



5.2 Population, Housing, and Employment



5.2 POPULATION, HOUSING, AND EMPLOYMENT

5.2.1 PURPOSE

This section identifies the existing population, housing, and employment for the Study Area and County of Orange, as applicable, and provides an analysis of potential impacts associated with implementation of the General Plan Update. Potential impacts are identified and mitigation measures to address potentially significant impacts are recommended, as necessary.

5.2.2 EXISTING REGULATORY SETTING

SOUTHERN CALIFORNIA ASSOCIATION OF GOVERNMENTS

SCAG is the responsible agency for developing and adopting regional housing, population, and employment growth forecasts for local governments from Imperial, Los Angeles, Orange, Riverside, San Bernardino, and Ventura counties.

SCAG's demographic data is developed to enable the proper planning of infrastructure and facilities to adequately meet the needs of anticipated growth. On April 7, 2016, SCAG adopted its *2016-2040 Regional Transportation Plan/Sustainable Communities Strategy (RTP/SCS)*, which presents the transportation vision for the SCAG region through the year 2040 and provides a long-term investment framework for balancing future mobility and housing needs with economic, environmental and public health goals.

Regional Housing Needs Assessment (RHNA)

State law requires that jurisdictions provide their fair share of regional housing needs. The State of California Department of Housing and Community Development (HCD) is mandated to determine the State-wide housing need. In cooperation with HCD, local governments and Councils of Governments (COGs) are charged with making a determination of the existing and projected housing needs as a share of the State-wide housing need of their city or region.

The Regional Housing Needs Assessment (RHNA) quantifies the housing need by income group within each jurisdiction during specific planning periods. The RHNA is incorporated into local General Plans. The 5th cycle Final RHNA Allocation Plan was adopted by the SCAG Regional Council on October 4, 2012 and covers the planning period from October 15, 2013 to October 15, 2021. The RHNA allows communities to anticipate growth, so that collectively the region can grow in ways that enhance quality of life, improve access to jobs, promote transportation mobility, and address social equity and fair share housing needs.

City of Rancho Santa Margarita 2013 - 2021 Housing Element

The Housing Element comprises one of the seven General Plan Elements mandated by the State of California (California Government Code Sections 65580 to 65589.8). California State Law requires that the Housing Element consist of "identification and



analysis of existing and projected housing needs and a statement of goals, policies, quantified objectives, and scheduled programs for the preservation, improvement, and development of housing.”

The Housing Element is a guide for housing within Rancho Santa Margarita and provides an indication of the need for housing in the community in terms of affordability, availability, adequacy, and accessibility. The Element provides a strategy to address housing needs and identifies a series of specific housing programs to meet community needs.

The City’s projected housing needs covers a planning period from January 1, 2014 through September 30, 2021. Rancho Santa Margarita’s share of the regional housing need for the 2014-2021 RHNA period is allocated by SCAG based on factors such as recent growth trends, income distribution, and capacity for future growth. Rancho Santa Margarita must identify adequate land with appropriate zoning and development standards to accommodate its allocation of the regional housing need. According to the RHNA, Rancho Santa Margarita’s share of regional future housing needs is two units. The City’s RHNA is distributed into two income categories, one unit in the very low-income category and one unit at the low-income category.

The City plans to meet its 2014-2021 RHNA through the provision of Accessory Dwelling Units (ADUs). To facilitate ADU construction, the City adopted an updated ADU Ordinance in 2018, which allows a second unit to be detached, attached, or fully integrated into the principal unit. This flexibility is intended to encourage ADU construction and offers opportunity for moderating the cost of construction. Based on past trends, the City anticipates at least two ADUs could be constructed between 2014 and 2021, fulfilling the City’s RHNA of two units.

5.2.3 EXISTING ENVIRONMENTAL SETTING

POPULATION

Population data for the County of Orange (County) and City of Rancho Santa Margarita (City) is presented in Table 5.2-1, Population Data.

**Table 5.2-1
Population Data**

Year	County of Orange	City of Rancho Santa Margarita	City of Rancho Santa Margarita as Percent of County of Orange
2000 ¹	2,846,289	47,214	1.7%
2010 ²	3,010,232	47,853	1.6%
<i>2000 - 2010 Number Change</i>	<i>163,943</i>	<i>+639</i>	<i>--</i>
<i>2000 - 2010 Rate Change</i>	<i>+5.8%</i>	<i>+1.4%</i>	<i>--</i>
Existing Conditions (January 2016) ³	3,183,011	48,516	1.5%
Notes:			
1. U.S. Census Bureau, <i>Census 2000</i> .			
2. U.S. Census Bureau, <i>Census 2010</i> .			
3. State of California, Department of Finance, E-5 Population and Housing Estimates for Cities, Counties, and the State, 2011-2016, With 2010 Benchmark, Sacramento, California, May 1, 2016.			



County of Orange

The County's population totaled 2,846,289 persons in 2000 and 3,010,232 persons in 2010, an approximately 5.8 percent increase between 2000 and 2010. As of January 2016, the County's population was an estimated 3,183,011 persons.

City of Rancho Santa Margarita

As indicated in [Table 5.2-1](#), the City's population totaled 47,214 persons in 2000 and 47,853 persons in 2010. Between 2000 and 2010, the City's population increased approximately 1.4 percent (639 persons). Of the County's 34 cities, Rancho Santa Margarita ranked 23rd in population.¹ The proportion of the County's population that resided in Rancho Santa Margarita had decreased slightly from approximately 1.7 percent in 2000 to approximately 1.6 percent in 2010.

As of January 2016, the City's existing population was an estimated 48,516 persons. The City's share of the County's population remained at approximately 1.5 percent in 2016.

HOUSING

Housing data for the County and City is presented in [Table 5.2-2, Housing Inventory](#).

**Table 5.2-2
Housing Inventory**

Year	County of Orange	City of Rancho Santa Margarita	City of Rancho Santa Margarita as Percent of County of Orange
2000 Census Dwelling Units ¹	935,287	16,253	1.7%
2010 Census Dwelling Units ²	992,781	16,665	1.7%
2000 - 2010 Number Change	57,494	412	--
2000 - 2010 Rate Change	+6.1%	+2.5%	--
Existing Conditions (January 2016) ³	1,075,705	17,309	1.6%
2016 Vacancy Rate	4.7%	4.5%	--
2016 Persons per Household	3.06 persons	2.93 persons	--
2010 - 2016 Number Change	+82,924	+644	--
2010 - 2016 Rate Change	8.4%	3.9%	--
Notes:			
1. U.S. Census Bureau, <i>Census 2000</i> .			
2. U.S. Census Bureau, <i>Census 2010</i> .			
3. State of California, Department of Finance, E-5 Population and Housing Estimates for Cities, Counties, and the State, 2011-2016, With 2010 Benchmark, Sacramento, California, May 1, 2016.			

County of Orange

As indicated in [Table 5.2-2](#), the County's 2010 housing stock was an estimated 992,781 dwelling units, approximately 6.1 percent more than the 2000 inventory of 935,287 units. As of January 2016, the County's housing stock totaled approximately 1,075,705 units.

¹ State of California, Department of Finance, City Population Ranked by Size, Numeric and Percent Change, May 1, 2016.



City of Rancho Santa Margarita

In 2010, the City's housing stock was an estimated 16,665 dwelling units, an increase of approximately 2.5 percent over the 2000 inventory of 16,253 units. In 2000, approximately 1.7 percent of Orange County's housing units were in Rancho Santa Margarita. This number remained steady in 2010 at approximately 1.7 percent. As indicated in [Table 5.2-2](#) and based on the California Department of Finance, the City's housing stock as of January 2016 was an estimated 17,309 dwelling units. According to the City's 2016 data, there are currently 17,766 dwelling units in the City.

Vacancy rates are a measure of the general availability of housing. They also indicate how well the types of available units meet the housing market demand. A low vacancy rate suggests that households may have difficulty finding housing within their price range, whereas a high vacancy rate indicates that either the units available are not suited to the population's needs or there is an oversupply of housing units. The availability of vacant housing units provides households with choices of type and price to accommodate their specific needs. Low vacancy rates can result in higher prices, limited choices, and settling with inadequate housing. It may also contribute to overcrowding. A vacancy rate between 4.0 and 6.0 is considered "healthy." As indicated in [Table 5.2-2](#), the City's 2016 vacancy rate was 4.5 percent.

Comparatively, the City's average household size (2.9 persons per household) is only slightly less than the County's (3.1 persons per household).

EMPLOYMENT

[Table 5.2-3, *Employment Data*](#), provides labor force and unemployment data for the County of Orange and City of Rancho Santa Margarita.

**Table 5.2-3
Employment Data**

Year	County of Orange			City of Rancho Santa Margarita		
	Labor Force	Unemployment		Labor Force	Unemployment	
		Number	Rate		Number	Rate
2000 ¹	1,411,901	71,059	5.0%	25,647	762	2.9%
2010 ²	1,559,264	114,688	7.4%	25,902	1,327	5.1%
<i>2000 - 2010 Change</i>	<i>+147,363</i>	<i>+43,629</i>	<i>+2.4%</i>	<i>+255</i>	<i>+565</i>	<i>+2.2%</i>
2015 ³	1,597,100	71,500	4.5%	27,900	700	2.6%

Notes:

1. U.S. Census Bureau, *Census 2000*.
2. U.S. Census Bureau, *Census 2006-2010 American Community Survey 5-Year Estimates*.
3. State of California, Department of Finance, *Monthly Labor Force Data for Cities and Census Designated Places (CDP) Annual Average 2015 - Revised, With March 2015 Benchmark*, Sacramento, California, March 30, 2016.

County of Orange

As indicated in [Table 5.2-3](#), the County's 2000 labor force was an estimated 1,411,901 persons, of which approximately 5.0 percent (71,059 persons) were unemployed. In 2010, the County's labor force was an estimated 1,559,264 persons, with approximately 7.4



percent (114,688 persons) unemployed. Between 2000 and 2010, the unemployment rate increased by approximately 2.4 percent. By 2015, the County's labor force had increased to 1,597,100 persons, with an unemployment rate of approximately 4.5 percent.

City of Rancho Santa Margarita

As indicated in [Table 5.2-3](#), the City's 2000 labor force totaled approximately 25,647 persons, with an unemployment rate of approximately 2.9 percent (762 persons). In 2010, the City's labor force totaled an estimated 25,902 persons, with 5.1 percent (1,327 persons) unemployed. This represented an approximately 2.2 percent increase in unemployment between 2000 and 2010. Of those employed in 2010, the majority (approximately 49.4 percent) were employed in Management, Business, Science, and Arts occupations; and approximately 29.8 percent were in Sales and Office occupations. The two highest industry sectors represented by the City's labor force were Educational/Health/Social Services (19.6 percent) and Manufacturing (12.8 percent). Consistent with the County, the majority (approximately 83.1 percent) of the City's labor force drove alone to work in 2010 and their mean commute time was 27.5 minutes.

5.2.4 SIGNIFICANCE THRESHOLDS AND CRITERIA

Appendix G of the California Environmental Quality Act (CEQA) Guidelines contains the Initial Study Environmental Checklist, which includes questions relating to population and housing. The issues presented in the Initial Study Environmental Checklist have been utilized as thresholds of significance in this section. Accordingly, a project may create a significant environmental impact if it would:

- Induce substantial population growth in an area, either directly (for example, proposing new homes and business) or indirectly (for example, through extension of roads or other infrastructure);
- Displace substantial numbers of existing housing units, necessitating the construction of replacement housing elsewhere (as explained in [Section 9.0, *Effects Found Not To Be Significant*](#), further analysis of this topic is not required in this EIR); and/or
- Displace substantial numbers of people, necessitating the construction of replacement housing elsewhere (as explained in [Section 9.0, *Effects Found Not To Be Significant*](#), further analysis of this topic is not required in this EIR).

Based on these standards and significance thresholds and criteria, The General Plan's effects have been categorized as either "no impact," a "less than significant impact," or a "potentially significant impact." Mitigation measures are recommended for potentially significant impacts. If a potentially significant impact cannot be reduced to a less than significant level through the application of mitigation, it is categorized as a significant unavoidable impact.



5.2.5 PROJECT IMPACTS AND MITIGATION MEASURES

POPULATION GROWTH

- **IMPLEMENTATION OF THE GENERAL PLAN UPDATE WOULD NOT INDUCE SUBSTANTIAL POPULATION GROWTH IN AN AREA, EITHER DIRECTLY OR INDIRECTLY.**

Impact Analysis: Table 3-3, General Plan Update Net Growth, summarizes the net growth above existing conditions that could occur with implementation of the General Plan Update. As indicated in Table 3-3, implementation of the General Plan Update would result in 528 additional dwelling units and 3,085,014 additional square feet of non-residential uses over existing conditions. The General Plan Update would continue to allow for the following residential land use designations, which are intended to provide a range of housing types:

- Low Density Residential (Up to seven du/acre);
- Low-Medium Density Residential (Up to 11 du/acre);
- Medium Density Residential (Up to 18 du/acre); and
- High Density Residential (Up to 25 du/acre).

The 2040 population projection associated with these residential land uses is approximately 1,692 persons.² Additionally, the General Plan Update's non-residential development potential is approximately 3,085,014 square feet. The employment projection is estimated at approximately 6,439 jobs through the General Plan planning period (2040).

A project could induce population growth in an area either directly (i.e., by proposing new homes or businesses) or indirectly (i.e., through the extension of roads or other infrastructure). Although future development would likely involve improvements/modifications to existing roads or infrastructure, the General Plan Update does not call for the extension of roads or other infrastructure into undeveloped areas and is not considered growth-inducing in this regard. However, implementation of the General Plan Update would facilitate new homes and businesses, which could be characterized as direct inducement of population growth, though, as explained below, any such growth would not be considered substantial.

Table 5.2-4, General Plan Update Compared to Existing Conditions, includes the General Plan Update's anticipated growth in households, housing, population, and employment as compared to existing conditions.

² Population is based on a household size of 2.93 and vacancy rates of 4.1 percent for 2040 per California Department of Finance.



**Table 5.2-4
General Plan Update Compared to Existing Conditions**

Description	Households (Occupied Dwelling Units)	Housing (Dwelling Units)	Population (Persons) ³	Employment (Jobs)
General Plan Update 2040 (GPU)	17,544 ¹	18,294	51,404	22,074 ^{4,5}
Existing Conditions	16,967 ²	17,766	49,712	15,635 ⁶
Existing Conditions : GPU Change	+577	+528	+1,692	+6,439
Existing Conditions : GPU % Change	+3.4%	+3.0%	+3.4%	+41.2%
Notes:				
1. Based on 4.1 percent vacancy rate (California Department of Finance).				
2. Based on 4.5 percent vacancy rate (California Department of Finance).				
3. Population is based on a household size of 2.93.				
4. Employment generation based on Orange County Transportation Authority, <i>OCTA Land Use Conversion Factors, Typical Employment Conversion Factors</i> , June 2001.				
5. California State University Fullerton, Center for Demographic Research, Orange County Projections, 2018.				
6. State of California Employment Development Department, Labor Market Information Division, <i>Monthly Labor Force Data for Cities and Census Designated Places, July 2018 - Preliminary</i> , August 17, 2018.				

As indicated in Table 5.2-4, the General Plan Update could increase the City's existing housing inventory by approximately 3.0 percent and population by approximately 3.4 percent.

As further indicated in Table 5.2-4, the non-residential development could increase the City's employment base (jobs) by approximately 6,439 jobs or 41.2 percent. Employment generated through implementation of the General Plan Update could result in direct growth in the City's population, because the potential exists that future employees (and their families) would choose to relocate to the City. Estimating the number of these future employees who would relocate to the City would be highly speculative, because many factors influence personal housing location decisions (i.e., family income levels and the cost and availability of suitable housing in the local area). Further, there is the potential that existing residents may fill some of the new positions. Thus, the number of new employees who would choose to relocate to the City to fill the newly created positions is unknown. It is unlikely that all new employees potentially generated by new non-residential development would choose to relocate to the City or that all the new employment positions would be filled by people currently residing outside of the City. Some employees may choose to relocate to a surrounding city where housing opportunities are available, or the jobs created by the project could be filled in part by individuals that are already residing in the City. The cities surrounding Rancho Santa Margarita and their corresponding vacancy rates, as of May 1, 2018, are:

- Mission Viejo: 4.4 percent;
- Lake Forest: 4.2 percent;
- Laguna Niguel: 5.1 percent;
- Aliso Viejo: 3.3 percent; and
- Laguna Woods: 13.4 percent.³

Based on these vacancy rates and existing housing units at each respective city, there are approximately 6,520 vacant units in the neighboring cities.⁴ Assuming a worst-case

3 State of California, *Department of Finance, E-5 Population and Housing Estimates for Cities, Counties, and the State, January 1, 2011-2018, With 2010 Benchmark*, Sacramento, California, May 1, 2018.

4 Ibid.



scenario in which the 6,439 project-generated jobs are taken by people currently living outside of the area and needing to move closer for work, Rancho Santa Margarita and its neighboring cities would have available housing opportunities to meet residual demand for housing created by the General Plan Update. As a result, implementation of the General Plan Update would not necessitate the construction of additional housing elsewhere and a less than significant impact would occur in this regard.

Potential growth inducing impacts are also assessed based on a project's consistency with adopted plans that have addressed growth management from a local and regional standpoint. As discussed above, SCAG is the responsible agency for developing and adopting regional housing, population, and employment growth forecasts for local Orange County governments, among other counties. SCAG provides household, population, and employment projection estimates in five-year increments through 2040.

Table 5.2-5, *General Plan Update Compared to SCAG*, compares the General Plan Update growth projections with SCAG's 2040 households, dwelling units, population, and employment growth forecasts for the City.

As indicated in Table 5.2-5, SCAG projects that the City's population will reach 48,700 persons by 2040. The General Plan Update is projected to result in a population of approximately 51,404 persons (2040). The City's projected population would be approximately 5.6 percent greater than SCAG's forecast. Similarly, the City's projected housing stock and employment would be approximately 4.6 percent and 1.3 percent greater than SCAG forecasts, respectively.

**Table 5.2-5
General Plan Update Compared to SCAG**

Description	Households	Dwelling Units	Population	Employment
General Plan Update 2040 (GPU)	17,544 ¹	18,294	51,404 ²	22,074 ⁴
SCAG 2040 Forecasts (2040 SCAG) ³	16,800 ³	17,489 ¹	48,700 ³	19,500 ³
2040 SCAG : GPU Difference	+744	+805	+2,704	+2,574
2040 SCAG : GPU % Difference	+4.4%	+4.6%	+5.6%	+1.3%

Notes:

1. Based on 4.1% vacancy rate (California Department of Finance).
2. Population is based on a household size of 2.93.
3. Southern California Association of Governments, 2016-2040 Regional Transportation Plan/Sustainable Communities Strategy, Current Demographics and Growth Forecast Appendix, Table 11 (City Forecast 2040), December 2015.
4. Employment generation based on Orange County Transportation Authority, OCTA Land Use Conversion Factors, Typical Employment Conversion Factors, June 2001.

The General Plan Update growth projections would exceed SCAG 2040 population, housing stock, and employment projections for the City of Rancho Santa Margarita. General Plan growth projections form the basis of SCAG's planning and policy documents, including regional growth forecasts.⁵ Thus, the growth anticipated with the General Plan Update would be considered in SCAG's updated growth forecasts for the City.

⁵ Southern California Association of Governments, 2016-2040 Regional Transportation Plan/Sustainable Community Strategy, Demographics & Growth Forecast Appendix, page 1, December 2015.



Further, growth anticipated by the General Plan Update would improve the City's jobs/housing balance by providing additional employment opportunities for residents to potentially work in the area. The jobs/housing ratio is used as a general measure of balance between a community's employment opportunities and the housing needs of its residents. A ratio of 1.0 or greater generally indicates that a community provides adequate employment opportunities, potentially allowing its residents to work within the community (rather than commuting to neighboring cities). Under existing conditions, the City's jobs/housing ratio is 0.88, and at development assumed by the General Plan Update, the City's jobs/housing ratio would increase to approximately 1.21. Therefore, it can be assumed that existing residents within the area who currently commute outside of the City for jobs could potentially remain in the area to work due to the potential availability of approximately 6,439 new jobs, an approximate increase of 41.2 percent. Therefore, the project would beneficially impact the City's jobs/housing balance by improving the jobs/housing ratio when compared to existing conditions.

Further, the General Plan Update accounts for the project's anticipated population growth and establishes goals and policies to accommodate such growth. It is the City's goal (Land Use Element Goal 2) to control and direct future land use so that the community is protected and enhanced. The City would ensure new development funds its share of community services and facilities, such as parks, schools, trails, utilities (Land Use Element Policy 2.4). Additionally, the forecast population growth would occur incrementally through 2040, allowing for development of necessary services and infrastructure commensurate with the proposed growth. Further, project implementation would result in an improved job to housing balance for the City and subregion. Thus, although the General Plan Update would induce population growth in the City over SCAG 2040 projections, the project would not conflict with SCAG growth forecasts and impacts would be considered less than significant; refer also to Section 6.0, Other CEQA Considerations.

Proposed General Plan Update Policies and Actions:

ECONOMIC DEVELOPMENT ELEMENT

Goal 1: Ensure economic development that maintains and enhances the community's character.

Policy 1.1: Develop and implement short- and long-range plans to stimulate jobs and economic growth that complement the City's employment, entertainment, and shopping needs.

LAND USE ELEMENT

Goal 2: Control and direct future land use so that the community is protected and enhanced.

Policy 2.1: Ensure that new development is complementary to the existing small-town village character of the City.



Policy 2.2: Annex land within the Sphere of Influence prior to its development to ensure that new development is compatible with existing development in Rancho Santa Margarita.

Policy 2.4: Ensure that new development funds its share of community services and facilities (e.g., parks, schools, trails, utilities) and provides fiscal benefit to the community.

Mitigation Measures: No mitigation is required.

Level of Significance: Less Than Significant Impact.

5.2.6 CUMULATIVE IMPACTS

- **THE GENERAL PLAN UPDATE WOULD NOT INDUCE HOUSING, POPULATION, AND EMPLOYMENT GROWTH RESULTING IN CUMULATIVE IMPACTS.**

Impact Analysis: For this topic, the cumulative impacts are analyzed in terms of consistency with SCAG assumptions for the Orange County Council of Governments (OCCOG) subregion.

OCCOG GROWTH PROJECTIONS

SCAG projects the OCCOG's housing inventory will reach 1,199,544 dwelling units by 2040, with a resultant population of approximately 3,461,500 persons.^{6,7} This represents a growth rate of approximately 16.2 percent over the OCCOG's 2012 housing stock of 1,032,480 dwelling units and 12.7 percent over OCCOG's 2012 population estimate of 3,071,600.

Additionally, SCAG forecasts the OCCOG's employment will total 1,898,900 jobs in 2040, an increase of approximately 24.4 percent over OCCOG's 2012 employment estimate of 1,526,500 jobs. Implementation of the General Plan Update would result in a total of approximately 18,294 dwelling units, with a resultant population of approximately 51,404 persons, approximately 9,133,252 square feet of non-residential uses, and approximately 22,074 jobs. This would represent an increase in the City's existing housing inventory of approximately 3.0 percent, increase in population of approximately 6.0 percent, and increase in employment of approximately 41.2 percent. Implementation of the General Plan Update would contribute to regional growth with respect to population, housing, and employment in this regard.

As discussed above, the City's projected population as a result of implementation of the General Plan Update would be approximately 5.6 percent greater than SCAG's forecast. Similarly, the City's projected housing stock and employment would be approximately 4.6 percent and 1.3 percent greater than SCAG forecasts, respectively. Although, the

6 Dwelling units assumes 4.1 percent vacancy rate (California Department of Finance).

7 Southern California Association of Governments, *2016-2040 RTP/SCS Final Growth Forecast by Jurisdiction*, http://www.scag.ca.gov/Documents/2016_2040RTPSCS_FinalGrowthForecastbyJurisdiction.pdf, accessed on June 28, 2018.



population, housing, and employment growth projected for the General Plan Update planning period would be greater than SCAG's forecasts for the City for 2040, population growth impacts would be considered less than significant. Project implementation would result in an improved job to housing balance for the City and subregion.

The General Plan Update accounts for the project's anticipated population growth and establishes goals and policies to accommodate such growth. It is the City's Goal (Land Use Element Goal 2) to control and direct future land use so that the community is protected and enhanced. The City would ensure new development funds its share of community services and facilities, such as parks, schools, trails, utilities (Land Use Element Policy 2.4). Additionally, the forecast population growth would occur incrementally through 2040, allowing for development of necessary services and infrastructure commensurate with the proposed growth. As a result, the project's cumulative contribution to OCCOG housing, population, and employment growth projections is considered less than significant.

Proposed General Plan Update Policies and Actions: Refer to the General Plan Update goals and policies cited above.

Mitigation Measures: No mitigation is required.

Level of Significance: Less Than Significant Impact.

5.2.7 SIGNIFICANT UNAVOIDABLE IMPACTS

Population, housing, and employment impacts associated with implementation of the General Plan Update would be less than significant. No significant unavoidable population, housing, or employment impacts would occur as a result of the General Plan Update.

5.2.8 SOURCES CITED

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City of Rancho Santa Margarita, *Major Employers*, <http://www.cityofrsm.org/229/Major-Employers>, accessed April 27, 2016.

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U.S. Census Bureau, *DP03 Selected Economic Characteristics, 2010-2014 American Community Survey*.

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