permitted density. With these recent developments in mind, The City is assuming a 50 percent capacity on commercial sites that allow residential uses. The City has included **Program 7** to encourage development of residential uses on commercially-zoned sites.

TABLE 1C-3 REALISTIC CAPACITY PROJECT EXAMPLES

Project Name	Affordability	Acres	Project Status	General Plan / Zoning	Max. Allowable Density	Total Project Units	Max. Allowable Units	Realistic Capacity
<b>City of Firebaugh</b>								
La Joya Commons (Fresno Housing Authority)	100% Affordable	21.4	Under Construction - 2023	Residential Medium/R-2	10	68	214	32%
Del Rio Place	Market-Rate	3.8	Under Construction – 2023	R-3	29	56	110	51%
2020 S. Landucci	Moderate-Income	0.56	Constructed – 2019	Residential Medium/R-2	10	8	7	114%
<b>Average, Firebaugh Projects Only</b>								<b>72%</b>
<b>City of Coalinga</b>								
Warthan Place	Low and Very Low	5	Approved	RHD	25	81	125	65%
Pacific & Elm Multi-Family Project	Low and Very Low	5	Approved	RHD	25	76	125	61%
<b>City of Kerman</b>								
Gateway Villas	Lower	4.43	Completed - 2016	HDR/R-3	24	61	106	69%
Hacienda Heights	Lower	5.37	Completed - 2010	HDR/SD-R-2.5	20	69	107	64%
<b>Average, All Projects</b>								<b>68%</b>

Source: City of Firebaugh, 2023.

TABLE 1C-4 MIXED-USE PROJECT EXAMPLES

Project Name	Affordability	Acres	Project Status	General Plan/Zoning	Total Project Units	Max. Allowable Units*	Realistic Capacity
<b>City of Reedley</b>							
Reedley I Mixed-Use	Lower Income	4.25	Approved 2022	LI/ML	80	63	127%
<b>City of Kingsburg</b>							
Stone Plaza Mixed Use Project	Market Rate	0.28	Under Construction 2023	CC/CC	10	6	145%
<b>Average</b>							<b>127%</b>

Source: Cities of Reedley and Kingsburg, 2023.

\*Density bonus units were not included in the project.

**Table 1C-5** identifies vacant sites that are presently zoned for residential uses and suitable for residential development in Firebaugh. Additional sites that allow mixed uses are included, but not counted toward the RHNA. The locations of these sites are shown on **Figure 1C-1**. Based on permitted densities and the assumptions described previously, the residential sites identified in **Table 1C-5** can accommodate an estimated 545 units, including 241 lower-income units, 73 moderate-income units, and 232 above moderate-income units.

## APPENDIX 1C: CITY OF FIREBAUGH

Much of the city is within a Federal Emergency Management Agency (FEMA) flood hazard area, so accordingly, many of the sites in the City’s inventory are within a flood zone. The central area of the city is within a 1-percent annual chance flood area (FEMA category AH) and areas to the west and northwest of the city are within a moderate flood risk area (FEMA category X). The lower-risk category X flood zone includes all of the R-3 sites in the city and many surplus sites in commercial zones where residential uses are permitted. All of the city’s sites are within a dam inundation zone, as the majority of the city is covered by the inundation zone for Friant Dam. The Housing Element includes **Program 18**, through which to seek funds to mitigate the potential impacts of unavoidable environmental hazards.



TABLE 1C-5 VACANT RESIDENTIAL SITES

Site	Assessor's Parcel Number	Acres	General Plan Designation	Zoning	Maximum Density per Acre	Maximum Capacity	Total Realistic Capacity	Lower-Income Capacity	Moderate-Income Capacity	Above Moderate-Income Capacity	Environmental Hazards
1	007-120-13*	0.12	High Density Residential	R-3	29	3	2			2	Dam Inundation Zone
1	007-120-17*	0.12	High Density Residential	R-3	29	3	2			2	Dam Inundation Zone
1	007-120-18*	2.24	High Density Residential	R-3	29	65	42	42			Dam Inundation Zone
1	007-120-19*	0.12	High Density Residential	R-3	29	3	2			2	Dam Inundation Zone
2	007-110-64*	0.19	High Density Residential	R-3	29	6	4			4	Dam Inundation Zone
3	007-110-08*	0.15	High Density Residential	R-3	29	4	3			3	Dam Inundation Zone
4	007-110-12*	0.14	High Density Residential	R-3	29	4	3			3	Dam Inundation Zone
5	007-110-55*	0.14	High Density Residential	R-3	29	4	3			3	Dam Inundation Zone
6	007-110-66*	0.23	High Density Residential	R-3	29	7	4		4		Dam Inundation Zone
7	007-110-30*	0.55	High Density Residential	R-3	29	16	10	10			Dam Inundation Zone
8	007-110-25*	0.15	High Density Residential	R-3	29	4	3			3	Dam Inundation Zone
9	007-110-22*	0.38	High Density Residential	R-3	29	11	7		7		Dam Inundation Zone
9	007-110-40*	0.44	High Density Residential	R-3	29	13	8		8		Dam Inundation Zone
10	007-110-39*	0.18	High Density Residential	R-3	29	5	3			3	Dam Inundation Zone
11	007-110-37*	0.35	High Density Residential	R-3	29	10	7		7		Dam Inundation Zone
12	007-110-45*	0.17	High Density Residential	R-3	29	5	3			3	Dam Inundation Zone
13	007-141-2S	0.27	Medium Density Residential	R-1-5	8	2	1			1	Dam Inundation Zone
13	007-210-9S	0.21	Medium Density Residential	R-1-5	8	2	1			1	Dam Inundation Zone
14	007-250-1S	0.13	Medium Density Residential	R-1-4.25	10	1	1			1	Dam Inundation Zone
16	008-100-26*	0.44	Medium Density Residential	R-2	10	4	3			3	Dam Inundation Zone
31	008-124-04*	0.33	Medium Density Residential	R-2	10	3	2			2	Dam Inundation Zone, 100-Year Flood Zone
35	008-170-33	0.14	Medium Density Residential	R-2	10	1	1		1		Dam Inundation Zone, 100-Year Flood Zone
36	008-170-22	0.63	Medium Density Residential	R-2	10	6	4		4		Dam Inundation Zone, 100-Year Flood Zone
36	008-170-25	0.07	Medium Density Residential	R-2	10	1	1			1	Dam Inundation Zone, 100-Year Flood Zone

APPENDIX 1C: CITY OF FIREBAUGH

Site	Assessor's Parcel Number	Acres	General Plan Designation	Zoning	Maximum Density per Acre	Maximum Capacity	Total Realistic Capacity	Lower-Income Capacity	Moderate-Income Capacity	Above Moderate-Income Capacity	Environmental Hazards
41	007-070-75	0.66	Medium Density Residential	R-2	10	7	4		4		Dam Inundation Zone, 100-Year Flood Zone
42	007-151-14	0.28	Medium Density Residential	R-2	10	3	2			2	Dam Inundation Zone, 100-Year Flood Zone
43	008-200-06	0.19	Medium Density Residential	R-1	6	1	1			1	Dam Inundation Zone, 100-Year Flood Zone
44	008-200-31	0.23	Medium Density Residential	R-1	6	1	1			1	Dam Inundation Zone, 100-Year Flood Zone
45	007-903-9S	2.16	Medium Density Residential	R-1	6	13	8			8	Dam Inundation Zone, 100-Year Flood Zone
45	008-104-7S	1.56	Medium Density Residential	R-1	6	9	6			6	Dam Inundation Zone, 100-Year Flood Zone
46	008-104-5S	0.30	Medium Density Residential	R-1	6	2	1			1	Dam Inundation Zone, 100-Year Flood Zone
47	008-100-7S	0.20	Medium Density Residential	R-1	6	1	1			1	Dam Inundation Zone, 100-Year Flood Zone
48	007-903-7S	0.41	Medium Density Residential	R-1	6	2	2			2	Dam Inundation Zone, 100-Year Flood Zone
49	007-550-9S	0.20	Medium Density Residential	R-1	6	1	1			1	Dam Inundation Zone, 100-Year Flood Zone
50	007-001-1S	0.28	Medium Density Residential	R-1	6	2	1			1	Dam Inundation Zone, 100-Year Flood Zone
51	007-001-5S	0.28	Medium Density Residential	R-1	6	2	1			1	Dam Inundation Zone, 100-Year Flood Zone
52	007-001-6S	0.21	Medium Density Residential	R-1	6	1	1			1	Dam Inundation Zone, 100-Year Flood Zone
56	007-028-ST	4.60	Medium Density Residential	R-1	6	28	18			18	Dam Inundation Zone, 100-Year Flood Zone, Susceptible to Landslides
57	007-610-22	7.00	High Density Residential	R-3	29	580	377	189	38	151	Dam Inundation Zone
57	007-610-17	7.50									Dam Inundation Zone,
57	007-610-15	5.5									Dam Inundation Zone

Site	Assessor's Parcel Number	Acres	General Plan Designation	Zoning	Maximum Density per Acre	Maximum Capacity	Total Realistic Capacity	Lower-Income Capacity	Moderate-Income Capacity	Above Moderate-Income Capacity	Environmental Hazards
<b>Lower-Income Total</b>								241			
<b>Moderate-Income Total</b>									73		
<b>Above Moderate-Income Total</b>										232	

Source: City of Firebaugh, 2023 \* These parcels were also included in the 4th and 5th Cycle Housing Element inventories.

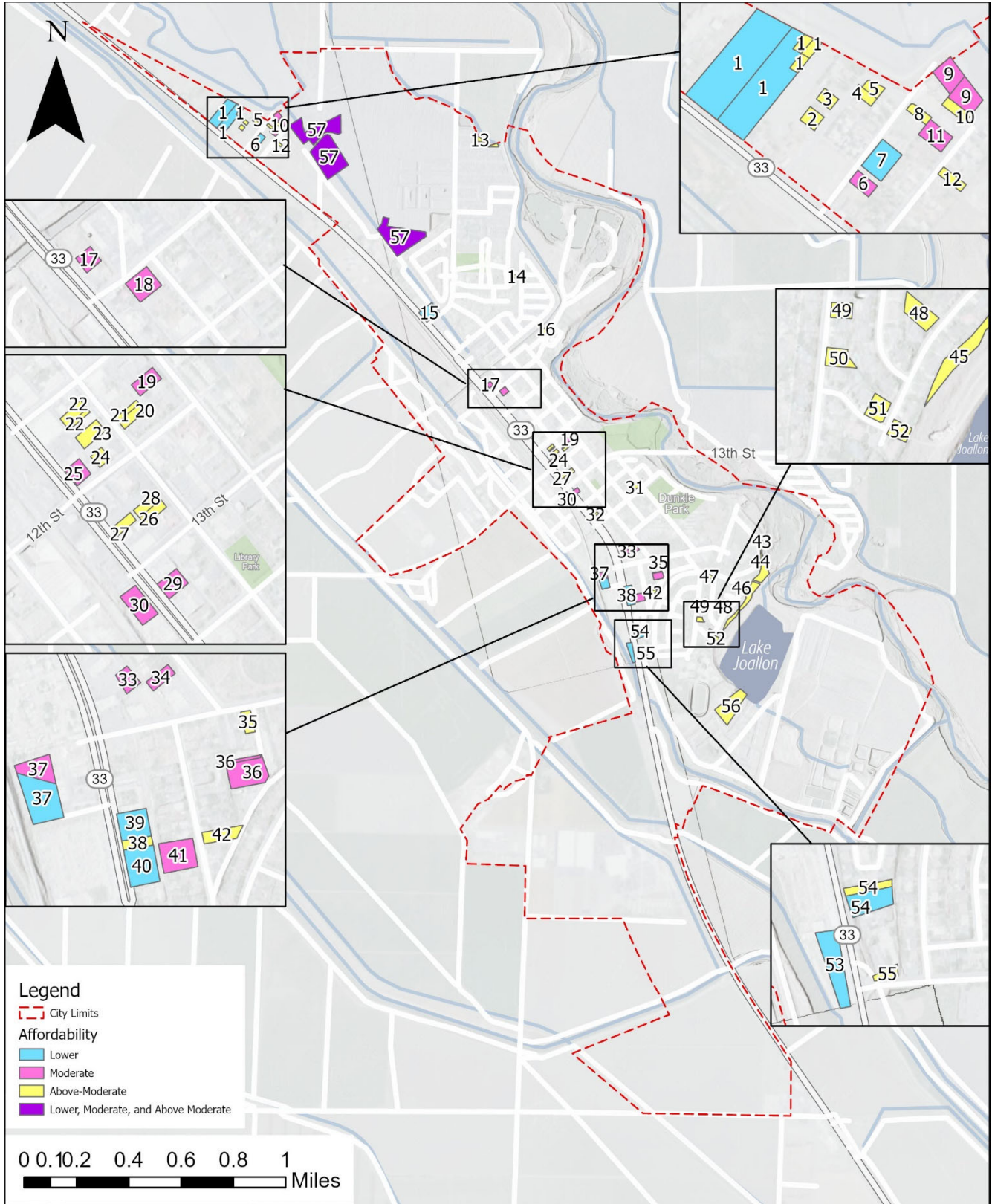
TABLE 1C-6 VACANT COMMERCIAL SITES THAT ALLOW RESIDENTIAL USES

Site	Assessor's Parcel Number	Acres	General Plan Designation	Zoning	Maximum Density per Acre	Maximum Capacity	Total Realistic Capacity	Lower-Income Capacity	Moderate-Income Capacity	Above Moderate-Income Capacity	Environmental Hazards
1 (Portion)	007-120-09	2.95	Service Commercial	C-3	29	86	43	43			Dam Inundation Zone
15	008-020-28	1.87	Service Commercial	C-3	29	54	27	27			Dam Inundation Zone
17	008-041-06*	0.22	Service Commercial	C-3	29	6	3		3		Dam Inundation Zone
18	008-043-01*	0.42	Central Commercial	C-2	29	12	6		6		Dam Inundation Zone
19	008-730-3T	0.25	Central Commercial	C-2	29	7	4		4		Dam Inundation Zone
20	008-073-08*	0.17	Central Commercial	C-2	29	5	2			2	Dam Inundation Zone
21	008-073-09	0.08	Central Commercial	C-2	29	2	1			1	Dam Inundation Zone
22	008-074-04	0.18	Central Commercial	C-2	29	5	3			3	Dam Inundation Zone
22	008-074-18	0.08	Central Commercial	C-2	29	2	1			1	Dam Inundation Zone
23	008-074-06*	0.25	Central Commercial	C-2	29	7	4			4	Dam Inundation Zone
24	008-074-09	0.13	Central Commercial	C-2	29	4	2			2	Dam Inundation Zone
25	008-741-0T	0.23	Service Commercial	C-3	29	7	3		3		Dam Inundation Zone
26	008-076-05*	0.17	Central Commercial	C-2	29	5	2			2	Dam Inundation Zone
27	008-076-16*	0.15	Service Commercial	C-3	29	4	2			2	Dam Inundation Zone
28	008-076-27*	0.17	Central Commercial	C-2	29	5	2			2	Dam Inundation Zone
29	008-132-10	0.30	Service Commercial	C-3	29	9	4		4		Dam Inundation Zone, 100-Year Flood Zone
30	008-403-5T	0.44	Service Commercial	C-3	29	13	6		6		Dam Inundation Zone
32	008-134-12	0.14	Service Commercial	C-3	29	4	2			2	Dam Inundation Zone, 100-Year Flood Zone
33	008-160-34	0.23	Service Commercial	C-3	29	7	3		3		Dam Inundation Zone, 100-Year Flood Zone
34	008-160-02	0.21	Service Commercial	C-2	29	6	3		3		Dam Inundation Zone, 100-Year Flood Zone
37	007-070-80	0.94	Service Commercial	C-3	29	27	14	14			Dam Inundation Zone
37	007-070-81	0.45	Service Commercial	C-3	29	13	6		6		Dam Inundation Zone

Site	Assessor's Parcel Number	Acres	General Plan Designation	Zoning	Maximum Density per Acre	Maximum Capacity	Total Realistic Capacity	Lower-Income Capacity	Moderate-Income Capacity	Above Moderate-Income Capacity	Environmental Hazards
38	007-070-38	0.18	Service Commercial	C-1	29	5	3			3	Dam Inundation Zone, 100-Year Flood Zone
39	007-070-40	0.54	Service Commercial	C-1	29	16	8	8			Dam Inundation Zone, 100-Year Flood Zone
40	007-070-54	0.72	Service Commercial	C-1	29	21	10	10			Dam Inundation Zone, 100-Year Flood Zone
53	007-330-02	0.80	Service Commercial	C-3	29	23	12	12			Dam Inundation Zone
54	007-330-03	0.22	Service Commercial	C-2	29	6	5			5	Dam Inundation Zone, 100-Year Flood Zone
54	007-330-04	0.57	Service Commercial	C-2	29	16	8	8			Dam Inundation Zone, 100-Year Flood Zone
55	007-301-1T	0.14	Service Commercial	C-2	29	4	2			2	Dam Inundation Zone, 100-Year Flood Zone
<b>Lower-Income Total</b>								122			
<b>Moderate-Income Total</b>									39		
<b>Above Moderate-Income Total</b>										30	

\* These parcels were also included in the 4th and 5th Cycle Housing Element inventories. However, commercially zoned sites are included to identify additional opportunities for residential development and are not being counted toward the City's RHNA, and therefore are not subject to affordability requirements of Government Code 65583.2(c).

FIGURE 1C-1 FIREBAUGH SITES INVENTORY





## ***Accessory Dwelling Units***

California Government Code Section 65583.1(a) states that a town, city, or county may identify sites for accessory dwelling units (ADU) based on the number of ADUs developed in the prior Housing Element planning period, whether the units are permitted by right, the need for ADUs in the community, the resources or incentives available for their development, and any other relevant factors. Based on recent changes in State law reducing the time to review and approve ADU applications, requiring ADUs that meet requirements to be allowed by right, eliminating discretionary review for most ADUs, and removing other restrictions on ADUs, it is anticipated that the production of ADUs will increase in the 6th cycle Housing Element planning period.

The City did not issue any permits for ADUs during the previous planning period. However, to promote ADUs, the City has included **Program 15** to comply with state law and make construction of ADUs feasible for more property owners. Based on these trends, the City anticipates that eight ADUs will be built by December 2031.

ADUs are seen as an appropriate housing type for a primary residence for low-income households. Because regional affordability analysis of ADUs was not available for Fresno County, the City relied on rental rates for one- and two-bedroom units as a proxy for ADU rental rates. According to 2016-2020 American Community Survey (ACS) 5-year estimates, the median gross rent for one-bedroom units in Firebaugh is \$519 per month, and for two-bedroom units it is \$681 per month. As shown in **Table 2-24, Fresno County Ability to Pay (2022)**, in **Chapter 2, Regional Housing Needs Assessment**, low-income households can afford between \$1,091 (one-person households) and \$1,558 (four-person households) in monthly housing costs without being cost burdened. Comparing rental rates with the affordability of low-income households demonstrates that ADUs are appropriate to credit toward the City's lower-income RHNA, based on the median price of one- and two-bedroom units in Firebaugh. However, the City has decided to take a conservative approach and assume that 50 percent of ADUs will be affordable to lower-income households, 25 percent affordable to moderate-income households, and 25 percent affordable to above moderate-income households.

## ***RHNA Summary***

**Table 1C-7** compares the City's RHNA to its site inventory capacity. Accounting for the vacant site capacity and the projected ADUs, the City has a surplus capacity of 110 units. This means the City has land available to build 110 more units than assigned in the RHNA. Breaking this down by income category, the City has a surplus of 97 units in the lower-income (including extremely low-, very low-, and low-income) category, a 9-unit surplus in the moderate-income category, and a 5-unit surplus in the above moderate-income category. Sites with additional capacity for 191 units were identified in commercial zones to identify additional residential development opportunities. This capacity is not being counted toward the City's RHNA.



**TABLE 1C-7 SUMMARY OF RESIDENTIAL CAPACITY COMPARED TO THE 6<sup>TH</sup> CYCLE RHNA**

Income Category	2023-2031 RHNA	Vacant Residential Sites Capacity (Table 1C-4)	Projected ADUs <sup>1</sup>	Total Capacity	Unit Surplus <sup>2</sup>	Additional Surplus on Commercially Zoned Sites <sup>3</sup> (Table 1C-5)
Very Low	102	241	4	245	97	122
Low	46					
Moderate	66	73	2	75	75	39
Above Moderate	229	232	2	234	5	30
<b>Total</b>	<b>443</b>	<b>545</b>	<b>8</b>	<b>553</b>	<b>110</b>	<b>191</b>

Source: City of Firebaugh, 2023.

<sup>1</sup> Assumes the development of one ADU per year, with half of units developed for lower-income households and the remainder divided between moderate- and above moderate-income households.

<sup>2</sup> Surplus capacity is calculated by subtracting the RHNA from the total of projected ADUs and capacity on vacant sites.

<sup>3</sup> Additional sites were identified in commercial zones to identify additional residential development opportunities but is not being counted toward the City’s RHNA.

### Adequacy of Public Facilities

The City provides water service for residents. As of August 2021, the Water Division provides potable water to 1,642 active service connections. The City also sells water to the Las Deltas Mutual Water Company, which operates a public water system outside the Firebaugh sphere of influence (SOI). The City’s average domestic water demand is 2.4 million gallons per day (MGD), with an additional 2.3 MGD average daily water use for a local tomato processing facility. To meet the increased demand projected as a result of projected population growth, the City will need to make improvements to the existing water system. However, the City has identified funding sources to finance future capital improvements. The City’s water system capacity is expected to serve the RHNA of 443 additional units.

The City also controls and administers the sewer system in the city. The system includes approximately 31 miles of sewer pipelines and 10 pump stations. Maintenance of the City sewer system is financed primarily by fixed user fees, charges for services, and connection fees as well as State or federal grants when available. The City’s wastewater treatment plant (WWTP) has a license to treat municipal wastewater at a maximum daily flow of 1.5 MGD. As of January 2022, the wastewater treatment facility discharges a monthly average flow of up to 1.1 MGD. The system’s capacity is more than enough to accommodate the City’s RHNA of 443 units.

In accordance with the provisions of California Government Code Section 65589.7, the City will establish a procedure (**Program 5**) and continue to give priority for water and sewer service to qualified affordable housing projects.

## SECTION 1C-3: LOCAL ASSESSMENT OF FAIR HOUSING

### Introduction

Assembly Bill (AB) 686 requires that all housing elements due on or after January 1, 2021, contain an Assessment of Fair Housing (AFH) consistent with the core elements of the analysis required by the federal Affirmatively Furthering Fair Housing (AFFH) Final Rule of July 16, 2015. Under California law, AFFH means “taking meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics.”<sup>1</sup>

California Government Code Section 65583 (10)(A)(ii) requires local jurisdictions to analyze racially or ethnically concentrated areas of poverty (R/ECAP), disparities in access to opportunity, and disproportionate housing needs, including displacement risk. Although this is the Housing Element for the City of Firebaugh, Government Code Section 65583(c)(10) requires all local jurisdictions to address patterns locally and regionally to compare conditions at the local level to the rest of the region. To that end, a Multijurisdictional Housing Element was completed for the cities of Firebaugh, Fowler, Fresno, Huron, Kerman, Kingsburg, Mendota, Orange Cove, Parlier, Reedley, San Joaquin, Sanger, Selma, and the County of Fresno, including a regional AFH and each participating jurisdiction prepared a local AFH.

This section is organized by fair housing topics. For each topic, the regional assessment is first, followed by the local assessment. Strategies to address the identified issues are included throughout the section. Through discussions with housing service providers, fair housing advocates, and preparation of this AFH, the City of Firebaugh identified factors that contribute to fair housing issues. These contributing factors are included in **Table 1C-15, Factors Contributing to Fair Housing Issues**, with associated actions to meaningfully affirmatively further fair housing related to these factors. Additional programs to affirmatively further fair housing are included in **Section 1C-1, Action Plan**.

This section also includes an analysis of the Housing Element’s sites inventory as compared with fair housing factors. The location of housing in relation to resources and opportunities is integral to addressing disparities in housing needs and opportunity and to fostering inclusive communities where all residents have access to opportunity. This is particularly important for lower-income households. AB 686 added a new requirement for housing elements to analyze the distribution of projected units by income category and access to high resource areas and other fair housing indicators compared to citywide patterns to understand how the projected locations of units will affirmatively further fair housing.

---

<sup>1</sup> California Department of Housing and Community Development, *Affirmatively Furthering Fair Housing: Guidance for All Public Entities and for Housing Elements (April 2021 Update)*, April 27, 2021, preface page, [https://www.hcd.ca.gov/community-development/affh/docs/affh\\_document\\_final\\_4-27-2021.pdf](https://www.hcd.ca.gov/community-development/affh/docs/affh_document_final_4-27-2021.pdf)

## Outreach

### *Community Workshop*

On August 18, 2022, the City of Firebaugh held an in-person Community Workshop to provide information on the Housing Element and solicit input from the community. The City notified the community of this meeting with flyers distributed in English and Spanish through the FCOG listserv of regional stakeholders and community based organizations (CBOs), contacted the Fresno County Authority to post and distribute flyers, and posted to Facebook event page with a link to English and Spanish versions of the Eventbrite registration page, which advertised that the meeting would provide Spanish language interpretation, refreshments, and activities for children.

However, despite these extensive outreach efforts to inform community members of the event, there were only three participants. Discussion focused on the challenge of many lower- and moderate-income households in need of subsidized housing not qualifying due to income limits, as well as barriers to securing funding for affordable development as the city is considered risky by lenders. Although the City of Firebaugh does have a good working relationship with the Housing Authority, Habitat for Humanity, and Self-Help Housing, it was noted that they are having difficulty attracting developers without significant incentives. The City Manager noted that a predevelopment loan source for housing projects may be a useful program to pursue.

Participants identified a need for farmworker housing, like in other agriculturally based jurisdictions, to meet the needs of fieldworkers making minimum wage, stating that the drought has impacted financial resources for farmworkers and resulted in the loss of employment opportunities as landowners are selling off farmland that is no longer profitable. Participants also stated that many farmworkers in the area are undocumented and legal face barriers to housing, such as the legal residency requirement for USDA programs. The overall shortage of market rate affordable housing and strict eligibility requirements for affordable housing resources in the city has resulted in a disproportionate need for affordable housing for lower- and moderate-income households.

Following the workshop, the City posted English and Spanish copies of the workshop presentation on the Fresno County Multijurisdictional Housing Element Update website for residents to access at their convenience. Feedback received during this workshop was used to inform this AFH as well as associated programs, as identified in **Table 1C-6, Contributing Factors to Fair Housing Issues**.

### *Study Session*

A City Council study session was held virtually on September 12, 2022, to discuss the Housing Element Update and process. The study session was open to the public and held in person. Commentary was limited and no public comment related to fair housing was received at the meeting.

## Fair Housing Issues

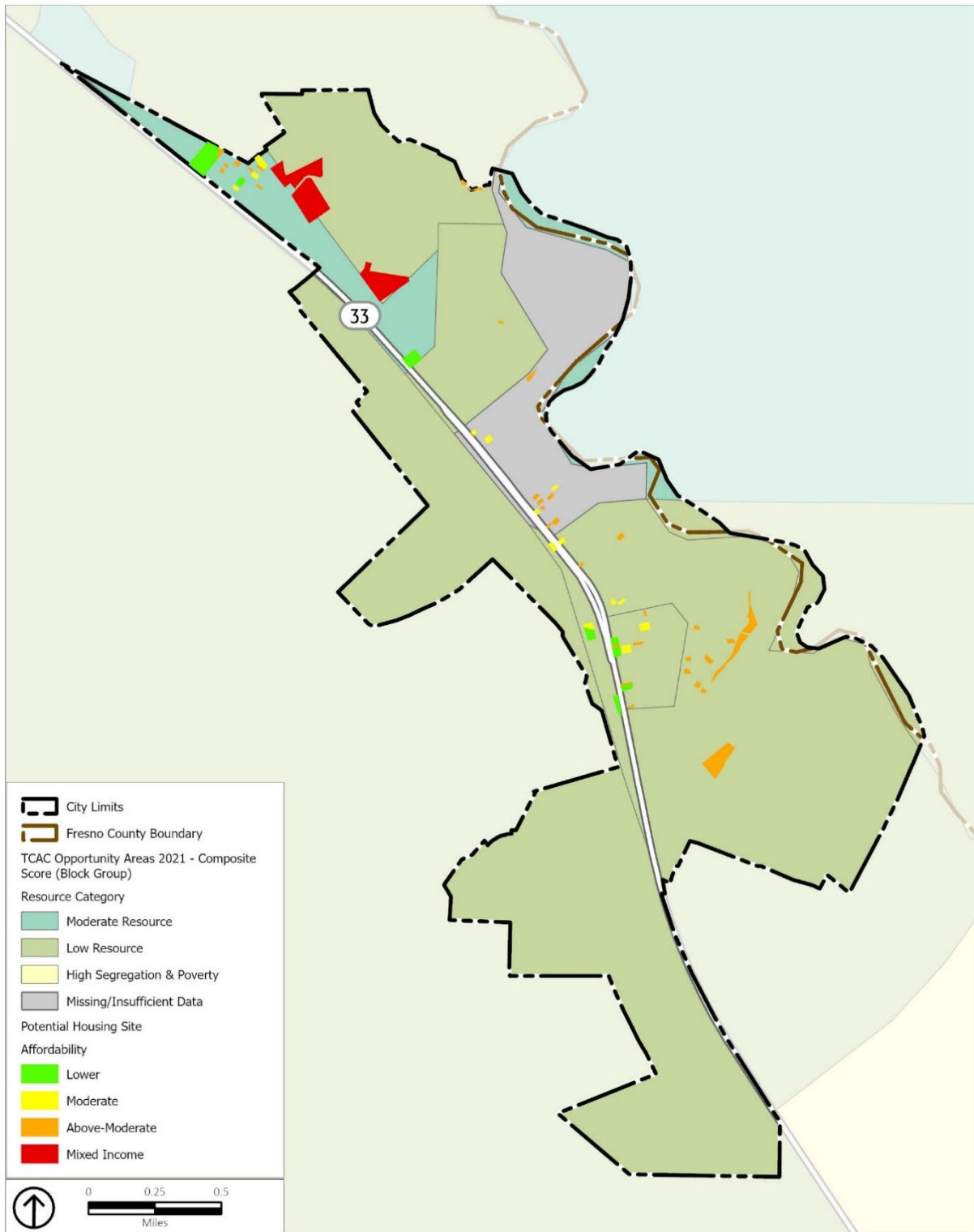
Since 2017, the Tax Credit Allocation Committee (TCAC) and California Department of Housing and Community Development (HCD) have developed annual maps of access to resources, such as high-paying job opportunities; proficient schools; safe and clean neighborhoods; and other healthy economic, social, and environmental indicators to provide evidence-based research for policy recommendations. This effort has been dubbed “opportunity mapping” and is available to all jurisdictions to assess access to opportunities within their community.

The TCAC/HCD Opportunity Area Maps can help to identify areas within the community that provide strong access to opportunity for residents or, conversely, provide low access to opportunity. The information from the opportunity mapping can help to highlight the need for housing element policies and programs that would help to remediate conditions in low-resource areas and areas of high segregation and poverty and to encourage better access for lower-income households and communities of color to housing in high-resource areas. TCAC/HCD categorized census tracts into high-, moderate-, or low-resource areas based on a composite score of economic, educational, and environmental factors that can perpetuate poverty and segregation, such as school proficiency, median income, and median housing prices. The TCAC/HCD Opportunity Area Maps use a regional index score to determine categorization as high, moderate, and low resource.

Areas designated as “highest resource” are the top 20.0 percent highest-scoring census tracts in the region. It is expected that residents in these census tracts have access to the best outcomes in terms of health, economic opportunities, and education attainment. Census tracts designated “high resource” score in the 21st to 40th percentile compared to the region. Residents of these census tracts have access to highly positive outcomes for health, economic, and education attainment. “Moderate resource” areas are in the top 30.0 percent of the remaining census tracts in the region and those designated as “moderate resource (rapidly changing)” have experienced rapid increases in key indicators of opportunity, such as increasing median income, home values, and an increase in job opportunities. Residents in these census tracts have access to either somewhat positive outcomes in terms of health, economic attainment, and education, or positive outcomes in a certain area (e.g., score high for health, education) but not all areas (e.g., may score poorly for economic attainment). Low-resource areas are those that score in the bottom 30.0 percent of census tracts and indicate a lack of access to positive outcomes and poor access to opportunities. The final designation are those areas identified as having “high segregation and poverty;” these are census tracts that have an overrepresentation of people of color compared to the county as a whole, and at least 30.0 percent of the population in these areas is below the federal poverty line (\$27,750 annually for a family of four in 2022).

As seen in **Figure 3-1, Regional TCAC/HCD Opportunity Areas**, in Section 3: Regional Assessment of Fair Housing, most of Fresno County, particularly in the incorporated cities, is primarily a mix of low-resource or moderate-resource areas and areas of high segregation and poverty, with pockets of high-resource designations. The City of Firebaugh has been designated as a low-resource area, with a small moderate-resource area in the northern portion of the city (**Figure 1C-2, Local TCAC/HCD Opportunity Map**).

FIGURE 1C-2 LOCAL TCAC/HCD OPPORTUNITY MAP



Source: TCAC/HCD, 2021

## ***Patterns of Integration and Segregation***

At the time of this writing (Summer 2022), HCD's AFFH Data Viewer included the 2021 TCAC/HCD Opportunity Map. Therefore, the following assessment of fair housing is based on data from 2021. However, since the time of writing, the AFFH Data Viewer was updated with the 2022 TCAC/HCD Opportunity Map followed by the subsequent 2022 COG Geography TCAC/HCD Opportunity Map, which is based on a similar formula but compares each tract to those within the COG region rather than regions defined by TCAC. In the case of Fresno County, the comparison region changed from the Central Valley Region to the boundaries of Fresno COG, resulting in internal comparisons of Fresno County cities and communities.

At the COG level, the data for Fresno County presents a potentially skewed perspective as most cities in the county have small populations, housing stocks, and employment centers compared to the cities of Fresno and Clovis. Fresno and Clovis, as the two largest cities in the county and among the largest in the region, provide access to educational and economic opportunities that are not typically found outside of large cities. Further, both, though particularly Clovis, include affluent neighborhoods that influence TCAC scores. Therefore, access to resources using this methodology appears to weigh proximity to Fresno and Clovis more heavily than local resources. For example, in the 2021 TCAC/HCD Opportunity Map, the community of Biola and the City of Kingsburg are both designated as moderate to highest resource areas based on local context. However, in the 2022 COG Geography TCAC/HCD Opportunity Map, both are designated as low resource areas. The number of jobs, school performance, environmental conditions, median incomes, and other factors that are included in the Opportunity Map methodology did not change significantly between 2021 and 2022 in these communities. The primary driver of the change in resource area designation is likely based on proximity to resources and opportunities in the major cities of Fresno County. As many communities in the county are largely rural and agricultural in nature, most local resources have more limited capacity, but do serve the local population.

Given the potential limitations of an internal comparison, FCOG opted to maintain the analysis based on a larger geographic comparison to other jurisdictions in the Central Valley Region to reflect the interconnectedness of economies in this region, and similarities between the size and nature of many communities. Further, no significant changes were made to resource designations in Firebaugh between the 2021 TCAC/HCD Opportunity Map and 2022 COG Geography TCAC/HCD Opportunity Map.

### ***Income Distribution***

The City of Firebaugh consists of a single census tract and six block groups, three of which include adjacent unincorporated county areas. State Route 33 (SR 33) runs through the city on the west side and Madera County forms the eastern boundary.

The majority of the city has been designated as low resource, with a sliver of a moderate-resource designation along the northwestern edge of the city. A designation has not been determined for the portion of the city between Cline Street to the north, 13th Street to the south, SR 33 on the west, and Madera County line on the east; however, the low scores have been identified for TCAC/HCD Economic Domain, Education Domain, and Environmental Domain, suggesting this area also has characteristics of a low-resource opportunity designation. According to 2016-2020 American Community Survey (ACS) data presented in Figure 2-2, Local Median Income, in Section 2:



Housing Needs Assessment, the citywide median household income in Firebaugh is \$36,411, well below the statewide median of \$78,672 and the 2020 Fresno County median of \$57,109.

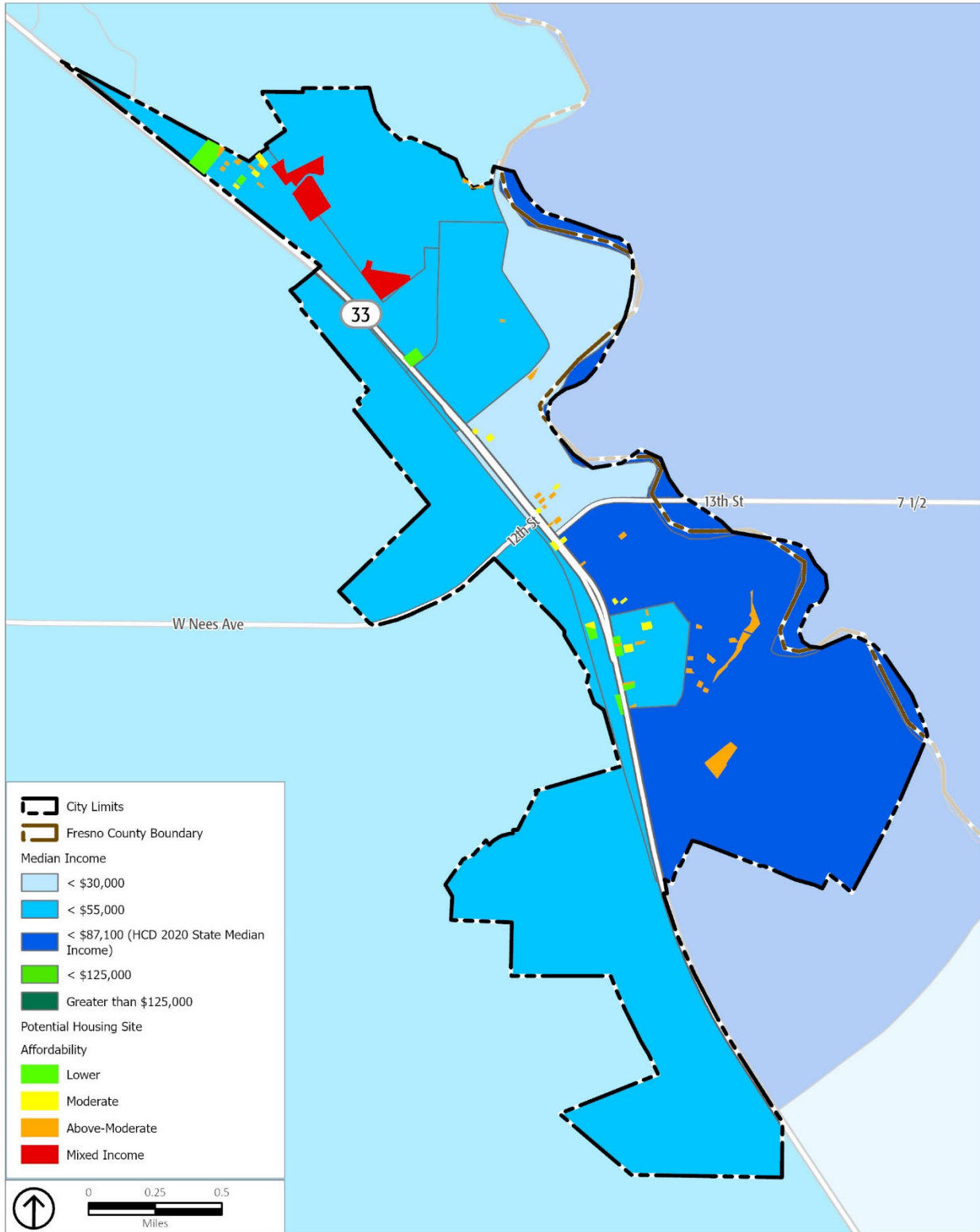
The City of Firebaugh's central block group containing the West Hills College – Firebaugh campus has the lowest median household income in the city, at \$28,147 (**Figure 1C-3, Local Median Income**). The northernmost block group has a median income of \$43,309, and the adjacent block group east of Clyde Fannon Road, containing the Mendoza Terrace (including Mendoza Terrace II and Mendoza Terrace Elderly) public housing development has a median household income of \$31,667. The median income in the southern block group, which includes Firebaugh High School and the Las Laureles neighborhood, is the highest in the city at \$56,250. Although there is land west of SR 33 in the far western block group included within the city boundaries, it primarily consists of industrial uses and the Firebaugh Airport within the city boundaries and unincorporated county acreage. Therefore, as it does not appear that residential uses are within this portion of the city limits, the median income of \$43,284 for this area is assumed to reflect the residences in the unincorporated county area.

The City of Firebaugh's residential mix is primarily single family and duplexes, at 67.6 percent of the housing stock, with 25.7 percent multifamily of three or more attached units, and mobile homes/other non-permanent units comprising 6.7 percent of the housing stock (within four mobile home parks). Residential uses in the upper portion of the city include homes on scattered agricultural parcels, single-family subdivisions, mobile homes, a multifamily complex, and a significant number of complexes operated by the Fresno Housing Authority. The southern portion of the city is made up primarily of a mix of single-family units, multifamily complexes, and mobile home parks, interspersed with commercial, industrial, and agricultural uses. Single-family homes in residential neighborhoods are typically single-story and small in scale and character, with slightly larger homes just southwest of Lake Joallan. Commercial uses, industrial, and older residential homes are found within the western edge of the city along SR 33. This data contributes to the City of Firebaugh's limited TCAC/HCD resource opportunity designation, likely partially attributed to the primarily agricultural and manufacturing employment base, which typically have lower pay scales, as reflected in the relatively low median incomes in the city.

According to the 2014-2018 United States Department of Housing and Urban Development (HUD) Comprehensive Housing Affordability Strategy (CHAS) data, the City of Firebaugh has a higher representation of very low-income households than the countywide average rate of 12.8 percent, as shown in Table 2-9, Jurisdictions with Over-Representation of Very Low-Income (VLI) Families (2018), of Section 2: Housing Needs Assessment. Additionally, 30.3 percent of households make less than 30 percent of the area median income (AMI), which is considered extremely low income (**Figure 1C-4, Local Poverty Rate**). This is significantly higher than the state average of 9.0 percent and the Fresno County rate of 16.7 percent. The rate of poverty for the population of the entire city, which is a single census tract, is between 20.0 and 30.0 percent of the total population. The poverty rate has remained fairly stable, dropping just slightly from 30.8 percent in 2010. The median household income in the City of Firebaugh has increased slightly between 2012 and 2020. Citywide median household income in 2014 was \$32,875, while in 2020, citywide median household income was \$36,411. However, given the extremely low median household income in Firebaugh compared to other jurisdictions in the region and state, households likely have continued to face challenges in finding affordable housing within their incomes and completing necessary repairs to their home.

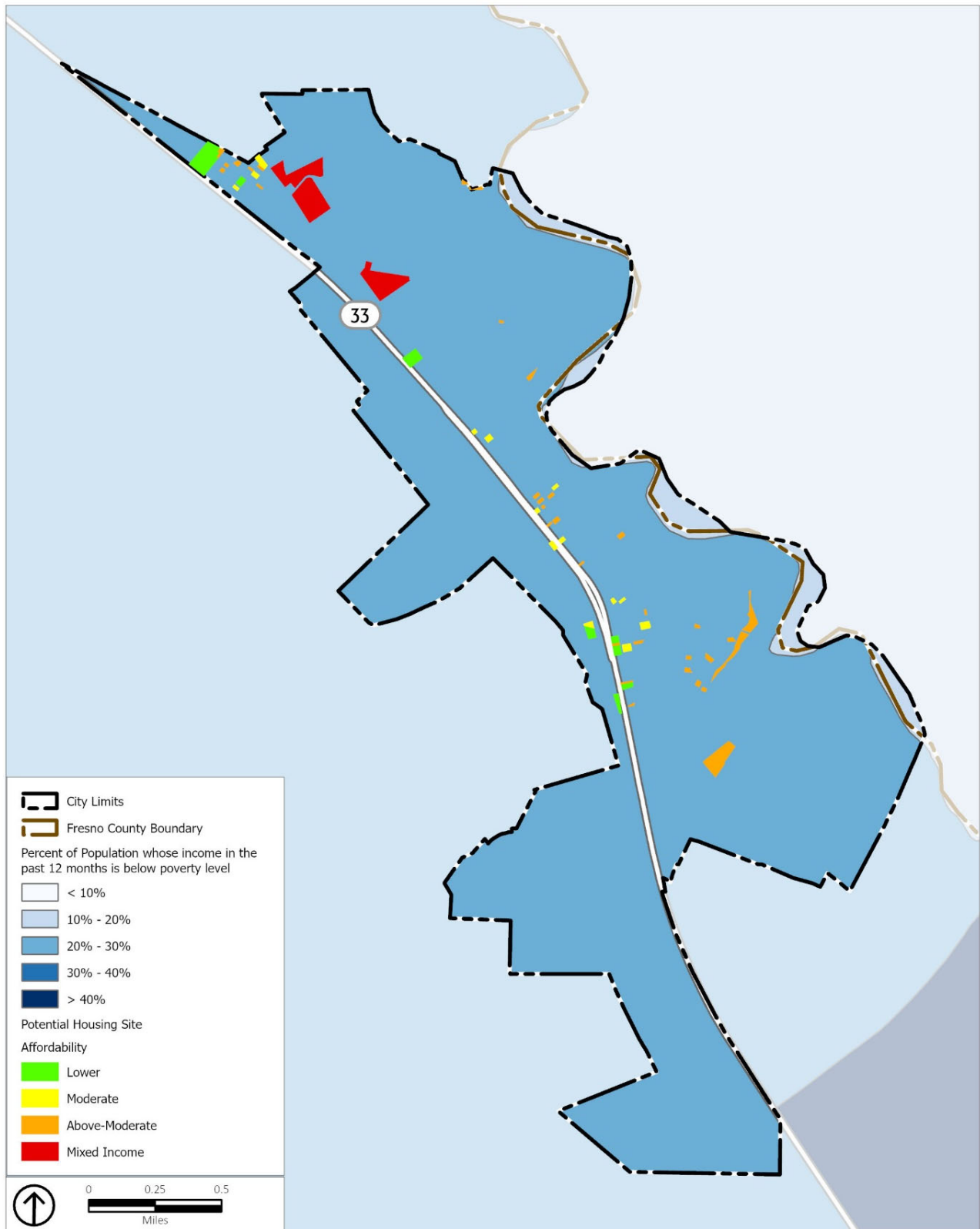


FIGURE 1C-3 LOCAL MEDIAN INCOME



Source: 2015-2019 ACS

FIGURE 1C-4 LOCAL POVERTY RATE



Source: US Census (American Communities Survey 2015-2019); City of Firebaugh, 2023; Placemarks, 2023

### *Racial and Ethnic Characteristics*

Firebaugh's largest demographic group is Hispanic, comprising 92.5 percent of the city's population, placing Firebaugh among Fresno County jurisdictions with the highest proportion of Hispanic residents, with all other non-White racial and ethnic groups represented by smaller populations, each comprising less than 1.0 percent of the city's population, with White non-Hispanic residents comprising the remaining 6.2 percent.

There appears to be slightly uneven spatial distribution of demographic groups within Firebaugh (**Figure 1C-5, Local Racial Demographics**), with the distribution of populations of color ranging from 91.1 percent to 98.4 percent across the city, with the southernmost block group with the least diverse population at 78.5 percent non-White. The proportion of demographic groups in Firebaugh only changed slightly between 2010 and 2020, with the proportion of Hispanic residents increasing from 91.2 to 92.4 percent, the White non-Hispanic population decreasing from 7.5 to 6.2 percent, and all other racial/ethnic groups decreasing. A higher percentage of the City of Firebaugh's housing stock is renter occupied, although multifamily units comprise less than 75.0 percent of the total units in the city, suggesting that a sizeable proportion of the single-family units, or mobile home stock, have been converted to rental properties. This data indicates that housing prices in Firebaugh may be more affordable than in other areas of the county and may provide opportunities for increased diversity due to affordability and rental opportunities for a range of households compared to other jurisdictions.

No portion of Firebaugh is identified as a R/ECAP, as defined by HUD, nor does the city contain any racially concentrated areas of affluence (RCAAs). A R/ECAP designation has a two-part threshold:

- R/ECAPs must have a non-white population of 50 percent or more in a metropolitan or micropolitan area, or a non-white population of 20 percent or more outside of these areas.
- R/ECAPs must have extreme poverty, defined as census tracts with either 40 percent or more of individuals living at or below the poverty line or with a poverty rate of three or more times the average tract poverty rate for the metropolitan/micropolitan area, whichever threshold is lower.

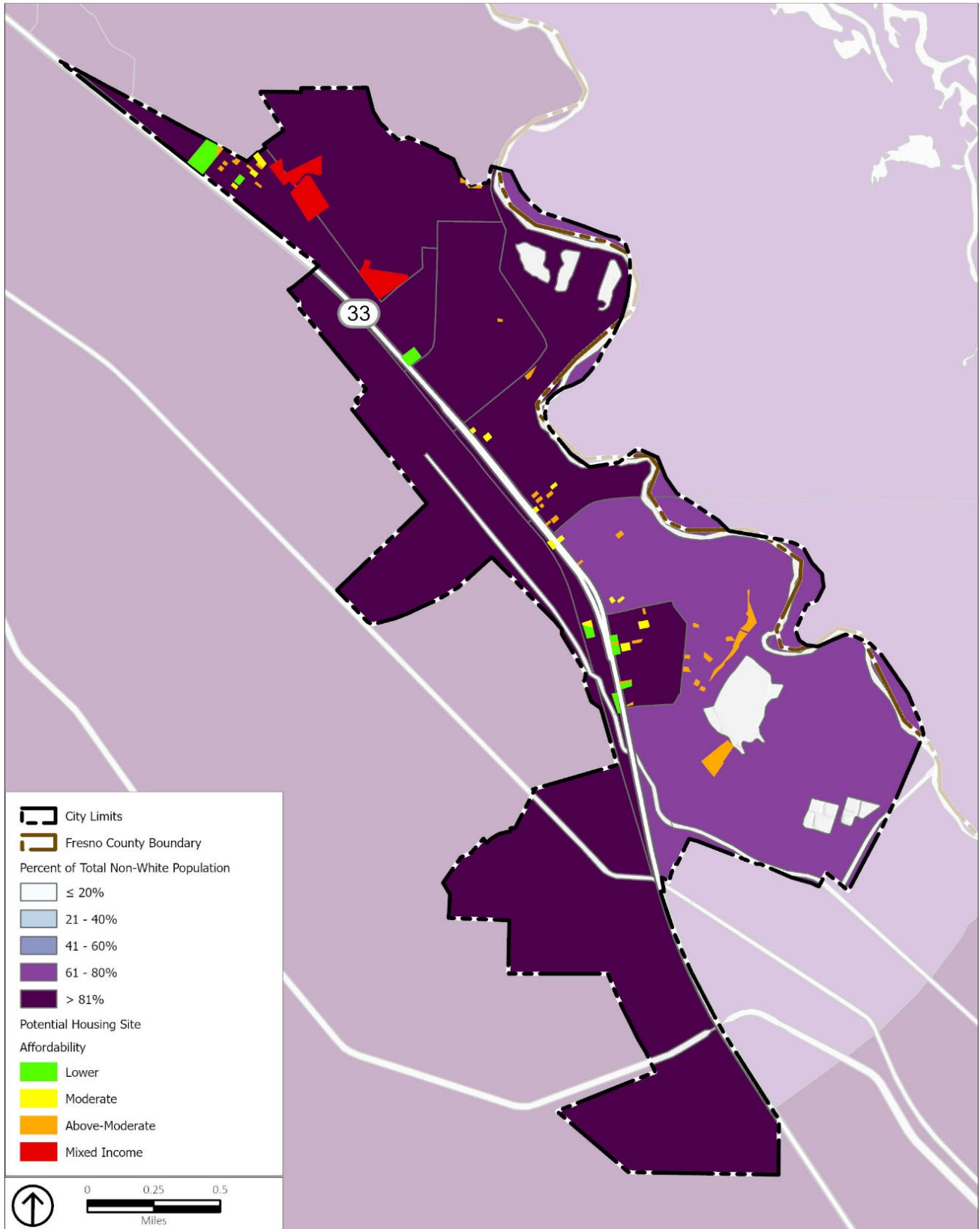
RCAA designations are also based on two factors:

- A location quotient based on the percentage of white, non-Hispanic or Latino population in the census tract compared to the average percentage of total white population for the COG region.
- If the median income for the census tract is greater than 1.5 times the COG median income or State median income, whichever is lower.

However, data indicates that although household income has risen slightly, the high incidence of poverty, low median household incomes, and predominance of communities of color suggests that the entirety of Firebaugh may be nearing the designation of a racially concentrated area of poverty.

Through **Program 4**, the City will provide for a variety of housing types by ensuring that adequate sites are available to meet the City’s Regional Housing Needs Allocation (RHNA) of 443 units. As part of **Program 10** the City will work with housing developers to expand affordable housing opportunities throughout the city through actions such as identifying funding opportunities, offering fee reductions and development impact fee deferrals for affordable and special-needs projects, promoting incentives and the State density bonus, and identifying candidate sites for new projects. The City will encourage and support the development of housing for Extremely Low-Income Households through **Program 13** of the Housing Element. The City will also encourage mixed-use projects and residential uses in commercial zones as part of **Program 7**. The City will also encourage and facilitate the development of Accessory Dwelling Units through **Program 15**, which have the potential to be a naturally-occurring affordable housing option, and through **Program 17** the City will encourage the development of a variety of housing types and sizes to accommodate the needs of a wide array of residents at different income levels.

FIGURE 1C-5 LOCAL RACIAL DEMOGRAPHICS



Source: 2015-2019 ACS

### *Familial Status*

Like several other jurisdictions in Fresno County, a majority of households in Firebaugh are considered family households (89.8 percent). Family households are defined by California law as a household of two or more persons, regardless of relationship status. The City of Firebaugh's rate of single-person households is 10.2 percent of total households, compared to 29.1 percent of households in Fresno County overall, and 23.7 percent of households statewide. Seniors living alone, comprising 9.6 percent of households both county- and statewide, comprise 8.0 percent of the City of Firebaugh's households. Overall, Firebaugh is a community of younger families, with a lower total representation of senior households in the city (15.4 percent), compared to county and state proportions, which correlates to a lower representation of seniors living alone than in other jurisdictions.

Approximately 32.2 percent of Firebaugh households are family households headed by single adults, higher than the Fresno County rate of 22.2 percent and 21.0 percent in California. Firebaugh's proportion of single-parent, female-headed family households is 21.6 percent of total households, and 10.6 percent of households are single parent, male-headed family households. Approximately 41.0 percent of female-headed households include their own children, and 41.9 include children by marriage, adoption, or foster status. In contrast, 8.4 percent of single-parent, male-headed households include their own children, and 56.8 percent live with children by marriage, adoption, or foster status. Just under half (48.4 percent) of female-headed households with children have household incomes below the poverty line. The spatial distribution of single female-headed households with children in poverty is difficult to establish with data available only at the tract level in a single census tract jurisdiction. However, more detailed 2015-2019 ACS median income data available through the HCD AFFH Data Viewer mapping tool provides a better picture of poverty distribution (**Figure 1C-4, Local Poverty Rate**).

The northwestern corner of the city has approximately 47.5 percent of households with incomes below the poverty threshold, the highest concentration in the City of Firebaugh, followed by an estimated incidence of poverty at 35.8 percent within the southern portion of the city bound by 13th Street on the north, inclusive of commercial/light industrial uses, the older central Firebaugh neighborhoods, the Firebaugh Middle School, Firebaugh High School, Hazel M. Bailey Primary School, and the Las Laureles neighborhood. The potential for a concentration of single, female-headed households in this block group is likely due to the proximity of K-12th grade educational and Dunkle Park facilities within this area. The upper central area between Clyde Fannon and the San Joaquin River Canal, in which the Mendoza Terrace Public Housing units are located, has a slightly lower incidence of poverty estimated at 32.2 percent. The central section of the city, in which the West Hills College, Coalinga – Firebaugh Campus is located, has the lowest estimated proportion of households below the poverty threshold, at 27.9 percent.

The high presence of single, female-headed households with children in Firebaugh at 21.6 percent of total households as compared to 14.2 percent of households in Fresno County and 11.3 percent in the state indicates that single-parent, female-headed households with children may have greater access to more affordable housing in the City of Firebaugh where three affordable housing complexes, public housing units, and four mobile home parks are located. Additionally, rents and housing prices in Firebaugh are among the lowest in the county, contributing to the presence of a high concentration of single-parent households, communities of color, and lower-income households.



Single-person households constitute 10.2 percent of total households, compared to 29.1 percent of households in Fresno County overall, and 23.7 percent of households statewide. Slightly more single-person households are renters, at 53.3 percent, compared to 46.7 percent owners. Seniors living alone, comprising 9.6 percent of households both county- and statewide, constitute 8.0 percent of Firebaugh's households. Of the seniors living alone, 81.1 percent are homeowners, and the remaining 18.9 percent are renters. This lower representation of seniors living alone in Firebaugh reflects the family-oriented composition of seniors in the city, comprising 10.2 percent of the population and 22.3 percent of the total households. These findings suggest that although Firebaugh may be an affordable place for senior couples to retire, or that senior couples have aged in place and remain in their homes to maintain affordability, there may not be an adequate stock of rental units accessible to seniors living alone, or that seniors who rent must compete for the rental properties in the city. Additionally, the majority of services and amenities for seniors (in particular medical providers and hospitals) are in the eastern side of Fresno County, and may be difficult to access for those that are transit-dependent or disabled.

As part of **Program 17**, the City will encourage the development of a variety of housing types and sizes to accommodate the needs of a wide array of residents at different income levels. Through **Program 4**, the City will provide for a variety of housing types by ensuring that adequate sites are available to meet the City's Regional Housing Needs Allocation (RHNA) of 443 units. The City will also encourage mixed-use projects and residential uses in commercial zones as part of **Program 7**. The City will also encourage and facilitate the development of Accessory Dwelling Units through **Program 15**, which have the potential to be a naturally-occurring affordable housing option.

### ***Disability Rates and Services***

Persons with disabilities typically have special housing needs due to physical and/or developmental capabilities, fixed or limited incomes, and higher health costs associated with their disabilities. Seniors typically experience disabilities at higher rates. Approximately 6.6 percent of Firebaugh's population lives with one or more types of disabilities, well below both the Fresno County average of 12.9 percent and state average of 10.7 percent, and the third-lowest rate in the county after San Joaquin and Mendota. Although there is a moderate population of senior residents (10.2 percent) in the city, only 34.2 percent of the senior population in Firebaugh experiences one or more disabilities, again the third-lowest rate in the county after San Joaquin and Mendota at 13.1 and 29.4 percent, respectively.

The spatial distribution of residents living with disabilities within a single census tract is difficult to specify given the availability of data. However, the distribution of the senior population within block groups may provide insight into which neighborhoods might have higher rates of disability. Within the central Firebaugh and Las Laureles southern block group neighborhoods, seniors comprise 13.0 percent of the population, which, assuming a disability rate of 34.2 percent, would be 4.4 percent of the population in the block group. When a similar rate of disability is applied to the senior population in the other block groups in the city, it appears that this older central area may have the highest rate of disability among seniors (**Figure 1C-6, Percentage of the Population with a Disability in Firebaugh**). The distribution of Firebaugh residents living with disabilities has shifted between 2014 and 2020, decreasing throughout the city. In 2014, the disability rate was 8.3 percent compared to 6.6 percent in 2020, with seniors comprising 28.9 percent of total disabilities. Further, in 2014, 37.1 percent of seniors in the city experienced



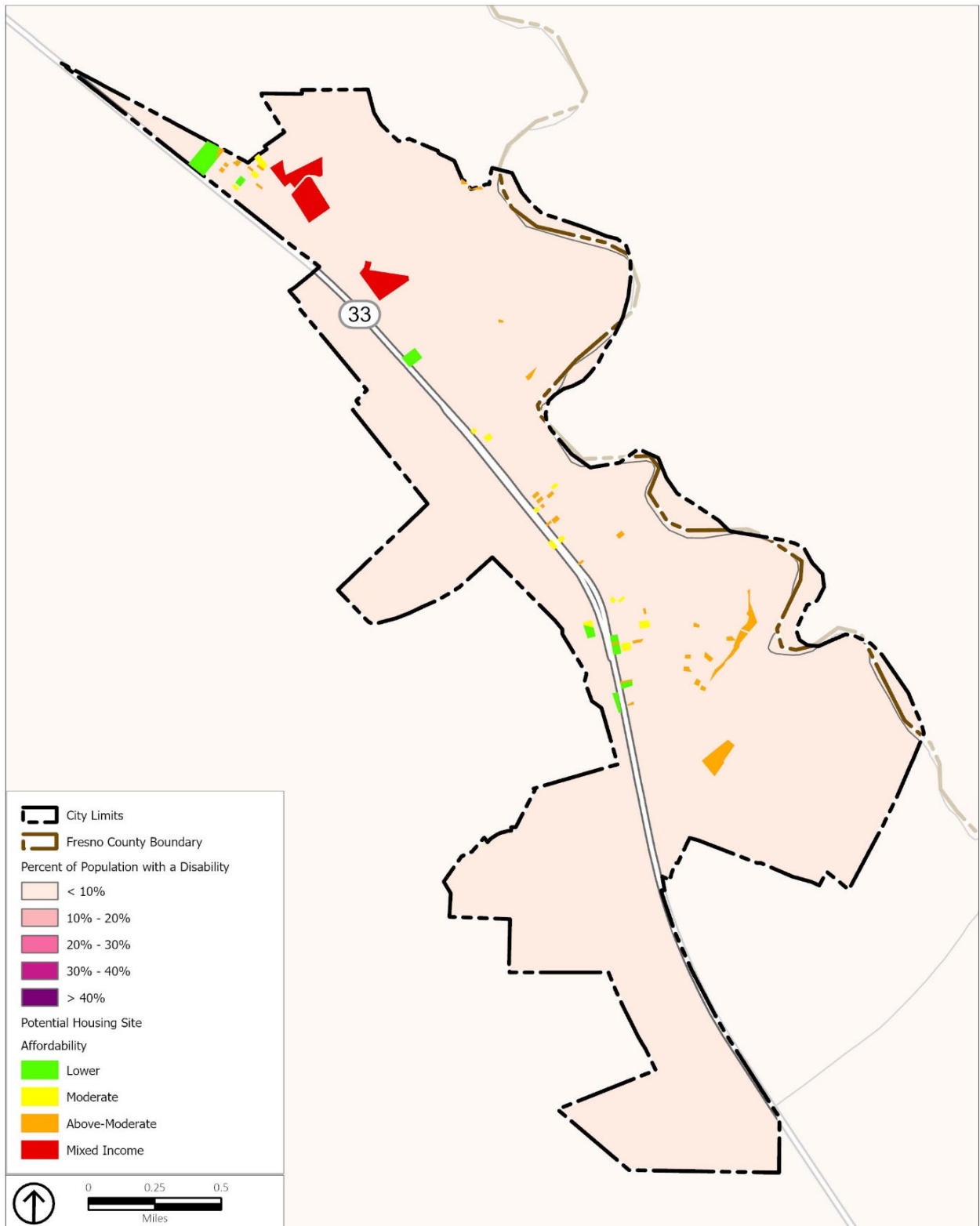
one or more disabilities, higher than in 2020. The decrease in the proportion of the population with disabilities may indicate that persons with disabilities are not able to locate housing with physical accommodations suitable to their individual type of disability, or access necessary resources and services in Firebaugh catering to persons with disabilities, and therefore have relocated to other areas of the county.

As shown on **Table 2-33, Disability by Type (2020)**, in Section 2: Housing Needs Assessment, ambulatory disabilities were the most prevalent disability type, with 69.7 percent of the population with a disability reporting this challenge. The next-most common disability was independent living problems at 43.2 percent, cognitive difficulties at 31.8 percent, and self-care difficulties at 28.8 percent. Vision difficulties and hearing problems represented less than 10.0 percent of the population with a disability. While regulations adopted by the State require all ground-floor units of new apartment complexes with five or more units to be accessible to persons with disabilities, single-family units have no accessibility requirements. In a community where 61.5 percent of housing stock is made up of single-family units, with an additional 6.2 percent duplex and 15.2 percent tri- and four-plex units, the availability of homes available to meet the needs of physically disabled persons, who generally require modifications to their housing units, such as wheelchair ramps, elevators or lifts, wide doorways, accessible cabinetry, and modified fixtures and appliances, may be a significant constraint. Firebaugh also has a small population of residents with developmental disabilities (less than 1.0 percent of total population), of which, approximately 66.7 percent are under 18 years of age and live at home, with parents or a caregiver.

Residents with disabilities in Firebaugh are served by the Fresno County Senior Resource Center, which operates an Adult Protective Services program, assisting both disabled adults and seniors, with all requests for assistance. The Fresno County Human Services System, Department of Adult Services, also provides housing and basic needs assistance to elderly persons. The Fresno/Madera Area Agency on Aging (FMAAAA) provides connections to programs, services, and resources elderly residents can use to maintain and improve their quality of life as they age. Firebaugh residents also have access to the Dial-A-Ride program, operated by the local Fresno County Rural Transit Agency (FCRTA) subsystem, which offers transportation services to the elderly (65+), disabled, low-income, and the general public. Dial-A-Ride services are wheelchair equipped and operate Monday through Friday between 8:30 a.m. and 4:15 p.m., with fares priced \$1.00 one-way or \$2.00 round-trip. There are licensed, no residential care facilities or elderly assisted living facilities in Firebaugh however, which may present a barrier to residents in need of ongoing support and may increase displacement risk for this population.

The City will encourage and support the development of housing for Extremely Low-Income Households, including persons with disabilities, through **Program 13** of the Housing Element. Through **Program 22** the City will encourage housing developers to include mobility-impaired accessibility in their project designs. Through **Programs 8 and 9** the City will apply for HOME and Community Development Block Grant funding which could be used for a variety of applications, including assisting with rental housing for extremely low income and disabled residents and rehabilitating housing for lower-income households. As part of **Program 10** the City will work with housing developers to expand affordable housing opportunities through actions such as identifying funding opportunities, offering fee reductions and development impact fee deferrals for affordable and special-needs projects, promoting incentives and the State density bonus, and identifying candidate sites for new projects.

FIGURE 1C-6 PERCENTAGE OF THE POPULATION WITH A DISABILITY IN FIREBAUGH



Source: U.S. Census (American Communities Survey 2015-2019); City of Firebaugh, 2023; Placemarks, 2023

## ***Access to Opportunity***

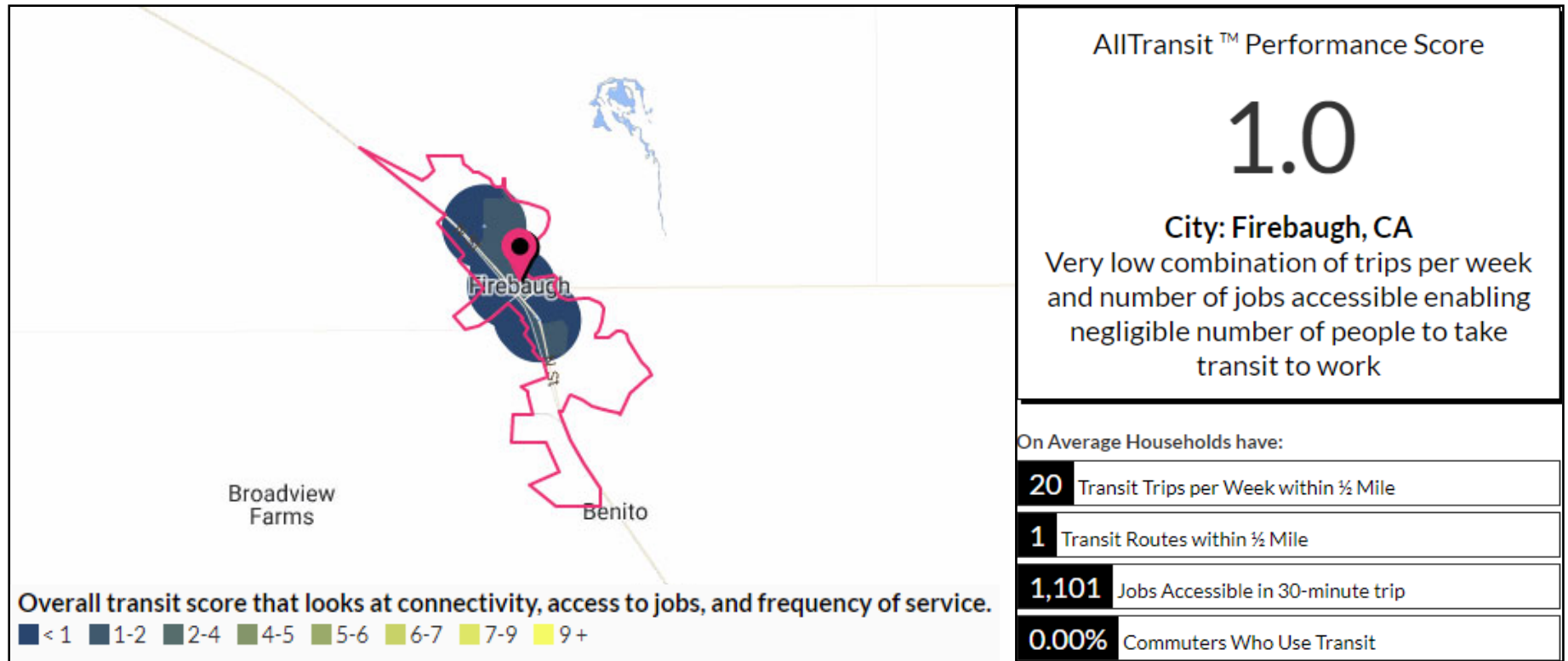
### ***Transit Mobility***

Transit mobility refers to an individual’s ability to navigate the city and region on a daily basis to access services, employment, schools, and other resources. Indicators of transit mobility include the extent of transit routes, proximity of transit stops to affordable housing, and frequency of transit.

Firebaugh residents are primarily served by the FCRTA providing fixed-route service between Firebaugh, Mendota, Kerman, and Fresno on the Westside Line (see Figure 3-19, Fresno County Rural Transit Agency Intercountry Routes, of Section 3: Regional Assessment of Fair Housing). Buses depart from Firebaugh Senior Center on weekdays at 7:00 a.m. and 1:30 p.m., stopping in Firebaugh, Mendota, and Kerman before arriving in Fresno after approximately 70 to 75 minutes. Return service departs from Fresno at 9:40 a.m. and 4:12 p.m. Service is provided on 30-passenger, Americans with Disabilities Act (ADA) wheelchair-accessible buses. Monthly passes for general service between Firebaugh and Fresno are priced at \$120.00, with discounted fares available for senior, youth, and disabled residents, at \$100.00 monthly. FCRTA Westside Line service stops within Firebaugh include Firebaugh Senior Center, Family Dollar, and Sunset Place. With daily access to the City of Fresno, the FCRTA Westside Line also provides access to employment opportunities and connections to regional transit services, including Amtrak, Greyhound, and Fresno Area Express (FAX), which in turn provide connections within the metropolitan Fresno area and between Stockton, Bakersfield, and other regional hubs.

AllTransit is a transit and connectivity analytic tool developed by the Center for Neighborhood Technology for the advancement of equitable communities and urban sustainability. The tool analyzes the transit frequency, routes, and access to determine an overall transit score at the city, county, and regional levels. AllTransit scores geographic regions (e.g., cities, counties, Metropolitan Statistical Areas [MSAs]) on a scale of 0 to 10, with 10 being complete transit connectivity. **Figure 1C-7, Firebaugh AllTransit Performance Score**, shows Firebaugh’s AllTransit Performance score, including metrics representing average household transit access. Firebaugh’s score is 1.0, demonstrating “very low” connectivity. **Table 1C-2, Fresno County Jurisdictions AllTransit Performance Scores**, shows transit accessibility in Firebaugh relative to other Fresno County jurisdictions. Firebaugh’s score is consistent with most Fresno County jurisdictions, which are typified by smaller rural and semi-rural communities. However, as described in Section 3: Regional Assessment of Fair Housing, the AllTransit methodology may not fully reflect the transit opportunities available through private service providers. Among Fresno County jurisdictions, the City of Fresno represents an outlier both in terms of population size, degree of urbanization, and transit accessibility.

FIGURE 1C-7 FIREBAUGH ALLTRANSIT PERFORMANCE SCORE



Source: AllTransit.cnt.org, 2022

TABLE 1C-8 FRESNO COUNTY JURISDICTIONS ALLTRANSIT PERFORMANCE SCORES

Jurisdiction	Score
City of Fresno	5.0
Fresno County	3.2
Reedley	2.2
Fowler	1.5
Huron	1.2
Clovis	1.1
Coalinga	1.1
Parlier	1.0
<b>Firebaugh</b>	<b>1.0</b>
Mendota	0.9
Sanger	0.9
Selma	0.7
Kingsburg	0.7
Kerman	0.1
San Joaquin	0.0

Source: AllTransit.cnt.org, 2022

### ***Housing Mobility***

As discussed in the Housing Tenure section of Section 2: Housing Needs Assessment, approximately 53.3 percent of occupied households in Firebaugh are renting, with rates of renter- and owner-occupancy evenly distributed across the city. A healthy housing market is generally considered to have a 5.0 percent vacancy rate. As shown in Section 2: Housing Needs Assessment, Table 2-18, for 2022, the California Department of Finance (DOF) reported an overall vacancy rate of 8.1 percent in Firebaugh. Vacancy data is not available by tenure through the DOF; however, the 2020 ACS 5-year estimate indicates a rental vacancy rate of 2.3 percent and an ownership unit vacancy rate of 0.0 percent, with a similar overall vacancy rate of 4.0 percent. ACS 5-year estimate vacancy rates draw on large sample sizes and may not precisely represent vacancy on the ground. Instead, these rates are presented as general estimates, indicating approximate conditions in the local housing market.

In Firebaugh, a substantial proportion of vacant properties were categorized as being for seasonal use (either recreational or for seasonal laborers) or as “other vacant,” a category of properties that are vacant but not immediately available for rent or purchase. Properties may be categorized as “other vacant” due to one or more factors, which may include ongoing legal proceedings, active renovation or repair, abandonment, or an owner’s preference for vacancy, among other potential factors. These categories of vacancy are accounted for in the overall vacancy rate estimate but are not included in the rental and ownership vacancy rate estimates, which only consider those units immediately available for rent or purchase.

Firebaugh’s low rental vacancy rate indicates a tight rental market with fewer housing mobility opportunities for current and prospective renters. Similarly, the very low ownership unit vacancy rate indicates an absence of available homes for sale in Firebaugh for prospective homebuyers.

The 2020 ACS 5-year estimate indicates that median gross rent is \$655 in Firebaugh, substantially lower than the \$1,029 reported for Fresno County (see Section 2: Housing Needs Assessment). However, Firebaugh’s vacancy rates and median rents make it one of Fresno County’s most affordable jurisdictions (see Section 2: Housing Needs Assessment). This suggests that residents living in Firebaugh, or seeking to live in Firebaugh, have similar mobility options overall compared to most of the region. In the census tract that includes Firebaugh, 3.7 percent of renters use Housing Choice Vouchers (HCVs); however, it should be noted that this tract includes some sparsely populated areas outside of Firebaugh’s jurisdiction. This rate is similar to that of Parlier, parts of Clovis, and the eastern half of Kerman, but generally lower than most parts of the County for which this data is available.

Median rent in Firebaugh increased by 4.5 percent between 2010 (\$627) and 2020 (\$655), indicating that renting costs have remained relatively stable in recent years. In addition, as found in Section 2: Housing Needs Assessment, Table 2-22, Home Sales Recorded in 2021-22, home prices in Firebaugh have decreased by 1.6 percent between 2021 and 2022. While rent is relatively affordable in Firebaugh, a shortage of available housing units both for rent and for sale may indicate limited mobility options for prospective renters and homebuyers.

The City will take a variety of strategies to promote housing mobility. The City will coordinate with the Housing Authority in **Program 30** to continue the Housing Choice Voucher (HCV) program in Firebaugh and will disseminate information to landlords and property owners about the program. Through **Program 8** the City will pursue HOME funding which could be used to provide financial assistance to first-time homebuyers. The City will increase the number of affordable housing opportunities overall through **Program 10**, through actions such as identifying funding opportunities, offering fee reductions and development impact fee deferrals for affordable and special-needs projects, promoting incentives and the State density bonus, and identifying candidate sites for new projects.

### ***Employment Opportunities***

The HUD jobs proximity index measures employment accessibility in residential neighborhoods by calculating distances to potential job locations within the area, with larger employment centers weighted more heavily, and factoring in the population size of the local workforce. According to this index, most residential areas in Firebaugh score “furthest proximity” (**Figure 1C-8, Jobs Proximity Index**). A small section of the city with fewer residential uses are found in block groups determined to have “closest proximity.” This may be due in part to these areas’ marginally closer proximity to SR 33. Although most of Firebaugh’s residential areas have jobs proximity index scores among the lowest of Fresno County jurisdictions, the city’s boundary does intersect tracts of both “furthest” and “closest” proximity, an inconsistency potentially indicating that Firebaugh’s actual access to employment may not be accurately reflected by the scoring index methodology.

Notable industries in Firebaugh include agriculture and secondary businesses (e.g., shipping and logistics) with business activities largely conducted outside of city limits. Approximately 78.4 percent of Firebaugh residents commute outside of the city for work, with 21.6 percent of residents both living and working within city limits. This figure has remained consistent over time – in 2010, 81.1 percent of Firebaugh residents commuted outside of the city for work.<sup>2</sup> Firebaugh residents primarily work in Agriculture, Forestry, Fishing and Hunting (27.4 percent), Manufacturing (13.6 percent), Educational Services (11.5 percent), and Health Care and Social Assistance (10.2 percent) industries.<sup>3</sup> The distance that residents of Firebaugh commute to reach their place of employment is relatively evenly distributed. Approximately 32.5 percent of Firebaugh residents live within 10 miles of their job, 22.1 percent live 10 to 24 miles from their job, 20.4 percent live 25 to 50 miles from their job, and 24.9 percent live more than 50 miles from their job. Of these residents, most are commuting southeast to the City of Fresno. According to the ACS, the jobs-housing ratio in Firebaugh has improved since 2010. In 2010, the ratio was 0.74, indicating a shortage of jobs for the number of housing units. By 2020, the ratio had increased to 0.96, which, while still short of fully balanced, reflects a significant improvement. However, as shown in **Figure 1C-9, Zoning in Firebaugh**, commercial activity within Firebaugh is focused along N Street and O Street. Given the nature of the city’s main industries though, many Firebaugh residents will likely continue to work outside of the city.

The prevalence of residential uses in Firebaugh reflects the city’s relatively low scores for HUD’s jobs proximity index.

Through **Program 20** of the Housing Element the City will consider hiring a marketing firm to promote Firebaugh as a way to increase the number of local job opportunities and improve economic diversification.

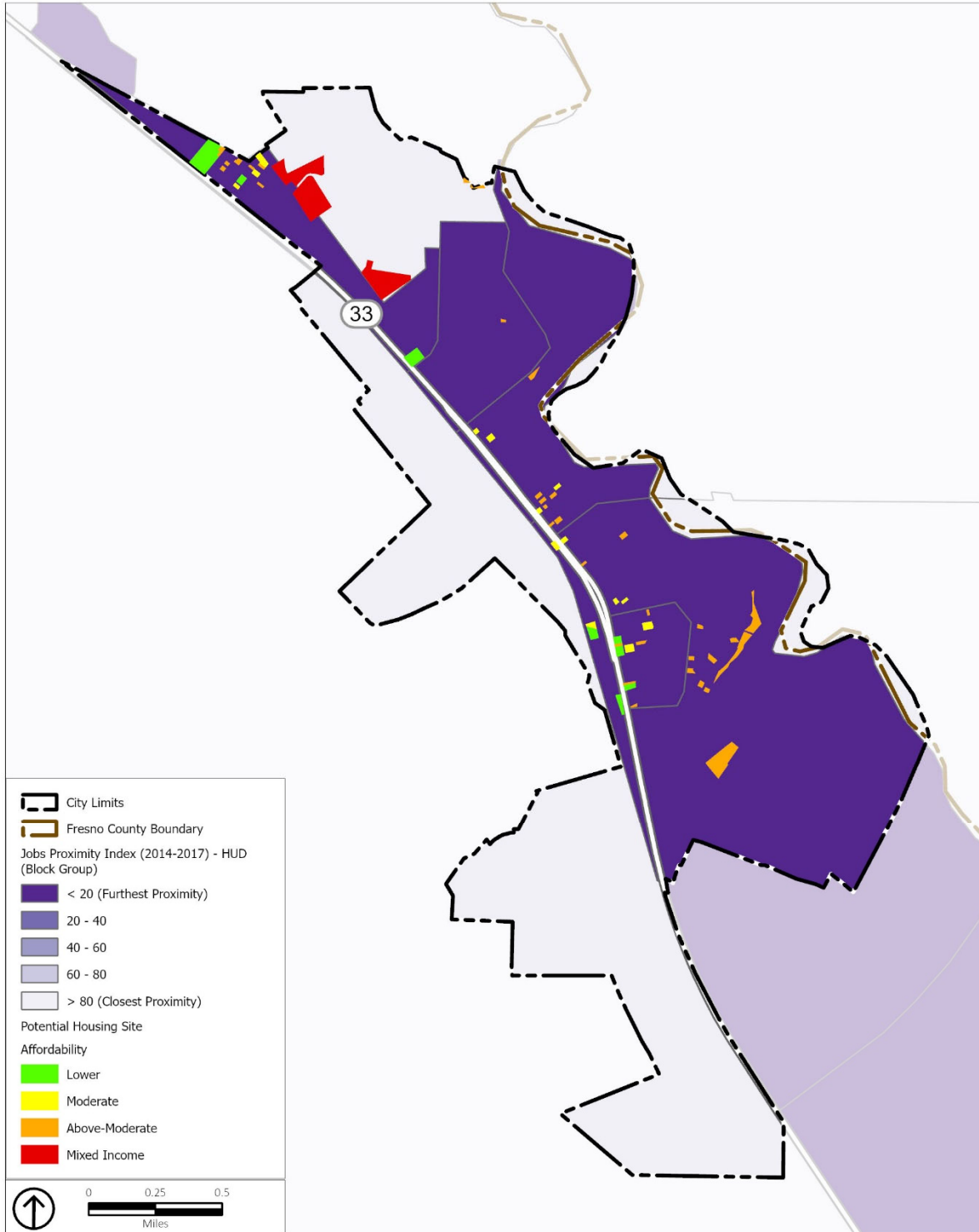
---

<sup>2</sup> U.S. Census Bureau, 2022, Longitudinal Employer Household Dynamics (LEHD) Origin-Destination Statistics (2002-2019). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program, accessed September 2022.

<sup>3</sup> U.S. Census Bureau, 2022, Longitudinal Employer Household Dynamics (LEHD) Origin-Destination Statistics (2002-2019). Washington, DC: U.S. Census Bureau, Longitudinal-Employer Household Dynamics Program, accessed September 2022.

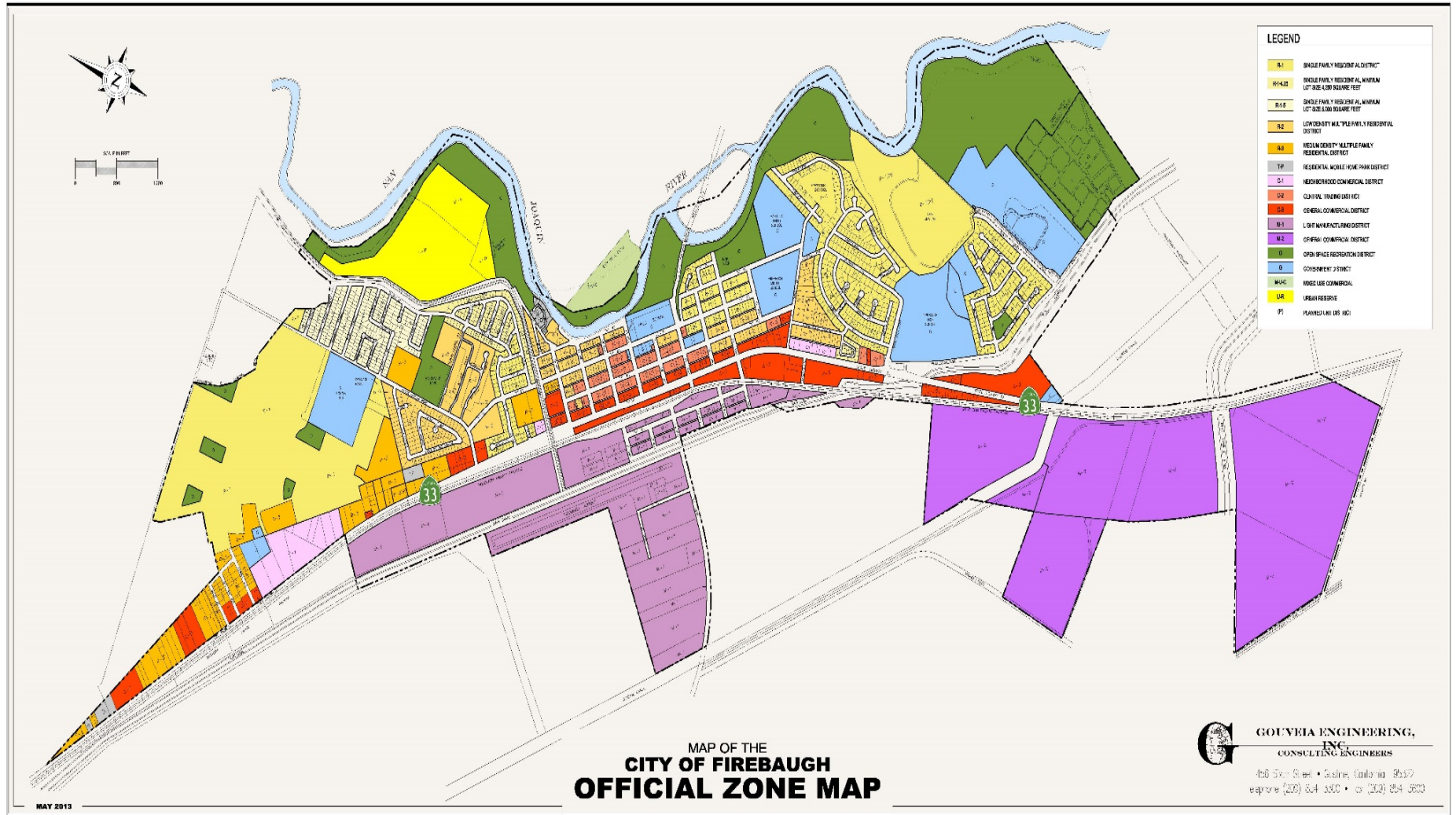


FIGURE 1C-8 JOBS PROXIMITY INDEX



Source: HUD, 2017

FIGURE 1C-9 ZONING IN FIREBAUGH



Source: City of Firebaugh, 2014; accessed October 2022

Note: The M-U-C zone is still included in the City of Firebaugh Zoning Code Map legend but no land in the city currently has this zoning designation.

### *Educational Opportunities*

Firebaugh students are served by the Firebaugh-Las Deltas Unified School District, which has six public schools reported on by the California Department of Education (CDE), including one community day school, one primary school, one intermediate (K-8) school, one middle school, one high school, and one alternative high school. Availability of performance scores for the community day school and alternative high school program is limited. These schools include El Puente High and Firebaugh Community Day School, and typically serve students who have experienced challenges in traditional school environments. While these schools have limited data on performance scores for English language arts (ELA) and Mathematics, they offer a valuable resource for students to continue their education in a supportive environment.

Of the four schools for which ELA and mathematics performance scores were available in 2019, CDE reported that most schools in the district are below the state grade-level standards for both subjects, with the exception of the mathematics score for Hazel M. Bailey Primary school (see **Table 1C-8, School Performance Scores in Firebaugh**).

The proportion of each non-alternative school's population that was considered socioeconomically disadvantaged in 2019 was generally high, ranging from 90.0 percent at Hazel M. Bailey Primary, to 93.7 percent for students at Arthur E. Mills Intermediate school, with all other schools falling between these. Hazel M. Bailey Primary is in an area with a median household income of \$56,250 and where the TCAC/HCD Educational Domain Score, or projected educational outcome, is in the 22nd percentile. Arthur E. Mills Intermediate school is in a census block group with a median income of \$28,147, and a TCAC/HCD Educational score also the 22nd percentile.

In Firebaugh, the spatial distribution of schools in relation to household median income is consistent with school performance, and the relatively low ELA and math scores among all schools indicate that students generally have access to similarly performing schools. Anticipated educational outcomes, according to TCAC and HCD, does not vary throughout the city, with the entirety of Firebaugh having TCAC/HCD Educational Domain scores indicating “less positive education outcomes” (**Figure 1C-10, Local TCAC/HCD Educational Domain Score**). This expected educational outcome score, along with the relatively low ELA and math scores among all schools, indicates that students in different parts of Firebaugh generally have access to similarly performing schools.

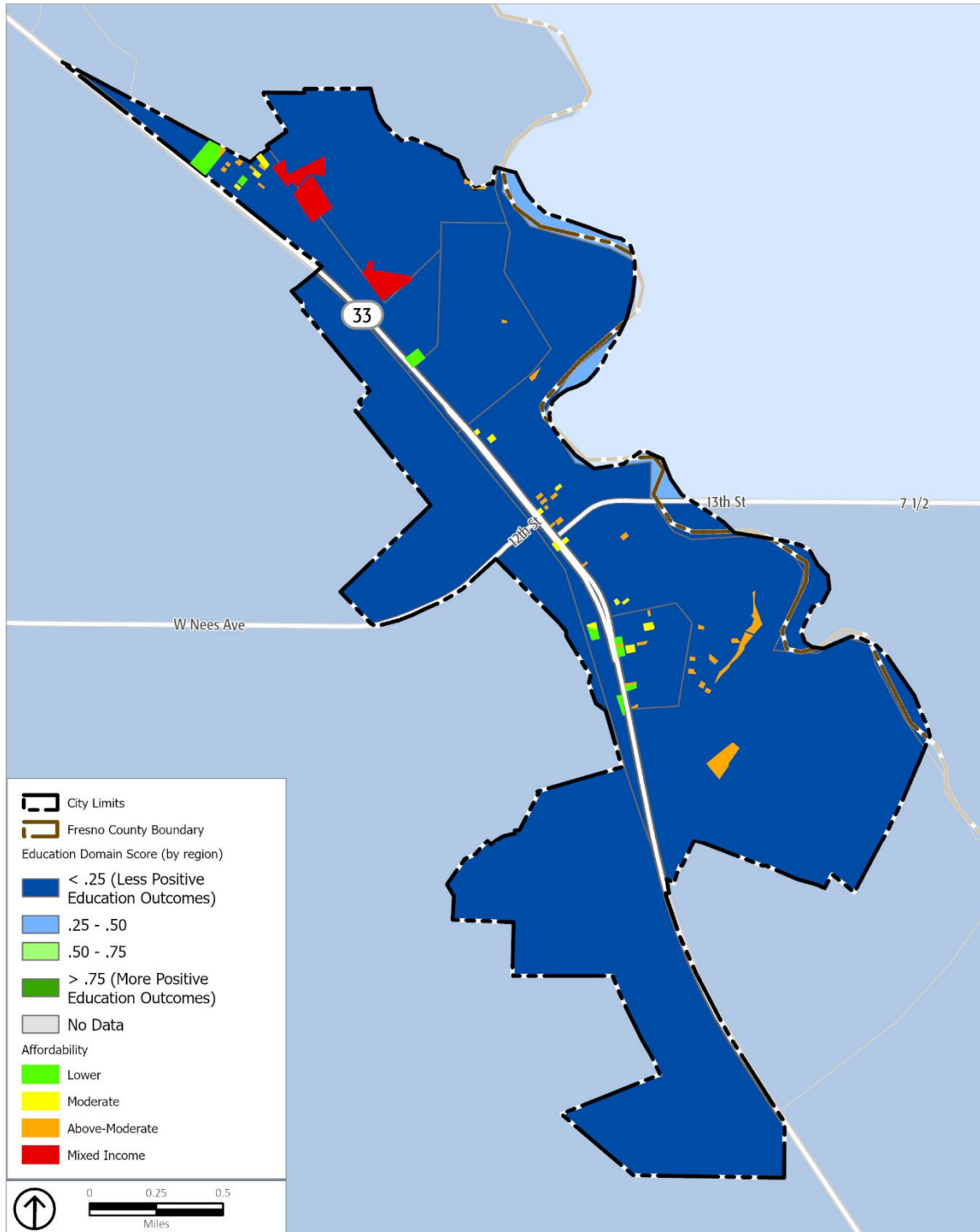
The City will coordinate with the school district as part of **Program 32** to analyze whether housing security poses a barrier to school performance. The City will also work with the school district to assist in securing grant funding for teacher recruitment and other incentives for teachers to facilitate positive learning environments citywide.

TABLE 1C-9 SCHOOL PERFORMANCE SCORES IN FIREBAUGH

School Name	ELA Score	Math Score	Chronic Absenteeism Rate	Suspension Rate	Socioeconomically Disadvantaged	Foster Youth	English Learners
Arthur E. Mills Intermediate	-12.4	-19.9	4.7%	1.8%	93.7%	0.0%	51.4%
El Puente High (Alternative)	-	-	-	6.7%	80.0%	0.0%	80.0%
Firebaugh Community Day	-	-	-	0.0%	100.0%	0.0%	40.0%
Firebaugh High	-12.4	-109.4	-	6.0%	90.6%	0.0%	21.8%
Firebaugh Middle	-0.4	-49.0	5.5%	8.9%	91.6%	0.0%	23.7%
Hazel M. Bailey Primary	-8.8	+7.8	7.1%	0.0%	90.0%	0.0%	62.2%

Source: California Department of Education, 2019

FIGURE 1C-10 LOCAL TCAC/HCD EDUCATIONAL DOMAIN SCORE



Source: California Tax Credit Allocation Committee, 2021; City of Firebaugh, 2023; Placeworks, 2023

### *Environmental Health*

The California Office of Environmental Health Hazard Assessment (OEHHA) reports CalEnviroScreen 4.0 scores for Firebaugh demonstrating relatively adverse environmental conditions citywide, with census tracts in and around Firebaugh scoring at the 89th percentile (**Figure 1C-11, CalEnviroScreen Scores**). In Firebaugh, residents in different parts of the jurisdiction experience the same scores, indicating that residents across the city do not have different access to environmental outcomes.

In Firebaugh, the primary indicators leading to the high scores as reported by OEHHA's CalEnviroScreen, are, in order of significance, pesticides, groundwater threats, ozone, and drinking water contaminants. Firebaugh is in a sparsely populated area, with few industrial uses and relatively low pollution from vehicular emissions. However, commercial agriculture occurring close to Firebaugh may contribute to adverse environmental conditions. The entirety of Firebaugh falls within the boundaries of an area considered to be a Senate Bill (SB) 535-qualifying disadvantaged community, representing the 25.0 percent of highest-scoring census tracts in CalEnviroScreen 4.0, census tracts previously identified in the top 25.0 percent in CalEnviroScreen 3.0, and census tracts with high amounts of pollution and low populations. This indicates that, as compared with statewide averages, Firebaugh represents an area of potential concern regarding fair housing and disproportionate exposure to environmental hazards and a concentration of vulnerable populations.

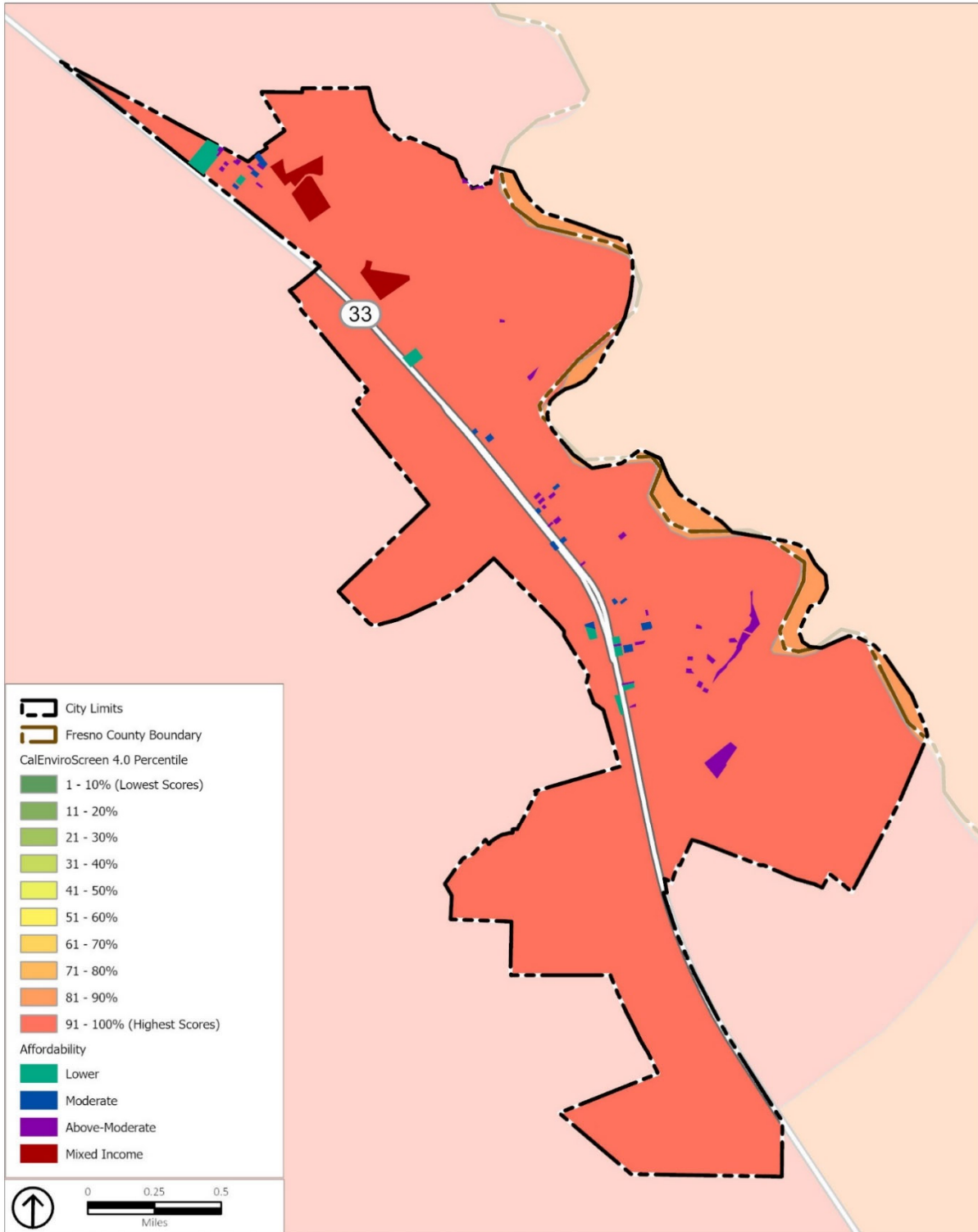
The FCHMP, adopted in August 2018, assessed the risk of several potential disasters, including dam and levee failure, flooding, earthquakes and liquefaction, climate change, landslides, wildfire, and more. The City of Firebaugh is downstream from the Mendota Diversion dam, which could cause flooding in the event of a failure. Additionally, the HMPC reported that due to Firebaugh's location on the San Joaquin River and the size of the Friant Dam impoundment on Millerton Lake, the City could also be impacted in the event of a failure of that structure. The highest risk disasters for Firebaugh were deemed to be agricultural hazards, flood/levee failure, draught, and hazardous materials incident, all of which are considered to be highly likely to occur in the future.

The Federal Emergency Management Agency (FEMA) develops flood maps that identify areas with the highest risk of flooding, differentiating them by the degree of severity and frequency of flooding anticipated. In Firebaugh, most of the city has been identified as Zone AE, which covers those areas with a 1.0 percent annual chance of flooding, or as having a 0.2 percent annual chance of flooding, due to its location on the San Joaquin River (**Figure 1C-12, Flood Hazard Zones**). The only areas not identified as having an increased risk of flooding are downtown, along N Street, and west of Clyde Fannon Road.

Through **Program 18** the City will investigate the availability of additional funds and programs to mitigate risks related to flooding, dam inundation, and landslides. The City will also support home weatherization programs as part of **Program 29**.



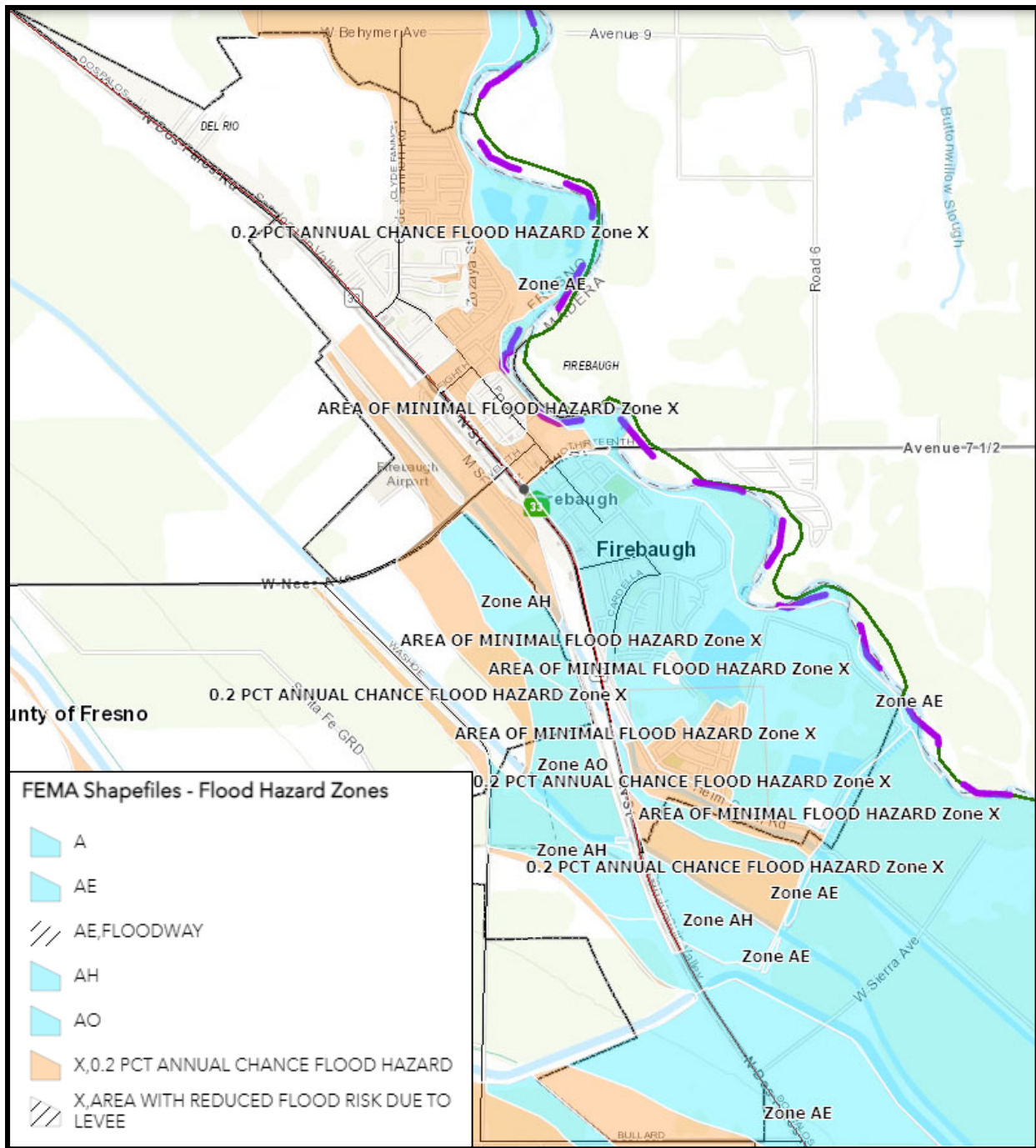
FIGURE 1C-11 CALENVIROSCREEN SCORES



Source: OEHHA, 2021



FIGURE 1C-12 FLOOD HAZARD ZONES



Source: FEMA 2021; Fresno County, 2021; accessed November 2022

## ***Disproportionate Housing Need and Displacement Risk***

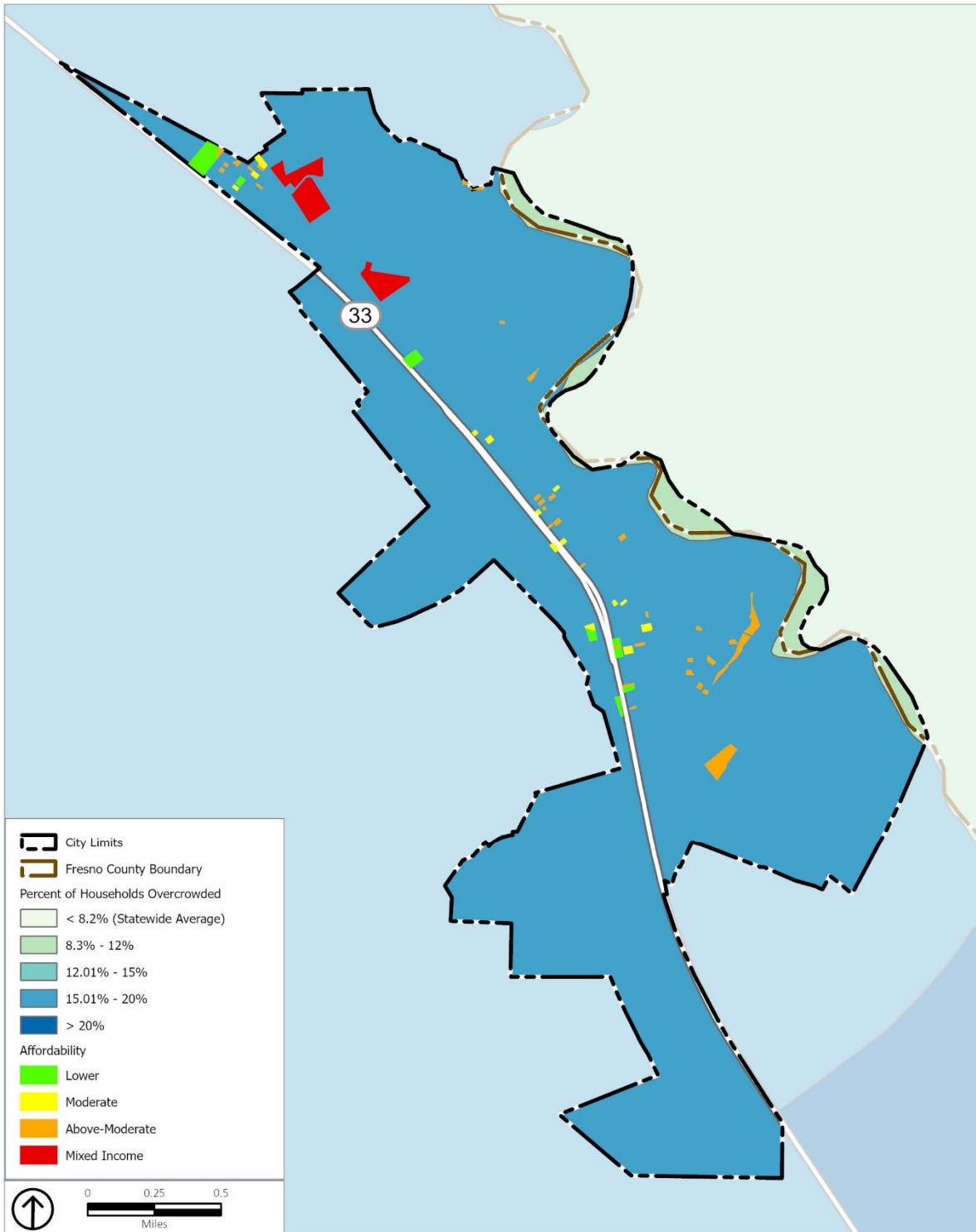
### ***Overcrowding***

Overall, approximately 9.4 percent of households in Firebaugh are considered overcrowded, or approximately one and a half times the proportion of overcrowding in Fresno County as a whole (6.1 percent). Further, 4.9 percent of Firebaugh households are considered severely overcrowded, which is also higher than the 3.6 percent of households in Fresno County. While overcrowding is relatively similar between renter and homeowner households in Firebaugh, with 10.5 percent of renters and 8.2 percent of homeowners experiencing overcrowding, the severe overcrowding is only felt by renters. Approximately 9.3 percent of renter households in Firebaugh are severely overcrowded, indicating a possible shortage of large rental units, with multiple bedrooms, or high rental housing costs, forcing occupants to rent smaller units than are needed, or share spaces with other households or family members.

As Firebaugh is made up of a single census tract, it is not possible to identify geographic patterns of overcrowding (**Figure 1C-13, Overcrowding in Firebaugh**). Given the high rates of overcrowding, particularly among renters, it is likely that residents experiencing overcrowding are located throughout the city. However, Firebaugh does have the second-highest rate of severe overcrowding among renters in Fresno County, behind Mendota, indicating a significantly high need for housing options that combat overcrowding.

Despite the high rates of overcrowding in 2020, they have decreased since 2010. In 2010, 12.9 percent of all households in Firebaugh were overcrowded, compared to 9.4 percent in 2020. In contrast, the rate of severe overcrowding has increased from 2.3 percent in 2010 to 4.9 percent in 2020. The decrease in overcrowding has benefited renters exclusively, with renter overcrowding decreasing from 25.0 percent to 10.5 percent of renters, while homeowner overcrowding has increased from 2.5 percent to 8.2 percent. In contrast, renter households have also been exclusively impacted by the increase in severe overcrowding, increasing from 1.0 percent of renters in 2010 to 9.3 percent in 2020, while homeowner severe overcrowding decreased from 3.9 percent to 0.0 percent. The transition from overcrowding to severe overcrowding among renters may indicate that affordable, suitably sized housing units have become harder to secure, either due to availability, cost, or both.

FIGURE 1C-13 OVERCROWDING IN FIREBAUGH



Source: U.S. Department of Housing and Urban Development, 2020; City of Firebaugh, 2023; Placeworks, 2023

### Overpayment

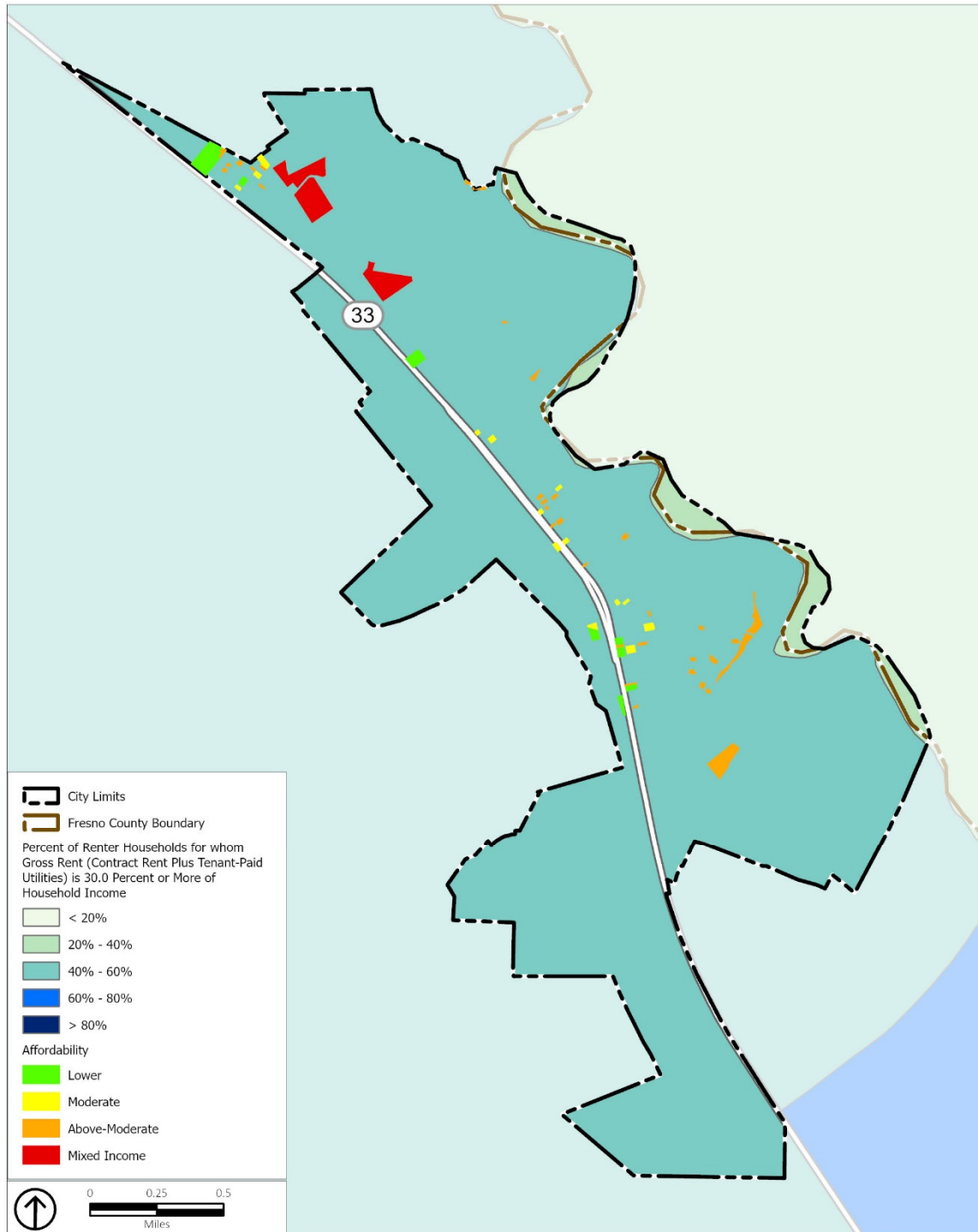
In Firebaugh, 24.4 percent of households are cost burdened (spending 30 percent or more of their income on housing costs), and 12.4 percent are severely cost-burdened (spending 50 percent or more of their income on housing costs), for a total of 36.8 percent of all households (**Table 1C-9, Cost Burden in Firebaugh, 2010-2018**). Of these households, approximately 53.2 percent are renters. In total, 34.2 percent of renters are cost burdened, and 18.1 percent are severely cost burdened, compared to 12.6 percent and 5.6 percent of homeowners, respectively. As discussed previously, Firebaugh consists of a single census tract, so geographic patterns of overpayment, or geographic comparisons between tenures, cannot be discerned (**Figure 1C-14, Percentage of Renters Overpaying**, and **Figure 1C-15, Percentage of Homeowners Overpaying**). However, **Figure 1C-15, Percentage of Homeowners Overpaying**, shows that overpayment among this tenure is similar in Firebaugh compared to surrounding areas, including Dos Palos to the north and most of Madera to the east, and lower than Mendota to the south. In contrast, **Figure 1C-14, Percentage of Renters Overpaying**, demonstrates that overpayment in Firebaugh is higher than neighboring census tracts, though, as with homeowners, is similar to Dos Palos and Madera, and higher than most of Mendota.

**TABLE 1C-10 COST BURDEN IN FIREBAUGH, 2010-2018**

Household Type	Cost Burdened			Severely Cost Burdened		
	2010	2018	Percentage Change	2010	2018	Percentage Change
All Households	27.3%	24.4%	-2.9%	14.2%	12.4%	-1.8%
Renters	27.3%	34.2%	6.9%	14.8%	18.1%	3.3%
Homeowners	26.9%	12.6%	-14.3%	13.4%	5.6%	-7.8%
Lower-Income Households	33.3%	40.7%	7.4%	19.4%	22.2%	2.8%
Renters	31.1%	42.0%	10.9%	17.5%	22.3%	4.8%
Homeowners	36.9%	38.2%	1.3%	22.5%	20.0%	-2.5%
Moderate-Income Households	16.7%	4.0%	-12.7%	0.0%	0.0%	0.0%
Renters	11.8%	0.0%	-11.8%	0.0%	0.0%	0.0%
Homeowners	15.4%	5.4%	-10.0%	0.0%	0.0%	0.0%
Above Moderate-Income Households	9.2%	1.5%	-7.7%	0.0%	0.0%	0.0%
Renters	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Homeowners	11.5%	1.9%	-9.6%	0.0%	0.0%	0.0%

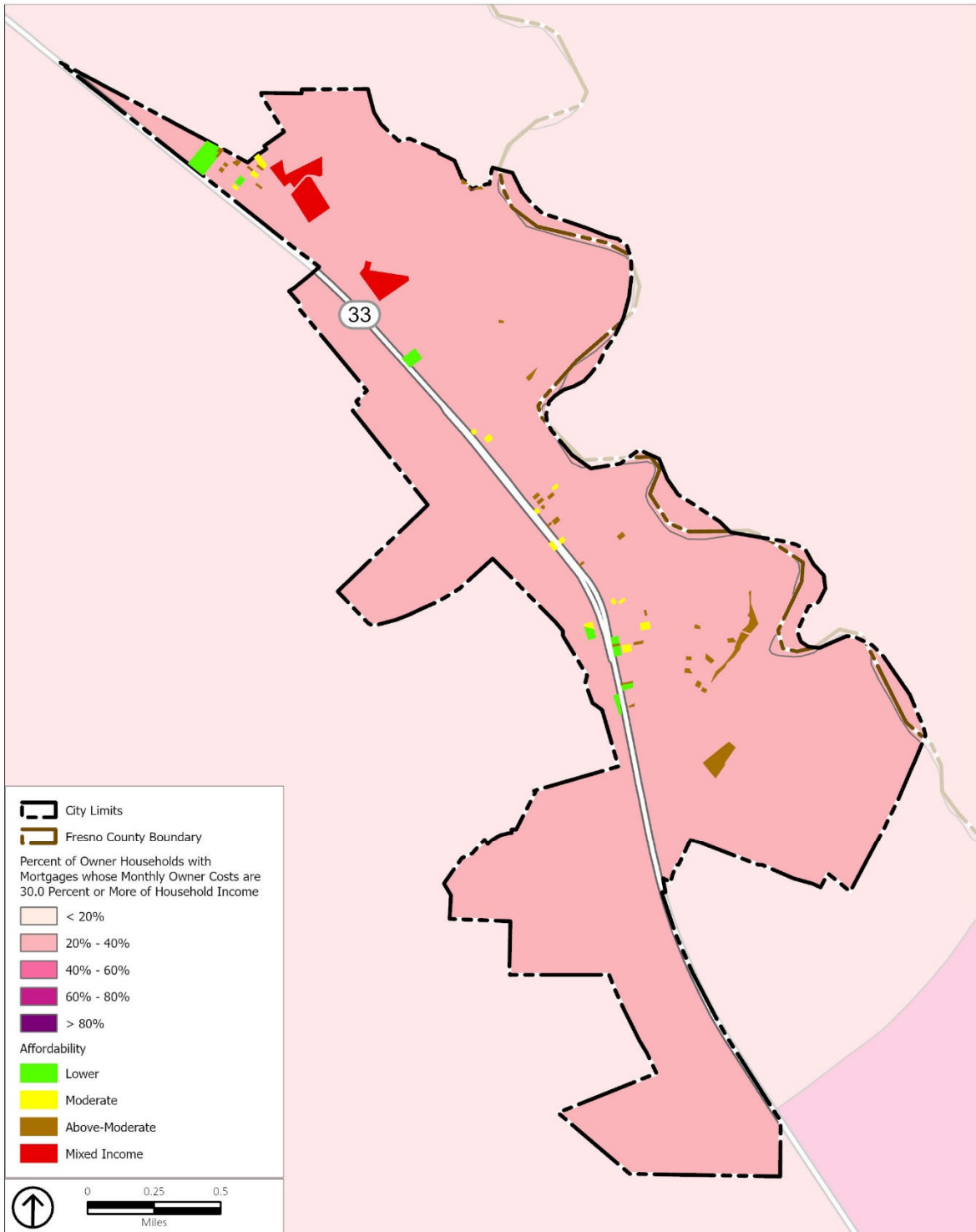
Sources: CHAS 2006-2010 and 2014-2018

FIGURE 1C-14 PERCENTAGE OF RENTERS OVERPAYING



Source: U.S. Census (American Communities Survey 2015-2019); City of Firebaugh, 2023; Placeworks, 2023

FIGURE 1C-15 PERCENTAGE OF HOMEOWNERS OVERPAYING



Source: U.S. Census (American Communities Survey 2015-2019); City of Firebaugh, 2023; Placeworks, 2023



As discussed in the Overpayment section of Section 2: Housing Needs Assessment, overpayment often impacts lower-income households at a higher rate due to financial constraints. As such, these households are most at risk of displacement due to overpayment resulting from more limited flexibility in responding to changes in income or rent. In Firebaugh, 40.7 percent of all lower-income households are cost burdened, and 22.2 percent are severely cost burdened, for a total of 62.9 percent of lower-income households experiencing some degree of cost burden (**Table 1C-9, Cost Burden in Firebaugh, 2010-2018**). Further, both lower-income homeowners and renters are impacted by housing costs at similar rates, with 64.3 percent of lower-income renters and 58.2 percent of homeowners experiencing some degree of cost burden. In contrast, only 4.0 percent of moderate-income households and 1.5 percent of above moderate-income households experience cost burden, and none experience severe cost burden.

Since 2010, overpayment rates have decreased for moderate- and above moderate-income households, across tenures, as seen in **Table 1C-9**. However, lower-income renters have experienced a 10.9 percentage point increase in severe overpayment and lower-income homeowners have experienced a 1.3 percentage point increase in overpayment, thus influencing the percentage change for all households. According to the ACS, the median home value in Firebaugh in 2010 was \$170,500. By 2020, this had increased to \$178,800, for an annual average increase of approximately 0.5 percent. While median gross rent data is not available from 2010, it decreased from \$679 in 2015 to \$655 in 2020, for an annual average decrease of 0.7 percent. Housing costs in Firebaugh have remained fairly stable over recent years, particularly when compared to elsewhere in Fresno County and the region. As such, it is assumed that housing costs do not increase displacement risk for residents of Firebaugh. However, overpayment is still present despite small increases in housing costs.

The City will coordinate with the Housing Authority in **Program 30** to continue the Housing Choice Voucher (HCV) program in Firebaugh and will disseminate information to landlords and property owners about the program. Through **Program 8** the City will pursue HOME funding which could be used to provide financial assistance to first-time homebuyers.

### ***Substandard Housing Conditions***

Approximately 45.2 percent of Firebaugh's housing units are over 30 years old, and just 13.8 percent are over 50 years old, suggesting that Firebaugh's housing stock is relatively new (Table 2-19, Age of Housing Stock [2020], in Section 2: Housing Needs Assessment). However, while less than half of the housing stock, older units are generally more frequently subject to maintenance issues than newer housing stock. Even units that are not urgently in need of repair may benefit from energy-efficiency improvements to reduce energy usage and related climate impacts. The City's oldest housing is largely concentrated in the center of the city between N Street and the San Joaquin River, and from 8th Street to 16th Street. In this area, homes were generally built between the 1930s and 1950s, while in other neighborhoods, the homes are typically newer, larger units. However, as nearly all of Firebaugh is considered low resource by TCAC, and the median income is at or below the state median, households throughout the budget range may not have the financial capacity to complete needed repairs on aging homes.



Another measure of substandard housing conditions is the presence of kitchen and plumbing facilities. However, the 2015-2019 ACS estimated that there are no units, either owner- or renter-occupied, that are lacking a complete kitchen or plumbing that are indicators of habitability and condition.

Through **Program 27** the City will continue to use code enforcement and abatement processes to bring substandard housing units and residential properties into compliance with City codes, and will provide information about rehabilitation assistance programs. The City will pursue CDBG funds to provide rehabilitation assistance funding as part of **Program 9** and will include weatherization improvements in these projects as part of **Program 29**.

### *Homelessness*

In January 2022, the Fresno-Madera Continuum of Care (FMCoC) published its Homeless Census and Survey Report (Point-in-Time [PIT]) count, which estimated 3,938 persons experiencing homelessness in Fresno County. Of that number, 1,728 persons were sheltered homeless and 2,210 were unsheltered homeless (Table 2-35, Total Unsheltered and Sheltered Homeless Count: Fresno County [2022] in Section 2: Housing Needs Assessment). Of this population, 3,397 individuals were counted in the City of Fresno and the remaining 541 were in the remainder of the county.

Throughout the FMCoC area, which includes Madera County, approximately 60.0 percent of the homeless population identified as male, 29.0 percent as female, and 1.0 percent as transgender. Approximately half of the population identified as Hispanic, 6.0 percent identified as Native American or Alaska Native, 3.7 percent as Asian, 15.6 percent as Black or African American, 0.8 percent as Native Hawaiian or Pacific Islander, 60.6 percent as White, and 12.8 percent as multi-racial or belonging to another race. Additionally, 205 people, or 4.9 percent of the homeless population, were veterans, 15.0 percent were survivors of domestic violence, and 19.0 percent had a serious mental illness. While the age of homeless persons was reported generally, it did not identify the senior population. The PIT report does not distinguish the characteristics of the homeless population in Fresno County, so it is assumed that these statistics generally represent the Fresno County population. Further, the 2022 PIT does not identify the locations of those individuals in the remainder of the county. However, in 2021, the County of Fresno released a Homelessness Update that identified 3 homeless persons in the City of Firebaugh, approximately 1.5 percent of the homeless population in the “rural informal county,” which includes the cities of Coalinga, Firebaugh, Fowler, Huron, Kerman, Kingsburg, Mendota, Orange Cove, Parlier, Reedley, Sanger, and Selma, and the unincorporated communities of Raisin City and West Park. According to the Firebaugh Police Department, the City has approximately four homeless community members as of March 2024. These residents tend to live in areas long the river, on the city’s north side, though they do not stay on a fixed site. Some sites along the river are in close proximity to spaces such as parks and services for families such as Head Start buildings. The river is also only a short distance from super markets located along N Street.

**Table 1C-10, Demographic Characteristics of Homeless Population, 2022**, identifies the proportion of each of the protected characteristics identified in the 2022 PIT compared to the proportion of each Fresno County jurisdictions' population, to identify whether any protected classes are disproportionately represented as part of the homeless population. The percentages for a protected characteristic population in **bold** are overrepresented in the homeless population compared to that jurisdiction's total population. It is worth noting that, given the small size of the homeless population in Firebaugh, it is unlikely that all protected characteristics are represented. However, without data available at the jurisdiction level, it is assumed that the percentages of each protected class apply to the local homeless population.

TABLE 1C-11 DEMOGRAPHIC CHARACTERISTICS OF THE HOMELESS POPULATION, 2022

Jurisdiction	Veteran	Mental Disability	Hispanic	Native American/Alaska Native	Asian	Black/African American	Native Hawaiian/Pacific Islander	White	Other/Multiple Races
Total Homeless	4.9%	19.0%	50.0%	6.0%	3.7%	15.6%	0.8%	60.6%	12.8%
Clovis	7.0%	<b>4.7%</b>	<b>32.7%</b>	<b>0.2%</b>	10.7%	<b>2.6%</b>	<b>0.2%</b>	<b>49.5%</b>	<b>4.0%</b>
Coalinga	<b>4.4%</b>	<b>5.1%</b>	62.0%	<b>2.0%</b>	<b>1.9%</b>	<b>2.9%</b>	<b>0.5%</b>	<b>28.2%</b>	<b>2.6%</b>
Firebaugh	<b>1.3%</b>	<b>2.2%</b>	94.1%	<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>5.8%</b>	<b>0.1%</b>
Fowler	6.4%	<b>3.9%</b>	65.2%	<b>0.3%</b>	9.9%	<b>0.4%</b>	<b>0.0%</b>	<b>19.8%</b>	<b>4.4%</b>
Fresno	5.1%	<b>6.3%</b>	<b>49.7%</b>	<b>0.5%</b>	14.0%	<b>6.9%</b>	<b>0.1%</b>	<b>26.1%</b>	<b>2.7%</b>
Huron	<b>1.1%</b>	<b>1.8%</b>	94.5%	<b>1.8%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>0.0%</b>	<b>3.4%</b>	<b>0.0%</b>
Kerman	<b>3.9%</b>	<b>5.7%</b>	81.7%	<b>0.0%</b>	4.4%	<b>0.3%</b>	<b>0.0%</b>	<b>12.0%</b>	<b>1.4%</b>
Kingsburg	7.0%	<b>4.0%</b>	<b>47.7%</b>	<b>0.0%</b>	7.9%	<b>0.3%</b>	<b>0.0%</b>	<b>41.0%</b>	<b>2.7%</b>
Mendota	<b>0.5%</b>	<b>2.2%</b>	96.0%	<b>0.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>3.6%</b>	<b>0.3%</b>
Orange Cove	7.0%	<b>2.6%</b>	95.3%	<b>0.0%</b>	<b>0.0%</b>	<b>1.2%</b>	<b>0.3%</b>	<b>3.0%</b>	<b>0.1%</b>
Parlier	<b>1.1%</b>	<b>2.4%</b>	97.7%	<b>0.0%</b>	<b>0.2%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1.8%</b>	<b>0.2%</b>
Reedley	<b>4.1%</b>	<b>4.0%</b>	79.3%	<b>0.2%</b>	<b>2.3%</b>	<b>1.5%</b>	<b>0.1%</b>	<b>14.2%</b>	<b>2.4%</b>
Sanger	<b>3.6%</b>	<b>3.6%</b>	80.5%	<b>0.5%</b>	<b>3.0%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>15.0%</b>	<b>0.7%</b>
San Joaquin	<b>0.8%</b>	<b>1.5%</b>	97.5%	<b>0.0%</b>	<b>0.0%</b>	<b>1.0%</b>	<b>0.0%</b>	<b>1.5%</b>	<b>0.0%</b>
Selma	<b>3.6%</b>	<b>3.5%</b>	85.0%	<b>0.1%</b>	<b>1.8%</b>	<b>0.9%</b>	<b>0.0%</b>	<b>10.7%</b>	<b>1.6%</b>
Unincorporated County	5.7%	<b>4.8%</b>	<b>47.7%</b>	<b>0.6%</b>	7.5%	<b>2.0%</b>	<b>0.1%</b>	<b>39.6%</b>	<b>2.5%</b>

Sources: FCOG Data Packet, 2022; Fresno/Madera Continuum of Care, 2022; 2016-2020 ACS

As seen in **Table 1C-10, Demographic Characteristics of Homeless Population, 2022**, all protected characteristics are overrepresented in the majority of Fresno County jurisdictions, with individuals with mental disabilities and residents that identify as Native American, Alaska Native, Black, African American, Native Hawaiian, Pacific Islander, White, or Other/Multiple Races being overrepresented in all Fresno County jurisdictions. Homelessness is often a cross-jurisdictional issue; therefore, the City participates in, and offers, several homelessness resources and programs that are available regionally, identified in **Table 1C-11, Services to Address Homelessness**.

**TABLE 1C-12 SERVICES TO ADDRESS HOMELESSNESS**

Service/Resource	Description	Operator	Location
Multi-Agency Access Program (MAP Point)	Traveling food truck and fixed locations that provide linkage to government resources and services (housing, behavioral health, physical health, food linkages, and transportation) at no cost to all residents of Fresno County	Fresno County Department of Behavioral Health (funding)/ Kings View Corporation (operation)	Countywide  Physical locations: Firebaugh, Fowler, Fresno, Huron, Kerman, Mendota, Parlier, and Reedley
Fresno County Behavioral Health WARM Line	Available during weekday business hours for non-emergency emotional and coping support for residents throughout the county	Fresno County Department of Behavioral Health	Countywide
Multi-Agency Response to Community Homelessness (MARCH)	Countywide collaboration to address homelessness through coordination of resources regionally and cross-jurisdictionally, engagement of the community, attracting private funding to support community-specific programs, and inclusion of rural representatives selected by FCOG	FCOG/Jurisdictions	Countywide
Turning Point of Central California	Mental health services including a full-service partnership program	Contracted by Fresno County Department of Behavioral Health	Countywide
Fresno County Department of Social Services Homeless Assistance	Temporary housing, permanent housing, or arrears payments for families eligible for CalWorks once during a 12-month period	Fresno County Department of Social Services	Countywide
Catholic Charities	Clothing, shelter, diapers, a food pantry, rent and mortgage assistance, DMV ID vouchers, application assistance for CalFresh and food stamps, application assistance for PG&E discounts, assistance with immigration services, and senior companionship assistance. Also has a Rural Outreach Program to serve residents throughout the region and work with migrant farmworkers.	Catholic Charities	Countywide  Physical location: City of Fresno

Service/Resource	Description	Operator	Location
Emergency Housing Voucher	Assist persons experiencing, at-risk of becoming, or recently homeless and those fleeing domestic violence, dating violence, sexual assault, stalking, or human trafficking	Fresno Housing and FMCoC	Countywide
United Way	Emergency informational services to connect persons in need with Homeless Prevention Programs, food and shelter assistance, help with landlord-tenant issues, legal services referrals, and more	United Way	Countywide
Groceries2Go	Provides grocery boxes of shelf-stable food items through an appointment-based system.	Central California Food Bank	Countywide
CalFresh Enrollment Assistance	Application assistance and assistance navigating the CalFresh process.	Central California Food Bank	Countywide
Fresh Produce Distribution	Mobile Pantry Program and Neighborhood Markets operating out of self-contained vehicles that travel to rural and remote areas throughout the county. A schedule of distribution locations is available online.	Central California Food Bank	Countywide
Senior Hunger Program	Food boxes to senior-serving partners tailored to the dietary needs of seniors.	Central California Food Bank	Countywide
Partner Feeding Sites	Provides food to over 220 sites including churches, community centers, and other organizations to feed hungry residents in local neighborhoods	Central California Food Bank	Countywide
USDA Partnership	Distribute food acquired by the USDA to 47 organizations in Fresno County.	Central California Food Bank	Countywide
Fresno County Food Map	Online service mapping locations of feeding sites, food banks, etc.	Fresno County	Countywide
Projects for Assistance in Transition from Homelessness (PATH)	Street outreach for people experiencing or at risk of homelessness and referrals to housing resources, medical care, mental health counseling, and social services.	Fresno County Department of Behavioral Health (funding)/ Kings View Corporation (operation)	Countywide

Emergency shelters also include Marjaree Mason Center, Fresno Rescue Mission, Evangel Home Inc., and Plaza Terrace.

Through **Program 3** the City will address ongoing homelessness issues by cooperating with neighboring cities, the County, and other agencies in the development of programs aimed at providing homeless shelters and related services. As part of the zoning code amendments that will be made through **Program 21**, the City will permit low-barrier navigation standards and permit transitional and supportive housing in a manner that complies with State law.

### *Farmworkers*

As discussed in the Regional Assessment of Fair Housing, farmworkers are considered a special needs group because they traditionally earn low wages and often migrate between farms, resulting in many farmworkers living in overcrowded and substandard housing conditions. Although Fresno County’s overall economy has historically been largely based on agricultural operations, the number of farmworkers living in each of the jurisdictions in the county in more recent years varies depending on location, size, and diversification of their individual economic base. Further, prior to the COVID-19 pandemic, the industry started shifting toward recruiting and employing H-2A visa workers, many of whom are from Mexico and Central America. However, farmworkers are essential to Fresno County’s and Firebaugh’s economies as well as to local and national food supplies, and their needs for safe and affordable housing resources must be addressed.

The 2017 Census of Agriculture identifies 106 farm operations within the 93622 zip code, which includes Firebaugh. However, this zip code includes land in unincorporated Fresno County to the north and south of Firebaugh, as well as land within Madera and Merced counties to the north. There are also 136 farm operations in the 93620 zip code in Merced County north of Firebaugh. It is likely that some portion of the farm operations in these zip codes, particularly in the areas closest to Firebaugh, employ farmworkers that reside or use resources in the city.

According to the 2016-2020 ACS, 40.7 percent of Firebaugh’s labor force is employed in agriculture, forestry, fishing and hunting, and mining, lower than the cities of Huron, Mendota, San Joaquin, and Orange Cove, yet above most jurisdictions in the eastern portion of Fresno County (see Table 2-39, Estimated Farmworkers 2020, in the HNA). Although other jurisdictions with lower proportions of employees in these occupations may have larger numbers of farm laborers, the concentration of persons employed as farmworkers in Firebaugh is significant. While it is possible that not all these workers are engaged in farm labor, the data allow comparisons between jurisdictions and to gauge segments of the population at risk of overpayment, overcrowding, substandard housing conditions, or displacement.

Based on the most recent (2022) farmworker employment figures collected by the California Employment Development Department (EDD), there are 96,300 farmworkers employed throughout the county, yet farmworker housing facilities for only 2,540 occupants were contracted by H2-A employers and farm operators according to the HCD Employee Housing Facilities Permit Services database. Although this is equivalent to only about 2.6 percent of farmworker employment countywide, it is important because H2-A workers must be provided with housing accommodations. The seasonal and often migrant nature of farm labor, and accounting for undocumented workers, suggest that this data may underrepresent the actual farmworker population, because undocumented residents do not often participate in traditional data collection.

The COVID Farmworker Survey, Phase 1 Report, by the California Institute for Rural Studies, published in February 2021, estimates that undocumented workers comprise approximately 50 percent of workers statewide. They are predominantly Mexican, and the majority are Mixteco and Trique, indigenous non-Spanish-speaking people. According to the article “In the Valley of Fear,” published in December 2018 on workingimmigrants.com,

most of the farmworkers in the San Joaquin Valley have been working the fields for at least a decade and have established families in the vicinity of their workplace.

Between September 2021 and January 2022, Fresno County conducted a Farmworker Survey and a Farmworker Employer Survey. A second round of each survey was conducted between February 2022 and July 2022. In total, the County surveyed 240 farmworkers and 170 farm employers. Only one respondent to the Fresno County Farmworkers Survey reported residing in Firebaugh, on a H-2A visa. Countywide, 37.0 percent of the respondents reported being citizens, 38.2 percent reported being permanent residents, 16.0 percent identified their status as undocumented workers, 6.3 percent did not respond, and 1.3 percent had H-2A visa status. Due to the small representation of respondents residing in or near Firebaugh, a definitive determination of the proportion of undocumented workers cannot be made; therefore, the representation of undocumented workers throughout Fresno County as reported by the farmworkers survey may be applicable to the farmworker population in Firebaugh and surrounding communities.

According to the EDD, the most recent data from 2014 measured median wage for farmworkers at \$13.44 per hour or approximately \$25,804 per year for full-time work, which is considered extremely low income, correlating with the 2019 poverty threshold of \$25,750. Seasonal workers without a year-round income could have lower incomes. The median income in Firebaugh is \$36,411, and 30.3 percent of the population lives below the poverty threshold. While 92.5 percent of the households in the city are Hispanic, 91.4 percent of the total households in poverty in the city are Hispanic households. The findings from the Fresno County Farmworker Survey indicate that 99.6 percent of farmworkers surveyed countywide are Hispanic. When the ACS 2016-2020 data that 40.7 percent of the labor force in Firebaugh is employed in agriculture is combined with the above poverty and EDD wage data, it suggests that a majority of the labor force employed in agricultural industries are Hispanic (see HNA Table 2 10, Employment by Industry), and it is likely that many of these workers have incomes below the poverty threshold.

To meet the housing needs of the farmworker population in Firebaugh, as shown by **Table 1C-12, Farmworker Housing Facilities in Firebaugh**, the HCD Employee Housing Facilities Permit Services database identifies 50 units of employer-provided farm housing with total capacity for 139 workers in Firebaugh. However, though these units are listed as being in Firebaugh, 25 units are not physically within the city boundaries, but in the 93622 zip code. An additional 535 units are provided for H-2A workers as a requirement of the H-2A visa contracts. According to the 2021 TCAC/HCD mapping, these facilities are all in low resource areas, limiting access to resources and amenities while contributing to the concentration of lower income households and populations of color.



TABLE 1C-13 FARMWORKER HOUSING RESOURCES IN FIREBAUGH

Name of Facility	Location	# of Rooms	Maximum Occupancy
<b>On-Site Farmworker Housing Facilities</b>			
<b>Growers Co.</b> Maldonado Plaza	1779 Thomas Conboy Ave-Firebaugh	25	100
Vaquero Farms, Inc.	431 North Fairfax-Unincorporated County	5	5
Panoche Water District	52027 W. Althea-Unincorporated County	5	5
Davis Farms	7300, 7320, 7352 Jerrold Avenue and 29478,39500, 39544, 39550 West Bullard Ave.- Unincorporated County	7	21
J & J Farms	36245 W. Ashlan – Unincorporated County	8	8
<b>Subtotal</b>		50	139
<b>H-2A Visa Farmworker Housing Facilities</b>			
Motel 33	445 N. Street - Firebaugh	27	81
<b>Peri &amp; Sons</b> Maldonado Plaza	1779 Thomas Conboy Ave-	39	236
Peri & Sons Farms	4885 W. Nees Ave	42	84
Ranch Nuevo	Same – Unincorporated County	48	96
Best Western Apricot Inn	46290 West Panoche Rd – Unincorporated County	19	38
<b>Subtotal</b>		175	535
<b>Total</b>		<b>225</b>	<b>674</b>

Source: HCD Employee Housing Facilities Permit Services database, January 2023.

Note: Facilities reported in operation as of 12/31/2022.

Overall, farmworker housing is available for 674 farmworkers in the Firebaugh area, resulting in a shortfall of units for almost 400 farmworkers, and likely their families, counted in the 2016-2020 ACS. Given the shortage of farmworker housing, many farmworkers are likely forced to pay market rate for housing or find other options, such as sleeping in vehicles or garages. In addition, with the exception of Maldonado Plaza, the majority of farm labor housing is dormitory or hotel room style and generally not suitable for families. Farmworkers that are citizens and permanent residents may have access to the additional 340 affordable multifamily housing opportunities in Firebaugh, but they must compete with other lower-income households for the limited number of units. For undocumented workers, options are more limited, and a large number of farmworkers, even permanent residents, may live in spaces not intended for habitation, such as shacks, outbuildings and sheds, and converted garages, often in severely overcrowded conditions.

Permanent resident farmworker households are included in ACS estimates and therefore part of CHAS housing need estimates. Consequently, the housing needs of lower-income farmworkers are not differentiated from other lower-income households experiencing overpayment, overcrowding, and substandard housing. With more than one-third of the labor force in Firebaugh reported to be employed in agricultural-related operations, farmworkers may

comprise a large proportion of extremely low- and very low-income households experiencing one or more of these housing problems. Based on the Fresno County Farmworker Survey, 81.7 percent of respondents from throughout the county reported incomes below \$2,500 per month, which corresponds to an extremely low-income household of four. The one respondent of the Fresno County Farmworker Survey from Firebaugh had an income below \$2,500 per month; it is likely that farmworkers earn similar wages countywide and those local to Firebaugh would have similar challenges securing affordable housing.

Based on socioeconomic and demographic characteristics of the farmworker population in Fresno County, it is likely that many farmworkers in Firebaugh reside in the older neighborhoods with a median income of \$28,147 and 27.9 percent poverty rate, including the area north of 15th Street, south of Cline Street, and east of N Street (SR 33), and in the neighborhood that includes Maldonado Plaza and Motel 33.

Citizens, noncitizens with permanent status and H-2A visa workers are eligible for public housing, HCVs, USDA rural rental assistance, and Section 8 project based rental assistance. Section 214 of the Housing and Community Development Act of 1980, as amended, makes certain categories of noncitizens eligible for assistance, including most categories of immigrants, but excludes unauthorized immigrants (e.g., undocumented) and those in temporary status (e.g., tourists and students). Section 214 applies to specific programs—primarily federal rental assistance programs administered by HUD and the USDA—including Public Housing, Housing Choice Voucher, Section 8 project-based rental assistance programs, and rural rental assistance. Undocumented residents are subject to eligibility requirements based on whether Section 214-covered programs are administered by HUD or USDA, which implement different regulatory treatment for mixed-status households based on householder status. For HUD Section 214 projects, an ineligible noncitizen may reside with family members who are eligible to qualify for affordable housing (such as an undocumented single-parent with U.S. citizen children or an undocumented worker married to an eligible householder), although Section 8 benefits are prorated depending on the number of undocumented household members. For USDA Section 214 projects, an undocumented householder would not be eligible to participate in the Housing Choice Voucher program, and therefore would not qualify to live in any of the USDA-assisted affordable multifamily housing complexes (Firebaugh Garden and Maldonado Plaza Farmworkers Apartments), yet a family with an eligible householder that includes undocumented household members (such as a U.S. citizen householder married to an undocumented worker) would qualify to reside in these properties and receive full HCV assistance benefits. This population of assistance-ineligible householders is at higher risk of overpayment, overcrowding, and displacement, compounded by the legal complexities of eligibility and language barriers.

Similar to most jurisdictions in Fresno County, the majority of the residential opportunities in Firebaugh are single-family units, which comprise 61.5 percent of the housing stock. However, 40.7 percent of multifamily units and 58.4 percent of duplex units in the city are deed restricted or subsidized as affordable units. Firebaugh also has a high proportion of mobile homes (5.3 percent of the housing stock), which are naturally more affordable than single-family residential units and may serve as a valuable housing resource for workers unable to qualify for market rate or affordable rental housing, or other accommodations. Further, 1.4 percent of the dwellings in the city are RVs, vans, or portable trailers. The previous housing conditions analysis indicates that the homes in the lowest income,

central neighborhoods of Firebaugh have smaller, older units interspersed with nonresidential uses, many of which appear to require maintenance or rehabilitation.

The high renter rate in single-family neighborhoods may support the findings of the Farmworker Survey, where respondents countywide indicated their preference for single-family units regardless of owner or renter status. According to the Fresno County Farmworkers Survey, 95.6 percent of renters responded that they desired to be homeowners. Further, 78.4 percent of the farmworker renter households consisted of three or more persons, of which 93.6 percent had resided in the U.S. for 10 or more years, 3.7 percent less than 10 years, and 2.7 did not respond. The prevalence of households with three or more persons, coupled with the longevity in the U.S. of the majority of the renters and the preference for single family unit type further substantiate the need for housing to accommodate families. However, the lower proportion of owner-occupied housing units suggests that the cost of homeownership, with a median priced home over \$300,000, (see Table 2-22, Home Sales Recorded in 2021-22, in the HNA) is more than the majority of households in the city, including farmworkers, can pay based on the 2016-2020 ACS employment by industry count, and representational incomes reported in the Fresno County Farmworker Survey and EDD reporting.

The Farmworker Survey found that the average household size among farmworkers was 3.9 persons, similar to the average household size in Firebaugh (3.8 persons). In Firebaugh the average household size in the low resource and undetermined resource areas of the city range between 3.2 persons in the older central core area to 4.2 persons in the block group with affordable public housing, affordable multifamily complexes, and Maldonado Plaza. Homeowner households have a larger household size (3.6 persons per household) than renters (2.5 persons per household). In Firebaugh, 38.0 percent of rental units have three or more bedrooms, but 87.1 percent of single-family homes have three or more bedrooms, which can better accommodate large households without overcrowding and support the larger household size among homeowners.

The rate of overcrowding citywide is 15.3 percent, almost double the statewide average, suggesting that farmworker households and other large households may face challenges finding adequately sized units, resulting in households sharing a dwelling or multiple family members sharing rooms. Survey results indicated that 58.4 percent of the farmworkers on a countywide basis were living in overcrowded conditions, with renter households finding units large enough to accommodate household size more of a challenge. Based on this, it is likely that farmworker renter households would have difficulty finding appropriately sized affordable housing in Firebaugh.

In response to the observed need for continued support and housing resources for local farmworkers, the City has included **Program 12** to offer technical support in applications for funding construction of farmworker housing.

### ***Displacement Risk***

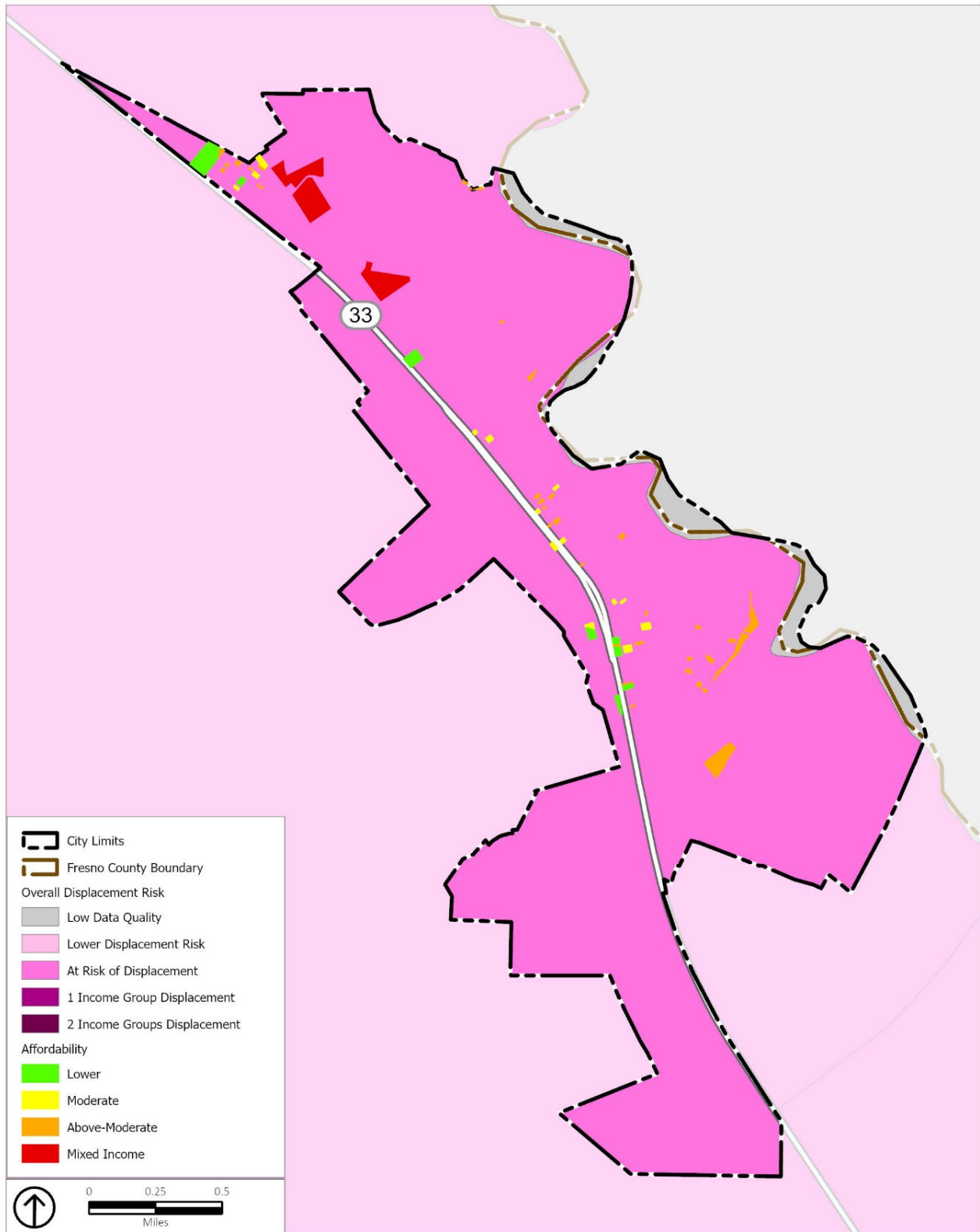
The Urban Displacement Project, a joint research and action initiative of the University of California, Berkeley, and the University of Toronto, analyzes income patterns and housing availability to determine the level of displacement risk at the census-tract level. Levels of displacement risk range from “probable displacement” to “extreme displacement,” with four total levels of displacement risk, if displacement risk is present. All of Firebaugh has been identified to have a “probable displacement” risk level, likely based on the concentration of lower-income

households (**Figure 1C-16, Elevated Displacement Risk**). Although Firebaugh meets three of the conditions below, the Urban Displacement Project has not identified any areas within Firebaugh as “vulnerable” compared to elsewhere in the county (**Figure 1C-17, Vulnerable Communities Designation**). Vulnerability is defined as areas in which the share of very low-income residents is above 20.0 percent (21.1 percent in Firebaugh), and the tract meets at least two of the following criteria:

- Share of renters is above 40.0 percent,
- Share of people of color is above 50.0 percent,
- Share of very low-income households that are severely rent burdened households is above the county median, or
- They or areas in close proximity have been experiencing displacement pressures.

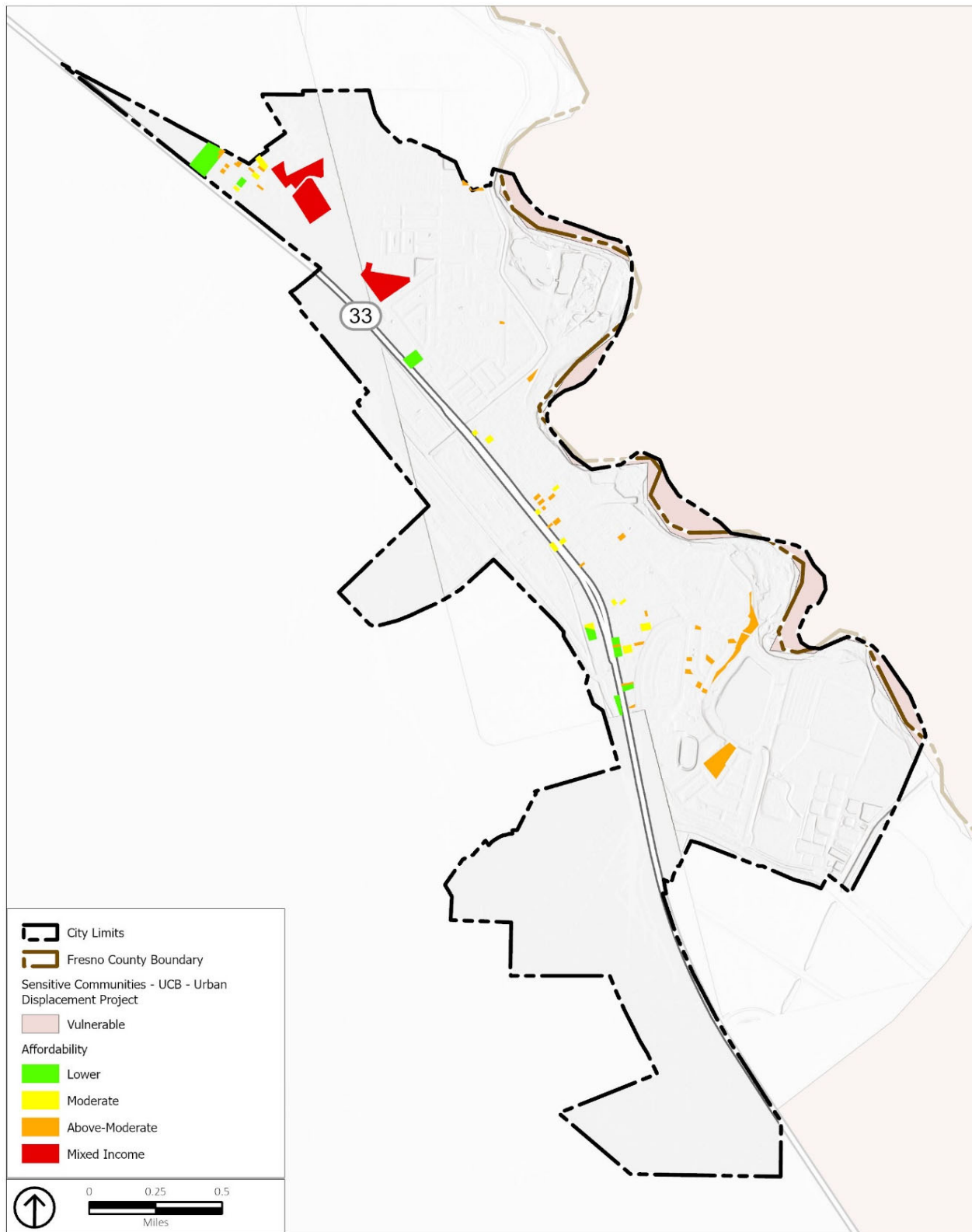
The Urban Displacement Project defines displacement pressures as a percentage change in rent greater than the county median for rent increases. The elevated displacement risk, but no vulnerability designation, is likely reflective of a combination of median incomes and housing costs. The ACS estimates that, since 2014, the median income in Firebaugh has increased by 2.7 percent. In contrast, as found in the analysis of overpayment, for-sale home costs have increased by an average of just 0.5 percent annually since 2014, and rental costs have increased by an average of just 0.7 percent annually since 2015. Firebaugh is the only community in Fresno County in which the increase in wages exceeds the increase in both home values and rents, suggesting that the community is not more vulnerable to displacement than any other community, proportionally. However, Firebaugh remains one of the lowest-income communities in the region, which poses a barrier to mobility for residents. In comparison, countywide, median incomes have increased by approximately 4.4 percent annually and rents have increased by 3.2 percent on average. While Zillow does not report countywide home values, the ACS estimates that these have increased by 3.9 percent annually, on average. This suggests that housing costs have remained relatively stable in Firebaugh compared to the region.

FIGURE 1C-16 ELEVATED DISPLACEMENT RISK



Source: City of Firebaugh, 2023; UC Berkeley Urban Displacement Project, 2022

FIGURE 1C-17 VULNERABLE COMMUNITIES DESIGNATION



Source: UC Berkeley Urban Displacement Project; City of Firebaugh, 2023; Placeworks, 2023



## ***Other Relevant Factors***

In addition to the indicators analyzed previously, there are several other factors that can influence housing mobility and access to opportunity in a jurisdiction. For example, historical development patterns may have resulted in neighborhoods that are largely or exclusively made up of single-family homes, or historical discrimination may have influenced a city's racial and ethnic composition. Further, given current market trends, newer market-rate neighborhoods may not be financially accessible to lower-income households without overpayment or overcrowding. Other factors may include public and private investment, local regulatory or economic development plans, and historical policies. Those factors that are considered relevant vary between jurisdictions and are described at the local level herein.

## ***Land Use and Zoning Patterns***

According to the 2016-2020 ACS, 61.5 percent of the housing stock in the City of Firebaugh is single-family units, inclusive of single-family attached units, indicating a smaller proportion of single-family units relative to other Fresno County jurisdictions. Duplex, triplex, and fourplex unit types make up approximately 21.4 percent of the City of Firebaugh's housing units. Conversely, only 10.5 percent of the housing stock consists of multifamily units in structures of five or more units, which is slightly lower than the rate of multifamily housing of this size in Coalinga, and slightly higher than the rate in Kerman. Mobile homes comprise 5.3 percent of the housing stock, with the majority of the units in the Firebaugh Hacienda Mobile Home Park. The remainder of the housing stock consists of boats, recreational vehicles (RVs), and other vehicles, at 1.4 percent.

While in most communities single-family zoning can create desirable places to live, higher entry costs associated with this housing type can pose a barrier to access for lower- and moderate-income households, restricting access to economic, educational, and other opportunities that are available in higher-resource communities. However, in the City of Firebaugh, the existing single-family residential areas are designated low resource by TCAC/HCD metrics. Although market values of homes in the City of Firebaugh are lower than in many of the other jurisdictions in Fresno County, and historically have provided opportunities for home ownership for lower-income households, in the current market, the average single-family home price has risen to over \$300,000 for smaller, older homes in the vicinity of the central commercial area (Table 2-22, Home Sales Recorded in 2021-22, in Section 2: Housing Needs Assessment). Based on data presented in Table 2-24, Fresno County Ability to Pay, 2022 in the Housing Needs Assessment, even the average home in the City of Firebaugh would likely cost more than most lower-income households' ability to pay. Given that 21.4 percent of the population has incomes below 50.0 percent of the AMI, the findings that 62.0 percent of lower-income households report overpaying for housing reflect the trends of rising home prices.

Affordable housing development typically requires high-density zones to support construction; therefore, zones limited to single dwelling units on each lot do not support affordable development. However, multifamily zones are scattered throughout the city rather than being concentrated in one area, with R-1 and R-2 designations directly adjacent to one another in the majority of older neighborhoods in the central portion of the city and in the vicinity of the community college. Additionally, redevelopment efforts in the central commercial core include the potential for mixed-use development with residential units and creative alley-facing dwelling unit configurations. As shown



in **Figure 1C-18, Zoning in Firebaugh**, there are two zones for multifamily housing, R-2 and R-3. The R-2 low-density multifamily zones are primarily found adjacent to commercial zones in the central area of the city on the west side of SR 33 and adjacent to the Firebaugh Middle School and Mills School sites, in census tracts designated on TCAC/HCD Opportunity Area maps as low resource, while the central commercial area has no TCAC/HCD resource designation. The majority of high-density residential zoning is within the northern half of the city. North of Cline Street is a large R-3 site where the three affordable housing complexes, Firebaugh Garden, Mendota Village, and San Joaquin Vista Apartments, are located within a TCAC/HCD low-resource designation. R-2 and R-3 zones also surround Maldonado Park; the R-2 zoned neighborhood adjacent to the Maldonado Park has been developed with the Mendoza Terrace and Firebaugh Elderly City of Fresno Housing Authority public housing multiplexes, also within the TCAC/HCD low-resource designation. R-3 zones are primarily adjacent to SR 33 and along the Southern Pacific Railroad, interspersed with commercial and mobile home park zones, up to the northern border of the city, and a large R-2 neighborhood west of Clyde Fannon Road are TCAC/HCD-designated moderate resource, most likely due to proximity to SR 33 and commercial businesses and services.

While lower-density multifamily housing types and the majority of affordable housing complexes, which tend to be more affordable, are largely limited to low-resource areas of the city, the highest-density zones, and the majority of mobile home park designations are sited adjacent to major transportation routes and general commercial zones, yet have higher TCAC/HCD resource opportunity designations.

As part of **Program 10** the City will work with housing developers to expand affordable housing opportunities throughout the City through actions such as identifying funding opportunities, offering fee reductions and development impact fee deferrals for affordable and special-needs projects, promoting incentives and the State density bonus, and identifying candidate sites for new projects. The City will also incentivize mixed-use projects and residential uses in commercial zones as part of **Program 7**. The City will encourage and support the development of housing for Extremely Low-Income Households through **Program 13** of the Housing Element. The City will also encourage and facilitate the development of Accessory Dwelling Units through **Program 15**, which have the potential to be a naturally-occurring affordable housing option located in higher opportunity areas. Through **Program 4**, the City will provide for a variety of housing types by ensuring that adequate sites are available to meet the City's Regional Housing Needs Allocation (RHNA) of 443 units.

### ***Historical Development Patterns***

The San Joaquin River played a major role in the settling of the valley. Prior to the establishment of the railroad and associated building of bridges, the San Joaquin River was the major thoroughfare to upstream communities. Ferries were the only means for gold miners and settlers to cross the river heading to gold country in the northwest. In 1854, the City of Firebaugh was established by Andrew Firebaugh as a trading post and ferry crossing on the San Joaquin River. Today, Firebaugh is one of the oldest towns on the west side of SR 99. Originally named Firebaugh's Ferry, it also served as a station stop on the Butterfield Overland Stage Route. Firebaugh was also responsible for constructing a toll road between Pacheco Pass and Bell Station in Santa Clara County, which ran parallel to the present SR 33 (also merges with SR 152 which links SR 99 to Interstate 5) and served as a major transportation route between the San Joaquin Valley and the Santa Clara Valley to the west.

Incorporated in 1914, Firebaugh has grown from a ferry crossing to a small agricultural city, although the city's economy relies primarily on the industrial and manufacturing aspect of agricultural production. While packaging and distribution facilities draw employees from surrounding communities, the city has not had adequate housing resources to support the employment base despite available vacant land. The City of Firebaugh does not have a recent history of exclusionary zoning or discriminatory policies. Currently, two development companies, Arroyo Seco in Santa Barbara, and Cen-Cal General Construction in Fresno, are beginning to construct houses in Firebaugh, while the City is working with potential developers to increase the supply of multifamily units. In 2019, an article in *The Business 30<sup>th</sup> Anniversary Journal*, entitled *Firebaugh: Overlooked Town has Big Things Coming Its Way*, written by Donald Promnitz, reported that many of the out-of-town employees working in Firebaugh are beginning to express intent to live in the city if housing mobility opportunities are available, suggesting a need for new housing.

### ***Public Investment Patterns***

Public and private investment typically includes construction, maintenance, and improvements to public facilities, including infrastructure, acquisition of land, and major equipment. Historically, investment in the City of Firebaugh has been prioritized based on need and available funding, which has prevented disinvestment in any particular area of the city. However, major infrastructure or facilities in need of improvement are identified for investment in the City's Annual Budget. Capital improvements are funded from a variety of sources that can each be used for specific purposes. These funds are allocated to improve roadways and other transportation infrastructure, complete Central Firebaugh Revitalization Plan improvements identified in the 2035 General Plan, and other projects, including:

- **Central Commercial Area Roadway Improvements.** The City will complete street paving on 14th Street, J Street, and 10th Street, beautification project on O Street from 14th to 10th Street, and alley paving in downtown to support intensification of commercial and residential uses recommended by the Central Firebaugh Revitalization Plan, promote place-based revitalization, and improve circulation and safety in older residential neighborhoods.
- **Dunkle Park Renovations.** The City will facilitate improvements to Dunkle Park playground and the basketball area to upgrade recreation amenities for residents and increase access to outdoor recreation and healthy spaces.
- **Highway 33 (SR 33) Improvement Projects.** The City has identified funding to pave Highway 33 from Morris Kyle Drive to Douglas Avenue and implement bridge repair and improvement projects on Highway 33. The goal of this project is to improve vehicular access to commercial services, recreation facilities, and employment opportunities in commercial and business areas, as well as upgrading access to neighborhoods within the city.
- **School Site Sidewalk Repairs.** To improve community safety and access to educational resources, the City will complete sidewalk repairs around the schools.
- **Infrastructure Installation for Industrial Project:** To provide a shovel-ready site to increase employment opportunities for residents, the City will install water, sewer, and storm drainage infrastructure to 40 acres of industrially zoned land near Tomatek at the intersection of Highway 33 and Bullard.
- **Habitat for Humanity Affordable Housing.** To increase the supply of affordable housing choices, the City facilitated the transfer of property deed for affordable San Joaquin Vista Apartments at 500 P Street, in proximity to services and amenities, with access to West Hills College Firebaugh.

- **West Hills College Firebaugh Center.** The West Hills Community College District completed a new, three-acre campus in downtown Firebaugh, following an allocation of \$44 million in state funds for the project in 2021. The goal of the project was to improve access to educational opportunities for students by replacing the original building and improving the site with amenities, new roadways, and landscaping.
- **Veterans of Foreign Wars (VFW) Hall Completion.** The City completed construction of a new VFW hall for community events on the corner of P Street and 13th Street in June 2021. The goal of the project was to replace the outdated structure and further contribute to place-based revitalization of the downtown, while providing residents increased access to amenities.
- **Police and Fire Station Upgrading.** The City is completing new police and fire stations in Courthouse Park. These projects will move both departments from older, outdated buildings to larger structures (in the case of the Fire Department a new building).

Priority is based on projects that will result in the greatest community benefit, mitigate existing issues, and address public demand and need, focusing on creating a more viable mixed-use downtown area integrating creative residential housing opportunities, and establishing a gateway to the city.

### *Local Knowledge*

The Central Firebaugh Revitalization Plan, adopted in 2006, illustrates that new commercial development in Firebaugh may capture some of the retail “leakage” that currently occurs, with the objective of providing a significant opportunity for increased vitality and viability of O Street businesses. The creation of a distinct, walkable central city core is intended to increase the desirability of the city to attract new businesses and residential developers and improve access to resources for current and future residents. The focus was ensuring that new development will be designed and strategically positioned to complement, rather than compete with, the existing O Street environment, which is not only the location of scattered commercial business and services, but also an existing resource for more affordable rental and ownership housing neighborhoods. The City’s design consultant, Opticos Design, explored the potential long-term creation of a new mixed-use center at the intersection of Highway 33 and 12th Street, which could combine new retail, civic, office, and housing development organized around a public plaza that would provide O Street with a strong southern anchor and provide the community with a “front door” image that would be unique and positive.

It was envisioned that current underutilized and vacant land along the east side of O Street between 11th and 12th Streets could, in the future, be developed with a new City Hall or other civic use, providing a strong visual backdrop to the public plaza. Along its northern and southern sides, new, two- to three-story, mixed-use buildings could house ground-floor retail with housing and offices above. The plan recommended that in the short term, the City should focus on making physical street improvements to O Street that can make the street more appealing to shoppers, particularly between 9th Street and 12th Street. Several of the recommended improvements to promote accessibility were included in previous Capital Improvement Programs (CIPs) and included:

- SR 33 sidewalk upgrades
- SR 33 bike lane installation
- SR 33 landscaping and lighting improvements

- Downtown streetscape improvements
- Riverfront improvements
- Bike route completion
- Safe routes to school program
- Pedestrian trails

The longer-term benefits of implementation of the place-making objectives of the Downtown Revitalization Plan, and subsequent improvements, including integration of affordable and market-rate housing into the fabric of the downtown would contribute toward increasing access to resource opportunities on a citywide basis, thereby improving low-resource designated residential neighborhoods to moderate-resource areas. Additionally, the City is promoting the attraction of industrial businesses by providing water, sewer, and storm drainage infrastructure to 40 acres of industrially zoned land near Tomatek at the intersection of Highway 33 and Bullard Avenue.

## ***Enforcement and Outreach Capacity***

### ***Compliance with Fair Housing Laws***

In addition to assessing demographic characteristics as indicators of fair housing, jurisdictions must identify how they currently comply with fair housing laws or identify programs to become in compliance. The City of Firebaugh enforces fair housing and complies with fair housing laws and regulations through a twofold process: review of local policies and codes for compliance with state law, and referral of fair housing complaints to appropriate agencies. The following identify how the City complies with the following fair housing laws:

- **Density Bonus Law (Government Code Section 65915).** The City has included **Program 21** to amend the density bonus ordinance to allow up to a 50.0 percent increase in project density depending on the proportion of units that are dedicated as affordable, and up to 80.0 percent for projects that are completely affordable, in compliance with state law.
- **No-Net-Loss (Government Code Section 65863).** The City has identified a surplus of sites available to meet the Regional Housing Needs Assessment allocation. In total, the City’s surplus unit capacity is 110, composed of 97 lower-income units, 9 moderate-income units, and 5 above moderate-income units.
- **Housing Accountability Act (HAA) (Government Code Section 65589.5).** The City does not condition the approval of housing development projects for very low-, low-, or moderate-income households or emergency shelters, unless specific written findings are made.
- **Senate Bill 35 (Government Code Section 65913.4).** The City will comply with SB 35 by establishing a written policy or procedure, as well as other guidance as appropriate, to streamline the approval process and standards for eligible projects by September 2023 (**Program 25**).
- **Senate Bill 330 (Government Code Section 65589.5).** The City complies with SB 330, relying on regulations set forth in the law for processing preliminary application for housing development projects, conducting no more than five hearings for housing projects that comply with objective general plan and development standards, and making a decision on a residential project within 90 days after certification of an environmental impact report or 60 days after adoption of a mitigated negative declaration or an environmental report for an

affordable housing project. The City has included **Program 25** to formalize this process by establishing a written procedure to be made available on the City’s website and at public counters.

- **California Fair Employment and Housing Act (FEHA) and Federal Fair Housing Act.** The City provides protections to residents through referrals to legal assistance organizations, such as Fair Housing Council of Central California and California Rural Legal Assistance (CRLA) and has included **Program 31** to meet with local fair housing and legal aid organizations, and other interested cities in Fresno County, to develop materials or biannual training for landlords on fair housing rights and responsibilities with the intent of reducing, or eliminating, discrimination.
- **Review Processes (Government Code Section 65008).** The City reviews affordable development projects in the same manner as market-rate developments, except in cases where affordable housing projects are eligible for preferential treatment, including, but not limited to, on residential sites subject to AB 1397.
- **Assembly Bill 686 (Government Code Section 8899.50).** The City has completed this AFH and identified programs to address identified fair housing issues in **Table 1C-15, Factors Contributing to Fair Housing Issues.**
- **Equal Access (Government Code Section 11135 et seq.).** The City offers translation services for all public meetings and offers accessibility accommodations to ensure equal access to all programs and activities operated, administered, or funded with financial assistance from the state, regardless of membership or perceived membership in a protected class.

### *Fair Housing Outreach*

Regional outreach efforts for the Multi-Jurisdictional Housing Element included interviewing Fair Housing of Central California (FHCC) for feedback on housing need, fair housing concerns, and opportunities to affirmatively further fair housing throughout the county. FHCC is a non-profit, civil rights organization dedicated to the elimination of discrimination in housing and the expansion of housing opportunities for all persons. They accomplish this through advocacy, assistance for victims of discrimination, and enforcement of fair housing laws.

In response to the request for input, FHCC noted that the most common fair housing issues reported throughout Fresno County are discrimination on the bases of disability and race. Further, they expressed concern about the aging multifamily housing stock becoming uninhabitable due to physical conditions. However, given the shortage of affordable housing in the region, FHCC noted that many units that have already physically deteriorated are still occupied, posing a risk to occupants. Discrimination by landlords or agents as well as deliberate segregation has resulted in fair housing concerns, particularly for protected and special needs populations, such as persons with disabilities and lower-income households.

FHCC emphasized a need for more government involvement in enforcement of fair housing laws. Currently, affordable housing options are often concentrated in specific neighborhoods. When developers are encouraged to continue to build affordable units in these areas as a result of zoning or other government regulations, this results in either intentional or unintentional segregation based on income. When asked about opportunities for local governments to actively improve outreach regarding fair housing and to combat existing issues, FHCC identified several opportunities including local rent controls to manage affordability and reduce displacement risk, code

enforcement to ensure a safe and habitable housing stock, funding fair housing groups such as FHCC to enforce fair housing laws, and adjusting regulations or encouraging development of a variety of unit types and sizes throughout the jurisdiction to promote mobility and integration.

In response to the feedback received, the City has included **Program 31** to improve fair housing outreach capacity and multilingual accessibility to all public resources, information, and meetings, including fair housing resources. This program also includes steps to establish a procedure to connect residents with fair housing organizations, make information readily available and accessible on the City’s website and in public buildings, and conduct biannual trainings for landlords on fair housing laws, rights, and responsibilities.

### ***Discrimination Cases***

In its 2020 Annual Report, the California Civil Rights Department (previously Department of Fair Employment and Housing) reported that it received nine housing complaints from residents of Fresno County, approximately 1.0 percent of the total number of housing cases in the state that year (880). As part of the Fair Housing Assistance Program (FHAP), the Civil Rights Department also dual-files fair housing cases with HUD’s Region IX Office of Fair Housing and Equal Opportunity (FHEO), reporting them by the origin of the issue.

HUD FHEO reported that there were no cases filed by residents of the City of Firebaugh between January 2013 and April 2021. However, one inquiry was made, though the claimant did not report a basis for discrimination as part of the inquiry and it was therefore not pursued further. While there were no cases in Firebaugh, this does not necessarily mean that there is no discrimination. In some cases, residents may be hesitant to report discrimination, such as in the case of undocumented residents that fear retaliation, or may not be aware of fair housing legal assistance available to them.

Through **Program 31** the City will provide fair housing materials in print and online in both English and Spanish and will establish a procedure to refer residents with fair housing questions to the Fair Housing Council of Central Valley (FHC-CC), California Rural Legal Aid (CLRA), and other fair-housing organizations. The City will also coordinate with local service to providers to conduct biannual trainings for landlords and tenants on fair housing laws, rights, and responsibilities. The City will also continue to participate in the countywide Housing Element Technical Committee to collaborate on addressing regional issues such as fair housing (**Program 1**).

### **Sites Analysis**

The location of housing in relation to resources and opportunities is integral to addressing disparities in housing needs and opportunity and to fostering inclusive communities where all residents have access to opportunity. This is particularly important for lower-income households. AB 686 added a new requirement for housing elements to analyze the location of lower-income sites in relation to areas of high opportunity.

**Table 1C-14, RHNA Capacity by Block Groups and Census Tract 84.01 in Firebaugh**, presents the RHNA capacity and additional commercially-zoned site capacity by block groups within the single census tract in the city, with the existing conditions of each block group for median income, non-White population, TCAC/HCD resource designations, and jobs proximity index at the block group level. The remaining fair housing indicators are reported



at the tract level; therefore, all of the unit capacity has been identified with a disability rate of 8.3 percent, a low/moderate-income rate of 69.4 percent, the census tract layer poverty rate is 27.7 percent, an overcrowding rate of 16.3 percent, a 50.5 percent renter overpayment rate, and 30.6 percent homeowner overpayment rate. All block groups qualify as a disadvantaged community with a CalEnviroScreen score in the 90.4th percentile, with characteristics of vulnerability to displacement and disproportionate housing need.

**Figure 1C-18, Block Groups Within Census Tract 84.01 in Firebaugh**, shows the location of the six block groups in the city. Census tract 84.01 includes land in the city as well as land in the adjacent unincorporated county to the north, west, and south. As shown, only moderate- and above moderate-income sites are identified in the two block groups (2 and 3) within the main portion of the city. The two block groups on the western side of the city (4 and 6) include individual sites at each income level, as well as a mixed lower- and moderate-income site and a mixed lower- and above moderate-income site in block group 4. Mixed-income sites that include all three income categories are identified in block group 5 in the northeastern portion of the city. Block group 1, the furthest east, identifies only a single infill above moderate-income site, and therefore is not discussed in detail.



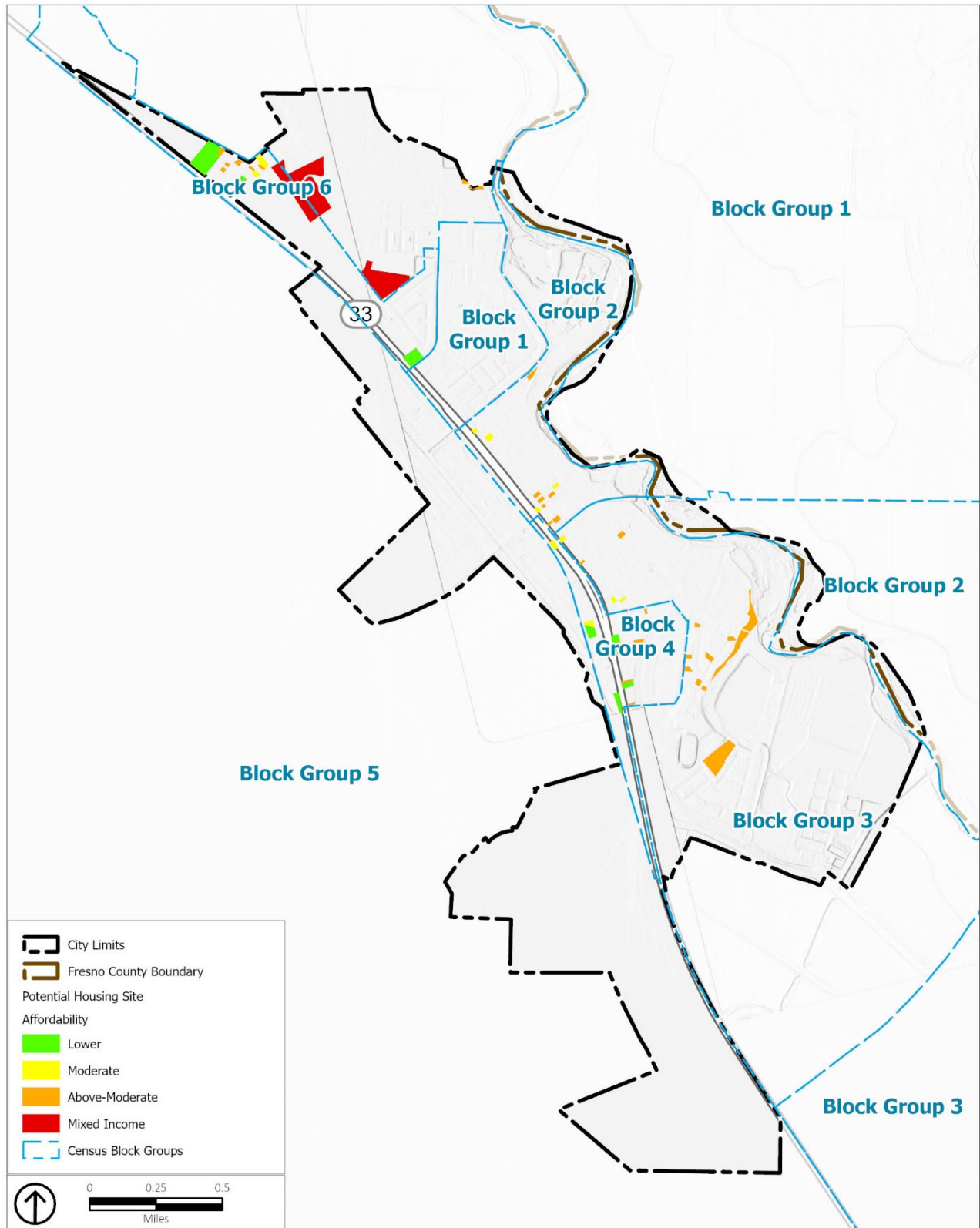
*This page intentionally left blank.*

TABLE 1C-14 RHNA CAPACITY BY BLOCK GROUPS AND CENSUS TRACT 84.01 IN FIREBAUGH

Census Tract/ Block Group	Existing Households	RHNA Capacity			AFFH Indicators												
					Integration and Segregation						Access to Opportunity			Displacement Risk			
		Low	Mod.	Above Mod.	Median Income	Poverty Rate	Low- to Moderate-Income Population	Non-White Population	Disability Rate	R/ECAP Status	Resource Designation	Jobs Proximity Index	CalEnviro Screen Percentile	Over-Crowding Rate	Renter Over-Payment Rate	Homeowner Over-Payment Rate	% Renter Households
84.01/1	715	0	0	1	\$31,667	32.2%	69.4%	98.4%	8.3%	No	Low	1	90.4	16.3%	50.5%	30.6%	58.5%
84.01/2	190	0	16	22	\$28,147	32.3%	69.4%	91.1%	8.3%	No	N/A	1	90.4	16.3%	50.5%	30.6%	73.2%
84.01/3	427	0	10	46	\$56,250	9.2%	69.4%	78.5%	8.3%	No	Low	1	90.4	16.3%	50.5%	30.6%	24.1%
84.01/4	324	52	21	11	\$37,197	43.7%	69.4%	95.8%	8.3%	No	Low	2	90.4	16.3%	50.5%	30.6%	52.2%
84.01/5	287	189	38	153	\$43,718	43.7%	69.4%	91.2%	8.3%	No	Low	85	90.4	16.3%	50.5%	30.6%	40.2%
84.01/6	255	122	26	28	\$43,309	43.7%	69.4%	95.5%	8.3%	No	Moderate	1	90.4	16.3%	50.5%	30.6%	41.2%

*This page intentionally left blank.*

FIGURE 1C-18 BLOCK GROUPS WITHIN CENSUS TRACT 84.01 IN FIREBAUGH



The highest proportion of unit capacity, 51.7 percent, is identified in block group 5. This block group encompasses the northern portion of the city, which is primarily undeveloped vacant land with one residential neighborhood and a subdivision in the development phase, and large expanses of unincorporated county to the north and west of the San Joaquin Valley Railroad. This block group was designated by TCAC/HCD as low resource in 2021. Within this block group, 52.1 percent of lower-income, 34.2 percent of moderate-income, and 58.6 percent of above moderate-income unit capacity is identified within three mixed-income parcels. In this block group, the median income is \$43,718, and 91.2 percent of the population is non-White, and predominantly Hispanic. More detailed income data at the block group level (ACS 2014-2018) provides additional insight into the area, suggesting that the poverty rate in this block group may be lower than the 27.7 percent census tract rate. Renters represent 40.2 percent of the block group, as compared to the overall tract rate of 53.7 percent. This portion of the city also has the highest proximity to jobs, falling in the 85th percentile. The unit capacity will facilitate mixed-income and integrated, diverse neighborhoods in an area where only single-family units have been constructed as of 2022, help combat patterns of concentrated poverty in other portions of the city with housing mobility opportunities for all income levels, and foster improved access to resources and opportunities for lower-income households.

Just over one-quarter of the unit capacity (23.9 percent) to meet the RHNA is identified in block group 6 in the northwestern corner of the city, bounded by SR 33 on the west and Clyde Fannin Road to the east/southeast. This area has a moderate resource designation within the 2021 TCAC/HCD opportunity areas scale. This area is a mix of scattered single-family residential uses, vacant sites, a mobile home park, and commercial/light industrial uses. While the rates of residents with a disability, residents with low or moderate income, household overcrowding, and renter and homeowner housing cost overpayment are the same as in other block groups in the city, this block group has a comparable median income to the adjacent block group 5, at \$43,409. Block group 6 has a predominantly non-White population rate at 95.5 percent, a predominance of owner-occupied households, with a rental rate of 41.2 percent, and an estimated poverty rate below 20.0 percent. Sites on the north side of the city are estimated to provide 30.0 percent of the lower-income unit capacity, which will foster improved housing mobility and access to opportunities for lower-income residents. The additional housing stock will provide mobility options for existing and future moderate- and higher-income households in a moderate-resource designated area, as well as fostering a more income-integrated neighborhood in the northwestern corner of the city as this area develops.

South of the central downtown area, 11.4 percent of the total unit capacity is identified in block group 4, including land at the northern and southern ends of the block group between the San Joaquin Valley Railroad to the west and SR 33, and a single residential neighborhood bounded by Saipan Avenue to the north, Morris Kyle Drive to the south, and Landucci Drive to the west. The block group is designated a low-resource opportunity area according to TCAC/HCD (2021). Land uses include a mix of older, small single-family homes and small multifamily units, a mobile home park, light industrial uses, storage yards, and vacant parcels. While the proportion of seniors citywide is 10.2 percent, 20.9 percent of the residents in this area are seniors, suggesting a proportion of the residents may have aged in place, as the greater part of the homes in this neighborhood were constructed in the 1970s. With a larger proportion of seniors, there is the possibility that a higher proportion of persons with a disability associated with age may reside in this block group. The median income is \$37,197 and the rate of the population with low to moderate incomes is reflective of the overall rate of these income levels in the census tract, although the poverty rate is below the citywide average of 30.3 percent. The population across the block group is predominantly non-

White, with 95.8 percent of residents identifying as non-White. The rate of cost-burdened households and overcrowding is only available at the tract level, and renters comprise 52.2 percent of the residents, comparable to the citywide rate of 53.3 percent. In block group 4, the City has identified capacity on small infill sites, including 14.3 percent of lower-income unit capacity on sites for small multifamily projects, 18.9 percent of moderate-income capacity, and 4.2 percent of above moderate-income capacity. The inclusion of moderate-income unit capacity fosters housing mobility opportunities for “missing middle income” households, which is in proximity to lower-income housing, facilitating a more income-integrated neighborhood. The lower-income unit capacity in this area, while providing mobility opportunities, also helps reduce the higher concentrations of poverty in other parts of the city. CalEnviroScreen scores this tract as a disadvantaged community, likely due to adjacency surrounding agricultural operations, major transportation corridors and railroad lines, and the nearby Firebaugh Airport.

Block group 3 has the highest median income in the city (\$56,250), correlating with the newer single-family Las Laureles neighborhood in the southern end of the city, older residential neighborhoods with varying sizes and price ranges of homes and lots along the eastern edge of the city in the vicinity of the San Joaquin River, three educational facilities, and older residential adjacent to the commercial uses along SR 33 (N Street). The block group is bounded by 13th Street to the north. The population is more diverse in this block group; 76.0 percent of the residents are Hispanic, and 21.5 percent are White non-Hispanic, and the remainder are primarily Asian residents. Residents of this area are predominantly homeowners, with a rate of 24.1 percent for renters, and a generally lower proportion of households in poverty than the tract-level rate. The City has identified 7.6 percent of the unit capacity in this block group, including 17.6 percent of above moderate-income unit capacity on infill sites in the Las Laureles neighborhood and along the river, and 9.0 percent of moderate-income unit capacity. The inclusion of additional above moderate-income housing provides options for existing and future higher-income households, while the moderate-income units facilitate mobility opportunities for middle-income households off SR 33 in the commercial portion of the block group, providing access to business, services, and transit opportunities. No lower-income units were identified.

The remainder of the unit capacity, 5.2 percent, has been identified in block group 2, which is bounded on the west by SR 33, on the east by the San Joaquin River, the south by 13th Street, and the north by the Poso Canal. There is no 2021 resource designation for this block group, although the 2022 COG based update, which designates the resource indicator at the census tract level as discussed previously, assigns this area as low resource. The downtown commercial core is within this block group, as well as older, scattered residential and small multifamily units, Firebaugh Gateway affordable multifamily complex, and a mobile home park. This block group has the lowest median income in the city, at \$28,147, a poverty rate reflective of the citywide poverty rate, and 90.0 percent of the residents are Hispanic, with a total non-White population of 91.1 percent. However, the rate of renter households is 73.2 percent, suggesting that there may be a concentration of cost-burdened renter households in this area.

Moderate-income and the majority of above moderate-income unit capacity is identified on infill sites along SR 33, with a small infill pocket of above moderate-income adjacent to the river to foster mixed-income neighborhoods and higher-income housing mobility opportunities. No lower-income unit capacity is identified in this area.

Less than one percent of households are located in block group 1, consisting of a single unit inventoried in the above-moderate category (0.4 percent of above moderate capacity). This block group is centrally located in the city, and was identified as a low resource area by TCAC. The block group has a median income of \$31,667. Similar to other tracts in the city, more than 90 percent of residents in the block group identify as a race and ethnic group other than White/not Hispanic or Latino.

The City has included **Program 17** to support construction of higher-density housing in areas with access to opportunities and encourage integration of a variety of unit types to facilitate mixed-income neighborhoods, combat patterns of income segregation, and provide housing mobility opportunities for a range of households. The distribution of sites identified in **Section 1C-2** is based on the availability of sites and potential for development during the planning period.

The following sites inventory discussion includes an analysis of the number of projected units by income category, and total RHNA capacity to further assess the potential impacts of the sites inventory to affirmatively further fair housing.

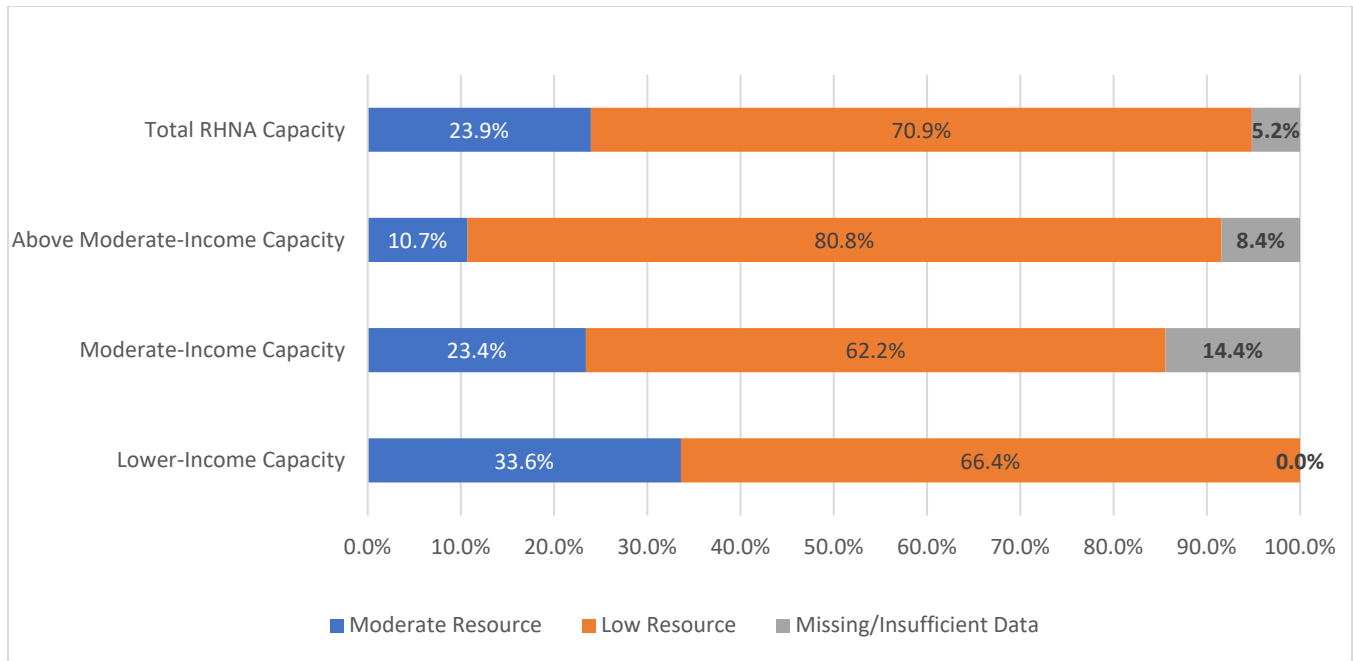
## ***Potential Effect on Patterns of Integration and Segregation***

### ***TCAC Resource Category***

**Figure 1C-19, Percentage of Unit Capacity by TCAC Resource Category**, presents the breakdown of unit capacity in Firebaugh by resource opportunity designation. The majority of the total unit capacity (70.9 percent) identified to meet the RHNA is in low-resource areas, 23.9 percent is in the moderate-resource designation, and 5.2 percent is undefined. Because there are no High Resource areas or Areas of High Segregation and Poverty designated in the city, nor areas considered a R/ECAP, they are not reflected on **Figure 1C-19**.



FIGURE 1C-19 PERCENTAGE OF UNIT CAPACITY BY TCAC RESOURCE CATEGORY



Source: 2021 TCAC/HCD Opportunity Map and City of Firebaugh 2023

Firebaugh is designated by TCAC/HCD as moderate resource at the northern entry of the city off SR 33 along the northwestern edge of the city. It should be noted that the 2021 TCAC/HCD resource categories were developed based on a comparison of indicators between jurisdictions in the San Joaquin Valley region, many of which are lower-income communities with higher rates of poverty. Therefore, while tracts may be designated moderate resource, this is in the context of opportunities and potential outcomes in the entire San Joaquin Valley region. Opportunity for all of the unit capacity has been identified on vacant sites with no residential units, therefore not risking displacement of existing residents.

As discussed in the block group/tract analysis, 23.9 percent of the site potential is identified within the moderate resource area in block group 6 in the northwestern corner of the city, with an economic outcome score in the 65th percentile, and education score in the 16th percentile. Lower-income unit capacity (33.6 percent of lower-income unit capacity) reduces the concentration of lower-income and segregated populations in the central block group 1 area where the majority of affordable housing and dedicated farmworker housing are located, thereby helping to reduce potential for displacement of cost-burdened and/or overcrowded households, and provides housing mobility opportunities for lower-income households in a moderate-resource area. Construction of 23.4 percent of moderate-income and 10.7 percent of above moderate-income unit capacity fosters income integration and housing opportunities for higher-income households, which may potentially improve the economic and educational outcome indicators in this area.

The remainder of the site capacity is identified in areas designated by the 2021 TCAC/HCD methodology as low resource, or areas where no designation data is available. While the economic scores vary among the block groups from a low of 25th percentile in the southern block group to 31st percentile in both the western and northeastern portions of the city, the educational outcome scores remain the same all areas of the city. The inclusion of 62.2 percent of moderate- and 80.8 percent of above moderate-income unit capacity in lower-resource neighborhoods, particularly on mixed-income sites in developing northern areas, fosters the potential to increase both the economic outcome and educational attainment scores. The 33.6 percent of lower-income unit potential in low resource areas increases housing supply to meet demand and reduce displacement risk for lower-income households in the central portions of the city, particularly block group 1.

### *Income*

Firebaugh is a community with a limited range of household income levels. The lowest-income neighborhoods (with a median income of \$28,147) are found in the central block group, which contains commercial uses, the West Hills College Coalinga–Firebaugh, the Firebaugh Gateway affordable housing complex, and the Plantation Mobile Home Park. This suggests that lower-income households may locate in these areas to access these more affordable housing options. The block group to the southwest of the downtown has a median income of \$37,197, encompassing commercial, industrial, and older residential uses. Both of these neighborhoods fall within the very low-income category based on 2020 state income limits for Fresno County.

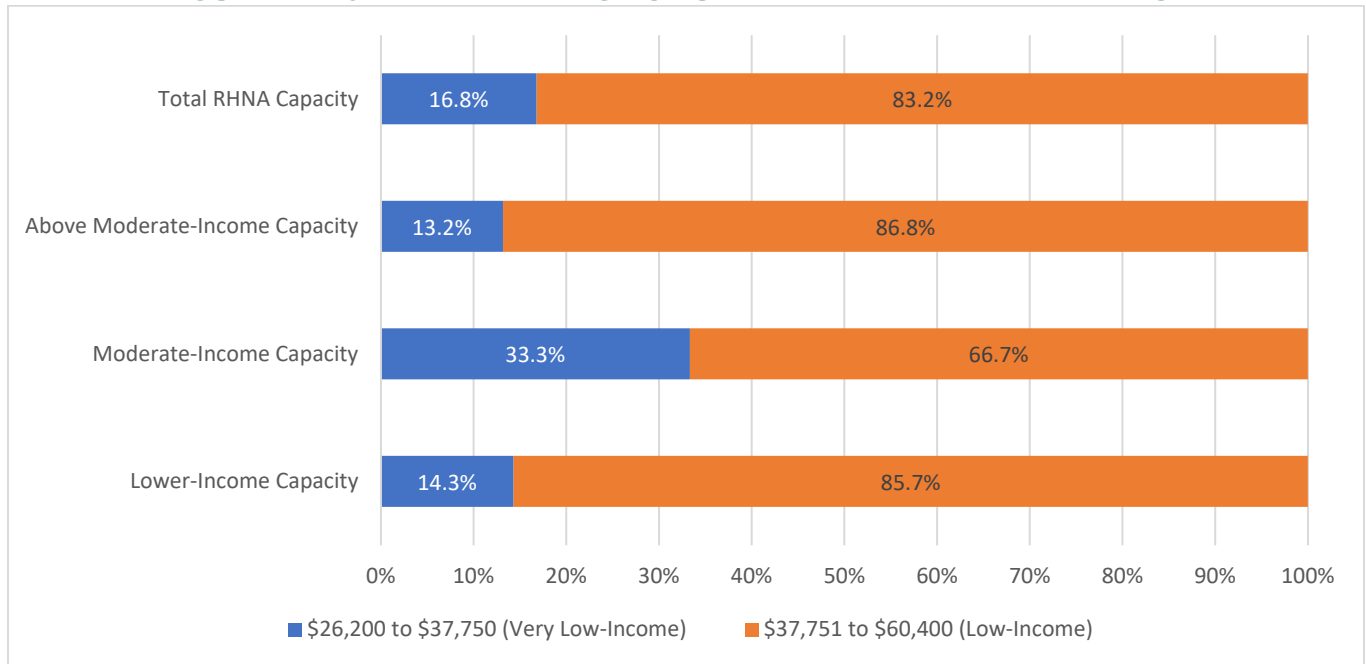
The remainder of the city falls within the low-income category. The northernmost block group has a median income of \$43,309. The adjacent block group east of Clyde Fannon Road, where the Mendoza Terrace public housing development is located, has a median household income of \$31,667, although only a single unit is identified in this neighborhood. The highest median household income (\$56,250) is found in the southern Las Laureles neighborhood.

As shown in **Figure 1C-20, Percentage of Unit Capacity by Median Income**, 16.8 percent of unit capacity has been identified on sites within very low-income neighborhoods in the central downtown/West Hills College block group, and the western portion of the city between the San Joaquin Valley Railroad and SR 33, with the remainder in low-income neighborhoods throughout the city. Potential for 14.3 percent of lower-income unit capacity is identified on infill sites for small multifamily projects in the very low-income block group 4 on the western edge of the city. The lower-income unit capacity, while providing housing mobility opportunities, reduces potential for displacement of households in poverty and allows them to remain within their neighborhoods, and also helps reduce the conditions of overcrowding and cost burden in other parts of the city.

In addition, 33.3 percent of moderate-income capacity and 13.2 percent of above moderate-income capacity is identified in this area of the city, potentially stimulating place-based revitalization in this industrial and older residential neighborhood and facilitating more income-integrated neighborhoods. The inclusion of higher-income unit capacity fosters housing mobility opportunities for moderate- and higher-income households in proximity to lower-income housing, facilitating a more income-integrated neighborhood.

The majority of lower-income unit capacity (85.7 percent) is identified on sites within low-income areas, including sites at the northern entry to the city and within mixed-income sites in the developing northern section of the city. The inclusion of 66.7 percent of moderate-income unit capacity and 86.8 percent of above moderate-income unit capacity in these low-income areas fosters income integration and may help facilitate place-based revitalization, while the inclusion of lower-income unit capacity increases lower-income housing stock and housing mobility opportunities for lower-income households, a portion of which are in a moderate-resource designation.

**FIGURE 1C-20 PERCENTAGE OF UNIT CAPACITY BY MEDIAN INCOME**



Source: 2020 HCD State Income Limits, 2015-2019 ACS, City of Firebaugh 2023

### **Poverty**

At the census tract level, the entire city has a poverty rate of 27.7 percent. The majority of unit capacity is identified in the two northern block groups and the western side of the city, providing approximately 81.0 percent of unit capacity. Poverty rates are estimated to be the highest in the city, although a significant portion of this area is outside of the city in the unincorporated county.

To increase lower-income housing stock to address the need for affordable housing so that cost-burdened and overcrowded households can remain in their neighborhoods as well as encourage housing mobility opportunities and promoting reduction of concentrations of poverty in other areas of the city, 33.6 percent of the lower-income unit potential is identified in Block Group 6 and 52.1 percent in Block Group 5 at the western edge of the city. In addition to these lower-income units, 57.7 percent of moderate-income units and 69.3 percent of above moderate-income units are projected in these higher poverty neighborhoods to affirmatively further fair housing through integrated-income development.

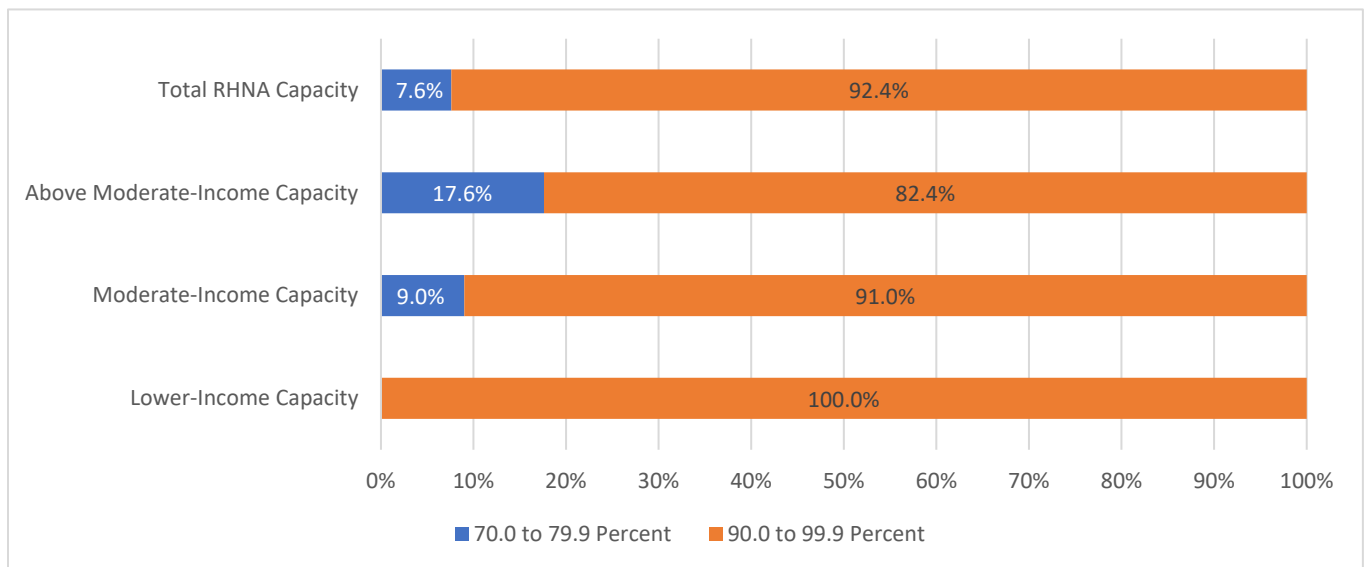
The City has included **Program 15** to actively promote construction of ADUs in higher median income areas and monitor affordability of new ADUs to lower- and moderate-income households. The combination of this program and facilitating the development of high-density housing in income-integrated developments, along primary commercial corridors and at the northern edge of the city will help ameliorate concentrations of poverty. The development of these sites will make Firebaugh more accessible to lower-income households, particularly the significant population of farmworker households, while simultaneously increasing housing mobility opportunities accommodating a wider range of incomes.

**Race**

Overall, communities of color residents comprise 93.8 percent of the city’s population, with Hispanic residents comprising 92.5 percent. As shown on **Figure 1C-5, Local Racial Demographics**, the distribution of populations of color ranges from 91.1 percent to 98.4 percent across the city, with the southernmost Las Laureles neighborhood with at the lowest percentage of residents of color, at 78.5 percent non-White. **Figure 1C-21, Percentage Unit Capacity by Distribution of Non-White Population**, indicates that 92.4 percent of the total unit capacity has been identified on sites in areas where the distribution of non-White households is over 90.0 percent, with the remainder in the southern portion of the city with the more diverse population.

All lower-income unit capacity been identified in areas in the northern portion of the city where 91.2 to 98.4 percent of the population identifies as non-White. This includes a neighborhood at the northern entrance to the city along the SR 33 commercial corridor, and east of the currently developed area in mixed-income sites, increasing housing resources with access to transit, and anticipated commercial uses and services. This will also increase lower-income housing mobility opportunities for residents who may otherwise be priced out and are vulnerable to displacement in their own neighborhoods.

**FIGURE 1C-21 PERCENTAGE UNIT CAPACITY BY DISTRIBUTION OF NON-WHITE POPULATION**



Source: 2015-2019 ACS, City of Firebaugh 2023

The majority of moderate-income unit capacity (91.0 percent) and above moderate-income unit capacity (82.4 percent) is identified in neighborhoods where over 90.0 percent of the population identifies as non-White. This unit potential will provide additional housing mobility opportunities for moderate-income households and facilitate more income-integrated neighborhoods in conjunction with additional lower-income unit potential in close proximity, or co-sited as a mixed lower-, moderate-, and above moderate-income site.

Additional capacity for moderate (9.0 percent) and above moderate-income (17.6 percent) units is distributed among areas with 78.4 percent non-White population and higher incomes in the southern Las Laureles subdivision and along the eastern edge of the city in the vicinity of the San Joaquin River, providing housing mobility opportunities for missing middle income households and higher-income current and future residents.

### ***Disability***

Approximately 6.6 percent of Firebaugh's population lives with one or more types of disability. Although there is not a large population of senior residents (10.2 percent) in the city, only 34.2 percent of the senior population in Firebaugh experiences one or more disabilities. The spatial distribution of residents living with disabilities within a single census tract is difficult to specify given the availability of data. However, 20.9 percent of the residents in the western-most block group and 20.8 percent in the central block group 2 are seniors, suggesting there is the possibility that a higher proportion of persons with a disability associated with age may reside in these areas. Locating units affordable to lower- and moderate-income residents in and around major commercial centers will help to improve access for and accommodate the needs of persons living with disabilities, who often benefit from close access to services and amenities as well as proximity to transit routes.

Unit capacity (11.4 percent of all units) has been identified on the southwest side of the city and 5.2 percent of the total in the central West Hills College/downtown area with the highest proportion of seniors and potential persons with disabilities. This includes a combined 12.6 percent of the above moderate-income unit capacity, 33.3 percent of moderate-income unit capacity, and 14.3 percent of lower-income unit capacity. These units would provide additional, affordable, accessible housing supply and mobility opportunities for persons with disabilities in locations close to commercial uses, services, and bus stops along SR 33.

The City has identified the greatest proportion of unit capacity on the north side of the city (23.9 percent) and adjacent areas to the west (51.7 percent) in close proximity to SR 33. Many units in the RHNA inventory and the list of commercial sites identified for surplus capacity are sited in such a way as to encourage income-integrated neighborhoods adjacent to commercial opportunities to enhance accessibility for persons with disabilities.

### ***Familial Status***

Although the majority of households in the city are married-couple families, 21.6 percent of total households are single-parent, female-headed households, of which, 41.0 percent have their own children, and 10.6 percent of households are single-parent, male-headed family households. The rate of female-headed households in the city with household incomes below the poverty line is 48.4 percent, which suggests that single-parent, female-headed households may have more limited access to housing. The spatial distribution of single female-headed households

with children in poverty is difficult to establish with data available only at the tract level in a single census tract jurisdiction, but citywide, between 20.0 and 40.0 percent of children reside in a single-parent, female-headed household.

The availability of 75.6 percent of the total unit capacity in the northern end of the city in block groups 5 and 6, including 85.7 percent of lower-income unit potential, increases the opportunities for female-headed households currently experiencing overpayment and/or overcrowding to acquire affordable and adequately sized housing with access to resources to help prevent displacement. The identification of 14.3 percent of the lower-income unit capacity on the southwest side in block group 4 increases the opportunities for female-headed households with children to obtain housing in an area in proximity to educational facilities, commercial areas, and bus stops. Additionally, moderate- and above moderate-income unit capacity will increase housing mobility opportunities for higher-income single, female-headed households, as well as all other household types, to find appropriate units within Firebaugh. Overall, female-headed households or other single-parent households of any economic status will have access to new housing opportunities, as will persons living alone, seniors, and lower-income families.

## ***Potential Effect on Access to Opportunity***

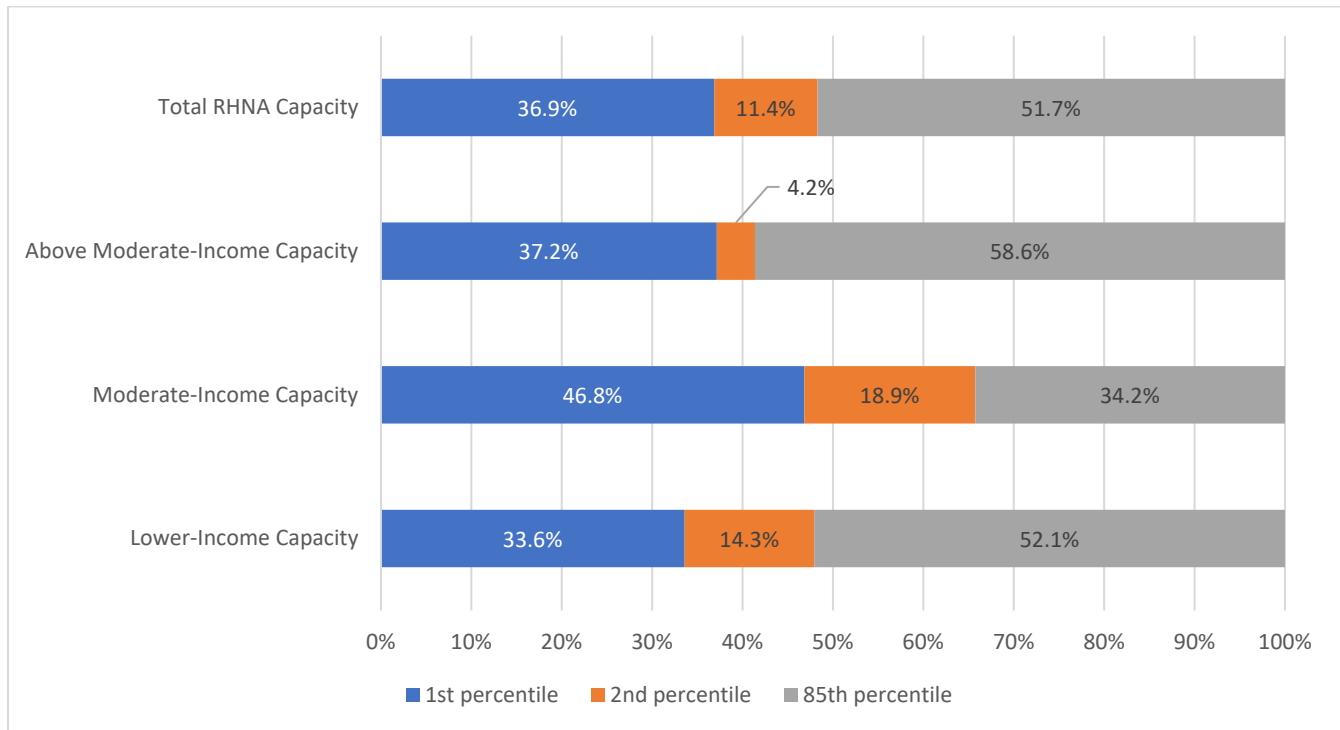
### ***Job and Transit Proximity***

With the exception of block group 5 in the northwestern corner of the city, all residential areas in Firebaugh score “furthest proximity,” with scores in the 1st and 2nd percentile according to HUD Jobs Proximity Index scores, which measure employment accessibility in residential neighborhoods (100 being the highest and 0 being the lowest). This is likely due to a lack of a large downtown commercial core and the estimated farmworker population residing in the city who work primarily within farm operations in the unincorporated county. Block group 5, which is largely undeveloped and includes unincorporated land to the north, west, and south of the city, ranks in the 85th percentile, possibly associated with proximity to destinations of farmworkers residing with Firebaugh.

As shown on **Figure 1C-22, Percentage of Unit Capacity by Jobs Proximity Index Scores**, 51.7 percent of the unit capacity is sited in areas with the highest jobs proximity index score (block group 5), including 58.6 percent of above moderate-income unit capacity, 34.2 percent of moderate-income unit capacity, and 52.1 percent of lower-income unit capacity on mixed-income sites with close access to SR 33. This can provide housing mobility opportunities for all income levels, close proximity to employment opportunities along SR 33 and in the central commercial area, and access to employment opportunities in the surrounding unincorporated area. Additional unit potential (11.4 percent of all units) is in the southwest corner of the city with a jobs proximity score in the 2nd percentile, although the sites have direct access to SR 33, providing 14.3 percent of lower-income, 18.9 percent of moderate-income, and 4.2 percent of above moderate-income unit capacity in the vicinity of commercial uses. This also provides affordable housing opportunities for farmworkers and other lower-income households as well as housing opportunities for higher-income commuters.

The remaining portions of the city, which have jobs proximity scores in the 1st percentile, also provide access to employment opportunities along the SR 33 commercial corridor, as well as five bus stops that connect to the transit system in Fresno County with access to jobs outside the city. Development of these sites will help to further improve the jobs-housing ratio, with residential development in and near commercial and transit corridors as well as income-integrated and mixed-income development, thus improving jobs proximity for city residents.

**FIGURE 1C-22 PERCENTAGE OF UNIT CAPACITY BY JOBS PROXIMITY INDEX SCORES**



Source: HUD 2020, City of Firebaugh 2023

### ***Environmental Health***

CalEnviroScreen 4.0 scores for Firebaugh demonstrate adverse environmental conditions citywide, with scores in the 90th percentile (**Figure 1C-11, CalEnviroScreen Scores**). In Firebaugh, the entire city is considered an SB 535–qualifying disadvantaged community because its CalEnviroScreen scores are in the 75th percentile or greater. Disadvantaged communities are areas of potential concern regarding fair housing, including disproportionate exposure to environmental hazards and a concentration of vulnerable populations. Commercial agriculture close to Firebaugh may contribute to these adverse environmental conditions. Population indicators that contribute to a population in a census tract being considered “vulnerable,” such as unemployment, linguistic isolation, education, and health factors, may vary between block groups and neighborhoods in the city, although at the tract layer the differences are not identified. Therefore, it is possible that not all areas of the city contain similar concentrations of vulnerable populations.



All of the sites inventory capacity has been identified in neighborhoods scoring above the 90th percentile. Many of these sites have been identified along SR 33, the major circulation corridor, in the vicinity of the airfield, around the edges of the city adjacent to agricultural uses, or in the vicinity of industrial or other nonresidential uses, which suggests that these factors may influence the environmental pollution scores. In the southern block group, which has the highest income in the city, a relatively low estimated poverty rate, the lowest proportion of Hispanic residents in the city, and homeowners are the predominant tenure, the population factors that contribute to the overall percentile score may indicate a less environmentally vulnerable community. Site capacity for above moderate-income (9.0 percent) and moderate-income units (17.6 percent) has been identified in this area, which might experience less environmental vulnerability than can be determined at the overall tract level.

However, development potential throughout the community is envisioned to improve environmental conditions through incorporation of outdoor spaces and transitional buffers and screening between residential and nonresidential uses where appropriate, thus promoting environmental sustainability. Additionally, investment in the older residential areas through development of vacant infill sites will help facilitate place-based revitalization and will increase the supply of housing for all income levels in areas where residents are susceptible to displacement due to lower incomes and housing costs. At the same time, it will encourage income integration between and within new development sites. Unit capacity identified in the northwestern block group provides housing mobility opportunities in the moderate resource area of the city, including siting lower-income unit capacity in the vicinity of moderate- and above moderate-income unit capacity for increased neighborhood income integration potential, whereas all additional site capacity will facilitate housing mobility opportunities.

## ***Potential Effect on Displacement Risk***

### ***Overcrowding***

The total overcrowding rate in Firebaugh is 15.3 percent, and 4.9 percent of Firebaugh households are considered severely overcrowded. Overcrowding is defined as a household having more than one person per room, not bathrooms, porches, balconies, foyers, halls, or half-rooms. Overcrowding is slightly higher among renters (10.5 percent) compared to homeowners (8.2 percent), with 9.3 percent of renter households experiencing severe overcrowding. This indicates a possible shortage of large rental units with multiple bedrooms, or high rental housing costs that force occupants to either rent smaller units than are needed or share spaces with other households or family members. Homeowner households have a larger household size (3.6 persons per household) than renters (2.5 persons per household). As previously discussed, overcrowding is particularly prevalent among farmworker households and Hispanic households. In Firebaugh, the average household size for Hispanic renters is 3.4 persons and Hispanic homeowners is 3.7 persons, compared to White non-Hispanic households with an average size of 2.1 persons in renter households and homeowners with an average of 2.5 persons. Average household size in the city ranges between 3.2 persons in the downtown area with smaller, older housing stock to 4.2 persons in the block group with affordable Fresno Housing Authority public housing, affordable multifamily complexes, and Maldonado Plaza farmworker housing. Higher concentrations of overcrowding may be partially attributed to increasing housing costs, a shortage of available rentals, high proportions of renters with lower incomes, higher rates of poverty, and familial status, compounded by distribution of populations of color, which may result in overpayment or the necessity to double up families in a unit, or share space with other unrelated persons.

Unit capacity for 9.0 percent of moderate-income unit capacity and 17.6 percent of above moderate-income unit capacity has been identified in the southern block group where homeowner tenure predominates and average household size is 3.5 persons per dwelling. This is lower than the citywide average of 3.8 persons per dwelling. Based on the low proportion of renter households in these neighborhoods, it is likely that there is a lower rate of overcrowding, and, with the higher incomes and estimated lower rates of poverty in this block group, it may be less of a challenge for households to find housing within their ability to pay that accommodates their household size. Although unit capacity has not been identified in the block group with the largest household sizes, a predominance of renter households, high rate of poverty and a concentration of affordable housing stock, the lower-income unit potential identified in the northern and western block groups in the city will provide additional affordable housing mobility opportunities at a range of sizes to alleviate concentrations of overcrowding within the respective neighborhoods as well as in the central portions of the city. The remainder of the moderate- and above moderate-income unit capacity will facilitate housing opportunities for higher-income households and ease pressure on the housing stock, thus potentially reducing displacement risk and overcrowding for these households.

### ***Overpayment***

In Firebaugh, 24.4 percent of households are cost burdened, and 12.4 percent are severely cost-burdened, for a total of 36.8 percent of all households (**Table 1C-9, Cost Burden in Firebaugh, 2010-2018**). Of these households, approximately 53.2 percent are renters. In total, 34.2 percent of renters are cost burdened, and 18.1 percent are severely cost burdened, compared to 12.6 percent and 5.6 percent of homeowners, respectively. Lower- and moderate-income households are most at risk of displacement due to overpayment. As discussed previously, Firebaugh consists of a single census tract, so geographic patterns of overpayment, or geographic comparisons between tenures, cannot be specifically discerned within the city.

However, it is likely that the rate of renter overpayment may be higher in areas of the city with a greater distribution of renter households, lower incomes, and higher rates of persons in poverty. As all students in Firebaugh attend the same schools, and as the whole city has a less positive TCAC/HCD anticipated educational outcome score, determining areas of the city with higher incidence of socioeconomically disadvantaged students is not feasible. Special-needs populations, including female-headed households, large families, persons with disabilities, and seniors often fall into the lower-income category and may be particularly at risk of displacement when housing opportunities at affordable costs, sizes, or access to resources are not available.

Overall, slightly over one-half of households in the city are renters, of which, 50.5 percent are cost burdened. The Downtown/West Hills College area has the highest proportion of renter households (73.2 percent) and the lowest median income, suggesting that a concentration of cost-burdened renters may reside in that area. Lower-income unit capacity is not identified in this block group, so as to not further the concentration of cost-burdened renters.

However, 85.7 percent of lower-income unit capacity has been identified in the developing northern portions of the city in mixed-income sites or in close proximity to proposed higher-income unit capacity to facilitate income integrated neighborhoods. This increases the supply of lower- and moderate-income units in the northeastern side of the city, which is predominantly newer single-family subdivisions, with the majority of lower-income units in close proximity to proposed commercial uses along SR 33. These units will help to alleviate conditions that

contribute to overpayment by reducing the gap between supply and demand for this type of housing, help de-concentrate renter overpayment in the central city area, provide housing mobility opportunities for lower- and moderate-income households, and facilitate income-integration with the inclusion of 69.3 percent of the above moderate-income unit capacity.

Approximately 14.3 percent of lower-income unit capacity and 18.9 percent of moderate-income unit capacity is identified along SR 33 and to the west of the highway where 52.2 percent of households are renters, and have very low income according to 2020 HCD State income limits. In addition, 4.2 percent of above moderate-income unit capacity is identified on scattered infill sites. The inclusion of additional affordable housing stock in this area will provide housing mobility opportunities for lower-income households and contribute to the reduction of households at risk of displacement throughout the city, and increase accessibility to commercial uses, transit stops, and services along SR 33 and within the commercial center of the city.

Homeowners comprise just under one-half of households in Firebaugh, and the rate of homeowner overpayment at the tract level in Firebaugh is 30.6 percent, indicating a need for additional housing stock affordable to a variety of potential homeowners. In the southern block group, three-quarters of the households are homeowners, with more positive quality of life indicators than other areas of the city. Therefore, the identification of 17.6 percent of above moderate-income and 9.0 percent of moderate-income units will provide homeownership mobility opportunities for middle and higher-income households seeking to relocate within, or from outside the city, to Firebaugh.

Homeownership is also the predominant tenure in the northeastern block group, which includes one single-family subdivision and no multifamily stock, and a low median income, although higher than the central and western areas of the city. The existing homes in this neighborhood, based on a Zillow.com survey (June 2023) range in sales price between \$225,000 and \$250,000, which, as presented by Table 2-24 in the Housing Needs Assessment, is affordable to low-income households. Therefore, it is likely that the rate of homeowner overpayment in this neighborhood would not exceed and may be below the tract level rate, although the available housing stock is limited; therefore, potential low-income homeowners might have a difficult time securing a home in this area. However, the new subdivision currently under construction adjacent to this existing resource of affordable single-family housing is available at a higher market price affordable only to moderate-income households without overpayment.

Similar conditions exist in the northwestern block group, where homeownership is also the predominant tenure. These units are priced above \$300,000 and would also be affordable only to moderate-income households. The remainder of the potential owner-occupied units include mobile homes and scattered older units on large lots in various maintenance conditions. However, the presence of this higher priced housing stock, while limiting the stock of units affordable to lower-income households, provides much-needed middle-income housing. The market scan did not find units within the affordability range for above moderate-income households, but higher-income households have the ability to purchase less expensive housing. To provide housing stock and housing mobility opportunities for all income levels, 75.6 percent of the unit capacity has been identified within the northern block groups, including 85.7 percent of lower-income, 57.7 percent of moderate-income, and 69.3 percent of above moderate-income units within a mixed-income neighborhood at the entrance to the city and income-integrated sites with all three levels of affordability in the northeastern area. The inclusion of the moderate- and above moderate-

income unit potential may also contribute to improving the TCAC/HCD economic outcome and anticipated educational potential scores.

The Downtown/West Hills College area has the lowest proportion of homeowner (26.8 percent) households and the lowest median income, suggesting that although limited, a concentration of cost-burdened homeowners may reside in that area. Because the area has a lower median income, a higher rate of extremely low-income households, and a higher proportion of senior households that may be on fixed incomes, the central core area may have the highest need for affordable ownership stock. Lower-income unit capacity is not identified in this area so as to not further the concentration of extremely low-income households, renter households, and to foster more income-integrated neighborhoods, but 5.2 percent of the unit capacity, including 14.4 percent of above moderate- and 8.4 percent of moderate-income unit capacity is located in this area of the city in proximity to commercial and service uses.

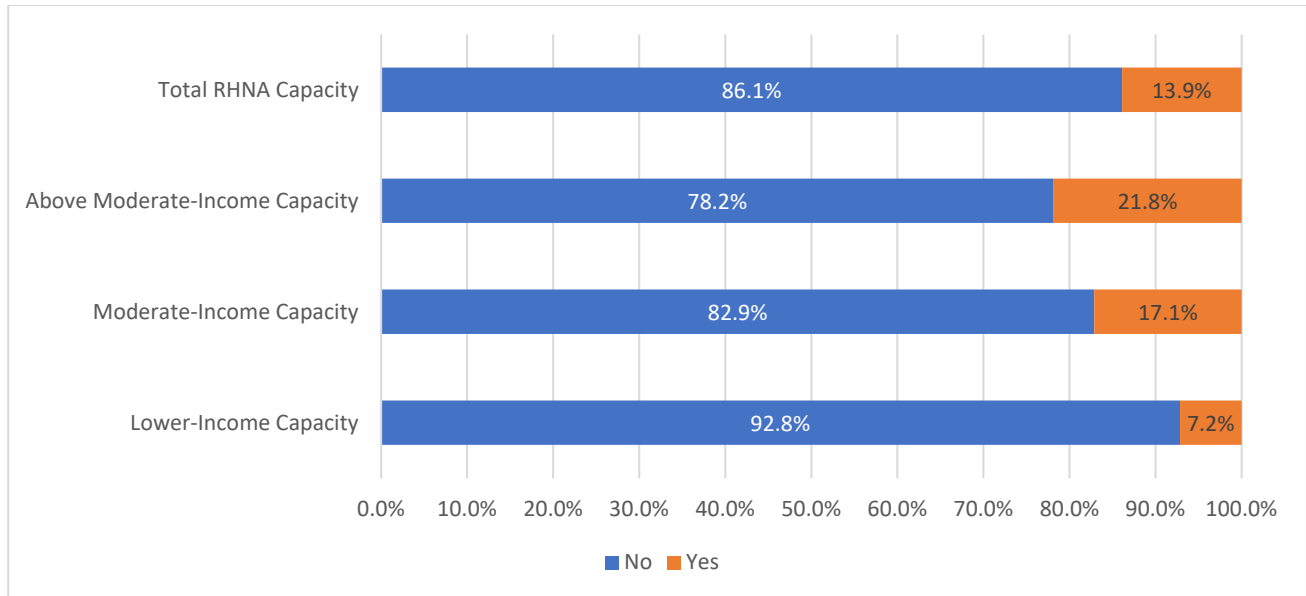
Just under 50.0 percent of the residents in block group 4 are homeowners, the majority of whom reside in the Beehive Drive/Cardella Street neighborhood, where older units (built in the 1970s) are affordable to households in the low-income range. However, the median income in this area falls within the very low-income category. Therefore, it is possible that a higher proportion of residents in this area are overpaying for housing than the rate citywide. The identification of lower- (14.3 percent) and moderate-income (18.9 percent) housing unit capacity in the western area can help de-concentrate rates of overpayment in this neighborhood while providing housing mobility opportunities for all lower and moderate-income households experiencing overpayment and risk of displacement. Above moderate-income unit capacity throughout the city facilitates more income-integrated neighborhoods and provides additional housing stock for above moderate-income households, which may alleviate some homeowner overpayment among higher-income households.

### ***Disaster-Driven Displacement Risk***

In Firebaugh, there are a few areas within the older central portion of the city and residential areas in the vicinity of the San Joaquin River that have heightened flood risk, Zone AE (**Figure 1C-23, Flood Hazard Zones**), including much of the east side of the city south of 13th Street and east of SR 33. Although the Las Laureles neighborhood is excluded from the Zone AE designation, the older residential areas in the western block group where much of the affordable single-family and small multifamily units are located and the upper portion of block group 5 with homes in the moderate- and above moderate-income range all falls within the AE Zone. According to the Fresno County Hazard Mitigation Plan (FCHMP), a total of 464 developed parcels are within the 100-year floodplain.

As shown in **Figure 2C-22, Percentage of Unit Capacity Within 100-Year Flood Zone**, 13.9 percent of the total unit capacity is in areas identified by FEMA as subject to flooding during a 100-year flood event, including 7.2 percent of lower-income unit capacity, 17.1 percent of moderate-income unit capacity, and 21.8 percent of above moderate-income unit capacity.

**FIGURE 1C-23 PERCENTAGE OF UNIT CAPACITY WITHIN 100-YEAR FLOOD ZONE**



Source: FEMA

### Contributing Factors

Through discussions with stakeholders, fair housing advocates, and this assessment of fair housing issues, the City identified factors that contribute to fair housing issues, as shown in **Table 1C-15, Factors Contributing to Fair Housing Issues**. While there are several strategies identified to address the fair housing issues, the most pressing issues are the concentration of lower-income households resulting in the R/ECAP designation and exposure of these households to negative conditions such as flood and pollution. While Firebaugh offers valuable affordable housing opportunities that may draw lower-income households to the community, residents face barriers to accessing educational and economic opportunities that present a fair housing concern compared to the region. Prioritized contributing factors are **bolded in Table 1C-15** and associated actions to meaningfully affirmatively further fair housing related to these factors are *bold and italicized*. Additional programs to affirmatively further fair housing are included in **Section 1C-1, Action Plan**.

TABLE 1C-15 FACTORS CONTRIBUTING TO FAIR HOUSING ISSUES

AFH Identified Fair Housing Issue	Contributing Factor	Meaningful Actions
High rate of overpayment, particularly among renters, and high rates of overcrowding. High risk of displacement throughout the city.	Low income levels throughout the city compared to the cost of rental housing.  <b>Limited availability of affordable housing.</b>	<p><b>Program 4 – Provision of Adequate Sites</b>            Program 7 – Encourage Mixed-Use Projects and Residential Units in Commercial Zones  <b>Program 10 – Affordable Housing Incentives</b>  <b>Program 13 – Extremely Low-Income Households</b>  <b>Program 14 - Preservation of At-Risk Housing Units</b>            Program 15 – Encourage and Facilitate Accessory Units            Program 17 – Housing for a Variety of Needs            Program 30 – Housing Choice Vouchers</p>
Flood risk for some households	<b>Floodplain in the southeast area of the city.</b>	<p><b>Program 18 – Environmental Hazard Mitigation</b>            Program 29 - Weatherization</p>
Limited access to services and resources	<p><b>Limited transit connectivity</b>            Distance to a range of job types  <b>Low school performance scores</b></p>	<b>Program 32 – Improve Access to Resources</b>
Displacement risk for persons with disabilities	<p><b>Shortage of supportive units</b>            Limited transit connectivity</p>	<p><b>Program 4 – Provision of Adequate Sites</b>            Program 7 – Encourage Mixed-Use Projects and Residential Units in Commercial Zones  <b>Program 10 – Affordable Housing Incentives</b>  <b>Program 13 – Extremely Low-Income Households</b>  <b>Program 14 - Preservation of At-Risk Housing Units</b>            Program 15 – Encourage and Facilitate Accessory Units            Program 17 – Housing for a Variety of Needs            Program 30 – Housing Choice Vouchers            Program 32 – Improve Access to Resources</p>

*This page intentionally left blank.*



## SECTION 1C-4: CONSTRAINTS

### Land Use Controls

#### Analysis

#### *General Plan*

Land use controls are basically minimum standards in the City's Zoning and Subdivision Ordinances. Zoning is essentially a means of ensuring that the land uses of a community are properly situated in relation to one another, providing adequate space for each type of development. The 2030 Firebaugh General Plan includes four land use designations that allow residential development (see **Table 1C-16**).

**TABLE 1C-16 GENERAL PLAN LAND USE DESIGNATIONS**

Designation	Maximum Density	Typical Uses	Compatible Zoning
<b>Residential Designations</b>			
Rural Residential	2 du/acre	Limited to lands where it is advantageous to keep residential densities very low to protect resources or to reduce exposure of higher population concentrations to potential impacts, such as flooding.	U-R, PD
Low Density	6 du/acre, or 21 persons/acre	Reserved for single-family residential developments and other complementary uses that are typically associated with single-family neighborhoods, such as churches, day-care centers, community centers, parks, and schools.	R-1, PD
Medium Density	10 du/acre, or 35 persons/acre	Medium-density development could encompass a mix of single-family and small-scale multifamily uses, including duplex, tri-plex, and four-plex units and mobile home parks. This designation shall generally be located in areas of the community that are free from conflicting land uses, such as industrial and commercial uses that may generate noise, hazards, and odors. Distance from Firebaugh Airport is also a critical issue. Designations near State Highway 33 and the Union Pacific Railroad should generally be avoided.	R-1, R-1-4.5, R-1-5, R-2, PD
High Density	23 du/acre, or 79 persons/acre	Provide attractive multiple-family residential neighborhoods. Dwellings should be designed to have the appearance of single-family homes, with useable front porches, parking to the rear, and ample landscaping along shady, tree-lined streets.	R-2, R-3, PD

Designation	Maximum Density	Typical Uses	Compatible Zoning
Commercial General	Consistent with Standards in the R-3 Zone.	Provide for shopping centers, highway commercial uses, retail uses, and offices.	C-1
Central Commercial	Consistent with Standards in the R-3 Zone.	Intended to protect and foster downtown Firebaugh by strengthening the “downtown” atmosphere.	C-2
Commercial Service	Consistent with Standards in the R-3 Zone.	Provides for uses that include a mix of retail and service-oriented commercial uses. In particular, uses such as auto repair should be directed into this category.	C-3

Source: City of Firebaugh Zoning Ordinance, 2022.

**Conclusion**

The General Plan land use designations offer a range of housing densities in the community.

**Recommended Action**

None required.

**Zoning Ordinance**

**Analysis**

The City’s Zoning Ordinance contains the following zoning districts that allow for residential development (see Table 1C-17).

**TABLE 1C-17 ZONING DISTRICTS PERMITTING RESIDENTIAL DEVELOPMENT**

Zoning District	Minimum Lot Size	Purpose
RA (Rural Residential)		<i>Established but not currently defined in the Zoning Code.</i>
R-1 (Single-Family Residential)	1 du/6,500 sf of lot area	Provide living areas that are generally limited to low-density concentrations of single-family dwellings.
R-1-5 (Single-Family Residential)	1 du/5,000 sf of lot area	
R-1-4.25 (Single-Family Residential)	1 du/4,250 sf of lot area	
R-1 (TN) (Single-Family Residential, Traditional Neighborhoods Development)	1 du/6,500 sf of lot area	The purpose of the R-1 (TN) districts is to provide livable and pedestrian-oriented residential areas that are generally limited to low-density concentrations of single-family dwellings. A key feature of the Traditional Neighborhood Zones is the review of architectural character of new dwellings and emphasis on careful design to encourage a pedestrian-friendly neighborhood environment.
R-1-5 (TN) (Single-Family Residential, Traditional Neighborhoods Development)	1 du/5,000 sf of lot area	
R-1-4.25 (TN) (Single-Family Residential, Traditional Neighborhoods Development)	1 du/4,250 sf of lot area	

Zoning District	Minimum Lot Size	Purpose
R-2 (Low-Density Multiple-Family Residential)	1 du/3,250 sf of lot area	The purpose of the R-2 and R-3 districts is to provide living areas that are limited to medium- and high-density concentrations of multifamily dwellings as well as other uses suitable to the intent of the zone.
R-3 (Medium-High-Density Multiple-Family Residential)	1 du/1,500 sf of lot area	
C-1 (Neighborhood Commercial)	1 du/1,500 sf of lot area, subject to standards of the R-3 Zone	The purpose of the Neighborhood Commercial district is to provide for the development of small-scale, low-intensity commercial uses that serve the daily needs of residential neighborhoods that are in close proximity to the shopping center. The design of neighborhood commercial centers shall be of a scale and design that is compatible with the surrounding residential neighborhoods. In addition, the design of the center should provide for pedestrian access from surrounding neighborhoods.
C-2 (Central Commercial)	1 du/1,500 sf of lot area, subject to standards of the R-3 Zone	The C-2 district is intended to help strengthen the vitality and character of Firebaugh's downtown commercial district by establishing an appropriate list of permitted uses and regulating the size and location of buildings, parking lots, landscaping, and other improvements in a manner that promotes a vibrant, pedestrian-oriented shopping environment.
C-3 (General Commercial)	1 du/1,500 sf of lot area, subject to standards of the R-3 Zone	The purpose of the General Commercial district is to provide for a wide variety of commercial and service businesses that cater to the daily needs of Firebaugh and the surrounding area. New development in this zone will occur in buildings and complexes that exhibit high standards of design, including sites with generous amounts of landscaping; screening of outdoor storage, repair, and assembling areas from the public's view; and where the impact of noise, vibrations, and light on surrounding properties are minimized.
MHP (Mobile Home Park)	1 mobile home/2,400 sf of lot area	The purpose of this section of the Municipal Code is to establish standards for the development of mobile home parks in Firebaugh. Firebaugh's housing element acknowledges that these developments are a valuable source of housing for the elderly and households in the lower- to moderate-income categories. Further, the higher densities of mobile home parks can help to conserve valuable farmland.
UR (Urban Reserve)	1 single-family dwelling, not more than one dwelling per lot, subject to standards of the R-1 Zone	The purpose of the Urban Reserve (UR) district is to reserve, in a substantially undeveloped state, areas planned for future urban use where, because the areas currently lack public facilities or services or because the need for urban expansion within them is not immediate, it is preferable to prevent the development of uses or structures that might be premature or conflict with the future planned urban use of the areas.
PD (Planned Development Overlay)	Varies	The purpose of the Planned Development (PD) overlay district is to promote development designs that respond to significant planning-related issues facing Valley cities, including the need to protect air quality, reduce urbanization of agricultural land, housing affordability,

Zoning District	Minimum Lot Size	Purpose
		traffic, aesthetics, and the desire to promote more livable neighborhoods. The PD overlay district can be combined with any single-family, multifamily, commercial, or industrial district identified in the zoning ordinance.

Source: City of Firebaugh Zoning Ordinance, 2016.

**Conclusion**

The City’s Zoning Ordinance provides for a range of housing options.

**Recommended Action**

None required.

**Residential Development Standards**

**Analysis**

Table 1C-18 lists and describes the residential development standards required in Firebaugh. These development standards are typical and consistent with standards established in surrounding communities. Zoning and development standards are posted on the City’s website, pursuant to Gov. Code Section 65940.1 subd. (a)(1)(B)).

TABLE 1C-18 RESIDENTIAL DEVELOPMENT STANDARDS

Zoning District	Minimum Lot Size	Density	Height (ft.)	Coverage	Minimum Lot Dimensions (ft.)		Minimum Setbacks (ft.)		
					Width	Depth	Front	Rear	Side
R-1	6,500 sf	6 du/ac	25	n/a	60	100	20	10	n/a
R-1-5	5,000 sf	8 du/ac	25	n/a	50	90	20	10	n/a
R-1-4.25	4,250 sf	10 du/ac	25	n/a	40	n/a	10	10	n/a
R-1 (TN)	6,500 sf	6 du/ac	25	n/a	60	100	15	10	n/a
R-1-5 (TN)	5,000 sf	8 du/ac	25	n/a	50	90	15	10	n/a
R-1-4.25 (TN)	4,250 sf	10 du/ac	25	n/a	40	n/a	10	10	n/a
R-2	6,500 sf.	1 du/3,250 sf of lot area	25	50%	65	100	15	10	5
R-3	7,500 sf.	1 du/1,500 sf of lot area or 20 du/ac <sup>4</sup>	25	80%	65	100	15	10	5
C-1	No requirement	1 du/1,500 sf of lot area, subject to standards of the R-3 Zone	35	n/a	n/a	No requirement	10	No requirement	No requirement
C-2	No requirement	1 du/1,500 sf of lot area, subject to standards of the R-3 Zone	35	n/a	n/a	No requirement	At least 1/2 of property line must abut building wall	No requirement	No requirement
C-3	No requirement	1 du/1,500 sf of lot area, subject to standards of the R-3 Zone	35	n/a	n/a	No requirement	10	No requirement	No requirement
MHP									
Mobile Home Park	1 ½ ac	1 mobile home/2,400 sf of lot area	25	75%	n/a	n/a	15	15	15
Mobile Home	1,500 sf				12	n/a	10	10	5

Source: City of Firebaugh, March 2023.

<sup>4</sup> Residential development on parcels larger than 3/4 acre shall have a minimum density of 20 units per acre to ensure affordability, consistent with state affordability standards, unless it can be demonstrated that affordability can be achieved with a lesser density.

**Parking**

Table 1C-19 summarizes the residential parking requirements in Firebaugh.

**TABLE 1C-19 RESIDENTIAL PARKING STANDARDS, FIREBAUGH**

Type of Residential Development		Required Parking Spaces
Single-family residence		2 covered spaces/unit
Second unit		1 uncovered space/unit
Condominium	1 BR	1 covered space/unit
	2+ BR	2 covered spaces/unit
Multiple family		1.5 spaces/unit, half of which should be covered (parking is inclusive of guest parking)
Mobile home park		2 covered spaces/unit 1 supplemental space for boats, travel trailers, and other vehicles for each 10 mobile home lots. 1 guest space for every 2 mobile home sites.
Emergency Shelter		1 space/10 beds
Transitional/Supportive Housing		1 space/bedroom plus 1 space/employee
Single-room Occupancy		1 space/bedroom plus 1 space/employee
Group Care Housing		2 stalls/client

Source: Firebaugh Zoning Ordinance, 2016.

**Open Space and Park Requirements**

The City requires open space to be set aside in the Mobile Home Park zone.

**Conclusion**

The development standards are typical for most Central Valley communities and do not pose any potential constraints to the development of affordable housing in Firebaugh.

**Recommended Action**

None required.

**Typical Densities for Development**

Firebaugh is a small rural city in Fresno County with the cities of Mendota to the south and Dos Palos to the north. The city of Madera is to the east of Firebaugh. Due to the distance to the nearest cities, outward growth in Firebaugh is not constrained by their proximity. Single-family residential areas vary in density from 4 to 8 units per acre. Multifamily densities are typically between 10 and 25 units per acre depending on the land use designation. In the previous planning period, no sites identified to accommodate the lower-income RHNA in the inventory were

developed below the minimum allowable density of the zone in which they were located, and the City did not receive any requests to develop below the assumed capacity in the sites inventory.

### ***Cumulative Impact of Development Standards***

The City evaluated the cumulative impact of its land use controls that limit sites' building envelope (setbacks, private open space, and parking) and lot coverage restrictions as potential constraints to development. The first step in the analysis was to determine the allowable building footprint given the site size and the maximum lot coverage permitted. The next step was to determine the maximum allowed developable space given the lot coverage and setback and parking requirements. Occupiable area on the second floor, and additional floors, was set equal to the first floor building footprint, based on the smaller of either the maximum lot coverage or the remaining lot area once setbacks and parking spaces were subtracted. Average unit size was calculated by dividing the total occupiable building area by the permitted number of units (site acreage \* density). Density bonus units are not factored into the calculations.

Current development standards for zones allowing single-family residential uses were applied to example inventory sites, and zones allowing multifamily housing were analyzed using both example sites from the inventory and hypothetical one-acre sites. Based on this evaluation, none of the land use controls in conventional single-family residential zoning districts would prevent an applicant from reaching the approximate maximum densities, or otherwise constrain housing development.

As shown in **Table 1C-20 Cumulative Impacts Analysis, Multifamily Zones**, while the hypothetical one-acre site in the R-2 zone (3,250 square foot lot area per unit; maximum 13 units per acre) was able to reach the maximum permitted density, for a project to reach the maximum permitted density per acre on Site 42, the project would need to have a project of 3.65 units. A project with four units would require a larger lot than Site 42 based on the 3,250 square foot minimum lot size per unit indicated in the development standards. However, the difference of a fractional unit is not considered to indicate a constraint to development in this scenario. Additionally, with current development standards, this site is able to exceed the capacity estimated in the inventory. The setbacks, parking, and parking requirements were not found to be a constraint to development. Average unit sizes in both R-2 scenarios were sufficient to accommodate a wide range of unit sizes.

In the R-3 zone (1,500 square foot lot area per unit; maximum 29 units per acre), the City analyzed development feasibility on Site 5, on a site of approximately 6,100 square feet, and on a hypothetical one-acre site. Both the hypothetical and inventory sites in the R-3 were able to reach the maximum permitted density. Development standards for residential projects in the C-1, C-2, and C-3 zone are also subject to the development standards for the R-3 zone. Average unit sizes in both R-3 scenarios were sufficient to accommodate a wide range of unit sizes. While building heights, setbacks, parking, and open space requirements were not found to be a constraint to development, to allow for flexibility in the R-3, the City will increase the height limit to allow for a three stories (Program 21).



TABLE 1C-20 CUMULATIVE IMPACTS ANALYSIS, MULTIFAMILY ZONES

Zone	R-2		R-3 and Commercial Zones	
Site	One-Acre Hypothetical	Site 42	One-Acre Hypothetical	Site 5
Area (SF)	43,560	12,197	43,560	6,100
Minimum Lot Area Per Unit (SF)	3,250	3,250	1,500	1,500
Minimum Lot Area Based on Number of Units (SF)	42,250	9,750	43,500	6,000
Lot Coverage Maximum	50%	50%	80%	80%
Maximum Building Footprint Using Maximum Lot Coverage (SF)	21,780	6,099	34,848	4,880
Site Area After Setbacks Removed (SF)	36,365	10,367	36,365	5,795
Parking Spaces per Unit	1.5	1.5	1.5	1.5
Area Required for Parking <i>(Assumes 200 sf per unit)</i>	3,900	900	8,700	1,200
Remaining Site Area After Setbacks and Parking Removed (SF)	32,465	9,467	27,665	4,595
Maximum First Floor Area (SF)	21,780	6,099	27,665	4,595
Maximum Number of Stories	2	2	2	2
Maximum Building Square Footage	43,560	12,197	55,330	9,190
Units on Lot	13	3	29	4
Average Unit Size (SF)	3,351	4,066	1,908	2,298
Maximum Density Achievable <i>(Dwelling Units per Acre)</i>	13	11	29	29
Density Permitted <i>(Dwelling Units per Acre)</i>	13	13	29	29

Source: City of Firebaugh Municipal Code, 2023

## Growth Management

### Analysis

The City of Firebaugh does not have a Growth Management Ordinance. Action plans in the City’s Land Use Element recommend the use of existing roadways, ditches, railroads, creeks, and other physical features to separate urban uses from existing agricultural operations as well as using open space to separate development from agricultural lands.

### Recommended Action

None required.

## Density Bonus

### Analysis

As required by Government Code Section 65915, the City of Firebaugh maintains and administers a Density Bonus Ordinance to offer density bonuses and other incentives or concessions for the development of affordable housing. The density bonus is an increase over the otherwise maximum allowable residential density under the General Plan land use designation and zone. Density bonus percentages may range from 5 to 35 percent, depending on the percentage of low-income, very low-income, moderate-income, or large family housing units proposed for construction by a housing developer.

Government Code Section 65915 indicates that when an applicant seeks a density bonus for a housing development, the density bonus requirements are triggered when the residential development sets aside at least 10 percent of the total units as affordable to low-income households; at least 5 percent of the total units as affordable to very low-income households; or at least 10 percent of the total units as affordable to moderate-income households in a common interest for-sale development. Further, a density bonus request may be made when at least 10 percent of the units are designed as large family household units or all units are reserved for senior citizens, or for a mobile home park restricted to senior citizen residents. Finally, a density bonus can be requested when a developer of affordable housing provides a site of at least one acre for the development of housing for target groups.

Development concessions or incentives that may be provided by the City of Firebaugh include a reduction in site development standards; a modification of zoning code requirements (including a reduction in setbacks, square footage requirements, or parking spaces or architectural design requirements that exceed the minimum building standards); approval of mixed-use zoning in conjunction with the housing project if commercial, office, industrial, or other land uses will reduce the cost of the housing development and if such nonresidential uses are compatible with the project; or other regulatory incentives or concessions proposed by the developer or the City of Firebaugh that result in identifiable cost reductions. The number of incentives will be based on the following project affordability factors:

1. For projects with at least 5 percent very low-income, 10 percent lower-income, 10 percent moderate-income, or 10 percent large family units, one incentive or concession is required.
2. For projects with at least 10 percent very low-income, 20 percent lower-income, 20 percent moderate-income, or 20 percent large-family units, two incentives or concessions are required.
3. For projects with at least 15 percent very low-income, 30 percent lower-income, 30 percent moderate-income, or 30 percent large-family units, three incentives or concessions are required.

### Conclusion

Firebaugh's Density Bonus Ordinance is outdated and does not comply with current State law, which requires a density bonus up to 80 percent. In addition, the current ordinance does not provide a density bonus for a development with childcare facilities.

**Recommended Action**

The Housing Element includes **Program 21** to update the density bonus ordinance to comply with State law.

## Zoning for a Variety of Housing Types

### Analysis

Chapter 25 of the City of Firebaugh Municipal Code describes the City’s regulations for residential development. **Table 1C-21** summarizes the housing types permitted and conditionally permitted under the Zoning Ordinance.

**TABLE 1C-21 RESIDENTIAL USES PERMITTED BY ZONE, FIREBAUGH**

District Name	R-1, R-1-5, R-1-4.25	R-1 (TN), R-1-5 (TN), R-1-4.25 (TN)	R-2	R-3	Mobile Home Park (MHP)	UR	C-1 C-2 C-3
Single-Family Dwelling	P	P	P	P		C	
Multifamily			P	P			P
Mobile Home	P	P	P	P		C	
Mobile Home Park					C		
Employee Housing <sup>1</sup> (6 or fewer)	P	P	P	P		P	
Emergency Shelter			C	P			
Transitional Housing	P <sup>2</sup>	P <sup>2</sup>	P	P			
Supportive Housing	P <sup>3</sup>	P <sup>3</sup>	P	P			
Single Room Occupancy			P	P			
Licensed senior-care housing facilities	C	C					
Licensed group care home (6 or fewer)			P	P			
Licensed residential care facility (6 or fewer)	P	P					
Licensed residential care facility (more than 6)	C	C					
Accessory Dwelling Units	P	P	P	P			

Source: City of Firebaugh Municipal Code, 2020. ADU ordinance, 2022.

P: Permitted, C: Conditional Use Permit.

<sup>1</sup>Employee housing, subject to the issuance of a permit by the State of California Department of Housing and Community Development as provided in California Health and Safety Code Sections 17021.5 and 17030. The permit shall be prominently displayed in the housing unit and shall be provided to any peace officer, City inspector or State inspector, upon demand.

<sup>2</sup>Transitional housing permitted for six or fewer persons.

<sup>3</sup>Supportive housing permitted for six or fewer persons.

### ***Multifamily***

The City of Firebaugh Zoning Code permits multifamily housing in the R-2 and R-3 districts to provide living areas within Firebaugh where development is consistent with the Firebaugh General Plan and is limited to medium- and high-density concentrations of multifamily dwellings along with other uses suitable to the intent of the zone. The City provides regulations for multifamily housing that are designed to promote the following principles.

- A suitable environment for family life, recognizing that a significant part of the multifamily population is adult, including senior citizens.
- Space for community facilities, including parks, schools, churches, and other facilities that will complement the residential environment.
- Attractive and unique development projects that encompass well-designed buildings with ample landscape and off-street parking.
- The conservation of valuable resources ranging from water to energy.
- Housing that is affordable to low- and moderate-income households and to households that have special housing needs.

### ***Mobile Homes***

The City defines a mobile home as a structure built on a permanent chassis and designed to be used as a single-family dwelling unit with or without a foundation. California Government Code Section 65852.3 requires jurisdictions to treat mobile or manufactured homes on a permanent foundation for permanent occupancy the same as single-family dwellings. They may not be excluded from lots zoned for single-family dwellings and are subject to the same rules as site-built homes, except for certain architectural requirements. Further, a jurisdiction may not require an administrative permit, planning or development process, or requirement that is not imposed on a conventional single-family dwelling.

In compliance with State law, the City's Zoning Ordinance expressly permits mobile homes in all zones allowing single-family dwelling. Mobile homes are permitted by right in the R-1 zones, R-1 (TN) zones, and R-2 and R-3 zones. A mobile home park is permitted with a conditional use permit in the Mobile Home Park (MHP) zone. As defined by the City Zoning Code, a mobile home park includes three or more mobile homes or mobile home sites and may contain accessory facilities, administrative offices, and other accessory structures associated with mobile home parks.

The MHP zone allows a mobile home for every 2,400 square feet of lot area. For mobile home parks, 5 percent of the gross area of any mobile home park shall be designated open space. Other special requirements for the MHP zone are listed below.

- Each mobile home shall be connected to City water and sewer service.
- Each mobile home pad shall consist of a base material adequate to support a mobile home.

- All tongues and tow bars shall be removed once a mobile home is fixed to the lot.
- All mobile homes shall be fitted with skirting, extending from the floor level of the mobile home to the ground.
- An on-site manager shall be required for all mobile home parks containing 16 or more mobile home units.

### ***Farmworker/Employee Housing***

The City’s agricultural uses, especially fruit trees and vineyards, may use seasonal labor. The American Community Survey (ACS), 2015-2020 (5-year estimates), estimates that there were 1,021 agriculture jobs in Firebaugh in 2020 (see Table 2-10 in the Regional Housing Needs Assessment). Since the ACS (2015-2020) indicates a high number of agricultural jobs in Firebaugh, there is potential demand for seasonal farm worker housing because Firebaugh is surrounded by agricultural land. By the nature of the profession, it is difficult to determine the number of seasonal farm laborers that may be working in the agricultural areas surrounding the city.

The City permits employee housing for up to six persons per dwelling in the R-1 (Single-Family Residential) zones, R-1 (Traditional Neighborhood) zones, and R-2 and R-3 zones, subject to density standards of the particular zone. The City also permits employee housing for up to 12 units or 36 beds in the UR (Urban Reserve) zone. Additionally, the City permits agricultural uses in industrial zones M-1 and M-2 and the Urban Reserve zone, but does not permit employee housing in the industrial zones.

### ***Emergency Shelters***

The Zoning Code currently permits emergency shelters by right without a conditional use permit in the R-3 zone. Emergency shelters are permitted with a conditional use permit in the R-2 zone. In accordance with Assembly Bill (AB) 2339 (2022), the Housing Element must identify potential sites for emergency shelters within zones that allow residential uses by right. There are 18 potential vacant sites with a total of 8.61 acres in the R-3 zone, listed in **Table 1C-22**, that could provide a year-round shelter. The R-3 zone is close to services, including grocery stores and medical facilities, and has access to transportation.

**TABLE 1C-22 POTENTIAL EMERGENCY SHELTER SITES, R-3 ZONING**

<b>APN</b>	<b>Acreage</b>
00711045	0.17
00711037	0.35
00711039	0.18
00711022	0.38
00711040	0.44
00711025	0.15
00711030	0.55
00711066	0.23
00711055	0.14
00711012	0.14

APN	Acreage
00711008	0.15
00711064	0.19
00712009	2.95
00712013	0.12
00712017	0.12
00712018	2.24
00712019	0.12
00711045	0.17
<b>Total</b>	<b>8.61</b>

Source: County of Fresno, 2022 and City of Firebaugh, 2023.

**Low Barrier Navigation Centers**

The City’s Zoning Code does not currently include a provision for Low Barrier Navigation Centers.

**Transitional and Supportive Housing**

The City permits transitional and supportive housing in all residential districts. Transitional and supportive housing are permitted by right for six or fewer persons in the R-1 and R-1 (TN) zones. The R-2 and R-3 zones also permit transitional and supportive housing by right.

**Single Room Occupancy Units**

The City defines supportive housing as housing with no limit on length of stay; that is occupied by the target population as defined in Subdivision (d) of Section 53260 of the Health and Safety Code; and that is linked to on-site or off-site services that assist the supportive housing resident to retaining the housing, improve his or her health status, and maximize his or her ability to live and, when possible, work in the community. This housing may include apartments, single-room occupancy residences (SRO), or single-family homes.

State law requires supportive housing be permitted by right in multifamily zones and mixed-use and nonresidential zones allowing multifamily. The City permits SROs by right in the R-2 and R-3 zones; therefore, the City makes adequate provisions for SRO units.

**Residential Care Facilities**

The City permits licensed residential care facilities for six or fewer residents by-right in residential zones R-1 and R-1 (TN). Licensed residential care facilities for seven or more residents are permitted with a conditional use permit in the R-1 and R-1 (TN) zones. In addition, a licensed group care home for six or fewer residents are permitted by right in the R-2 and R-3 zones.



### ***Accessory Dwelling Unit***

State legislation requires jurisdictions to allow accessory dwelling units (ADUs) that meet certain standards by right anywhere that single-family or multifamily uses are allowed.

The City defines a second residential unit as a second dwelling unit that may be a site-built structure or a manufactured home as defined by Section 18007 of the Health and Safety Code, provided that mobile homes, trailers, and recreational vehicles are not permitted to be used as a second dwelling unit. One second dwelling unit may be established as an addition to an existing residential dwelling unit or as a separate, freestanding dwelling unit, consistent with development standards of the zone in which the unit is located and with the requirements of the ADU subsection of the Municipal Code.

The City permits ADUs by right in the R-1 and R-1 (TN) zones but does not allow ADUs on lots zoned R-1-4.5 or R-1-5 or any other zone district. The Zoning Code does not comply with State law and will be updated to permit ADUs in the R-1-4.5 and R-1-5 zones and in residential and commercial zones R-2, R-3, C-1, C-2, and C-3, which permit multifamily and mixed use by right.

A second dwelling unit in the City of Firebaugh must comply with the following development standards:

1. **Minimum lot size:** A second dwelling unit shall be permitted only on a properly zoned lot that contains at least 6,500 square feet.
2. **Yards:** A second dwelling unit shall comply with yard requirements of the R-1 Zone, as listed in Section 25-15, R-1 Zone: Conventional Single-Family Residential Zones.
3. **Space between buildings:** A second detached dwelling unit shall be located no closer than 10 feet to any other residential building on the same parcel, and not less than 6 feet from any accessory building.
4. **Building height:** No second dwelling unit shall have a height greater than two stories, not to exceed 25 feet.
5. **Lot coverage:** The total lot coverage by a second dwelling unit and all other buildings and structures shall not exceed 30 percent of the total lot area.
6. **Unit size:** The increased living area of a second dwelling unit that is attached to the primary dwelling shall not exceed 30 percent of the existing living area of the primary dwelling. A second unit that is detached from the primary dwelling shall not exceed 1,300 square feet of floor area.
7. **Parking:** There shall be one paved on-site parking space for a second dwelling unit. The space shall be a minimum of 9 feet wide and 20 feet deep and constructed to City standards. The space shall be in addition to on-site parking spaces required for the primary dwelling on the lot. The parking space for the second dwelling unit may be situated as a tandem parking space within an existing driveway, provided that parking space requirements are maintained for the primary dwelling unit. If additional paved parking is required to

accommodate a second unit, it shall not be located within a required front yard, except within a legal driveway that is not wider than necessary to accommodate two parking spaces side by side; however, said parking space may be located within required side or rear yards. There shall be no conversion of a garage of a primary dwelling unit into a second dwelling unit unless all parking requirements are otherwise met for the primary dwelling unit.

8. **Architectural appearance:** The second dwelling unit's scale, appearance, and character shall be similar to and compatible in design with the primary dwelling unit in terms of siding materials and color, window types, roofing pitch, and materials. Further, the second dwelling unit shall be clearly subordinate to the primary dwelling unit by size, location, and appearance. If attached to the primary dwelling unit, a second dwelling unit shall be attached in a manner that the addition will create the appearance of an enlargement of the primary dwelling unit, and a logical extension of roof and walls of the primary dwelling unit, rather than give the appearance of an add-on unit.
9. **Building Code:** A second dwelling unit shall be subject to all applicable building, fire, health, and safety codes.
10. **Occupancy:** The owner of the subject property at the time of the application and all future owners of the property shall reside in one of the dwelling units. A covenant, in a form approved by the City Attorney, running with the land between the City and the applicant shall be recorded with the Fresno County Recorder's Office prior to the issuance of any building permits, requiring that the primary or proposed second dwelling unit shall be occupied by the owner of the property.
11. **Access:** In order to preclude the appearance of a duplex unit, access to the second dwelling unit shall be by an exterior doorway on the side or rear of the second dwelling unit. In no case shall the entrance be visible from a public street right-of-way.
12. **Utilities:** A second dwelling unit shall be provided with water, sewer, and other utilities as determined by the building official.
13. **Existing dwellings:** Any second dwelling unit existing on the effective date of the ordinance adding this subsection shall constitute a violation of this subsection unless the second dwelling unit meets the standards of this subsection or the second dwelling unit qualifies as a permitted nonconforming use under Section 25-61, Nonconforming Uses and Structures, of the Municipal Code.

## Conclusion

The City provides zoning for a variety of housing types; however, the Zoning Ordinance needs to be amended to fully comply with State law requirements for all housing types, including employee housing, standards for emergency shelters, low barrier navigation centers, transitional and supportive housing, residential care facilities, and ADUs.

## Recommended Action

The Housing Element includes **Program 21** to amend the Zoning Ordinance to address development standards and barriers for special-needs housing:

- **Employee and Farmworker Housing:** Clarify the definition of employee housing in the zoning code to permit farmworker housing that serves six or fewer persons as a single-family structure and permit it in the same manner as other single-family structures of the same type in the same zone across all zones that allow single-family residential uses.
- **Emergency Shelters:** Develop managerial standards for emergency shelters pursuant to Government Code Section 65583(a)(4)(A).
- **Low-Barrier Navigation Centers:** Permit low-barrier navigation centers by right in zones where mixed uses are allowed or in nonresidential zones that permit multifamily housing (Government Code Section 65662).
- **Transitional and Supportive Housing:** Permit the transitional and supportive housing types pursuant to Government Code Section 65583 to be treated as residential uses and subject only to restrictions that apply to other residential uses of the same type in the same zone. Additionally, allow supportive housing in multifamily and mixed-use zones (Government Code Section 65651 [AB 2162]).
- **Residential Care Facilities/Group Homes:** Allow residential care facilities and group homes for six or fewer persons in accordance with Health and Safety Code Section 1568.0831, and allow residential care facilities, regardless of size, in all zones that permit residential uses of the same type, in accordance with the City's definition of family.
- **Accessory Dwelling Units:** Allow ADUs pursuant to subdivision (e) of Government Code section 65852.2 in any residential or mixed-use zone, including C-1, C-2, C-3, and UR, in compliance with Government Code Section 65852.2(a)(1). To ensure development standards are not a constraint to the development of ADUs, the City will also amend the development standards in accordance with Government Code Sections 8899.50, 65583(c)(10), and 65583.2(a).

## On- and Off-Site Improvement Standards

### Analysis

The City of Firebaugh requires that developers complete certain site improvements in conjunction with new housing development. The following improvements may be required for residential projects, as determined by the Planning Commission according to Chapter 25 of the Municipal Code.

- Applicants shall dedicate necessary right-of-way along residential projects adequate to facilitate the installation of roadway improvements consistent with Firebaugh's Circulation Element and Improvements Manual.

- Applicants shall install roadway improvements, including curbs, gutters, sidewalks and street paveout along residential projects that are consistent with Firebaugh's Circulation Element and Improvements Manual. These improvements may extend off site for purposes of ensuring safe traffic circulation, effective storm drainage, or pedestrian safety.
- Applicants shall install non-roadway improvements within the roadway right-of-way, including street signs, street lights, street trees and bus stops.

Local streets make up the majority of the residential street network in Firebaugh, rather than major and secondary arterial and collector streets. The City's standards for local street right-of-way is 56 feet, with a curb-to-curb pavement width of 36 feet. For local streets, right-of-way width can be reduced to 52 feet on blocks that are less than 600 feet in length. In addition, lanes (also called "alleys") are permitted within in new residential subdivisions. These feature a right-of-way of 28 feet, with a curb-to-curb pavement width of 20 feet. This reduces the cost of street infrastructure and provides more buildable area in a residential neighborhood.

Additionally, based on conversations with local developers, costs are fairly minimal representing less than 10 percent of the overall project cost and do not impact feasibility of the project. However, reducing or eliminating off site construction costs could help financial gaps for affordable projects. The City has included Program 10 to monitor on- and off-site construction fees and on a case-by-case basis work with developers of affordable projects to reduce fees where possible.

## **Conclusion**

Required improvements for residential subdivisions are considered within accepted norms and do not add significantly to cost or adversely affect the ability to supply housing. These off-site standards do not act as an impediment to the production of housing for lower-income households. From the City's vantage point, these improvements are necessary to ensure that Firebaugh is built in a manner that benefits residents of the subdivision and the city as a whole.

## **Recommended Action**

None required.

## **Fees and Exactions**

### **Analysis**

#### ***Planning Fees***

Although planning processing fees contribute to the total cost of housing development, and therefore the cost of housing, they generally are not considered a significant cost factor. The City of Firebaugh collects processing fees for several different types of planning permits, including subdivision maps, annexations, conditional use permits, site plan review, environmental review, general plan amendments, zone changes, variances, and others. The fees have been calculated so as to reimburse the City for its actual processing costs and have also been evaluated in

comparison to fees charged by neighboring jurisdictions. Fees are listed on individual application forms, which are available on the City’s website.

Analysis shows that Firebaugh's planning fees are comparable with neighboring cities. Firebaugh’s current planning fees are detailed in **Table 1C-23**.

**TABLE 1C-23 FIREBAUGH PLANNING FEES**

Category	Fee
Site Plan Review	\$1700
Conditional Use Permit	\$1765
Variance	\$960
Minor Deviation	\$85
Tentative Subdivision Map	\$5010
Final Subdivision Map	\$3595
Tentative Parcel Map	\$2060
Final Parcel Map	\$2750
Lot Line Adjustment	\$1685
Lot Merger	\$1510
Zone Change	\$1865
General Plan Amendment	\$1470
Annexation	\$3800
Negative Declaration	\$2555
EIR	\$550 deposit plus actual cost

Source: City of Firebaugh Application Forms. Current as of February 2023.

### **Development Impact Fees**

Development impact and building permit fees typically constitute a larger percentage of housing costs than do the planning permit fees discussed above. Development impact and building permit fees pay the capital costs of public facilities that serve a project, such as:

- Water
- Sanitary sewer
- Storm drainage
- Parks
- Public safety

**APPENDIX 1C: CITY OF FIREBAUGH**

In addition, regional impact fees are assessed by the Firebaugh-Las Deltas Unified School District to provide for the construction of new educational facilities, and by the Fresno County Joint Powers Authority and Fresno County Council of Governments. These fees are beyond the control of the City.

Firebaugh most recently updated its impact fees in 2021. The current fee list is shown in **Table 1C-24** and displays fees for both single- and multifamily development. A schedule of these fees is posted on the City’s website.

**TABLE 1C-24 DEVELOPMENT IMPACT FEES FOR SINGLE- AND MULTIFAMILY RESIDENTIAL DEVELOPMENT**

	Traffic	Fire	Police	Storm Drain	Wastewater	Water	Parks & Rec.	Admin.	Total Fees
Single-Family Residential	\$1,007	\$951	\$740	\$895	\$1,847	\$1,571	\$4,133	\$334	\$11,479
Multifamily Residential	\$584	\$761	\$592	\$716	\$1,477	\$1,257	\$3,607	\$261	\$8,955

Source: City of Firebaugh, March 2023.

Developers are also required to pay impacts fees to the Firebaugh-Las Deltas Unified School District for the construction of educational facilities. The School district’s fee for residential development is currently \$4.08 per square foot. All cities in Fresno County are also required to levee the Fresno County Council of Government’s Regional Transportation Mitigation Fees against new development. This fee is \$1,637 for market-rate single-family homes, \$818 for affordable single-family homes, \$1,150 for market-rate multifamily units, and \$575 for affordable multifamily units. The Fresno County Joint Powers Agency requires an additional regional transportation mitigation fee of \$2,118 per unit for single-family dwellings and \$1,642 for multifamily units. These impact fees are regional in nature; as such, they do not create a unique barrier to development in Firebaugh.

### **Fees for a Typical Single-Family Dwelling**

The total planning and impact fees for a typical single family dwelling are shown in **Table 1C-25** below.

**TABLE 1C-25 FEES FOR TYPICAL SINGLE FAMILY UNITS**

Single Family Unit	Amount
City and Regional Impact Fees Per Unit	\$11,479 (city impact fees) \$4.78 per square foot (Firebaugh/Las Deltas Unified School District) \$2,118 per unit (Fresno County Joint Powers Agency impact fee)
<b>Total Fees Per Unit</b>	<b>\$23,157</b>

Source: City of Firebaugh, 2023. Assumes a 2,000 square foot house.

### **Fees for a Typical Multi Family Dwelling**

The total planning and impact fees for a typical multi family dwelling in a typical apartment complex are shown in **Table 1C-26** below.

**TABLE 1C-26 FEES FOR TYPICAL MULTIFAMILY UNITS**

Multi Family Unit	Amount
Planning Fees for Project	\$890
City and Regional Impact Fees Per Unit	\$8,955 (city impact fees) \$4.78 per square foot (Firebaugh/Las Deltas Unified School District) \$1,642 per unit (Fresno County Joint Powers Agency impact fee)
<b>Total Fees Per Unit</b>	<b>\$96,637</b>

Source: City of Firebaugh, 2023. Assumes a 20-unit building.

### **Conclusion**

City development impact fees are an estimated 7 to 9 percent of the total development costs for both single-family and multifamily development. These fees are similar to or lower than many other communities in the region. The City makes every effort to work with developers to offset the cost of fees.

### **Recommended Action**

None required.

## **Processing and Permit Procedures**

### **Analysis**

Firebaugh provides in-house building inspection services and contracts with consultants for planning and engineering services. The City also retains a consultant for grant writing services, assisting with the pursuit of critical funding for housing and public works projects.



Because of the limited number of planning and development requests that are typically submitted to Firebaugh, processing of these applications usually begins within days of receiving the application. A typical single-family residential subdivision will require about six months to process, from submittal of application to filing of final subdivision map with the Fresno County Recorders Office. Each processing phase of a typical residential subdivision is listed in **Table 1C-27** with the amount of time required to process each phase. Subdivision applications that require an annexation typically add three months to the processing time.

**TABLE 1C-27 TYPICAL RESIDENTIAL SUBDIVISION PROCESSING**

Processing and Permit Procedures	Timing
Applicant submits residential subdivision with processing fee and forms filled out, including environmental assessment form.	-
Review application for completeness.	2 weeks
Prepare and circulate environmental analysis.	6 to 8 weeks*
Prepare report to Planning Commission on subdivision and environmental document.	1 week*
Prepare and publish public hearing notices.	2 weeks*
Planning Commission meets on subdivision.	-
Prepare City Council staff report/resolutions/environmental document.	1 week.
Schedule City Council for approval of subdivision and environmental document (including publishing public hearing notices).	3 weeks*
City Council hearing on subdivision.	4 weeks
Applicant's engineer prepares improvement plans and final subdivision map.	4 weeks
City Engineer reviews improvement plans and final subdivision map.	4 weeks
Prepare final subdivision staff report for City Council.	2 weeks*
City Council approves final subdivision map.	8 weeks after tentative map approval
City records final subdivision map with county recorder's office.	1 week

Source: City of Firebaugh, 2023

\* Asterisks denote tasks that typically overlap with other tasks.

Multifamily residential developments proposed in Firebaugh require Site Plan Review. This typically involves review and action by the Planning Commission—a public hearing is not required. For a Site Plan Review, the processing procedures and timelines usually required are shown in **Table 1C-28**.

**TABLE 1C-28 TYPICAL MULTIFAMILY PROCESSING AND PERMIT PROCEDURES**

Processing and Permit Procedures	Timing
Applicant submits application with processing fee and forms filled out.	-
Review application for completeness.	1 week
Prepare staff report.	2 weeks
Planning Commission holds meeting for Site Plan Review. Any decision of the Planning Commission may be appealed to the City Council.	4 weeks

Source: City of Firebaugh, 2023

Firebaugh's Site Plan Review process for multifamily residential development is very straightforward; it is not considered a constraint to new development. The City reviews applications to ensure that projects meet basic zoning standards (listed in **Table 1C-18**, including setbacks, parking, and landscaping) and right-of-way improvements (including curb, gutters, sidewalks, and lighting), and that infrastructure is available (water, sewer and storm drainage improvements). If a project does not meet basic standards, the applicant is informed and instructed to revise plans accordingly (or where applicable, to apply for a Variance to adjust the subject standard).

### ***Site Plan/Design Review Process***

Certain development applications in the City of Firebaugh are subject to a design review process, as defined in Chapter 25 of the City's Zoning Code. The purpose of the site plan/design review process is to enable the Planning Commission to make a finding that the proposed development is in conformity with the intent and provisions of the Zoning Code and to guide the building department in the issuance of building permits. The site plan/design review process is intended to ensure that development constructed in Firebaugh meets good urban design standards; does not have an adverse impact on neighboring properties; does not impact the public health, safety, and welfare; and produces a development that will enhance the image and marketability of Firebaugh. Single-family dwellings are not subject to design review.

Upon submission of an application for a site plan/design review permit, the Planning Department prepares a report that must make findings that:

- a. The location of the proposed use is in accordance with the purpose and objectives of the Zoning Code and the purposes of the district in which the subject site is located.
- b. The design of buildings and other improvements complies with applicable design guidelines for the zone in which the project is located.
- c. The location of the proposed use and the conditions under which it would be operated or maintained will not be detrimental to the public interest, health, safety, convenience, or welfare, or be materially injurious to properties or improvements in the vicinity.
- d. The proposed use will not have a significant impact on the environment.
- e. The proposed use will comply with applicable provisions in this ordinance.
- f. The proposed use is consistent with the Firebaugh General Plan.
- g. The site for the proposed use is adequate in size, shape, and location to accommodate the use for which it is proposed.

This report is reviewed by the Planning Commission, which then takes action to approve, approve with conditions, or deny the site plan/design review permit based on the finding.

**Senate Bill 330**

The City does not currently have a process in place to address SB 330.

**Senate Bill 35**

The City does not currently have a process in place to address SB 35.

**Annexation Process**

Lands outside Firebaugh City limits but within the Sphere of Influence are typically designated for future development by the Land Use Element of the Firebaugh General Plan. This includes residential development. At an appropriate time, these lands may be considered for annexation into the City. Annexations typically involve several levels of government review, including the City, the County, and Fresno Local Agency Formation Commission (LAFCo).

In Fresno County, cities have a Memorandum of Understanding with the County (and LAFCo) that includes standards for annexation. One of the key standards is that a site proposed to be annexed must have an approved project on at least half of its acreage. For example, a 40-acre site proposed for annexation must have a development project that has received approval from the City on at least 20 acres—such as a tentative subdivision map, site plan review, or conditional use permit. This requirement has been thought to pose a constraint to development in the past, but negotiations among the cities and County have not resulted in any amendments to the policy. The policy has a number of benefits, including that it precludes the premature consumption of agricultural lands. The City of Firebaugh has not experienced difficulties with the annexation process.

**Conclusion**

As a small city with limited development, Firebaugh does not experience the backlogs in development that are typical in many larger jurisdictions. Small projects, such as single-family units, may receive over-the-counter approval with a simple site plan. Review and approval timelines at the City are relatively rapid, and processing timelines are not generally considered a constraint to development in the city. The City does not currently have a process in place to address SB 330 or SB 35.

**Recommended Action**

The City has included **Program 25** to establish an application process related to SB 330 and SB 35 and will make the preliminary application available on the City’s website. Through **Program 26** the City will develop objective design guidelines and standards to provide clear and objective standards related to single-family, multifamily, and mixed-use residential developments.

## Building Codes

### Analysis

Building codes regulate the physical construction of dwellings and include, for example, the plumbing, electrical, and mechanical codes. Firebaugh follows the 2022 California Building Code (CBC) as established by State law and as such, has little control over State standards. There have been no local amendments to the UBC.

Building codes are enforced by the Firebaugh Building Department through plan check and inspections. Inspections normally occur as a result of building permits for new construction, remodels or rehabilitations. Other inspections may result from requests from individuals for assessments of building quality or from enforcement complaints or when the inspector notices construction occurring without permits. The City has its own in-house building department processing and inspection staff—a switch from recent years when the City contracted for building services. However, the City still contracts for plan checking services.

### Conclusion

The City has not made any local amendments to the Code that would impact the cost of housing.

### Recommended Action

None required.

## Constraints on Housing for Persons with Disabilities

### Analysis

#### *California Building Code*

As previously stated, the City follows the 2019 California Building Code. The code provides the minimum standards for accessibility. There are currently no amendments to the Building Codes that would diminish the ability to accommodate persons with disabilities or affect accessibility.

#### *Definition of Family*

Section 25-67.3 of the Firebaugh Zoning Ordinance defines family as:

One person or two or more individuals living together sharing household responsibilities and activities, which may include, sharing expenses, chores, eating evening meals together and participating in recreational activities and having close social, economic and psychological commitments to each other.

#### *Zoning and Land Use Policies*

**Separation Requirements.** The City's municipal code does not impose any separation requirements.

**Site Planning Requirements.** The City's municipal code does not impose site planning requirements for supportive housing and community care facilities.

**Reasonable Accommodation**

The City of Firebaugh administers the Reasonable Accommodation Ordinance, pursuant to the federal Fair Housing Amendments Act of 1988 and the California Fair Employment and Housing Act, to provide individuals with disabilities reasonable accommodation in rules, policies, practices, and procedures to ensure equal access to housing. The Ordinance establishes a procedure for making requests for reasonable accommodation in land use, zoning, and building regulations. An application for reasonable accommodation is made to the Planning Department, and the Planning Director can approve, approve with conditions, or deny the application.

Reasonable accommodation applications are processed as an administrative matter. Following a decision by the Planning Director, an administrative resolution is prepared that outlines the findings and conditions of the decision. The decision shall be made within 30 days of receiving the application. The Planning Director shall render a decision based on the following findings.

- a. Whether the housing, which is the subject of the request for reasonable accommodation, will be used by an individual with disabilities protected under fair housing laws.
- b. Whether the requested accommodation is necessary to make housing available to an individual with disabilities protected under the fair housing laws.
- c. Whether the requested accommodation would impose an undue financial or administrative burden on the City.
- d. Whether the requested accommodation would require a fundamental alteration in the nature of the City's land use and zoning or building program.
- e. In granting a request for reasonable accommodation, the reviewing authority may impose any conditions of approval deemed reasonable and necessary to ensure that the reasonable accommodation will comply with these findings, including the following:
  - 1. Inspection of the property periodically, as specified, to verify compliance with this section and any conditions of approval.
  - 2. Removal of the improvements, where removal could not constitute an unreasonable financial burden, when the need for which the accommodation was granted no longer exists.
  - 3. Time limits and/or expiration of the approval if the need for which the accommodation was granted no longer exists.
  - 4. Recordation of a deed restriction requiring removal of the accommodating feature once the need for it no longer exists.
  - 5. Measures to reduce the impact on surrounding uses.
  - 6. Measures in consideration of the physical attributes of the property and structures.
  - 7. Other reasonable accommodations that may provide an equivalent level of benefit and that will not result in an encroachment into required setbacks, exceed the maximum height, lot coverage, or floor area ratio requirement specified for the zone district.
  - 8. Other conditions necessary to protect the public health, safety, and welfare.

## Conclusion

The City’s Reasonable Accommodation procedure does not present a barrier to development or to the provision of housing for persons with disabilities.

## Recommended Action

Through **Program 22** the City will encourage the inclusion of mobility-impaired accessibility features into housing developments and will advertise the reasonable accommodations process. The City will also update its current definition of family as part of **Program 21**.

## At-Risk Analysis

As required by California Government Code Section 65583, the Housing Element must analyze the extent to which below-market rate units are at risk of converting to market-rate housing. If there are at-risk units, the element should include programs to encourage preservation of these units or to replace any that are converted to market rate. The units to be considered are any units that were constructed using federal assistance programs, state or local mortgage revenue bonds, redevelopment tax increments, in-lieu fees or an inclusionary housing ordinance, or density bonuses. Housing is considered “at risk” if it is eligible to be converted to market-rate housing due to: (1) the termination of a rental subsidy contract, (2) mortgage prepayment, or (3) the expiration of affordability restrictions. The time period applicable in making this determination is the 10-year period following the last mandated update of the Housing Element, which, in the case of all Fresno County jurisdictions, is December 31, 2023. As shown in **Table 1C-29**, there are 158 assisted affordable units in Firebaugh as of September 2022, and none are at risk of expiring in the next 10 years. None of the units receiving government subsidies in Firebaugh were listed as having submitted a notice of their intent to convert their subsidized units to market rate through the California Department of Housing and Community Development.

**TABLE 1C-29 ASSISTED HOUSING DEVELOPMENTS, FIREBAUGH**

Name	Address	Population Served	Funding Source	# of Units	# of Affordable Units	Affordable Units Expiration	Risk Level
San Joaquin Vista Apartments	500 P Street	Large Family	LIHTC	48	47	2053	Not at risk
Firebaugh Garden Apartments and Mendota Village Apartments (Site 1)	600 P Street	Large Family	LIHTC, USDA	84	82	2072	Not at risk
Firebaugh Gateway	1264 P Street	Senior	LIHTC	30	29	2069	Not at risk
<b>Total</b>				<b>162</b>	<b>158</b>		
<b>Total At Risk</b>				<b>--</b>	<b>0</b>		

Source: California Housing Partnership, 2022.

Though no units are considered to be at risk during the next ten years, should one of the above affordable projects convert affordable units to market-rate unexpectedly through termination of a rent subsidy contract or mortgage prepayment, there would be three methods to preserve the at-risk units: acquisition and rehabilitation, replacement, or a rent subsidy.

### ***Acquisition and Preservation***

The factors that must be used to determine the cost of preserving low-income housing include property acquisition, rehabilitation, and financing. Actual acquisition costs depend on several variables, such as condition, size, location, existing financing, and availability of financing (governmental and market). Looking at multifamily buildings throughout Fresno County, prices ranged from \$120,000 per unit for a 10-unit complex in Fresno to just over \$258,000 per unit for a 6-unit complex in Clovis. Based on these estimates, replacing the smallest of the three assisted projects by acquiring 29 new units could cost between \$3.5 million and \$7.5 million. Additionally, if the property needs significant rehabilitation or financing is difficult to obtain, it is important to consider these factors in the cost analysis.

### ***Replacement***

While recent construction cost estimates in Firebaugh were not available, a developer working in Kerman estimated that new construction projects cost approximately \$240 per square foot, not including the costs of buying land or providing off-street parking. For a 1,000-square-foot unit, this would be a cost of \$240,000.

To replace the 29 units in the smallest of the three assisted projects in Firebaugh, construction would cost an estimated \$7 million plus the cost of land, parking, and other soft costs.

### ***Rent Subsidy***

Housing affordability can also be preserved by seeking alternative means of subsidizing rents, such as Tenant Protection Vouchers, a subset of the HCV program described previously. Under HCVs, HUD pays the difference between what tenants can pay (defined as 30 percent of household income) and what HUD estimates as the fair-market rent on the unit. Based on HUD's 2022 fair-market rents, the subsidy needed to preserve a one-bedroom unit at an affordable rent for a three-person household with an extremely low-income would be an estimated \$328 per month, or \$3,939 per year. For 30 years, the subsidy would be about \$118,170 for a three-person household. Subsidizing every assisted unit in the smallest of the assisted buildings at an extremely low-income rent for 30 years would cost between an estimated \$8.3 million.

The subsidy needed to preserve a one-bedroom unit at an affordable rent for a three-person household with a very low-income would be an estimated \$27 per month or \$318 per year. For 30 years, the subsidy would be about \$9,540 for a three-person household. Subsidizing every assisted unit in the smallest of the assisted buildings at a very low-income rent for 30 years would cost approximately \$276,660. Based on 2022 household income limits, a three-person household in the low-income range would not require subsidy to afford the fair-market rent.



## ***Conclusion***

Though no units are considered at risk during the next ten years, rent subsidy would potentially present the most cost-effective means of preserving affordability.

*This page intentionally left blank.*

## SECTION 1C-5: REVIEW OF PAST ACCOMPLISHMENTS

California Government Code Section 65588 says,

Each local government shall review its housing element as frequently as appropriate to evaluate all of the following: (1) The appropriateness of the housing goals, objectives, and policies in contributing to the attainment of the state housing goal. (2) The effectiveness of the housing element in attainment of the community’s housing goals and objectives. (3) The progress of the city, county, or city and county in implementation of the housing element. (4) The effectiveness of the housing element goals, policies, and related actions to meet the community’s needs, pursuant to paragraph (7) of subdivision (a) of Section 65583.

### Progress Toward the RHNA

Each jurisdiction in California is responsible for accommodating its share of the region’s housing needs. The process of determining each jurisdiction’s share of housing needs is called the Regional Housing Needs Assessment (RHNA). The RHNA projection period for the previous Housing Element was from December 31, 2015, to December 31, 2023. The City of Firebaugh was assigned a RHNA of 712 units, divided into four income categories:

- 128 very low income (less than 50 percent of the area median income [AMI])
- 169 low income (50 to 80 percent of the AMI)
- 204 moderate income (80 to 120 percent of the AMI)
- 211 above moderate income (greater than 120 percent of the AMI)

**Table 1C-30** summarizes the City’s accomplishment in meeting the RHNA during the 5th cycle RHNA projection period.

**TABLE 1C-30 UNITS BUILT DURING 2015-2023 RHNA PROJECTION PERIOD, FIREBAUGH**

Income Category	2015–2023 RHNA	2015–2022 Building Permits Issued	Percentage of RHNA Accomplished
Very Low	128	0	0%
Low	169	2	1%
Moderate	204	5	2%
Above Moderate	211	41	19%
<b>Total</b>	<b>712</b>	<b>48</b>	<b>7%</b>

Source: City of Firebaugh, 2023.

## Effectiveness of Programs Addressing Special Housing Needs

California Government Code Section 65588 requires that local governments review the effectiveness of the housing element goals, policies, and related actions to meet the community’s special housing needs. Special needs populations include farmworkers, large families, female-headed single parent households, people experiencing homelessness, persons with disabilities, seniors, households with extremely low incomes. As shown in the Review of Previous 2015-2023 Housing Element Programs matrix (**Table 1C-31**), the City made a diligent, consistent effort to achieve its housing goals that address special housing needs through the implementation of policies and programs from the 5<sup>th</sup> cycle Housing Element. The following is a summary of the effectiveness of programs for special housing needs:

- The Countywide Housing Element Technical Committee has developed a directory of services and resources for lower-income households is available in the region and is updated annually. The directory is available on City/County websites and at City/county Offices.
- Fresno County and the cities within the County have been working together to review and revise the standards for annexation contained in the Memorandum of Understanding between the County and the Cities.
- The City continues to promote the Reasonable Accommodations Ordinance for persons with disabilities. The City permits improvements that serve persons with a disability that might otherwise require a variance. Improvements may include carports, garages, wheelchair ramps, ramp railings, porches, etc. The City continues to promote the no-cost permit through distribution of a brochure made available at City Hall and on the City’s website.
- The City requires that all ground-floor multifamily housing meet state and federal accessibility requirements through its Site Plan Review and building permit processes. The Rio Villas senior apartments (completed in 2017) features 30 handicap-accessible senior apartments. In 2019, the City approved the 56-unit Del Rio Place apartments. Compliance with all state and federal accessibility requirements was confirmed through the review process.
- The City completed and adopted a new zoning ordinance in 2016. Updates included an updated definition of “family,” as well as updated uses for transitional housing and supportive housing.
- In 2017, the City partnered with the Housing Authority to complete the 30-unit Rio Villas senior housing.
- In 2019, the City approved a 131-lot subdivision, Greystone Estates, that offers seven different floor plans, including homes with four and five bedrooms, suitable for large family households.
- In 2020, the City approved the complete redevelopment of the Firebaugh Family Apartments from the existing 34 units to 68 units. Of these, 51 units are deed-restricted for very low-income households and 16 units are for low-income households. All 28 ground-floor units are adaptable for disabled individuals.
- The Department of Behavioral Health partnered with the Fresno Housing Authority in 2020 to apply for "No Place Like Home" funds.

- The Fresno County Housing Authority, with which the City frequently partners, operates the 98-unit Maldonado Plaza, one of the few farmworker housing complexes in Fresno County.
- The City is currently in negotiations with Habitat for Humanity to complete 11 lots in the partially developed San Joaquin Villas single-family residential Planned Unit Development on N. Dos Palos Road in order to develop additional units on a parcel to the south.
- The City continued to work with the Housing Authority to assist with their rental programs by providing referrals for interested individuals.
- The city prioritizes water and sewer service to qualified affordable housing projects, consistent with SB 1087.

## Implementation of Housing Element Programs

**Table 1C-31** summarizes the programs from the 2015-2023 Housing Element. To the degree that such programs are recommended to be continued in the current Housing Element, these programs are reorganized and presented in **Section 1C-1, Action Plan**.

TABLE 1C-31 EVALUATION OF 2015–2023 HOUSING ELEMENT

Program	Implementation Status	Recommendation
<p><b>A1. HOME Funding.</b> Firebaugh will encourage and work with qualified housing entities to submit an application for funds under the HOME Program on behalf of the City. The City could in turn assist first-time homebuyers by deferring or reducing development impact fees. This program provides financial assistance to low- to moderate-income families for the purchase of newly constructed homes or existing homes. Other groups that could be assisted with rental housing include Extremely Low Income and disabled residents. The City Planner and City Manager will work with a qualified housing entity to identify appropriate building sites.</p>	<p>The City was awarded HOME funds in 2020. However, no applications for funding were received by the City during the planning period. The City will continue to market the program and does so typically with announcements on the City’s website and by working with local developers.</p>	<p>Continued as Program 8.</p>
<p><b>A2. In-Fill Development.</b> Firebaugh will promote the development of affordable housing units on “in-fill” residential lots, some of which may have originally contained dilapidated homes that have been demolished. The City Planner and Building Department will identify appropriate lots for this program. To promote such development, the City may consider deferring or reducing impact fees for affordable units.</p>	<p>To ensure a variety of housing types, the City approved an 8-unit multifamily complex on Landucci Drive that was completed in 2018. In 2019, the City approved a multifamily residential complex on an infill site (Del Rio Place, 56 units). However, no reduction of impact fees was requested. In 2020, the City approved the redevelopment of the 34-unit Firebaugh Family Housing project (owned by the Housing Authority) into a 68-unit project. The City maintains a map for interested parties showing available sites for housing projects.</p>	<p>Deleted.</p>
<p><b>A3. Planned Development Zone.</b> The City of Firebaugh will continue to encourage private developers who are proposing residential development to seek a P-D (Planned Development) zone district. These districts allow for greater flexibility in residential design and better utilization of land. These opportunities allow the developer to potentially provide a more affordable housing product. The City will prepare an informational brochure that explains the standards and procedures for this zone.</p>	<p>No projects were proposed during the planning period that expressed a desire to utilize the PD zone. The City has not yet prepared or distributed a brochure regarding the Planned Development zone.</p>	<p>Continued as Program 11.</p>
<p><b>A4. Density Bonus.</b> The City of Firebaugh will encourage developers to apply for a density bonus for qualified projects. The City adopted its own density bonus ordinance in 2015 but prior to that processed density bonus applications through the State’s density bonus law. The ordinance provides that a density bonus may be granted for projects that agree to limit residency to qualified households, including low-income and the elderly. In addition to granting a density bonus of up to 35 percent, the City must also grant at least one additional development standard concession – such as reduced building setbacks, for instance.</p>	<p>In 2020, the City approved a 26% density bonus for the Firebaugh Family Housing project, proposed by the Fresno Housing Authority. The project was approved to redevelop an existing 34-unit Housing Authority project constructed during the 1970s into a new project with 68 units. The density bonus provided 14 more units than allowed by the zoning of the site. The City has not yet prepared or distributed a brochure regarding the density bonus ordinance.</p>	<p>Modified, part of Program 21.</p>

Program	Implementation Status	Recommendation
The City will also prepare a brochure that explains the development bonus ordinance.		
<b>A5. Housing Authority.</b> The City of Firebaugh will support the Fresno County Housing Authority's implementation of the conventional Public Housing Rental Program and the Section 8 Existing Program, which provides rent subsidies directly to participating landlords, and will support that Agency's attempts to secure additional funding for expanded programs. As noted previously the City recently approved a 30-unit senior housing project proposed by the Housing Authority. Currently, the Housing Authority manages 152 dwelling units in addition to privately-owned Section 8 housing units in Firebaugh.	The City supports activities of the Housing Authority (which operates 152 units in Firebaugh) on an ongoing basis. In 2019, the City approved a permit for a 56-unit multifamily residential complex, Del Rio Place, that may offer units to Section 8 voucher holders.	Continued as Program 30.
<b>A6. Farmworker Housing.</b> The City will seek to identify a development partner for a farmworker housing project to develop affordable housing for farmworkers. The City will support the project by expediting approval and consideration of deferral or reduction of impact fees will be given. Granting of a density bonus (under the City's density bonus ordinance) could also help improve the feasibility of this type of development.	The City has not been able to identify a partner for the construction of farmworker housing due to limited staffing. However, the Housing Authority operates the 98-unit Maldonado Plaza, one of the few farmworker housing complexes in Fresno County.	Continued as Program 12.
<b>A7. Large Family Households.</b> As noted in Chapter 5, Firebaugh has a high number of large family households – signifying a potential overcrowding problem. The City will encourage residential developers to consider including four or more bedrooms in future development projects to address this need. As an incentive, the City may consider deferring or reducing development impact fees for these projects.	In 2019, the City approved a 131-lot subdivision, Greystone Estates, that offers seven different floor plans, including homes with four and five bedrooms. As of 2020, the subdivision was under construction, and construction of many homes has been completed.	Deleted.
<b>A8. Special Housing Opportunities.</b> The City will seek to identify a development partner such as Habitat for Humanity and/or Self Help to develop housing projects for lower income families. The City may consider deferring or reducing processing or impact fees for qualified affordable housing projects.	The City partnered with the Housing Authority in 2017 to complete the 30-unit Rio Villas senior housing. The City is currently in negotiations with Habitat for Humanity to complete 11 lots in the partially developed San Joaquin Villas single-family residential Planned Unit Development on N. Dos Palos Road to develop additional units on a parcel to the south.	Modified, part of Program 13.



Program	Implementation Status	Recommendation
<p><b>B1. Promote the City’s Reasonable Accommodations Ordinance for Persons with Disabilities.</b> Firebaugh adopted a “Reasonable Accommodations Ordinance” (as a result of the previous Housing Element) to permit improvements that serve persons with a disability, that might otherwise require a Variance - including carports, garages, wheelchair ramps, ramp railings, porches (that encroach into setback areas) and others. The City will promote this no-cost permit through preparation of a brochure and on the City’s website.</p>	<p>The City has prepared promotional materials for the Reasonable Accommodations process and makes them available at City Hall and on the City’s website.</p>	<p>Modified, continued as Program 22.</p>
<p><b>B2. Zoning Ordinance Update.</b> The City will complete a comprehensive update (and amendment) of its Zoning Code during 2016. The Zoning Ordinance incorporates all of the housing-related zoning amendments contained in the 2009 Housing Element action plan. A draft of the update has been prepared and is currently being reviewed by legal counsel.</p>	<p>The City completed and adopted a new zoning ordinance in 2016. Updates included: An updated definition of “family,” updated uses for transitional housing and supportive housing, increased minimum density in R-3, and classified multifamily residential and mixed-use development as permitted uses in all commercial zones.</p>	<p>Modified, part of Program 21.</p>
<p><b>B3. Increase Height Limit in R-3 zone.</b> Multi family development in Firebaugh is currently limited to two stories in height – primarily due to the limitations of the City’s firefighting equipment. This could be an impediment to the development of affordable housing. The City will pursue funding for acquisition of a ladder truck that allows construction of at least three story structures. If successful the City will also amend its Zoning Ordinance to allow three story residential buildings.</p>	<p>The City determined it is not feasible to increase multifamily height standards due to limitations of the City’s current fire-fighting vehicles. The purchase of a ladder truck to access taller buildings is prohibitively expensive for Firebaugh. In addition, it has been shown that two-story multifamily units are affordable for Firebaugh households. In 2017, a 30-unit senior housing project (Rio Villas) was built in downtown Firebaugh as a two-story project. Additionally, the Fresno County Housing Authority has received approval to completely rebuild one of its projects (Firebaugh Family Housing) as an affordable two-story project.</p>	<p>Deleted. The city’s current standards allow for maximum density and affordability to be achieved.</p>
<p><b>B4. Amend the Definition of “Family.”</b> The Firebaugh Zoning Ordinance’s current definition is overly-restrictive and not consistent with State law, and therefore the definition of the term “family” needs to be amended. The City will incorporate this amendment into the comprehensive zoning ordinance update that is currently under way. A suggested definition is as follows:  One person or two or more individuals living together sharing household responsibilities and activities, which may include, sharing expenses, chores, eating evening meals together and participating in recreational activities and having close social, economic and psychological commitments to each other.</p>	<p>An updated definition of the term "family" was adopted along with the comprehensive zoning ordinance update in 2016.</p>	<p>Modified, part of Program 21.</p>

Program	Implementation Status	Recommendation
<p><b>B5. Add Transitional and Supportive Housing as permitted uses in all residential zones.</b> Firebaugh currently allows transitional and supportive housing in the R-3 and C-3 zones but state law requires that it be allowed in all residential zones, only subject to zoning standards that apply to other residential uses in that zone. Accordingly the City will need to amend the zoning ordinance to allow transitional and supportive housing in the R-1 and R-2 zones. The City will incorporate these amendments into the comprehensive zoning ordinance update that is currently under way.</p>	<p>The uses for transitional housing and supportive housing were adopted along with the comprehensive zoning ordinance update in 2016.</p>	<p>Modified, part of Program 21.</p>
<p><b>B6. Ensure General Plan Consistency.</b> Whenever a General Plan element is being amended (to add new policies or new land use designations, for example) the Planning Department shall include an analysis of whether the amendment is consistent with policies of the Housing Element.</p>	<p>Though no instances of amendments have arisen during the planning period, the City continues to ensure that any General Plan amendments are consistent with the Housing Element.</p>	<p>Deleted. This is an ongoing process for the City.</p>
<p><b>B7. Minimum Density for the R-3 Zone.</b> The City shall amend the Zoning Ordinance to specify a minimum density of 20 units per acre for the R-3 zone on lots that are large enough to accommodate at least sixteen dwellings.</p>	<p>A minimum density of 20 units per acre for the R-3 zone was adopted along with the comprehensive zoning ordinance update in 2016.</p>	<p>Deleted.</p>
<p><b>C1. Planned Development Zone.</b> Firebaugh will encourage private developers who are proposing residential development to seek a P-D (Planned Development) overlay district. Planned Development standards allow for greater flexibility in residential design and more efficient utilization of land. These opportunities allow the developer to potentially provide a more affordable housing product. Within the past five years the City has successfully facilitated the approval of over 760 lots within P-D zoned subdivisions.</p>	<p>No Planned Development projects were proposed during the planning period, though the City has facilitated this type of project in the past, including the San Joaquin Villas (21 lots), and Valle Del Sol (187 lots).</p>	<p>Continued as Program 11.</p>
<p><b>C2. HOME Program Funding.</b> The City of Firebaugh and the Firebaugh Redevelopment Agency will continue to implement the first time home buyer program with HOME funds and other identified sources (including a portion of the Redevelopment Agency’s annual 20 percent set aside funds). This program serves those households who are otherwise excluded from the market-rate purchase of a home within the community (households earning less than 80% of the area median income). Buyers will be first-time home buyers (not having owned a home for the previous three years). Financial participation in these programs will include assistance with down payment costs, closing costs and other secondary financing mechanisms. The City will market this program utilizing English and Spanish language brochures.</p>	<p>The City received HOME funding from the State in 2020 but no applications were received for the program during the planning period.</p> <p>The City maintains brochures and flyers on housing programs at Firebaugh City Hall. These materials are available in English and Spanish.</p>	<p>Continued as Program 8.</p>

Program	Implementation Status	Recommendation
<p><b>C3. 2030 General Plan Implementation.</b> The City shall implement policies in the 2030 General Plan that will lead to diversification of Firebaugh’s economy – thereby creating more opportunities for the establishment of moderate and above moderate-income housing.</p>	<p>The City has implemented several action plans in the General Plan and other strategies:</p> <p>The City obtained funding for sewer line replacement, upgraded treatment capacity of the wastewater treatment plant, and construction of a new fire station. Most recently, the City witnessed new retail commercial development along State Highway 33.</p> <p>Due to funding constraints, the City has not been able to hire a marketing consultant to promote the City. However, Firebaugh participates with the Fresno County Economic Development Commission to promote the City. The City continued to work with Habitat for Humanity to finish a 21-lot Planned Unit Development (San Joaquin Villas) and continues to support processing West Hills College campus redevelopment.</p>	<p>Deleted. This is reported annually in the City’s Annual Progress Report.</p>
<p><b>C4. Marketing the City.</b> To improve its economy the City should consider hiring a marketing firm to promote Firebaugh and improve its economic diversification, to create new and better paying jobs and housing opportunities.</p>	<p>Due to funding constraints, the City has not been able to hire a marketing consultant to promote the City. However, Firebaugh participates with the Fresno County Economic Development Commission to promote the City.</p>	<p>Continued as Program 20.</p>
<p><b>D1. Project Review.</b> The City of Firebaugh shall facilitate residential development that is well-designed and maintained, attractive and affordable. Affordable housing units will be accomplished through increased unit densities; attractive design through architectural review through the city’s site plan review process and proper maintenance, through conditions such as maintenance agreements and landscaping and lighting districts.</p>	<p>This action plan is implemented with each development project that is submitted to the City. Because Firebaugh is a small city, it does not have multiple layers of bureaucratic review, which hamper projects in other cities.</p> <p>In 2019, the City processed three major residential developments: Del Rio Estates (33 single-family residential lots); Del Rio Place (56 multifamily residential units); and Greystone Estates (131 single-family residential lots). During 2021 the City processed a complete redevelopment of the Housing Authority's Firebaugh Family Housing complex that will transform it from 34 units to 68 units.</p>	<p>Delete. This is an ongoing process for the City.</p>
<p><b>D2. Community Development Block Grant Funding.</b> Firebaugh will seek to annually apply for CDBG funds for rehabilitation of housing in Firebaugh. The City will aim to process 5 housing rehabilitations per year under this funding.</p>	<p>The City did not obtain CDBG funding for housing programs during the planning period; therefore, no assistance was provided using this source.</p>	<p>Continued as Program 9.</p>

Program	Implementation Status	Recommendation
<p><b>D3. Code Enforcement.</b> Firebaugh will seek to re-establish a code enforcement officer to improve housing conditions in the community. To make the position more affordable, the City will consider sharing the code enforcement officer with neighboring communities (Mendota and Dos Palos).</p>	<p>The City has a full-time code enforcement officer in the Police Department. The City does not maintain statistics on code enforcement cases specifically related to housing issues.</p>	<p>Modified, continued as Program 27.</p>
<p><b>D4. Community Clean Ups.</b> Firebaugh will continue its semi-annual community cleanup events, where residents are allowed to set out items for disposal or recycling.</p>	<p>The City continues its semi-annual community cleanup events, where residents are allowed to set out items for disposal or recycling.</p>	<p>Deleted.</p>
<p><b>D5. Redevelopment.</b> The City should consider re-establishing a redevelopment program, as provided for in AB 2 and SB 107 (see right). Such a program would provide important financing tools to allow the City to promote the development of affordable housing and also public works programs.</p>	<p>The City has lacked the resources to establish a redevelopment program and is unlikely to qualify to do so under existing redevelopment law.</p> <p>The City has not received HOME funding since 2012. The City has received CDBG funding nearly every year, but this has been directed toward infrastructure projects. The City has not received LEAP or REAP funding, but it has benefited from LEAP funding received by the Fresno Council of Governments—specifically, a program to promote the construction of accessory dwelling units by offering construction plans to Firebaugh residents at no cost, and also conceptual planning for affordable housing in the downtown area.</p>	<p>Deleted.</p>
<p><b>E1. Monitor Land Supply.</b> Monitor residential land development and demand, in the context of lands designated for residential development on the Land Use Map of the Firebaugh General Plan. Make adjustments to the map accordingly, as demand warrants, to ensure that an adequate supply of land exists for future residential development.</p>	<p>The City Planner regularly tallies the amount of undeveloped, available land for residential development. Information is not available online but is provided upon request.</p>	<p>Modified, continued as Program 4.</p>
<p><b>E2. 2030 General Plan Implementation.</b> Implement the 2030 General Plan Update particularly as it pertains to housing programs.</p>	<p>The City has implemented several action plans in the General Plan and other strategies:</p> <p>The City obtained funding for sewer line replacement, upgraded treatment capacity of the wastewater treatment plant, and construction of a new fire station. Most recently the City has witnessed new retail commercial development along State Highway 33.</p> <p>Firebaugh participates with the Fresno County Economic Development Commission to promote the City. The City continued to work with Habitat for Humanity to finish a 21-lot</p>	<p>Deleted. This is reported annually on the City’s Annual Progress Report.</p>

Program	Implementation Status	Recommendation
	Planned Unit Development (San Joaquin Villas) and continues to support processing West Hills College campus redevelopment.	
<b>E3. Utility Master Plans.</b> A review of each of Firebaugh's utility master plans should be conducted over the next five years. These master plan reviews should provide a five-year capital improvement program for each infrastructure system and a mechanism for financing these improvements consistent with AB 1600.	The City has received CDBG funding to prepare studies of the sewer and storm drainage master plans to ensure they can accommodate long-term growth and development. Work is currently proceeding on these studies.	Modified, continued as Program 5.
<b>E4. Utility Priority.</b> The city will give priority for water and sewer service to qualified affordable housing projects, consistent with SB 1087.	The City relied on this policy within the context of the Housing Element, though this did not come up during the 5th cycle Housing Element period.	Modified, continued as Program 5.
<b>E5. Impact Fee Review.</b> The city will review (and update as necessary) its utility impact fees. The fees were last updated in 2006.	The City adopted a new impact fee schedule in 2017.	Modified, continued as Program 24.
<b>F1. 2030 General Plan Implementation.</b> Implement policies of the 2030 General Plan update and amend sections of the Firebaugh Zoning and Subdivision Ordinances to promote energy conservation. Specifically, amend sections of the ordinances that refer to solar orientation, planting of street trees, width of streets, and minimizing the use of cul-de-sac streets.	The City continued to implement energy-conservation policies of the General Plan with each new development project, such as requiring shade trees along new streets and design/layout for optimum solar orientation for new developments. Most recently this was accomplished with the 131-lot Greystone Estates subdivision. In the Greystone Estates subdivision, the developer was required to establish street trees for shading and cooling purposes, and most streets in the development were oriented east-west to optimize active and passive solar energy opportunities.	Deleted.
<b>F2. Weatherization Program.</b> Reinstate implementing weatherization programs for senior and low income households. The rehabilitation of housing units using CDBG funds will include energy conservation improvements, including energy efficient windows, wall insulation, weather stripping, etc.	During the 5th cycle planning period, no weatherization projects were funded.	Continued as Program 29.
<b>F3. Fees for Solar Systems.</b> Adopt reduced building permit fees for the installation of residential solar power systems	Due to severe budget constraints, the City has postponed offering fee reductions for solar systems.	Deleted.
<b>G1. Rental Assistance.</b> Firebaugh will encourage rental assistance for extra low-, very low- and low- income households through programs provided by the Fresno County Housing Authority.	The City continued to work with the Housing Authority to assist with their rental programs by providing referrals for interested individuals. In 2020, the City approved the complete redevelopment of the Firebaugh Family Apartments from the existing 34 units to 68 units. Of these, 51 units are deed-restricted for very low-income households and 16 units are for low-income households. The remaining unit is for the site manager.	Modified, part of Program 30.

Program	Implementation Status	Recommendation
<p><b>G2. Housing Information.</b> Firebaugh will prepare and update a newsletter and brochure detailing equal housing opportunity programs. Consideration will be given to including these brochures in monthly utility bills. This information will also be added to the City’s website and made available at various locations such as City Hall, the Post Office, Library, Community Center, Senior Citizen’s center and other appropriate locations. Information shall be prepared in English and Spanish. Individuals with questions or complaints will be referred to the appropriate department as follows:</p> <ul style="list-style-type: none"> <li>▪ Code Enforcement and building code issues: Firebaugh Building Department</li> <li>▪ Planning and zoning issues: Firebaugh Planning Department</li> <li>▪ Landlord issues and complaints: California Department of Fair Employment &amp; Housing</li> <li>▪ Section 8 and Housing Authority Units: Fresno Housing Authority</li> </ul>	<p>Completed. The City offers housing information brochures in English and Spanish. These materials are available in the lobby at Firebaugh City Hall.</p>	<p>Deleted.</p>
<p><b>G3. Accessibility.</b> Firebaugh, through its Site Plan Review and building permit processes will require that all ground floor multi-family housing units meet accessibility requirements of state and federal housing requirements.</p>	<p>The City implements this action plan with all new multifamily development projects. The Rio Villas senior apartments (completed in 2017) features 30 handicap-accessible senior apartments. This two-story project features elevators so that second-floor units are handicap-accessible. In 2019, the City approved the 56-unit Del Rio Place apartments. All 28 ground-floor units are adaptable for disabled individuals.</p>	<p>Deleted. This is an ongoing process for the City.</p>
<p><b>G4. Promote the Reasonable Accommodations Ordinance.</b> The Planning and Building Department will continue to promote the City’s newly-adopted reasonable accommodations ordinance through the creation of promotional materials – brochures, flyers and on the City’s website.</p>	<p>The City adopted a Reasonable Accommodations ordinance in 2009 and has informational handouts to explain the ordinance. Handouts about the ordinance in English and Spanish are available at City Hall.</p>	<p>Modified, part of Program 22.</p>
<p><b>G5. Public Participation.</b> The City will continue to implement programs of information and involvement to ensure that all segments of Firebaugh’s population has the opportunity to know and participate in housing programs. These strategies will include the following:</p> <ol style="list-style-type: none"> <li>a. Make the Housing Element available in electronic form on the City’s website</li> <li>b. Prepare a written (and on-line) brochure that explains the City’s housing programs and policies. The brochure should be made available in English and Spanish.</li> <li>c. Continue to publicize meetings and events concerning housing.</li> </ol>	<p>The Housing Element is posted on the City’s website, and the City has available brochures and other printed materials on housing programs, including hard copy and digital versions.</p>	<p>Deleted.</p>

Program	Implementation Status	Recommendation
<p><b>H1. Conversion Monitoring.</b> The City will closely monitor notices of the potential conversion of existing affordable housing projects to market-rate rents, and will undertake actions (as feasible) to try to preserve the affordability of such units. There is one development (Firebaugh Gardens Apartments) whose affordability restrictions may expire in 10 years. The City will also notify tenants of projects for which a notice of conversion has been received. The City will notify appropriate state and federal housing agencies that administer rent-restricted units in Firebaugh that it wishes to receive notices of potential conversion of units to market-rate rents. Entities that have indicated interest in participating in affordability programs are listed in Table 5-5 of Chapter 5.</p>	<p>The City continues to monitor notices of conversion. No conversion notices appeared during the planning period.</p> <p>According to information in the Housing Element, the Firebaugh Garden Apartments was the next assisted project scheduled to convert to market-rate housing (in 2025). This project sought a continuation of subsidies to preserve its affordability, and the City assisted with this process by reviewing and assisting with renewal applications in a timely manner.</p>	<p>Modified, continued as Program 14.</p>



## APPENDIX 1C-6: PUBLIC OUTREACH AND ENGAGEMENT

State law requires cities and counties to make a diligent effort to achieve participation from all segments of the community in preparing a Housing Element. Section 65583[c][6] of the California Government Code specifically requires that “[t]he local government shall make a diligent effort to achieve public participation of all economic segments of the community in the development of the Housing Element, and the program shall describe this effort.”

The diligent effort required means that local jurisdictions must do more than issue the customary public notices and conduct standard public hearings prior to adopting a Housing Element. State law requires cities and counties to take active steps to inform, involve, and solicit input from the public, particularly low-income and racial and ethnic households that might otherwise not participate in the process. Spanish-language materials were available, and Spanish translation was made available by request.

To meet the requirements of state law, the City of Firebaugh completed the public outreach at both the local level and as part of the regional Fresno County Multi-Jurisdictional Housing Element effort to encourage community involvement. These efforts included:

- Regional Project Website
- Stakeholder Consultations and Focus Groups
- Study Sessions with Planning Commissions, City Councils, and the County Board of Supervisors
- Community Workshops
- Community Survey

Regional efforts included three sets of community workshops, consultations, and a community survey, all of which are discussed in detail in Appendix 1: Regional Housing Element Public Outreach.

### Joint Planning Commission/City Council Study Session

On September 12, 2022, a Joint Planning Commission/City Council Study Session was held to introduce the 2023-2031 Housing Element update and to review new State laws. The public was also invited to attend and participate in this virtual event. Staff presented an overview of the Housing Element update process and the required contents of the element, discussed early strategies and possible sites to meet the City’s RHNA, reviewed new state laws, and solicited feedback from the City Council, Planning Commission, and community members on these strategies and other housing needs in Firebaugh. Both the City Council and Planning Commission had no questions at the time of the presentation. No public comments or questions were received during the study session.

### Community Workshop

A community workshop was held on August 18, 2022, from 1:00 to 2:30 pm. To invite the community to the event, the following outreach efforts were conducted:

- Flyers in English and Spanish were distributed through the Fresno COG email list and list of regional stakeholders and CBOs.

## APPENDIX 1C: CITY OF FIREBAUGH

- Eventbrite registration pages were created in both English and Spanish along with a Facebook event.
  - The Eventbrite and Facebook pages advertised that Spanish language interpretation, refreshments, and activities for kids would be provided.
  - The Facebook event was posted to City’s Facebook Page.
- Flyers were sent out through the Fresno Housing Authority to send to residents of affordable housing.

In the presentation, members of the public were introduced to the process of developing the Housing Element both for the region and for the city of Firebaugh. They were also given information about current housing conditions in the region and in Firebaugh and were invited to participate in a discussion about local housing needs. The discussion was prompted by the following questions:

- What do you think are the most critical housing issues in your community?
- What do you think are the housing types most needed in the community?
- When assessing new housing development that might be built in the next 8 to 10 years, what should be the community’s most important consideration?
- Is there anything else that you can share regarding additional housing opportunities in the community?
- Any suggestions for soliciting additional Housing Element feedback?

Three community members attended the workshop. Participants noted that increased demand for housing in Firebaugh during the COVID-19 pandemic drove prices up. About five families moved to Firebaugh from the Bay Area during the last several years.

Mary Ayala, Habitat for Humanity Mortgage Loan Officer, noted that she has been having trouble getting families to qualify for their projects because they are making just above the income limits. Mary noted it is very difficult for affordable housing developers to compete for federal and state funding in the area. In particular, Habitat for Humanity is having a difficult time funding a particular project because it is considered “at risk” by lenders, so Habitat is having to front the money. She added that many farmworkers are impacted by the drought and many are undocumented and legal face barriers to housing like the legal residency requirement for USDA programs.

Ben Gallegos, City Manager, noted that they have to waive impact fees for market rate housing to compete with other areas. They have difficulty in getting developers to come to Firebaugh, but Firebaugh does have a good working relationship with the Housing Authority, Habitat for Humanity, and Self-Help Housing. Ben noted that a predevelopment loan source for housing projects may be useful. Residents are facing other high costs of living like high PG&E utilities. Ben noted that there are many farmers in the west of Firebaugh who are selling their land to housing developers at very high prices and that this cost is then passed on to the homebuyer.

Felipe Perez, mayor pro tem council member, mentioned that there are a lot of fieldworkers making minimum wage that are in need of incentives and subsidies to find housing.

The discussion also included conversation about a demand for housing units with three to four bedrooms and housing and programs that serve moderate-income families.

## Stakeholder Interviews

Throughout the summer and fall of 2022, several interviews were conducted with stakeholders who work in areas such as housing, homelessness, and other social services in Firebaugh and throughout the Fresno County area. Summaries of their responses are below.

### ***BIA of Fresno/Madera Counties***

The president of the Building Industry Association of Fresno/Madera Counties (BIA), Mike Prandini, was interviewed in November 2022. The BIA is an industry organization that represents builders, developers, subcontractors, and affiliated businesses in the residential, commercial, and industrial building industry throughout the region.

The current shortage of housing has created demand, which can be a positive for BIA's members. Most jurisdictions have sufficient available land to build new housing. Kingsburg was identified as an outlier in this, as they have a growth limitation ordinance, so the two builders that work in the area have been able to work but at a slower pace. The statewide move to require all-electric utilities rather than gas is a concern. For market-rate housing, the State's vehicle miles traveled (VMT) regulations are a large barrier, as transit isn't reliable, and a car is necessary to get around. Builders have to pay a fee to get around the cost of mitigating car miles unless City Councils can make a finding of an unavoidable impact. For affordable housing, the prevailing wage requirements are a barrier to development due to the increased cost. Infrastructure costs also affect both types of projects. Streamlining tools help with increasing costs, but not enough. A lack of local water access is also a barrier to development. He expressed concern that the State assigned the RHNA without this in mind. There may not be enough water access to support the housing development that the State is looking to see. To incorporate this feedback, the City has included **Program 5**, through which the City will review its utility master plans to ensure that water and wastewater infrastructure systems are sufficient to provide service to housing in the city by providing a capital improvement program and financing mechanism for each system.

In his experience, single-family homes are in greatest demand. There is a lot of demand for low-income housing projects, but these aren't financially viable for developers without government subsidy. However, including government subsidy in projects increases the overall cost to build, as it triggers prevailing-wage requirements. A recent affordable development in the City of Fresno cost around \$400,000 per unit to build. Condo-style projects are also a possibility, but in his experience, they don't tend to be successful in this region. To keep prices within reach of local residents, recent projects have needed to be built at higher densities. A typical project is between 8 and 15 units per acre on small lots, with single-family homes built as two-story structures in order to reach 1,200 or 1,300 square feet. Developers need to build higher-density projects to spread out the cost of infrastructure among a larger number of units. To incorporate this feedback, the City has included **Program 10**, through which the City will pursue funding to incentivize the development of affordable housing. Demand isn't as high in smaller communities as it is in the cities of Fresno and Clovis. These cities have better access to jobs, education, and medical centers. VMT mitigation costs increase in communities that are far from these economic centers, so it's less of an

issue in closer communities like Sanger, Reedley, Kingsburg, Fowler, and Kerman. Coalinga is too far away from the economic center of the region, which causes challenges. Many residents of Mendota and San Joaquin have incomes that are too low to afford development at its current costs. He indicated that more downpayment assistance and maintenance programs are needed throughout the region. Fresno Housing Authority has some, but they're limited.

### ***Fair Housing of Central California***

A representative of Fair Housing of Central California (FHCCC) was interviewed on September 27, 2022. The organization works to eliminate housing discrimination and expand housing opportunities to all persons. The FHCCC receives any fair housing complaints and tracks them by location, zip code, gender, race or ethnicity, and type of complaint. The most common fair housing issue that clients report is discrimination related to disability or race. She expressed concern that fair housing practices are not really embraced by local government, and that cities should avoid promoting the development of new housing in neighborhoods where segregation is deliberately continued by landlords and real estate agents. Her clients prefer decent, affordable, and accessible housing, but as the cost of purchasing a home increases, opportunities decline. She feels there is adequate rental housing in the community, including for seniors and persons with disabilities, but affordability and accessibility remain barriers. In order to incorporate this feedback, the City has included **Program 22**, through which the City will encourage housing developers to include mobility-impaired accessibility in their project designs and prioritize these types of projects to increase housing mobility opportunities for seniors and persons with disabilities. Additionally, the City has included **Program 31**, through which it will establish a procedure to refer residents with fair housing questions or issues to the Fair Housing Council of Central Valley (FHC-CC), California Rural Legal Aid (CLRA), and other fair housing organizations, and will provide fair housing information on the City's website and in printed materials available in public buildings in both English and Spanish.

### ***Fresno Madera Continuum of Care***

As a representative for the Fresno Madera Continuum of Care (CoC), Laura Moreno was interviewed in October 2022. Ms. Moreno is a program manager for Fresno County's Department of Social Services (DSS). The CoC does not provide direct services, but instead is a collaborative of agencies that work together to provide homeless services. At present, there is insufficient low-income housing for those who are homeless. Many people in the region are on a fixed income, including disability or social security, and cannot afford housing. To incorporate this feedback, the City has included **Program 13**, through which the City will seek and pursue state and federal funding to offer incentives and concessions to developers in order to encourage the development of housing affordable to those with extremely low incomes, including by identifying a development partner such as Habitat for Humanity and/or Self Help Enterprises to develop housing projects for lower-income families.

### ***Law Office of Patience Milrod***

Fresno-area civil rights attorney Patience Milrod was interviewed on October 31, 2022. While Ms. Milrod supports the continued attention to inclusionary housing, she has concerns about the passive language of “facilitate” and “encourage” that has been common in past Housing Elements. She identified code enforcement as a strategy for improving housing quality that could be strengthened. At present, rents are increasing while the quality of housing is decreasing and there isn’t a lot of energy locally to correct that imbalance. This particularly hurts lower-income households. With more aggressive code enforcement in place, she suggested that some landlords may decide that the cost of maintaining their property isn’t worthwhile and may choose to sell to a community land trust or Habitat for Humanity rather than entering receivership. She would like to see that as a specific goal. To address issues of substandard housing identified by Ms. Milrod, the City has included **Program 27**, through which the City Code Enforcement Division will continue to use code enforcement and substandard abatement processes to bring substandard housing units and residential properties into compliance with City codes. The City will also continue to apply for CDBG funding to facilitate rehabilitation projects as part of **Program 9**. Ms. Milrod indicated that biggest barrier to finding affordable, decent housing in the region was that lower-cost housing tends to also be low quality or ill maintained. However, she cautioned that the supply problem won’t be solved with suburban or exurban single-family dwelling units. There’s also local disinclination to build lower-income housing in areas of opportunity. She suggested that cities should ask for affordability covenants in perpetuity and highlighted the land trust model as a way to enable that. To incorporate this feedback, the City has included community land trusts as a possible housing strategy that will be considered as part of **Program 17**.

### ***Central Valley Urban Institute***

On September 07, 2022, Eric Payne, the executive director of the Central Valley Urban Institute (CVUI), was interviewed. The CVUI is an advocacy organization working throughout the Fresno area. He indicated that there may be opportunities to increase affordable housing stock production, particularly in infill areas and brownfields, as well as to increase homeownership through programs like the downpayment assistance program. However, he expressed concerns about high building costs, lack of financing, and poor leadership in the area. Community members would like to see intergenerational housing, middle-income housing, and “missing-middle” sized housing as well as housing to end homelessness, particularly among college-aged youth. At present, he does not believe that there are adequate opportunities for homeownership or adequate rental housing. The largest barriers are access to credit, lack of financial education, and existing housing cost burden. There is a lack of investment in programs that serve low- to moderate-income communities. To incorporate this feedback, the City has included **Program 17**, through which the City will encourage a variety of housing types, which could include “missing-middle” housing types such as duplexes and townhomes. Additionally, the City has included **Programs 10 and 13**, through which it will provide incentives and financial support for the development new affordable housing that serves lower-income households.

## ***Resources for Independence Central Valley***

On November 1, 2022, a representative from the organization Resources for Independence Central Valley was interviewed. The representative expressed concern about laws in the City of Fresno that prevent homeless community members from camping or living in their cars. Homelessness is increasing, but the City is investing resources in enforcing these laws rather than providing assistance. There is funding to move homeless people around, but not to improve anyone's living situation. Access to Section 8 can be a challenge, as the waiting list can be four or five years long. Through **Program 30**, the City will work to encourage the property owners/managers of at least 30 units to accept HCVs during the planning period.

Additionally, rental housing can require incomes of two to three times the rent, which can be a barrier to some who need to access rental housing. For those who may be able to access housing, some landlords levy additional fees during the application process that can present a prohibitive cost. Credit checks are becoming a barrier for residents to get into housing. Community members with disabilities can experience additional challenges trying to find homes that have necessary accessibility features. Homeowners with disabilities end up needing to make expensive home improvements in order to make their homes accessible for themselves. For renters, these improvements may be more challenging to implement, and those who use service or support animals may experience discrimination against pets. There isn't enough higher-density housing, housing near transit or major transportation corridors, or housing in good repair. To address this feedback, the City has included **Program 22**, through which the City will encourage housing developers to include mobility-impaired accessibility in their project designs and prioritize these types of projects to increase housing mobility opportunities for seniors and persons with disabilities.

## ***Llaves de tu Casa Iniciativa***

As a follow-up to the regionwide stakeholder focus groups held in October and November 2022, a collection of members from the Llaves de tu Casa Iniciativa (LDTIC) met on December 13, 2022, to respond to several stakeholder interview questions. The initiative is a financial education program open to all County of Fresno residents but with a focus on increasing Latino homeownership rates. Eight initiative members represented organizations and companies, including Envision Fresno (Mirna Garcia), Self Help Enterprises (Rick Gonzales, Alicia Bohigian), CORE Home Loans (Pablo Estrada), Union Bank (Reyes Ruiz), the California Association of Realtors (Sabrina Brown), and the National Association of Hispanic Realtors (Aldiva Rubalcava, Lucy Sandoval). The group collectively serves Fresno County, and members also serve other counties in the Central Valley.

The opportunities for future housing in the region that the initiative members identified included LDTIC's ability to provide homeownership education virtually and in partnership with other local organizations. There has been a lack of financial literacy in the community along with challenges in using technology and language barriers.

The initiative members expressed concerns about affordability, including the location of affordable housing in undesirable areas. Upzoning single-family zoning would create more opportunities for the development of multifamily housing in more desirable locations. Some funding is only available in certain areas, which can exacerbate existing patterns of segregation and close proximity to industrial uses. They also expressed concern about investors displacing community members in order to establish short-term rentals while community members



live in hotels. The State’s mandate to install solar panels on new homes was also cited as an additional cost that will drive up the buyers’ or renters’ cost.

The gap between ownership housing affordability and program income limits was identified as a barrier to accessing housing. Moderate-income households earn too much to qualify for housing assistance, but those who qualify aren’t able to afford the housing available. In addition to a lack of multifamily rental housing, there aren’t many condo buildings in the region, which could present another affordable homeownership strategy. The establishment of land trusts was also identified as a potential strategy for increasing affordability, as well as donations of land from municipalities. To incorporate this feedback, the City has included community land trusts as a possible housing strategy that will be considered as part of **Program 17**.

Self Help Enterprises has partnered with the City of Clovis on their recent accessory dwelling unit program and has partnered with Salt + Light to develop tiny homes for transitional housing.

### ***Fresno Housing Authority***

Two representatives from the Fresno Housing Authority, Doreen Eley and Michael Duarte, were interviewed on January 11, 2023. The Fresno Housing Authority currently has housing projects in every jurisdiction participating in the Multi-Jurisdictional Housing Element except for Coalinga. The City of Fresno has a separate Housing Authority.

The representatives noted that there is tremendous demand for housing in all communities in Fresno County. The last time the Section 8 waiting list opened they received more than 50,000 applications. Recently, when a 60-unit development in Clovis opened, they received more than 10,000 applications. When a project in downtown Fresno opened, they received 4,000 applications within a two-week period. Rents are high, which is challenging for residents but good for developers. The region needs more housing opportunities for people experiencing homelessness. To incorporate this feedback, the City has included **Program 13**, through which the City will continue to seek and pursue state and federal funds to offer a variety of incentives or concessions to encourage the development of housing affordable to extremely low-income households.

In rural and unincorporated communities, lack of water and sewer capacity is a major concern. The Housing Authority can’t build housing in areas with no services.

For local developers, state funding and streamlining programs trigger skilled, trained, and prevailing wage requirements, which can be a barrier. Entitlement processing timelines are a barrier to development for the Housing Authority. The representatives gave the example of a recent project in San Joaquin where streamlined initiatives were used, but the project still took a year to finish the project review process. Many communities don’t have much staff capacity and have part-time consultants to complete the work.

There is also a lack of capacity among agencies that provide services in rural and unincorporated areas. This is especially challenging for special needs populations that need mental health services. There is a countywide Department of Behavioral Health, but no offices in smaller cities. The representatives gave the example of a



Homekey project in Huron that the Housing Authority wanted to assist with, but there were no service providers available to serve the project.

While there is a lot of interest within the community for homeownership opportunities, more funding is available for multifamily rental projects. The Housing Authority is more focused on rental projects and arriving at deeper affordability levels.

The Housing Authority is following the State’s lead in providing housing in high opportunity areas. There are lots of incentives to do this to compete for tax credits and other state funding programs. The representatives mentioned that they are trying to balance this need by also working to improve the lower-resource areas where folks are already living along with disadvantaged communities like Del Ray and Lenar.

The COVID-19 pandemic brought challenges for many residents of Housing Authority projects. There were increases in domestic violence, and it was challenging for property managers to enforce rules.

## Noticing of Study Sessions and Community Workshops

Notice of the Joint Study Session was made available as part of the City’s standard meeting notice process for City Council and Planning Commission meetings.

The Community Workshop was advertised to members of the public through multiple information channels. Flyers in English and Spanish were distributed through the Fresno COG email list and list of regional stakeholders and CBOs. Flyers were also sent to the Fresno Housing Authority for them to post and distribute.

## Noticing of the Draft Housing Element

Per California Government Code Section 65585, the draft Housing Element was made available for public comment for 30 days, from September 22, 2023. The draft was made available on the City’s website and was noticed to residents through the same methods as the Planning Commission and City Council meetings. Additional direct noticing was sent to local housing advocate groups and other stakeholders.

## Comment Letter

Self-Help Enterprises (SHE) provided a comment letter to several Fresno COG jurisdictions with numerous broadly applicable recommendations. Although the letter was not directly send to the City of Firebaugh, the City has taken these recommendations into consideration. SHE urges its service area members, including the City of Firebaugh, to prioritize high-potential sites that unlock access to opportunity and not just basic shelter. As shown in **Figure 1C-2 Local TCAC/HCD Opportunity Map**, sites counted towards each RHNA income category are distributed across the City; however, no areas of the city are considered high- or highest-opportunity areas. SHE encourages the City to streamline approvals and create financial incentives (including fee waivers or deferrals) for 100 percent affordable housing. Per **Programs 7, 10, 12, 13, 15, 23, and 25** the City will continue to use streamlined approvals and offer incentives (including fee waivers or deferrals) to facilitate lot consolidations and lot splits, and to encourage affordable housing, housing for farmworkers and ADUs. SHE encourages jurisdictions to add a program to revise their zoning ordinance to add a manufactured home on a permanent foundation to be allowed in all zones

that allow single-family residences, which Firebaugh already allows as such. SHE calls for a collaborative effort and the City of Firebaugh stands ready to partner with SHE as opportunities arise.

The City will continue to consider public comments through the Housing Element update process.

*This page intentionally left blank.*



## ***A Regional Plan for Addressing Housing Needs***

*Fresno County • Coalinga • Firebaugh • Fowler • Fresno City • Huron • Kerman  
Kingsburg • Mendota • Orange Cove • Parlier • Reedley • San Joaquin • Sanger • Selma*



**ORDINANCE NO. 24-02**

**ORDINANCE OF THE CITY OF FIREBAUGH CALLING FOR A SPECIAL ELECTION CONSOLIDATING IT WITH A STATEWIDE ELECTION, AND SUBMITTING FOR RATIFICATION OR REJECTION THE QUESTION OF WHETHER TO MAKE THE OFFICE OF CITY CLERK APPOINTIVE**

Pursuant to the provisions of California Government Code sections 36508 and 36509 and California Elections Code section 23302, the city Council of the City of Firebaugh does hereby ordain:

SECTION 1: The City Council of the City of Firebaugh hereby calls for a special election to be held for the purpose of submitting to the electors of the City of Firebaugh the question of whether the elective office of City Clerk shall be appointed by the City Council and hereby consolidates said special election with the statewide primary election to be held on the 5th day of November, 2024.

SECTION 2: The question of whether the elective offices of City Clerk shall be appointed by the City Council shall be and the same hereby is ordered submitted to the electors of the City of Firebaugh at said special election and said question shall be printed on the election ballot in the following form:

"Shall the office of City Clerk be appointive?"  
The words "yes" and "no" shall be so printed on the ballots that the electors may express their choice.

SECTION 3: If a majority of the votes cast on the question is for it, the Firebaugh Municipal Code shall hereby be amended by adding sections 2-16 thereto to read as follows:

“2-16 City Clerk

2-16.1 Appointment.

The City Clerk shall be appointed by the City Council.

2-16.2 Compensation.

The City Clerk shall receive such compensation as the City Council shall determine."

SECTION 4: This ordinance shall be published at least three times in a newspaper of general circulation published and circulated in the City of Firebaugh with the first publication hereof occurring within seven (7) days of passage hereof and the last day of publication hereof being not less than seventy-four (74) days prior to the date of said election.

The foregoing ordinance was introduced by the City Council of the City of Firebaugh, California, at a regular meeting held on this 1<sup>st</sup> day of July, 2024, and was passed and adopted by the City Council on this \_\_\_\_ day of \_\_\_\_, 2024, by the following vote:

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

**APPROVED:**

**ATTEST:**

---

Elsa Lopez, Mayor

---

Rita Lozano, Deputy City Clerk



## **MEASURE TO BE VOTED ON**

Notice is hereby given that the following measure is to be voted on at the municipal election to be held in the City of Firebaugh, on Tuesday, the 5th day of November, 2024.

The proposed measure would change the City Clerk's position from an elected position to an appointed position. Currently, the City Clerk position is elected by the public. State law allows the City Clerk to be appointed by the Council instead of elected. Historically, there have been few to no candidates that run for office of City Clerk, so the City Council will at times, appoint someone to the position. The City Clerk is responsible for keeping an accurate record of Council meetings, maintaining and keeping ordinances, acts as the custodian of the city seal and other duties as required by the Government Code and Firebaugh Municipal Code. The current City Clerk is an employee who is performing the duties at no extra cost to the City. Voting yes on the measure means the City Clerk would be appointed by the City Council permanently and no one will have to run for the seat. Voting no on the measure means that the City Clerk would remain an elected position.

**ORDINANCE NO. 24-03**

**ORDINANCE OF THE CITY OF FIREBAUGH CALLING FOR A SPECIAL ELECTION CONSOLIDATING IT WITH A STATEWIDE ELECTION, AND SUBMITTING FOR RATIFICATION OR REJECTION THE QUESTION OF WHETHER TO MAKE THE OFFICE OF CITY TREASURER APPOINTIVE**

Pursuant to the provisions of California Government Code sections 36508 and 36509 and California Elections Code section 23302, the city Council of the City of Firebaugh does hereby ordain:

SECTION 1: The City Council of the City of Firebaugh hereby calls for a special election to be held for the purpose of submitting to the electors of the City of Firebaugh the question of whether the elective office of City Treasurer shall be appointed by the City Council and hereby consolidates said special election with the statewide primary election to be held on the 5th day of November, 2024.

SECTION 2: The question of whether the elective offices of City Treasurer shall be appointed by the City Council shall be and the same hereby is ordered submitted to the electors of the City of Firebaugh at said special election and said question shall be printed on the election ballot in the following form:

"Shall the office of City Treasurer be appointive?"  
The words "yes" and "no" shall be so printed on the ballots that the electors may express their choice.

SECTION 3: If a majority of the votes cast on the question is for it, the Firebaugh Municipal Code shall hereby be amended by adding section 2-17 thereto to read as follows:

“2-17 City Treasurer

2-17.1 Appointment.

The City Treasurer shall be appointed by the City Council.

2-17.2 Compensation.

The City Treasurer shall receive such compensation as the City Council shall determine.”

SECTION 4: This ordinance shall be published at least three times in a newspaper of general circulation published and circulated in the City of Firebaugh with the first publication hereof occurring within seven (7) days of passage hereof and the last day of publication hereof being not less than seventy-four (74) days prior to the date of said election.

The foregoing ordinance was introduced by the City Council of the City of Firebaugh, California, at a regular meeting held on this 1<sup>st</sup> day of July, 2024, and was passed and adopted by the City Council on this \_\_\_\_ day of \_\_\_\_, 2024, by the following vote:

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

**APPROVED:**

**ATTEST:**

---

Elsa Lopez, Mayor

---

Rita Lozano, Deputy City Clerk

## **MEASURE TO BE VOTED ON**

Notice is hereby given that the following measure is to be voted on at the special municipal election to be held in the City of Firebaugh, on Tuesday, the 5th day of November, 2024.

The proposed measure would change the City Treasurer's position from an elected position to an appointed position. Currently, the City Treasurer position is elected by the public. State law allows the City Treasurer to be appointed by the Council instead of elected. Historically, there have been few to no candidates that run for office of City Treasurer, so the City Council will at times, appoint someone to the position. The City Treasurer is responsible for complying with all laws governing the deposit and securing of public funds and the handling of trust funds in his possession as required by the Government Code. The current City Treasurer is an employee who is performing the duties at no extra cost to the City. Voting yes on the measure means the City Treasurer would be appointed by the City Council permanently and no one will have to run for the seat. Voting no on the measure means that the City Treasurer would remain an elected position.

**RESOLUTION NO. 24-35**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH AMENDING  
RESOLUTION NO. 24-19, SECTION 1, THE HOLDING OF A GENERAL MUNICIPAL  
ELECTION TO BE HELD IN SAID CITY ON TUESDAY NOVEMBER 5, 2024, FOR THE  
ELECTION OF CERTAIN OFFICERS OF SAID CITY**

**WHEREAS**, the next Statewide General Election to be held in the County of Fresno will take place on November 5, 2024; and

**WHEREAS**, the City Council of the City of Firebaugh passed Resolution No. 24-19 on May 6, 2024 for the election of certain officers of said city and requesting the board of supervisors of the county of Fresno to consolidate and canvass the general municipal election to be held on November 5, 2024 with the statewide general election to be held on that date.

**NOW, THEREFORE, BE IT RESOLVED** that Resolution No. 24-34 supersedes Section 1 of Resolution No. 24-19

Section 1 is hereby amended as follows:

**SECTION 1.** A General Municipal Election is called and ordered for the City of Firebaugh to be held on November 5, 2024, for the purpose of the election of (3) Council Members of the City Council to represent the City of Firebaugh each for a four year term. *Additionally, a General Municipal Election is called and ordered for the City of Firebaugh to be held on November 5, 2024, for the purpose of the election for two (2) measures calling for the positions of City Clerk and City Treasurer to be appointed positions by the City Council for two (2) year terms, rather than elected positions.*

**THE FOREGOING RESOLUTION WAS APPROVED AND ADOPTED** by the City Council of the City of Firebaugh at a regular meeting of the City Council held on July 1, 2024, by the following vote:

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
Elsa Lopez, Mayor  
City of Firebaugh

\_\_\_\_\_  
Rita Lozano, Deputy City Clerk  
City of Firebaugh

**RESOLUTION NO. 24-36**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH  
AMENDING RESOLUTION NO. 24-17 RELATING TO THE MUNICIPAL ELECTION  
ON NOVEMBER 5, 2024, LOCAL BALLOT MEASURE TRANSITIONING THE OFFICE  
OF THE CITY CLERK FROM AN ELECTED POSITION TO AN APPOINTED POSITION.**

**WHEREAS**, the next Statewide General Election to be held in the County of Fresno will take place on November 5, 2024; and

**WHEREAS**, the City Council of the City of Firebaugh passed Resolution No. 24-17 on May 6, 2024 for the purpose of submitting to the voters a ballot measure to approve transition the position of the City Clerk from an elected position to an appointed position. and canvass the general municipal election to be held on November 5, 2024 with the statewide general election to be held on that date.

**NOW, THEREFORE, BE IT RESOLVED** that Resolution No. 24-36 supersedes Section 1 of Resolution No. 24-17.

Section 1 is hereby amended as follows:

**1. Call for Election.** The City Council hereby calls a municipal election on November 5, 2024, for the purpose of submitting to the voters a ballot measure to approve transition the position of the City Clerk from an elected position to an appointed position *for a term of two years*.

**THE FOREGOING RESOLUTION WAS APPROVED AND ADOPTED** by the City Council of the City of Firebaugh at a regular meeting of the City Council held on July 1, 2024, by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
Elsa Lopez, Mayor

\_\_\_\_\_  
Rita Lozano, Deputy City Clerk

**RESOLUTION NO. 24-37**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH  
AMENDING RESOLUTION NO. 24-16 RELATING TO THE MUNICIPAL  
ELECTION ON NOVEMBER 5, 2024, LOCAL BALLOT MEASURE  
TRANSITIONING THE OFFICE OF THE CITY TREASURER FROM  
AN ELECTED POSITION TO AN APPOINTED POSITION.**

**WHEREAS**, the next Statewide General Election to be held in the County of Fresno will take place on November 5, 2024; and

**WHEREAS**, the City Council of the City of Firebaugh passed Resolution No. 24-16 on May 6, 2024, for the purpose of submitting to the voters a ballot measure to approve transition the position of the City Treasurer from an elected position to an appointed position. and canvass the general municipal election to be held on November 5, 2024, with the statewide general election to be held on that date.

**NOW, THEREFORE, BE IT RESOLVED** that Resolution No. 24-37 supersedes Section 1 of Resolution No. 24-16.

Section 1 is hereby amended as follows:

**1. Call for Election.** The City Council hereby calls a municipal election on November 5, 2024, for the purpose of submitting to the voters a ballot measure to approve transition the position of the City Treasurer from an elected position to an appointed position *for a term of two years*.

**THE FOREGOING RESOLUTION WAS APPROVED AND ADOPTED** by the City Council of the City of Firebaugh at a regular meeting of the City Council held on July 1, 2024, by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTAIN:**

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
Elsa Lopez, Mayor

\_\_\_\_\_  
Rita Lozano, Deputy City Clerk



**RESOLUTION NO. 24-22**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH APPROVING AMENDMENTS TO THE PERSONNEL RULES OF THE CITY OF FIREBAUGH**

**WHEREAS**, the City Council of the City of Firebaugh and its employee unions have reviewed the contents of the personnel policies and procedures for City employees of the City of Firebaugh entitled the “Personnel Rules of the City of Firebaugh”; and

**WHEREAS**, the City Council found and determined that the adoption of these Personnel Rules, on June 19, 2017 were in the best interests of the City of Firebaugh and its employees; and

**WHEREAS**, several minor changes are required to be made to these Personnel Rules.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FIREBAUGH, CALIFORNIA** as follows:

The Personnel Rules of the City of Firebaugh are hereby amended in the following Rules as follows:

**I. PERSONNEL SYSTEM**

**A. Adoption of Personnel System**

In order to establish an equitable and uniform system for dealing with personnel matters, and to comply with applicable laws relating to the administration of the personnel process, the Personnel Rules of the City of Firebaugh (hereafter referred to as “Personnel Rules”), are hereby adopted.

**C. Competitive Service**

The provisions of the Personnel Rules adopted herein shall apply to all officers, positions and employees in the service of the City of Firebaugh, except the Personnel Rules I, II, V, VI and VII of these Rules shall not, unless otherwise and specifically described, apply to the following:

1. Elective Officers:
  - b. City Treasurer
3. Management Employees:
  - e. Fire Chief; and

**D. Status of Present Employees**

Any person holding a position included in the competitive service who, on the effective date of these Personnel Rules, shall have served continuously in such position or in some other position in the competitive service for a period **exceeding** the probationary period prescribed in the rules for his class, shall assume regular status in the competitive service in the position held on such effective date without a qualifying test, and shall thereafter be subject in all respects to the provisions of these Rules.

### **G. Independent Contracts for Special Service**

The City Manager shall consider and make recommendations to the City Council regarding the extent to which the City should contract for the performance of technical, expert, professional or other services which City employees are not qualified or available to perform. The City Council may contract with any qualified person or public or private agency for the performance of such services.

## **II. PERSONNEL RECRUITMENT AND TERMS OF EMPLOYMENT**

### **B. Recruitment Practices**

#### **5. Disqualification**

- c. The applicant was under the influence of controlled substances or alcohol at the time of examination; and/or

#### **6. Applicants with Felony or Misdemeanor Convictions**

The City will not conduct any background checks into criminal history of any applicants unless and until that applicant has received a conditional offer of employment. If the City issues a conditional offer of employment, this means that the City has determined that this individual meets the minimum employment qualifications for the position.

Once a conditional offer of employment is made, the City may conduct a criminal background check. Convictions, including pleas of guilty and nolo contendere, of any felony or a misdemeanor involving moral turpitude or unfitness for employment may disqualify an applicant for employment or be grounds for removing the name of an eligible candidate from any employment list. Other Convictions may disqualify an applicant, depending on the job being applied for and factual circumstances of the crime committed.

If there is something discovered about the applicants criminal history, either by individual's disclosure or discovery through the background check, the City shall then conduct an individualized, case-by-case analysis of the facts of each applicant's criminal history before making a decision regarding their employment.

### **C. Appointment**

#### **3. Regular Appointment and Probationary Period**

##### **b. Length of Probationary Period**

All regular and promotional appointments shall be tentative and subject to a probationary period of one (1) year of actual service. Leaves of absence or assignments out of class, for any reason, shall not be counted toward the completion of the probationary period and the probationary period shall be extended by the number of hours of such leaves or assignments. The Personnel Officer, **at their discretion**, may extend such a probationary period up to six (6) additional months of actual service.

## **IV. PAID AND UNPAID TIME OFF WORK**

### **E. Administrative Leave**

#### **2. Relief of Duty**

The Personnel Officer may place an employee on administrative leave with full pay and benefits for an indeterminate period when circumstances exist such that the public interest requires that the employee be relieved from active duty **and/or an investigation is taking place**. Such relief of duty shall not constitute punitive or disciplinary action. During the period of relief of duty, the employee may be required to regularly report to the department director or his designee in a manner described in writing by the department director to the employee.

### **H. Bereavement Leave**

In the event of a death in a regular full-time employee's immediate family, that employee may have up to five (5) working days, with pay, to handle family affairs and to attend the funeral. "Immediate Family" is defined as father, mother, brother, sister, spouse, child, mother-in-law, father-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, stepfather, stepmother, and stepchild.

### **J. California Family Rights Act (CFRA Leave)**

The City will provide up to twelve (12) weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons in a 12-month period rolling backwards upon approval of the Personnel Officer. Employees are eligible for this **leave under California Family Rights Act (CFRA)** if they have been employed by the City for at least one year, have worked 1,250 hours in the previous 12 months, and meet other eligibility requirements prescribed by law.

Leave may be taken for one or more of the following reasons:

- Your serious health condition that makes you unable to perform your job;
- To care for your family member who has a serious health condition. For purposes of CFRA leave, a "family member" includes your:
  - Spouse;
  - Parent;
  - Child of any age;
  - Registered domestic partner;
  - Grandparent;
  - Grandchild;
  - Sibling;
  - Parent-in-law;
  - One "designated person" - defined as any individual related by blood or whose association with employee is the equivalent of a family relationship.
    - The birth of your child, or placement of a child with you for adoption or foster care;
    - Because of a qualifying exigency related to covered active duty or a call to covered active duty of your spouse, registered domestic partner, child, or parent in the Armed Forces of the United States. (See Qualifying Exigencies Related to Active Duty below.)

Please note that incapacity due to pregnancy, prenatal medical care or childbirth is not an eligible reason for CFRA leave.

#### Qualifying Exigencies Related to Active Duty

- Eligible employees whose spouse, domestic partner, child, or parent is on covered active duty or call to covered active-duty status may use their 12-week leave entitlement for certain qualifying exigencies. Qualifying exigencies may include, but are not necessarily limited to, attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The employee ordinarily must provide thirty (30) days advance notice when the leave is “foreseeable.” The City may require medical certification to support a request for leave because of a serious health condition and may require a second or third opinion (at the employer’s expense) and a return-to-work report from the employee’s health care provider if leave is taken for the employee’s own serious health condition. Paid leave shall run concurrently with family and medical care leave before unpaid leave will be allowed.

The City will maintain the employees’ health coverage during the period of CFRA leave to the extent it would otherwise, had the employee been continuously employed. Upon return from leave, an employee will be restored to his original or equivalent position with equivalent pay, benefits, and other employment terms, provided he meets the eligibility requirements prescribed herein and by law. The use of CFRA leave will not result in any loss of employment benefit that accrued prior to the start of an employee’s leave.

## **V. DISCIPLINARY ACTIONS**

### **C. Disciplinary Policy and Procedure**

#### **4. Evidentiary Appeal**

- b. Representation. The appellant employee shall have the right to appear personally or to be represented by counsel or by anyone else of **their** choosing, including other City employees, with the exception of supervisory, management, and confidential employees.
- c. Failure of Employee to Appear. Failure of the appellant to personally appear at the hearing **without providing reasonable notice of inability to attend**, shall be deemed a withdrawal of his appeal and the Final Notice of Discipline shall be final.

## **VII. EMPLOYEE GRIEVANCES**

### **E. Procedures**

#### **1. Step One – Immediate Supervisor**

- a. The employee shall file a **completed** written grievance form to his supervisor within ten (10) calendar days after the employee knew, or in the exercise of reasonable diligence should have known, of the events giving rise to the grievance.

## 5. Step Three – Binding Arbitration

- a. If the response at Step Two does not resolve the grievance, the grievant and Union may jointly request that the matter be submitted to binding arbitration. Such request shall be made in writing to the City Manager within five (5) calendar days of the grievant's receipt of the Step Two response. An arbitrator may be selected by mutual agreement between the parties. Should the parties fail to agree upon an arbitrator within a reasonable time, as determined by the City, they shall make a joint request to the State Mediation & Conciliation Service for a list of seven (7) arbitrators who have had experience in the municipal sector. The parties shall select the arbitrator by alternately striking names from said list until one name remains; such person shall then become the arbitrator. The first party to strike a name shall be determined by the toss of a coin.

## **VIII. PREVENTION OF HARASSMENT**

### **A. Purpose**

#### 1. Policy Statement

The City has zero tolerance for any conduct that violates this policy. Conduct need not arise to the level of a violation of law to violate this policy. A single act can violate this policy and provide grounds for discipline or other appropriate sanctions, up to and including discharge. The City will take appropriate preventative, corrective and/or disciplinary action in response to behavior that violates this division or the rights and privileges it is designed to protect.

#### 2. Definitions

##### b. Harassment

Harassment can include any form or combination of verbal, physical, visual, or environmental conduct. It need not be explicit or specifically directed at the victim. Sexually harassing conduct can occur between people of the same or different genders. Prohibited Harassment included but is not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations, comments, posts or messages;
- Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings or gestures;
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race or any other protected basis;
- Threats and demands to submit to sexual requests or sexual advances as a condition of continued employment, or to avoid some other loss and offers of employment benefits in return for sexual favors;
- Retaliation for reporting or threatening to report harassment; and

- Communication via electronic media of any type that includes any conduct that is prohibited by state and/or federal law or by company policy.

Sexual harassment does not need to be motivated by sexual desire to be unlawful or to violate this policy. For example, hostile acts toward an employee because of their gender can amount to sexual harassment, regardless of whether the treatment is motivated by sexual desire.

Prohibited harassment is not just sexual harassment but harassment based on any protected category.

### 3. Supervisor-Subordinate Relationships

Romantic or sexual relationships between supervisors and subordinate employees are discouraged. There is an inherent imbalance of power and potential for exploitation in such relationships. The relationship may create an appearance of impropriety and lead to charges of favoritism by other employees. Employees engaged in such a relationship must immediately report their relationship to the Personnel Officer. The employees in said relationship may continue their employment but not in a supervisor- subordinate role. The employees shall have first right to determine which of them will be transferred to an open position, if any exists, for which they meet the minimum qualifications. The City may unilaterally transfer one of the employees if one does not volunteer within five (5) calendar days of reporting the relationship. Failure to comply with this reporting requirement shall be grounds for discipline, including dismissal.

### 4. Responsibility

- b. All employees shall promptly report any conduct which violates this policy to their immediate supervisor, manager, any department head, the Personnel Officer, or appropriate authority figure. This includes any instances of discriminatory harassment which they directly observe, whether or not the conduct is reported by the employee who is the object of such conduct.

## **B. Investigation of Complaint**

### 1. Informal resolution

Whenever possible, employees who believe that they are experiencing discrimination and/or harassment are encouraged to inform the individual that his behavior is unwelcome, offensive, unprofessional or highly inappropriate. If this does not resolve the concern or if an employee feels uncomfortable, threatened, or has difficulty expressing his concern, informal assistance or counseling should be sought from a supervisor. No employee is required to attempt informal resolution before filing a complaint.

### 3. Option to Report to Outside Administrative Agencies

An individual has the option to report harassment, discrimination, or retaliation to the U.S. Equal Employment Opportunity Commission (EEOC) or the California Civil Rights Department (CRD) . These administrative agencies offer legal remedies and a complaint process. The nearest offices are listed in the government section of the telephone book or employees can check the posters that are located on employer bulletin boards for office locations and telephone numbers.

5. Documentation

The City Clerk shall maintain a complaint file containing copies of investigation files. The information contained in this file is confidential and privileged, subject to disclosure only under appropriate legal measures. Department heads may review investigation files concerning their departments only with the prior approval of the City Manager. In cases of confirmed claims resulting in discipline, the personnel file of the disciplined employee will contain appropriate documentation relating to the disciplinary actions taken. In cases of unsubstantiated and unfounded claims not resulting in discipline, the investigation file will be maintained for four (4) years.

**IX. SUBSTANCE ABUSE POLICY AND TESTING**

**C. Employee Requirements**

1. Employees shall not report to work or be on duty, nor be subject to call-in, while under the influence of or in possession of alcoholic beverages, illegal drugs or other substances while on City property and wherever City business is performed. An employee is on duty during working hours, including breaks, during meal periods.
6. An employee must immediately submit to an alcohol or drug test, other than such that tests for the presence of non-psychoactive cannabis metabolites, by a City-selected physician or laboratory when there exists reasonable cause to suspect that the employee is or was impaired or under the influence of drugs or alcoholic beverages while on City duty.

**D. Procedures**

1. Drug and Alcohol Testing

Nothing in this section applies to the use of any testing that identifies non-psychoactive metabolites found in cannabis. Such testing procedures will not be employed for employment decisions, including hiring, firing, or any disciplinary measures.

**XI. MISCELLANEOUS**

**C. Right to Search City Property, Employees and Proper Use of City Equipment**

Employees have no reasonable expectation of privacy in the workplace as it pertains to City Property and Equipment. Therefore, to the fullest extent allowed under the law, the City will search and inspect its facilities, employees and the personal property of employees as necessary to insure the City's interests are protected. Situations in which this may arise include suspicion of employee theft, incidents of violence or threats of violence, when an employee is suspected of the use, sale, or distribution of drugs, improper or illegal use of City facilities, misuse of City technology such as the Internet, e-mail or voicemail and other situations in which the City believes a search and inspection is appropriate.



(Paragraph 5 and 6 of section C)

Employees have no reasonable expectation of privacy as to any information or file maintained in or on City property or transmitted or stored through the City’s computer systems, voicemail, e-mail, or other technical resources. All bills and other documentation related to the use of the City’s equipment or property are the property of the City and may be reviewed and used for purposes that the City considers appropriate.

Although employee may be provided a password, the City retains the right to review the entire contents of employee’s computer at any time. Do not share password with other employees. Passwords are used to track computer use. Failure to follow this policy may lead to discipline including termination.

**E. Incompatible or Conflicting Employment Activities**

1. Purpose

The purpose of this provision is to implement the provisions of Government Code § 1126 relating to inconsistent, incompatible, and conflicting employment by City employees. It is not the intent or purpose of this policy to restrict, limit or interfere with employees’ right to outside employment. It is intended only to prevent outside employment that is inconsistent and incompatible with City employment.

\* \* \* \* \*

The foregoing Resolution was approved and adopted at a regular meeting of the City Council of the City of Firebaugh held on the 1<sup>st</sup> day of July, 2024, by the following vote:

AYES: Council Member(s)  
NOES: Council Member(s)  
ABSENT: Council Member(s)  
ABSTAIN: Council Member(s)

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
Elsa Lopez, Mayor

\_\_\_\_\_  
Rita Lozano, Deputy City Clerk

**PERSONNEL RULES OF THE  
CITY OF FIREBAUGH**

Updated May 2024

## TABLE OF CONTENTS

<b>I. <u>PERSONNEL SYSTEM</u></b>	<b>5</b>
<b>A. Adoption of Personnel System</b>	
<b>B. Administration</b>	
<b>C. Competitive Service</b>	
<b>D. Status of Present Employees</b>	
<b>E. Violations of Rules</b>	
<b>F. Superseding Provisions</b>	
<b>G. Contracts for Special Services</b>	
<b>II. <u>PERSONNEL RECRUITMENT AND TERMS OF EMPLOYMENT</u></b>	<b>10</b>
<b>A. Equal Opportunity Employer</b>	
<b>B. Recruitment Practices</b>	
<b>C. Appointment</b>	
<b>III. <u>CHANGES IN EMPLOYMENT STATUS</u></b>	<b>18</b>
<b>A. Transfer</b>	
<b>B. Promotion</b>	
<b>C. Demotion</b>	
<b>D. Reinstatement</b>	
<b>E. Resignation</b>	
<b>F. Report of Change-of-Status</b>	
<b>IV. <u>PAID AND UNPAID TIME OFF WORK</u></b>	<b>20</b>
<b>A. Attendance</b>	
<b>B. Vacations</b>	
<b>C. Holidays</b>	
<b>D. Sick Leave</b>	
<b>E. Administrative Leave</b>	
<b>1. Exempt Employees</b>	
<b>2. Relief of Duty</b>	

<b>F. Jury Duty</b>	
<b>G. Voting</b>	
<b>H. Bereavement Leave</b>	
<b>I. Personal Leave Without Pay</b>	
<b>J. California Family Rights Act (CRFA Leave) Family and Medical Care Leave</b>	
<b>K. Pregnancy Disability Leave</b>	
<b>L. Military Leave</b>	
<b>M. Time Off for Victim Crimes or Domestic Abuse</b>	
<b>N. Workers' Compensation</b>	
<b>O. Disability Accommodation and Fitness-for-Duty Examinations</b>	
<b>V. <u>DISCIPLINARY ACTIONS</u></b>	<b>28</b>
<b>A. Types of Disciplinary Actions</b>	
<b>B. Grounds for Disciplinary Action</b>	
<b>C. Disciplinary Policy and Procedure</b>	
<b>VI. <u>LAYOFF PROCEDURES</u></b>	<b>33</b>
<b>A. Notification</b>	
<b>B. Order of Layoff</b>	
<b>C. Vacancy and Demotion</b>	
<b>D. Bumping Rights</b>	
<b>E. Re-employment List</b>	
<b>F. Duration</b>	
<b>G. Re-employment After Layoff</b>	
<b>VII. <u>EMPLOYEE GRIEVANCES</u></b>	<b>35</b>
<b>A. Purpose</b>	
<b>B. Grievance Defined</b>	
<b>C. General Provisions</b>	
<b>D. Representations Rights</b>	
<b>E. Procedures</b>	

<b>VIII.</b>	<b><u>PREVENTION OF HARASSMENT</u></b>	<b>41</b>
	<b>A. Purpose</b>	
	<b>B. Investigation of Complaint</b>	
	<b>C. Mandatory Training</b>	
<b>IX.</b>	<b><u>SUBSTANCE ABUSE POLICY AND TESTING</u></b>	<b>45</b>
	<b>A. Purpose</b>	
	<b>B. Application</b>	
	<b>C. Employee Requirements</b>	
	<b>D. Procedures</b>	
<b>X.</b>	<b><u>SAFETY</u></b>	<b>50</b>
	<b>A. General Employee Safety</b>	
	<b>B. Reporting Safety Issues</b>	
<b>XI.</b>	<b><u>MISCELLANEOUS</u></b>	<b>57</b>
	<b>A. Personnel Records</b>	
	<b>B. Internet, Electronic mail, Telephone, and Voicemail Use</b>	
	<b>C. Right To Search City Property, Employees and Proper Use of City Equipment</b>	
	<b>D. Dress And Grooming Code</b>	
	<b>E. Inconsistent, Incompatible or Conflicting Employment Activities</b>	
	<b>F. Employee Political Activities</b>	
	<b>G. Gifts or Gratuities</b>	
	<b>H. Compensation</b>	
<b>XII.</b>	<b><u>EMPLOYER-EMPLOYEE RELATIONS</u></b>	<b>65</b>
	<b>A. General</b>	
	<b>B. Representation Proceedings</b>	
	<b>C. Administration</b>	
	<b>D. Impasse Procedures</b>	
<b>XIII.</b>	<b><u>ACKNOWLEDGEMENT</u></b>	<b>78</b>

# **I. PERSONNEL SYSTEM**

## **A. Adoption of Personnel System**

In order to establish an equitable and uniform system for dealing with personnel matters, and to comply with applicable laws relating to the administration of the personnel process, the Personnel Rules of the City of Firebaugh (hereafter referred to as "Personnel Rules"), are hereby adopted.

### 1. Definitions

The terms used to administer the Personnel Rules are defined as follows:

- a. "*Advancement*" means a salary increase within the limits of a pay range established for a class.
- b. "*Allocation*" means the assignment of a single position to its proper class in accordance with the duties performed and the authority and responsibilities exercised.
- c. "*Anniversary date*" means the first day of employment with the City of Firebaugh.
- d. "*City Clerk*" means the elected or appointed public officer, deputy or designee charged with recording the official proceedings and vital statistics of the City.
- e. "*Class*" means positions sufficiently similar in duties, authority, and responsibilities that permit grouping under a common title, and the application of common standards, including but not limited to selection, transfer, demotion, and salary.
- f. "*Competitive service*" means all positions of employment in the service of the City except those excluded by the Personnel Rules or by resolution of the City Council. This provision shall not be construed as a waiver of any rights under the Meyers-Milias-Brown Act.
- g. "*Days*" means calendar days, unless otherwise stated.
- h. "*Demotion*" means the movement of an employee from one class to another class having a lower maximum base rate of pay.
- i. "*Disciplinary action*" means punitive action against a regular employee as described in these Personnel Rules and shall not include any counseling or performance evaluation.
- j. "Eligible" means a person whose name appears on an employment list.
- k. "*Employment List*" means:

- *"Open employment list"* means a list of names of persons who have taken an open-competitive examination for a class in the competitive service and have qualified.
  - *"Promotional employment list"* means a list of names of persons who have taken a promotional examination for a class in the competitive service and have qualified.
1. *"Examination"* means:
- *"Open-competitive examination"* means an examination for a particular class that is open to all persons meeting the qualifications for the class whether or not they are employed by the City.
  - *"Promotional examination"* means an examination for a particular class that is open only to employees meeting the qualifications for the class.
  - *"Continuous examination"* means an open-competitive examination which is administered periodically and as a result of which names are placed on an employment list, in order of final scores, for a period of not more than six (6) months.
- m. *"Grievance"* means a claimed violation of certain rules or provisions as defined in Section VII of the Personnel Rules.
- n. *"Lay-off"* means the separation of employees from the active workforce due to lack of work or funds or to the abolition of positions by the City Council.
- o. *"Management Employees"* means the positions described in the Personnel Rules.
- p. *"Personnel Officer"* means the City Manager, or his or her designee, who have the final authority to appoint to or remove persons from positions of employment in the City.
- q. *"Position"* means a group of duties and responsibilities in the competitive service requiring the full-time or part-time employment of one person.
- r. *"Probationary employee"* means an employee who has been appointed to a position but has not completed the probationary period.
- s. *"Probationary period"* means a one (1) year period of actual service to be considered an integral part of the examination, recruiting, testing and selection process during which an employee is required to demonstrate fitness for the position to which the employee is appointed by actual performance of the duties of the position.



- t. "*Promotion*" means the movement of an employee from one class to another class having a higher maximum base rate of pay.
- u. "*Provisional appointment*" means an appointment of a person who possesses the minimum qualifications established for a particular class and who has been appointed to a position in that class on a provisional basis for a limited or definite duration. Provisional employees do not hold regular status in their position and may be dismissed from employment at any time without cause, right to appeal, or grievance.
- v. "*Re-Employment*" means restoration without examination of a former regular, non-probationary employee to the same or a lower classification in which the employee previously served prior to layoff or demotion.
- w. "*Regular employee*" means an employee in the competitive service who has successfully completed the probationary period and has been retained as provided in these Rules.
- x. "*Reinstatement*" means the restoration without examination of a former regular employee, or probationary employee who has completed at least six (6) months of the probationary period, to a classification in which the employee formerly served as a regular non-probationary employee.
- y. "*Relief of duty*" means the temporary non-punitive assignment of an employee to a status of leave with pay.
- z. "*Suspension*" means the temporary separation from service of an employee without pay for disciplinary purposes.
- aa. "*Temporary employee*" means an employee who is appointed to an authorized position for a limited period of time, not to exceed one (1) year.
- bb. "*Transfer*" means a change of an employee from one position to another position in the same class or in a comparable class.

## **B. Administration**

The City Manager shall administer the Personnel Rules and shall hold the position of Personnel Officer. He may delegate the appointing authority and the duties granted herein to any other officer or employee of the City. The City Manager shall have the following duties and responsibilities:

1. To act as the appointing authority for the City except where the City Council has the authority to appoint by resolution, or otherwise;
2. To administer the provisions of the Personnel Rules not specifically reserved to the City Council;

3. To prepare or cause to be prepared a position classification plan, including class specifications, and revisions of the plan, subject to approval by the Council;
4. To prepare or cause to be prepared a plan for compensation of all classifications in the competitive service, subject to approval by the Council;
5. To have the authority to discipline employees in accordance with these Personnel Rules; and
6. To provide for the publishing or posting of notices of tests for positions in the competitive service; the receiving of applications; therefore, the conducting and grading of tests; the certification of lists of persons eligible for appointment in the competitive service; and the performing of any other duty that may be required to administer the Personnel Rules.

**C. Competitive Service**

The provisions of the Personnel Rules adopted herein shall apply to all officers, positions, and employees in the service of the City of Firebaugh, except the Personnel Rules I, II, V, VI and VII of these Rules shall not, unless otherwise and specifically described, apply to the following:

1. Elective Officers:
  - a. City Clerk;
  - b. City Treasurer
2. Contract Employees:
  - a. City Manager;
3. Management Employees:
  - a. Finance Director;
  - b. Deputy City Clerk;
  - c. Public Works Director;
  - d. Chief of Police;
  - e. Fire Chief; and
  - f. Such other personnel as may be designated by the City Council.
4. Middle Management Employees

5. Persons engaged under contract to supply expert, professional, technical, or other services.
6. Volunteer personnel.
7. City officers and officials appointed directly by the City Council, including appointive boards and commissions.
8. Emergency employees hired to meet the immediate requirements of an emergency condition, such as an extraordinary fire, flood, or earthquake, which threatens life or property.
9. Employees other than those listed elsewhere in this section who are not regular employees of the City.
10. Any non-permanent position primarily funded under a State or Federal employment training program This provision shall not be construed to include other personnel hired under Federal or State subsidy programs.
11. Probationary employees.
12. Employees not included in the competitive service under this section are at-will employees and shall serve at the pleasure of the Personnel Officer, including but not limited to those positions listed in this section and all part-time, provisional, or temporary employees.

**D. Status of Present Employees**

Any person holding a position included in the competitive service who, on the effective date of these Personnel Rules, shall have served continuously in such position or in some other position in the competitive service for a period exceeding the probationary period prescribed in the rules for their class, shall assume regular status in the competitive service in the position held on such effective date without a qualifying test, and shall thereafter be subject in all respects to the provisions of these Rules.

Any other persons holding positions in the competitive service shall be regarded as probationers who are serving out the balance of their probationary periods before obtaining regular status. The probationary period shall be computed from the date of appointment or employment.

**E. Violations of Rules**

Violations of the provisions of these Rules shall be grounds for rejection, suspension, demotion, dismissal, or other disciplinary action as described in Rule V.

**F. Superseding Provisions**

Memorandums of Understanding (MOU's) between the City and an exclusively recognized employee organization, which contains provisions contrary to or inconsistent with any of these Personnel Rules, shall be deemed to supersede these Rules.

**G. Independent Contracts for Special Service**

The City Manager shall consider and make recommendations to the City Council regarding the extent to which the City should contract for the performance of technical, expert, professional or other services which City employees are not qualified or available to perform. The City Council may contract with any qualified person or public or private agency for the performance of such services.

**II. PERSONNEL RECRUITMENT AND TERMS OF EMPLOYMENT**

**A. Equal Opportunity Employer**

The City is committed to the goal of equal opportunity employment. It is the policy of the City to ensure that the application of these Personnel Rules, and the recruitment, employment, training, advancement, layoff, pay, termination, and all other personnel actions for all positions, classes and individual employees shall be on the basis of qualifications and performance without regard to race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status, or any other status protected by law, except where a bona fide occupational qualification exists.

**B. Recruitment Practices**

Any technique or procedure used in recruitment and selection of employees shall be designed to measure only the job-related qualifications of applicants. These procedures shall apply to the City Manager, Management Employees, and Middle Management Employees, as those personnel classifications are defined Rule I, Section C.

**1. Appointments and Promotions**

All appointments and promotions to positions in the competitive service shall be made according to merit and fitness and from eligible lists to be established in accordance with these Personnel Rules. In the absence of persons eligible in such manner, provisional or temporary appointments may be made.

2. Announcement

All examinations for classes in the competitive service shall be publicized by such methods as the Personnel Officer deems appropriate. Special recruiting shall be conducted, if necessary, to ensure that all segments of the community are aware of the forthcoming examinations. The announcements shall specify the title and pay of the class for which the examination is announced, the nature of the work to be performed, minimum and desirable qualifications, the time and manner of making application, and other pertinent information.

3. Application Forms

Written applications for employment shall be made on official application forms available in, or as otherwise prescribed on the examination announcement, including any online/electronic application procedures. Application forms shall require information covering training, experience, and other pertinent information, and may include certificates of one (1) or more examining physicians, references, and fingerprints. All applications must be signed by the applicant, which may include the use of an e-signature for an online/electronic application.

The completed application shall be received by the City on or before the announced final filing date and time. An oral or written indication of interest in employment is not an application.

4. Citizenship of Applicants

Employment is open to all qualified persons authorized to work in the United States. Authorization will be determined upon applicant's completion and submission of Department of Homeland Security, U.S. Citizenship, and Immigration Services Form I-9. Applicants who fail to complete and submit Form I-9 will not be employed by the City.

5. Disqualification

Incomplete applications may be rejected or returned to the applicant for additional information or completion, at the Personnel Officer's discretion, providing the time limit for receiving applications has not expired. The Personnel Officer may reject any application, either before or after an examination, whose appointment is deemed contrary to the best interests of the City. Reasons for rejecting an application or applicant may include, but shall not be limited to, the following:

- a. The applicant does not possess any of the minimum qualifications required for the position;
- b. The applicant is incapable of performing the essential job functions and duties of the position, with or without reasonable accommodation, to which the applicant seeks appointment;

- c. The applicant was under the influence of controlled substances or alcohol at the time of examination; and/or
- d. The applicant has made any false statement of any material fact or practiced or attempted to practice any deception or fraud in an application or examination, or in securing eligibility for appointment.

6. Applicants with Felony or Misdemeanor Convictions

The City will not conduct any background checks into criminal history of any applicants unless and until that applicant has received a conditional offer of employment. If the City issues a conditional offer of employment, it means that the City has determined that this individual meets the minimum employment qualifications for the position.

Once a conditional offer of employment is made, the City may conduct a criminal background check. Convictions, including pleas of guilty and nolo contendere, of any felony or a misdemeanor involving moral turpitude or unfitness for employment may disqualify an applicant for employment or be grounds for removing the name of an eligible candidate from any employment list. Other Convictions may disqualify an applicant, depending on the job being applied for and factual circumstances of the crime committed.

If there is something discovered about the applicant's criminal history, either by individual's disclosure or discovery through the background check, the City shall then conduct an individualized, case-by-case analysis of the facts of each applicant's criminal history before making a decision regarding their employment.

This section shall not apply to positions for which the City is required by law to conduct a conviction history background check or to those who work for a criminal justice agency, including but not limited to applicants for job positions within the Police Department.

7. Examination Process

The selection techniques used in the examination process shall be impartial and related to those subjects which, in the opinion of the Personnel Officer, fairly measure the relative capacities of the persons examined to execute the duties and responsibilities of the class to which they seek to be appointed. Examinations shall consist of selection technique which will test fairly the qualifications of candidates such as but necessarily limited to, achievement and aptitude tests, other written tests, personal interviews performance tests, physical agility tests, evaluation of daily work performance, work samples, medical tests, psychological tests, successful completion of prescribed training, personal background and references, or any combination of these or other tests. The probationary period shall be considered as a portion of the examination process. Examination shall be designed to provide equal opportunity to all applicants by being based on an analysis of the essential requirement of the class, covering only factors related to such requirements.



The Personnel Officer shall schedule examinations as they deem necessary, whether or not a vacancy currently exists. The Personnel Officer shall specify, according to their sole discretion, whether the examination shall be open, promotional, or continuous.

8. Promotional Examinations

Promotional examinations may be conducted whenever, in the opinion of the Personnel Officer, the needs of the service require. Promotion examinations may include any of the selection techniques mentioned in the Personnel Rules (II, B7), or any combination of them. Only regular employees who meet the requirements set forth in the promotional examination announcements may compete in promotional examinations.

9. Continuous Examination

Open-competitive examinations may be administered periodically for a single class as the needs of the service require. Names shall be placed on employment lists, and shall remain on such lists, as prescribed in the Personnel Rules (II, B13-15).

10. Conduct of Examination

The City may contract with any competent agency or individual for the preparing and/or administering of examinations. In the absence of such a contract, the Personnel Officer shall see that such duties are performed. The Personnel Officer shall arrange for the use of public buildings and equipment for the conduct of examinations.

11. Notification of Examination Results and Review of Papers

Each applicant in an examination shall be given written notice of the results thereof. Such notice shall be limited to advising the applicant he “passed” or “failed” a specific part or all of the process. Specific numerical scores or standing on eligibility lists need not be provided to applicants.

All applicants may inspect their own test answer sheet within five (5) working days after the notification of examination results. Any error in computation, if called to the attention of the Personnel Officer within this shall be corrected. Such corrections shall not, however, require invalidation of appointments previously made.

Inspection of test papers or booklets shall be at such time and place and under such conditions of supervision as the Personnel Officer may require. Applicants will not be permitted to copy examination items.



## 12. Pre-Employment and Promotional Medical Examinations

The Personnel Officer may order a medical examination after a conditional offer of employment is made, including a physical or psychological examination, to determine whether an applicant for appointment or promotion has the physical or mental qualifications to perform the duties of their position, or can perform a job function without posing a direct threat to health or safety. Any such medical examinations will only be conducted where it is job-related and consistent with business necessity and is consistently applied to all appointments to that job position. Such examination shall be at the City's expense.

No appointment to the position will be made until the Personnel Officer has received the results of the medical examination to either clear the employee to work with no restrictions or to identify any work restrictions related to the job. If the applicant has any work restrictions following the medical examination, the City will engage the applicant in a disability interactive process to determine if it can reasonably accommodate the applicant's work restrictions. To the extent that the City initially determines that it cannot reasonably accommodate the applicant's work restrictions, the City will provide the applicant an opportunity to provide additional medical information on their work restrictions to review further before finalizing any decision that it cannot reasonably accommodate the work restrictions.

## 13. Employment Lists

As soon as possible after the completion of an examination, the Personnel Officer may prepare and maintain an employment list consisting of the names of applicants who qualified in the examination.

## 14. Duration of Lists

Employment lists shall remain in effect for six (6) months, unless exhausted, abolished or extended by the Personnel Officer. The City has no obligation to select or interview applicants who are on an Employment List. Employment Lists are maintained for convenience only. Employment Lists do not create any rights or responsibilities on behalf of the City.

## 15. Removal of Names from List

The name of any person appearing on an employment, re-employment or promotional list shall be removed by the Personnel Officer if the eligible person requests in writing that their name be removed, or if that person fails to respond to a notice of certification mailed to the last designated address. The Personnel Officer may remove the name of any eligible person if that person has previously been rejected for the same position or promotion three (3) times during the life of the list. The person affected shall be notified of the removal of the name by notice mailed to the last known address. The names of persons on promotional employment lists who resign from City employment shall automatically be dropped from such lists.

## 16. Types of Appointment

All vacancies in the competitive service may be filled by transfer, demotion, re-employment, reinstatement or from eligible applicants certified by the Personnel Officer from an appropriate employment list, if available. In the absence of persons eligible for appointment in these ways, provisional appointments may be made in accordance with these Personnel Rules.

## 17. Notice to Personnel Officer

If a vacancy in the competitive service is to be filled, the Personnel Officer shall be notified. If there is no re-employment list available for the class, the Personnel Officer shall have the right to decide whether to fill the vacancy by reinstatement, transfer, demotion, appointment from a promotional employment list, or appointment from an open employment list.

## 18. Certification of Eligible

If the Personnel Officer does not consider it in the City's best interest to fill the vacancy by reinstatement, transfer, or demotion, or if it is not possible to fill the vacancy by re-employment, certification shall be made from an appropriate employment list, provided eligible persons are available.

When the Personnel Officer determines a vacancy should be filled by appointment from a promotional employment list or from an open employment list, he should certify from the specified list the names of all individuals willing to accept appointment. Whenever there are fewer than three (3) names of individuals willing to accept appointment on a promotional employment list or on an open employment list, the Personnel Officer may make an appointment from among such eligible persons or may hold a new examination and establish a new employment list.

## **C. Appointment**

After interview and investigation, the Personnel Officer, or their designee, shall make appointments from among those certified. The person accepting appointment shall report to the Personnel Officer, or the Personnel Officer's designated representative, for processing on or before the date of appointment. If the applicant accepts the appointment and reports for duty within such period of time as the Personnel Officer shall prescribe, the applicant shall be deemed to be appointed; otherwise, the applicant shall be deemed to have declined the appointment.

## 1. Provisional Appointment

In the absence of there being names of individuals willing to accept appointment from appropriate employment lists, the Personnel Officer may provisionally appoint a person meeting the minimum training and experience qualifications for the position. The Personnel Officer may make such appointments when the demands of the service are such that it is not practicable to give advance notice of pending or anticipated vacancies, including but not limited to a period of suspension of an employee or pending final action on disciplinary proceedings, and it is not practical to delay appointment until a new employment list can be prepared and certified.

A provisional appointee shall not accrue any benefits, including but not limited to sick or vacation leave, medical, disability or life insurance or retirement.

If a provisional appointee is selected for a full-time position with the City, the time served as a provisional appointee shall be counted as time toward the fulfillment of the required probationary period. No special credit shall be allowed in meeting any qualifications or in the giving of any test or the establishment of any open-competitive promotional lists, for services rendered under a provisional appointment.

A provisional employee serves at-will and may be removed at any time without the right of appeal or hearing.

## 2. Temporary Employees, Student Interns

From time to time the City has a need for the employment of persons to fill temporary and/or seasonal work assignments. The cost and administrative delay inherent in testing persons to fill such short-term positions is out of proportion to the positions and incompatible with the need to expeditiously fill such positions in time for the employee to perform the temporary work assignment. The City may be offered an opportunity to hire students who work as part of their course of study. It is in the interest of the City and in the efficient administration of City services that management fill temporary positions and employ student interns with a minimum of administrative expense and delay.

The Personnel Officer may approve the appointment of temporary employees for a period not to exceed one (1) year. There will be no exceptions to allow any temporary employee to work beyond the one-year limitation.

The Personnel Officer may authorize department heads to employ high school and college students to work as interns for up to one thousand (1,000) hours. Interns are defined as persons regularly enrolled at Firebaugh High School, or in an accredited college or university whose course of study is related to the activities of City government.

The procedures utilized by department heads for the employment of temporary employees and student interns shall be carefully scrutinized by the Personnel Officer to ensure that the process is fair and complies with Personnel Rules and City policies. Personal favoritism and/or prejudice for or against any person are strictly prohibited.

Temporary employees and student interns employed under this rule shall serve at-will and are not considered part of the competitive service; they may be removed from City service at any time without the right of appeal or hearing. If eventually hired as a full-time employee, they shall not receive any special credit in any qualification for employment, in any examination or employment list for services rendered under a provisional appointment. They shall receive no employee benefits, including but not limited to such as sick leave, vacation, health plan, or retirement, other than as provided pursuant to Healthy Workplace/Healthy Families Act of 2014 Paid Sick Leave.

### 3. Regular Appointment and Probationary Period

#### a. Objective of Probationary Period

The City attempts to hire the most qualified employees for each position. To ensure this, the City provides for a probationary period of employment for the employee to assess the City and the job content, and for the City to evaluate the new employee and their job performance.

#### b. Length of Probationary Period

All regular and promotional appointments shall be tentative and subject to a probationary period of one (1) year of actual service. Leaves of absence or assignments out of class, for any reason, shall not be counted toward the completion of the probationary period and the probationary period shall be extended by the number of hours of such leaves or assignments. The Personnel Officer, at their discretion, may extend such probationary period up to six (6) additional months of actual service.

#### c. Probationary Rejection of Regular Appointment Employee

During the probationary period, an employee on regular appointment may be terminated at any time by the Personnel Officer with or without notice, with or without cause and without the right of appeal. Notification of rejection by the Personnel Officer shall be sent to probationer in writing.

#### d. Probationary Rejection Following Promotion

Any employee rejected during the probationary period following a promotional appointment shall be reinstated to the position from which the employee was promoted, unless the employee is discharged from service in the manner provided in these Personnel Rules for positions in the competitive service, in which event he shall have the right of appeal as set forth in these Rules. If there is no vacancy in such a position the employee may request in writing to be placed on a re-employment list.

4. Oath of Office

Every employee, before entering upon the duties of employment, shall take and subscribe to the Oath of Office required by the provisions of Article 20, Section 3, of the California Constitution.

In the case of temporary employment, the oath shall be effective for all successive periods of employment which commence within one (1) calendar year from the date of subscribing to the oath or affirmation.

No compensation or reimbursement for expenses incurred shall be paid to any employee of the City unless such employee has taken and subscribed to the oath or affirmation required by this section.

5. Appointment of Relatives

Neither the City Council, Personnel Officer, nor his or her designee shall appoint to a salaried position any person who is a relative by blood or marriage within the third degree of any one or more members of the City Council or Personnel Officer.

No full-time, part-time, provisional, or temporary employees shall be assigned to any position in a department where another employee of the department is a relative by blood or marriage within the third degree. The Personnel Officer may, in their sole discretion, make an exception to this Rule when doing so is in the interest of the City.

Without exception, full-time, part-time, provisional, or temporary employees who are relatives by blood or marriage shall not be placed in such a position as to supervise/evaluate or be supervised/evaluated by a relative within the third degree.

As determined by the Personnel Officer, no full-time, part-time, provisional, or temporary employees shall be placed into any position that would compromise the internal control environment by virtue of any relationship through blood or marriage to another employee.

The phrase “within the third degree” shall include, but is not limited to, spouses, parents, children, grandparents, siblings, grandchildren, great-grandparents, uncles and aunts, nieces and nephews, great-grandchildren, and similar relationships by affinity.



### **III. CHANGES IN EMPLOYMENT STATUS**

#### **A. Transfer**

All transfers are subject to the discretion of the Personnel Officer. No person shall be transferred to a position for which that person does not possess the minimum qualifications. The Personnel Officer or their designee may transfer an employee at any time from one position to another position in a comparable class. For transfer purposes, a comparable class is one with the same maximum salary, involves the performance of similar duties and requires substantially the same basic qualifications.

If the transfer involves a change from one department to another, both department directors must consent thereto unless the Personnel Officer orders the transfer. Transfer shall not be used to effectuate a promotion, demotion, advancement, or reduction, or for disciplinary action, each of which may be accomplished only as provided in these Rules.

#### **B. Promotion**

Insofar as consistent with the best interests of the City and subject to the discretion of the Personnel Officer, all vacancies in the competitive service shall be filled by promotion from within the competitive service, after a promotional examination has been given and promotional list is established. Probationary employees shall not be eligible for promotion under a promotional list.

The Personnel Officer may determine that the best interest of the City require that a vacancy be filled by an open competitive examination instead of promotional examination. In such event, the Personnel Officer shall arrange for an open competitive examination and for the preparation and certification of an open competitive employment list.

#### **C. Demotion**

The Personnel Officer may demote an employee whose ability to perform the required duties falls below standard or for disciplinary purposes. Upon request of the employee, and with the consent of the Personnel Officer, an employee may be permitted to voluntarily demote to a vacant position in the same department. No employee shall be demoted to a position for which he does not possess the minimum qualifications. Disciplinary and voluntary demotions shall be in accordance with these Personnel Rules.

All employees who are demoted will be paid at the same rate of pay as prior to demotion if, and only if, the rate of pay is within the range of the lower position. If this is not the case, the rate of pay shall be within the salary range of the lower position which is closest to the rate of pay prior to demotion, but no employee shall be paid more than they were prior to demotion.

**D. Reinstatement**

With the approval of the Personnel Officer, a former regular employee or probationary employee who has completed at least six (6) months of probationary service, and who has resigned with a good record, may be reinstated within two (2) years of the effective date of resignation, to a vacant position in the same or comparable class. Upon reinstatement, the employee shall serve a new probationary period prescribed for the class. No credit for former employment shall be granted in computing salary, vacation, sick leave, or other benefits except on the specific recommendation of the Personnel Officer at the time of reinstatement. The employee will receive a new anniversary date which will be the first date of employment upon reinstatement.

**E. Resignation**

An employee wishing to leave the competitive service in good standing shall file with the Personnel Officer a written resignation stating the effective date and reasons for leaving at least two (2) weeks before the planned separation date, unless such time limit is waived by the Personnel Officer at their discretion. A statement as to the resigned employee's service performance and other pertinent information shall be forwarded to the Personnel Officer. Failure to give notice as required by this Rule shall be cause for denying future employment by the City. A resignation becomes final and cannot be withdrawn once it is received by the Personnel Officer, which shall be considered accepted upon receipt unless employee is notified otherwise in writing.

**F. Report of Change of Status**

Every appointment, transfer, promotion, demotion, change of salary rate, or any other temporary or permanent change in status of employees shall be reported to the Personnel Officer in such a manner as he or she may prescribe.

**IV. PAID AND UNPAID TIME OFF WORK**

**A. Attendance**

Employees shall be in attendance at their work in accordance with the Rules regarding hours of work, holidays, and leaves. All departments shall keep daily attendance records of employees who shall be reported to the Personnel Officer in the form and on the dates he shall specify.

An employee who is unexpectedly unable to report for work as scheduled must notify their immediate supervisor or designee no later than the scheduled work time and report their expected time of arrival or absence. Excessive tardiness or absenteeism may be grounds for discipline, up to and including termination. Abuse of, or misrepresentation of, any form of accrued or unpaid leave time will be grounds for discipline, up to and including termination.



**B. Vacations**

All regular and full-time employees are eligible for paid vacation; which shall be negotiated and agreed to in all Memorandums of Understanding (MOU's) for each City employee bargaining group and are not included in these Personnel Rules.

Vacations may be taken at any time during the year but should be scheduled to avoid conflicts with other employees' vacations and with busy periods of the year. Specific vacation dates should be approved by the employee's supervisor at least fourteen (14) days prior to the anticipated vacation.

**C. Holidays**

All regular and full-time employees are eligible for holiday pay. Observed paid holidays shall be negotiated and agreed to in all Memorandums of Understanding (MOU's) for each City Employee bargaining group and are not included in these Personnel Rules.

If a holiday falls on a weekend, the holiday will be observed on the closes Friday or Monday or on the customary day.

**D. Sick Leave**

All regular full-time employees earn sick leave at a rate negotiated and agreed to in all Memorandums of Understanding (MOU's) for each City employee bargaining group and is not included in these Personnel Rules.

**E. Administrative Leave**

1. Exempt Employees

Those employees who are exempt from the Fair Labor Standards Act may receive up to eighty (80) hours of administrative leave each fiscal year. Those employees may opt to be paid for up to eighty (80) hours of administrative leave each fiscal year. Administrative Leave cannot be carried over from one year to another.

2. Relief of Duty

The Personnel Officer may place an employee on administrative leave with full pay and benefits for an indeterminate period when circumstances exist such that the public interest requires that the employee be relieved from active duty and/or an investigation is taking place. Such relief of duty shall not constitute punitive or disciplinary action. During the period of relief of duty, the employee may be required to regularly report to the department director or their designee in a manner described in writing by the department director to the employee.

**F. Jury Duty**

Every regular full-time employee of the City who is called or required to serve as a trial juror, upon notification and appropriate verification submitted to their supervisor, shall receive time off for the period of actual service required. The employee shall receive their normal pay during the period of jury duty. The time spent on jury duty is not work time for purposes of calculating overtime compensation.

**G. Voting**

The City’s policy is to encourage its employees to participate in the election of government leaders. Therefore, adequate time off is allowed at the beginning or end of the workday to exercise this right, as long as employees request this time off from their supervisors and give adequate notice.

**H. Bereavement Leave**

In the event of a death in a regular full-time employee’s immediate family, that employee may have up to five (5) working days. The bereavement may be unpaid. However, AB1949, would authorize an employee to use certain other leave balances available to the employee, including accrued vacation, sick or other paid leaves for paid bereavement leave to handle family affairs and to attend the funeral. “Immediate Family” is defined as father, mother, brother, sister, spouse, child, mother-in-law, father-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, stepfather, stepmother, and stepchild. AB1949

**I. Personal Leave Without Pay**

The Personnel Officer, in their unrestricted discretion, may grant a regular or probationary employee leave of absence without pay or seniority for not to exceed three (3) months. After three (3) months, the leave of absence may be extended if so authorized. No such leave shall be granted except upon written request of the employee, setting forth the reason for the request, and the approval will be in writing. An employee is not entitled to a leave of absence as a matter of right. Upon expiration of a regularly approved leave or within a reasonable period of time after notice to return to duty, the employee shall be reinstated in the position held at the time leave was granted. Failure on the part of an employee on leave to report promptly at its expiration, or within a reasonable time after notice to return to duty shall cause the employee to be deemed to be discharged. The depositing in the United States mail of a first-class letter, postage prepaid, addressed to the employee’s last known address, shall constitute reasonable notice to the employee that their leave of absence has expired, and he must return to duty.

**J. California Family Rights Act (CRFA Leave)**

The City will provide up to twelve (12) weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons in a 12-month period rolling backwards upon approval of the Personnel Officer. Employees are eligible for this leave under the California Family Rights Act (CFRA) if they have been employed by the City for at least one year, have worked 1,250 hours in the previous 12 months, and meet other eligibility requirements prescribed by law.

Leave may be taken for one or more of the following reasons:

- Your serious health condition that makes you unable to perform your job.
- To care for your family member who has a serious health condition. For purposes of CFRA leave, a "family member" includes your:
  - Spouse;
  - Parent;
  - Child of any age;
  - Registered domestic partner;
  - Grandparent;
  - Grandchild;
  - Sibling;
  - Parent-in-law;
  - One "designated person" - defined as any individual related by blood or whose association with employee is the equivalent of a family relationship.
    - The birth of your child, or placement of a child with you for adoption or foster care.
    - Because of a qualifying exigency related to covered active duty or a call to covered active duty of your spouse, registered domestic partner, child, or parent in the Armed Forces of the United States. (See Qualifying Exigencies Related to Active Duty below.)

Please note that incapacity due to pregnancy, prenatal medical care or childbirth is not an eligible reason for CFRA leave.

#### Qualifying Exigencies Related to Active Duty

• Eligible employees whose spouse, domestic partner, child, or parent is on covered active duty or call to covered active-duty status may use their 12-week leave entitlement for certain qualifying exigencies. Qualifying exigencies may include, but are not necessarily limited to, attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The employee ordinarily must provide thirty (30) days advance notice when the leave is "foreseeable." The City may require medical certification to support a request for leave because of a serious health condition and may require a second or third opinion (at the employer's expense) and a return-to-work report from the employee's health care provider if leave is taken for the employee's own serious health condition. Paid leave shall run concurrently with family and medical care leave before unpaid leave will be allowed.

The City will maintain the employees' health coverage during the period of CFRA leave to the extent it would otherwise had the employee been continuously employed. Upon return from leave, an employee will be restored to their original or equivalent position with equivalent pay, benefits, and other employment terms, provided he meets the eligibility requirements prescribed herein and by law. The use of CFRA leave will not result in any loss of employment benefit that accrued prior to the start of an employee's leave.

## **K. Pregnancy Disability Leave**

An employee who is disabled because of pregnancy, childbirth, or a related medical condition is entitled to an unpaid pregnancy disability leave for up to four (4) months.

### **1. Notice and Certification Requirements**

- a. Except in an emergency, requests for pregnancy disability leave must be submitted in writing and must be approved by the employee's supervisor or Department Head before the leave begins. The request must be supported by a written certification from the attending physician stating that the employee is disabled from working by pregnancy, childbirth, or a related medical condition. The certification must state the expected duration of the disability and the expected date of return to work.
- b. All planned leaves must be confirmed in writing and have an agreed-upon specific date of return, with the written confirmation submitted to the Department Head prior to being taken. Requests for an extension of leave must be submitted in writing to the Department Head prior to the agreed date of return and must be supported by a written certification of the attending physician that the employee continues to be disabled by pregnancy, childbirth, or a related medical condition. The maximum pregnancy disability leave is four (4) months.

### **2. Compensation During Leave**

Pregnancy disability leaves are without pay. However, the employee may first use accrued sick leave, vacation leave, and then any other accrued paid time off during the leave.

### **3. Benefits During Leave**

- a. An employee on pregnancy disability leave may receive any group health insurance coverage that was provided before the leave on the same terms as provided to other employees who become disabled off-duty, if: (1) the employee is eligible for concurrent family and medical care leave as described by these Personnel Rules, and (2) the employee has not already exhausted their group health insurance coverage benefit in accordance with State and Federal law. The City may recover premiums it paid to maintain health coverage, as provided by the family and medical leave laws, if an employee does not return to work following pregnancy disability leave.
- b. An employee on pregnancy disability leave who is not eligible to receive group health insurance coverage as described above, may receive health insurance coverage in conjunction with COBRA (Consolidated Omnibus Budget Reconciliation Act) guidelines by making monthly premium payments to the City.
- c. Sick leave and vacation leave do not accrue while an employee is on unpaid pregnancy disability leave.

#### 4. Reinstatement

- a. Upon the expiration of pregnancy leave and the City's receipt of a written statement from the health care provider that the employee is fit to return to duty, the employee will be reinstated to her original or an equivalent position, so long as it was not eliminated for a legitimate business reason during the leave.
- b. If the employee's original position is no longer available, the employee will be assigned to an open position that is substantially similar in job content, status, pay, promotional opportunities, and geographic location as the employee's original position.
- c. If upon return from leave an employee is unable to perform the essential functions of her job because of a physical or mental disability, the City will initiate an interactive process with the employee in order to identify potential reasonable accommodations.
- d. An employee who fails to return to work after the termination of her leave loses her reinstatement rights.

#### **L. Military Leave**

Military leave shall be granted in accordance with the provisions of state and federal law. An employee requesting leave for this purpose shall provide the department head, whenever possible, with a copy of the military orders specifying the dates, site and purpose of the activity or mission. Within the limits of such orders, the department head may determine when the leave is to be taken and may modify the employee's work schedule to accommodate the request for leave.

#### **M. Time Off for Victims of Violent Crimes or Domestic Abuse**

The City provides time off for victims of a violent crime, domestic violence, sexual assault, or stalking in accordance with state law. Employees may take time off to: (1) appear in court to comply with a subpoena or other court order as a witness to any judicial proceeding; (2) seek medical or psychological assistance; or (3) participate in safety planning to protect against further assaults. The City shall also provide reasonable accommodations for victims of domestic violence, sexual assault or stalking who request an accommodation for their safety while at work.

An affected employee must give the City reasonable notice that he is required to be absent for the purpose stated above. In cases of unscheduled or emergency court appearances or other emergency circumstances, the affected employee must, within a reasonable time after the appearance or circumstance, provide the City with written proof that the absence was required for any of the above reasons. Leave under this section is unpaid unless the employee uses vacation or compensatory time off.



## **N. Workers' Compensation**

If an employee has been injured on the job, he is eligible for Workers' Compensation Benefits.

### **1. Notification and Medical Care**

The City has several obligations to injured employees. Once it has been determined that an employee's illness or injury is work-related and the claim has been accepted, the City is responsible for providing whatever medical services are necessary to cure or relieve from the effects of the injury. These services will normally be provided at no cost to employees unless there is some dispute over whether they are necessary.

If an employee has suffered a work-related injury, he should advise their supervisor immediately. If medical attention is required, the supervisor will arrange for the employee to be taken to the doctor. Normally, employee will be treated at one of several occupational medical clinics that treat City employees.

If an employee wishes to be treated by their personal physician, the employee must advise the City before the need for medical treatment arises. If the injury is serious, the employee will be taken to the nearest emergency medical care facility where necessary care will be provided.

### **2. Temporary Disability and Injury Pay**

Once the claim is accepted, the employee will also be compensated for any time lost from work due to their injury. The first three (3) calendar days following an on-the-job injury will be charged to sick leave or leave without pay. This is referenced as the "waiting period." On the fourth day following the injury, employee would begin to receive the legally required percentage of average weekly wages (averaged over the past year). If hospitalized because of the injury or if off for more than fourteen (14) days, there is no waiting period and employee would be paid Temporary Disability pay for those first three days.

### **3. Permanent Disability**

If the injury is serious enough to cause an employee any permanent disability, he will also be compensated for it. Permanent disability awards are not "damages," such as those which are awarded in civil cases. These awards are meant to compensate for your reduced ability to compete in the labor market. The amount of a permanent disability award is based on the type and severity of the injury, occupation, and age at the time of the injury. If the treating doctor indicates that there is some degree of permanent disability, a claims examiner will contact the employee to explain the procedure of evaluating and rating the disability.

#### 4. Vocational Rehabilitation

If an employee is unable to return to their usual and customary job, he or she may be eligible for vocational rehabilitation services. If off work for a total of ninety (90) days because of an industrial injury, employee will be contacted by a rehabilitation representative who will explain the benefits to which employee may be entitled to. The City is required by State law to provide employee with this explanation of potential eligibility for these benefits, and employee will not be forced to resign, retire, or change jobs unless the doctor indicates that there is some medical necessity to do so.

If an employee needs vocational rehabilitation services, every reasonable effort will be made to return them to suitable gainful employment as soon as possible. Employee will be assigned to a vocational rehabilitation counselor who will research the possibilities of job modifications or alternative job assignments with the City. If it is not possible for employee to remain with the City, training or job placement services that make the best possible use of employee's knowledge, skills and aptitude will be provided.

#### 5. The Legal Process

It isn't necessary to have an attorney represent an employee in a Workers' Compensation case. However, employees always have the right to hire private counsel in these matters. Fees for these services are usually deducted from the employee's permanent disability award.

#### 6. Police Officer Industrial Injuries

Police Officers who are disabled temporarily or permanently by injury or illness occurring in the course and scope of employment shall be provided compensation and benefits in accordance with Labor Code section 4850.

### **O. Disability Accommodations and Fitness-for-Duty Examinations**

1. Reasonable Accommodations. The City provides employment-related reasonable accommodations to qualified individuals with disabilities within the meaning of the California Fair Employment and Housing Act and the Americans with Disabilities Act. An employee who desires reasonable accommodation in order to perform essential job functions should make such a request, preferably in writing, to the Personnel Officer. The request must identify the job-related functions at issue and the desired accommodations.
2. Fitness-for-Duty Examinations. The City Manager or their designee may require an employee to submit to a fitness-for-duty examination to determine if the employee is able to perform the essential functions of their job when there is significant evidence: 1) the employee appears to be unable to perform or has difficulty performing one or more essential functions of their job; and 2) there is reason to question the employee's ability to safely or efficiently complete work duties.



- a. A City-selected health care provider will examine the employee at City expense. The City will provide the health care provider with a letter requesting a fitness-for-duty examination limited to the employee's job-related functional limitations and a written description of the essential functions of the employee's job. The health care provider will examine the employee and provide the City with non-confidential information regarding whether the employee is fit to perform essential job functions and if the employee's continued employment poses a threat to the health and safety of themselves or others. Should the health care provider exceed the scope of the City's request and provide confidential health information, the City will return the report to the health care provider and request another report that includes only the non-confidential fitness-for-duty information that the City has requested.
  - b. The City may require an employee to undergo an examination by a City-designated physician, psychiatrist, or psychologist, and/or submit a certificate of employability from the treating physician before returning to work after taking any leave due to injury or illness.
3. Determination. After receipt of reasonable documentation, the City may meet with the employee to fully consider all feasible potential reasonable accommodations. The purpose of the discussions will be in good faith to fully discuss all feasible potential reasonable accommodations. After the discussions, the City will determine, in its sole discretion, whether reasonable accommodation can be made and the type of accommodation to provide. The City will not provide accommodation that would pose an undue hardship upon City finances or operations, or that would endanger the health and safety of the employee or others. Employees unable to perform the essential functions of their position, with or without reasonable accommodation, may be subject to separation of employment.

## **V. DISCIPLINARY ACTIONS**

### **A. Types of Disciplinary Actions**

Neither employee evaluations nor informal counseling memorandums shall be considered disciplinary or punitive in nature. They may not be appealed under this Rule. However, unsuccessful counseling may be referenced in a separate subsequent disciplinary action.

#### **1. Oral Reprimand**

A formal discussion with an employee about performance or conduct problems. This action shall be summarized in writing by the department director or supervisor. The employee may respond in writing to such reprimand. The employee shall not otherwise be entitled to appeal from an oral reprimand. Oral reprimands and employee responses shall not be placed in the employee's personnel file, however, the fact that an employee previously received an oral reprimand for similar inappropriate conduct may be referenced in future reprimands.

2. Written Reprimand

A written document presented to an employee regarding performance or conduct problems. A copy must be provided to the employee with a copy filed in the employee's personnel file. Within five (5) working days following service of the written reprimand, the employee may file a written response, the original being directed to the department head or supervisor and a copy filed in the employee's personnel file. A written reprimand may not be appealed under this policy.

3. Minor Disciplinary Suspension

An involuntary absence without pay for a period of fewer than five (5) working days.

4. Major Disciplinary Suspension

An involuntary absence without pay for a period of five (5) or more working days but not exceeding thirty (30) working days.

5. Disciplinary Salary Reduction

A reduction in pay from the employee's current step within a pay range to a lower step within that same pay range.

6. Disciplinary Demotion

Reduction from a position in one class to a position in another class having a lower salary range.

7. Dismissal

Permanent discharge or removal from City service.

**B. Grounds for Disciplinary Action**

The following list of grounds for disciplinary action is not intended, nor is it a comprehensive and complete list of all grounds for disciplinary action. Any inappropriate conduct by a City employee will be grounds for disciplinary action. These include, but are not limited to:

1. Incompetence or inefficiency in the performance of the duties of one's position.
2. Insubordination, including refusal to accept assignment or direction from an authorized supervisor or City management.
3. Neglect of duty.

4. Unsatisfactory job performance, or refusal or inability to improve such performance in accordance with written or verbal direction.
5. Absence without authorized leave.
6. Excessive absenteeism or tardiness, as defined by the employee's department director, the Rules, or Memorandum of Understanding.
7. Dishonesty.
8. Theft.
9. Fraud in securing or retaining employment.
10. Discourteous treatment or offensive conduct toward or around members of the public or other employees, including fighting, using profane or abusive or threatening language toward others, or gossiping.
11. Failure to cooperate with employee's supervisor or fellow employees.
12. Drinking alcoholic beverages or consuming other intoxicants on the job or reporting for work while under the influence of alcohol or other intoxicants.
13. Use of unlawful narcotics or drugs.
14. Malfeasance or misconduct, which shall include, but shall not be limited to, conviction, plea of guilty, or no contest of any felony, or damaging City property, equipment, or vehicles, or the waste of City supplies through negligence or misconduct.
15. Violation of any City rules, regulation, ordinance, resolution, or policy or departmental rule.
16. Unapproved outside employment or activity while on City time or City business, or that violates the City's policies, or other enterprise that constitutes a conflict of interest with service to the City.
17. Mishandling of public funds.
18. Falsifying or altering any City record.
19. Any conduct unbecoming an employee of the City of Firebaugh that causes discredit to the City or results in the impairment or disruption of City service.
20. Unjustified and repeated abuse of sick or other leave.
21. Failure to comply with safety procedures.

22. Failure to follow defined job duties and procedures.
23. Misuse or destruction of City equipment or property.
24. Sleeping on the job.
25. Acceptance of gifts or gratuities in connection with or relating to employee's job duties.
26. Discrimination, including harassment, against other employees or members of the public on the basis of any legally protected classification.
27. Taking retaliatory action against a person engaged in protected conduct.

**C. Disciplinary Policy and Procedure**

The following procedures apply to regular employees who are subjected to disciplinary salary reduction, major disciplinary suspension, demotion, or dismissal. For purposes of this section, these disciplinary actions will be referred to as "major disciplinary action."

The disciplinary notice or appellate procedures shall not be applicable to those positions which may be deemed exempt by Council resolution, Personnel Rules Section I(C), or to probationary employees.

1. Proposed Notice of Discipline - Procedure

If the City proposes a major disciplinary action, the employee shall be served with a written notice of the proposed disciplinary action. Such notice shall:

- a. State the charges and specifications against the employee.
- b. Include all information relied upon in making the decision to propose disciplinary action.
- c. Advise the employee of any rights to respond to the proposed discipline, either orally or in writing, state that the employee's response will be considered before the proposed disciplinary order goes into effect including a pre-disciplinary "Skelly" conference prior to the imposition of the proposed discipline.

2. Employee Response and Skelly Conference

The Notice of Proposed Discipline will include a date for the pre-disciplinary Skelly conference that will be overseen by the department head or their designee. The Skelly conference is an informal meeting, not a formal or adversary hearing; the employee shall not be entitled to cross-examination. The employee shall have the right of representation at the Skelly conference, if so requested. The department head may, after consideration of all information received, decide to sustain, modify, or reject the proposed disciplinary action.

Service of an order for disciplinary action or any notice required to be given to an employee will be deemed sufficient and complete when delivered in person to the employee to whom it is directed, or when it is sent by certified mail, postage prepaid, to the last known address of the employee.

The City shall not provide a pre-disciplinary Skelly conference to regular employees subjected to a minor disciplinary suspension. However, such employees may request a similar conference during the minor disciplinary suspension or within a reasonable time thereafter.

### 3. Final Notice of Discipline

If a major disciplinary action is imposed, a written statement shall be given to the employee of the following:

- a. The level of discipline, if any, to be imposed, as well as the charges and a summary of facts on which the disciplinary action is based.
- b. The effective date(s) of the disciplinary action.
- c. A copy of all written materials, reports, or documents upon which the discipline is based.
- d. Any rights of appeal.

### 4. Evidentiary Appeal

The appeal procedure described herein shall apply to a disciplinary action of regular employees resulting in a disciplinary salary reduction, major disciplinary suspension, demotion, or dismissal. It shall not be applicable to those positions which may be deemed exempt by Council resolution, Personnel Rules, or to probationary employees. It shall also not apply to counseling or oral reprimands, written reprimands, or minor disciplinary suspensions.

Regular employees shall have the right of appeal from such disciplinary actions as described in this section. Such an appeal must be filed with the City Clerk within ten (10) calendar days following receipt of a Final Notice of Discipline. The appeal must be in writing and must set forth the grounds or basis for the appeal. If the employee involved does not file said appeal, the City's decision shall be final and take effect as prescribed.

- a. **Hearing.** Upon receipt of a written appeal from an affected employee, the City Clerk shall arrange for a hearing as provided in this section. Said hearing shall be conducted within a reasonable time after receipt of a timely written appeal, as determined by the City. The City Clerk shall arrange for the selection of a Hearing Officer to conduct the hearing and issue a decision.

- b. Representation. The appellant employee shall have the right to appear personally or to be represented by counsel or by anyone else of their choosing, including other City employees, with the exception of supervisory, management, and confidential employees.
- c. Failure of Employee to Appear. Failure of the appellant to personally appear at the hearing without providing reasonable notice of inability to attend, shall be deemed a withdrawal of their appeal and the Final Notice of Discipline shall be final.
- d. Decision. The Hearing Officer shall render a decision no later than thirty (30) calendar days after (1) the conclusion of the hearing and the briefs, if any, have been submitted, or (2) receipt of the official hearing transcript, unless otherwise agreed upon by both parties. The Hearing Officer's decision shall be final and conclusive. A copy of such decision, along with a proof of service of mailing, shall be forwarded to each of the parties' representatives. Copies shall also be distributed to the City Clerk.

The Hearing Officer may sustain, reject, or modify any or all of the charges filed against the employee. If the disciplinary action is reversed or modified by the Hearing Officer, they may determine whether the employee is to be compensated in all or in part for the time lost on or after the date the disciplinary action went into effect.

The cost of the Hearing Officer and other mutually incurred costs shall be borne equally by the parties which shall be paid on or before the date of the appeal hearing. Failure to pay half of the mutually incurred costs may prevent the hearing from occurring. Pursuant to Code of Civil Procedure Section 1094.6, the parties have ninety (90) days from the date of the proof of service of mailing of the written findings and decision to appeal the decision to the Superior Court in and for the County of Fresno.

## **VI. LAYOFF PROCEDURES**

Whenever, in the judgment of the Personnel Officer, it becomes necessary to abolish any position of employment, the employee holding such position may be laid off or demoted without disciplinary action and without the right of appeal.

### **A. Notification**

Employees to be laid off shall be given, whenever possible, prior notice of at least thirty (30) calendar days.

### **B. Order of Layoff**

In each class of position, employees may be laid off according to employment status in the following order: temporary, provisional, probationary, and regular. Temporary, provisional, and probationary employees shall be laid off according to the needs of the service as determined by the Personnel Officer.



Regular employees shall be laid off by inverse seniority within the below groupings. Seniority is defined as the length of full-time service at or above a classification within the department. Employees who received “improvement- needed” or worse on their last written evaluation shall be subject to layoffs before those who received a higher rating.

Whenever the Personnel Officer believes that the best interest of the City requires the retention of employees with special qualifications, characteristics, skills or fitness for the work, the Personnel Officer may grant an exception to the order of layoff.

**C. Vacancy and Demotion**

Except as otherwise provided, whenever there is a reduction in the workforce, the Personnel Officer shall first demote the employee to be laid off to a vacancy, if any, in a lower class for which the employee is qualified. All persons to be demoted shall have their names placed on the re-employment list.

**D. Bumping Rights**

An employee affected by layoff shall have the right to displace an employee in the same department who has less seniority in the same class or in a lower class in which the affected employee once had permanent status.

In order to bump down to a former or lower class, an employee must request displacement action in writing to the Personnel Officer within five (5) working days of receipt of notice of layoff. Notice of layoff shall include a notice of the rights set forth in these Rules.

Employees retreating to a lower or similar class shall be placed at the salary step representing the least loss of pay. In no case shall the salary be increased above that received in the class from which the employee was laid off.

Employees retreating to a lower, or similar, class shall serve a probationary period in the new class unless they have previously successfully completed a probationary period in the class or the class series.

There shall be no interdepartmental displacement rights.

**E. Re-employment List**

Regular, non-probationary employees laid off or demoted in accordance with these Rules shall be entered upon a re-employment list. Lists from different departments shall be combined into a single list. The Personnel Officer shall review such list for former employees in the same or lower classification as that in which a vacancy arises. The City is not required to interview or hire from the re-employment list. The re-employment list does not create any benefit or rights to laid off, regular, non-probationary employees on said list.



**F. Duration**

Names of persons laid off shall be carried on a re-employment list for six (6) months, except that persons appointed to permanent positions at the same level from which they were laid off shall, upon such appointment, be dropped from the list. Persons who refuse re-employment shall be dropped from the list. Persons re-employed in a lower class or on a temporary basis, shall be continued on the list for the higher position for one (1) year. The Personnel Officer may extend the duration of a re-employment list.

**G. Re-employment After Layoff**

Employees rehired to City service from a re-employment list shall retain all benefits, accumulated leave, and seniority rights that such employees enjoyed prior to being laid off.

**VII. EMPLOYEE GRIEVANCES**

**A. Purpose**

The purpose of this section is to provide a just and equitable method for the resolution of grievances without fear of coercion or reprisal.

**B. Grievance Defined**

Subject to the exclusions listed in this Policy, a “grievance” is a claimed violation of a specific provision of these Personnel Rules or a Memorandum of Understanding (MOU) and is not subject to any other City dispute resolution process or procedure that is provided by statute, ordinance, resolution, or agreement.

The following matters are expressly excluded from the definition of “grievance”:

1. Requests for changes in wages, hours, or working conditions, including any impasse or dispute in the meeting, and conferring process or matter within the scope of representation;
2. Requests for changes in the content of employee evaluations or performance reviews, oral or written warnings, reprimands, or counseling;
3. Challenges to a reclassification, layoff, transfer, denial of reinstatement, or denial of a step or merit increase;
4. Challenges to any disciplinary action;
5. Challenges to examinations or appointment to positions;
6. Management of the City generally;

7. Determination of the nature, necessity or organization of any service or activity conducted by the City, including the decisions to expand or reduce services or the workforce, and/or to impose layoffs;
8. Methods of financing;
9. Determination of or change in facilities, equipment, methods, technology, means or size of the work force;
10. Determination of or of or change in the location, number of locations, relocations and types of operations, processes, or materials to be used in carrying out City functions;
11. Determination of work assignments and schedules;
12. Determination of productivity or performance programs and standards;
13. Determination of standards, policies, and procedures for selection, training, and promotion of employees; and
14. Establishment, implementation, and modification of Department organizations, supervisory assignments, chains of command, and reporting responsibilities.

**C. General Provisions**

1. No retribution or prejudice shall be suffered by any employee making use of the grievance procedure.
2. The time limits established herein may be extended by mutual written agreement between the grievant and management.
3. If management, at any step of the procedure, fails to respond within the prescribed time limit specified, the grievant may process the grievances to the next step.
4. If the grievant, at any step of the procedure fails to appeal management's decision on the grievance within the prescribed time limit specified, such decision shall be deemed accepted and shall not be subject to further appeal or consideration.
5. By mutual written agreement, a grievance may revert to a prior level of reconsideration.
6. The grievant shall be present at all conferences in the grievance procedure.
7. All communications, notices and papers required to be in writing shall be served personally or by United States mail. For mailed notices and papers, the postmark shall be within the prescribed time limits.

8. Management shall inform the grievant of any limitation on the authority of the management representative to fully resolve the grievance.
9. All employees have the right to consult with their supervisor, their department head, or the Personnel Officer without prejudice, concerning the manner, form and/or procedure for filing a grievance.
10. Failure of the grievant to complete any step on the grievance procedure will bar further consideration of the grievance.
11. The grievance procedure shall not be used in addition to, or as a substitute for, the disciplinary procedure, the unfair labor relations practice procedure, or the impasse procedure, when any of such procedures are or could reasonably have been available in the exercise of reasonable diligence.
12. Grievances may be filed by an exclusively recognized employee organization.
13. If the grievance is against the employee's supervisor or department head, the employee may apply to the City Manager in writing for permission to commence the Grievance Procedure at the step immediately above the supervisor alleged to be the subject of the grievance. The City Manager (or the City Council, in the event the grievance is against the City Manager) shall permit this modification of the grievance procedure upon their determination that there are special circumstances that prevent the employee from obtaining full and fair consideration of the grievance by the employee's supervisor or department head.

**D. Representation Rights**

1. The employee has the right to the assistance of a representative of their choice in the investigation, preparation, and presentation of a grievance.
2. Representation may occur at any stage of the grievance procedure provided, however, that prior to calling for representation at Step One – Intermediate Supervisor of the procedure, the employee shall informally discuss their grievance with their supervisor. Upon conclusion of such discussion, and in accordance with the below procedures, the employee may file a formal grievance within ten (10) calendar days after the employee knew, or in the exercise of reasonable diligence should have known, of the events giving rise to the grievance in order to have the assistance of a representative at that Step.
3. If the employee elects another employee as his or her representative, such representative shall not be released during working hours without the approval of his or her supervisor.
4. The supervisor shall grant the representative a reasonable amount of time during work hours to assist the grievant, provided such would not unreasonably interfere with or delay City work.

5. Grievance conferences between management and grievant will normally be conducted during regular working hours at a mutually convenient time.
6. The investigation of a grievance during working hours by an employee and their representative, if any, shall be in accordance with the following:
  - a. Prior to entering any job site, the grievant and representative shall obtain the approval of the job site supervisor.
  - b. There shall be no solicitation of grievances or employee organization membership.
  - c. The investigation shall be conducted expeditiously and in a reasonable amount of time, with due regard for the work requirements of the City.
  - d. Where the investigation commences prior to the end of the regular workday, time spent after the close of the regular workday shall be on the representative's and the employee's own time.
  - e. Entry to a City job site will not be permitted if it would unreasonably interfere with or delay City work.
  - f. All safety regulations relating to the presence or conduct of persons at the job site shall be followed.

## **E. Procedures**

### **1. Informal Resolution**

Employees who believe they have a bona fide complaint within the scope of these procedures shall promptly inform and discuss the issue with their immediate supervisor as designated by the department head or their designee to, in good faith, clarify the matter expeditiously and informally resolve the matter. If the informal discussion does not resolve the problem to the employee's satisfaction, and if the complaint constitutes a grievance as herein defined, the employee may file a formal grievance in accordance with the following procedure.

### **2. Step One – Immediate Supervisor**

- a. The employee shall file a completed written grievance form to their supervisor within ten (10) calendar days after the employee knew, or in the exercise of reasonable diligence should have known, of the events giving rise to the grievance.
- b. The supervisor shall, within five (5) calendar days after receipt of the grievance, have a discussion with the employee concerning the grievance.

- c. The supervisor shall, within five (5) calendar days of the grievance conference, render a written decision to the employee with a copy of the original grievance.

3. Step Two – Department Head

- a. Within five (5) calendar days of receipt of the decision of the supervisor, the grievant, if he wishes to appeal the decision, shall submit an appeal to the department head. The appeal shall be submitted in writing, in conformity with the procedures stated therein and shall include the supervisor's response, if any.
- b. The department head or their designee shall, within five (5) calendar days of receipt of the appeal, schedule a conference at a mutually-agreeable time. A representative of the grievant and/or management may attend this conference in accordance with the Personnel Rules (VII, D).
- c. The department head or their designee shall, within five (5) calendar days of the conference, render a written decision to the grievant with a copy of the original grievance.

4. Step Three – City Manager

- a. Within five (5) calendar days of receipt of the written decision from the department head or their designee, the grievant, if he or she wishes to appeal the decision, shall submit an appeal to the City Manager. The appeal shall be submitted in writing, in conformity with the procedures stated therein and shall include the original grievance and management's responses, if any.
- b. The City Manager or their designee shall, within seven (7) calendar days of receipt of the appeal schedule a conference at a mutually-agreeable time. A representative of the grievant and/or management may attend this conference in accordance with the Personnel Rules (VII, D).
- c. The City Manager or their designee shall, within seven (7) calendar days of the conference, render a written decision to the grievant with a copy of all appeal documents.
- d. The City Manager may, at their option, render a written decision based on the documents submitted for their review without the conference within the time frame set forth above. If he or she does so, the grievant may discuss this decision with the City Manager at a mutually convenient time, provided the grievant requests such a meeting within seven (7) calendar days of receipt of the City Manager's decision.
- e. Grievances shall be appealable in accordance with the procedures set forth in Step Four.
- f. Nothing in this section shall prohibit, by written agreement, a more expeditious handling of the grievance.

5. Step Three – Binding Arbitration

- a. If the response at Step Two does not resolve the grievance, the grievant and Union may jointly request that the matter be submitted to binding arbitration. Such request shall be made in writing to the City Manager within five (5) calendar days of the grievant's receipt of the Step Two response. An arbitrator may be selected by mutual agreement between the parties. Should the parties fail to agree upon an arbitrator within a reasonable time, as determined by the City, they shall make a joint request to the State Mediation & Conciliation Service for a list of seven (7) arbitrators who have had experience in the municipal sector. The parties shall select the arbitrator by alternately striking names from said list until one name remains; such person shall then become the arbitrator. The first party to strike a name shall be determined by the toss of a coin.
- b. The arbitrator selected shall hold a hearing as expeditiously as possible at a time and at a place convenient to the parties, and shall be bound by the following:
  - 1) The arbitrator shall be bound by the language of the MOU, as well as the City's and departmental rules and regulations consistent therewith in considering any issue properly before them.
  - 2) The arbitrator shall expressly confine themselves to the precise issues submitted to them and shall have no authority to consider other issues not submitted to them.
  - 3) The arbitrator shall be bound by applicable Federal, State, and local law.
  - 4) In disputes involving the interpretation of the MOU, the arbitrator will only interpret the MOU and will not have the power to add to, delete from, or amend any part of the parties' Agreement. Additionally, the arbitrator may not recommend changes in established wages or benefits, nor recommend the payment of back wages or benefits to a date prior to thirty (30) days before the grievance was timely filed.
- c. The arbitrator's decision shall be final and binding on the City, the Union, and the grievant. All fees and costs of the arbitrator and court reporter, if any, shall be borne by the losing party. The Union has the authority to settle grievances at any step in the process on behalf of members of the bargaining unit.



## **VIII. PREVENTION OF HARASSMENT**

### **A. Purpose**

Every employee is entitled to a work environment free from discriminatory harassment or retaliation. This policy prohibits harassment and discrimination on the basis of any of the following protected classifications: actual or perceived race, religious creed, color, sex (including gender, gender identity, gender expression, and pregnancy), national origin, ancestry, disability, medical condition, genetic characteristics or information, marital status, age, sexual orientation, military and veteran status or any other protected classification. Retaliation, including any threats to engage in unfair immigration-related practices, against any individual for making a complaint of discriminatory harassment or for participating in a harassment investigation, or for exercising a right protected by State labor or employment laws or any applicable ordinance is prohibited.

#### **1. Policy Statement**

The City has zero tolerance for any conduct that violates this policy. Conduct need not arise to the level of a violation of law to violate this policy. A single act can violate this policy and provide grounds for discipline or other appropriate sanctions, up to and including discharge. The City will take appropriate preventative, corrective and/or disciplinary action in response to behavior that violates this division or the rights and privileges it is designed to protect.

#### **2. Definitions**

##### **a. Discrimination**

Treating any individual differently because of the individual's protected classification as described above by this policy.

##### **b. Harassment**

Harassment can include any form or combination of verbal, physical, visual, or environmental conduct. It need not be explicit or specifically directed at the victim. Sexually harassing conduct can occur between people of the same or different genders. Prohibited Harassment included but is not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations, comments, posts, or messages;
- Visual displays such as derogatory and/or sexually oriented posters, photography, cartoons, drawings, or gestures;



- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race, or any other protected basis;
- Threats and demands to submit to sexual requests or sexual advances as a condition of continued employment, or to avoid some other loss and offers of employment benefits in return for sexual favors;
- Retaliation for reporting or threatening to report harassment; and
- Communication via electronic media of any type that includes any conduct that is prohibited by state and/or federal law or by company policy.
- Sexual harassment does not need to be motivated by sexual desire to be unlawful or to violate this policy. For example, hostile acts toward an employee because of their gender can amount to sexual harassment, regardless of whether the treatment is motivated by sexual desire.
- Prohibited harassment is not just sexual harassment but harassment based on any protected category.

c. Discrimination/harassment does not include the following:

- 1) Bona fide acts or omissions based solely upon bona fide occupational qualifications under Equal Employment Opportunity Commission and California Fair Employment and Housing Commission guidelines.
- 2) Bona fide requests or demands by a supervisor that an employee improve their work quality or output, that the employee report to the job site on time, that the employee comply with City or departmental rules or regulations, or any other appropriate work-related communications between supervisor and employee.

### 3. Supervisor-Subordinate Relationships

Romantic or sexual relationships between supervisors and subordinate employees are discouraged. There is an inherent imbalance of power and potential for exploitation in such relationships. The relationship may create an appearance of impropriety and lead to charges of favoritism by other employees. Employees engaged in such a relationship must immediately report their relationship to the Personnel Officer. The employees in said relationship may continue their employment but not in a supervisor- subordinate role. The employees shall have first right to determine which of them will be transferred to an open position, if any exists, for which they meet the minimum qualifications. The City may unilaterally transfer one of the employees if one does not volunteer within five (5) calendar days of reporting the relationship. Failure to comply with this reporting requirement shall be grounds for discipline, including dismissal.

#### 4. Responsibility

- a. This division applies to all City personnel. Each department head is responsible for ensuring that the work environment is free from all types of unlawful discrimination, including sexual harassment. Supervisors are responsible for taking prompt, appropriate action within their work units to avoid and minimize the incidence of discrimination.
- b. All employees shall promptly report any conduct which violates this policy to their immediate supervisor, manager, any department head, the Personnel Officer, or appropriate authority figure. This includes any instances of discriminatory harassment which they directly observe whether or not the conduct is reported by the employee who is the object of such conduct.

Under no circumstances shall employees who believe they are victims of such conduct be required to first report that harassment to a supervisor or other authority figure if that figure is the individual who has harassed the employee. Employees may, without following the departmental chain of command, file a complaint directly with the department head or City Manager.

All employees shall cooperate with any investigation of any alleged discriminatory harassment conducted by the City or its agents.

- c. Any supervisors receiving information regarding violation(s) of this policy shall immediately notify the City Manager. All supervisors shall maintain confidentiality to the extent possible in communicating or investigating any claims of alleged discrimination or harassment.

#### **B. Investigation of Complaint**

##### 1. Informal resolution

Whenever possible, employees who believe that they are experiencing discrimination and/or harassment are encouraged to inform the individual who's behavior is unwelcome, offensive, unprofessional, or highly inappropriate. If this does not resolve the concern or if an employee feels uncomfortable, threatened, or has difficulty expressing their concern, informal assistance or counseling should be sought from a supervisor. No employee is required to attempt informal resolution before filing a complaint.

##### 2. Formal investigation

Upon receipt of any written or oral complaint, the department head shall initiate a formal investigation after consultation with the City Manager, who shall conduct or authorize an investigation. The investigator will have full authority to investigate all aspects of the complaint. The investigative authority includes accessibility to records and cooperation of all employees involved. No influence will be used to suppress any complaint and the

investigation will be conducted in a manner that ensures, to the extent possible, the privacy of the parties involved.

The investigator shall report in writing the findings of fact to the City Manager, who will determine whether the policy has been violated and inform the complainant of the general investigation conclusion(s) when the investigation has concluded, in consultation with the City Attorney.

Disciplinary action shall be decided in accordance with City policy and after consultation between the City Attorney and the City Manager.

3. Option to Report to Outside Administrative Agencies

An individual has the option to report harassment, discrimination, or retaliation to the U.S. Equal Employment Opportunity Commission (EEOC) or the California Civil Rights Department (CRD). These administrative agencies offer legal remedies and a complaint process. The nearest offices are listed in the government section of the telephone book or employees can check the posters that are located on employer bulletin boards for office locations and telephone numbers.

4. False or Malicious Complaints

If it is determined that the reporting party knowingly or maliciously filed a false complaint or that the act reported did not in fact occur, the City may issue appropriate discipline.

5. Documentation

The City Clerk shall maintain a complaint file containing copies of investigation files. The information contained in this file is confidential and privileged, subject to disclosure only under appropriate legal measures. Department heads may review investigation files concerning their departments only with the prior approval of the City Manager. In cases of confirmed claims resulting in discipline, the personnel file of the disciplined employee will contain appropriate documentation relating to the disciplinary actions taken. In cases of unsubstantiated and unfounded claims not resulting in discipline, the investigation file will be maintained for four (4) years.

**C. Mandatory Training**

As part of its commitment to ensuring a work environment free from harassment and discrimination, the City requires that all of its employees receive training in this policy at least once every two (2) years. The City Clerk will schedule training sessions to ensure that employees are able to schedule the mandatory training. Attendance at the training will be documented.

## **IX. SUBSTANCE ABUSE POLICY AND TESTING**

### **A. Purpose**

Substance abuse causes job related accidents, absenteeism, substandard performance, poor employee morale and impairs the City's reputation. This policy is intended to eliminate substance abuse in the workplace. It is not intended to intrude into the private lives of City employees. The City's concern is that employees be able to perform their duties safely and efficiently at work. The use of performance-impairing or unlawful drugs and alcoholic beverages on the job, and the influence of those substances on employees during working hours are inconsistent with that objective.

### **B. Application**

1. This policy applies to all employees and applicants for employment with the City. It applies to all alcoholic beverages and to all substances, drugs, and medications, legal or illegal, which could impair an employee's ability to effectively and safely perform their job or other City-related business.
2. The City follows the Federal Department of Transportation's mandatory drug and alcohol testing policies for positions requiring a Commercial Driver's License. Covered employees, employed in any capacity, who operate a commercial vehicle or who have a CDL or CDP (Permit) are subject to the requirements contained in this policy as well as all legally- mandated policies.
3. For the purpose of enforcing this policy and maintaining an alcohol, drug and controlled-substance free workplace, the City reserves the right to search all work areas and property to which the City maintains full or joint control with the employees, including but not limited to City vehicles desks, lockers, file cabinets, furniture, or storage areas. No employee has any expectation of privacy in any City building, property, or communications system. Such searches may be conducted when the City has reasonable grounds to conclude that there has been a violation of this policy and in accordance with the Personnel Rules (X1, C (Miscellaneous, Right to Search City Property)).

### **C. Employee Requirements**

1. Employees shall not report to work or be on duty, nor be subject to call-in, while under the influence of or in possession of alcoholic beverages, illegal drugs, or other substances while on City property and wherever City business is performed. An employee is on duty during working hours, including breaks, during meal periods.
2. The City Manager may grant special permission for City employees to use or possess alcoholic beverages in appropriate circumstances such as during community celebrations, staff parties or special events.

3. Employees shall not, directly or through a third party, manufacture, distribute, dispense, sell, or provide, alcohol or any drugs in both City workplaces or wherever City business is performed while either or both employees are on duty.
4. City employees shall not be barred by this policy from properly performing their job functions. Accordingly, other employees who come into possession of alcoholic beverages and/or unlawful drugs as part of their official duties shall not be in violation of this policy.
5. Employees must notify their supervisor before beginning work when taking any medication or drugs, prescription or non-prescription, which could interfere with the safe and effective performance of their duties or operation of City equipment. In the event there is a question regarding an employee's ability to safely or effectively perform their duties while using prescribed medications, a medical clearance from a qualified physician may be required.
6. An employee must immediately submit to an alcohol or drug test, other than such that tests for the presence of non-psychoactive cannabis metabolites, by a City-selected physician or laboratory when there exists reasonable cause to suspect that the employee is or was impaired or under the influence of drugs or alcoholic beverages while on City duty.
7. An employee must provide, within twenty-four (24) hours of request by their supervisor, bona fide verification of a current valid prescription for any potentially impairing drug or medication identified when a drug/alcohol test is positive. The prescription must be in the employee's name.
8. Compliance with this policy is a condition of City employment. Disciplinary action will be taken against those who violate this policy.
9. The City will provide reasonable opportunities of rehabilitation to employees with a drug or alcohol problem in accordance with federal and/or state law.
10. The City has established a voluntary Employee Assistance Program (EAP) to assist employees who voluntarily seek help for alcohol or drug related problems. Employees should contact their supervisors or the EAP for information concerning this Program.

#### **D. Procedures**

##### **1. Drug and Alcohol Testing**

Nothing in this section applies to the use of any testing that identifies non-psychoactive metabolites found in cannabis. Such testing procedures will not be employed for employment decisions, including hiring, firing, or any disciplinary measures.



a. Pre-Employment Drug Tests

- 1) Generally, no drug test will be conducted before making a conditional offer of employment to the applicant. However, pre-employment testing for illegal drug use may be permitted in cases where (1) there is a special need (e.g., safety-sensitive positions or positions supervising children) to justify the test, and (2) all applicants for the position are required to test.
- 2) Before a drug test is administered to an employee or applicant with a conditional offer for City employment, he will be asked to sign a consent form authorizing the clinic or laboratory to obtain a blood and/or urine specimen and to release the results of the test to the Personnel Officer and to the appropriate department head. The consent form shall provide space for the employee or job applicant to indicate their current or recent use of prescription or over-the-counter medication.
- 3) A job applicant who refuses to consent to a drug and/or alcohol test after he receives a conditional offer of employment will be denied employment with the City and will be removed from the appropriate eligibility list.
- 4) A positive test from a drug and/or alcohol analysis may result in the applicant not being hired where the applicant's use of unlawful drugs and/or alcohol could reasonably affect job performance.
- 5) If a drug screen is positive for prescription drugs at the pre-employment physical, the applicant must provide, within twenty-four (24) hours of request, bona fide verification of a valid current prescription for the drug identified in the drug screen. If the prescription is not in the applicant's name, or if the applicant does not provide adequate verification, the Personnel Officer may decide not to hire the applicant.

b. Drug and Alcohol Tests During Employment

- 1) Reasonable Suspicion. Supervisors, department heads or management may require a drug or alcohol test when he has a reasonable suspicion that the employee is under the influence alcohol, illegal drugs, or controlled substances while on City duty. "Reasonable suspicion" is based on objective factors that lead a reasonable person to suspect that an employee is under the influence of drugs or alcohol at work.

Any of the following, alone or in combination, may constitute reasonable suspicion:

- (i) Appearance;
- (ii) Slurred speech;

- (iii) Alcoholic odor on breath;
  - (iv) Unsteady walking and movements;
  - (v) Bizarre or extremely unusual behavior; or
  - (vi) Possession of alcohol or unauthorized drugs while on duty.
- 2) Post-Accident Testing. The City may require alcohol or drug screening following any work-related accident or any violation of safety precautions or standards, whether or not an injury resulted from the accident or violation, provided that the “reasonable suspicion” factors described above are present.
- c. In the event a supervisor reasonably suspects that an employee is or was under the influence of alcoholic beverages or performance impairing drugs while on City duty, the following procedures shall be followed:
- 1) Supervisor shall notify the department head and/or City Manager, or their designees, of their reasonable suspicion. If the department head or City Manager concurs that there is reasonable suspicion of a violation of this policy, the City Manager may notify the appropriate law enforcement agency.
  - 2) The department head shall immediately notify the employee of their suspicions and advise that they may have a representative present during the drug/alcohol test. The department head shall document in a written report specific facts constituting their reasonable suspicion, and all other facts from the initiation of procedures until such time as the employee can be safely transported home. The delay in the employee securing representation shall not exceed fifteen (15) minutes from the time the employee is ordered to submit to the drug/alcohol test. The employee shall be permitted an additional period of time, not to exceed fifteen (15) minutes, in which to confer with their representative.
  - 3) The employee will be offered an opportunity to give an explanation of their condition, such as reaction to a prescribed drug, fatigue, etc. This shall be recorded in the written report.
  - 4) The supervisor shall sign and date the written report and the employee shall be provided with a copy of the written report upon its completion.
- d. An employee who refuses to consent to a drug and/or alcohol test when there is reasonable suspicion of drug or alcohol use in violation of this policy, shall be subject to disciplinary action up to and including termination. The reason(s) for the refusal shall be considered in determining the appropriate disciplinary action.



- e. An employee reasonably believed to be under the influence of alcoholic beverage or performance impairing drugs while on City duty, such that there is a question regarding an employee's ability to safely or effectively perform their duties, shall be prevented from engaging in further work, and shall be detained for a reasonable time until he can be safely transported from the work site.
- f. Positive Results for Drug and Alcohol Tests During Employment
  - 1) A positive result from a drug and/or alcohol analysis showing use of unlawful, or performance impairing drugs or alcohol may result in disciplinary action up to and including discharge. Upon the request of the employee who tested positive on the drug or alcohol analysis, the City Manager may, at their discretion, order and authorize a retest of such employee.
  - 2) If the drug screen is positive for prescription drugs, the employee must provide, within twenty-four (24) hours of request, bona fide verification of a valid current prescription for the drug identified in the drug screen. The prescription must be in the employee's name. If the employee provides bona fide verification and the prescription drug affects their ability to perform their essential functions, the City will engage in the disability interactive process to determine if it can reasonably accommodate the disability. (Rule IV, N) If the employee does not provide adequate verification of a valid prescription, or if the prescription is not in the employee's name, or if the employee has not previously notified their supervisor of their on-the-job use of such prescription or performance impairing drug, the employee will be subject to disciplinary action, up to and including discharge.

## 2. Confidentiality

Laboratory reports and test results shall not appear in the employee's general personnel folder. Information of this nature will be contained in a separate confidential medical file that will be securely kept under the control of the Personnel Officer or their designee. The report or test results may be disclosed to City management on a strictly need-to-know basis and to the tested employee upon request.

Disclosures, without employee consent, may also occur when:

- a. the information is compelled by law or by judicial or administrative process;
- b. the information has been placed at issue in a formal dispute between the City and the employee;
- c. the information is to be used in administering an employee benefit plan; or
- d. the information is needed by medical personnel for the diagnosis for treatment of the employee who is unable to authorize disclosure.

## **X. SAFETY**

### **A. General Employee Safety**

The City is committed to the safety and health of all employees and recognizes the need to comply with regulations governing injury and accident prevention and employee safety. Maintaining a safe work environment, however, requires the continuous cooperation of all employees.

If an employee is in doubt about how to safely perform a job, it is their responsibility to ask a supervisor for assistance. Any suspected unsafe conditions and all injuries that occur on the job must be reported immediately. Compliance with these safety rules is considered a condition of employment. Therefore, it is a requirement that each supervisor makes the safety of employees an integral part of their regular management functions. It is the responsibility of each employee to accept and follow established safety regulations and procedures. Failure to follow these rules will be considered serious and result in disciplinary action.

### **B. Reporting Safety Issues**

All accidents, injuries, potential safety hazards, safety suggestions and health and safety related issues must be reported immediately to the employee's supervisor and outside emergency response agencies, if needed. If an injury does not require medical attention, documentation must still be completed in case medical treatment is later needed and to insure that any existing safety hazards are corrected. The Employee's Claim for Workers' Compensation Benefits Form must be completed in all cases in which an injury requiring medical attention has occurred.

Federal law (Occupational Safety and Health Administration) requires that the City keeps records of all illnesses and accidents that occur during the workday. California State Worker's Compensation Act also requires that any workplace illness or injury, no matter how slight, is reported by an employee.

#### **1. Entering and Leaving the Premises**

Employee will be advised about the proper entrances and exits for employees, as well as unauthorized areas, if any. Unescorted or unauthorized visitors in City facilities are prohibited. If an employee is expecting visitors, such as clients, customers, or friends, he should notify the supervisor.

#### **2. Security Checks**

The City may exercise its rights to inspect all packages and parcels entering and leaving its premises.

### 3. Safety Rules

Safety is to be given primary importance in every aspect of planning and performing all City activities. Protection against industrial injury and illness, as well as minimizing the potential loss of production is the City's goal. Safety rules and procedures may be posted from time to time on City premises.

### 4. Working Safely

Employees should start work on any machine only after safety procedures and requirements have been explained and immediately report any suspected hazards and all accidents to the supervisor.

### 5. Lifting

Employees should ask for assistance when lifting heavy objects or moving heavy furniture.

a. Rules for lifting. Employees should:

- 1) Take a balanced stance, feet placed shoulder-width apart. When lifting something from the floor, squat close to the load.
- 2) Keep back in its neutral or straight position. Tuck in chin so head and neck continue the straight back line.
- 3) Grip the object with whole hand, rather than only with fingers. Draw the object close, holding elbows close to body to keep the load and body weight centered.
- 4) Lift by straightening legs. Allow leg muscles, not back muscles, do the work. Tighten stomach muscles to help support back. Maintain neutral back position while lifting.
- 5) Never twist when lifting. When turning with a load, turn body, feet first.
- 6) Never carry a load that blocks vision.
- 7) To set something down, use the same body mechanics used for lifting.

### 6. Materials Handling

Do not throw objects. Always carry or pass them. Use flammable items, such as cleaning fluids, with caution. Also, stack materials only to safe heights and observe the following rules for material storage:

- a. Store heavy objects on lower shelves.
- b. Try to store materials inside cabinets, files, and lockers.
- c. Aisles, corners, and passageways must remain unobstructed.
- d. Fire equipment, extinguishers, fire door exits, and sprinkler heads should remain unobstructed. Materials should be at least 18 inches minimum away from sprinkler heads.

7. Trash Disposal

Keep sharp objects and dangerous substances out of the trash can. Items that require special handling should be disposed of in approved containers.

8. Cleaning Up

To prevent slips and tripping, clean up spills and pick up debris immediately.

9. Preventing Falls

To prevent slips and tripping, clean up spills and pick up debris immediately.

10. Slips and Falls

- a. All pathways should be clear of objects.
- b. Do not leave files and desk drawers open. Close drawers completely after every use.
- c. Make sure that shoes are appropriate for your work area. Non-slip shoes should be worn at all times.
- d. Secure electrical cords and wires away from walkways.
- e. Always use a stepladder for overhead reaching. Chairs should never be used as ladders.
- f. Clean up spills immediately. Do not wait for someone else to do it.
- g. Pick up objects co-workers may have left on the floor.
- h. Report loose carpeting or damaged flooring.
- i. Never carry anything that obscures vision.
- j. Avoid excessive bending, twisting, and leaning backward while seated.

### 11. Falling Objects

Store objects and tools where they won't fall. Do not store heavy objects or glass on high shelves.

### 12. Work Areas

Keep cabinet doors and file and desk drawers closed when not in use. Remove or pad torn, sharp corners and edges. Keep drawers closed. Open only one drawer at a time.

### 13. Ladder Safety

- a. Never use a substitute for a ladder (i.e. chair, desk, boxes, etc.)
- b. Know what type of ladder to use for a particular use.
- c. Inspect your ladder for existing condition.
- d. Set up the ladder properly. Do not lean ladders up against other objects. Extend the legs of the ladders out fully.
- e. Climb the ladder properly.
- f. Carry the ladder correctly. Watch for others and objects in the walkway.

### 14. Electrical Hazards

- a. Never put a finger or anything other than an electrical plug in an outlet.
- b. Pull by the plug, not the cord, when unplugging an appliance.
- c. Do not use an electrical appliance when wet, have wet hands or are standing in water.
- d. Limit the number of appliances plugged into each outlet.
- e. Be alert for damaged plugs and cords. Do not touch them!
- f. Do not place electric cords so that they run through doorways or under carpets.

### 15. Fire Extinguishers

Know where fire extinguishers are located and how to use them.

### 16. Report Injuries

Immediately report all injuries, no matter how slight, to the supervisor.

## 17. Ask Questions

If in doubt regarding the safe way to perform a task, do not proceed until a supervisor is consulted. Employees will not be asked to perform any task that may be dangerous to their health, safety, or security. If a task may be dangerous, inform the supervisor at once.

## 18. Weapons

The City believes it is important to establish a clear policy that addresses weapons in the workplace. Specifically, the City prohibits all persons who enter City property from carrying a handgun, firearm, knife or any other device, tool, chemical agent or implement that can cause bodily harm if used as a weapon or displayed in such a manner to cause harm or threaten a person with harm regardless of whether the person is licensed to carry the weapon.

The only exception to this policy will be police officers, security guards or other persons who have been given written consent by the City to carry a weapon on the property.

Any employee disregarding this policy will be subject to immediate discipline, up to and including termination.

## 19. Fire Prevention

Know the location of the fire extinguisher(s) and make sure they are kept clear at all times. Notify supervisor if an extinguisher is used or if the seal is broken. Extinguishers that are rated ABC can be used for paper, wood, or electrical fires. Make sure all flammable liquids, such as alcohol, are stored in approved and appropriately labeled safety cans and are not exposed to any ignition source.

If aware of a fire, employee should:

- a. Dial 911 or the local fire department.
- b. If possible, immediately contact the supervisor. Evacuate all employees from the area.
- c. If the fire is small and contained, locate the nearest fire extinguisher. This should only be attempted by employees who are knowledgeable in the correct use of fire extinguishers.
- d. If the fire is out of control, leave the area immediately. No attempt should be made to fight the fire.
- e. When the fire department arrives, direct the crew to the fire. Do not re-enter the building until directed to do so by the fire department.

## 20. Emergency Evacuation

If advised to evacuate the building, employee should:

- a. Stop all work immediately.
- b. Contact outside emergency response agencies, if needed
- c. Shut off all electrical equipment and machines, if possible
- d. Walk to the nearest exit, including emergency exit doors.
- e. Exit quickly, but do not run. Do not stop for personal belongings.
- f. Proceed in an orderly fashion to a parking lot near the building. Be present and accounted for during roll call.
- g. Do not re-enter the building until instructed to do so.

## 21. Housekeeping

Neatness and good housekeeping are signs of efficiency. Employees are expected to keep work area neat and orderly at all times—as a required safety precaution.

If liquid is spilled, clean it up immediately. Do not leave tools, materials, or other objects on the floor that may cause others to trip or fall. Keep aisles, stairways, exits, electrical panels, fire extinguishers, and doorways clear at all times.

Easily accessible trash receptacles and recycling containers are located throughout the work area. Please put all litter and recyclable materials in the appropriate receptacles and containers. Always be aware of good health and safety standards, including fire and loss prevention.

Please report to supervisor immediately anything that needs repairing or replacing.

## 22. Office Safety

Office areas present their own safety hazards. Please be sure to:

- a. Leave desk, file or cabinet drawers firmly closed when not in use.
- b. Open only a single drawer of a filing cabinet at a time.
- c. Arrange office space to avoid tripping hazards, such as telephone cords or calculator electrical cords.



- d. Remember to lift things carefully and to use proper lifting techniques.

### 23. Property and Equipment Care

It is the employee's responsibility to understand the machines needed to perform their duties. Good care of any machine used during the course of employment, as well as the conservative use of supplies, will benefit the employee and the City. If an employee notices a machine is not working properly or in any way appears unsafe, they should notify the supervisor immediately so that repairs or adjustments may be made. Under no circumstances should an employee start or operate a machine deemed unsafe, nor should an employee adjust or modify the safeguards provided.

Employee should not attempt to use any machine or equipment they do not know how to operate, or if the employee has not completed training on the proper use of the machine or equipment.

### 24. Restricted Areas

In the interest of safety and security, certain portions of the City's facilities may be restricted to authorized personnel only. Such areas will be clearly marked. Some areas may be designated no smoking areas as well.

### 25. Safety Rules When Operating Machines and Equipment

When operating machines and equipment, please be sure to follow these procedures:

- a. Make sure machine guards are in place while machines are in operation.
- b. Remove loose clothing, jewelry, or rings before operating machinery.
- c. Wear steel toe shoes and prescription eye protection to start the job, if required.

Required personal protective equipment, except for prescription glasses and steel-toed shoes, will be issued by supervisors.

The City will continue to provide a clean, safe, and healthy place to work and will provide the best equipment possible. Employees are expected to work safely, to observe all safety rules and to keep the premises clean and neat. Carelessly endangering oneself or others may lead to disciplinary action, including possible termination.

### 26. Security

Maintaining the security of the City's buildings and vehicles is every employee's responsibility. Develop habits that insure security as a matter of course.

Always keep cash properly secured, know the location of all alarms and fire extinguishers, and be familiar with the proper procedure for using them, should the need arise, and when leaving the City's premises, make sure that all entrances are properly locked and secured.

27. Smoking

No smoking is allowed in or on City property.

All employees are expected to abide by this policy while at work.

**XI. MISCELLANEOUS**

**A. Personnel Records**

The Personnel Officer shall maintain a service or personnel record for each employee in the service of the City showing the name, title of position held, the department to which assigned, salary, changes in employment status, and such other information as may be considered pertinent by the Personnel Officer.

**B. Internet, Electronic Mail, Telephone and Voicemail Use**

1. Internet Use

Internet and World Wide Web access has been provided to City employees for the benefit of the City and its customers/citizens. This access enables employees to connect to information and other resources around the world. All employees are required to maintain and enhance the City's public image, and to use the Internet in a productive manner. The following guidelines have been established for using the Internet and the City's electronic mail system.

2. Acceptable Uses of the Internet

Employees accessing the Internet, World Wide Web and/or the City's own electronic mail system are representing the City when doing so. Accordingly, all such communications should be for professional, business reasons and should not be for personal use. Each employee is responsible for ensuring that they use their Internet access privilege in an effective, ethical, and lawful manner. "Chat rooms" may only be used to conduct official City business, or to gain technical or analytical advice.

3. Unacceptable Uses of the Internet

The Internet, World Wide Web and/or the City's electronic mail system should not be used for personal gain or advancement of individual views. Solicitation of non-City business, or any use of the Internet for personal gain, is strictly prohibited. Use of the

Internet must not disrupt the operation of the City network or the networks of other users and must not interfere with an employee's productivity. Copyrighted materials belonging to entities other than this City may not be transmitted by employees on the Internet. One copy of copyrighted material may be downloaded for an employee's personal use in research if pre-approved by the City Manager. Employees are not permitted to copy, transfer, rename, add, or delete information or programs belonging to other users unless given express permission to do so by the owner of such information or programs. Failure to observe copyright or license agreements may result in disciplinary action from the City including termination or legal action by the copyright owner.

In addition, any employee accessing Internet sites containing pornography, racial or ethnic hate propaganda or other similarly inappropriate websites unrelated to employment will be subject to immediate discipline, including termination. Employees may not use the City's computer system and Internet access for "shopping." All computer and Internet use may be reviewed by the City from time to time for all users to insure that the City's computer systems are not being used in an inappropriate manner.

4. E-Mail, Telephone (including cell phone) and Voicemail Use

Electronic mail (e-mail), telephone (including cell phone) and voicemail may be used for non-confidential business contacts. The City's e-mail/telephone and voicemail systems are available to assist in the conduct of the City's business. These systems, including the equipment and the data stored in the system, are and remain at all times the property of the City. As such, all messages (including texts) created, sent, received, or stored in the system are and remain the property of the City. Therefore, should employee send or receive "personal" messages in violation of this policy; the City may review and copy any and all such messages.

Messages should be limited to the conduct of business at the City. Telephone, voicemail and e-mail may not be used for the conduct of personal matters except in very limited circumstances and with the approval of the employee's supervisor.

The City reserves the right to retrieve and review any message composed, sent, or received. Even when a message is deleted or erased, it is still possible to recreate the message; therefore, ultimate privacy of messages cannot be ensured to anyone, and the City reserves the right to review deleted messages. While voicemail and e-mail may accommodate the use of passwords for security, confidentiality cannot be guaranteed. Messages may be reviewed by someone other than the intended recipient. Furthermore, although employees may be granted the use of a "password," it is not for the protection of employee's privacy but is for the protection of the City so that someone other than the intended recipient does not review the messages. All passwords must be made known to the City and the City will at all times have the ability to review e-mail, telephone, and voicemail messages regardless of an employee's use of a personal password because the system may need to be accessed by the City when employee is absent.

Messages may not contain content that may reasonably be considered offensive, disruptive, or illegal. Harassment of any kind, as defined by the Personnel Rules, through the use of E-mail or voicemail is prohibited.

Employees learning of any misuse of the telephone, voicemail or e-mail system or violations of this policy shall notify their supervisor or the City Manager immediately. As appropriate, the City will investigate the matter. Employees found to have misused the City's telephonic and/or electronic resources will be disciplined up to and including termination.

Internet use, use of personal e-mail, telephone and/or voicemail which in the sole discretion of the City is determined to be excessive, disruptive, or an inappropriate use of City time and resources is prohibited and may lead to discipline up to and including discharge.

### **C. Right to Search City Property, Employees and Proper Use of City Equipment**

Employees have no reasonable expectation of privacy in the workplace as it pertains to City Property and Equipment. Therefore, to the fullest extent allowed under the law, the City will search and inspect its facilities, employees, and the personal property of employees as necessary to ensure the City's interests are protected. Situations in which there may arise include suspicion of employee theft, incidents of violence or threats of violence, when an employee is suspected of the use, sale, or distribution of drugs, improper or illegal use of City facilities, misuse of City technology such as the Internet, e-mail or voicemail and other situations in which the City believes a search and inspection is appropriate.

All City property, including, but not limited to, desks, storage areas, work areas or offices, lockers, file cabinets, credenzas, computer systems, office telephones, cellular telephones, modems, facsimile machines, duplicating machines, and vehicles, must be used properly and maintained in good working order. Employees who lose, steal, or misuse the City property may be personally liable for replacing or fixing the item and may be subject to discipline, up to and including discharge.

The City reserves the right, at all times and without prior notice, to inspect and search all City property for the purpose of determining whether this policy or any of its policies have been violated, or when an inspection and investigation is necessary for purposes of promoting safety in the workplace or compliance with state and federal laws. These inspections may be conducted during or outside of business hours and in the presence or absence of the employee.

In addition, in order to ensure the safety and security of employees and citizens, and to protect the City's interests, the City reserves the right to question and inspect any employee or other individual entering onto or leaving its premises. The City also may request employees' consent while on the job or on the City's premises to agree to a reasonable inspection of their personal property and/or persons. The individual may be requested to

self-inspect their personal property or person by displaying the contents of any packages in the presence of a representative of the City, typically a management employee of the same gender. Refusal to submit to a lawful search may be grounds for discipline up to and including termination.

Employees have no reasonable expectation of privacy as to any information or file maintained in or on City property or transmitted or stored through the City's computer systems, voicemail, e-mail, or other technical resources. All bills and other documentation related to the use of the City's equipment or property are the property of the City and may be reviewed and used for purposes that the City considers appropriate.

Although employee may be provided a password, the City retains the right to review the entire contents of employee's computer at any time. Do not share password with other employees. Passwords are used to track computer use. Failure to follow this policy may lead to discipline including termination.

Employees may access only files or programs, whether computerized or not, that they have permission to use. Computer software is protected from unauthorized copying and use by federal and state law; unauthorized copying or use of computer software exposes both the City and the individual employee to substantial fines and/or imprisonment. Therefore, employees may not load personal software onto the City's computer system and may not copy software from the City for personal use. All employees must contact the City Manager to install any software on the City's computer system. Unauthorized review, duplication, dissemination, removal, installation, damage, or alteration of files, passwords, computer systems or programs, or other property of the City, or improper use of information obtained by unauthorized means, may be grounds for disciplinary action up to and including termination.

Messages stored and/or transmitted by voicemail or e-mail must not contain content that may reasonably be considered offensive or disruptive to any employee. Offensive content would include, but not be limited to, sexual comments or images, racial slurs, gender-specific comments or any comments or images that would offend someone on the basis of age, sexual orientation, religious or political beliefs, national origin, or disability.

#### **D. Dress and Grooming Code**

##### **1. Grooming Guidelines**

###### **a. Hair**

Employees must be neat, clean, and well-groomed in a business- like style. Hair color must be appropriate for the professional setting. Long hair must be kept in a neat hairstyle. Hair adornments should be small and professional. Facial hair must be clean and neat.



b. Personal Hygiene

Employees are expected to maintain a high standard of cleanliness, regular bathing, oral hygiene, and use of deodorant.

c. Make-Up

Should be simple and appropriate for the business setting. Heavily applied dramatic eye make-up or unusual lipstick colors are unacceptable.

d. Jewelry

Must be simple and appropriate for the business setting. Visible body piercing, with the exception of ears, is not permitted. Any non-conforming piercing shall be removed, covered with a bandage, or replaced with a clear, plastic spacer.

e. Perfume or Cologne

Should be lightly applied.

f. Fingernails

Must be kept clean, and neatly trimmed. Length should not interfere with performing of job duties. Style and polish must be appropriate for the business setting.

g. Other

No tattoos or other artificial markings are allowed anywhere on the head, face, or neck. Any visible tattoos cannot be obscene, sexually explicit, discriminatory, extremist, or gang related. No visible tattoos shall be greater than 4 by 6 inches. Any non-conforming tattoos must be covered with clothing or a bandage while at work.

2. Dress Guidelines for Office Staff

a. Tee Shirts

Tee shirts are not allowed.

b. Slacks

Must be full length. Dress or casual slacks must be appropriate for the business setting. Leggings, knit stretch pants and jeans are unacceptable. Cropped pants and shorter suits are acceptable; however, hosiery is preferred.

c. Hemlines

Are to be worn at a professional length, no higher than 4" above the knee.

d. Necklines

Must be for the business setting. Plunging necklines, which reveal cleavage or undergarments, are not permitted. No backless tops or dresses. Sleeveless tops or dresses can be worn with a jacket.

e. Midriff

Clothing must be worn so that the midriff is covered.

f. Undergarments

Color of undergarments must be inconspicuous, conventional usage only. Sheer clothing, which allows undergarments to show through, is not acceptable. Undergarments should be appropriate to the cut of clothing being worn so it is not visible.

g. Shoes

Shoes must always be well maintained and appropriate for the business setting. Backless, strapless, or thong-type shoes are not permitted at any time.

h. Belts

Must be worn at a conventional length and coordinate with clothing.

i. Ties

Must be appropriate for the business setting.

j. Fit

Clothing must be fitted in a traditional and professional manner. Excessively long or baggy clothing or tight, revealing clothing is not permitted.

k. Casual Dress Day

Friday may be a casual dress day subject to either Department or City Manager approval. Casual dress does not include T-shirts, tank tops, shorts, revealing clothing, "beach-type" shoes, or sportswear (for example, jogging or gym clothes).



3. If employees have a question about how the above policies apply to them, the matter should be immediately raised with their supervisor for consideration and determination.

**E. Inconsistent, Incompatible or Conflicting Employment Activities**

1. Purpose

The purpose of this provision is to implement the provisions of Government Code § 1126 relating to inconsistent, incompatible, and conflicting employment by City employees. It is not the intent or purpose of this policy to restrict, limit or interfere with employees' right to outside employment. It is intended only to prevent outside employment that is inconsistent and incompatible with City employment.

2. Policy

- a. Employees of the City shall not engage in any employment, activity or enterprise for compensation that is inconsistent, incompatible, in conflict with, or inimical to their duties as an employee of the City.
- b. No employee of the City shall perform any work, service, or counsel for compensation (except as provided in Government Code § § 1128 and 1129) outside of their employment with the City, where any part of their efforts will be subject to approval by any officer, employee, board, or commission of the City.
- c. Each department head, subject to the City Manager's approval, may determine the consistency or inconsistency of outside employments, activities, or enterprises with City employment. Authorization to engage in outside employment or activities for compensation is subject to revocation by the department head or City Manager without cause. Outside employment, activity, or enterprise shall be prohibited:
  - 1) If it involves the use, for private gain or advantage, or City time, facilities, equipment or supplies, or the City badge, uniform, prestige or influence of employee's City office or position;
  - 2) If it involves receipt or acceptance by the employee of any money or other consideration from anyone other than the City for the performance of an act which the employee, if not performing such act, would be required or expected to render in the regular course of their employment with the City or as a part of their duties as an employee of the City;
  - 3) If it involves the performance of an act in other than their capacity as an employee of this City, which act may later be subject, directly, or indirectly, to the control, inspection, review, audit or enforcement of any officer or other employee of the City; or

- 4) If it involves time demands as would render performance of their duties as an employee of the City less efficient.
  - d. No City-owned equipment, vehicles, tools, supplies, or any other item shall be used by any employee while the employee is engaged in any outside employment or activity, or for personal use.
3. Procedures

All employees of the City shall, within thirty (30) days of beginning any outside employment and annually, on April 1, submit a written statement to the Personnel Officer outlining and describing in full, all outside employment engaged in by such employee. Such statement shall include the name and address of the employees outside place of employment, the name of the employee's supervisor at such outside place of employment, a job description for such employee's position at such outside place of employment, and the number of hours spent at such employment each month. The Personnel Officer may require the employee to provide further and additional appointing information relative to such employees outside employment.

Violation of any of the provisions of this policy shall be grounds for disciplinary action, including dismissal from the City service.

#### **F. Employee Political Activities**

The City Prohibits:

1. Employees and officers from engaging in political activities during work hours;
2. Employees and officers from participating in political activities of any kind while in uniform;
3. Political campaigning in City buildings or on premises adjacent to City buildings; and
4. An employee or officer from using their office to coerce or intimidate public employees to promote, propose, oppose, or contribute to any political cause or candidate. All other political activities of City employees shall conform to pertinent provisions of State law and any local provision adopted pursuant to State law.

#### **G. Gifts or Gratuities**

1. No City officer or employee shall solicit or accept any gifts or gratuities in connection with or relating to employee's job duties or services rendered.
2. Gifts, rewards, or awards may be provided by the City to City employees for work-related recognition, making special contributions, or achieving major milestones such as years of service, promotion, departure, or retirement. The expense for such gifts or

awards must follow prescribed accounting or procurement procedures. The Internal Revenue Service classifies many awards to staff as taxable income subject to W-2 reporting and tax withholding. All monetary awards, gifts, or cash equivalents, including but not limited to certificates or cards, may be subject to personal income tax.

## **H. Compensation**

Employees should consult their Memorandum of Understanding (MOU) for guidance on salary or compensation.

## **XII. EMPLOYER-EMPLOYEE RELATIONS**

### **A. General**

#### **1. Statement of Purpose**

These Rules implement Chapter 10, division 4, Title 1 of the Government Code of the State of California (Sections 3500 et seq.) entitled "Local Public Employee Organizations," by providing orderly procedures for the administration of employer-employee relations between the City and its employee organizations. However, nothing contained herein shall be deemed to supersede the provisions of state law, ordinances, resolutions, and rules which establish and regulate the civil service system, or which provide for other methods of administering employer-employee relations.

It is the purpose of these Rules to provide procedures for meeting and conferring in good faith with recognized employee organizations regarding matters that directly affect and primarily involve the wages, hours and other terms and conditions of employment of employees in appropriate units and that are not preempted by federal or state law. Nothing in these Rules shall be construed to restrict any legal or inherent exclusive City rights with respect to matters of general legislative or managerial policy, which include among others:

- a. The exclusive right to determine the mission of its constituent departments, commissions, and boards;
- b. Set standards of service;
- c. Determine the procedures and standards of selection for employment;
- d. Direct its employees;
- e. Take disciplinary action;
- f. Relieve its employees from duty because of lack of work or for other lawful reasons;
- g. Maintain the efficiency of governmental operations;

- h. Determine the content of job classifications;
  - i. Subcontract work;
  - j. Maintain the efficiency of governmental operations;
  - k. Determine the methods, means and personnel by which government operations are to be conducted;
  - l. Take all necessary actions to carry out its mission in emergencies; and
  - m. Exercise complete control and discretion over its organization and the technology of performing its work.
2. Definitions

As used in these Rules, the following terms shall have the meanings indicated:

- a. "*Appropriate unit*" means a unit of employee classes or positions, established under the following Representation Proceedings hereof.
- b. "*Confidential employee*" means an employee who, in the course of their duties, has access to information relating to the City's administration of employer-employee relations.
- c. "*Consult/Consultation in Good Faith*" means to communicate orally or in writing with all effected recognized employee organizations for the purpose of presenting and obtaining views or advising of proposed actions in a good faith effort to reach a consensus; and, as distinguished from meeting and conferring in good faith regarding matters within the required scope of the meet and confer process, does not involve an exchange of proposals and counterproposals in an endeavor to reach agreement in the form of a Memorandum of Understanding, nor is it subject to the following Impasse Procedures hereof.
- d. "*Day*" means calendar day unless expressly stated otherwise.
- e. "*Employee relations officer*" means the City Manager or their duly authorized representative.
- f. "*Exclusively Recognized Employee Organization*" means an employee organization which has been formally acknowledged by the City as the sole employee organization representing the employees in an appropriate representation unit pursuant to the Representation Proceedings hereof, having the exclusive right to meet and confer in good faith concerning statutorily required subjects pertaining to unit employees, and thereby assuming the corresponding obligation of fairly representing such employees.

Such recognition status may only be challenged by another employee organization as set forth in the procedures for Decertification of Exclusively Recognized Employee Organization.

- g. "*Impasse*" means that the representatives of the City and a recognized employee organization have reached a point in their meeting and conferring in good faith where their differences on matters to be included in a memorandum of understanding, and concerning which they are required to meet and confer, remain so substantial and prolonged that further meeting and conferring would be futile.
- h. "*Management employee*" means an employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.
- i. "*Proof of employee support*" means:
  - An authorization card recently signed and personally dated by an employee, provided that the card is not subsequently revoked in writing by the employee;
  - A verified authorization petition or petitions recently signed and personally dated by an employee; or
  - Employee dues deduction authorization, using the payroll register for the period immediately prior to the date a petition is filed hereunder, except that dues deduction authorizations for more than one (1) employee organization for the account of any one (1) employee shall not be considered as proof of employee support for any employee organization. The only authorization which shall be considered as proof of employee support hereunder shall be the authorization last signed by an employee.
- j. "*Recently signed*" shall mean within ninety (90) days prior to the filing of such proof of support.
- k. "*Supervisory employee*" means any employee having authority, in the interest of the City, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or to adjust their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.
- l. Terms not defined herein shall have the meanings as set forth in the MMBA.

## **B. Representation Proceedings**

### **1. Recognition Petition – Filing by Employee Organization**

An employee organization that seeks to be formally acknowledged as the exclusively recognized employee organization representing the employees in an appropriate unit shall file a petition with the employee relations officer containing the following information and documentation:

- a. Name and address of the employee organization.
- b. Names and titles of its officers.
- c. Names of employee organization representatives who are authorized to speak on behalf of the organization.
- d. A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.
- e. A statement whether the employee organization is a chapter of or affiliated directly or indirectly in any manner, with a local, regional, state, national or international organization and if so, the name and address of each such other organization.
- f. Certified copies of the employee organization's constitution and by-laws.
- g. A designation of those persons, not exceeding two (2) in number, and their addresses to whom a notice sent by regular United States mail will be deemed sufficient notice on the employee organization for any purpose.
- h. A statement that the employee organization has no restriction on membership based on race, color, creed, sex, national origin, age, sexual orientation, mental or physical disability or medical condition.
- i. The job classifications or titles of employees in the unit claimed to be appropriate and the approximate number of member employees therein.
- j. A statement that the employee organization has in its possession proof of employee support as herein defined to establish that a majority of the employees in the unit claimed to be appropriate have designated the employee organization to represent them in their employment relations with the City. Such written proof shall be submitted for confirmation to the employee relations officer or to a mutually agreed upon disinterested third party.
- k. A request that the employee relations officer formally acknowledge the petitioner as the exclusively recognized employee organization representing the employees in the unit claimed to be appropriate for the purpose of meeting and conferring in good faith.



1. The petition, including the proof of employee support and all accompanying documentation, shall be declared to be true, correct, and complete under penalty of perjury by the duly authorized officer(s) of the employee organization executing it.

2. City Response

Upon receipt of the petition, the employee relations officer shall determine whether:

- a. There has been compliance with the requirements of the recognition petition; and
- b. The proposed representation unit is an appropriate unit in accordance with Section XII B (7) of these Rules.

If an affirmative determination is made by the employee relations officer on the foregoing two (2) matters, he shall so inform the petitioning employee organization, shall give written notice of such request for recognition to the employees in the unit and shall take no action on such request for thirty (30) days thereafter. If either of the foregoing matters are not affirmatively determined, the employee relations officer shall offer to consult thereon with such petitioning employee organization and, if such determination thereafter remains unchanged, shall inform that organization of the reasons therefore in writing. The petitioning employee organization may appeal such a determination in accordance with Section XII B (10) of these Rules.

3. Open Period for Filing Challenging Petition

Within thirty (30) days of the date written notice was given to affected employees that a valid recognition petition for an appropriate unit has been filed, any other employee organization may file a competing request to be formally acknowledged as the exclusively recognized employee organization of the employees in the same or in an overlapping unit (one which corresponds with respect to some, but not all, the classifications or positions set forth in the recognition petition being challenged), by filing a petition evidencing proof of employee support in the unit claimed to be appropriate of at least thirty percent (30%) and otherwise in the same form and manner as set forth in Section XII B (1) of these Rules. If such challenging petition seeks establishment of an overlapping unit, the employee relations officer shall call for a hearing on such overlapping petitions for the purpose of ascertaining the more appropriate unit, at which time the petitioning employee organizations shall be heard. Thereafter, the employee relations officer shall determine the appropriate unit or units in accordance with the standards in Section II B (7) of these Rules. The petitioning employee organizations shall have fifteen (15) days from the date notice of such unit determination is communicated to them by the employee relations officer to amend their petitions to conform to such determination or to appeal such determination pursuant to Section XII B (10) of these Rules.



#### 4. Granting Recognition Without an Election

If the Petition is in order, and the proof of support shows that a majority of the employees in the appropriate unit have designated the petitioning employee organization to represent them, and if no other employee organization filed a challenging petition, the petitioning employee organization and the employee relations officer shall request the California State Mediation and Conciliation Service, or another agreed upon neutral third party, to review the count, form, accuracy and propriety of the proof of support. If the neutral third party makes an affirmative determination, the employee relations officer shall formally acknowledge the petitioning employee organization as the exclusive recognized employee organization for the designated unit.

#### 5. Election Procedure

Where recognition is not granted pursuant to Section XII B (4) of these Rules, the employee relations officer shall arrange for a secret ballot election to be conducted by a party agreed to by the employee relations officer and the concerned employee organization(s), in accordance with its rules and procedures subject to the provisions of these Rules. All employee organizations that have duly submitted petitions that have been determined to be in conformance with Section XII B (Representation Proceedings) shall be included on the ballot. The ballot shall also reserve to employees the choice of representing themselves individually in their employment relations with the City. Employees entitled to vote in such election shall be those persons employed in regular permanent positions within the designated appropriate unit who were employed during the pay period immediately prior to the date which ended at least fifteen (15) days before the date the election commences, including those who did not work during such period because of illness, vacation or other authorized leaves of absence, and who are employed by the City in the same unit on the date of the election.

An employee organization shall be formally acknowledged as the exclusively recognized employee organization for the designated appropriate unit following an election or runoff election if it received a numerical majority of all valid votes cast in the election. In an election involving three (3) or more choices, where none of the choices receives a majority of the valid votes cast, a runoff election shall be conducted between the two (2) choices receiving the largest number of valid votes cast, the rules governing an initial election being applicable to a runoff election.

There shall be no more than one (1) valid election under these Rules pursuant to any petition in a twelve (12) month period affecting the same unit.

In the event that the parties are unable to agree on a third party to conduct an election, the election shall be conducted by the State Conciliation Service.

Costs of conducting elections shall be borne in equal shares by the City and by each employee organization appearing on the ballot.

6. Procedure for Decertification of Exclusively Recognized Employee Organization

A decertification petition alleging that the incumbent exclusively recognized employee organization no longer represents a majority of the employees in an established appropriate unit may be filed with the employee relations officer only during the month of March of any year following the first full year of recognition or during the thirty (30) day period commencing one hundred twenty (120) days prior to the termination date of a memorandum of understanding then having been in effect less than three (3) years, whichever occurs later. A decertification petition may be filed by two (2) or more employees or their representative or an employee organization and shall contain the following information and documentation declared by the duly authorized signatory under penalty of perjury to be true, correct, and complete:

- a. The name, address and telephone number of the petitioner and a designated representative authorized to receive notices or requests for further information.
- b. The name of the established appropriate unit and of the incumbent exclusively recognized employee organization sought to be decertified as the representative of that unit.
- c. An allegation that the incumbent exclusively recognized employee organization no longer represents a majority of the employees in the appropriate unit and the relevant and material facts relating thereto.
- d. Proof of employee support that at least thirty percent (30%) of the employees in the established appropriate unit no longer desire to be represented by the incumbent exclusively recognized employee organization. Such proof shall be submitted for confirmation to the employee relations officer or to a mutually agreed upon disinterested third party within the time limits specified in the first paragraph of this section.

An employee organization may, in satisfaction of the decertification petition requirements hereunder, file a petition in the form of a recognition petition that evidences proof of employee support of at least thirty percent (30%) and otherwise confirms to the requirements of Section XII B (1) of these Rules.

The employee relations officer shall initially determine whether the petition has been filed in compliance with the applicable provisions of these Rules (Representation Proceedings). If their determination is in the negative, he or she shall offer to consult thereon with the representative(s) of such petitioning employees or employee organization and, if such determination thereafter remains unchanged, shall return such petition to the employees or employee organization with a statement of the reasons therefore in writing. The petitioning employees or employee organization may appeal such determination in accordance with Section XII B (10) of these Rules. If the determination of the employee relations officer is in the affirmative, or if their negative determination is reversed on appeal, he shall give written notice of such decertification

or recognition petition to the incumbent exclusively recognized employee organization and to unit employees.

The employee relations officer shall thereupon arrange for a secret ballot election to be held on or about fifteen (15) days after such notice to determine the wishes of unit employees as to the question of decertification and, if a recognition petition was duly filed hereunder, the question of representation. Such an election shall be conducted in conformance with Section XII B (7) of these Rules.

During the "open period" specified in these Rules, the employee relations officer may on their own motion, when he has reason to believe that a majority of unit employees no longer wish to be represented by the incumbent exclusively recognized employee organization, give notice to that organization and all unit employees that he will arrange for an election to determine that issue. In such event, any other employee organization may, within fifteen (15) days of such notice, file a recognition petition, which the employee relations officer shall act on in accordance with these Rules.

If a different employee organization is formally acknowledged as the exclusively recognized employee organization, such organization shall be bound by all the terms and conditions of any memorandum of understanding then in effect for its remaining term.

#### 7. Policy and Standards for Determination of Appropriate Units

The policy objectives for determining the appropriateness of units shall be the effect of a proposed unit on (1) the efficient operations of the City and its compatibility with the primary responsibility of the City and its employees to effectively and economically serve the public, and (2) providing employees with effective representation based on recognized community of interest considerations.

These policy objectives require that the appropriate unit shall be the broadest feasible grouping of positions that share an identifiable community of interest. Factors to be considered shall be:

- a. Similarity of the general kinds of work performed, types of qualifications required, and the general working conditions.
- a. History of representation in the City and similar employment; except that no unit shall be deemed to be an appropriate unit solely on the basis of the extent to which employees in the proposed unit have organized.
- b. Consistency with the organizational patterns of the City.
- c. Effect of differing legally mandating impasse resolution procedures.
- d. Number of employees and classifications and the effect on the administration of employer-employee relations created by the fragmentation of classifications and proliferation of units.

- e. Effect on the classification structure and impact on the stability of the employer-employee relationship of dividing a single or related classifications among two or more units.

Notwithstanding the foregoing provisions, above managerial and confidential responsibilities, as defined in Section XII A (2) of these Rules, are determining factors in establishing appropriate units hereunder, and therefore such managerial and confidential employees may only be included in units that do not include non-managerial and non-confidential employees. Managerial and confidential employees may not represent any employee organization that represents other employees.

Peace Officers have the right to be represented in separate units composed solely of such peace officers.

Also, under the MMBA, professional employees have the right to be represented separately from non-professional employees.

The employee relations officer shall, after notice to and consultation with affected employee organizations, allocate new classifications or positions, delete eliminated classifications or positions, and retain, reallocate, or delete modified classifications or positions from units in accordance with the provisions of these Rules.

#### 8. Procedures for Modification of Established Appropriate Units

Requests by employee organizations for modifications of established appropriate units may be considered by the employee relations officer only during the period specified in Section XII B (6) of these Rules. Such requests shall be submitted in the form of a recognition petition and, in addition to the requirements set forth in Section XII B (1), shall contain a complete statement of all relevant facts and citations in support of the proposed modified unit in terms of the policies and standards set forth in Section XII B (7) hereof. The employee relations officer shall process such petitions as other recognition petitions under these Rules (Representation Proceedings).

The employee relations officer may, on their own motion, propose that an established unit be modified. The employee relations officer shall give written notice of the proposed modification(s) to any affected employee organization and shall hold a meeting concerning the proposed modification(s), at which time all affected employee organizations shall be heard. Thereafter, the employee relations officer shall determine the composition of the appropriate unit or units in accordance with Section XII B (7) and shall give written notice of such determination to the affected employee organizations. The employee relations officer's determination may be appealed in accordance with Section XII B (10) of these Rules. If a unit is modified pursuant to the motion of the employee relations officer hereunder, employee organizations may thereafter file recognition petitions seeking to become the exclusively recognized employee organization for such new appropriate unit or units pursuant to Section XII B (1) of these Rules.

9. Procedure for Processing Severance Requests

An employee organization may file a request to become the recognized employee organization of a unit alleged to be appropriate that consists of a group of employees who are already a part of a larger established unit represented by another recognized employee organization. The timing and processing of such request shall be as specified in Section XII B (8) for modification requests.

10. Appeals

An employee organization, aggrieved by an appropriate unit determination of the employee relations officer, or an employee organization aggrieved by a determination of the employee relations officer that a Recognition Petition (Sec. XII B (1)), Challenging Petition (Sec. XII B (3)), Decertification Petition (Sec. XII B (6)), Unit Modification Petition (Sec. XII B (8)) --- or employees aggrieved by a determination of the employee relations officer that a Decertification Petition (Sec. XII B (6)) or Severance Request (Sec. XII B (9)) ---has not been filed in compliance with the applicable provisions of these Rules (Representation Proceedings) may, within ten (10) days of notice thereof, request the intervention of the State Mediation and Conciliation Service, or may, in lieu thereof or thereafter, appeal such determination to the City Council for final decision within fifteen (15) days of notice of the employee relations officer's determination or the termination of proceedings, whichever is later.

Appeals to the City Council shall be filed in writing with the City Clerk, and a copy thereof served on the employee relations officer. The City Council shall commence to consider the matter within thirty (30) days of the filing of the appeal. The City Council may, in its discretion, refer the dispute to a third-party hearing process. Any decision of the City Council on the use of such a procedure, and/or any decision of the City Council determining the substance of the dispute shall be final and binding.

**C. Administration**

1. Submission of Current Information by Recognized Employee Organizations

All changes in the information filed with the City by an exclusively recognized employee organization under items (a) through (h) of its recognition petition under Section XII B (1) of these Rules, shall be submitted in writing to the employee relations officer within fourteen (14) days of such change.

Exclusively recognized employee organizations that are party to an agency shop provision shall provide annually to the employee relations officer and to unit members within sixty (60) days after the end of its fiscal year the financial report required under Government Code Section 3502.5(f) of the MMBA.



2. Employee Organization Activities, Use of City Resources

Access to City work locations and the use of City paid time, facilities, equipment and other resources by employee organizations and those representing them shall be authorized only to the extent provided for in memoranda of understanding and/or administrative procedures, shall be limited to lawful activities consistent with the provisions of these Rules that pertain directly to the employer-employee relationship and not to such internal employee organization business as soliciting membership, campaigning for office, and organizing meetings and elections, and shall not interfere with the efficiency, safety and security of City operations.

3. Administrative Rules and Procedures

The City Manager is hereby authorized to establish such rules and procedures as appropriate to implement and administer the provisions of these Rules after consultation with affected employee organizations.

**D. Impasse Procedures**

1. Initiation, Meeting, Purpose

If the meet and confer process has reached an impasse as defined in these Rules, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting, together with a statement of its position on all issues. An impasse meeting shall then be scheduled promptly by the employee relations officer. The purpose of such meeting shall be:

- a. To review the position of the parties in a final effort to reach agreement on a memorandum of understanding; and
- b. If the impasse is not resolved, to discuss arrangements for the utilization of the impasse procedures provided herein.

2. Procedures Enumerated

Impasse procedures are as follows:

- a. If the parties agree to submit the dispute to mediation, and agree on the selection of a mediator, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.
- b. If the parties agree to, and do participate in mediation, and if mediator is unable to effect settlement of the controversy, the employee organization may present a request to the City and the Public Employment Relations Board (PERB) to submit the impasse to fact-finding. This request by the employee organization to submit the impasse to fact-finding must be made no sooner than 30 days, but no later than 45

days, following the selection of a mediator by the parties.

- c. If the parties do not agree to participate in mediation, the employee organization may present a request to the City and PERB to submit the impasse to fact-finding no later than 30 days following the date that either party has provided the other a written notice of declaration of impasse.
- d. Within five (5) working days after PERB's determination that the request for fact-finding is sufficient, a fact-finding panel of three (3) shall be appointed in the following manner: one (1) member of the panel shall be appointed by the employee relations officer, one (1) member shall be appointed by the exclusively recognized employee organization. PERB shall, within five (5) working days after making its determination that the request for fact-finding is sufficient, submit the names of seven persons, drawn from the list of neutral fact-finders established pursuant to Government Code section 3541.3(d). PERB shall thereafter designate one of the seven persons to serve as the chairperson unless notified by the parties within five (5) working days that they have mutually agreed upon a person to chair the panel in lieu of a chairperson selected by PERB.

### 3. Jurisdictional and Procedural Requirements

The following constitute the jurisdictional and procedural requirements for fact-finding:

- a. The panel shall, within ten (10) days after its appointment, meet with the parties or their representatives, either jointly or separately, and may make inquiries and investigations, hold hearings, and take any other steps it deems appropriate. The panel shall have subpoena power with regard to hearings, investigations, and inquiries.
- b. Subject to the stipulations of the parties, the fact-finders shall determine and apply the following measures and criteria in arriving at their findings and recommendations:
  - 1) State and federal laws that are applicable to the employer.
  - 2) Local rules, regulations, or ordinances.
  - 3) Stipulations of the parties.
  - 4) The interests and welfare of the public, and the financial ability of the public agency.
  - 5) Comparison of the wages, hours, and conditions of employment of the employees involved in the fact-finding proceeding with the wages, hours, and conditions of employment of other employees performing similar services in comparable public agencies.



- 6) The consumer price index for goods and services, commonly known as the cost of living.
  - 7) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays, and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.
  - 8) Any other facts not confined to those specified in paragraphs (1)-(7), inclusive, which are normally or traditionally taken into consideration in making the findings and recommendations, including, but not limited to:
    - (i) Maintaining appropriate compensation relationships between classifications and positions within the City;
    - (ii) Other legislatively determined and projected demands on agency resources (i.e., budgetary priorities as established by the governing body);
    - (iii) Allowance for equitable compensation increases for other employees and employee groups for the corresponding fiscal period(s);
    - (iv) Revenue projections not to exceed currently authorized tax and fee rates for the relevant fiscal year(s);
    - (v) Assurance of sufficient and sound budgetary reserves; and
    - (vi) Constitutional, statutory, and Municipal Code/ Charter limitations on the level and use of revenues and expenditures.
- c. Within thirty (30) days after the appointment of the fact-finding panel, or, upon agreement by both parties within a longer period, the panel shall make written findings of the facts and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the criteria and limitations specified above. Any member of a fact-finding panel shall be accorded the right to file dissenting written findings of fact and recommendations. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the employee relations officer and the designated representative of the exclusively recognized employee organization before they are made available to the public.
  - d. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, the fact-finder or the chairman of the fact-finding panel shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative consideration of the impasse.

- e. After any applicable mediation and fact-finding procedures have been exhausted, but no earlier than ten (10) days after the fact finders' written findings of fact and recommended terms of settlement have been submitted to the parties, the City Council may hold a public hearing, the City Council may hold a public hearing regarding the impasse, and take such action regarding the impasse as it, in its discretion, deems appropriate as in the public interest, including implementation of the City's last, best and final offer. Any legislative action by the City Council on the impasse shall be final and binding.

4. Costs

The costs for the services of a mediator and fact-finding panel chairperson agreed upon by the parties shall be borne equally by the City and the exclusively recognized employee organization, and shall include per diem fees, if any, and actual and necessary travel and subsistence expenses. The per diem fees shall not exceed the per diem fees stated on the chairperson's résumé on file with PERB. The chairperson's bill showing the amount payable by the parties shall accompany their or her final report to the parties and PERB. The parties shall make payment directly to the chairperson.

Any other mutually incurred costs shall be borne equally by the parties. Any separately incurred costs for the panel member selected by each party shall be borne by such party.

**XIII. ACKNOWLEDGMENT**

This is to acknowledge that I have received a copy of the City of Firebaugh's Personnel Rules and have read and understand their contents. I understand that the Rules contain important information about the City's general personnel policies and my obligations as an employee of the City. Further, I understand that I must keep the Personnel Rules in a safe place for reference and any changes or updates which may be made from time to time.

I further understand that the City may change, rescind, or add to any rules, policies, or practices described in the Personnel Rules from time to time in its sole discretion without prior notice, and that the language used in the Personnel Rules is not intended to create, and does not create, a contract between the City of Firebaugh and any employee.

DATED: \_\_\_\_\_

\_\_\_\_\_  
Employee's Signature

\_\_\_\_\_  
Employee's Name (Print)

**RESOLUTION NO. 24-33**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH  
APPROVING WASTEWATER TREATMENT PLANT AND DISPOSAL AGREEMENT,  
FOR APN'S 007-100-22, 007-100-26 AND 077-100-25  
WITH THE NEIL JONES FOOD COMPANY, DBA TOMA-TEK**

**WHEREAS**, the City has negotiated a wastewater treatment and disposal agreement at the City's Wastewater Treatment Plant, APN's 007-100-22, 007-100-26 and 007-100-25 with The Neil Jones Food Company, dba Toma-Tek (the "Operator"); and

**WHEREAS**, an agreement has been prepared outlining the terms and conditions of the agreement [SEE EXHIBIT "A" ATTACHED AND INCORPORATED HEREIN].

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Firebaugh that said agreement is hereby approved and the City Manager is authorized to execute the agreement on behalf of the city.

The foregoing resolution of the City Council of the City of Firebaugh was approved and adopted at a regular meeting held on the 1<sup>st</sup> day of July 2024, by the following vote:

**AYES:** Council Member(s)

**NOES:** Council Member(s)

**ABSTAIN:** Council Member(s)

**ABSENT:** Council Member(s)

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
Elsa Lopez, Mayor

\_\_\_\_\_  
Rita Lozano, Deputy City Clerk

## WASTEWATER TREATMENT AND DISPOSAL AGREEMENT

This agreement is entered into this \_\_\_\_th day of \_\_\_\_\_, 2024, by and between the CITY OF FIREBAUGH (hereinafter "City") and TOMA-TEK, INC., an Washington corporation, (hereinafter the "Operator").

### RECITALS

- A. The City of Firebaugh has authority pursuant to state law to operate a wastewater treatment plant and pursuant thereto operates and provides public utilities services to persons within the City including wastewater collection and treatment services. The City is willing to provide said wastewater collection and treatment services to the Operator in the manner provided hereinafter.
- B. Operator owns and operates a tomato processing facility, (hereinafter the "Facility") on a site located within the City as shown on Exhibit "A" attached hereto. (hereinafter the "Site"), to process tomatoes.
- C. The operation of the Facility by the Operator will generate wastewater, washwater and other effluent (hereinafter the "wastewater"). Operator has requested that the City provide wastewater collection and disposal services to the Facility, subject to the terms and conditions described hereinafter.

**NOW, THEREFORE**, in consideration of the foregoing and the covenants and conditions provided hereinafter, the parties agree as follows:

### ARTICLE I

#### SELECTION OF THE EFFLUENT DISPOSAL SYSTEM

##### 1.01 Operation of the EDS.

For the term of this Agreement, Operator shall have the right to discharge, and the City agrees to accept the discharge into the EDS consisting of daily flows of wastewater from the Facility in quantities as prescribed in the current Industrial Wastewater Discharge Permit. The City hereby represents that capacity exists or will exist, on or before June 31, 2024, and during the term of this agreement to accommodate the wastewater quantities herein described.

##### 1.02 Ownership and Control of the Industrial Pond.

The Operator agrees that is has no interest or property right whatsoever in the EDS and that the EDS shall be operated and managed by the City as part of the City's wastewater collection and treatment system.

1.03 Environmental Clearances and Permits.

- (a) The City has obtained approval from the Regional Water Quality Control Board (hereinafter the "Board") for the operation of the EDS in the manner described herein..
- (b) As part of the Board approval process, the City shall undertake and complete such environmental reviews and or mitigation measures as required by the Board, other governmental agencies or the California Environmental Quality Act.
- (c) The Industrial Wastewater Discharge Permit is a Joint Permit between the City of Firebaugh and Toma-Tek. City of Firebaugh is responsible for fees for their permit requirements and Toma-Tek is responsible for their own fee requirements as indicated by the permit.

ARTICLE II  
OBLIGATIONS OF THE OPERATOR

2.01 Pretreatment.

Operator shall install, on the Site, such pretreatment equipment and facilities as shall be required by the Board and the City Engineer to insure that wastewater delivered to the City at the point of delivery is at a strength (measured in ph, B.O.D. and S.S.) acceptable per the requirements of the Industrial Wastewater Discharge Permit.

The parties acknowledge that federal or state agencies may, from time to time, impose limitations different or more stringent than those initially imposed or required by the Board and that, if imposed, said limitations shall govern this agreement.

2.02 Construction of Onsite Facilities.

Operator shall operate and maintain on the site, such devices as may be necessary to deliver, to the point of delivery, wastewater to be disposed of by the EDS. For purposes of this agreement the "point of delivery" shall mean that particular location, to be precisely agreed upon by and between the City and the Operator, located at the edge of the site and shall be that point at which wastewater from the Facility at the site is transferred into City-Owned facilities located in the public right of way. In addition to the foregoing, the Operator shall handle, treat, deliver or transport wastewater from the Facility to the edge of the property line and the point of delivery.

2.03 Operator's obligations described in this Article II shall be undertaken and completed at Operator's sole cost and expense.

2.04 Payment of City's Expenses.

Within 30 days after receiving invoices from the City pursuant to Sections 3.02 of Article III hereof the Operator shall pay, in full and without claim of damage or offset, invoices received by the City.

2.05 Reclamation Fields.

Per City Ordinance 24-02, Operator and the City will abide by the terms of the Long-Term Lease Agreement of the Reclamation Fields that is in place at the time of execution of this agreement.

ARTICLE III  
OBLIGATIONS OF THE CITY

3.01 Acceptance and Transport of Wastewater.

Subject to the terms and conditions of this Agreement, the City will accept at point of delivery and transport to the EDS, wastewater originating on the site, and dispose of such wastewater in a manner consistent with all applicable laws and permit issued by the Board.

3.02 Operation and Maintenance Costs.

The City shall record and account for all costs and expenses associated with the ongoing operation and maintenance of the transmission main and the EDS, excluding work covered by warranty. Said costs and expenses shall include a 20% surcharge for overhead expenses associated with the City's management and operation of the EDS and transmission main.

Periodically, but no later than quarterly, the City shall compile all costs, expenses (including the 20% surcharge) as described herein, arising from the operation, maintenance and management of the lift station, transmission main and the EDS, and shall deliver the said costs to the Operator in the form of an invoice for payment. The invoice shall show all direct costs and expenses (including a ratable share or employee time actually expended) plus the 20% surcharge.

3.03 Repairs

In addition to regular maintenance as proscribed in Section 3.02, The Operator will be solely responsible for all repairs that become necessary for the transmission main and EDS. If a repair becomes necessary, the Operator must complete repair within seventy-two (72) hours of discovery. If repair is not completed within seventy-two hours of discovery of issue, City may impose a five-hundred dollar (\$500.00) penalty for each day the repair remains, unless the Operator and City agree otherwise.

If the City feels that the repair is serious enough to warrant City involvement, and the Operator has not repaired it within the seventy-two (72) hour period, the City may take it upon themselves to undergo repairs or hire a qualified third-party to repair the issue. Operator will be responsible for reimbursement to the City for full cost of repair, plus a twenty percent (20%) surcharge.

ARTICLE IV  
TERM OF THE AGREEMENT

4.01 This agreement shall have a term of thirty (30) years commencing on the execution hereof.

ARTICLE V  
GENERAL PROVISIONS

5.01 This agreement and the exhibits hereto contain the entire agreement between the City and the Operator with regard to its subject matter. This agreement supersedes any prior written or oral representations, warranties, promises understandings or agreements.

5.02 No amendment, alteration, modification or addition to this agreement will be valid or binding unless expressed in writing and signed by and between the City and the Operator.

5.03 The contract obligations, rights and benefits created herein may not be assigned by either party, without the prior written consent of the other. .

5.04 In the event of a material breach by either party of its obligations or duties under this agreement, and the breaching party's refusal or failure to cure or correct its default 30 days after written notice by the nonbreaching party, the nonbreaching party may pursue such legal and equitable remedies as may be available under the laws of the State of California. In any action to remedy the breach of this agreement, the prevailing party in said action and any appeal therefrom shall be entitled to an award of its reasonable attorney's fees and costs.

5.05 This agreement will be governed and interpreted in accordance with the laws of the State of California.

5.06 Any notice, request, demand or approval or other communication required or permitted under this agreement must be in writing and will be deemed to be given when personally delivered or deposited in any depository regularly maintained by the United States Postal Service, postage prepaid, certified mail, return receipt requested, addressed to the party for whom it is intended at its address set forth below:

CITY OF FIREBAUGH  
1133 P. STREET  
FIREBAUGH, CA 93622

TOMA-TEK, INC.  
P.O. BOX 876  
VANCOUVER, WA 98666

5.07 During the term of this Agreement, Operator shall have the right to examine and inspect, after reasonable notice, all books and records of the City pertaining to the construction, operation and maintenance of the EDC.



5.09 Operator warrants and represents to the City as follows, effective as of the date hereof, and which shall continue during the term hereof:

- (a) The Operator is a corporation duly organized, validly existing in good standing under the laws of the State of California.
- (b) The Operator has all requisite power and authority to enter into and perform all of its obligations under this Agreement, subject to it obtaining any licenses, authorizations or governmental permits required under applicable law.

5.10 The City hereby warrants and represents to Operator, effective as of the date hereof, and which shall continue during the term hereof:

- (a) The City has all requisite power and authority to enter into and perform all of its obligations under this Agreement and other documents relating hereto.
- (b) The City has taken all actions necessary to authorize it to enter into and perform its obligations under this Agreement and to consummate the transactions contemplated hereby.
- (c) This Agreement constitutes the legal, valid and binding obligation of the City, enforceable in accordance with its terms.
- (d) Neither the execution of this Agreement nor the consummation of the transactions contemplated hereby will violate any statute or law or any judgement, decree, order, regulation or rule of any governmental agency or court to which the City, the Facility, or the Site may be subject.

DATED:

CITY OF FIREBAUGH

By \_\_\_\_\_

DATED:

TOMA-TEK, INC.

By \_\_\_\_\_

**EXHIBIT "A"**  
DESCRIPTION

**PARCEL 1:**

A portion of Parcel 1 according to the "Parcel Map No. 2205" recorded in Book 15 Page 29, Parcel Maps. Fresno County Records, described as follows:

Beginning at the North quarter corner of Section 4, Township 13 South, Range 14 East, Mount Diablo Base and Meridian, said quarter corner also being on the South line of Section 33, Township 12 South, Range 14 East. Mount Diablo Base and Meridian; thence along the North line of Section 4 and the South line of Section 33 North 89° 12' 50" West 415.00 feet to the true point of beginning said point being on the East line of said Parcel 1; thence North 58° 29' 58" West 269.11 feet; thence North 87° 50' 52" West 663.79 feet; thence South 16° 07' 07" East 571.37 feet; thence along a 12,909.20 foot radius curve concaved to the Northeast through a central angle of 03° 36' 19" an arc length of 812.32 feet; thence South 87° 50' 52" East 1,388.70 feet to a point on the East line of said Parcel; thence along the East line of said Parcel the following courses and distances: North 20° 49' 04" West 848.27 feet; thence along 190.00 foot radius curve concaved to the Southwest through a central angle of 37° 40' 57" an arc length of 124.96 feet; thence North 58° 29' 58" West 614.22 feet to the true point of beginning.

**PARCEL 2:**

Portions of Section 33, Township 12 South, Range 14 East, Mount Diablo Base and Meridian and Section 4, Township 13 South, Range 14 East, Mount Diablo Base and Meridian, described as follows:

Beginning at the North quarter corner of said Section 4 also being on the South line of said Section 33; thence North 01° 24' 00" East 153.13 feet; thence South 70° 37' 09" East 178.25 feet to a point on the Westerly line of the right- of-way for Southern Pacific Railroad: thence along the Westerly line of said right-of-way North 16° 07' 17" West 99.84 feet to a point on the South line of the Outside Canal; thence along the South line of the Outside Canal the following courses and distances; North 70° 10' 05" West 130.33 feet; thence North 86° 37' 23" West 663.670 feet to a point on the East line of the San Luis Drain; thence leaving the South line of the Outside Canal and running along the East line of the San Luis Drain the following courses and distances; South 58° 30' 00" East 517.53 feet to a point on the South line of Section 33 and the North line of Section 4; thence continuing South 58° 30' 00" East 230.73 feet; thence leaving the East line of the San Luis Drain North 01° 24' 00" East 117.85 feet to the point of beginning.

Reserving, however, to the Grantor all mineral rights on, or under said property, and entitlements in and to water stock and shares in and to Firebaugh Canal Company which pertain to the property. The rights hereby reserved shall not include and shall specifically exclude all rights of surface or subsurface access, on or over the property, all rights on entry upon the property for any purpose whatever including, but not limited to the right to drill, prospect, tunnel, or conduct any mining, exploration or extraction activity for any minerals, water, or other resource, whether arising under the mineral reservation herein described or otherwise.



## FIREBAUGH POLICE DEPARTMENT

# Memo

**To:** Honorable Mayor Elsa Lopez and Council Members  
**From:** Salvador Raygoza, Police Chief  
**cc:** Benjamin Gallegos, City Manager  
**Date:** 06/24/2024  
**Re:** Staff Report

---

### RECOMNDATION

Approve Resolution No. 24-34

- Exhibit 1: Workplace Violence Prevention Plan

### SUMMARY

On September 30, 2023, Governor Newsom signed into law SB 553 which requires most California employers to implement a Workplace Violence Prevention Plan (WVPP) no later than July 1, 2024. Employers must deliver specified training to employees under new legislation.

The new law requires that plans be in writing and include, for example, the following:

- An initial Environmental Hazard Assessment will be conducted by the department head or his or her designee on worksites within their purview, and any deficiencies will be documented.
- A Corrective Action Plan will be completed which identifies timelines and the person responsible for ensuring hazards are addressed by a proposed target date for any items identified in the Environmental Hazard Assessment.

- Initial training for all current employees on the specific departmental WVPP will be completed prior to September 1, 2024.
- Annually thereafter, departments will be required to conduct Environmental Hazard Assessments, create related Corrective Action Plans, and provide training to all employees.
- All workplace violence incidents, as defined in the policy, will be documented on a log and investigated, with corrective actions taken as necessary.
- Training records will be maintained for one (1) year and are subject to review by Cal/OSHA or any City employee or their representative.
- Hazard identification, evaluation, and correction records will be maintained for five (5) years. ▪ Incident records will be maintained for five (5) years.

## **FINANCIAL IMPACT**

The state did not provide funding for the implementation of SB 533 requirements. Staff labor hours will be required to implement the departmental plans, conduct assessments, and to provide training to all employees. WVPP training will be conducted on regular scheduled hours elimination over-time as much as possible. If hazards are found, hopefully departmental budgets should be able to absorb minor improvements such as additional lighting, signage, mirrors, etc. However, if high cost hazards are identified, departments may have to request approval from City Council for the expense.

**RESOLUTION NO. 24-34**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIREBAUGH ADOPTING THE CITY OF FIREBAUGH’S WORKPLACE VIOLENCE PERVENTION PLAN PER SB 553.**

**WHEREAS**, on September 30, 2023, Governor Newsom signed into law California Senate Bill 553 (SB 553), which mandates most California employers to implement a Workplace Violence Prevention Plan (WVPP) no later than July 1, 2024; and

**WHEREAS**, SB 553 requires employers to provide specified training to employees under the new legislation; and

**WHEREAS**, the City of Firebaugh is committed to ensuring the safety and well-being of its employees by complying with state legislation and implementing the required workplace violence prevention measures; and

**WHEREAS**, the City Council has reviewed the provisions and requirements outlined in SB 553 and believes that their implementation is essential for maintaining a safe and secure work environment; and

**WHEREAS**, the relevant City departments and staff have been consulted and are prepared to integrate and adhere to the regulations set forth by SB 553; and

**WHEREAS**, compliance with SB 553 is in the best interest of the City to maintain a productive and positive workplace environment.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FIREBAUGH, CALIFORNIA** as follows:

The “City of Firebaugh’s Workplace Violence Prevention Plan,” attached as Exhibit 1 and incorporated herein by this reference, are hereby approved and adopted.

The foregoing Resolution was approved and adopted by the City Council of the City of Firebaugh, on the 1<sup>st</sup> day of July 2024, by the following votes:

- AYES:            Board Members**
- NOES:            Board Members**
- ABSENT:        Board Members**
- ABSTAIN:       Board Members**

**APPROVED**

**ATTEST**

\_\_\_\_\_  
Elsa Lopez  
Mayor

\_\_\_\_\_  
Rita Lozano  
Deputy City Clerk

# **Exhibit “1”**

**City of Firebaugh**

**Workplace Violence Prevention Plan**

**June 24, 2024**



## TABLE OF CONTENTS

Policy .....	1
Prohibited Acts .....	1
Responsibility and Authority .....	2
Compliance.....	3
Communication and Training.....	3
Procedures .....	5
Hazard Assessment .....	6
Hazard Correction .....	6
Post Incident Response and Investigation.....	6
Recordkeeping .....	7
Annual Review.....	7

### Appendices

- A. Workplace Violent Incident Log
- B. Workplace Violence Prevention Environmental Hazard Assessment & Control Checklist

## Policy

The City of Firebaugh is committed to providing a work environment that is free of disruptive, threatening, or violent behavior involving any employee, appointed or elected official, volunteer, contractor, client, and/or visitor. Our policy is to establish, implement, and maintain an effective plan as required by SB 533. The regulation requires us to establish, implement, and maintain, at all times in all our facilities, a workplace violence prevention plan for purposes of protecting employees and other personnel from aggressive and violent behavior at the workplace.

Our Workplace Violence Prevention (WVP) plan is available upon request for examination and copying to our employees, their representatives, and the Chief of Cal/OSHA or his or her designee.

## Prohibited Acts

The City of Firebaugh will not ignore, condone, or tolerate *threats of violence* or *workplace violence* by any employee, appointed or elected official, volunteer, contractor, client, or visitor.

- *Threats of violence* include both verbal and non-verbal conduct that causes a person to fear for his or her safety because there is a reasonable possibility he or she might be physically injured and that serves no legitimate work-related purpose.
- *Workplace violence* means any act of violence or threat of violence that occurs at the work site. The term workplace violence shall not include lawful acts of self-defense or defense of others. Workplace violence includes the following:
  - The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, regardless of whether the employee sustains an injury
  - An incident involving the threat or use of a firearm or other dangerous weapon, including the use of common objects as weapons, regardless of whether or not the employee sustains an injury

*Workplace violence* can be categorized into four types:

**Type 1:** Workplace violence committed by a person who has no legitimate business at the work site - includes violent acts by anyone who enters the workplace with the intent to commit a crime

**Type 2:** Workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors

**Type 3:** Workplace violence against an employee by a present or former employee, supervisor, or manager

**Type 4:** Workplace violence committed in the workplace by someone who does not work there but has or is known to have had a personal relationship with an employee

In addition, The City of Firebaugh prohibits all *dangerous weapons* not used for fire suppression, accident and incident response, emergency medical services, the service of law enforcement, or security duties on all City of Firebaugh property. Any employee or appointed or elected official in possession of prohibited dangerous weapons on City of Firebaugh property is in violation of this policy and may be subject to disciplinary action up to and including dismissal. Any volunteer, contractor, client, or visitor in possession of prohibited dangerous weapons will be banned from the premises. *Dangerous weapons* include any instrument capable of inflicting death or serious bodily injury.

## **Responsibility and Authority**

### **Workplace Violence Prevention Plan Administrator**

The City Manager, or an assigned designee, is the designated WVP Plan Administrator (Administrator) and has the authority and responsibility for developing, implementing, and maintaining this plan and conducting or overseeing any investigations of workplace violence reports. The City Manager will also be able to answer employee questions concerning this plan.

The City Manager, or an assigned designee, shall solicit feedback and input from employees and their authorized representatives in developing and implementing the WVP plan. Active involvement of employees could include, but is not limited to, their participation in identifying, evaluating, and correcting workplace violence hazards; in designing and implementing training; and in reporting and investigating workplace violence incidents.

The City Manager, or an assigned designee, shall coordinate implementation of the workplace violence prevention plan with other employers (ex. contracted security staff and other employers on site), when applicable, to ensure those employers and their employees understand their respective roles as provided in the plan. These other employers and their staff shall be provided with training on City of Firebaugh's WPV plan.

### **Managers and Supervisors**

Responsibilities include:

- Implementing the plan in their work areas;
- Providing input to the Administrator regarding the plan;
- Participating in investigations of workplace violence reports; and
- Answering employee questions concerning this plan.

### **Employees**

Responsibilities include:

- Complying with the plan;

- Maintaining a violence-free work environment;
- Attending all training;
- Following all directives, policies, and procedures; and
- Reporting suspicious persons in the area and alerting the proper authorities when necessary.

## **Compliance**

The Administrator is responsible for ensuring the plan is clearly communicated and understood by all employees. The following techniques are used to ensure all employees understand and comply with the plan:

- Informing all employees of the plan during new employee safety orientation training and ongoing workplace violence prevention training;
- Ensuring *all* employees, including managers, and supervisors receive training on this plan;
- Providing comprehensive workplace violence prevention training to managers and supervisors concerning their roles and responsibilities for plan implementation;
- Evaluating employees to ensure their compliance with the plan;
- Disciplining employees, appointed or elected officials, and volunteers who engage in threats of violence behaviors up to and including dismissal; and
- Ensuring training of this plan is conducted on an annual basis.

## **Communication and Training**

Managers and supervisors are responsible for communicating with employees about workplace violence in a form readily understandable by all employees.

Employees are encouraged to inform their supervisors about any threats of violence or workplace violence. Employees may use the Workplace Violent Incident Log (Appendix A) to assist in their reporting of incidents. No employee will be disciplined for reporting any threats of violence or workplace violence.

After the employee has reported their concerns about any threats of violence or workplace violence to their supervisor, the supervisor will report this information to the Administrator who will investigate the incident. The Administrator will then inform the employee of the results of their investigation and any corrective actions to be taken as part of the City of Firebaugh's responsibility in complying with hazard correction measures outlined in the WVP plan.

Any employee who believes he or she has the potential of violent behavior is encouraged to use City of Firebaugh's confidential employee reporting:

TextMyGov, call City Manager or call police department  
Main Phone Number: Text 559-296-7200 or City Manager 559-659-2043 Police Department:  
559-659-3051.

Contact: Benjamin Gallegos City Manager

Employee training on workplace violence will include:

- This plan;
- Workplace violence risks that employees may encounter in their jobs;
- How to recognize the potential for violence and escalating behavior;
- Strategies to de-escalate behaviors and to avoid physical harm;
- Text alerts, alarms, or systems that are in place to warn of emergencies;
- How to report incidents to law enforcement; and

Employees assigned to respond to alerts, alarms, or systems that are in place to warn others will receive additional training that includes:

- General and personal safety measures;
- Aggression and violence predicting factors;
- The assault cycle;
- Characteristics of aggressive and violent persons;
- Verbal intervention and de-escalation techniques and physical maneuvers to defuse and prevent violent behavior;
- Strategies to prevent physical harm;
- Appropriate and inappropriate use of restraining techniques and medications as chemical restraints in accordance with Title 22; and
- An opportunity to practice the taught maneuvers and techniques, including a debriefing session.

Training will occur:

- When the plan is first established;
- At time of hire or transfer;
- Annually for employees performing citizen contact activities and their supervisors;
- Annually for employees assigned to respond to internal alerts, alarms, or systems;
- When new equipment or work practices are introduced; and
- When a new or previously unrecognized workplace violence hazard has been identified

Employees who receive training in a form other than live will have the opportunity to meet with a person knowledgeable on the plan within one business day of the training for interactive questions to be answered.

## **Procedures**

### **Responding to Actual or Potential Workplace Violence Emergencies**

In the event of an actual or potential workplace violence emergency, The Firebaugh Police Department or City of Firebaugh will alert employees of the presence, location, and nature of the workplace violence through the following methods:

- **ACTIVATION OF CITY'S SIREN ALARM System**
- **TEXT MESSAGES**
- **PHONE CALLS**

When any employee becomes aware of an actual or potential workplace violence emergency, they shall notify the Firebaugh Police Department Via 911 or 559-659-3051.

Employees shall implement the run, hide, fight protocols where appropriate. Evacuation routes and sheltering locations will be communicated to affected staff. If employees are not able to evacuate or shelter in place, they are authorized to take all reasonable actions necessary to fight or subdue an active shooter or assailant.

Employees can obtain help from staff assigned to respond to workplace violence emergencies, such as security personnel by calling the following number: 911 Emergency or 559-659-3051. If no security personnel are located at the worksite, employees shall call 911 to report the incident and request assistance from law enforcement.

### **Emergencies and Reporting a Crime**

For immediate assistance in an emergency that is not associated with a service call, contact emergency services or law enforcement by calling 911. For immediate assistance in an emergency associated with a service call in progress, follow internal procedures for requesting immediate back-up assistance by notifying local law enforcement. Employees should also notify their supervisor, manager, and the Administrator as soon as possible.

### **Reporting Workplace Violence Concerns**

Employees who witness or experience *threats of violence* or *workplace violence* can report the incident through their chain of command or directly to Human Resources. Employees may report anonymously and without fear of reprisal by submitting the incident in writing through interoffice mail.

### **Restraining Orders**

Employees or other personnel affiliated with the City of Firebaugh who have an active restraining order issued against another person that includes the workplace are encouraged to provide a copy of the restraining order to their supervisor and the Administrator. Supervisors who receive notification of a restraining order that includes the workplace will meet with the Administrator to decide what actions, if any, need to be initiated.

## **Hazard Assessment**

Workplace hazard assessments will include:

- An annual review of the past year's workplace violence incidents; and
- Periodic physical security assessments.

The Workplace Violence Prevention Environmental Hazard Assessment & Control Checklist (Appendix B) can be used to assist with the security assessment. Inspections are performed according to the following schedule:

- Once a year;
- When the plan is implemented;
- When new, previously unidentified workplace violence/security hazards are recognized; and
- When workplace violence injuries or threats of injury occur.

## **Hazard Correction**

*Work practice controls* will be used to correct unsafe work conditions, practices, or procedures that threaten the security of employees.

*Work practice controls* are defined as procedures, rules, and staffing that are used to effectively reduce workplace violence hazards. Work practice controls may include, but are not limited to:

- Appropriate staffing levels;
- Provision of dedicated safety personnel (i.e. security guards);
- Employee training on workplace violence prevention methods; and
- Employee training on procedures to follow in the event of a workplace violence incident.

Corrective actions will be implemented in a timely manner based on the severity of the hazard, documented and dated.

## **Post Incident Response and Investigation**

Managers and supervisors will use the Workplace Violent Incident Log (Attachment A) to assist in documenting incidents and investigations.

These procedures will occur following an incident:

- Provide immediate medical care or first aid;
- Identify all employees involved in the incident;
- Offer staff individual trauma counseling resources;



- Conduct a debriefing with all affected staff;
- Determine if corrective measures developed under this plan were effectively implemented; solicit feedback from all personnel involved in the incident as to the cause of this incident and if injuries occurred, how injury could have been prevented; and
- Record the incident in the Workplace Violent Incident Log.

## **Recordkeeping**

- Records of workplace violence hazard identification, evaluation, and correction will be maintained for three years in accordance with the recordkeeping requirements of the City of Firebaugh's Injury and Illness Prevention Program.
- Training for each employee, including the employee's name, training dates, type of training, and training provider will be maintained for a minimum of three years.
- Records of violent incidents (Workplace Violent Incident Log) will be maintained a minimum of five years at City of Firebaugh Clerks Office.

## **Annual Review**

City of Firebaugh's Workplace Violence Prevention Plan will be reviewed annually and updated as needed considering the following criteria:

- Staffing;
- Sufficiency of security systems;
- Job, equipment, and facility design and risks;
- Modifications or additions to tasks and procedures that affect plan implementation;
- Newly identified hazards;
- Prior year incidents;
- Identified deficiencies; and
- Feedback provided by employees and their authorized representatives.

# Appendix A

## WORKPLACE VIOLENT INCIDENT LOG

This form must be completed for every record of violence in the workplace

<b>Incident ID #*:</b>	<b>Date and Time of Incident:</b>	<b>Department:</b>
<b>Specific Location of Incident:</b>		

*\* Do not identify employee by name, employee #, or SSI. The Incident ID must not reflect the employee's identity)*

**Describe Incident** (Include additional pages if needed):

**Assailant information:**

<input type="checkbox"/> Patient	<input type="checkbox"/> Client	<input type="checkbox"/> Customer
<input type="checkbox"/> Family or Friend of Patient	<input type="checkbox"/> Family or Friend of Client	<input type="checkbox"/> Family or Friend of Customer
<input type="checkbox"/> Partner/Spouse of Victim	<input type="checkbox"/> Parent/Relative of Victim	<input type="checkbox"/> Co-Worker/Supervisor/Manager
<input type="checkbox"/> Former Partner/Spouse of Victim	<input type="checkbox"/> Animal	<input type="checkbox"/> Person In Custody
<input type="checkbox"/> Robber/Burglar	<input type="checkbox"/> Passenger	<input type="checkbox"/> Stranger
<input type="checkbox"/> Student	<input type="checkbox"/> Other:	

**Circumstances at time of incident:**

<input type="checkbox"/> Employee Performing Normal Duties	<input type="checkbox"/> Poor Lighting	<input type="checkbox"/> Employee Rushed
<input type="checkbox"/> Employee Isolated or Alone	<input type="checkbox"/> High Crime Area	<input type="checkbox"/> Low Staffing Level
<input type="checkbox"/> Unable to Get Help or Assistance	<input type="checkbox"/> Working in a Community Setting	<input type="checkbox"/> Unfamiliar or New Location
<input type="checkbox"/> Other:		

**Location of Incident:**

<input type="checkbox"/> Patient or Client Room	<input type="checkbox"/> Emergency or Urgent Care	<input type="checkbox"/> Hallway
<input type="checkbox"/> Waiting Room	<input type="checkbox"/> Restroom or Bathroom	<input type="checkbox"/> Parking Lot or Outside Building
<input type="checkbox"/> Personal Residence	<input type="checkbox"/> Breakroom	<input type="checkbox"/> Cafeteria
<input type="checkbox"/> Other:		

**Type of Incident (check as many apply):**

<input type="checkbox"/> Robbery	<input type="checkbox"/> Grabbed	<input type="checkbox"/> Pushed
<input type="checkbox"/> Verbal Threat or Harassment	<input type="checkbox"/> Kicked	<input type="checkbox"/> Scratched
<input type="checkbox"/> Sexual Threat, Harassment, or Assault	<input type="checkbox"/> Hit with an Object	<input type="checkbox"/> Bitten
<input type="checkbox"/> Animal Attack	<input type="checkbox"/> Shot (or Attempted)	<input type="checkbox"/> Slapped
<input type="checkbox"/> Threat of Physical Force	<input type="checkbox"/> Bomb Threat	<input type="checkbox"/> Hit with Fist
<input type="checkbox"/> Threat of Use of Weapon or Object	<input type="checkbox"/> Vandalism (of Victim's Property)	<input type="checkbox"/> Knifed (or Attempted)
<input type="checkbox"/> Assault With A Weapon or Object	<input type="checkbox"/> Vandalism (of Employer's Property)	<input type="checkbox"/> Arson
<input type="checkbox"/> Robbery	<input type="checkbox"/> Other:	

**Consequences of incident:**

Medical care provided?  Yes  No      Law enforcement called?  Yes  No      Security contacted?  Yes  No

Did anyone provide assistance to conclude the event?  Yes  No      Days lost from work (if any) \_\_\_\_\_

Actions taken by employer to protect employees from a continuing threat?  Yes  No

**Completed by:**

Name:	Title:	Date:
Telephone:	Email:	
Signature:	Telephone:	

**Appendix B**

**WORKPLACE VIOLENCE PREVENTION  
ENVIRONMENTAL HAZARD ASSESSMENT & CONTROL CHECKLIST**

<b>Assessed by:</b>	<b>Title:</b>
<b>Location(s) Assessed:</b>	

This checklist is designed to evaluate the workplace and job tasks to help identify situations that may place employees at risk of workplace violence.

Step 1: Identify risk factors that may increase City of Firebaugh’s vulnerability to workplace violence events

Step 2: Conduct a workplace assessment to identify physical and process vulnerabilities

Step 3: Develop a corrective action plan with measurable goals and target dates

**STEP 1: IDENTIFY RISK FACTORS**

Yes	No	Risk Factors	Comments:
		Does staff have contact with the public?	
		Does staff exchange money with the public?	
		Does staff work alone?	
		Is the workplace often understaffed?	
		Is the workplace located in an area with a high crime rate?	
		Does staff enter areas with high crime rates?	
		Does staff have mobile workplaces?	
		Does staff perform public safety functions that might put them in conflict with others?	
		Does staff perform duties that may upset people?	
		Does staff work with people known or suspected to have a history of violence?	
		Do any employees have a history of threats of violence?	

## STEP 2: CONDUCT ASSESSMENT

### Building Interior

Yes	No	Building Interior	Comments:
		Are employee ID badges required?	
		Are employees notified of past workplace violence events?	
		Are trained security personnel or staff accessible to employees?	
		Are bullet resistant windows or similar barriers used when money is exchanged with the public?	
		Are areas where money is exchanged visible to others?	
		Is a limited amount of cash kept on hand with appropriate signage?	
		Could someone hear an employee who called for help?	
		Do employees have a clear line of sight of visitors in waiting areas?	
		Do areas used for client or visitor interviews allow co-employees to observe problems?	
		Are waiting and work areas free of objects that could be used as weapons?	
		Is furniture in waiting and work areas arranged to prevent employee entrapment?	
		Are clients and visitors clearly informed how to use the department services so they will not become frustrated?	
		Are private, locked restrooms available for employees?	
		Do employees have a secure place to store personal belonging?	

### Building Exterior

Yes	No	Building Exterior	Comments:
		Do employees feel safe walking to and from the workplace?	
		Are the entrances to the building clearly visible from the street?	
		Is the area surrounding the building free of bushes or other hiding places?	
		Are security personnel provided outside the building?	
		Is video surveillance provided outside the building?	
		Is there enough lighting to see clearly?	
		Are all exterior walkways visible to security personnel?	

### Parking Area

Yes	No	Parking Area	Comments:
		Is there a nearby parking lot reserved for staff?	
		Is the parking lot attended and secure?	
		Is the parking lot free of blind spots and landscape trimmed to prevent hiding places?	
		Is there enough lighting to see clearly?	
		Are security escorts available?	

## Security Measures

Yes	No	Security Measures	Comments:
		Is there a response plan for workplace violence emergencies?	
		Are there physical barriers? (between staff and clients)	
		Are there security cameras?	
		Are there panic buttons?	
		Are there alarm systems?	
		Are there metal detectors?	
		Are there X-ray machines?	
		Do doors lock?	
		Does internal telephone system activate emergency assistance?	
		Are telephones with an outside line programed for 911?	
		Are there two-way radios, pagers, or cell phones?	
		Are there security mirrors?	
		Is there a secured entry?	
		Are there personal alarm devices?	
		Are there "drop safes" to limit available cash?	
		Are pharmaceuticals secured?	
		Is there a system to alert staff of the presence, location, and nature of a security threat?	
		Is there a system in place for testing security measures?	



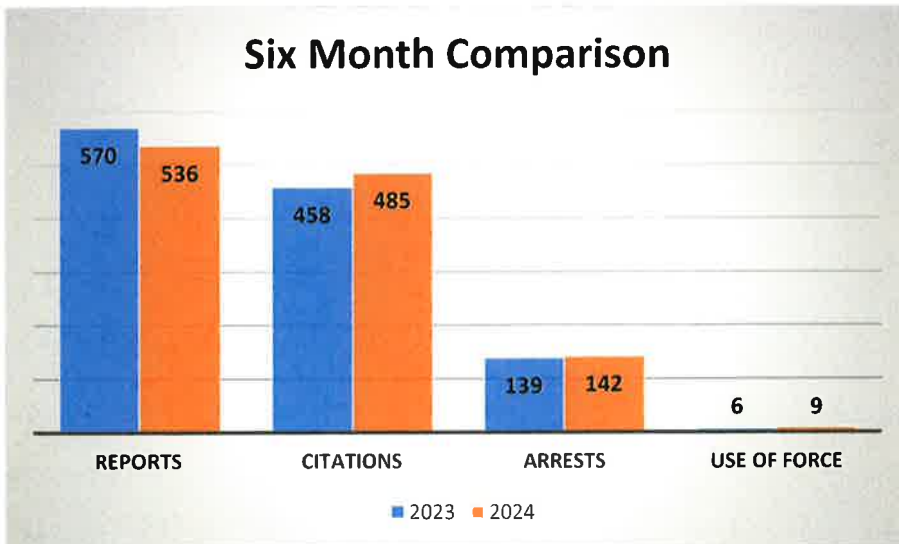




# FIREBAUGH POLICE DEPARTMENT

# Memo

**To:** Honorable Mayor Elsa Lopez and Council Members  
**From:** Salvador Raygoza, Police Chief  
**cc:** Ben Gallegos, City Manager  
**Date:** 06/26/2024  
**Re:** Staff Report



## SIX MONTH CRIME ANALYSIS:

The months of January through June 2024 have been relatively busy compared to 2023 data. I have noticed a major increase in assaults, property crimes, and narcotics arrests. I been examining the data and addressing the possible causes to bring our crime rate down (see above graph). Despite some increases in some crime categories, Firebaugh is still one of the safest communities in the central valley to raise a family.

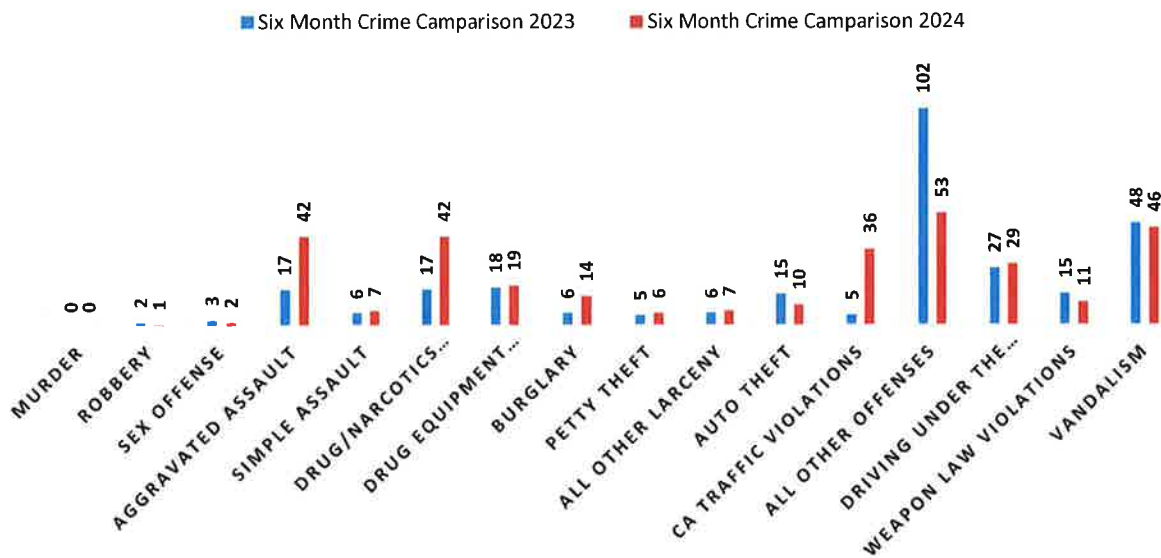
I noticed that aggravated assault increased drastically in 2024 compared to 2023. Looking at the data, the increase is related to an increase in domestic violence and other assaults with injury. I believe that the increase aggravated assault is due the increase in alcohol consumption and an increase in drug use. Drug use continues to be a challenge for families with addicted individuals and for law enforcement throughout the country.

Auto theft decreased compared to last year, but we did have a spike in burglaries and other property crimes. I expected to see a slight increase in property crimes due to the continued release on non-violent offenders from county jails. Over the last six months, our officers have arrested burglars and drug dealers from our community and surrounding communities who come to our cities to commit crimes. I hope to see a drop-in property crimes and things even out as we identified and arrested several individuals for this type of crimes.

Traffic issues such as speeding, failing to stop at stop signs and drag racing on our city streets continues to be a concern in our community. I have been addressing the issue with more traffic enforcement throughout the city paid with OTS funds. In the last six months, officers issued 485 traffic citations compared to 458 during the same period in 2023. We also investigated 16 traffic accidents, so far this year compared 27 last year. Looking at the data, the two main collision factors are failure to yield right of way and speeding. Looking at the data we are making progress in our traffic safety efforts.

Officers continue to do a good job trying to identify the drug dealers and thieves in our city and from surrounding communities. Officers are following up on narcotic sales information and leads on property crimes cases. I hope that all their hard work leads to search warrants and arrests of subjects involved.

## SIX MONTH CRIME COMPARISON



## **PERSONNEL:**

The department's personnel strength stands at 24, this includes 13 sworn officers including myself, 4 full time dispatchers, 1 Records Supervisor, 2 part-time dispatchers, 1 code enforcement officer and 3 reserve officers.

I promoted Code Enforcement Officer Khoua Xiong to full time officer after losing Officer Jorge Zaragoza to the Merced Sheriff. Officer Lopez recently finished his Field Training Program and is working solo patrol.

I hired Yvonne Sandoval as our new Code Enforcement Officer. Miss Sandoval comes with three years of experience in the code enforcement field and she currently lives in the City of Firebaugh.

Officer Brett Miller has given his resignation after 18 years of service to the citizens of Firebaugh. Officer Miller has accepted a position at Fresno City College Police Department. He will be closer to his family and save money with a take home patrol car. His last day will be Sunday June 30, 2024.

## **TRAINING**

The Firebaugh Police Department officers receive required Perishable Skills Training to stay in compliance with POST requirements. In the last nine months, officers were sent to other specialized training listed below.

### 2024 Trainings

- Perishable Skills Training
- Field Training Officer Up-date
- Internal Affairs Training
- Interview and Interrogation
- Civil Procedures for Patrol
- Cell Phone Search Warrants
- Patrol Rifle Training
- Traffic Collisions Investigations
- Sexual Assault Investigations
- Domestic Violence Crisis Intervention
- Leadership/Supervisor Training dispatch

### In-House Training 2024

- Quarterly Range Qualification
- Annual Pursuit Policy Training
- Monthly Policy Training through Daily Training Bulletins

Officer who attended these trainings are required to absorb the instructions and lectures. These training opportunities are a huge benefit to our department, as it updates officers in new laws, techniques and boosts productivity. Firebaugh PD Officers receive more training, than required by POST guidelines.