

**bae** urban economics

in association with **SAGE** and **California Farmlink**

San Mateo County

# Agricultural Workforce Housing Needs Assessment

October 21, 2016

# Table of Contents

<b>ACKNOWLEDGEMENTS</b> .....	ii
<b>EXECUTIVE SUMMARY</b> .....	iii
Key Conclusions .....	iii
Recommendations .....	vi
<b>INTRODUCTION</b> .....	1
<b>BACKGROUND INFORMATION</b> .....	3
Agricultural Production .....	3
Agricultural Workforce .....	4
Regulatory Background on Development of New Housing.....	7
Existing Housing Resources for the Agricultural Workforce .....	11
Summary.....	22
San Mateo County Assistance Related to Agricultural Workforce Housing.....	23
<b>PRODUCER SURVEY</b> .....	25
Survey Methodology.....	25
Producer Survey Respondent Characteristics.....	25
Highlights of Survey Responses .....	28
<b>WORKFORCE SURVEY</b> .....	37
Survey Methodology.....	37
Highlights of Workforce Survey Responses.....	38
<b>FOCUS GROUPS AND KEY INFORMANT INTERVIEWS</b> .....	50
Focus Group Sessions .....	50
Key Informant Interviews.....	54
<b>CONCLUSIONS AND RECOMMENDATIONS</b> .....	59
Key Conclusions .....	59
Recommendations .....	62
<b>APPENDIX A: DEFINITION OF TERMS</b> .....	70
<b>APPENDIX B: LISTING OF SAN MATEO COUNTY COASTSIDE AREA CENSUS TRACTS</b> .....	75
<b>APPENDIX C: AGRICULTURAL PRODUCER SURVEY INSTRUMENT</b> .....	76
<b>APPENDIX D: AGRICULTURAL PRODUCER SURVEY RESULTS</b> .....	86
<b>APPENDIX E: AGRICULTURAL WORKFORCE SURVEY INSTRUMENT: ENGLISH</b> .....	124
<b>APPENDIX F: AGRICULTURAL WORKFORCE SURVEY INSTRUMENT: SPANISH</b> .....	135
<b>APPENDIX G: AGRICULTURAL WORKFORCE SURVEY RESULTS</b> .....	145
<b>APPENDIX H: FOCUS GROUP SUMMARIES</b> .....	191

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## EXECUTIVE SUMMARY

This report provides an assessment of San Mateo County's agricultural workforce, as well as an assessment of the County's farm labor housing situation and housing needs. Report preparation relied on surveys and over 300 face-to-face interviews with agricultural workers in an effort to obtain information that accurately reflects current conditions and reliably projects the future housing needs of the County's agricultural operations. Research for the report also included a review of relevant literature and published data, a survey agricultural producers, focus group sessions with members of the agricultural workforce and producer communities, and interviews with individuals knowledgeable of local agricultural workforce housing issues. The report concludes with findings, and recommendations for actions that San Mateo County and other community stakeholders can implement in order to help improve the quality, availability, and affordability of housing for the County's agricultural workforce.

The San Mateo County Department of Housing served as the project manager, with input from the Office of Supervisor Don Horsley and from the San Mateo County Agricultural Commissioner's office. The San Mateo County Outreach team also supported the project by administering workforce surveys using bilingual capabilities. The County contracted with a consultant team headed by BAE Urban Economics to conduct the research and coordinate the elements necessary to prepare this report. Subcontractors to BAE included Sustainable Agricultural Education (SAGE) and Brett Melone (formerly San Mateo County Agricultural Ombudsman and presently with California Farmlink). The County also contracted with Puente de la Costa Sur (Puente), to provide assistance with outreach to agricultural workers and agricultural producers, and to provide input to the study. Funding for this project has been provided primarily through San Mateo County's Measure A Sales Tax. This project has been made possible in part by a grant from the Community Opportunity Fund grantmaking strategy of Silicon Valley Community Foundation.

### Key Conclusions

Following are key conclusions synthesized from the background literature and data review, responses to the two surveys, and insights from focus group sessions and key informant interviews.

**Unmet Need for Agricultural Workforce Housing** – Based on findings regarding the housing problems experienced by the existing agricultural workforce, there is a need for an estimated unmet need for 1,020 to 1,140 housing units that would be affordable and suitable for agricultural workers and their households. Any need for repair or replacement of agricultural worker housing that is in poor condition, in which the households are not currently overcrowded and/or experiencing excessive cost burdens would add to these numbers.

**Financial Needs** - With a high concentration of smaller farm operations that generate limited amounts of revenue, many of San Mateo County's agricultural producers would face difficulty in funding or financing improvements to existing housing or constructing new housing. Also, a large proportion of the agricultural workforce has relatively low incomes and cannot afford market rate

housing. These factors, combined with the high cost to acquire land, develop infrastructure, and build housing in the Coastside area means that subsidies will typically be necessary in order to develop housing that can be rented or sold at rates affordable to agricultural workforce households.

**Housing Availability** - The future of San Mateo County agricultural production will be dependent on labor availability, and producers are adjusting their operations in response to labor constraints. Based on the surveys and focus group comments, producers would hire more workers now and/or in the future if the workforce was available; however, producer survey responses and comments from focus group participants, including producers and workers, indicate that a key reason for the County's shrinking farm labor pool is the lack of available housing. During focus group sessions, producers indicated that housing availability is a key concern for producers in recruiting and retaining employees. At the same time, agricultural workers who participated in focus group sessions indicated that housing availability severely constrained their job mobility, and that workers living in on-farm housing would be reluctant to leave an unsatisfactory employment situation, because of the lack of other viable housing choices if they lost their employer-provided housing. A primary factor contributing to this situation is the high cost and unavailability of affordable housing throughout the greater Bay Area, where housing development is lagging behind job growth.

**Problems in Existing Housing** – Workforce survey responses, employee housing inspection records from the Environmental Health Department, and comments provided by key informants and focus group participants indicate a need for ongoing repair, maintenance and replacement of the existing farm labor housing stock. Although the Environmental Health Department indicated that the farm labor housing stock is generally improving based on observations during the annual inspection process, it is rare for annual Employee Housing inspections to find no deficiencies in a given housing facility, meaning that continual maintenance and improvement is an ongoing need. A significant contributor to this is the generally aged condition of the onsite farm labor housing stock that was designed for seasonal use, not year-round occupancy.

In addition to physical problems with the housing stock, there is also a relatively high incidence of overcrowding and excessive housing cost burdens among the agricultural workforce. Families in particular have a difficult time finding suitable housing, because there is a narrower range of housing options that is suitable for families, particularly those with children. In contrast, unaccompanied workers have more flexibility in how they meet their housing needs because they need to find accommodations for just one person and can fit into a range of different living situations. Agricultural workers are also susceptible to living in substandard housing or overcrowded conditions because there is a desire to be able to save money and/or send money to help support their families who live elsewhere.

**Regulatory Barriers** – There are numerous layers of regulations that can pose a constraint to provision of farm labor housing in the Coastside area, including “extra” layers in the form of Local Coastal Program regulations that must conform with the State Coastal Act, as well as permit and monitoring requirements imposed by the State for Employee Housing for five or more employees. In addition, the U.S. Department of Labor enforces federal regulations for housing for “migrant

agricultural workers”.<sup>1</sup> Regulatory constraints are consistently identified as one of the key barriers to maintaining and expanding the supply of housing for the agricultural workforce; however, in most cases these types of comments were general in nature and did not identify specific barriers that needed to be mitigated. Further study is necessary to identify real barriers versus perceived barriers, and the practical opportunities available to the County and local stakeholders to address barriers.

Another factor that influences regulatory barriers is attitudes about development within the Coastside area. Proposals for housing development can meet resistance due to environmental concerns and priorities for open space preservation. This creates an opportunity for the County to play a role in advocating to balance environmental and aesthetic concerns with the need to adequately house the agricultural workforce.

Existing County farm labor housing regulations encourage land owners to build farmworker housing, by exempting all units used for farmworker housing from the County’s density allocation requirements, by waiving fees and by providing an Agricultural Ombudsman. These streamlined procedures for creation of farm labor housing are balanced by fairly strict requirements that building be removed if they are no longer used as agricultural work force housing; however, these requirements are rarely implemented.

**Need for Third-Party Housing** - In addition to regulatory barriers and limited financial resources faced by all types of producers, many farmers lease their land, so they do not necessarily control the decision about placing housing on the properties they farm. In addition, for smaller operations, the capacity to obtain permits to build housing (i.e., the time that can be dedicated to navigating the permit process and taken away from farming operations), and the capacity to manage housing on an ongoing basis is limited, and those responsibilities take away from time that is needed to tend to farming operations. This set of issues, combined with the drawbacks that workers face in relying on employer-provided housing, mentioned above, highlight the importance of expanding the supply of agricultural workforce housing that is developed and managed by third-party providers, such as affordable housing developers, and targeted specifically to farmworkers.

**Housing Types Needed** - The most appropriate type of housing for two thirds-or more of the agricultural workforce in San Mateo County is permanent family housing.<sup>2</sup> The Coastside workforce is very rooted in the community, typically living and working for many years in the community. Most agricultural workers either live with their family, or would prefer to live with their family, if suitable housing were available in the Coastside area, and generally, there is a preference among agricultural workforce survey respondents for single-family homes. Due to lower incomes that are prevalent

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<sup>1</sup> As defined by the U.S. Department of Labor, “Migrant agricultural worker means an individual who is employed in agricultural employment of a seasonal or other temporary nature, and who is required to be absent overnight from his permanent place of residence.”

<sup>2</sup> For example, two-thirds of agricultural workforce survey respondents indicated they live with family members; two-thirds have lived in San Mateo County for 11 years or more; and 88 percent indicated that they live in the same home year round.

among agricultural workers, housing that is subsidized to be affordable to lower-income households is necessary. Agricultural workforce survey respondents and producers who participated in focus group sessions indicated a preference for housing provided at or near worksites dispersed throughout the Coastsides. The very limited public transportation service in rural Coastsides areas is another reason that proximity of housing to agricultural operations is important. Nevertheless, South County agricultural workers who participated in a focus group session indicated that an affordable housing complex such as Moonridge would be beneficial in that area, and over 80 percent of Moonridge residents who participated in the workforce survey indicated they were satisfied with their housing.

Due to the limited number of employees at many agricultural operations, single-family homes, mobilehomes (i.e., manufactured housing) and second units or accessory dwelling units would be suitable onsite housing solutions for many agricultural operations. Compared to the areas around Half Moon Bay and further to the north, there is more need for housing suitable for single workers in the South Coast area; however, South Coast agricultural worker focus group participants indicated that an important reason that many Pescadero area workers do not have their families with them is the lack of availability and affordability of family housing in the area.<sup>3</sup>

It should be noted that over half of the agricultural workforce survey respondents indicated that they did not have documentation of legal U.S. residency, thus, a substantial part of the agricultural workforce would not be eligible for federally-funded housing, which requires proof of legal residency. Provision of at least some new housing that relies on private, local, and state funding that does not impose requirements for proof of legal resident status should be a goal.

**Other Findings** - Based on agricultural workforce survey responses, only a small proportion of agricultural workers who do not live in Moonridge had been offered a lease agreement for their housing. Given this, property owners could benefit from information about how a lease agreement could protect them, while agricultural workers could also benefit from a better understanding of their rights as tenants and the importance of having a lease agreement. Landlords might benefit from the services of a property management company that could oversee leases, achieve administrative and maintenance efficiencies, and address housing issues in an effort to keep them separate from employment.

## Recommendations

The following is an overview of key recommendations to address conclusions regarding agricultural workforce housing needs presented above. The Recommendations section in the main body of the report includes additional discussion of the key recommendations, as well as additional supporting actions.

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<sup>3</sup> Although lack of affordability is an issue throughout the Coastsides area, South Coast area agricultural workers are more likely than those who work elsewhere on the Coastsides to live apart from their families.

### ***Financial Resources***

Given the small size and limited financial resources of many of San Mateo County's individual agricultural producers, combined with the relatively low incomes of the County's agricultural workforce, and the high cost of developing and maintaining housing, substantial sources of financial subsidy will be required to significantly expand the supply of affordable housing for the agricultural workforce. Locally-controlled funding is critical to sustaining and expanding local programs such as the County's Farmworker Housing Rehabilitation and Replacement Pilot Program. In addition, locally controlled funding can provide more flexibility than funds from State or federal sources and can also be valuable as a resource to leverage funds from other sources. As suggested in one of the producer survey responses, the County and its local agricultural landowners could consider whether it would be appropriate to pursue establishing an assessment district that would generate an ongoing stream of revenue that would help to fund housing projects for the agricultural workforce. One example of such district is the self-imposed assessment for farmworker housing assistance in Napa County, which is called County Service Area (CSA) No.4.

### ***Preservation of the Existing Housing Stock***

A top priority for agricultural workforce housing could be to preserve the existing housing stock that is available for the agricultural workforce. The County could continue and, if possible, expand the existing Farmworker Housing Rehabilitation and Replacement Pilot Program, which was viewed favorably by local agricultural stakeholders. It is acknowledged, however, that the farm labor housing stock also includes housing structures that are in poor condition due to old age or neglect, which may need replacement rather than preservation or rehabilitation.

### ***New Housing Production***

Single-family dwellings, second units, and/or manufactured housing units would be suitable solutions to address small farm onsite employee housing needs, given that most operations do not need to house large numbers of agricultural workers. Traditional "stick built" single-family homes and modern manufactured housing units can be suitable to provide the permanent family housing that would be attractive for large portions of the San Mateo County agricultural workforce, acknowledging that stick-built housing is typically more expensive per unit than manufactured housing. This type of housing would also address preferences expressed by workers and producers for housing that is dispersed throughout the Coastside agricultural areas, at or close to work sites.

Due to proximity to the greater Bay Area housing market, it will be beneficial to focus on safe, decent and affordable housing that is targeted specifically to the agricultural workforce so that farmworkers do not have to compete with other sectors' higher paid employees for available units. This could involve employer-provided housing and/or third-party housing that is restricted to farmworkers (e.g., due to funding sources that specifically target farmworkers).

While encouraging additional on-farm housing in housing units configured for families could be a priority, there are inherent advantages to workers if housing is decoupled from employment. This would give employees more mobility to change jobs without fear of losing their housing, and more

autonomy from their employers during non-work hours. To address this, the County could explore the possibility of developing third-party owned housing in the South Coast area, so that farmworkers in that area will have expanded options for housing that is not tied to their employment. Such a project might also give workers who currently live away from their families the opportunity to bring their family members to live with them in the area.

For off-site housing intended to house a number of farmworker households, multifamily housing structures (e.g., apartments, duplexes, etc.) may be the most cost-effective form of construction; however, due to the density of development, multifamily housing typically requires more infrastructure, such as community water and/or sewer systems, in order to be viable and availability of this type of infrastructure is a constraint in the rural Coastside areas.

The County could also explore the possibility of developing a “self-help” housing project, such as those developed by Habitat for Humanity, to create an affordable homeownership opportunity for agricultural workers, recognizing their long-term work and residency in the area. Worker focus group participants confirmed that this type of affordable ownership opportunity would be attractive to long-term Coastside agricultural workers who feel rooted in the community and wish to stay in the area that they consider their permanent home. This type of housing development could be combined with a first-time home-buyer program, such as that offered by HEART of San Mateo County, to help farmworker households qualify to purchase homes.

### ***Regulatory Efficiencies and Assistance***

A recurrent theme reflected in the information collected during the course of this study is that regulatory barriers create significant challenges to constructing and operating housing for the agricultural workforce in the Coastside area. Agricultural producers, agricultural workers, and others knowledgeable of conditions in the Coastside area tended to express these sentiments in broad terms, rather than identifying specific regulatory issues that the County could address. Given the complexity of regulations that impact housing for the agricultural workforce, including local, State, and federal requirements, the County could convene a working group to explore these issues further and identify practical steps that the County and/or other stakeholders could take to mitigate any unnecessary barriers.

Although some mitigation of regulatory barriers may be possible, various layers of local, State, and federal regulations will inevitably remain in some form. To facilitate understanding and compliance with the regulations affecting housing for the agricultural workforce, the County could develop a reference guide that contains the relevant sections of the different policy and regulatory documents in one place.

The San Mateo County Agricultural Ombudsman, who works out of the San Mateo County Resource Conservation District office, does help producers with applications for new farm labor housing and the County could continue this service. County GIS staff could support this by utilizing the GIS system to provide accurate base maps to applicants and/or help in developing site plans. Current

efforts to establish a one-stop shop for permitting of farm labor housing could be continued as a strategy to help interested owners navigate local and State land use requirements, many of which are dictated by the State Coastal Act and would be difficult for San Mateo County to change.

To facilitate applications for new farm labor housing, the County could examine the potential usefulness of a resource packet that would provide information and guidance on the farm labor housing permitting process along with project case studies to illustrate the process, requirements, and completed projects.

### ***Information and Education***

To address the concern that open space organizations may be biased against having housing on their land, the County could facilitate discussion among local agricultural stakeholders and Peninsula Open Space Trust (POST) and Midpeninsula Regional Open Space District (MROSD) representatives to develop a common understanding of agricultural workforce housing needs and to identify how preservation of existing housing and development of new housing can balance those needs with environmental and aesthetic concerns.

In response to the finding that few agricultural workers other than those living in Moonridge were offered a lease agreement for their current housing, the County could facilitate the development of a model residential lease agreement for landlords to use, which could include information regarding emergency rent assistance available via sources such as through the Coastside Opportunity Center in El Granada, tenant-landlord mediation resources, etc. Related to this, the County could work with the U.S. Department of Labor to obtain an informational handout that could be distributed to owners (or prospective owners) of farm labor housing regarding the relevant federal regulations applicable to employer-provided housing.

Another potential application of a model lease tool suggested in a focus group session is a model terms for a farm lease agreement that would contain provisions to allow the tenant to make improvements to the property (i.e., construct housing) and then recoup their investment if their lease expires prior to being able to amortize the cost of the improvements. This is a project that the Farm Bureau and/or CRAFT could lead, as a benefit to their members.

Given producers' stated interest in providing agricultural workforce housing if financial and regulatory assistance were provided, the County could provide educational resources to landowners and agricultural producers about the various types of technical and financial assistance available from USDA, the State of California, the County, and others that could be utilized to develop, improve, or expand onsite farm labor housing. This could be done through collaboration with the Farm Bureau, Central Coast Collaborative Regional Alliance for Farmer Training (CRAFT), and Puente.

# INTRODUCTION

In response to strong interest among local stakeholders to develop a better understanding of the current and future needs for agricultural workforce housing in the County, San Mateo County commissioned this housing needs assessment for the agricultural workforce. This study also addresses San Mateo County Housing Element program 27.4, which calls for the County to undertake an assessment of the County's farm labor population, existing farm labor housing stock, farm labor housing conditions, and farm labor housing needs. For the purposes of this study, agricultural workforce includes anyone who earns their living through farming activities, including field or nursery workers, crew leaders, owners and managers, and other workers involved with growing, packing, and processing agricultural products, including livestock, aquaculture and aquaponics. See Appendix A for a listing of terms and definitions as they apply to this study.

San Mateo County's agricultural activity is primarily on the Coastside and County staff directing the study decided to focus this study on that area. This study provides a comprehensive assessment of information related to the County's agricultural workforce, current housing, and housing needs based on existing agricultural operations and projected future operations. Among other elements, primary components of the study include:

- A comprehensive literature review
- A survey of the County's agricultural workforce regarding their current housing conditions and housing needs
- A survey of County agricultural producers regarding trends in cultivation, numbers of employees, and their current housing conditions and employee housing needs
- Interviews and focus group sessions with San Mateo County agriculture stakeholders to further explore issues

The study results will be used to determine the best use of current resources that are available to help improve housing for the agricultural workforce and potentially support the development of further resources to improve or expand housing for this population. The study provides the first research-based understanding of the County's agricultural workforce housing needs. As such, the contents provide guidance for policies and programs in order to support this population.

The San Mateo County Housing Department managed the study, working closely with Supervisor Don Horsley's office, the San Mateo County Planning Department, and the San Mateo County Agricultural Commissioner's office. The County contracted with a consultant team headed by BAE Urban Economics, which managed the research and prepared the study report with support from Sustainable Agriculture Education (SAGE) and California Farmlink. Separately, the County also contracted with Puente de la Costa Sur, a non-profit based in Pescadero, to assist with agricultural worker outreach for the study, with Ben Ranz spearheading these efforts for the Pescadero based non-profit. Bilingual San Mateo County Outreach Team members Ellie Dallman and Ashley Quintana conducted in-person interviews with over 300 farmworkers as part of the study's workforce survey component. Collectively, this grouping of individuals and organizations is referred to hereafter as

the Study Team. For purposes of project management and coordination, San Mateo County also designated an Executive Committee, which included Heather Peters of the San Mateo County Housing Division, Sarah Rosendahl of Supervisor Horsley's office, Agricultural Commissioner Fred Crowder, and Matt Kowta of BAE.

Funding for this project was provided primarily through San Mateo County's Measure A Sales Tax. This project has been made possible in part by a grant from the Community Opportunity Fund grantmaking strategy of Silicon Valley Community Foundation.

## BACKGROUND INFORMATION

A range of background information was available to serve as a starting point to begin to understand the needs of the San Mateo County agricultural workforce. Information regarding the existing agricultural operations in San Mateo County and the associated labor force include San Mateo County Agricultural Commissioner's Crop Reports from 2015 and earlier, the Economic Contributions of San Mateo County Agriculture report, prepared by Agricultural Impact Associates on behalf of the San Mateo County Agricultural Commissioner's Office (2014), the report titled, Aggregating, Distributing, and Marketing Local Foods in San Mateo County, California prepared by Community Alliance with Family Farmers (2014) on behalf of the San Mateo County Food Systems Alliance, and the San Mateo County Food System Assessment, by the San Mateo County Food System Alliance (2014).

BAE also collected and reviewed published data regarding San Mateo County agricultural employment and wage information from the California Employment Development Department and United States Department of Agriculture (USDA) Census of Agriculture. Other documents reviewed include the San Mateo County Housing White Paper, the Housing Element of the San Mateo County General Plan, the San Mateo County Local Coastal Program, the Analysis of Impediments to Fair Housing and Consolidated Plan for San Mateo County, and the San Mateo County Planning and Building Department's handout titled, *Application Process and Procedures for Farm Labor Housing*. BAE also collected and reviewed data from the San Mateo County Department of Environmental Health, from annual Employee Housing inspections conducted by the department, as well as information furnished by MidPen Housing regarding farmworker occupancy at the Moonridge affordable housing community just outside the City of Half Moon Bay.

### **Agricultural Production**

According to the report, Economic Contributions of San Mateo County Agriculture, based on the \$137 million reported gross crop value in the 2011 Crop Report, San Mateo County agriculture represents \$160 million in direct economic output, and 1,204 direct employees, with almost 95 percent of that activity concentrated along the San Mateo County Coast. Indirect and induced economic impacts (i.e., multiplier effects) within the County increase the total economic impacts of the County's agriculture to \$216 million in annual output and 4,708 jobs.

The San Mateo County Food System Assessment noted that although San Mateo County producers grow over 50 different types of vegetable crops, more than 30 types of fruits and nuts, and six types of livestock, there has been a shift in agricultural production since the 1950s, away from edible food products to floral and nursery products. According to the Agricultural Commissioner, this is due to both a reduction in planted acreage for field crops (oats, grains, etc.) and outdoor floral crops. The reduction in acreage also reflects a reduction in the practice of multi-cropping (i.e., producing two or more crops on the same plot of land in the same growing season). With water always having been in short supply on the coast, there is some dryland farming, but also an incentive to produce higher value perennial crops (e.g., artichokes), and crops with long growing seasons (e.g., Brussels sprouts, leeks) to provide a greater return.

### **County Agricultural Commissioner's Crop Reports**

Crop reports published and maintained since the 1940 crop year by the San Mateo County Agriculture Commissioner's office indicate that the acreage dedicated to San Mateo County agriculture has historically been declining. Since the 1980 crop year, total acreage has dropped from 14,829 acres to 3,822 in 2015 (see Table 1 below). According to the County Agricultural Commissioner, this statistic can be misleading because, while there has been a reduction in planted acreage for outdoor floral crops, the statistics also reflect a reduction in the practice of multi-cropping (i.e., producing two or more crops on the same plot of land in the same growing season). The relatively small acreage currently attributed to Floral and Nursery Crops belies the fact that Floral and Nursery Crops represent almost 80 percent of the dollar value of San Mateo County's agricultural production. With less water, there is more dryland farming, increased production of perennial crops (e.g., artichokes), and crops with long growing seasons (e.g., Brussels sprouts, leeks). Land use for pasture has dropped from 40,600 acres to 22,479 acres as increasing land prices, disappearance of local processing facilities, and drought all reduce the number of head of cattle on the range.

**Table 1: San Mateo County Agricultural Acreage, 1980-2015**

<b>Crop Type</b>	<b>1980</b>	<b>1990</b>	<b>2000</b>	<b>2010</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Vegetables	3,530	2,905	2,509	2,004	2,029	1,987	2,105
Floral and Nursery	1,929	2,037	1,437	880	789	762	722
Field Crops	9,230	3,646	1,300	745	680	671	718
Fruits & Nuts	140	157	105	238	255	259	277
<b>Total Crop Acreage</b>	<b>14,829</b>	<b>8,745</b>	<b>5,351</b>	<b>3,867</b>	<b>3,753</b>	<b>3,679</b>	<b>3,822</b>
<b>Pasture - Existing Acreage</b>	<b>40,600</b>	<b>30,300</b>	<b>30,300</b>	<b>20,085</b>	<b>21,868</b>	<b>22,026</b>	<b>22,479</b>

Source: San Mateo County Agricultural Crop Reports, BAE 2016.

## **Agricultural Workforce**

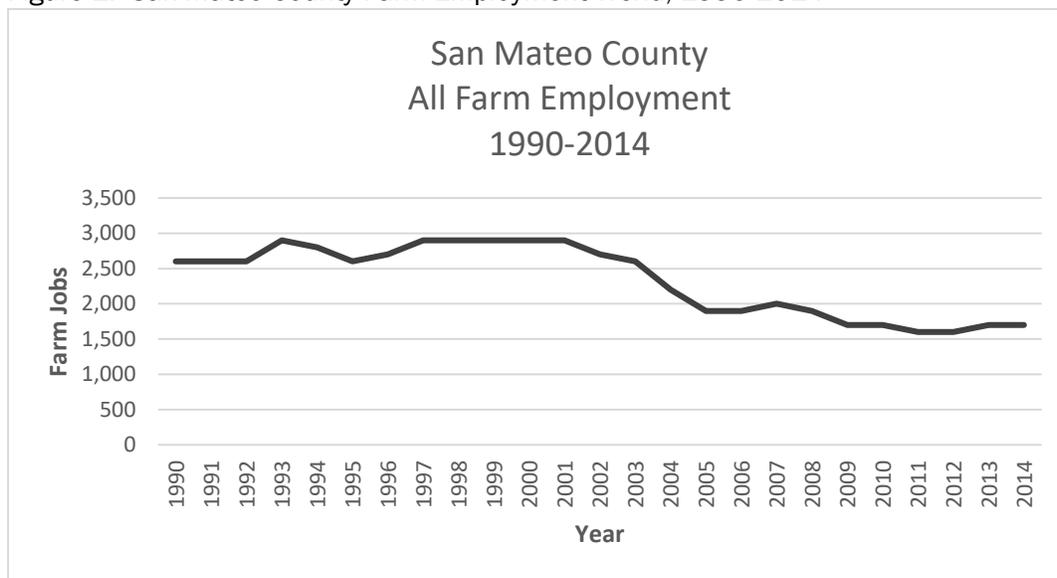
### **California Employment Development Department**

The California Employment Development Department (EDD) compiles data at the County level, on a monthly and annual basis regarding employment by industry. For San Mateo County, EDD data indicate a drop in annual average farm employment from close to 3,000 in the year 2000, down to about 1,700 workers in 2014.<sup>4</sup> Figure 1, below, depicts the trend in agricultural employment over this time period.

<sup>4</sup> Farm employment includes workers engaged in growing crops, raising animals, harvesting fish and other animals from a farm, ranch, or natural habitats. Does not include logging. Includes self-employed workers, such as farmers and ranchers who work for profit in their own farm.

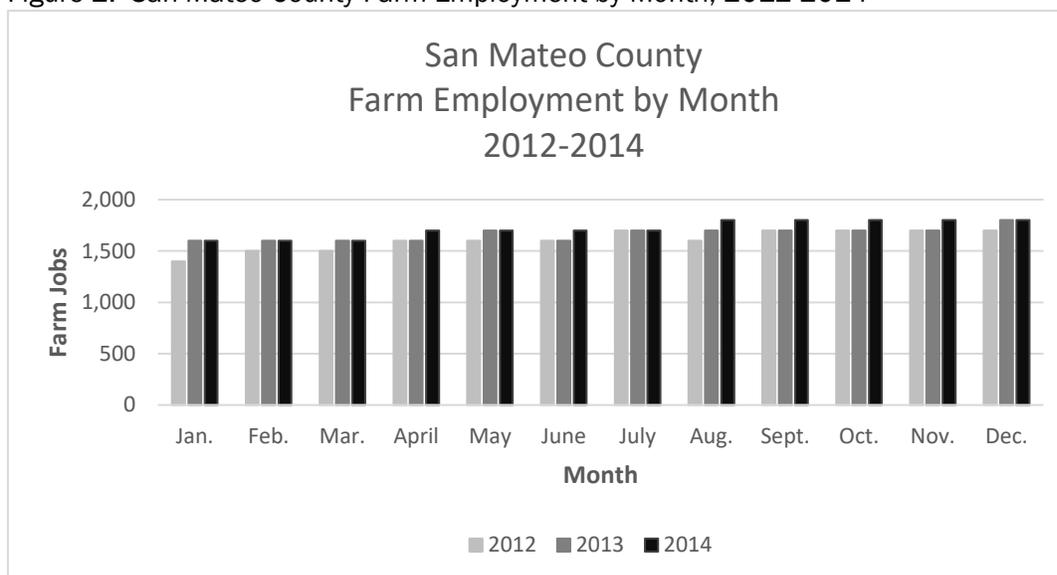
During the year, agricultural employment can fluctuate according to the labor needs during the various periods of the growing season, from planting to harvesting. The EDD data graphed in Figure 2 indicate that San Mateo County farm employment is fairly stable during the course of a year, varying by no more than two hundred employees from peak to trough during 2012, 2013, and 2014; however, information shared by one of the County’s larger agricultural employers indicates that some of the seasonality of local agricultural employment is likely masked by the fact that some producers utilize farm labor contractors based outside of the County (whose employees would be recognized in the County in which their employer is based) to handle peak labor needs. Generally, January and February are the months with the lowest agricultural employment, coinciding with a winter lull in certain agricultural production activities and the time of year that a portion of the agricultural workforce travels to Mexico to visit family who remain in that country. Nevertheless, this information portrays a relatively stable year ‘round agricultural workforce, with producers who participated in the focus group sessions reporting that they attempt to keep their employees busy during as much of the year as possible, so that they can retain them and reduce the need to recruit new employees each growing season, which is becoming increasingly difficult.

Figure 1: San Mateo County Farm Employment Trend, 1990-2014



Source: California Employment Development Department, 2015.

Figure 2: San Mateo County Farm Employment by Month, 2012-2014



Source: California Employment Development Department, 2015.

### 2012 Agricultural Census

The Agricultural Census, conducted by the U.S. Department of Agriculture collects a comprehensive set of data on farming operations in each County. The 2012 Agricultural Census is the most recent available, indicating that San Mateo County had a total of 334 farms, covering a total of 48,160 acres.<sup>5</sup>

By acreage, most farms are relatively small in size, with 126 farms of one to nine acres, and another 80 between 10 and 49 acres. These two smallest categories represent about 62 percent of the total. By dollar value, less than 20 percent of the farms had annual sales of \$50,000 or more, with an average gross farm income (before taxes and expenses) of \$48,350 for the year. Given these figures it is not surprising that the Agricultural Census also reports that farming was only reported as the primary occupation of about 56 percent of the principal operators of San Mateo County farms. This information indicates that many local agricultural operations are relatively small in scale, and may have difficulty making large capital outlays to construct or improve farm labor housing but that they will also not typically require a large number of farm labor housing accommodations.

According to the Agricultural Census, 166 San Mateo County farms had hired farm labor, employing 1,722 workers during 2012. Of those farms hiring farm labor, 99 had fewer than five workers, and only 27 operations employed 10 or more workers. Within the County, the 2012 Agricultural Census

<sup>5</sup> USDA's Agricultural Census has a different method for counting farm acreage than the County and includes acreage and land that is not actively under agricultural production. The Agricultural Census includes about 9,500 acres of land in farmsteads, homes, buildings, livestock facilities, roads, wasteland, etc., and about 8,000 acres of "woodland". The Agricultural Census includes about 22,000 acres of pastureland, which is fairly comparable to the Crop Report rangeland figure. The Agricultural Census includes 8,476 acres of land categorized as crop land, which is significantly greater than what is reported in the County Crop Report because the Crop Report only counts land that is being actively farmed.

indicated only 15 farms employed a total of 88 migrant farmworkers<sup>6</sup>, again reinforcing the notion that the County's agricultural workforce is primarily a year round resident workforce. Only about 27 percent of the farms employing hired labor indicated that they only have workers who work fewer than 150 days per year; the remainder indicated that at least some or all of their workers who work 150 days or more per year.

One other significant data point for San Mateo County farms contained in the Agricultural Census is the fact that the average age of principal operators of farms in San Mateo County as of 2012 was 58.6 years. This indicates that there are many long-term farm operators within the County who may retire in the next ten years. This generational transition within the local farming community may have significant implications for agricultural workforce housing needs if the current generation of farmers chooses to retain ownership of farmland and to continue to occupy onsite housing. If the retiring farmers then lease their land to new farmers, the new farmers will then add to the demand for housing for the agricultural workforce.

### ***Estimated San Mateo County Agricultural Workforce***

The estimates of farm employment from the EDD and from the Agricultural Census both indicate about 1,700 farm employees in San Mateo County. While the EDD data include employees as well as farmers and ranchers who are self-employed, the Agricultural Census may exclude some farm owners. To come up with an upper-end estimate of the total agricultural workforce in San Mateo County based on the Agricultural Census, it can be assumed that each of the 334 farms identified in the Agricultural Census has one owner who is not considered an employee. Then based on the Agricultural Census estimate that farming is the primary occupation of 56 percent of the principal operators of San Mateo County farms, this would suggest that up to 187 farm owners are also agricultural workers, in that they derive most of their income from farming. Combining this figure with the estimated farm employees indicates a total San Mateo County agricultural workforce of up to approximately 1,900 workers. Based on the information from these two sources, the San Mateo County agricultural workforce can be estimated at approximately 1,700 to 1,900 workers.

## **Regulatory Background on Development of New Housing**

This section provides a brief overview of the regulatory environment for development of new housing that can serve the agricultural workforce in the Coastside San Mateo County area. As the objective of this report is to identify recommendations for San Mateo County to improve the availability, quality, and affordability of housing for the agricultural workforce, the focus is on the regulations applicable within the unincorporated area, although it is acknowledged that housing could be constructed in the City of Half Moon Bay to serve the agricultural workforce or to a lesser extent, nearby cities like Pacifica or cities on the Bayside of the County. While regulatory conditions in jurisdictions other than San Mateo County are beyond the scope of this study, there are agricultural operations and housing in the City of Half Moon Bay. Recommendations from this study include

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<sup>6</sup> This figure is based on the specific definition of a migrant farmworker used for the U.S. Department of Agriculture, 2012 Agricultural Census: "A migrant farm worker is a farm worker whose employment required travel that prevented the worker from returning to his/her permanent place of residence the same day."

further assessment of the impacts of regulatory barriers on housing for the agricultural workforce. This follow-up work could include exploration of regulatory barriers in Half Moon Bay and their impact on the overall availability of housing for San Mateo County's agricultural workforce.

### ***Local Coastal Program***

The California Coastal Act requires that local jurisdictions prepare a Local Coastal Program (LCP) for land within the Coastal Zone. The Coastal Zone generally extends inland from the coast to the first major ridge paralleling the coastline, or a distance of five miles, whichever is less. The California Coastal Commission must certify that the LCP complies with the Coastal Act, and has certified San Mateo County's LCP, giving the County permitting authority in the Coastal Zone. After certification, a Coastal Development Permit is required for most new development within the Coastal Zone, including new residential development and associated infrastructure. Because this is a requirement of State law, it is an additional and unavoidable regulatory hurdle for development in the Coastal Zone that does not exist outside the Coastal Zone. San Mateo County reviews and acts on Coastal Development permit applications on behalf of the State; however, in many cases, the County's actions on Coastal Development Permits are appealable to the Coastal Commission. If a Coastal Development Permit is appealed to the Coastal Commission, the regulatory process becomes longer and more costly.

The Coastal Act establishes agriculture as a priority land use in the Coastal Zone, which is beneficial to agriculture in that it encourages agriculture as an ongoing activity in the area. In addition, the San Mateo County LCP contains a number of policies that favor farm labor housing as a use within the Coastal Zone. Policy 3.29 defines "farm labor housing" as mobile homes or other housing structures intended to house persons or families, at least one of whom derives a substantial portion of his/her income from employment in an agricultural or floricultural operation. Following are several other policies relevant to farm labor housing in the Coastal Zone:

- Policy 1.8 exempts farm labor housing from the density credits requirement for new development.
- Policy 1.24 exempts farm labor housing from timing restrictions for new development in the South Coast area.
- Policy 3.12 designates affordable housing and designated family farm labor housing as priority land use for which water and sewer capacity will be reserved.
- Policy 3.23 commits the County to use resources to expand farm labor housing choices and promote a stable, non-itinerant labor force by emphasizing provision of family housing.
- Policy 5.5 identifies single-family residences and farm labor housing as conditionally permitted uses on prime agricultural lands designated as agriculture and on lands suitable for agriculture designated as agriculture.
- Policy 5.23 recommends to the California State Water Resources Control Board (CSWRCB) that when issuing permits for appropriate water rights, the CSWRCB establish new and existing farm family and farm labor housing as among their priorities.

While the LCP provides important policy support for agriculture as a priority land use within the Coastal Zone, other components of the Coastal Act, including restrictions on new development and infrastructure to serve it, and the requirement for issuance of Coastal Development Permits represents an additional regulatory layer that producers must address before they can obtain permission to develop workforce housing, which can become a constraint to the provision of housing to serve the agricultural workforce. Further, changes in the County's zoning and General Plan land use designations within the Coastal Zone require Coastal Commission review and approval which can take a minimum of one year, but could require significantly longer depending on the type and extent of the desired change. In addition, in 1986, the San Mateo County voters approved Measure A (The Coastal Protection Initiative), which requires countywide voter approval for LCP amendments that would weaken limitations on non-agricultural development within the Coastal Zone. These factors mean that San Mateo County is significantly constrained in its ability to adjust land use policies within the Coastal Zone if, for example, the County wanted to revisit policies on development of agricultural workforce housing development that are discussed in the following subsections.

### **Zoning**

San Mateo County has adopted zoning regulations that are consistent with its LCP, as required by state law, and those zoning regulations have been certified by the Coastal Commission.

Most of the unincorporated land in the Coastside area is zoned either PAD/CD or RM-CZ/CD.<sup>7</sup> PAD indicates Planned Agricultural District – Coastal Zone; RM-CZ indicates Resource Management – Coastal Zone. The additional “CD” designation indicates that the land is in the Coastal Development District, which covers the Coastal Zone and where issuance of a Coastal Development permit is typically necessary, in addition to standard planning approvals.

- Single-family residences and farm labor housing are permitted on PAD-zoned property, with the issuance of a Planned Agricultural Permit.
- Multifamily housing, if it is affordable housing, is permitted in PAD-zoned areas that are not prime agricultural land, upon issuance of a Planned Agricultural Permit.
- Single-family residences, multifamily residences, temporary trailer parks, and other housing for farm laborers are allowed in the RM district with a permit.

For single-family residences and multifamily housing that is not designated as farm labor housing, the County establishes a system of assigning density credits to parcels, which dictates how many residential units can be constructed. Housing designated as farm labor housing is exempted from the density credit system. According to Kerry Burke, a planning and land use consultant who works with applicants who are interested in obtaining development permits, the most likely constraint to

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<sup>7</sup> See zoning map at: [http://planning.smcgov.org/sites/planning.smcgov.org/files/documents/files/smc\\_zoning.pdf](http://planning.smcgov.org/sites/planning.smcgov.org/files/documents/files/smc_zoning.pdf). There are numerous parcels zoned R-1, particularly in the Mid-Coast area; however, because the zoning is intended to accommodate primarily single-family homes on individual parcels, R-1 parcels are not likely cost-effective for development of farm labor housing.

development of farm labor housing will be availability of sufficient water to meet the needs of the new housing, rather than regulatory constraints.<sup>8</sup> Agricultural producers interested in developing more housing on their properties also mentioned this limitation during focus group sessions.

There are limited areas in the County's Coastal Zone that have other zoning designations, including various residential and commercial zoning districts (R-1, R-3, C-1, etc.) in unincorporated areas such as San Gregorio, Pescadero, El Granada, La Honda, Loma Mar, and Montara. A range of non-agricultural development is permitted in these zoning districts and existing nodes of residential and/or commercial development currently exist in these areas.

### ***County Regulations for Farm Labor Housing***

In addition to the applicable zoning regulations discussed above, the County also has specific requirements for farm labor housing (FLH). The County defines FLH as follows:

*“Farm labor housing is housing units that can only be occupied by farm laborers and their immediate family members. A “farm laborer” is defined as a person who derives more than 20 hours per week average employment from on- or off-site agricultural operations (within San Mateo County) and earns at least half their income from agriculturally-related work. Applicants for farm labor housing must demonstrate that the size of the housing requested is no larger than the minimum needed to adequately house farm laborer(s) and their immediate family members.”<sup>9</sup>*

This definition includes farm owners as well as farm employees. Also, as noted above, farm labor housing units are exempt from the density restrictions of the zoning ordinance. In addition, as stated in the County's informational handout for farm labor housing, the County waives all Planning and Building fees for farm labor housing. The County also waives Environmental Health fees that are related to water and septic system improvements for new or rehabilitated farm labor housing. However, if the number of farm laborers housed is five (5) or greater, the Environmental Health Division must also issue an “Employee Housing” permit, in compliance with State law. For these permits, the California Employee Housing Act mandates a fee which must be paid to the Environmental Health Division each year. Along with the annual Employee Housing permit fee, projects housing five or more employees are also subject to annual inspection by the Environmental Health Division, in compliance with State requirements. Annual Environmental Health inspection fees for Employee Housing include a \$200 issuance fee per facility, plus \$27 per employee housed.

The County Planning approval terms for farm labor housing projects that accommodate five or more employees last for a 10-year period, after which point they can be renewed. For the smaller projects that house four or fewer employees, there is no annual inspection, but the discretionary approval terms last for three to five years, with input given on the appropriate length of the approval by the

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<sup>8</sup> Personal communication. Kerry Burke, telephone conversation with Matt Kowta. May 23, 2014.

<sup>9</sup> County of San Mateo, “Farm Labor Housing – Application Process and Procedures” handout. October 8, 2014.

Agricultural Advisory Committee, and consideration of other relevant factors. This process of providing approvals with a limited, renewable term can be seen as a regulatory burden as well as a process necessary for effective monitoring and enforcement of the use of farm labor housing for its intended purpose. While it can be a burden and a constraint for property owners if they are only able to secure approvals that last for three to five years, feedback provided in the stakeholder review process for the initial draft of this report indicated that it is also important to conduct inspections regularly, perhaps annually, in order to ensure that farm labor housing units are used in accordance with the terms of their approval (i.e., not being occupied by persons other than qualified agricultural workers). This issue could be explored further as part of one of the recommendation from this study that calls for follow-up study of regulatory barriers to farm labor housing.

## **Existing Housing Resources for the Agricultural Workforce**

There are a range of housing resources currently used by the San Mateo County agricultural workforce, including farm labor housing that is provided onsite by agricultural producers, offsite affordable housing operated by third party organizations, and other privately owned rental housing or for-sale housing that is typically offered at market rates.

### ***General Coastside Area Housing Conditions***

An important piece of the equation for agricultural workforce housing is the status of the general housing market in the area within which most of the agricultural workforce resides. Some agricultural producers provide housing for some of the workforce, and other agricultural workers may be fortunate to secure a home within a below-market rate housing development that is either targeted to lower-income households in general, or to farmworker households specifically. Unfortunately, these resources are not sufficient to house the County's entire agricultural workforce and their families; therefore, a portion of the agricultural workforce has to compete with other individuals and households to rent or purchase a house, typically within the general Coastside area.

To provide context for the agricultural workforce housing needs assessment, it is important to provide information regarding general housing market conditions in the Coastside area. To do so, BAE defined the San Mateo County Coastside Area (hereafter, "Coastside") as a series of Census Tracts that extend along the San Mateo County coast, from the Montara area in the north, to the Pescadero area and the County's southern border. This area does include housing in the City of Half Moon Bay. A map of these Census Tracts is shown below as Figure 3, and a listing of the Census Tracts is included in Appendix B.

### ***Overall Housing Supply***

As summarized in Table 2, the Coastside housing stock consists of approximately 11,800 housing units, of which about three-fourths are single-family detached homes, according to the American Community Survey. The remaining 25 percent of units are distributed across a range of other housing types, including units in two- to four-plex structures, mobile homes, apartments and other housing types.

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**Table 2: Housing Units by Number of Units in Structure, 2010-2014**

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<b>Units in Structure</b>	<b>San Mateo County Coastside Area (a)</b>	
	<b>Number</b>	<b>Percent</b>
Detached Single-Family	8,853	74.9%
Attached Single-Family	753	6.4%
2 to 4 Units	983	8.3%
5 to 19 Units	240	2.0%
20 to 49 Units	60	0.5%
50 Units or More	195	1.7%
Mobile Homes	720	6.1%
Boats, RV's, Vans, Other	14	0.1%
<b>Total, All Housing Units</b>	<b>11,818</b>	<b>100%</b>

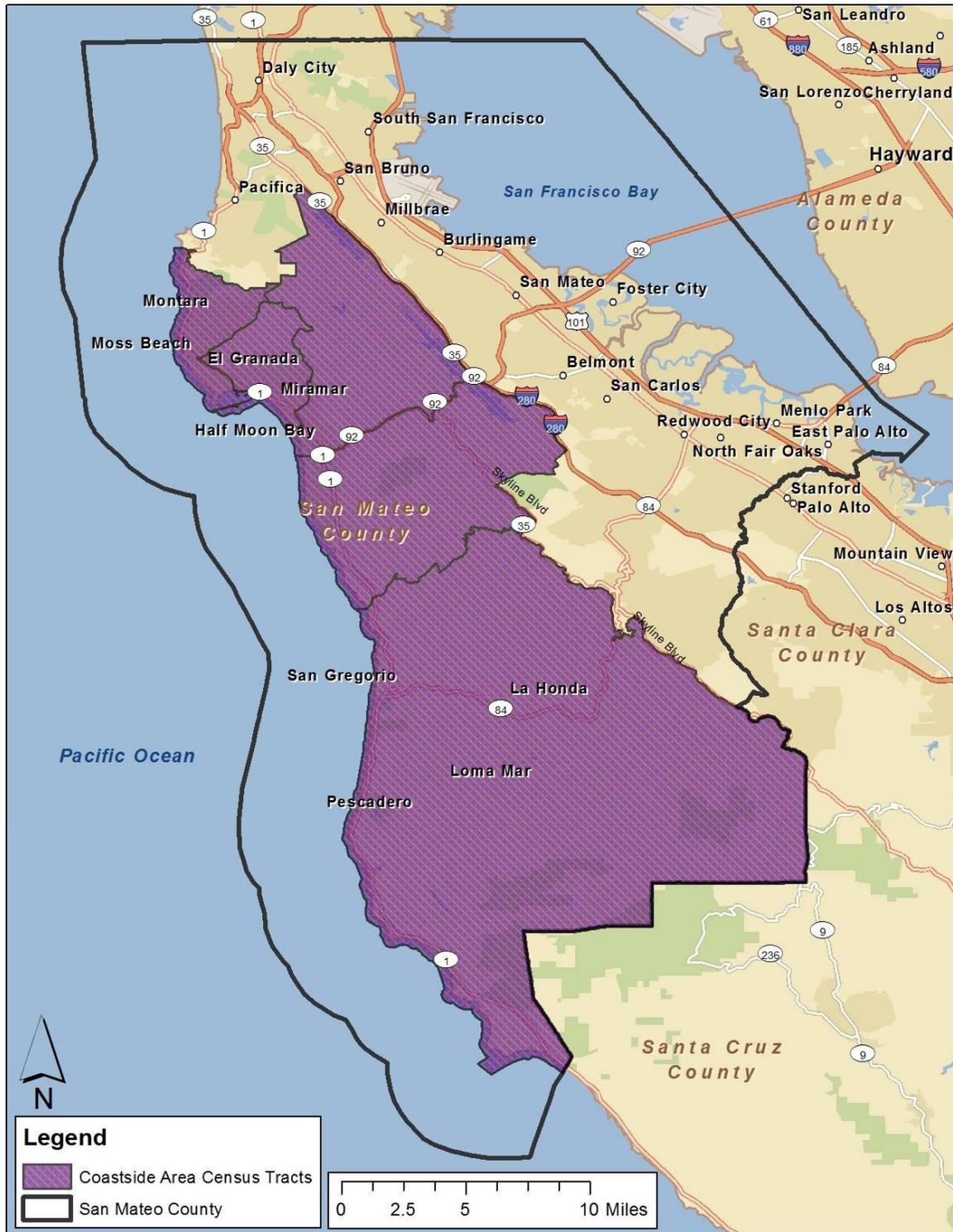
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Note:

(a) The San Mateo County Coastside Area is defined using 2010 Census Tracts. For a complete listing of the included Census Tracts, please refer to Appendix B.

Sources: U.S. Census Bureau, 2010-2014 American Community Survey, 2016; BAE, 2016.

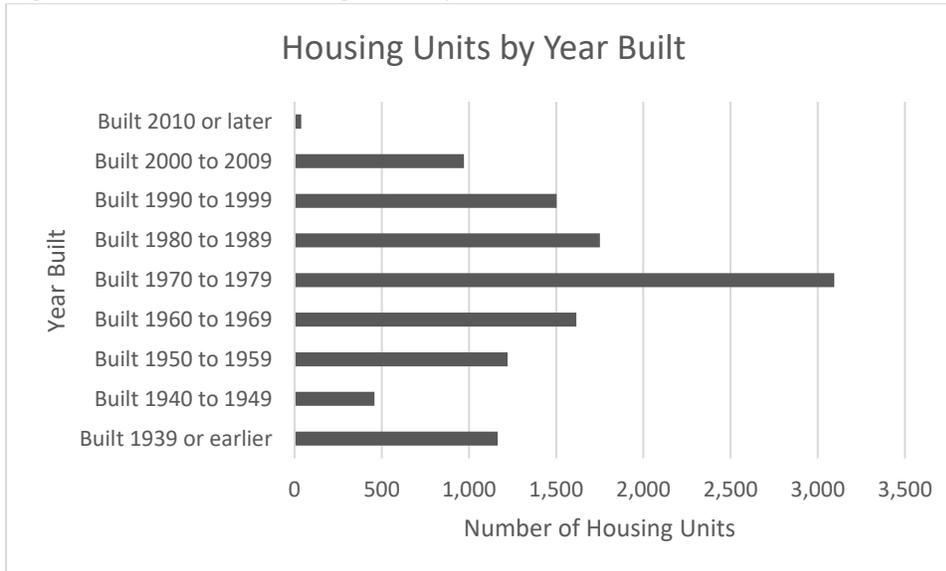
Figure 3: San Mateo County Coastside Area Census Tracts



### Age of the Housing Stock

Generally, the housing stock is moderately aged, with the majority of housing built prior to 1980. This means that a substantial portion of the housing stock is more than 30 years old, which can signal a need for significant maintenance and renovation if the units have not been diligently maintained. Figure 4 illustrates the distribution of Coastside units by year built.

Figure 4: Coastside Housing Units by Year Built



Source: American Community Survey, 2010-2014.

### Housing Vacancy

Housing occupancy and vacancy statistics provide a good indicator of the availability of housing for people who are new to the area or for existing residents who wish to move to a different housing unit within the area. According to the American Community Survey for the 2010-2014 time period, the Coastside housing market is indeed very tight, with very limited availability of units should an individual or household need to secure housing within the area. Conversations with focus group participants indicated that it is very unlikely that a worker would come to the Coastside area without having a personal connection who would help him or her find local housing.

The average vacancy rate during the 2000-2014 period for the Coastside housing stock was just over ten percent, which in many situations would be considered a sign of excess supply relative to housing demand; however, examination of the breakout provided in Table 3 shows that over three fourths of the vacant housing units were not actually available for occupancy, including 5.4 percent of the overall stock that is held vacant for seasonal use (e.g., second homes, vacation rentals), and that only 1.3 percent and 0.8 percent of the total housing stock was vacant, for rent or for sale, respectively. In addition, when functional vacancy rates are this low, this often leads to increases in housing prices and rental rates that exceed increases in household incomes, due to strong demand and limited supply.

### Tenure

The tenure pattern reported by the American Community Survey indicates that over the 2010-2014 time period, the Coastside homeownership rate averaged 73.2 percent. This homeownership rate is consistent with the housing stock, which is dominated by single-family detached homes that are most often occupied by homeowners. The portion of the housing stock consisting of attached and multifamily units, most typically offered as rental units and typically more affordable than single-family homes, is relatively small. This limits the housing options available to lower income households, including many farmworker households.

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**Table 3: Housing Occupancy and Vacancy Status, 2010-2014**

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<b>Occupancy Status</b>	<b>San Mateo County Coastside Area (a)</b>	
	<b>Number</b>	<b>Percent</b>
Occupied Housing Units	10,619	89.9%
Vacant Housing Units	1,199	10.1%
<i>For rent</i>	156	1.3%
<i>Rented, not occupied</i>	0	0.0%
<i>For sale only</i>	95	0.8%
<i>Sold, not occupied</i>	0	0.0%
<i>For seasonal use</i>	642	5.4%
<i>For migrant workers</i>	23	0.2%
<i>Other vacant (b)</i>	283	2.4%
<b>Total, All Housing Units</b>	<b>11,818</b>	<b>100%</b>

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Notes:

(a) The San Mateo County Coastside Area is defined using 2010 Census Tracts. For a complete listing of the included Census Tracts, please refer to Appendix B.

(b) Includes all vacant units that do not fit into any of the other categories of vacancy.

Sources: U.S. Census Bureau, 2010-2014 American Community Survey, 2016; BAE, 2016.

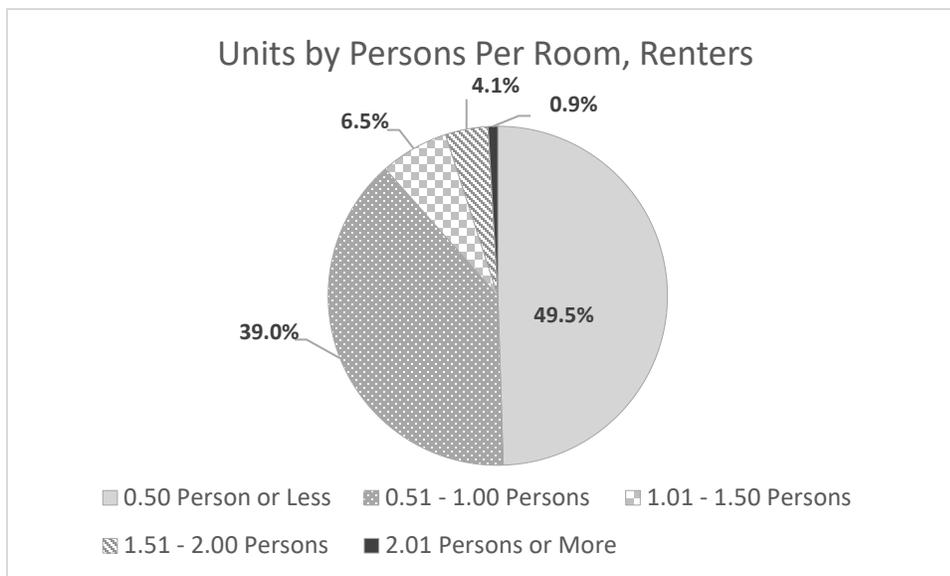
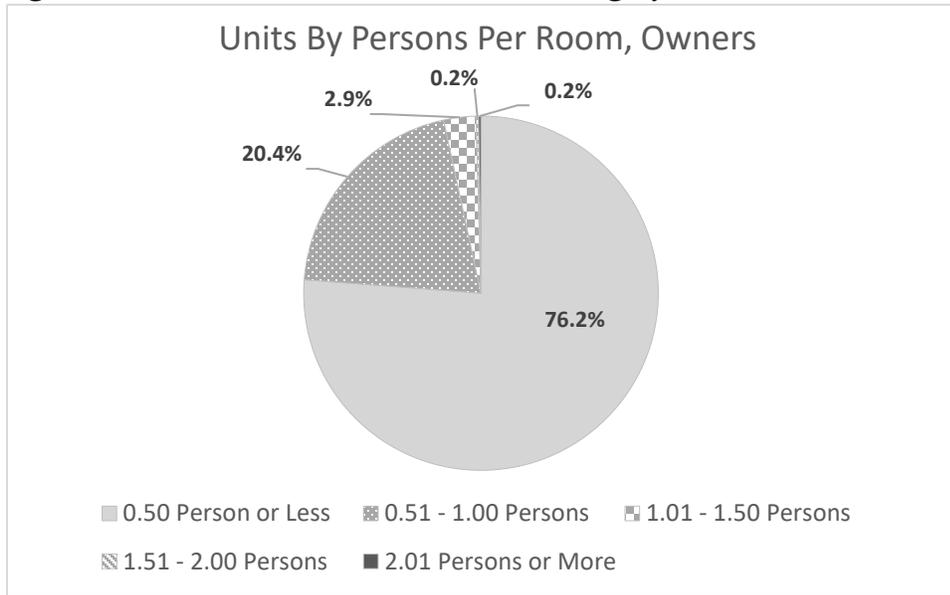
### Overcrowding

Overcrowding is one of the key indicators for households that are experiencing housing problems; thus, it is important to understand the incidence of overcrowding for all households in the Coastside area, so that comparisons can be drawn with the experience of agricultural workforce households. Figure 5 depicts the number of persons per room for all Coastside area households, broken out for owners on the top and for renters on the bottom. Households in which there are more than 1.0 persons per room<sup>10</sup> are considered over-crowded. As shown in the figure, approximately 3.3 percent of owners and 11.5 percent of renters are considered to be living in over-crowded conditions during the 2010-2014 time frame. As illustrated in the figure, renters are more likely to experience overcrowding than homeowners.

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<sup>10</sup> According to the federal definition of overcrowding, a room within a housing unit excludes bathrooms, porches, balconies, foyers, halls or half-rooms.

Figure 5: Persons Per Room in Coastside Housing, by Tenure



Source: American Community Survey, 2010-2014.

### Rental Rates

The American Community Survey provides information on housing rental rates reported by the survey respondents. For the Coastside area, the average rental rate between 2010 and 2014 was \$1,577 and the median was \$1,503 per month.<sup>11</sup> Based on the median rent, and making an allowance for renters' utility expenses, in order to afford the median-priced rental, a household

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<sup>11</sup> It should be noted that these figures likely understate the current rental rates in the Coastside area, given the general increase in rents over the last several years. For example, HUD raised the "fair market rent" estimate for a two-bedroom apartment in San Mateo County from \$2,062 in 2015 to \$2,289 in 2016.

would need to have annual income of over \$60,000 per year, in order to spend no more than 30 percent of their income for the median-priced rental unit. Thirty percent of income is a common standard for calculating housing affordability, with households that pay 30 percent or more of their income for housing considered to be overly cost-burdened. Table 4 shows the distribution of rental rates for renter-occupied housing units in the Coastside area. These rental rates illustrate that the supply of rental housing that would be affordable to lower-income households is limited in the Coastside area and, as discussed below, this leads a percentage of households to find it necessary to either pay a portion of their income for housing that is considered excessive, in order to afford market rate rents, or to compromise on the size or quality of unit that they rent as a tradeoff against dedicating more of their income to rent payments.

**Table 4: Rental Rate Distribution, 2010-2014**

<b>Rental Rate</b>	<b>San Mateo County Coastside Area (a)</b>	
	<b>Number</b>	<b>Percent</b>
No Cash Rent	60	2.1%
Less than \$100	18	0.6%
\$100 to \$249	122	4.3%
\$250 to \$499	93	3.3%
\$500 to \$749	290	10.2%
\$750 to \$999	216	7.6%
\$1,000 to \$1,499	649	22.8%
\$1,500 to \$1,999	689	24.2%
\$2,000 or more	708	24.9%
<b>Total, All Renters</b>	<b>2,845</b>	<b>100%</b>
<b>Average Rental Rate</b>	<b>\$1,577</b>	
<b>Median Rental Rate (b)</b>	<b>\$1,503</b>	

Note:  
 (a) The San Mateo County Coastside Area is defined using 2010 Census Tracts. For a complete listing of the included Census Tracts, please refer to Appendix B.  
 (b) Median rental rate figures were extrapolated based on detailed rental rate distribution data.

Sources: U.S. Census Bureau, 2010-2014 American Community Survey, 2016; BAE, 2016.

Single-Family Home Sales Prices

The San Mateo County Association of Realtors produces summary statistics for home sales within the County, which are summarized in Table 5, below. As shown in the table, housing prices in the Coastside area reflect the generally high housing costs in the greater Bay Area. Table 5 shows the breakouts by sub-area provided by the Association of Realtors, indicating that housing tends to be slightly less expensive in the southern Coastside area as compared to the northern Coastside area; however, there were relatively few housing units sold in the south compared to the north, in 2015. At any rate, even in La Honda, the area with the lowest median-priced home, the housing prices are at levels that are not attainable by most lower- or moderate-income households.

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**Table 5: Single-Family Home Sales by Region, 2015**

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<u>Region</u>	<u>Number of Sales</u>	<u>Average Size (Sq. Ft.)</u>	<u>Median Sale Price</u>	<u>Average Sale Price</u>
<b>Northern Coastside Area</b>				
Montara	32	1,964	\$958,000	\$1,044,815
Moss Beach	36	1,995	\$968,500	\$1,117,523
El Granada	51	2,130	\$1,050,000	\$1,051,258
Half Moon Bay	135	2,407	\$1,150,000	\$1,246,963
<b>Southern Coastside Area</b>				
San Gregorio	2	1,893	\$732,500	\$732,500
La Honda	27	1,562	\$600,000	\$829,851
Loma Mar	3	1,750	\$680,000	\$824,333
Pescadero	12	1,480	\$868,375	\$1,037,229

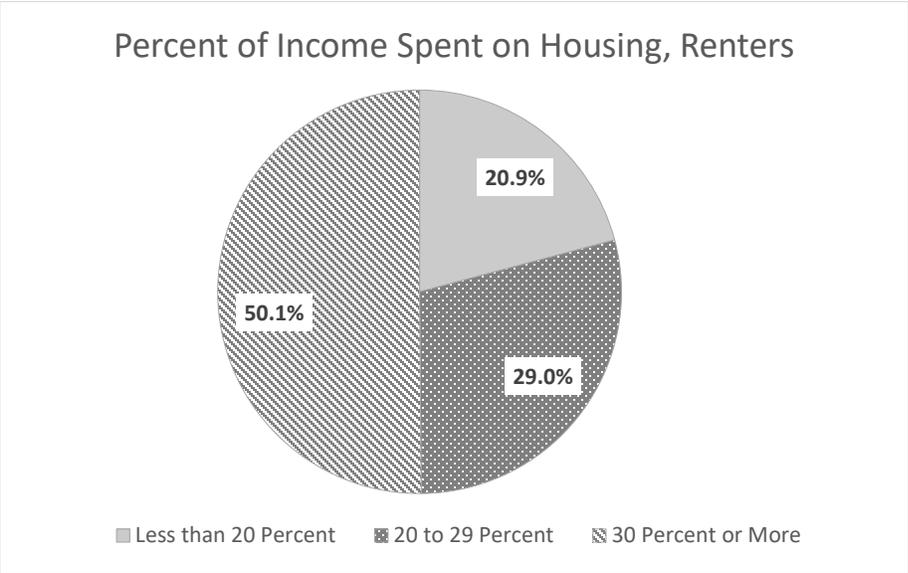
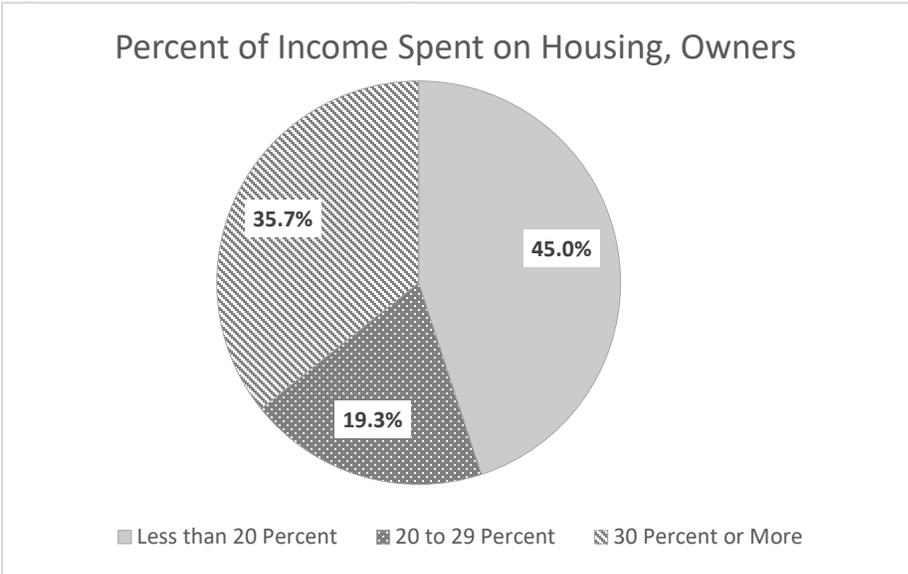
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Sources: San Mateo County Association of Realtors, 2016; BAE, 2016.

### Housing Cost Burden

As discussed above, payment of 30 percent or more of household income for housing costs is considered an excessive housing cost burden. The American Community Survey collects housing cost burden information from survey respondents. Figure 6, below, illustrates the proportion of Coastside owner and renter households that are considered to have excessive cost burdens. According to the American Community Survey, 35.7 percent of owner households and 50.1 percent of renter households in the Coastside area paid 30 percent or more of their incomes for housing costs during the 2010-2014 time period, clearly indicating that renters, who tend to have lower incomes than owners, are disproportionately impacted by excessive housing costs.

Figure 6: Coastside Area Housing Cost Burden, 2010-2014



Source: American Community Survey, 2010-2014.

**Moonridge**

Moonridge offers 160 units of affordable housing at a site south of Half Moon Bay, at 2001 Miramontes Point Road. The community was developed in two phases. Moonridge I (the western portion of the development) was completed in 1999 and Moonridge II (the eastern portion of the site) in 2001. Each phase consists of 80 units. Units are 2-, 3-, and 4-bedroom units configured as two-story flats and townhouses. MidPen Housing owns and operates the property, which was developed to serve households with incomes that are no more than 60 percent of the Area Median Income (AMI) for San Mateo County. In Moonridge I, units are restricted for incomes of 30%, 35%, or 50% of AMI. In Moonridge II, units are restricted for households with incomes of 40%, 50%, or 60% of AMI. As of 2015, 60% of AMI would be approximately \$60,000 for a four-person

household, according to HCD's 2015 State Income Limits for San Mateo County. In both Moonridge I and II, periodic rent adjustments are based on changes to income limits published by HUD, which in turn dictate the rental rates that can be charged to tenants. These adjustments are independent of the specific incomes earned by project tenants, meaning that an increase in a tenant's income will not cause an increase in the rent that they must pay.

Moonridge management reports that there are separate waiting lists for Moonridge I and Moonridge II, and both have been closed since 2013, with over 300 applications on file for each phase. During the last several years, unit turnover in both Moonridge I and II has been less than one unit per year. Moonridge has many long-term tenants, including many who have lived in the community since it first opened. Worker focus group participants indicated that Moonridge residents generally plan to stay there indefinitely, because they like the community and the affordability.<sup>12</sup> Moonridge management further indicated that most people who live in Moonridge are people who already lived and worked in the Coastside area, and that they do not notice any pattern of people qualifying to work in Moonridge as an agricultural worker and then changing to a different type of job once they have secured a subsidized unit.

During the course of this study, various comments from the local community indicated that there is not a clear understanding of how the Moonridge project must operate, due to planning approvals and the regulatory agreements that accompanied its funding sources. Information furnished by County staff indicates that planning approvals were granted to the project with the understanding that the entire project would be dedicated to farmworker households. However, according to Moonridge management, the project was only partially funded by farmworker housing grant funds, so MidPen can only restrict a portion of the project to farmworker households.

The Moonridge II portion of the project was funded in part by the Farm Worker Housing Grant Program of the State Housing and Community Development Department (HCD). As a result, at time of move-in, 51% of the household income must come from an "agricultural" source, however, the regulatory agreement with HCD also states that if an assisted unit is subject to state or federal rules governing low income housing tax credits, the provisions of those rules regarding continued occupancy by formerly eligible households shall apply. Since Moonridge II is also funded by tax credits, the tax credit provisions apply and, therefore, the tax credit rules do not allow for termination of tenancy due to changes in income or employment at the annual recertification process.<sup>13</sup> Nevertheless, Moonridge management reports that 79 of the 80 Moonridge II housing units are occupied by farmworker families.

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<sup>12</sup> Based on the results of the agricultural workforce survey, discussed later in this report, agricultural workers' overall satisfaction with living in Moonridge is quite high, with 84 percent of survey respondents who live in the complex indicating that they are satisfied with their current housing.

Moonridge I was not funded by the HCD Farm Worker Housing Grant program, so residents do not have to qualify as farmworkers in order to live there. Nevertheless, information furnished by Moonridge management indicates that 61 of the 80 units in Moonridge I are occupied by farmworker households.

### ***Farm Labor Housing for Five or More Workers***

As mentioned above, when a business, including an agricultural operator provides housing for five or more employees, they are required by State law to obtain an Employee Housing permit from the County's Environmental Health Division. According to County records, there are 16 such housing owners registered with the County, with housing for a total of 240 workers, primarily in the Half Moon Bay or Pescadero areas, with one facility registered in Menlo Park for 16 workers.

In compliance with State law, the Environmental Health Division inspects housing for compliance with basic health and life safety standards. Housing facilities are often older structures and do not necessarily comply with modern building standards. Discussions with staff from the Environmental Health Division, and review of annual inspection records indicate that the existing farm labor housing facilities inspected by the department usually do not have major problems, with inspections noting deficiencies such as smoke alarms needing servicing and other relatively minor problems. Nevertheless, inspection records furnished by the Department of Environmental Health indicate that regular inspections are important, as only one of 16 projects inspected in 2015 had deficiencies in zero categories. Three properties had one deficiency, and three properties had two deficiencies. Six properties had three deficiencies, two had four deficiencies, and one had five deficiencies. Overall, Environmental Health staff interviewed as part of this study feel that the condition of the farm labor housing stock is generally improving over time and the number of units is being maintained in compliance with state regulations; however, there have not been significant additions to the farm labor housing stock over time and there are some farm labor housing structures are so old that they are in need of replacement. Additional information regarding the condition of farm labor housing units is presented in the section of this report that contains the results of the survey of agricultural workers.

### ***Other Agricultural Workforce Housing***

The San Mateo County Planning Department also has records for additional housing that accommodates members of the agricultural workforce, but which falls under the threshold of five or more employees that requires permitting by the Department of Environmental Health on behalf of the State. According to the County's records, there are 24 such properties which collectively provide housing for 88 agricultural workforce members. All this housing, with the exception of housing for one employee in Woodside, is located in the Coastsides area.

### ***Other Subsidized Third-Party Housing in Coastsides Area***

Aside from the Moonridge project, there are limited subsidized housing projects operated by third parties (i.e., not employee housing provided by agricultural operators) that are open to qualifying lower income households, whether part of the agricultural workforce or not.

MidPen Housing operates the Main Street Park affordable housing project in Half Moon Bay, which is a 64-unit affordable family housing complex that is available to families with incomes up to 60 percent of the Area Median Income. According to MidPen Housing, 19 of the units are occupied by farmworker households.

The remainder of the subsidized housing projects in the Coastside area are located in Half Moon Bay and targeted to seniors, which means that they will provide limited opportunities for farmworkers. These projects include:

- MidPen also operates Half Moon Village, which is a 160-unit housing complex targeted to seniors with incomes up to 60 percent of the Area Median Income. The project received funding from Low Income Housing Tax Credits and the U.S. Department of Housing and Urban Development (HUD).
- Lesley Gardens, owned by Lesley Senior Communities, is an affordable housing complex that has 63 one-bedroom units for seniors, with preference for extremely low-income households. It was financed using HUD Section 202 funds and funds from the Federal Home Loan Bank.
- Ocean View Plaza, also owned by Lesley Senior Communities, is an affordable housing project containing 50 apartment units for seniors, constructed using HUD Section 202 financing.
- Coastside Senior Housing is a project owned by Mercy Housing that was financed by low-income housing tax credits (LIHTC), providing 40 one-bedroom units for extremely low-income senior households.

In addition to these project-based affordable housing developments, there may be some low income agricultural workers who have obtained Housing Choice Vouchers (formerly known as Section 8 vouchers), which allow them to rent housing on the open market and pay 30 percent of their income for the housing, with HUD paying the difference between the “Fair Market Rent” determined by HUD and their income-based payment.

## Summary

The total portion of the agricultural workforce housed in the existing housing that is specifically targeting farmworkers can be estimated based on the workforce survey response, which indicates that 95% of the agricultural workforce households surveyed had one member who worked more than 20 hours per week in agriculture earned at least half of their income from agriculture. Assuming that this translates to one agricultural worker per household, combined with the information furnished by MidPen Housing, the Department of Environmental Health, and the Planning and Building Department, following is an estimate of the capacity of the housing supply dedicated to the agricultural workforce in the Coastside area and the current usage according to available information:

- Moonridge II – 79 agricultural workers
- Moonridge I – 61 agricultural workers

- Farm Labor Housing permitted for 5 or More employees – 240 agricultural workers
- Farm Labor Housing permitted for Fewer than 5 employees – 88 agricultural workers

These total to approximately 468 agricultural workers in housing specifically targeted to agricultural workers. Based on a resident agricultural workforce of approximately 1,700 to 1,900 workers, this means that between 25 and 28 percent of the agricultural workforce is potentially able to occupy local housing targeted to these workers and their households. Some additional portion of the local agricultural workforce may also be occupying affordable housing units located in the affordable housing not targeted specifically to farmworkers. Adding the 19 units in the Main Street Park project that are occupied by farmworker families, the percentages increase to 26 to 29 percent of the agricultural workforce that is housed in affordable housing. While it is likely that no other industry within the Coastsides area has such a large portion of its workforce in housing that is specifically targeted to those workers, it is most likely still the case that the majority of Coastsides area agricultural workers must compete on the open market for available housing.

Most likely, those agricultural workers who are not able to secure housing targeted to farmworkers will face difficulty in affording the market rate housing, particularly farm laborers. For example, according to wage data from the EDD for the San Francisco-Redwood City-South San Francisco metro area (San Francisco and San Mateo Counties) in the first quarter of 2015, the median annual wage for farmworkers and laborers in the area was \$22,264 per year. By comparison, the median annual wage for workers across all occupations was \$53,565, meaning that the median wage for agricultural workers is about 58 percent below the median wage for all employees in the larger region. For reference, the 2016 federal poverty guideline for a family of four is \$24,300, meaning that a farmworker household with only one employed member who earned the median wage for farmworkers and laborers in 2015 would fall below the national poverty level, which does not take into account the regional cost of living.

The relatively low wages make it very difficult for farm laborers to compete for housing within the very tight for-sale and rental housing market conditions previously discussed. On the other hand, the median wage for Farming, Fishing, and Forestry Supervisors within the metro area was \$62,161 per year, indicating that some agricultural workforce members who work at more of a managerial level may be relatively better positioned to compete for housing; however, it should be recognized that even at this level, without income from other sources or additional working household members, a farmworker household could face housing affordability challenges, depending on the size of his or her household and other factors.

## **San Mateo County Assistance Related to Agricultural Workforce Housing**

### ***San Mateo County Farmworker Housing Rehabilitation & Replacement Pilot Program***

In 2015, San Mateo County initiated this program with goal of preserving housing opportunities for agricultural workers through replacement and/or rehabilitation of current substandard housing. The funding is from the Department of Housing and County Measure A funds. Through the program, the County makes no-interest forgivable loans to property owners, in exchange for commitments to

house low-income agricultural workers and restrict the rental rates charged, during the term of the loan. The County has worked with several operators to rehabilitate and replace substandard housing units. Completed projects include rehabilitation of two existing mobilehomes, and replacement of two existing trailers with new mobilehomes. Two additional projects that are underway involve rehabilitation of an existing single-family home and replacement of an existing home that must be demolished. The County is currently working on two additional projects that propose to replace one existing single-family home with a new mobilehome, and add two additional new mobilehomes; one a single unit and one a double unit.

***San Mateo County Agricultural Ombudsman***

The San Mateo County Agricultural Ombudsman, a position developed by and funded by the County is an employee of the San Mateo County Resource Conservation District. The Agricultural Ombudsman assists local producers with the County's permitting process (including permits for farm labor housing), helps County staff understand agriculture in San Mateo County, and identifies opportunities to streamline the County's permitting process.

***Half Moon Bay Satellite Planning Office***

In 2014, San Mateo County established a satellite office of the County's Planning and Building Department within the County Agricultural Commissioner's Half Moon Bay office, to provide the agricultural community and other constituents in the Coastside area with convenient access to County planning staff who can assist with permit, zoning, and other planning matters.

# PRODUCER SURVEY

Although not as large as the agricultural workforce survey, the agricultural producer survey was an important study component. The purpose of the producer survey was to collect information on respondents' current agricultural activities, agricultural workforce, and other existing conditions, and also to collect information from producers in order to gain an understanding of their outlook for the future, including changes in agricultural labor force requirements and the relationship to workforce housing availability.

## Survey Methodology

BAE developed the producer survey instrument with input from the rest of the Study team. County staff then submitted the draft producer survey to several agricultural producers and collected their input. Based on the additional input, BAE revised the survey and prepared both an online version using the SurveyMonkey website as well as a survey copy formatted for hard copy distribution. A copy of the hard copy version is attached as Appendix C.

County staff prepared survey packets and forwarded them to the Farm Bureau for distribution to all Farm Bureau members with cover letters from the President of the Farm Bureau and from San Mateo County Supervisor Don Horsley asking them to participate in the study. County staff also distributed an invitation to participate in the survey, along with a link to the online survey, to CRAFT members.

In total, 29 producers completed the survey who collectively employ approximately 1,400<sup>14</sup> agricultural workers, or about 74 to 82 percent of County's annual average agricultural employees. The total acreage of farm operations covered by the survey responses was 1,545 acres of farm land and 6,830 acres of livestock operations. This compares to 2,246 acres of vegetable crops and fruit and nut crops and 8,094 acres of livestock operations reported in the 2014 San Mateo County Crop Report. Survey respondents also indicated the acreage of outdoor potted plant or cut flower operations, and square feet of greenhouse or potted plant or cut flower operations; however, the figures reported by the respondents exceed the Crop Report figures by sizable margins, indicating that one or more potted plant and/or cut flower operators may have provided information regarding their total operation size rather than actual area under active production. Nevertheless, this information does indicate that the survey respondents collectively represented a large portion of the County's agricultural production and agricultural employers.

## Producer Survey Respondent Characteristics

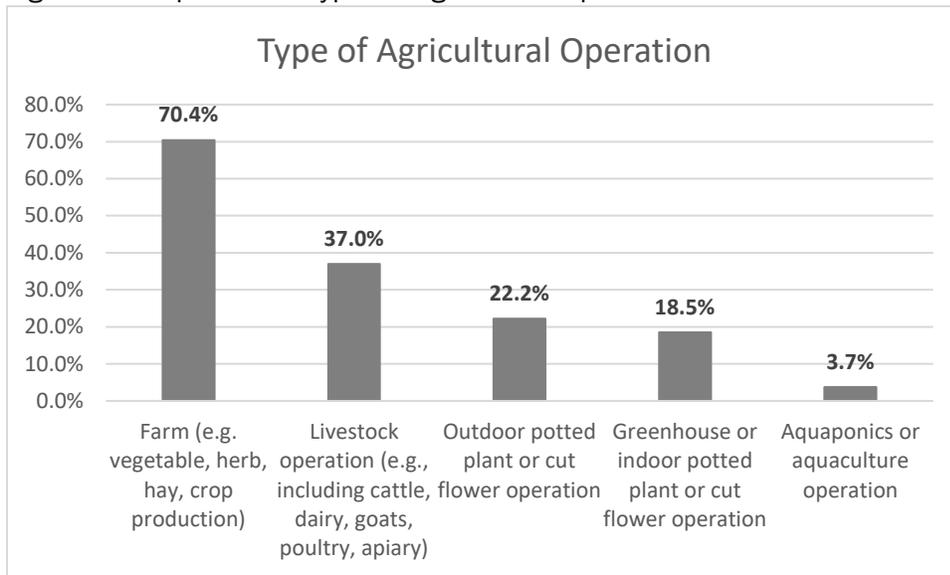
Following is a range of data regarding the characteristics of the producer survey respondents. Due to the relatively small size of the survey sample, the survey response statistics should be used to form a general understanding of some of the key characteristics of San Mateo County agricultural producers, but they should not be interpreted as a precise representation of the County's producers.

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<sup>14</sup> This figure represents the total number of peak season employees reported by individual survey respondents.

**Type of Agricultural Operation (See Figure 7; respondents could indicate more than one):**

Figure 7: Respondents' Types of Agricultural Operations



Source: San Mateo County Agricultural Producer Survey, 2016.

The respondent characteristics depicted above indicate that the producer survey achieved participation from operators who represent the broad range of San Mateo County agricultural production types. It should be noted that while the numbers of outdoor potted plant, cut flower, and greenhouse or indoor potted plant or cut flower operations are less than the majority of survey respondents, these types of businesses actually represent almost 80 percent of the County's agricultural production, by crop value and, as mentioned previously, employ approximately 74 to 82 percent of the County's annual average agricultural workforce.

**Location of Operations (See Figure 8 and Figure 9; respondents could indicate more than one):**

Figure 8 delineates the sub-areas defined for the purposes of both the producer survey and the agricultural workforce survey. Figure 9 summarizes the locations where producer survey respondents indicated they have agricultural operations within San Mateo County.

Figure 8: Map of San Mateo County Coastside Subareas

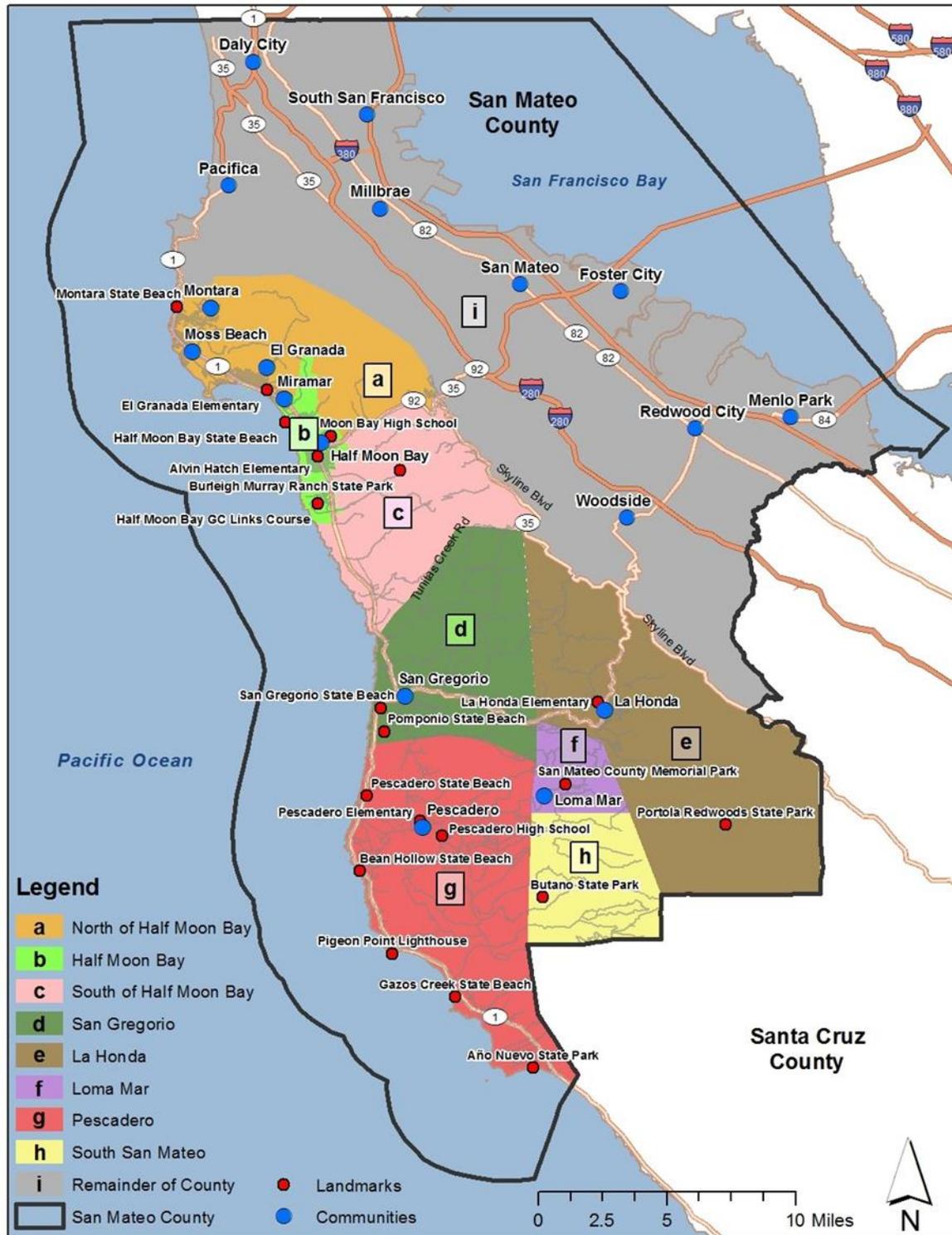
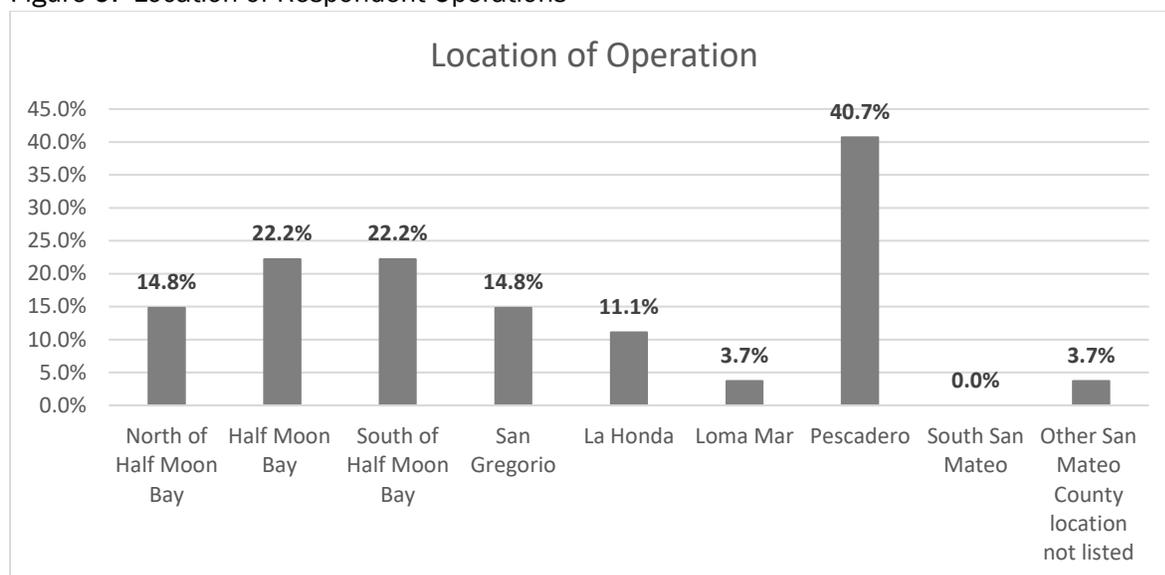


Figure 9: Location of Respondent Operations



Source: San Mateo County Agricultural Producer Survey, 2016.

BAE compared the information in the chart above regarding the location of survey respondent operations with available listings of agricultural producers from the San Mateo Department of Agriculture. While the Agriculture Department listings are not complete, it appears that the distribution of respondents is generally representative of the pool of Coastside producers, but producers in the South Coast area may be somewhat over-represented.

## Highlights of Survey Responses

Following are highlights of the producer survey responses. Appendix D contains a more detailed summary of the survey responses.

### *Changes in Operations Over Last Five Years*

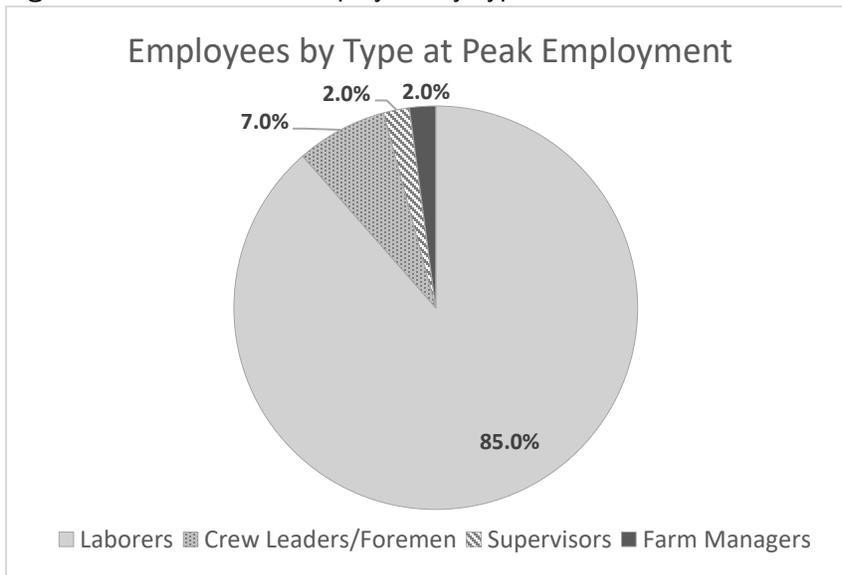
- The amount of land or building space used by most respondents (57%) has remained stable over the last five years, while 25% of respondents reported increases, and 17.9% of respondents reported decreases in that timeframe.
- 57% of producers said that labor demands per acre or per square foot have remained about the same over the last five years, 32.1% said it has increased, and 10.7% said it has decreased.

These responses suggest that, on the whole, the agricultural operations have been stable to slightly increasing over the last five years, with a slight shift towards more labor intensive crops and/or production techniques. Taken in combination, these trends indicate that demand for agricultural workforce housing likely increased over the last five years.

**Seasonal Fluctuations in Employment**

- Though some operations can be very busy during these months, survey respondents indicated that January, February, and March tend to be the months with noticeably less peak employment, with only 12%, 16%, and 36% of operators identifying these as peak employment months, respectively. This is consistent with EDD monthly employment data
- During peak employment, 85% of employees are laborers, 7% are crew leaders/foremen, 2% supervisors and 2% farm managers (See Figure 9)
- Laborers and crew leaders have the largest drop in the low season while supervisors and manager numbers tend to be stable year round
- Respondents employ 43% of workers for more than 10 months per year; 11% between 7 and 10 months, 37% between three and six months, and 9% less than three months

Figure 10: Numbers of Employees by Type at Peak Time of Year



Source: San Mateo County Agricultural Producer Survey, 2016.

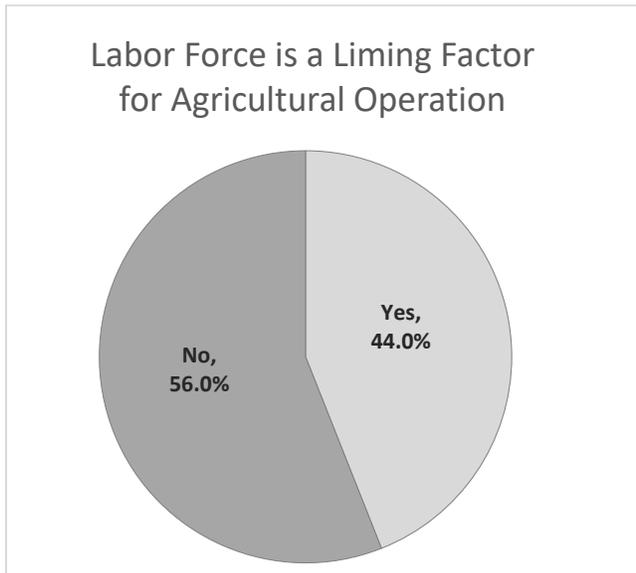
These survey responses reinforce the EDD monthly employment data that indicate the County agricultural sector as a whole has a low season for employment during the January to March time-frame; however, for certain producers, such as nursery flower producers, the days leading up to Valentine’s Day can be among the busiest of the year.

**Characterization of 2014 Operations**

- 76% said that 2014 was a typical or average level of employment for their operations; but all the remaining 24% said it was a below average year for employee levels.
- Of the 6 respondents (24%) who answered their labor was below average in 2014, three said it was due to labor shortage and one said it was due to losing one worker who could not find housing; other responses were due to drought and due to business being weak

- 44% indicated that labor force availability is currently a limiting factor in their operations (See Figure 11)

Figure 11: Proportion of Respondents Indicating that Labor Force Availability is Currently a Limiting Factor

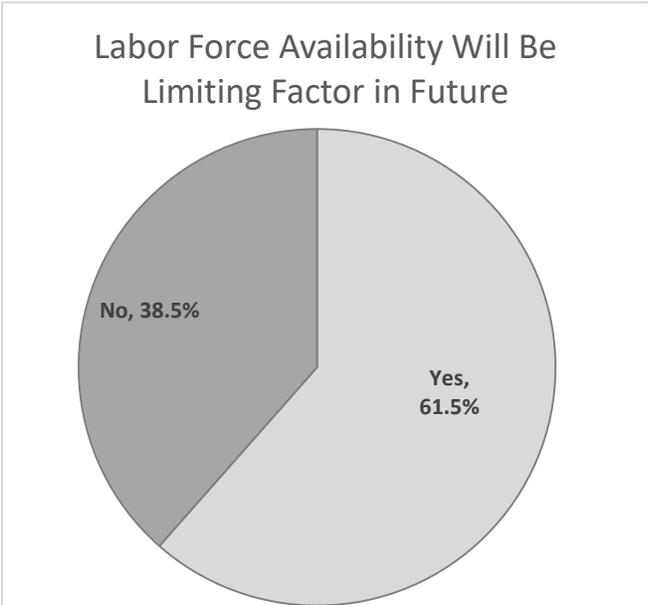


Source: San Mateo County Agricultural Producer Survey, 2016.

**Outlook for the Future**

- 61.5% indicated that they expect labor availability to be a limiting factor in the future (See Figure 12)
- 46.4% said that they expect their labor needs per acre or per square foot to increase over the next 5 years, with 42.9% expecting to remain the same, and 10.7% expecting it to decrease.
- 52% of respondents who expected changes in labor needs said it was due to expected increases in acres or square footage; 47% expected decreases due to water availability or other factors
- All 4 respondents who indicated decrease due to factors other than water availability indicated labor shortage was the reason
- 38.1% indicated they expect more permanent employees over next 5 years vs. 28.6% fewer
- 42.9% indicated more temporary or seasonal employees vs. 9.5% who indicated fewer over the next 5 years
- 14.3% indicated more workers provided by labor contractors vs. 4.8% who indicated fewer over the next 5 years

Figure 12: Proportion of Respondents Indicating that Labor Force Availability Will Be a Limiting Factor in the Future



Source: San Mateo County Agricultural Producer Survey, 2016.

This information indicates that producers generally would expect to expand their operations and employ more agricultural workers in the future; however, there are concerns about labor availability to support expanded operations. In focus group sessions, producers indicated that if labor force availability is constrained, they would likely adjust crops and/or cultivation techniques in order to reduce their labor needs.

**Place of Residence for Employees**

- Producers estimate that approximately 82 percent of the workers they employ live permanently on the Coastside, reinforcing the characterization of the agricultural workforce as a stable part of the Coastside community

**Provision of Workforce Housing**

- 70.8% of respondents indicate that they provide housing for their workforce, which includes providing housing for owners
- Of those that provided housing, most housed 50% or more of their employees, and 7 out of 19 provided housing for 97% or more of their workforce.
- Survey respondents provided 108 group housing beds, 23 single-family units, 4 mobile homes on permanent foundations and 22 not on permanent foundations, and eight apartment units; other units included 3 yurts, one duplex, and one single-room bunkhouse/cabin meant for a single person or couple
- Among respondents, it is most common to provide housing for laborers (76.5%), crew leaders/foremen (52.9%), and farm managers and farm owners (both 35.3%). 42% of those providing housing also house family members of agricultural workers

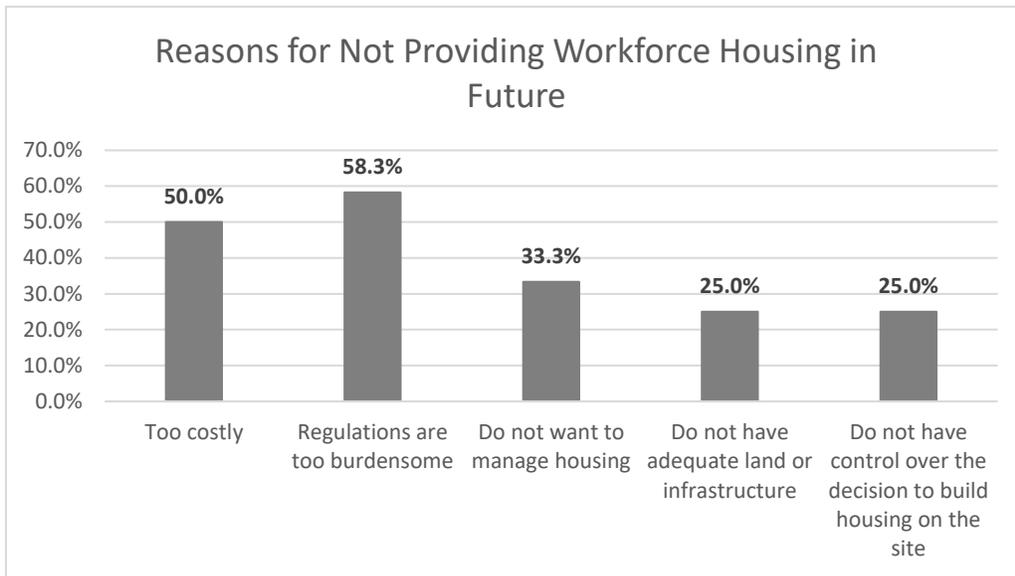
- On-farm housing is reportedly 100% occupied during peak seasons and 94% occupied during low seasons

Unless substantial numbers of producers provide workforce housing using units that are not registered as Farm Labor Housing with either the Department of Environmental Health or the Planning and Building Department, it appears that the survey respondents were more likely to provide agricultural workforce housing compared to San Mateo County agricultural producers as a whole, who collectively house a much smaller portion of the agricultural workforce. The high proportion who provide housing for farm laborers is likely a reflection of the fact that laborers represent the largest portion of the agricultural workforce, and smaller operations may not support crew leaders/foremen and farm managers. These responses indicate that those producers who provide workforce housing try to provide housing for a substantial portion of their workers. Producer focus group participants confirmed the survey results indicating that on-farm housing is generally 100 percent occupied during peak seasons.

#### ***Workforce Housing Plans for the Future***

- 100% of those who provide worker housing intend to continue to do so
- For those respondents who do not currently provide worker housing, 50% (7 respondents) indicated they would consider building/managing new housing if County or other resources were made available to assist and 35.7% (5 respondents) indicated they would consider rehabilitating/remodeling existing buildings.
- Only 7 percent (1 respondent) was willing to consider dedicating land for another organization to build and only 7 percent (1 respondent) was willing to consider providing funding for off-site housing
- The most common reasons for not providing worker housing in the future (See Figure 13) was regulations are too burdensome (58%) (7 respondents) and costs are too high 50% (6 respondents)
- 33% (4 respondents) of those who did not plan to provide worker housing in the future said that they didn't want to manage housing, 25% (3 respondents) said they did not have adequate land or infrastructure, and 25% (3 respondents) said that they did not have control over the decision to build (e.g., lease land)

Figure 13: Reasons for Not Providing Housing in the Future



Source: San Mateo County Agricultural Producer Survey, 2016.

The survey responses above indicate that agricultural producers who currently provide workforce housing are strongly inclined to continue to do so. Those who do not currently provide workforce housing seem to prefer arrangements that would give them control over the housing, whether it was new construction or rehabilitation of existing housing. Options that would involve the agricultural producer providing both the land and the funding for the projects and then delegating control to others for construction and operation were not popular.

**Adequacy of Housing for Farmworkers (See Figure 14)**

Respondents answered a series of questions about the adequacy of housing for San Mateo County agricultural workers. First, they were asked to respond “yes” or “no” to the following statements about the adequacy of housing for farmworker families. Housing for farmworker families....

- Is available in sufficient numbers of accommodations? No: 83.3%
- Is of adequate quality? No: 76.2%
- Is available at the locations where it is most needed? No: 81.8%
- Is available at an affordable cost? No: 78.3 percent.

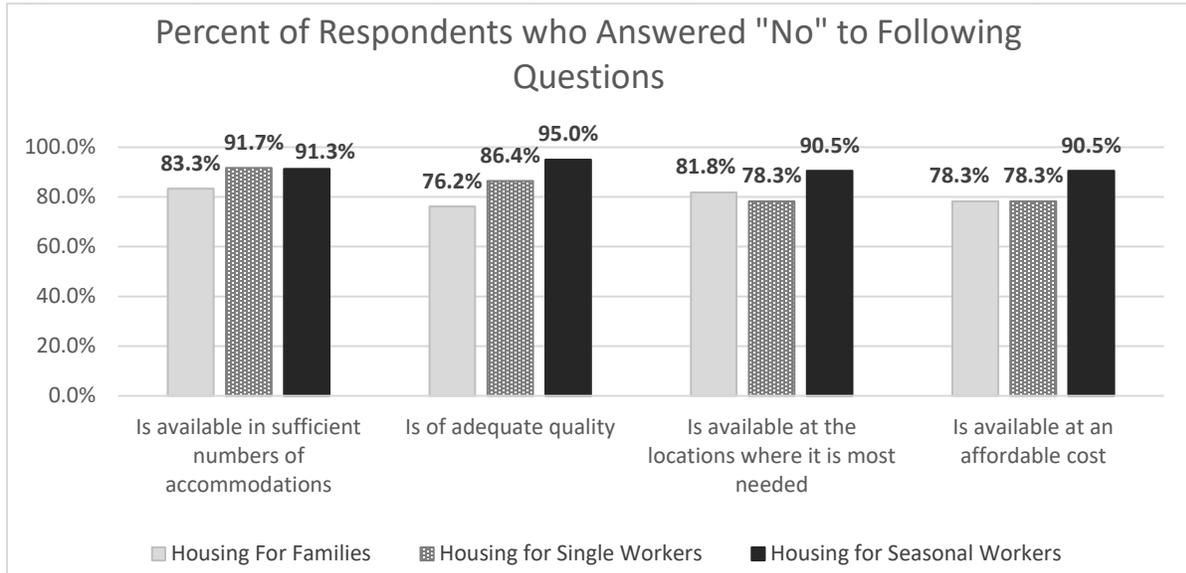
Then, they were asked to respond “yes” or “no” about the following statements about the adequacy of housing for single workers. Housing for single workers...

- Is available in sufficient numbers of accommodations? No: 91.7%
- Is of adequate quality? No: 86.4%
- Is available at the locations where it is most needed? No: 78.3%
- Is available at an affordable cost? No: 78.3%

For the following statements regarding housing for seasonal workers, following were the percentages who disagreed with each statement about existing farm labor housing:

Is available in sufficient numbers of accommodations? No: 91.3%  
 Is of adequate quality? No: 95.0%  
 Is available at the locations where it is most needed? No: 90.5%  
 Is available at an affordable cost? No: 90.5%

Figure 14: Respondents Indicating Housing is Not Adequate for Different Worker Types



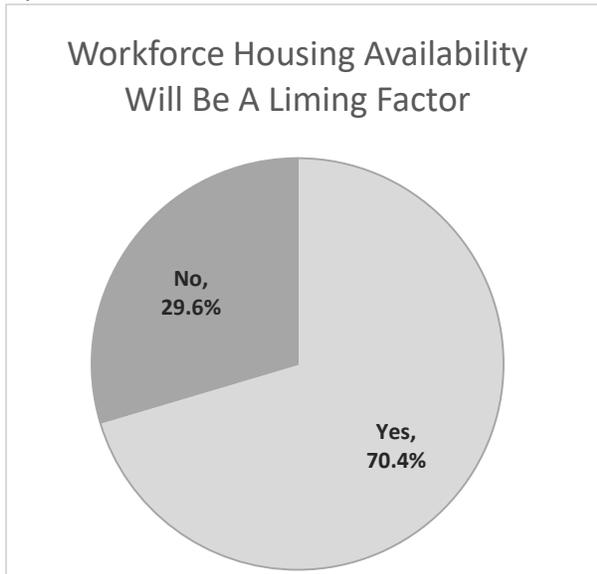
Source: San Mateo County Agricultural Producer Survey, 2013.

These responses indicate that in the opinion of the operators, the available housing for the agricultural workforce is generally inadequate in terms of the number of units, and the quality, location, and affordability of the units. In addition, the respondents seem mostly in agreement that the housing for seasonal agricultural workers is inadequate, while slightly smaller percentages thought that housing for single workers and for families was inadequate; however, even regarding families, over three fourths of respondents felt that the housing was inadequate in terms of number of units, quality, location of units, and affordability.

**Effect of Housing Availability on Operations**

- 44.4% said that at present, agricultural workforce housing availability is a limiting factor for their agricultural operations
- 70.4% said that in the future, agricultural workforce housing availability will be a limiting factor for their agricultural operations (See Figure 15)

Figure 15: Respondents Indicating that Housing Availability Will Be a Constraint on Future Operations



Source: San Mateo County Agricultural Producer Survey, 2016.

These responses indicate that at present, the majority of producers do not think that housing availability is a limiting factor on their operations; however, looking toward the future, more than two-thirds of the producers expect housing availability to become a limiting factor on their operations.

### ***Suggestions at End of Survey***

Producer respondents gave a range of suggestions to improve workforce housing availability and affordability, generally falling within the following topic areas:

- Suggestions regarding specific opportunities related to new housing development, including the need for more permanent family housing for agricultural workers, transforming the old Campbell's mushroom farm into farm labor housing, developing more housing like Moonridge, building apartments, allowing temporary housing, allowing use of recycled water for potable use, and working with POST and Mid Peninsula Regional Open Space District to rebuild housing in place of housing units that were demolished on their properties, for occupancy by farmer tenants and their workers at reduced rates. There was also a comment suggesting that housing like Moonridge should not be built because it is "hard to control".
- Suggestions regarding regulations and processes, including the desire to reduce costs (i.e., permitting fees) to provide housing, making it easier to go through the permitting process, reducing restrictions on water use, and allowing more onsite housing.

- Suggestions that the County more aggressively monitor and enforce existing farm labor housing requirements and standards, including requirements for occupancy of farm labor housing by qualified households and safety and water quality standards.
- Suggestions regarding the types of assistance that would be helpful, including increasing the supply of housing for permanent employees with families, and to reduce the rents charged to Moonridge residents whose work is 100% agriculture, as opposed to other residents who derive income from other sources.

# WORKFORCE SURVEY

The survey of the San Mateo County agricultural workforce was a key component of the agricultural workforce housing needs assessment. The purpose of the workforce survey was to learn more about the characteristics of the agricultural workforce and their households, their living arrangements, and their housing needs and preferences.

## Survey Methodology

The workforce survey was a collaborative Study Team effort. BAE led the development of the workforce survey instrument, with input from SAGE and California Farmlink, County staff, and Puente. The team then beta tested the survey with several agricultural workers. After additional refinement of the survey, the team finalized the survey and Puente translated it into Spanish. The English and Spanish versions of the final survey instrument are attached as Appendices E and F, respectively. It is important to note that the workforce survey was conducted verbally in over 300 one-on-one interviews conducted by bi-lingual County outreach workers. Respondents did not fill out paper or electronic versions of the workforce survey themselves.

To roll out the surveying effort to the agricultural community, County staff worked with the Farm Bureau and CRAFT to publicize the surveying effort to their members and ask for their cooperation. Then, team members contacted agricultural operators and requested permission to visit their operations and survey their workforce, with the objective of surveying agricultural workers that represent the diversity of San Mateo County agricultural operations, including geographic locations, types of operations (e.g., nursery versus field crops) and sizes of operations.

In the South Coast area, Ben Ranz of Puente typically handled outreach to producers, arranged survey dates, and accompanied Outreach Team members Ellie Dallman and Ashley Quintana (hereafter, “interview team”) to farm sites targeted for surveying, and after initial introductions, passed the respondents off to the interview team who conducted the actual survey interviews. For the areas around Half Moon Bay and to the north, County staff and Brett Melone of California Farmlink handled the outreach to producers and set appointments for the interview team to conduct onsite surveying. Due to the large number of agricultural workers in residence at the Moonridge community near Half Moon Bay, the team conducted extensive surveying at that location, with Ben Ranz of Puente and interview team members going door to door to identify members of farmworker households willing to participate in the survey, and the interview team members then conducted the surveys.

Interview team members conducted all of the surveys as face-to-face interviews, usually in Spanish, and recorded the answers given by respondents on paper interview sheets. The surveys did not record any information to identify the respondents or their employers specifically. Interview team members then forwarded the completed surveys to BAE for data processing, data entry, and analysis. In total, with the cooperation of MidPen Housing and numerous agricultural producers who facilitated onsite surveying, surveys were completed with 304 agricultural workers. The survey responses were collected from respondents who work throughout the Coastside area, covering most

of the range of different types of agricultural operations/crops/producer sizes and locations. With 304 completed surveys, this provides a reasonable level of statistical reliability to be able make planning level inferences about the broader Coastside agricultural worker population. For example, assuming that the sample is representative of the larger population, with a sample size of 304, and when our observed survey result is 75% of respondents answering “yes”, one would be 95% confident that the actual proportion of people who would answer “yes” in the larger population would be approximately +/- 5%, or between about 70% and 80%.

Some of the survey questions involved references to geographic sub-areas within San Mateo County, including place of work and place of residence. A map of the different county sub-areas referenced in the survey is shown in Figure 8, earlier in the report.

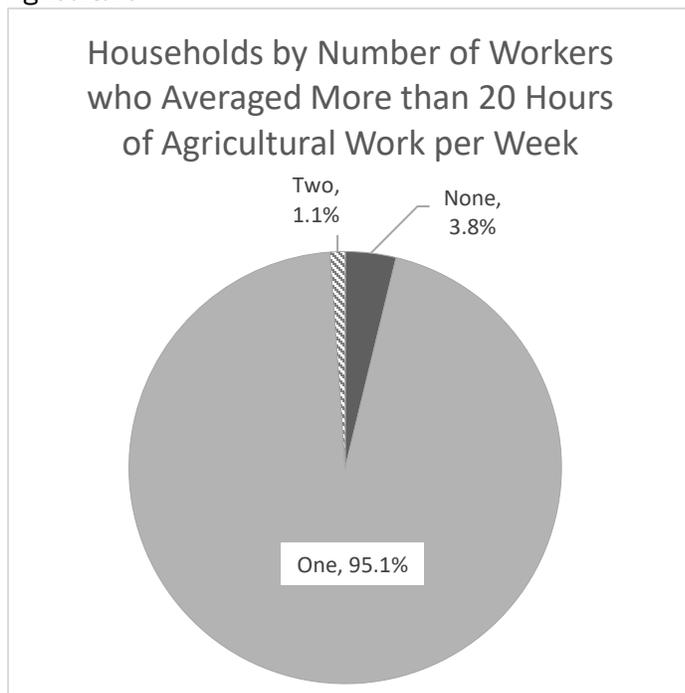
## **Highlights of Workforce Survey Responses**

Following are highlights of the Workforce Survey responses, reporting out responses for all survey respondents as a group. After these basic summaries, results of several cross-tabulations that segregate the survey sample into different subgroupings are reported. Appendix G contains a more detailed summary of all of the survey responses.

### ***Characteristics of the Agricultural Workforce***

- Median age of respondents is 43 years
- Median household income is \$26,000
- Almost 95% of the respondents indicated that there was only one worker in their household who averaged more than 20 hours of agricultural work per week and earned at least half of their income from agriculture (See Figure 16).
- Approximately 51% of the respondents report that they are undocumented

Figure 16: Households by Number of Workers Who Worked More Than 20 Hours Per Week in Agriculture



Source: San Mateo County Agricultural Worker Survey, 2016.

Based on the responses above, the local agricultural workforce can be characterized generally as workers who primarily earn their livelihood in agriculture, are middle-aged, earn relatively low wages, with a heavy component of non-native born workers. Nearly all agricultural workers surveyed were most comfortable with having the survey questions administered in Spanish.

### ***Housing Cost Burdens***

- About 30% of respondents had excessive cost burdens
- About 6.4% had extreme cost burdens of 51% or more

The raw data suggest that the incidence of excessive housing cost burden among agricultural workforce members is below that of the general Coastside area household population, where the ACS data indicate that almost 40 percent of the population has excessive housing cost burdens. However, closer examination of the survey response data indicates that workers living in onsite housing tend to have relatively low housing costs, and are much less likely than the general population of agricultural workers to have excessive housing cost burdens.<sup>15</sup> This is also true of workers who live in group quarters facilities, which are typically employer-owned. In contrast, information below shows that agricultural workers who do not live in onsite housing are more likely

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<sup>15</sup> While many workers who live in onsite housing provided by their employers may have relatively affordable housing costs, including those who live in group quarters (i.e., barracks type housing), some within this group who rent trailers or other types of accommodations from their employers may pay relatively high rents that reflect prevailing market rates for housing.

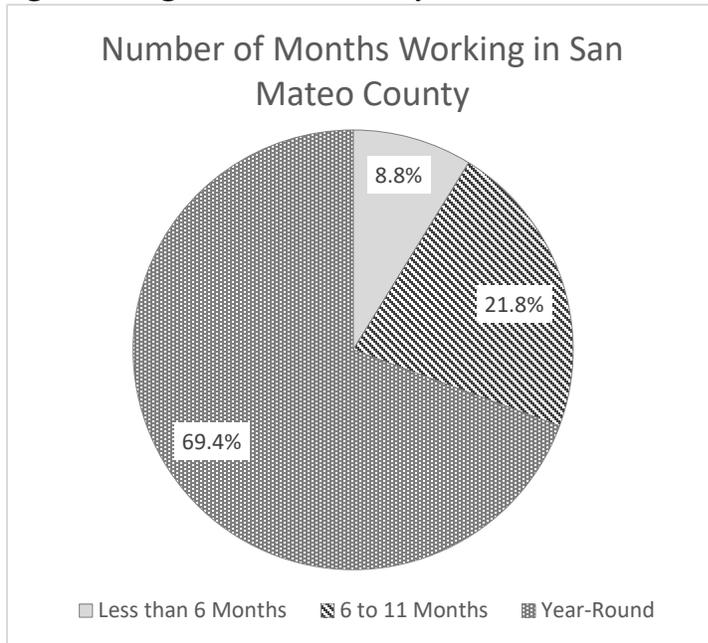
than those who do live in onsite housing, as well as the overall Coastside population in general, to experience excessive housing cost burdens.

It should be noted that workers who live in onsite housing provided by their employers are disproportionately represented in the survey sample, and about 70 percent or more of the agricultural workforce lives in off-site housing, where the survey responses indicate they are more likely than the Coastside population as a whole to have excessive housing cost burdens. In addition, among those agricultural workers who live in onsite housing at a relatively affordable cost, housing situations may be compromised in other ways, such as by the need to share group quarters with numerous other non-related individuals. Although Employee Housing for five or more workers includes standards for minimum space per person housed, it is possible that some such housing facilities are surreptitiously over-crowded and/or that agricultural worker households may over-crowd into other types of housing in order to reduce housing cost burdens.

### ***Agricultural Employment***

- Almost all of the agricultural workers had only one agricultural job within the County; over 2/3 worked year round in the County (See Figure 17), and less than 18 percent worked under eight months per year in the County.
- Approximately half of the surveyed workers work in the Half Moon Bay area or to the north and approximately half work in areas to the south, including San Gregorio, La Honda, and Pescadero.
- 95% of the respondents do not work outside San Mateo County in a typical year.
- The median worker has worked in San Mateo County agriculture between 11 and 15 years, and over one-fourth have worked in San Mateo County agriculture 21 years or more, indicating deep roots in the community.

Figure 17: Agricultural Workers by Months Worked in County During the Year



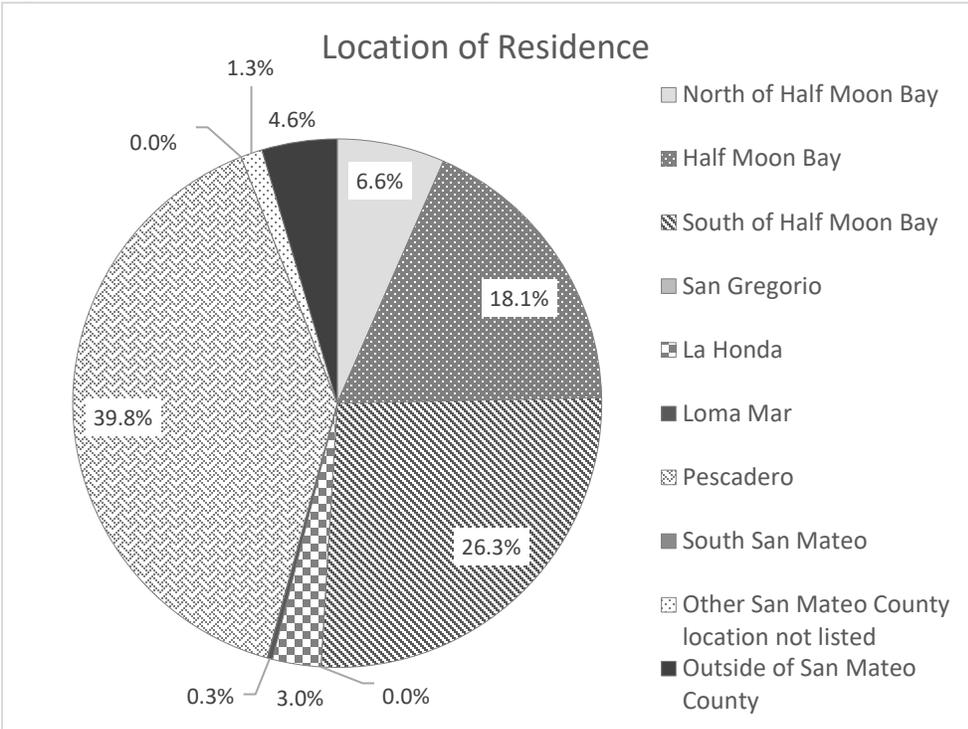
Source: San Mateo County Agricultural Workforce Survey, 2016.

This information above indicates that most San Mateo County agricultural workers work in the County's agricultural sector as their primary job and that most have been long-term members of the local agricultural workforce.

#### ***Residence Location of Workers***

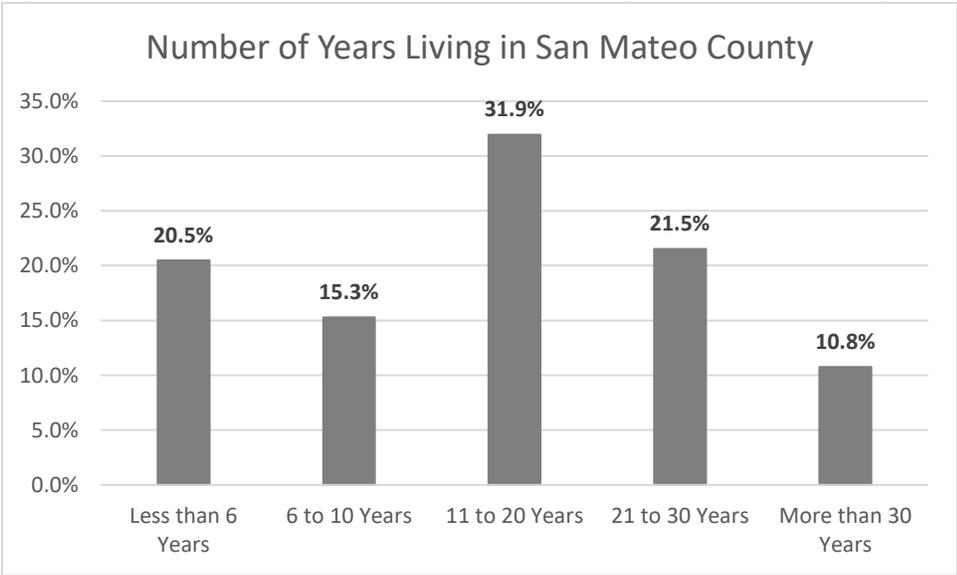
- 95% of the respondents live in San Mateo County; and about 53% live in Half Moon Bay and to the north, while the remainder live elsewhere in the County, primarily in the Pescadero and La Honda area (See Figure 18)
- 42% of the respondents live in on-farm housing. Relative to the overall population of farmworkers, respondents living in on-farm housing are over-represented in the survey
- Just under two thirds of the respondents who live in San Mateo County have lived in the County for 11 years or more, and almost one-third have lived in the County for 21 years or more (See Figure 19)
- 88% of respondents live in the same home year-round; for the limited number of people who have another home for part of the year, most are in Mexico
- Most workers live relatively close to their workplace, with the median round trip commute time being 11-20 minutes per day; just under 70 percent commute via a personal vehicle and the next largest group (22.8 percent) walks to work. Limited use of public transit for commuting is likely a function of the fact that regular public transit service is not available south of Half Moon Bay

Figure 18: Residence Location of Survey Respondents



Source: San Mateo County Agricultural Workforce Survey, 2016.

Figure 19: Respondents by Number of Years Living in San Mateo County



Source: San Mateo County Agricultural Workforce Survey, 2016.

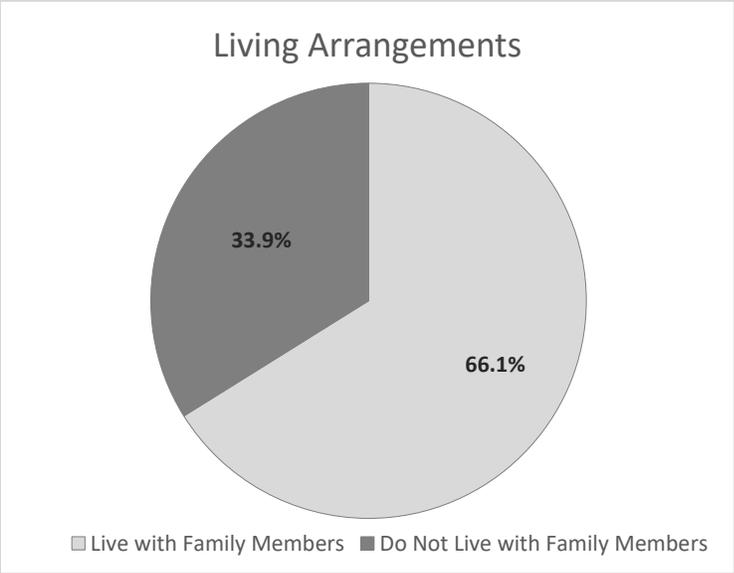
The information from the responses above indicates that the agricultural workforce is quite stable and very rooted in the Coastside area as long-time community members, indicating that permanent, year round housing would be the most suitable type of housing for most of the agricultural workforce. Most existing agricultural workers live relatively close to work, consistent with

preferences indicated by workforce survey respondents and agricultural worker focus group participants. This may be at least partially influenced by the fact that there is limited public transportation available in the Coastside area south of Half Moon Bay. It will be important to consider transportation needs and accessibility to agricultural workplaces when targeting sites for new housing to serve the agricultural workforce.

**Living Arrangements**

- About two thirds of the respondents live with family members and 1/3 do not live with family members (See Figure 20)
- Median household size is 5 persons<sup>16</sup>
- About half live in single-family homes and mobilehomes; about 1/3 live in apartments, primarily Moonridge, and the remainder live in other types of housing.
- 12.8% of the respondents live in group housing and 36 responded to the question about laundry facilities; of these, 80 percent report that they do not have laundry facilities available onsite
- About 64 percent of the respondents in group housing reported that they share a kitchen, toilet, and shower facilities with 11 or more other people
- About 17% of respondents have a spouse, and/or children under 18 who live apart from them while they work in San Mateo County. Of these, 45% cite immigration issues as the reason, while an additional 22% cite economic reasons for living apart

Figure 20: Survey Respondents by Living Arrangements



Source: San Mateo County Agricultural Workforce Survey, 2016.

The information presented above indicates that for at least two-thirds of farmworkers, housing configured for families would be desirable, and that additional supportive services, such as

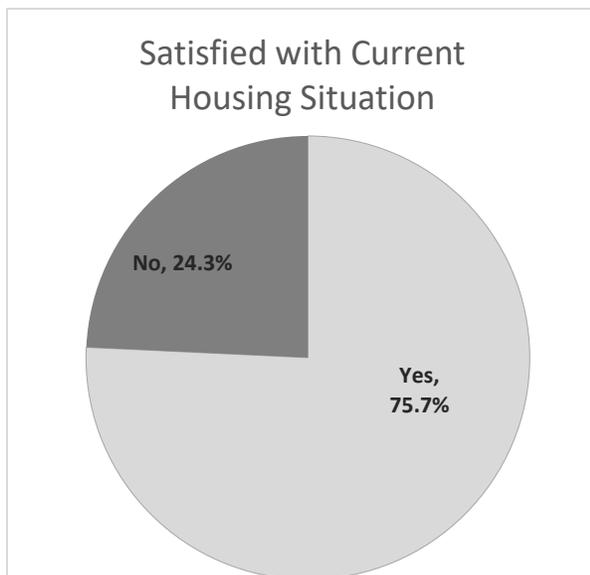
<sup>16</sup> This figure is for households living in non-group quarters facilities.

childcare and other social services could be beneficial. Many of those who live in group housing could benefit from improved amenities, such as laundry facilities and expanded kitchen and bathroom facilities.

### **Housing Quality and Satisfaction**

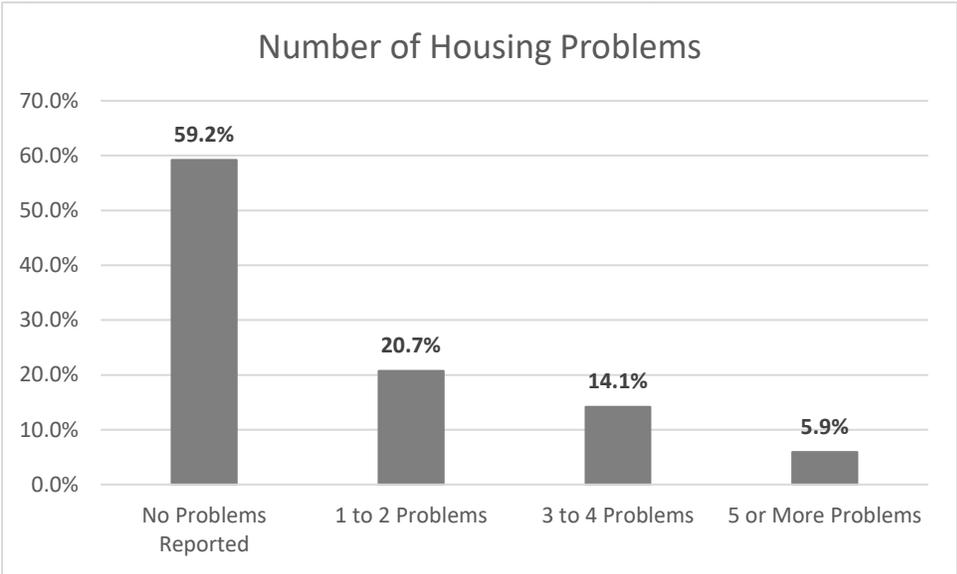
- About 42% of non-group quarters respondents live in overcrowded housing. By comparison, less than six percent of the total Coastside area households live in overcrowded conditions. As discussed below, workers living in on-site housing are slightly more likely to be overcrowded than workers living in off-site housing.
- About 76% indicated they are satisfied with their current housing situation (See Figure 21)
- 63% would rate the condition of their housing as Excellent to Good, with another 28.3% indicating their housing is in need of minor repair, and 9% indicating their housing needs major repair. It should be noted that none of the group quarters residents rated their housing as Excellent, and only 28.9% rated it as Good, while 50% said it needed minor repair or maintenance, and 21.1% said it needed some major maintenance or repair.
- 59% indicated no problems with their housing, 21% indicated that their housing had problems in one or two categories, 14.1% reported three to four problems, and 5.8% reported five or more problems (See Figure 22)
- Physical housing problems most commonly reported were broken or lack of refrigerator (6.6% of respondents), broken or lack of drinkable water (8.6%), broken or lack of working stove (10.2%), broken or lack of working toilet (13.5%), flooring in need of repair (15.8%), and need for painting (19.7%).
- About 2/3 of respondents not living in group quarters do have laundry facilities available where they live; however, many live in Moonridge where residents report there is a shortage of laundry facilities at peak times of use, such as weekends.

Figure 21: Survey Respondents' Housing Satisfaction



Source: San Mateo County Agricultural Workforce Survey, 2016.

Figure 22: Survey Respondent by Number of Housing Problems Reported



Source: San Mateo County Agricultural Workforce Survey, 2016.

The information presented regarding the survey responses above indicates that agricultural workers are generally satisfied with their housing situation, but that the housing is not without problems and could benefit from additional investments in maintenance and upkeep. In particular, responses by residents of group quarters facilities indicate that the majority of them feel that the condition of their housing is less than “Good”. Also, while the types of problems that were most commonly reported by respondents may in some cases be relatively easily repaired, the fact that a number of respondents reported problems such as lack of working stove, refrigerator, drinkable water, or toilet indicates the presence of potentially serious health and safety problems, if not resolved in a timely manner. This points to a need for an effective process to identify, investigate, and resolve problems in housing utilized by the agricultural workforce, whether it is Employee Housing that is inspected annually by San Mateo County Environmental Health, or other housing that is not inspected on a regular basis.

Comments by agricultural workers in the focus group sessions indicated that when faced with a choice between housing affordability and housing conditions, individuals and families will often tend to choose lesser quality or a smaller housing unit than would be ideal. Reasons given for such choices include being able to conserve earnings for other important purposes, such as savings, sending money to family outside of the country, or expenditures on other necessities such as education, food, medical care, and transportation.

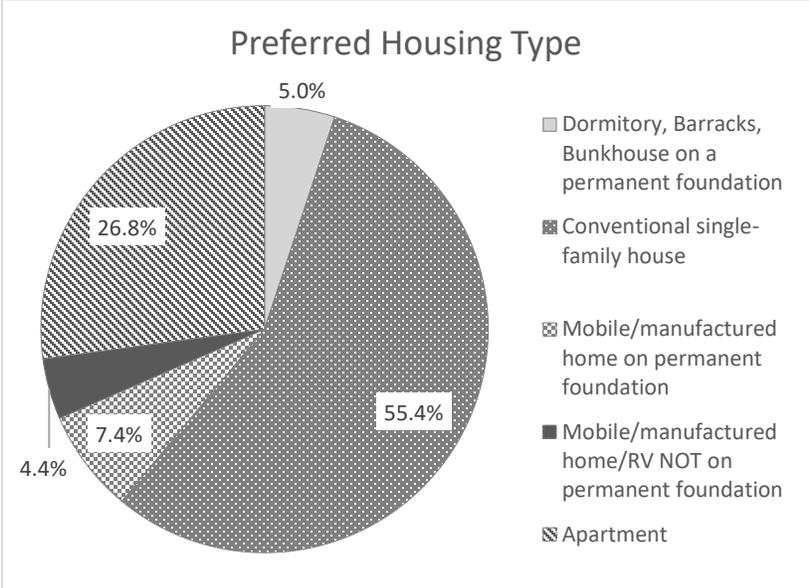
In order to develop an estimate of the total unmet need for housing appropriate for agricultural workers, BAE examined the survey results to identify the proportion of survey respondents who indicated they were: a) experiencing both overcrowding and excessive housing cost burden, b) experiencing overcrowding only, or c) experiencing excessive housing cost burden only. These

groups totaled to approximately 60 percent of the survey respondents. If this percentage is applied to the estimate of 1,700 to 1,900 average year round agricultural workers in San Mateo County, this would indicate that as many as 1,020 to 1,140 San Mateo County agricultural workers are not appropriately housed. Based on the survey responses which indicated that approximately 95 percent of the survey respondents lived in households where only one member worked more than 20 hours per week in agriculture, this can be interpreted to mean that the number agricultural workers that is not adequately housed would roughly equate to the number of new agricultural worker housing units that would be necessary to address unmet needs. Because these are, for the most part, existing Coastside workers that are housed, but inadequately, this does not strictly translate to the need to construct 1,020 to 1,140 new housing units. Need for repair and replacement of agricultural worker housing, in which the households are not overcrowded and/or experiencing excessive cost burdens would add to these numbers. Theoretically, a portion of these unmet needs might be met if existing housing units could be made more affordable to farmworker households and/or if farmworkers could obtain housing within the existing housing stock that is more suitable to the needs of the size of their households. However, such strategies would be difficult to implement and might not result in sustainable, lasting solutions for individual farmworkers' housing problems. Rather, construction of new, permanently affordable housing targeted specifically to agricultural workers may represent the most long-lasting solution to agricultural workers' housing needs; albeit it is unlikely that sufficient resources will be available to fully meet the outstanding needs.

### ***Housing Preferences***

- For 97% of the respondents, San Mateo County would be the ideal residence location; with the preferred locations within the County roughly mirroring the current locations of residence (e.g., 54% would like to live in HMB area or north and the remainder elsewhere).
- 55% would prefer a single-family house; 27% would prefer an apartment; and about 11% would prefer a trailer, while only five percent would prefer a dormitory or barracks (See Figure 23)
- 89% would like permanent housing in San Mateo County and 77% would like housing for housing to live in with their families
- Almost 83% expressed a preference for housing on or near their work site

Figure 23: Type of Housing Unit Preferred



Source: San Mateo County Agricultural Workforce Survey, 2016.

These survey results indicate that a strategy of dispersing agricultural workforce housing throughout the Coastsides agricultural production areas would be appropriate, and that workers would like to have permanent housing in single-family homes for families, located near their worksites. Focus group discussions with agricultural workers indicated that affordability would likely trump housing type in terms of housing preference, with focus group participants giving favorable impressions of the Moonridge housing complex as one example of a possible affordable housing solution for agricultural workers.

**Tenure and Rental Cost**

- About 42% live in employer provided housing (4.6% for free)
- About 52% rent from somebody other than their employer, 3.3% are homeowners and 1.6% own a mobilehome or trailer but pay rent for the land
- For workers who rent their housing, the median rent is between \$500 and \$749 per month, and utilities are typically included. For workers living in group quarters, the median rental rate is much lower, at \$120 per month
- Only about 47% of tenants were offered a lease agreement, but almost 97% of those do have a signed agreement. It is worth noting that among survey respondents who do not live in Moonridge, only 25.7% were offered a lease agreement
- For those with a mortgage, the median is between \$1,500 and \$1,999 per month

Comparison with the estimate of the inventory of farm labor housing indicates that the number of agricultural workers living in employer-provided housing is over-represented in the survey sample. The median rents reported by survey respondents are considerably below the Coastsides area median rental rate of \$1,502 reported for the 2010-2014 time period (which itself is likely below current market rates), and the median cost reported by survey respondents with mortgages

suggests that the homeowners within the sample were able to purchase homes at considerably lower costs than current market rate sales prices. Discussions in focus group sessions with agricultural workers indicated that newcomers to the area would likely face substantially higher housing costs than those reported by survey respondents, if their employer did not provide housing. The fact that almost three-fourths of workers who live in housing other than Moonridge were not offered a lease agreement indicates that a large proportion of the agricultural workforce could be displaced from their current housing relatively easily. This problem may be considered particularly severe in the Coastside area, due to the extremely tight housing market that would make it difficult for an individual or household to find replacement housing if they were forced to move out of their existing housing.

***Key Differences Among Those Who Work in Mid-Coast and North vs. Those Who Work in South Coast***

	<b>Work In Northern Region</b>	<b>Work In Southern Region</b>
Number of Respondents	149	159
Live In Same Region	97.3%	90.4%
Live w ith Family	78.5%	54.4%
Households facing Cost Burden	40.6%	15.0%
Households facing Overcrow ding	36.4%	48.1%
Median Rental Rate	\$884	\$400
Median Household Income	\$30,000	\$25,000

Workers in Half Moon Bay and areas north are more likely to live in the same area, and to live with family than workers in the South Coast area. Although they have higher incomes, workers in the North pay higher rents and are significantly more likely to have high housing cost burdens than workers in the South Coast. However, workers in the South Coast area are more likely to have physical problems with their housing and to be overcrowded than workers in Half Moon Bay or areas to the north.

***Key Differences Among Those Who Work in Nursery Operations vs. Those Who Work in Other Types of Operations***

	<b>Work In Nursery</b>	<b>Work In Non- Nursery</b>
Number of Respondents	107	207
Live w ith Family Members	82.2%	57.3%
Households facing Cost Burden	47.4%	21.4%
Households facing Overcrow ding	41.7%	44.2%
Households w ith no reported housing problems	61.7%	56.5%
Housing Unit needs Repair	32.1%	40.7%
Median Rental Rate	\$892	\$400
Median Household Income	\$34,000	\$24,000

Nursery workers are more likely to live with family members, and they pay higher rents than non-nursery workers. Although their incomes are higher, due to the higher rents that they pay, nursery workers are more likely to have high cost burdens than other agricultural workers. While the

incidence of housing problems and overcrowding is similar non-nursery workers were more likely to indicate that their housing was in need of some repairs.

***Key Differences Among Those Who Live in On-Farm Housing vs. Those Who Do Not***

	<u>Live On Farm</u>	<u>Live Off-Farm</u>
Number of Respondents	121	166
Live Away from Family	56.2%	13.9%
Households facing Cost Burden	7.9%	48.3%
Households facing Overcrowding	43.3%	39.7%
Median Rental Rate	\$124	\$1,000
Median Income	\$21,000	\$38,000

It appears that workers living in onsite housing are more likely to live away from family members, and although their incomes are lower, they also tend to have relatively low housing costs, to the point that it is relatively uncommon for workers living in on-site housing to experience excessive housing cost burdens. Nevertheless, the affordability appears to have a trade-off, which is greater proportions of workers reporting overcrowding and/or housing problems and/or overall housing in need of minor or major repair.

# FOCUS GROUPS AND KEY INFORMANT INTERVIEWS

A series of focus group sessions comprised a third component of the agricultural workforce housing needs assessment. The purpose of the focus group session was to provide BAE with the opportunity to hold more in-depth conversations with agricultural community members, to develop a deeper understanding of the stories reflected in the published reports and data and embedded in the answers provided to the various survey questions. The focus group sessions were not intended to be strictly representative of the agricultural community as a whole, but to obtain insights from specific subgroups of the local agricultural community.

As an additional tool to further develop an understanding of the agricultural workforce housing issues facing San Mateo County agricultural community, BAE also conducted a series of key informant interviews, targeting several key local stakeholders who did not fall into any of the focus group themes, but who could provide additional insights to help interpret the study findings.

## Focus Group Sessions

BAE determined focus group themes for five different focus group sessions, which are outlined below, in consultation with the Executive Committee, with input from Puente. The group brainstormed a set of individuals to target for focus group participation in each of the focus group sessions, and SAGE and Farmlink handled recruitment for the groups. Additional individuals fitting the general criteria were identified to place into groups as necessary to try to obtain sufficient participants. Puente recruited participants for the South Coast agricultural worker focus group session, and Outreach Team members recruited participants for the Half Moon Bay and north agricultural worker focus group session. Brett Melone of California Farmlink facilitated agricultural worker focus group sessions in Spanish, following a script developed by BAE. Matt Kowta of BAE sat in on the worker focus group sessions with the assistance of an interpreter. Matt Kowta facilitated the producer focus group sessions in English.

Following are details about each of the focus group sessions, including a summary of key points raised. Appendix H contains more complete summaries of the questions and focus group comments from each of the sessions. BAE utilized the input from the focus group sessions to help interpret the data collected and compiled for this study, and to identify opportunities and develop recommendations.

### ***South Coast Agricultural Workers***

This group was targeted to agricultural workers who work on farms in the South Coast area. Questions were couched not only in terms of their own personal experiences, but of the experiences of other agricultural workers they know. This included questions related to agricultural worker living situations, difficulties agricultural workers face in securing housing, their perceptions about the most significant housing issues facing the agricultural community, types of housing assistance that

would be beneficial to agricultural workers, and the types and locations of housing that would be most appropriate if the housing supply could be expanded.

Participants in this focus group session confirmed that most agricultural workers they know work a single agricultural job most of the year, as their primary source of income. They indicated that housing affordability and availability are significant problems for agricultural workers, and that even workers who have relatively affordable rents have very little left over after paying for basic necessities. The participants in this group indicated that while a significant portion of Pescadero area agricultural workers live in the area without their families, the lack of suitable housing for families and high cost are two of the reasons, noting that their earnings go further if they send money to their families living elsewhere. Workers in this focus group highlighted the disadvantage of relying on employer-provided housing, noting that many will be reluctant to press their employers to correct housing problems, and that workers can feel trapped in their jobs if their housing is tied to it. These workers also stated that they felt that the housing owners faced difficulties in complying with housing rules and regulations. Focus group participants indicated that they knew of quite a few people who had left the area in order to find a lower cost of living and be able to afford better housing for their families. They indicated that a range of housing types is necessary in the area, because the agricultural workforce is diverse and has a range of needs, but felt that family housing is the greatest need. Participants were aware of the Moonridge project, and felt that a similar development would be beneficial in Pescadero. Participants noted that many workers do not have access to laundry facilities and that due to a lack of public laundry in Pescadero, those workers would have to travel to Santa Cruz or Half Moon Bay (where there is one Laundromat) in order to wash their clothes.

#### ***HMB/North Coast Agricultural Workers***

This group was targeted to agricultural workers who work on farms in the HMB/North Coast area. Questions were couched not only in terms of their own personal experiences, but of the experiences of other agricultural workers they know and were essentially the same as those asked of the South Coast agricultural workers group.

Participants in this focus group session shared similar concerns as those in the South Coast workers focus group session; however, their perspectives were likely influenced due to the fact that all were Moonridge residents and were living with their families. These participants recognized that the subsidized housing at Moonridge makes it possible for agricultural worker families to live together without overcrowding. Still, they noted that even with the subsidized rents, it is difficult for agricultural workers to make ends meet. One participant indicated that even though some agricultural workers are employed by larger operations that offer health insurance benefits, they are still afraid to go to the doctor, because the insurance coverage still leaves them with required co-payments/co-insurance that is unaffordable when they are only earning \$10 to \$12 per hour, typically with little to no raise ever after working for several years. In Moonridge in particular, focus group participants noted that there is a shortage of laundry facilities and there are long lines to do

laundry on the weekends, in particular. Participants also indicated a need for more daycare and supervised activities for older kids, to make it easier for parents to work.

### ***Farm Labor Housing Owners***

This group was targeted to agricultural producers who provide farm labor housing on site. Questions revolved around the main challenges that farm labor housing owners face in operating and maintaining their workforce housing, the most important housing issues facing the agricultural community, the strength of demand for available farm labor housing and potential expansion of supply, interest in expanding or improving their farm labor housing facilities, challenges that they would anticipate in expanding or improving their facilities, importance of farm labor housing as a tool to retain and recruit employees, forms of assistance or incentives that would make it more appealing to provide more farm labor housing, and types and locations that would be appropriate for new farm labor housing facilities.

Participants in this focus group session indicated that demand for farm labor housing is strong, and that the producers themselves would like to expand the amount of farm labor housing that they provide on their farms, because they need it to recruit and retain employees. Participants in this group indicated that the greatest challenge they face in providing farm labor housing is rules and regulations, including initial permitting and regulations for ongoing operation of the facilities. They indicated that the County regulations seemed manageable, but the State regulations were the greatest challenge. While owners related stories of aggressive enforcement actions by the U.S. Department of Labor (DOL), there was a sense that due to changes in staffing, and perhaps also due to intervention by local elected officials, the DOL regulatory process has improved. An additional concern that surfaced was a perception that open space organizations may have a bias against having housing on the land they own. Focus group discussions highlighted that a general lack of affordable housing in the Coastside area is a key issue facing the agricultural industry, and it affects employees at all levels, from field workers to managers and owners. Owners of existing farm labor housing recognize the need for improvements, but they are concerned about going to the County for permits to make improvements due to a fear of opening a Pandora's box if inspectors detect other issues that require corrective actions. Focus group participants indicated that they view provision of farm labor housing as a necessary cost of doing business and even though they do not recoup the cost of the housing directly from charging rent, they intend to keep providing worker housing and would like to expand their worker housing due to their need to attract and retain employees. Participants indicated that the best form of assistance that the County could provide would be to make it easier to obtain permits to put in new housing. They also indicated that the County's Pilot Program for Farmworker Housing Rehabilitation & Replacement was a good program, and they would like to see it expanded.

### ***Producers with Larger Numbers of Employees***

This group was targeted to agricultural producers who have larger numbers of employees, for whom availability of housing for farm labor is a key issue with regard to recruiting and retaining sufficient housing to maintain their operations. These producers tended to be long-established or

“generational” producers, whose families have been involved with farming in the area for a long time. Questions revolved around the housing concerns of their employees, the most important housing issues facing San Mateo County, housing availability as a constraint to agricultural production, opinions on the type and location that would be appropriate if new agricultural workforce housing were to be built, perceived challenges to provide onsite housing, and recommended steps that the agricultural community should take to ensure sufficient agricultural workforce housing.

The participants in this focus group session felt that labor availability was a greater problem than housing availability for their workforce, but recognized that the two issues are linked. One producer indicated that he had helped four families that had been displaced from housing and participants noted that the problem seems most acute for families, because they have less flexibility in how they can solve their housing challenges, as compared to single workers. Producers also noted that a challenge involved with providing worker housing is that a farmer may need to provide housing for a family of four to five people, but they may only get one worker. The producers noted that a large portion of the existing on-farm housing is old, and that creates challenges in maintaining it. These producers confirmed survey responses and other focus group comments that indicated that housing affordability is a problem for all levels of agricultural employees, and that there are no vacancies in on-farm housing during peak seasons. Participants indicated that the lack of availability of sufficient housing is a key challenge to recruiting and retaining employees. Participants in this focus group expressed a general preference for provision of on-farm housing for families and, like participants in the focus group for farm labor housing owners, expressed reservations about providing a large agricultural workforce housing complex in Pescadero, due to the limited public services available in the community.

#### ***Producers with Fewer or No Employees***

This group was targeted to agricultural producers who have limited numbers of employees, for whom housing for themselves is an issue as well as workforce housing availability to support expansion of their operations. Participants in this focus group tended to be relatively new farmers, although not exclusively so. Questions for this group were similar to those for larger operators, but with more emphasis on issues of housing availability for the operators themselves and housing availability as a barrier to expansion of their operations.

This focus group session identified several issues that are particularly acute for smaller producers, who also tend to be newer farmers. Many younger farmers lease their land, and don't have access to housing for themselves or for their employees. The landowner may occupy the available housing themselves, and/or may rent available housing to the highest bidder. This latter concern was also related to the concern about competition for available housing units between the local workforce and more wealthy people who are seeking Coastside housing for recreational use. Smaller operators also pointed out that they do not have much capacity to manage the process of obtaining permits or to deal with ongoing permit compliance, and that these demands detract time and attention from necessary farming activities.

As with the participants in the large employer and farm labor housing owners focus groups, these focus group participants related that they experience strong demand for any housing they can provide, and that they have difficulty recruiting and retaining employees if they do not have housing to offer. These focus group participants also acknowledged that their workers feel vulnerable if their housing is tied to their job, because other housing options in the area are so scarce. As with the large employer focus group participants, this group also felt that regulations were their biggest barrier and that financial considerations were secondary to regulatory concerns.

In cases where a tenant farmer is interested in developing housing, they don't control the decision about whether to put in housing, and the terms of their lease may be such that they could not amortize the expense of housing investment before the lease expires. One suggestion from this focus group session was to develop a model farm lease that includes provisions for the tenant to be able to recoup their investment in improvements that they make to the property at the termination of their lease.

### ***Summary of Focus Group Sessions***

There was strong consistency in the responses that participants gave in the different focus group sessions. Workers and owners alike consistently said that housing availability and affordability were key challenges, while a supply of agricultural workforce housing is critical to attracting and retaining an agricultural workforce to sustain the San Mateo County agricultural economy. Respondents were also consistent across groups in stating that regulatory and permitting issues were a key barrier to expanding supply. There was divergence on opinions about the appropriate siting of housing to serve agricultural workers in the Pescadero/South Coast area, with all worker who participated in the focus group session for agricultural workers in the South Coast area supporting creation of a housing complex like Moonridge (among other options), while some individuals who participated focus group sessions for producers indicated that they thought a larger housing complex like Moonridge in the Pescadero area could be problematic due to limited public safety service capacity in the area, specifically in regard to the potential for crime associated with larger concentrations of housing. Those producers favored housing dispersed onsite at farming operations. Overall, there was fairly broad consensus that there was a need for additional housing that could address the full range of workforce needs, including group housing accommodations as well as apartments, trailers, and single-family family homes. There was also broad consensus that the housing needs are for workers and their families who work in the County substantially on a year round basis, and who tend to be fairly rooted in the area.

### **Key Informant Interviews**

As mentioned above, BAE conducted interviews with a range of individuals who shared insights on various topics relating to San Mateo County agricultural workforce housing. BAE used the insights and information gained from these interviews to help with understanding the background data, results of the two surveys, and the focus group comments, and to identify potential recommendations. Interviews included:

- Adria Arko, San Mateo County Agricultural Ombudsman, who provided perspective on the challenges that agricultural producers face in obtaining permits for farm labor housing construction, and compliance on an ongoing basis with applicable farm labor housing regulations. Ms. Arko also shared information on how the County is attempting to assist producers through these processes by providing the Agricultural Ombudsman (Agbudsman) function and coordinating with other County departments to facilitate processing of applications.
- Kerry Burke of Burke Land Use, shared perspective on agricultural workforce housing as a former member of the San Mateo County Planning staff (eight years) and as a Land Use consultant assisting individuals, nonprofit groups, and agencies on a variety of projects primarily in the rural area of San Mateo County for 24 years.
- Fred Crowder, San Mateo County Agricultural Commissioner, shared insight on agricultural production trends and issues, based on day to day work with the San Mateo County agricultural community.
- Elaina Cuzick, Senior Real Property Agent, Midpeninsula Regional Open Space District (MROSD), shared perspectives on agricultural workforce housing, as a representative of a major agricultural landowner within the County, including lands that have onsite housing.
- Ellie Dallman, San Mateo County Outreach Team, shared perspective on the responses to the agricultural workforce survey, based on her experience conducting the survey via one-on-one interviews with agricultural workers.
- Brian Ferenz, Environmental Health Specialist, San Mateo County Department of Environmental Health shared insight gained from his work conducting inspections and working with property owners to ensure compliance with the State Housing Law regulations (Title 25) for Employee Housing facilities for five or more employees
- Rita Mancera, Executive Director and Ben Ranz, Community Outreach Coordinator of Puente de la Costa Sur, shared their insights from working with agricultural workers and producers in the Pescadero area.
- Dan Olstein, Director of Land Stewardship for POST, provided insight on POST's viewpoint as a major Coastside owner of agricultural land and associated housing, and lessor to agricultural producers.
- Various representatives of MidPeninsula Housing Corporation, provided insight on MidPen's housing operations, including Moonridge and Half Moon Village.
- Catherine Peery, a Pescadero resident who previously worked on developing a proposal for affordable housing development in the Pescadero area, who has also served as chair of the Pescadero Municipal Advisory Council, provided insight on challenges to obtaining approvals for housing development in the Coastside area.

### **Highlights of Information Gathered from Key Informant Interviews**

Following are highlights of comments gathered during the course of key informant interviews. In addition to the information below, insights from key informants are incorporated throughout the document.

Key informants shared anecdotal information about farmers struggling to secure sufficient employees and farmers losing employees due to housing affordability and/or availability. While affordability of housing a particular challenge for agricultural workers, key informants indicated that finding available housing at any price is very difficult throughout the Coastside area. In particular, key informants felt that the lack of housing availability is impacting farmworker families the most, because they have more specific needs and their living situation is less adaptable than that of single, unaccompanied workers. One factor cited a contributing to the challenges in finding affordable housing was increased competition for housing from people who work outside of the Coastside area. Another factor identified was the fact that the San Mateo Coastside is somewhat isolated as a farming area, and as a result, it is not a destination that attracts farmworkers to move into the area seeking work. Rather, people who come to the area to work in agriculture do so because they have personal connections who can help them find work and housing in the area.

Subsidized housing for agricultural workers in projects such as Moonridge is in extremely high demand, with very long waiting lists that have been closed to new applicants. Turnover in affordable housing units is very rare, and the market rate housing is very expensive. Recognizing this, MidPen Housing Corporation indicated that the organization is interested in expanding its housing portfolio in the Coastside area, is working with the City of Half Moon Bay to develop additional affordable housing, and would be open to opportunities to develop additional affordable housing elsewhere in the Coastside area.

The existing shortage of housing for the agricultural workforce limits the ability to expand the agricultural labor pool, emphasizing the importance of doing a better job housing the agricultural workforce that is present in the County, to encourage them to remain. Key informants also noted that there is increased competition for available housing units from people who are not seeking housing for their primary residence, but rather are seeking a second home or home for vacation use, which reduces the supply of housing available for the local agricultural workforce. Key informants generally felt that farmers who could provide onsite housing for employees had an advantage in recruiting and retaining employees.

Key informant interviews yielded a number of comments about the regulatory challenges associated with developing and operating farm labor housing in the Coastside area. For the most part, key informants did not identify specific County regulations or processes that were unnecessary or that should be removed; rather, existing regulations were either acknowledged as challenges that owners might need help navigating, or interviewees mentioned regulations imposed by State or federal government that would be difficult for the County to change. One County level constraint that was mentioned was San Mateo County Measure A (1986 Coastal Protection Initiative), which would require countywide voter approval for any policy amendments that might make it easier to develop housing on the Coastside, because such changes might reduce protection for agriculture.

One key informant felt that the lack of sufficient water (due to both environmental and infrastructure constraints) rather than regulatory constraints was the most significant barrier to new farm labor housing on the Coastside and water supply issues were also mentioned by other key informants as well as by several agricultural producers who participated in the focus group sessions as a critical challenge to developing farm labor housing. One suggestion to look in existing “urban” areas within the Coastside that have water systems, such as within Community Service Area (CSA) 11 in Pescadero and CSA 7 in La Honda, for sites that could accommodate new housing targeted for agricultural workers. Another specific location mentioned with potential to accommodate a significant number of housing units for agricultural workers was the old Campbell’s Soup facility in the South County area, due to some existing infrastructure, an existing permit for a sewage treatment plant, and proximity to some larger agricultural operations.

Key informants indicated that because many producers who might want to develop farm labor housing may have little experience with planning and permitting processes, even if there are no unnecessary regulatory barriers, it would still be useful for the County to provide as much clarity as possible on the process and requirements for permitting. There is a need to make the process as user-friendly as possible and to provide technical assistance to people who are interested in developing farm labor housing, to help them determine if they can meet the requirements as early in the process as possible. One key informant indicated that many difficulties that applicants face in securing County approvals to develop farm labor housing are related to preparation of site plans to accompany their project applications. There is the potential for the County to facilitate this process by providing applicants with scaled base maps of their property, using the maps available through the County’s Geographic Information System (GIS), over which diagrams of proposed improvements can be overlaid. This could help by alleviating the need for applicants to develop their own maps and to ensure that applicant’s maps contain the required contextual details. Another key informant mentioned that it is possible that the County approvals process is challenging for farm labor housing applicants is due to the fact that the County Planning Department is primarily geared towards urban development, and that there is a unique set of issues that come into play with farm labor housing. This finding provides support for the County’s provision of a permit center in Half Moon Bay, where those staffing the office will develop expertise in handling applications for farm labor housing and other related projects.

With regard to the County’s Farm Labor Housing Rehabilitation and Replacement Pilot Program, one key informant indicated that owners interested in participating in the program have found that the scope of the projects have expanded as various deficiencies in existing housing have been identified and additional requirements subsequently added to the projects. This was not necessarily a criticism of the program, but an observation that the projects become more expensive and complicated than originally anticipated. This reinforces commentary received during the stakeholder vetting process for the initial draft of this report, which indicated that it would be beneficial for participants in the Pilot Program if the County could provide some project management assistance to applicants, to facilitate their participation in the program.

There is a perception among some in the Coastside area that open space organizations (i.e., POST and MROSD) have a bias against having housing on land that they control in the Coastside area. They cited the removal of housing units from land owned by open space organizations as the basis for their perspective. In certain cases, the owner's reported that the housing units were too deteriorated to be saved, while some observers felt that the units could have been viable as an ongoing source of housing for farm labor. POST and MROSD are aware of the pressing agricultural workforce housing issues, perhaps more now than in the past, and the organizations are having their own internal discussions regarding farm labor housing on their properties. This may create the opportunity for the County and other local agricultural stakeholders to engage with the leadership of these organizations to identify the best ways to balance housing needs with environmental, aesthetic, and other concerns. This could include reviewing policies about the use of existing onsite housing for agricultural workers as opposed to making it available to non-agricultural workers.

Another concern regarding housing availability that surfaced in the key informant interviews was the fact that many farmers lease their land and that landowners do not necessarily offer onsite housing as integral to the lease of the farm land. Rather, some landowners offer onsite housing for lease at market rates, separate from the agricultural land. This may mean that housing may not be offered, or may not be affordable to farm lessees, and unlike when the land owner was a farmer who also lived in the onsite housing and/or used the onsite housing to house his/her employees, the current situation translates to a reduction in available farm labor housing, even if housing is not physically removed from the properties. Further, the fact that some farmers are on relatively short leases, such as five-year terms, means that while some farmers might desire to develop onsite housing themselves, it is not practical to do so because the lease term is too short to amortize the investment. As suggested in a producer focus group session, one solution might be to develop farm lease terms that provide for a mechanism for lessees to get reimbursed for the cost of improvements that cannot be amortized by the end of their lease term.

A number of creative solutions to agricultural workforce housing challenges were suggested in the key informant interviews, such as utilization of package sewer treatment plans and composting toilets to address infrastructure constraints, creation of an "outsourced" housing management option for producers who own farm labor housing, and exploration of the possible use of publicly-owned land for the development of agricultural workforce housing. As follow-up to this study, the County could explore these ideas and determine if any represent viable solutions to local workforce housing challenges. In addition to creative solutions for housing development, key informants also felt that the County and local stakeholders should consider housing-related issues such as the need for laundry facilities in Pescadero, and the need for childcare facilities and other social and support services for farmworker families.

# CONCLUSIONS AND RECOMMENDATIONS

## Key Conclusions

Following are key conclusions synthesized from the background data review, responses to the two surveys, and insights from focus group sessions and key informant interviews.

**Unmet Need for Agricultural Workforce Housing** – Based on findings regarding the housing problems experienced by the existing agricultural workforce, there is a need for an estimated unmet need for 1,020 to 1,140 housing units that would be affordable and suitable for agricultural workers and their households. This is based on the number of existing agricultural workers that are dedicating an excessive portion of their income towards housing costs and/or are living in overcrowded conditions. Any need for repair or replacement of agricultural worker housing that is in poor condition, in which the households are not currently overcrowded and/or experiencing excessive cost burdens would add to these numbers.

**Financial Needs** - With a high concentration of smaller farm operations that generate limited amounts of revenue, many of San Mateo County's agricultural producers would face difficulty in funding or financing improvements to existing housing or constructing new housing. Also, a large proportion of the agricultural workforce has relatively low income. These factors, combined with the high cost to acquire land, develop infrastructure, and build housing in the Coastsides area means that subsidies will typically be necessary in order to develop housing that can be rented or sold at affordable rates to agricultural workforce households. It should be noted that over half of the agricultural workforce survey respondents indicated that they did not have documentation of legal U.S. residency, thus, a substantial part of the agricultural workforce would not be eligible for federally-funded housing, which requires proof of legal residency. Provision of at least some new housing that relies on private, local, and state funding that does not impose requirements for proof of legal resident status should be a goal.

**Housing Availability** - The future San Mateo County agricultural workforce will be dependent on labor availability, and producers are adjusting their operations in response to labor constraints. Based on the surveys and focus group comments, producers would hire more workers now and/or in the future if the workforce was available; however, producer survey responses and comments from focus group participants, including producers and workers, indicate that a key reason for the County's shrinking farm labor pool is the lack of available housing. Producers indicated that lack of housing availability is a key concern for producers in recruiting and retaining employees. At the same time, agricultural workers indicated that housing availability severely constrained their job mobility, and that workers living in on-farm housing would be reluctant to leave an unsatisfactory employment situation, because of the lack of other viable housing choices if they lost their employer-provided housing. Compounding housing availability concerns is the high cost of market rate housing that stems from the Coastsides' proximity and accessibility to the greater Bay Area, where housing development lagging robust job growth contributes to drastic increases in market rate rents and home sales prices. The experience with the Moonridge project indicates that it will be very important to ensure

that all entitlements, regulatory agreements, and other project documentation for future farm labor housing projects are aligned to ensure that the housing remains available for use by farmworker households as intended.

The potential legalization of recreational marijuana in California may have significant implications for San Mateo County agriculture, owing to the County's large stock of greenhouse facilities, ideal growing climate, and proximity to the large Bay Area marketplace. In other states, marijuana legalization has spawned a fast growing industry and the same should be expected in California. If this does occur, it could spur expansion of labor and housing needs associated with marijuana cultivation in San Mateo County, which could impact existing agricultural operations due to increased competition for land and labor, and it could impact employees of traditional agricultural operations who would face increased competition for housing.

**Problems in Existing Housing** – Multiple sources of information collected for this study point to a need for ongoing repair and maintenance of the existing farm labor housing stock. Although the Environmental Health Department indicated that the farm labor housing stock is generally improving, continual maintenance and improvement is an ongoing need, as demonstrated by the fact that in the most recent round of annual inspections, all but one of the 16 Employee Housing facilities inspected by Environmental Health had at least one deficiency, and the majority had multiple deficiencies. A significant contributor to this is the generally aged condition of the onsite farm labor housing stock.

In addition to physical problems with the housing stock, there is also a relatively high incidence of overcrowding and excessive housing cost burdens. Families in particular have a difficult time finding suitable housing, because there is a narrower range of housing options that is suitable for families, particularly those with children. In contrast, unaccompanied workers have more flexibility in how they meet their housing needs because they require accommodations for just one person and can fit into a range of different living situations. Focus group participants also indicated that agricultural workers are also willing to live in substandard housing or over-crowded conditions because there is a desire to be able to save money and/or send money to help support their families who live elsewhere.

**Regulatory Barriers** – There are numerous layers of regulations that can pose a constraint to provision of farm labor housing in the Coastside area, including “extra” layers in the form of Local Coastal Program regulations required by the California Coastal Act, and permit and monitoring requirements imposed by the State for Employee Housing for five or more employees. Survey respondents and focus group participants consistently identified regulatory constraints as one of the key barriers to expanding the supply of housing for the agricultural workforce.

Most San Mateo County agricultural producers are small, with limited revenues, so major capital investments in onsite housing will be a challenge. Nevertheless, newer and established producers alike indicated that regulatory barriers are more pressing than financial barriers in their ability to

provide workforce housing, although they did not cite specific regulations that needed to be mitigated. While there are compelling environmental, health, and safety considerations for the County to uphold the various regulations that affect farm labor housing, it is beneficial for the County to assist agricultural producers and others in navigating these requirements in order to make it easier to maintain and expand the housing supply, through the services provided by the Agricultural Ombudsman. Further, some information discussed previously indicates that the most significant challenges may relate to State and federal regulations and that the availability of sufficient water supplies and/or infrastructure might be more significant constraints to agricultural workforce housing than regulatory barriers.

Another factor that influences regulatory barriers is attitudes about development within the Coastside area. For example, participants in one agricultural producer focus group session expressed a concern that open space organizations are biased against having housing on their land. This may signal a role for the County to play a role in advocating to balance environmental and aesthetic concerns with the need to adequately house the agricultural workforce.

Existing County farm labor housing policies encourage land owners to build farmworker housing, by exempting all units used for farmworker housing from the County's density allocation requirements. To balance this with the public interest of ensuring that housing is not constructed and then surreptitiously used for non-agricultural workforce uses, the policies include fairly strict requirements to remove the buildings if the property ceases to be used for agricultural workforce housing; however, these requirements are rarely implemented.

**Need for Third-Party Housing** - In addition to regulatory barriers and limited financial resources faced by all types of producers, many younger farmers in particular lease their land, so they do not necessarily control the decision about placing housing on the properties they farm. In addition, for smaller operations, the capacity to obtain permits to build housing, and the capacity to manage housing on an ongoing basis is limited, and those responsibilities take away from time that is needed to tend to farming operations. This set of issues, combined with the drawbacks that workers face in relying on employer-provided housing, mentioned above, highlight the importance of expanding the supply of agricultural workforce housing that is developed and managed by third-party providers, such as affordable housing developers, and targeted specifically to farmworkers. When producers prefer to develop farm labor onsite, some might benefit from the option to "outsource" the management of their farm labor housing to an outside party, relieving them of day to day management responsibilities that might be more efficiently handled by an organization that dedicated to the task.

**Housing Types Needed** - The most appropriate type of housing for the majority of the agricultural workforce is permanent family housing. The Coastside workforce is very rooted in the community, typically living and working for many years in the community. Most agricultural workers either live with their family, or would prefer to live with their family in the Coastside area, if suitable housing were available, and generally, there is a preference among agricultural workforce survey respondents for single-family homes. Due to lower incomes that are prevalent among agricultural

workers, housing that is subsidized to be affordable to lower-income households is necessary. Agricultural workers and producers indicated a preference for housing provided at or near worksites, so dispersal of agricultural workforce housing throughout the Coastside area should be encouraged.

Due to the limited number of employees at many operations, single-family homes, mobilehomes (i.e., manufactured housing) and second units or accessory dwelling units would be suitable onsite housing solutions for many agricultural operations. Compared to the north Coastside, there is more need for housing suitable for single workers in the South Coast area.

**Other Findings** - Based on agricultural workforce survey responses that only a small proportion of agricultural workers who do not live in Moonridge had been offered a lease agreement for their housing, it appears that property owners could benefit from information about how a lease agreement could protect them, while agricultural workers could also benefit from a better understanding of their rights as tenants and the importance of having a lease agreement.

Participants in the focus group session for owners of farm labor housing indicated challenges in the past with compliance with U.S. Department of Labor regulations for employee housing regarding disclosure of charges for employee housing, indicating other farm labor housing might benefit from dissemination of information regarding applicable rules.

## **Recommendations**

Following is a range of recommendations that are tailored to address conclusions regarding agricultural workforce housing needs presented above. Under each sub-header are key recommendations, followed by supporting actions.

### ***Financial Resources***

Given the small size and limited financial resources of many of San Mateo County's agricultural producers, combined with the relatively low incomes of the County's agricultural workforce, and the high cost of developing and maintaining housing, sources of financial subsidy will be required to significantly expand the supply of affordable housing for the agricultural workforce. Locally-controlled funding is critical to sustaining and expanding local programs such as the County's Farmworker Housing Rehabilitation and Replacement Pilot Program.

The County should continue the conversation about agricultural workforce housing needs with the local agricultural producer and landowner community. Based on the results of the producer survey, the focus group sessions, and the key informant interviews, it is clear that producers and landowners recognize that housing for the agricultural workforce is a critical piece of agricultural "infrastructure" that is essential to sustaining the County's agricultural production. Based on this recognition, the County and its agricultural property owners could consider whether it would be appropriate to establish an assessment district that would generate an ongoing stream of revenue that would help to fund housing projects for the agricultural workforce, as was suggested in one of the agricultural producer survey responses. A district such as this could be similar to the self-

imposed assessment for farmworker housing assistance in Napa County, which is called County Service Area (CSA) No.4. Formed in 2002 under the provisions of Government Code section 25210.4 h, Napa County CSA 4 provides a mechanism for owners of land containing at least one acre of planted vineyards to approve an assessment, not to exceed \$10.00 per planted vineyard acre per year. According to the Napa Valley Vintners Association, this mechanism has raised over \$7 million in funds for farmworker housing since its inception. Although the assessment proceeds can be used to acquire, build, operate, and maintain farmworker housing, the funds have historically only been used to subsidize the operation of three farmworker housing facilities owned by the Napa County Housing Authority. The assessment proceeds cover approximately one-third of the farm centers' operating costs, with the remainder of the funds collected from tenant rents and other miscellaneous sources.

Consideration of such a mechanism in the San Mateo County context would need to acknowledge the differences in the economics between crops grown locally and the vineyard operations of Napa County. Nevertheless, establishment of an ongoing source of locally controlled revenue for agricultural workforce housing would provide a valuable resource that could be used flexibly to leverage other sources of public and private funds for local farm labor housing development, maintenance, and operation.

#### Supporting Actions:

- The County, interested developers, and other local stakeholders could review and pursue state and federal funding programs for farmworker housing
  - The County and local farmers should be aware of the State of California's Beginning Farmer Program. According to the State Treasurer's office website, "a conduit bond issuer applies to the California Debt Limit Allocation Committee (CDLAC) for an allocation of Beginning Farmer Bonds. If CDLAC approves the allocation, the issuer then brings together farmers, financial institutions, contract sellers or investors to negotiate terms of a transaction. The issuer then sells the bonds to finance the loan, sale or investment." This program may provide a mechanism for the County or another entity to establish a pool of funds to provide financing at below market interest rates to qualified farmers, for various purposes, which may include buildings such as agricultural workforce housing. More information is available at:  
<http://www.treasurer.ca.gov/cdlac/applications/applications.asp?app=farmer>
  - According to legislative analysis of AB 2140 (a proposed bill by Roger Hernández), the State's Farmworker Housing Assistance tax credit program is being underutilized. The pending bill, which is currently in the Senate Appropriations Committee, would convert \$4.5 million in unused tax credits that have been earmarked for farmworker housing into an appropriation of \$4.5 million in allocations of funding to the Joe Serna Jr. Farmworker Housing program. If the bill moves forward, this may signal an opportunity for a new project in San Mateo County to target some of these funds.

- The U.S. Department of Agriculture, Rural Development, has a number of programs that can assist with developing affordable housing, including programs such as the Section 515 Multifamily Housing program, which serves the general lower-income population in rural areas, as well as housing programs targeted specifically to farm labor, including the On-Farm Labor Housing program and the Off-Farm Labor Housing program. These programs can provide grants (Section 516), loans (Section 514), and rental assistance. Rural Development also offers a technical assistance program to help project proponents develop project plans and package them for Rural Development funding applications. U.S.D.A. staff from the California office, in Davis, encourage San Mateo County to consider requesting technical assistance. Rural Development also offers a Mutual Self-Help Housing Technical Assistance Grants program that can assist in carrying out self-help housing projects.
- Finally, if recreational marijuana is legalized, there will likely be a need for significant planning and policy work, to guide the orderly introduction of the cannabis industry to San Mateo County. As part of this work, the County could conduct careful analysis of the potential impacts of this new industry on the existing agricultural industry, as well as the community at large, including housing resources. As one component of a comprehensive regulatory process for commercial production of marijuana for recreational use, the County could consider establishing a jobs/housing linkage fee or similar mechanism that would collect funds from these operations as part of the permitting process, to be used to expand the supply of agricultural workforce housing.

### ***Preservation of the Existing Housing Stock***

Because construction of new housing in the Coastside area is difficult, the County may wish to consider preservation of the existing housing stock that is available for the agricultural workforce as a high priority. Much of the existing farm labor housing stock is old and as the stock ages, it can be difficult to maintain and repair. Based on survey responses, existing group quarters style farm labor housing appears to be in relatively worse condition than the rest of the housing stock occupied by agricultural workers, so preserving and rehabilitating group quarters could be a priority within the overall housing preservation goal. Due to the age and deteriorated condition of many group quarters facilities, replacement rather than rehabilitation may be necessary in some cases. The County could continue and, if possible, expand the existing Farmworker Housing Rehabilitation and Replacement Pilot Program, which was viewed favorably by producer focus group participants. Feedback during the stakeholder vetting process for the initial draft of this report indicated that it would be helpful for the County to provide applicants with some of the project management support needed to move a project through the process.

### ***Supporting Actions:***

- Considering the finding that over half of the vacant housing in the Coastside area is held vacant for seasonal or vacation use, the County could consider enacting policies to

encourage use of Coastside housing for occupancy by year-round residents who work in the area, as opposed to use of housing for second homes, vacation homes, or vacation rentals. For example, the County could limit the use of housing for transient occupancy through services such as Airbnb or VRBO.

- The County could seek to foster partnerships between property owners and non-profit organizations, such as Rebuilding Together, to make improvements to housing that serves lower-income farmworkers.

### ***New Housing Production***

Single-family dwellings, second units, and/or manufactured housing units could be suitable solutions to address small farm onsite employee housing needs, given that most operations do not need to house large numbers of agricultural workers. Traditional “stick built” single-family homes and modern manufactured housing units can be suitable to provide the permanent family housing that would be suitable for large portions of the San Mateo County agricultural workforce. Unless more than four workers are housed onsite, these types of agricultural workforce housing would fall below the threshold for requirements to obtain an Employee Housing permit from the Department of Environmental Health, so they would not be subject to the same level of regulation as farm labor housing for larger numbers of employees. Because of the requirement to remove farm labor housing that was permitted as such if it is no longer used for farm labor housing, owners and lenders may be attracted to the use of manufactured housing units that can be relocated, if necessary.

Due to proximity to the greater Bay Area housing market, it will be beneficial to focus on housing that is targeted specifically to the agricultural workforce so that farmworkers do not have to compete with other sectors’ employees for available units. This could involve employer-provided housing and/or third-party housing that is restricted to farmworkers (e.g., due to funding sources that specifically target farmworkers).

Encouraging additional housing in units configured for families that are located on or near agricultural worksites could be a priority. In addition, discussions with focus group participants revealed that there are inherent advantages to workers if housing is decoupled from employment, because it would give workers more mobility to change jobs without fear of losing their housing, and more autonomy from their employers during non-work hours. Thus, while working to facilitate development of onsite housing by those producers who desire to do so, the County could simultaneously explore the possibility of developing a third-party owned housing complex in the South Coast area, so that farmworkers in that area will have expanded options for housing that is not tied to their employment. Construction of agricultural workforce housing by a third-party will require attracting a development partner. MidPen Housing already owns and manages a number of housing projects in the Coastside area, and has indicated in interest in expanding its portfolio of affordable housing in the area. Other partners could potentially be attracted as well.

The County could also explore the possibility of developing a “self-help” housing project to create an affordable homeownership opportunity for agricultural workers, recognizing their long-term work and residency in the area. In developing self-help housing, the future occupants contribute “sweat equity” by contributing their own labor to the construction of the homes. Homes developed by Habitat for Humanity are an example of self-help housing. Worker focus group participants confirmed that this type of affordable ownership opportunity would be attractive to long-term Coastside agricultural workers who feel rooted in the community and wish to stay in the area that they consider their permanent home. This type of housing development could be combined with a first-time home-buyer program, such as that offered by HEART of San Mateo County, to help farmworker households qualify to purchase homes.

*Supporting Actions:*

- Identify suitable sites (See Supporting Action under Regulatory Streamlining/Efficiencies/Assistance)
- Ensure that appropriate zoning is in place, recognizing the land use constraints imposed by the Local Coastal Program, which is guided by the State Coastal Act, and overseen by the Coastal Commission
- Conduct outreach to the community to define an appropriate development concept and develop community support for the project(s)
- Conduct research regarding best practices for providing agricultural workforce housing
- Prepare case studies of successful farm labor housing development projects, to distribute to interested parties as examples of typical projects, such as
- Obtain technical assistance from U.S.D.A. Rural Development to assist with project planning and packaging the proposed project to apply for farmworker housing program funding. Rural Development staff indicated that the Mutual Housing at Spring Lake, in Woodland, CA, developed by Mutual Housing California, is a national model for the use of their farm labor housing financing programs.
- Identify sources of local funding, such as the potential producer assessment mentioned in the Financial Resources section above, that can be made available to attract affordable housing developers, to provide them with a source of funds that they can leverage to attract money from competitive federal and state funding sources.

***Regulatory Efficiencies and Assistance***

Survey responses, focus group comments, and stakeholder interview comments all referenced difficulties in navigating the regulatory process to obtain approvals to build farm labor housing and difficulties in compliance with ongoing requirements to maintain farm labor housing. However, these comments were not sufficiently detailed to provide a full understanding of how regulations affect farm labor housing production and maintenance and what specific steps the County could take to mitigate any barriers. To better understand the regulatory issues as they relate to farm labor housing, the County could convene a working group of Coastside stakeholders to further explore regulatory barriers, determine exactly how they pose constraints to farm labor housing, and identify

practical steps that the County and/or other stakeholders could take to mitigate barriers. This could include consideration of the practicality of allowing creative approaches to satisfying infrastructure needs of new housing, such as package sewer treatment plants and composting toilets. It could also include consideration of the regulatory environment for farm labor housing in the City of Half Moon Bay in addition to that of unincorporated Coastside San Mateo County. One aspect of local regulations flagged for consideration as part of the stakeholder vetting process for the initial draft of this report was the issue of verification of occupancy of farm labor housing in projects housing four or fewer employees. It was suggested that the County and local stakeholders consider whether it would be appropriate to require annual verification that these farm labor housing units are indeed being occupied by qualified farm laborers. The concern about misuse of farm labor housing units should be balanced with concerns about imposing additional regulatory burdens on conscientious operators who would not abuse farm labor housing.

To help facilitate understanding and compliance with the various layers of regulation which will inevitably remain, even after feasible mitigations are implemented, the County could prepare a resource guide that consolidates the relevant sections of the policy and regulatory documents that relate to housing for the agricultural workforce, in one place.

The San Mateo County Agricultural Ombudsman, who works out of the San Mateo County Resource Conservation District office, does help producers with applications for new farm labor housing and the County could continue this service. County GIS staff could support this by utilizing the GIS system to provide accurate base maps to applicants and/or help in developing site plans. Current efforts to establish a one-stop shop for permitting of farm labor housing could be continued.

Supporting Actions:

- To facilitate applications for new farm labor housing, the County could create model project case studies for onsite farmworker housing. This could include prototype projects for group quarters and single-family units; examples for replacement vs. for new construction; and models for housing for less than 5 workers and for housing for 5 or more workers. These project examples could draw on the experience of projects that participated in the Farm Labor Housing Rehabilitation and Replacement Pilot Program, and could help interested property owners configure their projects to facilitate the approvals process.
- Given the complexity of regulations and environmental constraints to housing production in the Coastside area, the County can help to identify the most promising sites for new agricultural workforce housing production. Using the farmworker housing sites identified in the Housing Element as a starting point, the County could conduct a GIS analysis to identify those parcels that have infrastructure capacity and other attributes that could support additional residential development for agricultural workers and make this information available to property owners as a way to encourage development of additional farm labor housing. In addition to sites identified in the Housing Element, the County could explore whether there is potential for workforce housing development on land within the Coastside

area owned by local public agencies, such as San Mateo County, special districts, and state (e.g., State Parks) and federal agencies (e.g., Golden Gate National Recreation Area).

- The County could continue to waive Planning and Building fees, and Environmental Health fees for septic and sewer improvements for farm labor housing.
- Upon renewal of an existing farm labor housing permit for a project housing four or fewer employees, the County could consider extending the terms of approval to a period of five or more years, provided the owner remained in compliance with all terms during the initial approval period.
- To facilitate compliance with applicable regulations and promote high quality management of agricultural workforce housing, local agricultural stakeholders could consider establishment of a farmworker housing property management company, which would allow smaller operators to outsource the management of their units to somebody who is expert with regard to all of the regulations and requirements. This would create efficiencies in regulatory compliance, and enable smaller producers in particular to focus their limited resources on actual crop production. Feedback received during the stakeholder vetting process for the initial draft of this report indicated that it would be helpful if the entity providing this service is provided with funding to underwrite the cost, so as to limit fees charged to the farm labor housing owners.

### ***Information and Education***

To address the perception among some that open space organizations may be biased against having housing on their land, the County could convene a discussion among local agricultural stakeholders and POST and MROSD representatives to develop a common understanding of agricultural workforce housing needs, to understand the basis for decisions related to the viability of structures and to identify how preservation of existing housing and development of new housing can balance those needs with environmental and aesthetic concerns.

In response to the finding that few agricultural workers other than those living in Moonridge were offered a lease agreement for their current housing, the County could facilitate the development of a model residential lease agreement for landlords to use, which could include information regarding emergency rent assistance available via sources such as through the Coastside Opportunity Center in El Granada, tenant-landlord mediation resources, etc. Related to this, the County could work with the U.S. Department of Labor to obtain an informational handout that could be distributed to owners (or prospective owners) of farm labor housing regarding the relevant federal regulations applicable to employer-provided housing.

Another potential application of a model lease document is a set of farm lease terms that would contain provisions for the tenant to make improvements to the property (i.e., construct housing) and then be able to recoup their investment if their lease expires prior to being able to amortize the cost

of the improvements. This is an effort that could be led by the Farm Bureau and/or CRAFT as a benefit to their members.

Given producers' stated interest in providing agricultural workforce housing if financial and regulatory assistance were provided, the County could provide educational resources to landowners and agricultural producers about the various types of technical and financial assistance available from USDA and the State of California that could be utilized to develop, improve, or expand onsite farm labor housing. This could be done through a collaboration with the Farm Bureau, CRAFT, and the County.

Supporting Actions:

- The County could conduct outreach to local farmland owners to encourage them to view housing as an asset to attract farmers and workers who will help to maintain and improve the land. For example, if owners only rent on-farm housing to highest bidder and then lease the farm land to operators who don't need housing for themselves, the land will likely go to established farmers and this will not support the next generation to get started in farming. It is important that stakeholders take a long-term view, since the average age of existing San Mateo County farmers was almost 60 years, as of 2012, and a generational transition should be expected.
- The County and other local partners, such as Puente de la Costa Sur and Coastside Hope, could provide information to farmworkers and farm labor housing owners about availability of assistance with resolving tenant-landlord issues by a neutral party.
- The County and local partners could provide agricultural workers and agricultural operators with information about how agricultural workers can get on waiting lists for assisted housing, particularly if new affordable housing projects are proposed in the Coastside area. If affordable housing projects do not use dedicated farmworker housing funds, then the agricultural workers will face competition from non-farmworker households for available units.

## APPENDIX A: DEFINITION OF TERMS

### **Agricultural worker or workforce**

Includes anyone who earns their living through farming activities, including field or nursery workers, crew leaders, owners and managers, and other workers involved with growing, packing, and processing agricultural products, including livestock, aquaculture/aquaponics.

### **Apartment**

A room, or group of related rooms, designed for use as an independent dwelling units.

*Also see Multifamily Housing*

### **Aquaculture**

The cultivation of aquatic animals and plants, including fish, crustaceans, mollusks, and aquatic plants (e.g., seaweed) in either natural or controlled marine and/or freshwater environments.

### **Aquaponics**

A food production system that combines conventional aquaculture (i.e., cultivation of aquatic animals and plants) with hydroponics (cultivation of terrestrial plants in water) in a symbiotic environment.

*Also see Aquaculture and Hydroponics*

### **Area Median Income**

An income standard established by the U.S. Department of Housing and Urban Development that represents the median income of families within a given county. The Area Median Income is adjusted for households of different sizes.

### **Barracks**

*See Group Quarters*

### **Bunkhouse**

*See Group Quarters*

### **Coastal Development Permit**

A permit required for most types of development, including infrastructure and buildings within the Coastal Zone.

### **Coastal Zone**

An area defined by the Coastal Act that extends from the ocean shoreline inland to the first major ridgeline that parallels the coast, or five miles, whichever is less.

### **Crew Leader**

An agricultural worker who leads a crew of laborers

**Dorms**

*See Group Quarters*

**Equipment Operator**

A person who operates heavy equipment, such as tractors, harvesters, earth moving equipment. Also includes persons operating commercial trucks and other similar equipment.

**Family**

A family is a group of two people or more (one of whom is the householder) related by birth, marriage, or adoption and residing together.

**Family Household**

A family household is a household maintained by a householder who is in a family (as defined above), and includes any unrelated people (unrelated subfamily members and/or secondary individuals) who may be residing there.

**Farm Labor Contractor**

Any person who recruits, solicits, supplies, or hires workers on behalf of an employer engaged in the growing or producing of farm products, and who may also provide one or more of the following services: furnishes board, lodging, or transportation for those workers; supervises, times, checks, counts, weighs, or otherwise directs or measures their work; and/or disburses wage payments.

**Farm Laborer**

A worker involved in agricultural production, including harvesting.

*See also Laborer*

**Farm Management Company**

An individual or firm that provides farm management services to a property owner on a contract basis.

*Also see Farm Manager*

**Farm Manager**

An individual or employee who undertakes activities necessary to direct the operations of a given farming operation. This may include a variety of services ranging from business assistance (like accounting and budget and cost tracking) to hiring and labor management, pesticide use tracking, harvest management, and sales and marketing oversight, among other services.

**Farm or Field Grower**

An agricultural operation that produces herbaceous plants or other crops on a commercial scale in cultivated fields. This often includes producers of field crops, as well as vegetables, fruits, nuts, and berries, and livestock.

**Forest Products**

Includes any wood-based material derived from a forest for direct consumption or commercial use, such as raw timber, cut lumber, wood pulp, paper, fuel wood, forage, etc.

**Foreman or Supervisor**

A mid- to low-level employee or worker who supervises and directs other workers, and is often placed in charge of a given project, task, or job site.

**Greenhouse**

A building or structure used for the cultivation and protection of plants. These structures range in size from small sheds to industrial sized buildings and are often constructed of glass or clear/opaque plastic.

**Group Quarters Housing**

Communal housing (group living arrangement) that is owned or managed by an entity or organization providing housing and/or services for the residents. This often includes dormitories, barracks, bunk houses and other housing units with shared living quarters, cooking, and bathroom facilities.

**Household**

A household includes related family members and all the unrelated people, if any, such as lodgers, foster children, wards, or employees who share the housing unit. A person living alone in a housing unit, or a group of unrelated people sharing a housing unit, is also counted as a household.

**Household Income**

The sum of the income of all people, age 15 years and older, living in a household.

*Also see Household*

**Hydroponics**

The cultivation of terrestrial plants using mineral nutrient solutions in water, without soil.

**Laborer**

A person engaged in unskilled manual work or labor for wages, often on an hourly basis.

**Lease or Lease Agreement**

A written agreement between the property owner and the tenant that details the required payment and the conditions under which the tenant may occupy the housing for a specific period of time.

**Livestock Operation**

An agricultural production operation that raises livestock.

**Local Coastal Plan/Program**

A policy document that implements the California Coastal Act at the local level. The Local Coastal Program must be approved by the State Coastal Commission.

**Low-Income**

A low-income household is a household that earns not more than 80 percent of the Area Median Income.

*See also Area Median Income*

**Migrant Farm Worker**

As used in the 2012 Agricultural Census conducted by the U.S. Department of Agriculture, “A migrant farm worker is a farm worker whose employment required travel that prevented the worker from returning to his/her permanent place of residence the same day.”

The U.S. Department of Labor defines a “migrant agricultural worker” as “an individual who is employed in agricultural employment of a seasonal or other temporary nature, and who is required to be absent overnight from his permanent place of residence”.

**Mobile or Manufactured Home**

A structure, transportable in one or more sections, which is built on a permanent chassis and designed to be used as a dwelling with or without a permanent foundation when connected to the required utilities, and includes the plumbing, heating, air conditioning, and electrical systems contained in the structure. The term does not include any self-propelled recreational vehicle.

**Multifamily Housing**

A classification of housing where multiple separate housing units are contained within one building or several buildings within one complex. Units in a multifamily residential building are that are leased out individually, but owned by a single entity, are known as apartments, while units that are owned individually rather than leased are known as condominiums.

**Nursery**

A place where plants are propagated and grown to mature and/or usable size. This includes retail nurseries which sell to the general public, wholesale nurseries which sell only to businesses, and private nurseries which supply the needs of institutions or private estates.

**PAD**

San Mateo County Planned Agricultural District zoning. The purposes of the PAD zoning are to: 1) preserve and foster existing and potential agricultural operations in San Mateo County in order to keep the maximum amount of prime agricultural land and all other lands suitable for agriculture in agricultural production, and 2) minimize conflicts between agricultural and non-agricultural land uses.

**Permanent Employee**

An employee who works for an employer on an ongoing basis, most of the year, or year round, as opposed to a seasonal employee who only works for a limited portion of the year.

**Permanent Housing**

A housing unit in which the resident lives most of the year, or year-round.

**Processor or Packer**

Includes commercial operations that process and/or package agricultural products for resale. For example, agricultural processors may include vegetable dehydrators, tomato processing plants, cotton gins, etc. Agricultural packers may include vegetable and tomato canning, washing and packaging of fruit and vegetable products, packaging of bagged lettuce and salad mix, etc.

**Seasonal Employee**

An employee who only works for a limited portion of the year.

**Single-Family House**

Includes housing units that are fully detached (i.e., free standing), semi-detached (semi-attached, or side-by-side), row houses, and townhouses that are occupied by a single household. In the case of attached units, each must be separated from the adjacent unit by a ground-to-roof wall in order to be classified as a single-family structure. Also, these units must not share heating/air-conditioning systems or utilities, such as water supply, power supply, or sewage disposal lines.

**Temporary Employee**

An employee who works for only a limited, defined period of time.

*See also Seasonal Employee*

**Temporary Housing**

A housing unit in which the resident lives for only a short time, such as a few days, weeks, or months. This is opposed to permanent housing, which represents the households' primary place of residence.

*Also see Permanent Housing*

**Very Low-Income**

A household that earns no more than 50 percent of the Area Median Income

*See also Area Median Income*

# APPENDIX B: LISTING OF SAN MATEO COUNTY COASTSIDE AREA CENSUS TRACTS

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**Appendix B: San Mateo County Coastside Area Definition, 2010 Census Tracts**

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<b>Census Tract ID</b>	<b>Definition</b>
06081613501	San Mateo County, Census Tract 6135.01
06081613502	San Mateo County, Census Tract 6135.02
06081613600	San Mateo County, Census Tract 6136
06081613700	San Mateo County, Census Tract 6137
06081613800	San Mateo County, Census Tract 6138

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Source: U.S. Census Bureau, 2010; BAE, 2016.

# APPENDIX C: AGRICULTURAL PRODUCER SURVEY INSTRUMENT

# San Mateo Agricultural Workforce Housing Needs Study

## Producer Survey

### Intro:

San Mateo County has commissioned a study of agricultural workforce housing needs. By “agricultural workforce” or “agricultural workers” we mean anyone who earns their living through farming activities, including field or nursery workers, crew leaders, owners and managers, and other workers involved with growing, packing, and processing agricultural products, including aquaculture/aquaponics. As part of that study, we are conducting this survey of San Mateo County agricultural employers. The intent of this survey is to better understand agricultural workforce trends and the characteristics of agricultural workers, and to help the County ensure that its policies and programs relating to agricultural workforce housing are as effective as possible.

Please fill out this survey with respect to your company’s operations in San Mateo County. Please have only one representative from your organization fill out this survey.

All of your answers to this survey will be kept anonymous, and all survey results will only be presented in aggregate form, to ensure the confidentiality of individual responses.

### Type of Operation:

1. What type of agricultural operations do you have? *(choose all that apply):*
  - a. Farm (e.g., vegetable, herb, hay, crop production)
  - b. Livestock operation (e.g., including cattle, dairy, goats, poultry, apiary)
  - c. Outdoor potted plant or cut flower operation
  - d. Greenhouse or indoor potted plant or cut flower operation
  - e. Aquaponics or aquaculture operation

### Location:

2. Please review the attached map and circle the letter(s) for the areas listed below for any of the sub-county areas where your agricultural operations are located. *(for further reference, written descriptions of the boundaries for the sub-country areas are provided below)*

**a. North of Half Moon Bay**

*(South of McNee Ranch State Park and San Pedro Valley Park; north of San Mateo Road/State Route 92; east of the Pacific Ocean and Half Moon Bay; west of Pilarcitos Lake and Pilarcitos Creek Road)*

**b. Half Moon Bay**

*(all areas located within the City of Half Moon Bay)*

**c. South of Half Moon Bay**

*(South of San Mateo Road/State Route 92; north of Tunitas Creek Road; east of Skyline Boulevard; west of the Pacific Ocean and Half Moon Bay)*

**d. San Gregorio**

*(South of Tunitas Creek Road; North of Pomponio Creek; east of the Pacific Ocean; and west of La Honda and the Tunitas Creek Road and Skyline Boulevard intersection)*

**e. La Honda**

*(South of the Tunitas Creek Road and Skyline Boulevard intersection; north of Haskins Hill; East of La Honda at Pomponio Creek Road; and west of Skyline Boulevard)*

**f. Loma Mar**

*(South of La Honda and Haskins Hill; north of Wurr Road; East of Pomponio Reservoir; west of Haskins Hill and Sam McDonald County Park)*

**g. Pescadero**

*(South of Pomponio Creek; north of the San Mateo/Santa Cruz County line; east of the Pacific Ocean; and west of Loma Mar and Pomponio Reservoir)*

**h. South San Mateo**

*(South of Wurr Road; north of the San Mateo/Santa Cruz County Line; east of Portola Redwoods State Park; west of Butano Park Road and Madrone Avenue)*

**i. Other San Mateo County location not listed: \_\_\_\_\_**

*(If you have operations outside of San Mateo County, please limit your responses on this survey only to your operations in San Mateo County)*

**Size of Operation:**

3. If you have a FARM operation, how many acres of farm land did you use for that operation IN 2014? \_\_\_\_\_ **acres**

4. If you have a LIVESTOCK operation, how many acres of land did you use for that operation IN 2014? \_\_\_\_\_ **acres**

5. If you have an OUTDOOR POTTED PLANT OR CUT FLOWER operation, how many acres of land did you use for that operation IN 2014? \_\_\_\_\_ **square feet**

6. If you have a GREENHOUSE OR INDOOR POTTED PLANT OR CUT FLOWER operation, how many square feet of indoor facilities did you use for that operation IN 2014? \_\_\_\_\_ **square feet**

7. If you have an AQUAPONICS OR AQUACULTURE operation, how many square feet of facilities did you use for that operation 2014? \_\_\_\_\_ **square feet**

**Changes in Operations Over Time:**

8. How has the amount of land or building space used FOR PRODUCTION in your operations changed OVER THE LAST FIVE YEARS? (*circle one*)

- a. Increased
- b. Remained the same
- c. Decreased

9. If the amount of land or building space used FOR PRODUCTION in your operations has changed OVER THE LAST FIVE YEARS, please provide a brief description of why your operation changed in size:

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**Seasonal Labor Patterns:**

10. IN A TYPICAL YEAR, during which month or months do you use the MOST agricultural workers for your operations? (*select the peak month or months from the list*)

- |             |           |              |
|-------------|-----------|--------------|
| a. January  | e. May    | i. September |
| b. February | f. June   | j. October   |
| c. March    | g. July   | k. November  |
| d. April    | h. August | l. December  |

11. IN A TYPICAL YEAR, during which month or months do you use the FEWEST agricultural workers for your operations? (*select the lowest month or months from the list*)

- |             |           |              |
|-------------|-----------|--------------|
| a. January  | e. May    | i. September |
| b. February | f. June   | j. October   |
| c. March    | g. July   | k. November  |
| d. April    | h. August | l. December  |

12. Please indicate the number of agricultural workers that you employed for your operations during your PEAK EMPLOYMENT period of 2014. (*fill in the number of each type of employee below*)

- a. Laborers \_\_\_\_\_
- b. Crew leaders/foremen \_\_\_\_\_
- c. Supervisors \_\_\_\_\_

- d. Farm managers \_\_\_\_\_
- e. Total, all employees \_\_\_\_\_

13. Please indicate the number of agricultural workers that you employed for your operations during your LOWEST EMPLOYMENT period of 2014. *(fill in the number of each type of employee below)*

- a. Laborers \_\_\_\_\_
- b. Crew leaders/foremen \_\_\_\_\_
- c. Supervisors \_\_\_\_\_
- d. Farm managers \_\_\_\_\_
- e. Total, all employees \_\_\_\_\_

14. DURING 2014, how many agricultural workers worked for you for *(fill in the number of employees in each category)*:

- a. More than 10 months during 2014 \_\_\_\_\_
- b. Between 7 and 10 months during 2014 \_\_\_\_\_
- c. Between 3 and 6 months during 2014 \_\_\_\_\_
- d. Less than 3 months during 2014 \_\_\_\_\_

15. Please rate 2014 in terms of the number of workers you employed throughout the year in your operations *(circle one)*:

- a. Above average number of employees
- b. Typical/average number of employees
- c. Below average number of employees

16. If the number of workers you employed in 2014 was either ABOVE or BELOW AVERAGE, please provide a brief explanation:

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**Trends in Agricultural Workforce Requirements:**

17. ON A PER ACRE BASIS OR PER SQUARE FOOT BASIS, over the LAST FIVE YEARS, would you say that the need for agricultural workers for your operations has *(circle one)*:

- a. Increased
- b. Decreased
- c. Remained the same

18. ON A PER ACRE BASIS OR PER SQUARE FOOT BASIS, over the NEXT FIVE YEARS, do you expect that your need for agricultural workers for your operations will *(circle one)*:

- a. Increase
- b. Decrease
- c. Remain the same

19. What are the most important FACTORS that will cause changes in your OVERALL AGRICULTURAL WORKFORCE REQUIREMENTS in the coming years? *(circle all that apply)*

- a. Increase in cultivated acreage or expanded greenhouse or nursery facilities
- b. Decrease in cultivated acreage due to limited water availability
- c. Decrease in cultivated acreage due to factor(s) other than water availability  
(please explain) \_\_\_\_\_
- d. Changes in crops grown that have different labor requirements
- e. Reductions in labor needs due to mechanization
- f. Other (please explain) \_\_\_\_\_

20. OVER THE NEXT FIVE YEARS, do you expect any of the following CHANGES in agricultural workforce patterns to occur in YOUR OWN operations? *(circle all that apply)*

- a. More permanent employees
- b. Fewer permanent employees
- c. More temporary/seasonal employees
- d. Fewer temporary/seasonal employees
- e. More workers provided by labor contractors
- f. Fewer workers provided by labor contractors

21. Is WORKFORCE AVAILABILITY a limiting factor for your agricultural operations at present or in the future? *(please answer each of the following)*:

- a. AT PRESENT, agricultural workforce availability is a limiting factor on my agricultural operations *(circle one: yes / no)*
- b. IN THE FUTURE, I believe agricultural workforce availability will be a limiting factor for my agricultural operations *(circle one: yes / no)*

**Employee Housing:**

22. Please provide an estimate of approximately what percentage of the agricultural workers you employ (*fill in percentages below*):

- a. Live permanently in the Coastside area of San Mateo County \_\_\_\_\_ %
- b. Live permanently elsewhere in San Mateo County \_\_\_\_\_ %

23. Do you provide housing for any of your agricultural workforce, including owners? (*circle one: yes / no*) **IF NO, PLEASE SKIP TO QUESTION 30.**

24. If you do provide worker housing, what percent of your agricultural workers live in employee housing that you provide (*fill in percentage*) \_\_\_\_\_ %

25. If you do provide worker housing, how many of the following do you provide? (*fill in the number for all types that you provide*)

- a. Dormitory, bunkhouse, barracks, or group housing \_\_\_\_\_ **beds**
- b. Conventional single-family house \_\_\_\_\_ **units**
- c. Mobile/manufactured home on permanent foundation \_\_\_\_\_ **units**
- d. Mobile/manufactured home/RV not on permanent foundation \_\_\_\_\_ **units**
- e. Apartment \_\_\_\_\_ **units**
- f. Other (*describe* \_\_\_\_\_) \_\_\_\_\_ **units**

26. If you do provide worker housing, what is the cost that workers pay for:

- a. Dormitory or group housing per person: cost or range of cost \$ \_\_\_\_\_ (*circle one: per night, per week, per month*)
- b. Conventional single-family house: cost or range of cost \$ \_\_\_\_\_ (*circle one: per night, per week, per month*)
- c. Mobilehome/manufactured home on permanent foundation: cost or range of cost \$ \_\_\_\_\_ (*circle one: per night, per week, per month*)
- d. Mobilehome/manufactured home/RV not on permanent foundation: cost or range of cost \$ \_\_\_\_\_ (*circle one: per night, per week, per month*)
- e. Apartment unit: cost or range of cost \$ \_\_\_\_\_ (*circle one: per night, per week, per month*)
- f. Other unit type: cost or range of cost \$ \_\_\_\_\_ (*circle one: per night, per week, per month*)

27. If you do provide worker housing, do you provide housing for (*circle all that apply*):

- a. Laborers
- b. Crew leaders/foremen
- c. Supervisors
- d. Farm managers
- e. On-farm housing for farm owner
- f. Family members of farmworkers
- g. Other \_\_\_\_\_

28. If you do provide worker housing, what is the typical occupancy rate of your worker housing? (*please indicate the percentage of your available worker housing that is occupied at different times of year*)

- a. During the peak season? \_\_\_\_\_ % **occupied**
- b. During the low season? \_\_\_\_\_ % **occupied**

29. If you do provide worker housing now, do you intend to continue to provide worker housing? (*circle one: yes / no*) **IF YES, PLEASE SKIP TO QUESTION #32**

30. If you DO NOT provide worker housing currently OR if you plan to discontinue providing worker housing, would you be interested in any of the following actions if county or other resources can be made available to assist private owners to help improve the supply of worker housing? (*circle all that apply*)

- a. I would consider building and managing new worker housing on my land.
- b. I would consider rehabilitating/remodeling existing buildings, trailers or other shelters on my land for use as worker housing.
- c. I would be willing to provide land if another organization built and managed the worker housing.
- d. I would consider providing funding to assist with providing off-site worker housing.
- e. Other (*please explain*): \_\_\_\_\_
- f. None of the above

31. If you WILL NOT BE PROVIDING WORKER HOUSING IN THE FUTURE, please indicate the primary reasons (*circle all that apply*):

- a. Too costly
- b. Regulations are too burdensome
- c. Do not want to manage housing
- d. Do not have adequate land or infrastructure (e.g., potable water, sewage disposal, etc.)
- e. Do not have control over the decision to build housing on the site
- f. Other (*please explain*): \_\_\_\_\_

**Overall Agricultural Worker Housing Availability:**

32. When you think about the supply of housing available for agricultural workers in San Mateo County, which of the following apply? *(please answer each question)*

**Housing for Families**

- a. Housing for agriculture worker FAMILIES is available in sufficient numbers of accommodations. *(circle one: yes / no)*
- b. Housing that is available for agriculture worker FAMILIES is of adequate quality *(circle one: yes / no)*
- c. Housing for agriculture worker FAMILIES is available in locations where it is needed. *(circle one: yes / no)*
- d. Housing for agriculture worker FAMILIES is available at cost affordable to workers *(circle one: yes / no)*

**Housing for Single Workers**

- a. Housing for SINGLE AGRICULTURAL WORKERS is available in sufficient numbers of accommodations *(circle one: yes / no)*
- b. Housing for SINGLE AGRICULTURAL WORKERS is of adequate quality *(circle one: yes / no)*
- c. Housing for SINGLE AGRICULTURAL WORKERS is available in locations where it is needed *(circle one: yes / no)*
- d. Housing for SINGLE AGRICULTURAL WORKERS is available at cost affordable to workers *(circle one: yes / no)*

**Housing for Seasonal Workers**

- a. Housing for SEASONAL AGRICULTURAL WORKERS is available in sufficient numbers of accommodations *(circle one: yes / no)*
- b. Housing for SEASONAL AGRICULTURAL WORKERS of adequate quality *(circle one: yes / no)*
- c. Housing for SEASONAL AGRICULTURALWORKERS is available in locations where it is needed *(circle one: yes / no)*
- d. Housing for SEASONAL AGRICULTURAL WORKERS is available at cost affordable to workers *(circle one: yes / no)*

**Workforce Housing Availability as a Limitation to Agricultural Operations:**

33. Is HOUSING AVAILABILITY FOR YOUR WORKFORCE a limiting factor for your agricultural operations at present or in the future? *(please answer each question)*

- a. AT PRESENT, agricultural workforce housing availability is a limiting factor on my agricultural operations *(circle one: yes / no)*
- b. IN THE FUTURE, I believe agricultural workforce housing availability will be a limiting factor for my agricultural operations *(circle one: yes / no)*

**Recommendations for San Mateo County to consider:**

34. Please fill in any specific recommendations that you would suggest for San Mateo County to improve agricultural workforce housing:

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This is the end of the survey. THANK YOU for participating. If you would like additional information about the San Mateo County Agricultural Workforce Housing Needs Study, please contact Heather Peters, San Mateo County Housing, at [hpeters@smchousing.org](mailto:hpeters@smchousing.org) or 650-802-5039.

# APPENDIX D: AGRICULTURAL PRODUCER SURVEY RESULTS

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**Question 1: What type of agricultural operations do you have? (select all that apply):**

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<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. Farm (e.g. vegetable, herb, hay, crop production)	19	70.4%
b. Livestock operation (e.g., including cattle, dairy, goats, poultry, apiary)	10	37.0%
c. Outdoor potted plant or cut flower operation	6	22.2%
d. Greenhouse or indoor potted plant or cut flower operation	5	18.5%
e. Aquaponics or aquaculture operation	1	3.7%
<b>Total, All Responses</b>	<b>27</b>	<b>152%</b>
Blanks	2	
<b>Total, All Respondents</b>	<b>29</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

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**Question 2: Please select the sub-county areas where your agricultural operations are located.**

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<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. North of Half Moon Bay	4	14.8%
b. Half Moon Bay	6	22.2%
c. South of Half Moon Bay	6	22.2%
d. San Gregorio	4	14.8%
e. La Honda	3	11.1%
f. Loma Mar	1	3.7%
g. Pescadero	11	40.7%
h. South San Mateo	0	0.0%
i. Other San Mateo County location not listed	1	3.7%
<b>Total, All Responses</b>	<b>27</b>	<b>133%</b>
Blanks	2	
<b>Total, All Respondets</b>	<b>29</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

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**Question 3: If you have a FARM operation, how many acres of farm land did you use for that operation in 2014?**

---

<u>Acres</u>	<u>Responses</u>	<u>Percent</u>
1 Acre	2	10.5%
2 to 4 Acres	3	15.8%
5 to 9 Acres	1	5.3%
10 to 24 Acres	1	5.3%
25 to 49 Acres	3	15.8%
50 to 99 Acres	3	15.8%
100 to 199 Acres	2	10.5%
200 to 299 Acres	3	15.8%
300 Acres or More	1	5.3%
<b>Total, All Responses</b>	<b>19</b>	<b>100%</b>

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**Question 4: If you have a LIVESTOCK operation, how many acres of land did you use for that operation in 2014?**

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<b>Acres</b>	<b>Responses</b>	<b>Percent</b>
Less than 5 Acres	3	30.0%
5 to 49 Acres	2	20.0%
50 to 199 Acres	1	10.0%
200 to 499 Acres	1	10.0%
500 to 999 Acres	1	10.0%
1,000 to 1,999 Acres	1	10.0%
2,000 Acres or More	1	10.0%
<b>Total, All Responses</b>	<b>10</b>	<b>100%</b>

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**Question 5: If you have a OUTDOOR POTTED PLANTS OR CUT FLOWER operation, how many acres of land did you use for that operation in 2014?**

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<u>Acres</u>	<u>Responses</u>	<u>Percent</u>
Less than 1 Acre	1	16.7%
1 to 9 Acres	2	33.3%
10 to 24 Acres	2	33.3%
25 to 49 Acres	0	0.0%
50 Acres or More	1	16.7%
<b>Total, All Responses</b>	<b>6</b>	<b>100%</b>

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**Question 6: If you have a GREENHOUSE OR INDOOR POTTED PLANTS OR CUT FLOWER operation, how many square feet of indoor facilities did you use for that operation in 2014?**

---

<u>Square Feet</u>	<u>Responses</u>	<u>Percent</u>
Less than 1,000 Sq. Ft.	1	20.0%
1,000 to 9,999 Sq. Ft.	1	20.0%
10,000 to 99,999 Sq. Ft.	0	0.0%
100,000 to 499,999 Sq. Ft.	2	40.0%
500,000 to 999,999 Sq. Ft.	0	0.0%
1 Million Sq. Ft. or More	1	20.0%
<b>Total, All Responses</b>	<b>5</b>	<b>100%</b>

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**Question 7: If you have an AQUAPONICS OR AQUACULTURE operation, how many square feet of facilities did you use for that operation in 2014?**

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<u>Square Feet</u>	<u>Responses</u>	<u>Percent</u>
Less than 1,000 Sq. Ft.	1	100.0%
1,000 Sq. Ft. or More	0	0.0%
<b>Total, All Responses</b>	<b>1</b>	<b>100%</b>

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**Question 8: How has the amount of land or building space used FOR PRODUCTION in your operations changed OVER THE LAST FIVE YEARS? (select one)**

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<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. Increased	7	25.0%
b. Decreased	5	17.9%
c. Remained the same	16	57.1%
<b>Total, All Responses</b>	<b>28</b>	<b>100%</b>

Blanks 1

**Total, All Respondents 29**

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**Question 9: If the amount of land or building space used FOR PRODUCTION in your operations has changed OVER THE LAST FIVE YEARS, please provide a brief description of why your operation changed in size: (Free Response)**

---

**Free Response**

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- Wanting to expand diversified, organic production of crops and livestock for local markets, especially institutions.
- Business is growing, productive acreage has become available.
- Would like to offer more "family oriented" housing.
- Decreased production due to drought
- Retired - More time.
- Planting More Vineyards
- Downsize of product offering
- Since retired, husband died.
- Business is getting worse, less water, labor is hard to find and costs are getting too high.
- I used to graze cattle on 40+ acres of my parcel, but opted not to do so the last 2 seasons to conserve water resources for the higher value but lower land/water-use layer operation
- More equipment and staff allowed for more land under cultivation
- Acquired more leased land with barns, but no housing

---

**Question 10: IN A TYPICAL YEAR, during which month or months do you use the MOST agricultural workers for your operations? (select the peak month or months from the list)**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. January	3	12%
b. February	4	16%
c. March	9	36%
d. April	13	52%
e. May	16	64%
f. June	17	68%
g. July	15	60%
h. August	14	56%
i. September	15	60%
j. October	15	60%
k. November	12	48%
l. December	11	44%
<b>Total, All Responses</b>	<b>25</b>	<b>576%</b>
Blanks	4	
<b>Total, All Respondents</b>	<b>29</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 11: IN A TYPICAL YEAR, during which month or months do you use the FEWEST agricultural workers for your operations? (select the lowest month or months from the list)**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. January	16	66.7%
b. February	11	45.8%
c. March	6	25.0%
d. April	4	16.7%
e. May	2	8.3%
f. June	2	8.3%
g. July	2	8.3%
h. August	2	8.3%
i. September	2	8.3%
j. October	4	16.7%
k. November	2	8.3%
l. December	10	41.7%
<b>Total, All Responses</b>	<b>24</b>	<b>262.4%</b>
Blanks	5	
<b>Total, All Respondents</b>	<b>29</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

**Question 12: Please indicate the NUMBER of agricultural workers that you employed for your operations during your PEAK EMPLOYMENT period of 2014.**

**Question 12a: Laborers**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
Less than 5	8	32.0%
5 to 9	4	16.0%
10 to 24	7	28.0%
25 to 49	4	16.0%
50 to 99	0	0.0%
100 to 499	1	4.0%
500 or More	1	4.0%
<b>Total, All Responses</b>	<b>25</b>	<b>100%</b>

**Question 12b: Crew leaders/foremen**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	3	17.6%
2 to 4	10	58.8%
5 to 9	2	11.8%
10 to 24	1	5.9%
25 or More	1	5.9%
<b>Total, All Responses</b>	<b>17</b>	<b>100%</b>

**Question 12c: Supervisors**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	3	37.5%
2 to 4	3	37.5%
5 to 9	1	12.5%
10 or More	1	12.5%
<b>Total, All Responses</b>	<b>8</b>	<b>100%</b>

**Question 12d: Farm managers**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	4	40.0%
2 to 4	5	50.0%
5 or More	1	10.0%
<b>Total, All Responses</b>	<b>10</b>	<b>100%</b>

**Question 12e: Total, All Employees**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
Less than 5	7	26.9%
5 to 9	5	19.2%
10 to 24	7	26.9%
25 to 49	5	19.2%
50 to 99	0	0.0%
100 to 499	1	3.8%
500 or More	1	3.8%
<b>Total, All Respondents</b>	<b>26</b>	<b>100%</b>

---

**Question 13: Please indicate the NUMBER of agricultural workers that you employed for your operations during your LOWEST EMPLOYMENT period of 2014.**

---

**Question 13a: Laborers**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
Less than 5	9	42.9%
5 to 9	4	19.0%
10 to 24	6	28.6%
25 to 99	0	0.0%
100 or More	2	9.5%
<b>Total, All Responses</b>	<b>21</b>	<b>100%</b>

**Question 13b: Crew leaders/foremen**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	2	13.3%
2 to 4	10	66.7%
5 to 9	1	6.7%
10 to 19	1	6.7%
20 or More	1	6.7%
<b>Total, All Responses</b>	<b>15</b>	<b>100%</b>

**Question 13c: Supervisors**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	3	37.5%
2 to 4	3	37.5%
5 to 9	1	12.5%
10 or More	1	12.5%
<b>Total, All Responses</b>	<b>8</b>	<b>100%</b>

**Question 13d: Farm managers**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	5	45.5%
2 to 4	5	45.5%
5 or More	1	9.1%
<b>Total, All Responses</b>	<b>11</b>	<b>100%</b>

**Question 13e: Total, All Employees**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
Less than 5	11	44.0%
5 to 9	5	20.0%
10 to 24	7	28.0%
25 to 99	0	0.0%
100 to 299	1	4.0%
300 or More	1	4.0%
<b>Total, All Respondents</b>	<b>25</b>	<b>100%</b>

---

**Question 14: During 2014, how many agricultural workers workes for you for the following time periods.**

---

**Question 14a: More than 10 months during 2014**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
Less than 5	7	33.3%
5 to 9	4	19.0%
10 to 24	8	38.1%
25 to 99	0	0.0%
100 to 249	1	4.8%
250 or More	1	4.8%
<b>Total, All Responses</b>	<b>21</b>	<b>100%</b>

**Question 14b: Between 7 and 10 months during 2014**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	1	7.1%
2 to 4	5	35.7%
5 to 9	0	0.0%
10 to 19	5	35.7%
20 to 29	1	7.1%
30 or More	2	14.3%
<b>Total, All Responses</b>	<b>14</b>	<b>100%</b>

**Question 14c: Between 3 and 6 months during 2014**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	2	16.7%
2 to 4	2	16.7%
5 to 9	4	33.3%
10 or More	4	33.3%
<b>Total, All Responses</b>	<b>12</b>	<b>100%</b>

**Question 14d: Less than 3 months during 2014**

<u>Number</u>	<u>Responses</u>	<u>Percent</u>
1	1	10.0%
2 to 4	4	40.0%
5 or More	5	50.0%
<b>Total, All Responses</b>	<b>10</b>	<b>100%</b>

---

**Question 15: Please rate 2014 in terms of the number of workers you employed throughout the year in your operations.**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. Above average number of employees	0	0.0%
b. Typical/ average number of employees	19	76.0%
c. Below average number of employees	6	24.0%
<b>Total, All Responses</b>	<b>25</b>	<b>100%</b>
Blanks	4	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 16: If the number of workers you employed in 2014 was either ABOVE or BELOW AVERAGE, please provide a brief explanation:**

---

**Free Response**

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- Labor Shortage
- Not enough workers available
- Due to drought
- We typically have 2 people working here for all of our projects, the number stays pretty consistent.
- Below average due to not enough available laborers
- Reducing labor force as business is bad. Shrinking.
- One had to leave because we could not find him housing

---

**Question 17: ON A PER ACRE BASIS OR PER SQUARE FOOT BASIS, over the LAST FIVE YEARS, would you say that the need for agricultural workers for your operations has:**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. Increased	9	32.1%
b. Decreased	3	10.7%
c. Remained the same	16	57.1%
<b>Total, All Responses</b>	<b>28</b>	<b>100%</b>

Blanks 1

**Total, All Respondents 29**

---

**Question 18: ON A PER ACRE BASIS OR PER SQUARE FOOT BASIS, over the NEXT FIVE YEARS, do you expect that your need for agricultural workers for your operations will:**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. Increase	13	46.4%
b. Decrease	3	10.7%
c. Remain the same	12	42.9%
<b>Total, All Responses</b>	<b>28</b>	<b>100%</b>

Blanks 1

**Total, All Respondents 29**

---

**Question 19: What are the most important FACTORS that will cause changes in your OVERALL AGRICULTURAL WORKFORCE REQUIREMENTS in the coming years?**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. Increase in cultivated acreage or expanded greenhouse or nursery facilities	11	52.4%
b. Decrease in cultivated acreage due to limited water availability	4	19.0%
c. Decrease in cultivated acreage due to factor(s) other than water availability	6	28.6%
d. Changes in crops grown that have different labor requirements	6	28.6%
e. Reductions in labor needs due to mechanization	3	14.3%
Other (please explain)	6	28.6%
<b>Total, All Responses</b>	<b>21</b>	<b>171%</b>
Blanks	8	
<b>Total, All Respondents</b>	<b>29</b>	

**"Other" Responses:**

- Water, Gov. Regulations, Buyer requirements more stringent
- Experimenting with Food Crops (similar requirements)
- Labor Laws, Immigration Policy
- Lack of Labor
- Decreased Demand
- Additional market channels

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 19a: If you responded to Question 19 with "c. Decrease in cultivated acreage due to factor(s) other than water availability," please explain:**

---

**Free Response**

---

- Labor Shortage
- Limited Available Workforce
- Labor Shortage
- Lack of Labor

---

**Question 20: OVER THE NEXT FIVE YEARS, do you expect any of the following CHANGES in agricultural workforce patterns to occur in YOUR OWN operations?**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. More permanent employees	8	38.1%
b. Fewer permanent employees	6	28.6%
c. More temporary/seasonal employees	9	42.9%
d. Fewer temporary/seasonal employees	2	9.5%
e. More workers provided by labor contractors	3	14.3%
f. Fewer workers provided by labor contractors	1	4.8%
<b>Total, All Responses</b>	<b>21</b>	<b>138%</b>
Blanks	8	
<b>Total, All Respondents</b>	<b>29</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 21a: AT PRESENT, agricultural workforce availability IS limiting factor for my agricultural operations?**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. Yes	11	44.0%
b. No	14	56.0%
<b>Total, All Reponses</b>	<b>25</b>	<b>100%</b>
Blanks	4	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 21b: IN THE FUTURE, agricultural workforce availability WILL BE limiting factor for my agricultural operations?**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. Yes	16	61.5%
b. No	10	38.5%
<b>Total, All Responses</b>	<b>26</b>	<b>100%</b>
Blanks	3	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 22: Please provide an estimate of approximately what PERCENTAGE of the agricultural workers you employ:**

---

**Live permanently on the coastside area of San Mateo County**

<u>Percent</u>	<u>Responses</u>	<u>Percent</u>
Less than 25%	3	12.0%
25% to 49%	1	4.0%
50% to 74%	2	8.0%
75% to 99%	6	24.0%
100%	13	52.0%
<b>Total, All Responses</b>	<b>25</b>	<b>100%</b>

**Live permanently elsewhere in San Mateo County**

<u>Percent</u>	<u>Responses</u>	<u>Percent</u>
0%	16	72.7%
1% to 24%	1	4.5%
25% to 49%	2	9.1%
50% to 74%	0	0.0%
75% to 100%	3	13.6%
<b>Total, All Responses</b>	<b>22</b>	<b>100%</b>

---

**Question 23: Do you provide housing for any of your agricultural workforce, including owners?**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. Yes	17	70.8%
b. No	7	29.2%
<b>Total, All Responses</b>	<b>24</b>	<b>100%</b>
Blanks	5	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 24: If you do provide worker housing, what PERCENTAGE of your agricultural workers live in employee housing that you provide:**

---

<u>Percent</u>	<u>Responses</u>	<u>Percent</u>
Less than 25%	2	11.1%
25% to 49%	2	11.1%
50% to 74%	5	27.8%
75% to 99%	3	16.7%
100%	6	33.3%
<b>Total, All Responses</b>	<b>18</b>	<b>100%</b>

---

**Question 25: If you provide worker housing, how many of the following unit types or beds do you provide?**

---

Number of Beds/Units	Dormitory Beds		Single-Family Units		Mobile Home Units				Apartment Units		Other (a)	
	Responses	Percent	Responses	Percent	On Permanent Foundation		Not On Permanent Foundation		Responses	Percent	Responses	Percent
					Responses	Percent	Responses	Percent				
1	1	9.1%	5	50.0%	4	100.0%	2	33.3%	2	66.7%	2	66.7%
2 to 4	3	27.3%	3	30.0%	0	0.0%	3	50.0%	0	0.0%	1	33.3%
5 to 9	2	18.2%	2	20.0%	0	0.0%	1	16.7%	1	33.3%	0	0.0%
10 to 24	3	27.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25 or More	2	18.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total, All Responses</b>	<b>11</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>

Note:

(a) Other units include yurts and other non-conventional single-family units.

**Question 26: If you provide worker housing, what is the cost that workers pay? (All responses normalized to monthly rate)**

Monthly Rental Rate	Mobile Home Units											
	Dormitory Beds		Single-Family Units		On Permanent Foundation		Not On Permanent Foundation		Apartment Units		Other (a)	
	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent	Responses	Percent
Zero	0	0.0%	2	20.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%
Less than \$100	5	45.5%	4	40.0%	2	66.7%	2	33.3%	2	66.7%	0	0.0%
\$100 to \$249	4	36.4%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%
\$250 to \$499	1	9.1%	2	20.0%	0	0.0%	1	16.7%	0	0.0%	2	66.7%
\$500 to \$999	1	9.1%	1	10.0%	0	0.0%	2	33.3%	1	33.3%	1	33.3%
\$1,000 to \$1,999	0	0.0%	3	30.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
\$2,000 or More	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total, All Responses</b>	<b>11</b>	<b>100%</b>	<b>10</b>	<b>120%</b>	<b>3</b>	<b>100%</b>	<b>6</b>	<b>117%</b>	<b>3</b>	<b>100%</b>	<b>3</b>	<b>100%</b>

Note:

(a) Other units include yurts and other non-conventional single-family units.

---

**Question 27: If you do provide worker housing, do you provide housing for:**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. Laborers	13	76.5%
b. Crew leaders/foremen	9	52.9%
c. Supervisors	3	17.6%
d. Farm managers	6	35.3%
e. On-farm housing for farm owner	6	35.3%
f. Family member of farmworkers	7	41.2%
Other (please explain)	2	11.8%
<b>Total, All Responses</b>	<b>17</b>	<b>271%</b>
Blanks	12	
<b>Total, All Respondents</b>	<b>29</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 28: If you do provide worker housing, what is the typical occupancy rate of your worker housing?** (please indicate the PERCENTAGE of your available worker housing that is occupied at different times of year)

---

<b>Percent Occupied</b>	<b>During the Peak Season</b>		<b>During the Low Season</b>	
	Number	Percent	Number	Percent
Less than 25%	0	0.0%	2	11.8%
25% to 49%	1	5.6%	2	11.8%
50% to 74%	1	5.6%	4	23.5%
75% to 99%	2	11.1%	2	11.8%
100%	14	77.8%	7	41.2%
<b>Total, All Responses</b>	<b>18</b>	<b>100%</b>	<b>17</b>	<b>100%</b>

---

**Question 29: If you do provide worker housing now, do you intend to continue to provide worker housing?**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
a. Yes	18	100.0%
b. No	0	0.0%
<b>Total, All Responses</b>	<b>18</b>	<b>100%</b>
Blanks	11	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 30: If you DO NOT PROVIDE worker housing currently OR if you PLAN TO DISCONTINUE providing worker housing, would you be interested in any of the following, if County or other resources were made available to assist private owners to improve the supply of worker housing?**

---

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. I would consider building and managing new worker housing on my own land.	7	50.0%
b. I would consider rehabilitating/remodeling existing buildings, trailers or other shelters on my own land for use as worker housing.	5	35.7%
c. I would be willing to provide land if another organization built and managed the worker housing.	1	7.1%
d. I would consider providing funding to assist with providing off-site worker housing.	1	7.1%
e. None of the above	7	50.0%
Other (please explain)	2	14.3%
<b>Total, All Responses</b>	<b>14</b>	<b>164%</b>
Blanks	15	
<b>Total, All Respondents</b>	<b>29</b>	

**"Other" Responses:**

- I am not owner of the land so I'm unsure if the owner would be okay with it.
- I am the farm manager and don't have the final say in these matters

Note: Total sums to greater than 100% because respondents could select multiple responses.

**Question 31: If you WILL NOT BE PROVIDING WORKER HOUSING IN THE FUTURE, please indicate the primary reasons:**

<b>Answer Options</b>	<b>Responses</b>	<b>Percent</b>
a. Too costly	6	50.0%
b. Regulations are too burdensome	7	58.3%
c. Do not want to manage housing	4	33.3%
d. Do not have adequate land or infrastructure (e.g., potable water, sewage disposal, etc.)	3	25.0%
e. Do not have control over the decision to build housing on the site	3	25.0%
Other (please explain)	5	41.7%
<b>Total, All Responses</b>	<b>12</b>	<b>233%</b>
Blanks	17	
<b>Total, All Respondents</b>	<b>29</b>	

**"Other" Responses:**

- No adequate land/other buildings are leased to other employee types
- Insufficient need (Small Operation)
- We have not seriously considered providing worker housing so not sure if regulations are burdensome or not. If I had to guess, this would be a negative factor as well.
- None needed
- All land is leased by POST and MidPen

Note: Total sums to greater than 100% because respondents could select multiple responses.

**Question 32: When you think about the supply of housing available for agricultural workers in San Mateo County, which of the following apply?**

**Housing For Families**

<b>Answer Options</b>	<b>Yes</b>		<b>No</b>		<b>Total, All Responses</b>	
	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>
Is available in sufficient numbers of accommodations	4	16.7%	20	83.3%	<b>24</b>	<b>100%</b>
Is of adequate quality	5	23.8%	16	76.2%	<b>21</b>	<b>100%</b>
Is available at the locations where it is most needed	4	18.2%	18	81.8%	<b>22</b>	<b>100%</b>
Is available at an affordable cost	5	21.7%	18	78.3%	<b>23</b>	<b>100%</b>

**Housing for Single Workers**

<b>Answer Options</b>	<b>Yes</b>		<b>No</b>		<b>Total, All Responses</b>	
	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>	<b>Count</b>	<b>Percent</b>
Is available in sufficient numbers of accommodations	2	8.3%	22	91.7%	<b>24</b>	<b>100%</b>
Is of adequate quality	3	13.6%	19	86.4%	<b>22</b>	<b>100%</b>
Is available at the locations where it is most needed	5	21.7%	18	78.3%	<b>23</b>	<b>100%</b>
Is available at an affordable cost	5	21.7%	18	78.3%	<b>23</b>	<b>100%</b>

**Housing for Seasonal Workers**

<b>Answer Options</b>	<b>Yes</b>		<b>No</b>		<b>Total, All Responses</b>	
	<b>Responses</b>	<b>Percent</b>	<b>Responses</b>	<b>Percent</b>	<b>Responses</b>	<b>Percent</b>
Is available in sufficient numbers of accommodations	2	8.7%	21	91.3%	<b>23</b>	<b>100%</b>
Is of adequate quality	1	5.0%	19	95.0%	<b>20</b>	<b>100%</b>
Is available at the locations where it is most needed	2	9.5%	19	90.5%	<b>21</b>	<b>100%</b>
Is available at an affordable cost	2	9.5%	19	90.5%	<b>21</b>	<b>100%</b>

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**Question 33a: AT PRESENT, agricultural workforce HOUSING availability IS a limiting factor for my agricultural operations? (select one)**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
Yes	12	44.4%
No	15	55.6%
<b>Total, All Responses</b>	<b>27</b>	<b>100%</b>
Blanks	2	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 33b: IN THE FUTURE, agricultural workforce HOUSING availability WILL BE a limiting factor for my agricultural operations? (select one)**

---

<u>Answer Options</u>	<u>Responses</u>	<u>Percent</u>
Yes	19	70.4%
No	8	29.6%
<b>Total, All Responses</b>	<b>27</b>	<b>100%</b>
Blanks	2	
<b>Total, All Respondents</b>	<b>29</b>	

---

**Question 34: Please fill in any specific recommendations that you would suggest for San Mateo County to improve agricultural workforce housing:**

---

**Free Response**

---

- Transform the old Campbells mushroom farm into labor housing.
- No affordable farm housing like Moonridge because its hard to control.
- It affects my production when there is limited affordable housing as agriculture already doesn't pay well, thus it is difficult to pay rent here in this county.
- Further reduce costs. Increase streamlining. Provide financial support/incentives.
- San Mateo County needs to streamline processes which allow farmers to house workers. Restrictions for water use are excessive. Unfortunately, the Coastal Commission is very difficult for farmers located in their region. The county combined with the Coastal Commission becomes very restrictive.
- More things like Moonridge.
- I believe there is adequate housing but much of it is being used by non-ag workers i.e.: restaurant, construction, cleaning workers etc. I see this on a weekly basis of families wanting to rent a unit from me, many of them are in Moonridge and wanting to move out of there.
- As worker housing is super important and, at present, lacking. Thank you for working to improve it!
- Current building regs make rural development financially difficult and sometimes completely impossible. So if our goal is to feed ourselves well and locally, in San Mateo County, then we need to remedy our codes to support small-scale farming, and in particular, we need the housing for our farmers and the folks doing the labor.
- Build apartments or allow persons to build or bring in temporary housing. Allow sewage plants that turn sewage to usable water.
- Why don't you kick out the non-agricultural workers out of Moonridge Housing & we would have plenty of Agricultural Employee Housing in San Mateo Cty.
- Increase affordable housing like Moonridge which is fantastic.
- County planning is burdensome.
- Housing for permanent employees with families is in the shortest supply. With recent upturns in the economy rental costs for single family homes in the area are out of range for agricultural employees.
- To reduce rent paid by people working 100% in agriculture at the Moonridge Complex.
- Make permitting process easier; allow more onsite housing; have county enforce safety/water quality standards more often.
- Working with POST and MidPen to rebuild house sites that were demolished and provide these for their agriculture tenants and workers at a reduced rate.

# APPENDIX E: AGRICULTURAL WORKFORCE SURVEY INSTRUMENT: ENGLISH

## AGRICULTURAL WORKFORCE SURVEY

Interviewer Name: \_\_\_\_\_ Place of Interview: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Interview Conducted in:  English  
 Spanish

### IF RESPONDENT IS NOT A FARMWORKER, BUT LIVES WITH A FARMWORKER

- Questions that are related to farm work should be answered with reference to the farmworker with whom the respondent lives. For reference, this applies to survey questions marked with double asterisks (\*\*).

1. Gender:  Male  Female  Unknown

2. Do you, your spouse, or other family member work for a San Mateo County agricultural business, such as a grower, rancher, packer, or processor? (check all that apply)?

- a. Agricultural worker in San Mateo County
- b. Spouse of San Mateo County agricultural worker
- c. Lives with other family member who is a San Mateo County agricultural worker

*If there is a question about who qualifies, explain that agricultural workers include field or nursery workers, crew leaders, owners and managers, and other types of workers involved with these operations. Also, indoor and outdoor nurseries, hydroponics, aquaculture, and aquaponics count as agricultural operations.*

3. \*\* How many agriculture jobs do you have in San Mateo County?

- a.1
- b.2
- c.3
- d. \_\_\_\_\_

4. \*\* How many months did you work in agriculture in San Mateo County in 2014?

# of months: \_\_\_\_\_

5. \*\* Where do you work in San Mateo County? (Show map, fill in zone numbers as applicable)

\_\_\_\_\_

6. \*\* In a typical year, do you also work outside of San Mateo County?

- NO
- YES

IF YES to #6: 6a. Where do you work outside San Mateo County? \_\_\_\_\_

6b. How many months do you typically work outside of San Mateo County in a year?

# of months: \_\_\_\_\_

7. \*\* How many years have you worked in San Mateo County agriculture?

# of Years: \_\_\_\_\_

8. \*\* What type of agricultural business do you work at?

*(Read Options and select all that apply)*

- a. farm or field grower
- b. indoor nursery or greenhouse
- c. outdoor nursery
- d. processor or packer
- e. rancher or livestock operation
- f. farm management company
- g. farm labor contractor
- h. other: \_\_\_\_\_

**9.\*\* What type of products do you work with during the year?** *(Read options and select all that apply)*

- a. floral and nursery
- b. forest products
- c. livestock
- d. vegetables (Brussels leeks fava beans pumpkins peas snap beans artichokes)
- e. wine grapes
- f. berries (strawberries other berries)
- g. other fruit
- h. herbs
- i. mushrooms
- j. aquaponics (e.g., cultivating plants in water, sometimes in conjunction with aquaculture)
- k. aquaculture (e.g., farming of seafood, including fish, crustaceans, and mollusks)
- l. other: \_\_\_\_\_

**10.\*\* What is your job position?** *(Read Options and select all that apply)*

- a. laborer
- b. foreman or supervisor
- c. equipment operator or driver
- d. farm manager
- e. owner of farm, ranch, nursery, or aquaponics/aquaculture operation
- f. other: \_\_\_\_\_

**11. Where do you currently live? (show map, fill in zone numbers that apply)**

\_\_\_\_\_ *(If not living in County, Skip to Question #15b)*

IF LIVING WITHIN COUNTY:

12.\*\* Is this housing located on the property where you work?

- NO       YES

13. How long have you lived in San Mateo County?

# of Years: \_\_\_\_\_

14. How many months during a year do you live in this home?

# of Months: \_\_\_\_\_

IF NOT LIVING IN THE SAME HOUSING ALL YEAR:

15. Do you have a different home that you live in the rest of the year?

- NO       YES

15a. If yes, where is your other home located?

- i. other SM Co.
- ii. Elsewhere in N. CA
- iii. Elsewhere in CA
- iv. Out of State
- v. Other (name location) \_\_\_\_\_

15b. Do you consider yourself a migrant worker, with no permanent home?

- NO       YES

16.\*\* How long do you spend commuting between home and work (round trip) for a typical work day?

# of minutes for all travel: \_\_\_\_\_

17.\*\* What kinds of transportation do you use to get to work for a typical work day? (check all that apply)

- a. walk
- b. bicycle
- c. personal vehicle (owned by you or a friend or relative)
- d. public bus
- f. bus or van provided by employer
- g. other \_\_\_\_\_

**18. \*\* Now I am going to ask you about who else lives with you while you work in San Mateo County.**

**18 a. Do you live with any family members in San Mateo County?**  NO  YES *(If no, skip to 18b.)*  
*(If yes, interviewer to elaborate and record details below.)*

<b>FILL IN AS APPROPRIATE</b>	<b>Relation(s), if any (e.g., sister, uncle, cousin, etc.)</b>	<b>Age(s)</b>	<b>Does this person work outside the home?</b>	<b>Work location (refer to map, fill in zone letters)</b>
Respondent <i>(only if respondent is not an ag worker)</i>			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Spouse			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Your own children under 18 #___				
Other related children <18 #___				
Other Related Adult 1			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 2			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 3			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 4			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 5			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 6			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 7			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 8			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 9			<input type="checkbox"/> Yes / <input type="checkbox"/> No	
Other Related Adult 10			<input type="checkbox"/> Yes / <input type="checkbox"/> No	

**18 b. Do you live with anyone who is not a family member in San Mateo County?**  NO  YES *(If no, skip to 18c.)*

*(If yes,)* How many unrelated people including unrelated children do you live with? #\_\_\_\_\_.

**18 c. Total # of People, including respondent:** \_\_\_\_\_ *(add totals from 18a & 18b, plus respondent if not included in 18a)*

**19. What kind of housing STRUCTURE do you currently live in?** (Check appropriate box, ask for clarification as needed)

- a. Dormitory, barracks, bunkhouse on a permanent foundation **(Skip to Question #22)**
- b. Dormitory, barracks, bunkhouse **NOT** on a permanent foundation **(Skip to Q. #22)**
- c. Conventional single-family house
- d. Mobile/manufactured home on permanent foundation
- e. Mobile/manufactured home/RV **NOT** on permanent foundation
- f. Apartment (If f., Does the respondent live in Moonridge or Main Street Park?)
  - Moonridge    Main Street Park    Neither
- g. Other (describe \_\_\_\_\_)

**20. How many rooms does your home have?** (Read options and fill in numbers next to each type of room)

- a. Bedrooms: \_\_\_\_\_                      b. Bathrooms: \_\_\_\_\_
- c. Other living spaces (living room, family room, den, etc.; **NOT** including kitchens, closets, garages, etc.): \_\_\_\_\_

**21. Are laundry facilities available onsite where you live?**    NO    YES

(Skip to Question 23)

**22. IF LIVING IN DORMITORY, BARRACKS, BUNKHOUSE:**

22a. About how many people sleep in the room where you sleep? \_\_\_\_\_

22b. Is there a kitchen in the same structure where you sleep?  NO  YES

22c. About how many people share the kitchen where you prepare food? \_\_\_\_\_

22d. Is there a toilet and a shower in the same structure where you sleep?  NO  YES

22e. About how many people share the toilet and the shower you use? \_\_\_\_\_

22f. Are laundry facilities available onsite where you live?  NO  YES

**23. Do you have a spouse and/or child(ren) under the age of 18 who do not live with you while you work in San Mateo County? (Check all that apply)**

- a. Spouse
- b. Child(ren) under 18

**24. If YES TO #23, Why do they live away from you? (Do not list options; check all that apply)**

- a. No suitable housing for family at or near work site
- b. Spouse is employed elsewhere
- c. Permanent family residence is elsewhere (Where? \_\_\_\_\_ )
- d. No affordable housing for family at or near work site
- e. Available housing is too far from schools/health care/shopping/services
- f. Family members cannot come here due to immigration issues
- g. I came here for economic reasons but the rest of the family prefers to stay in the family home elsewhere
- h. Other \_\_\_\_\_

**25. Are you satisfied with your current housing while you are working in San Mateo County?**

- NO
- YES

**26. Where would your ideal housing be located in San Mateo County? (Show Map, fill in zone #s as applicable)**

\_\_\_\_\_ OR  Outside of County

**27. What kind of housing structure would you prefer to live in while working in San Mateo County?**

- a. Dormitory, barracks, bunkhouse, or other group housing
- b. Conventional single-family house
- c. Mobile/manufactured home on permanent foundation
- d. Mobile/manufactured home/RV not on permanent foundation
- e. Apartment
- f. Other (*describe*\_\_\_\_\_)

**28. Would you prefer temporary or permanent housing?**

- a. Temporary housing                       b. Permanent housing

**29. Would you like housing for just you, or for you and family members?**

- a. Respondent only                       b. Family housing

**30. What would be the most ideal type of housing location?**

- a. Housing on or near work site
- b. Housing near other family members' work site
- c. Housing in a town/city
- d. Other \_\_\_\_\_

**31. How do you pay for your housing?**

- a. employer provides housing without charge
- b. employer provides housing for a fee (e.g., rent)
- c. pays rent to another landlord (other than employer)
- d. own a mobile home/trailer/RV and rent land where it is placed
- e. own a housing unit

**31a. IF THEY PAY RENT:**

i. How much do you pay (*fill in amount and circle how often they pay*)

\$ \_\_\_\_\_ per two weeks / two times per month (quincenal) / per week / per month / per night / day worked

ii. Are utilities (e.g., water, electric, propane/gas, etc.) included?

- NO                       YES

iii. Are any meals included?

- NO                       YES

iv. Were you offered a lease agreement for the place you live in?

- NO                       YES

v. *If yes to iv.*, Do you have a signed lease agreement?

- NO                       YES

**31b. IF OWNER/TRAILER OWNER:**

**How much is your monthly house/trailer payment, plus taxes and insurance?**

\$ \_\_\_\_\_ OR do not have a mortgage \_\_\_\_\_

**32. How would you rate the physical condition of your current housing? (Read options, check best answer)**

- a. Excellent
- b. Good
- c. Needs some minor maintenance or repair
- d. Needs major maintenance or repair

**33. What kinds of changes could be made to your current living quarters?** (Check all that apply. If the initial answer is “none”, then confirm by asking about each of the broad categories.)

**Pests/Mold/Smells**

- a. Pest control
- b. Fix mold or mildew problems
- c. Eradicate unpleasant smells

**Heating/Insulation/Weather Proofing**

- d. Fix or improve heating
- e. Repair holes in exterior walls
- f. Repair roof leaks
- g. Fix/replace broken or missing windows
- h. Improve insulation/weather stripping
- i. Fix/replace broken or missing exterior doors

**Kitchen/Bath Problems**

- j. Fix broken or lack of working toilet
- k. Fix broken or lack of working shower/bath
- l. Fix broken or lack of working refrigerator
- m. Fix broken or lack of working stove

**Water/Utility Problems**

- n. Fix broken or lack of indoor running water
- o. Fix broken or lack of drinkable water
- p. Fix broken or lack of electricity
- q. Limit number of extension cords needed
- r. Fix broken sewer/septic system
- s. Provide regular garbage service

**Other**

- t. Fix/replace/provide smoke or carbon monoxide detectors
- u. Painting
- v. Repair flooring
- w. Fix or install window or door screens
- x. Fix/replace broken or missing stairs
- y. Fix/replace broken or missing door locks or handles
- z. Provide clean and adequate mattresses

- aa. Other problems (*please list*)

---

---

**34. Is there anything else you want to add about your housing needs that we did not cover in the survey?**

---

---

**35.\*\* What year were you born?**

Year of Birth: \_\_\_\_\_

**36. Please tell me about the income that you and other adults you live with earned in 2014 (Only need to fill out for respondent if she/he lives in dormitory or barracks type housing):**

	Annual <u>income</u> from <b>ag work</b> in 2014, before taxes	Additional annual <u>income</u> from <b>non-ag work</b> in 2014	Did this person average <b>more than 20 hours of AG work per week?</b>	Did this person earn <b>at least half</b> of their <b>individual annual income</b> from agricultural work in 2014?
<b>Respondent</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 1</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 2</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 3</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 4</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 5</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 6</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 7</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 8</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 9</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES
<b>Other Adult 10</b>			<input type="checkbox"/> NO <input type="checkbox"/> YES	<input type="checkbox"/> NO <input type="checkbox"/> YES

**37. If not living in barracks/group quarters type housing, About how much was the total income for your whole household in 2014, including agricultural and non-agricultural work? (Cross-check with sum of two columns above and adjust if possible.)**

\$ \_\_\_\_\_

**38.\*\* What is your immigration status?**

- a. documented       b. undocumented       c. declined to state

**CLOSING**

- Thank you for your time and participation
- Provide water bottle – Appreciation
- If not living in barracks: we only want to survey one person per household, please tell other people in your household that you participated in the survey today
- We will be interviewing until next spring
- Questions? Suggestions? Comments

# APPENDIX F: AGRICULTURAL WORKFORCE SURVEY INSTRUMENT: SPANISH

## SPANISH – Agricultural Workforce Survey

Interviewer Name: \_\_\_\_\_ Place of Interview: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Interview Conducted in:  English  
 Spanish

IF RESPONDENT IS NOT A FARMWORKER, BUT LIVES WITH A FARMWORKER

- Questions that are related to farm work should be answered with reference to the farmworker with whom the respondent lives. For reference, this applies to survey questions marked with double asterisks (\*\*).

1. Gender:  Male  Female  Unknown

**2 ¿Trabaja usted, su esposo/a, u otro miembro de su familia con un negocio de agricultura en el Condado de San Mateo? Puede ser una granja, un rancho, empacador o procesor. (check all that apply)**

- a. Trabajador(a) de agricultura en el Condado de San Mateo  
 b. Pareja de un trabajador de agricultura en el Condado de San Mateo  
 c. Miembro de familia que vive con un trabajador de agricultura en el Condado de San Mateo

*If there is a question about who qualifies, explain that agricultural workers include field or nursery workers, crew leaders, owners and managers, and other types of workers involved with these operations. Viveras adentro o afuera, hidropónica, la acuicultura y la acuaponia cuenten como operaciones agrícolas.*

**3. \*\*¿Cuántos trabajos de agricultura en el Condado de San Mateo tiene usted?**

- a.1  b.2  c.3  d. \_\_\_\_\_

**4. \*\*¿En 2014, cuántos meses trabajó en agricultura en el Condado de San Mateo?**

# de meses: \_\_\_\_\_

**5. \*\*¿Dónde trabaja en el Condado de San Mateo? (Show map, fill in zone letters as applicable)**

\_\_\_\_\_

**6. \*\*¿En un año típico, usted también trabaja fuera del Condado de San Mateo?**

- a. NO  b. Sí

**IF YES to #6:** 6a. ¿Dónde trabaja afuera del Condado de San Mateo? \_\_\_\_\_

6b. ¿Típicamente, cuántos meses del año trabaja afuera del Condado de San Mateo?

# de meses: \_\_\_\_\_

**7. \*\*¿Cuántos años ha trabajado en agricultura en el Condado de San Mateo?**

# de años: \_\_\_\_\_

8. **\*\*¿En cuál(es) tipo(s) de negocio(s) de agricultura trabaja usted? (Read Options and select all that apply)**

- a. granja o fil - FARM
- b. dentro de vivero o invernadero - GREENHOUSE
- c. vivero de afuera - NURSERY
- d. procesador/ empaque – PROCESSOR/PACKING
- e. animales - LIVESTOCK
- f. compañía de administración de granja – FARM MANAGEMENT COMPANY
- g. contratista – LABOR CONTRACTOR
- h. otro: \_\_\_\_\_

9. **\*\*¿Con cuales tipos de productos trabaja usted? (Read options and select all that apply)**

- a. flores - FLOWERS
- b. productos forestales – FOREST PRODUCTS
- c. animales - LIVESTOCK
- d. verduras (esprado cebolla ava calabaza chícharo frijol alcachofa)
- e. uvas de vino – WINE GRAPES
- f. las bayas – BERRIES (fresas otros tipos de bayas)
- g. otros tipos de fruta
- h. yerbas
- i. hongos
- j. hidroponía o acuaponia (ex. las plantas en el agua cultivando, a veces junto con la acuicultura)
- k. la acuicultura (cultivo de mariscos, pescado, crustáceos y moluscos) – SEAFOOD
- l. otro: \_\_\_\_\_

10. **\*\*¿Cuál es su puesto en el trabajo? (read options and select all that apply)**

- a. obrero (trabaja en el fil, pisar, esprayar, empaque, - LABORER
- b. supervisor o mayordomo
- c. operador de equipo o tractor – EQUIPMENT OPERATOR
- d. gerente o manager de granja – FARM MANAGER
- e. dueño de la granja, rancho, vivero o acuaponia / operación de acuicultura – AQUAPONICS/AQUACULTURE
- f. otro: \_\_\_\_\_

11. **¿ Dónde está viviendo actualmente? (show map, fill in zone letters that apply)**

\_\_\_\_\_ (If not living in County, Skip to Question #15b)

IF LIVING WITHIN COUNTY:

12. \*\*¿Esta su vivienda en la propiedad donde usted trabaja?

- a. NO       b. Sí

13. ¿Cuánto tiempo ha vivido en el Condado de San Mateo?

# Años: \_\_\_\_\_

14. ¿Durante un año, cuántos meses a vivido en esta vivienda?

# meses: \_\_\_\_\_

IF NOT LIVING IN THE SAME HOUSING ALL YEAR:

15. ¿Tiene usted una casa diferente en que vive el resto del año?

- NO       Sí

15a. ¿Si sí, donde se encuentra su otra casa?

- i. otro SM Co.
- ii. En el norte de CA
- iii. Otro lugar en CA
- iv. Fuera del estado
- v. otro (*nombre de lugar*) \_\_\_\_\_

15b. ¿Se considera usted un trabajador migrante, sin hogar permanente?

- NO       Sí

16. \*\*¿Cuánto tiempo dura ir de su casa al trabajo, ida y vuelta (en un día típico)?

# de minutos: \_\_\_\_\_

17. \*\*¿Qué tipo de transporte utiliza para ir a trabajar? (*check all that apply*)

- a. caminando
- b. bicicleta
- c. carro personal (de usted, un amigo o vecino)
- d. autobus público
- f. bus o camioneta del trabajo
- g. otro \_\_\_\_\_

**18. \*\*Le voy a preguntar acerca de las otras personas que viven con usted cuando está en el Condado de San Mateo.**

**18 a. ¿Vive con familiares en el condado de San Mateo?**  NO  YES *(If no, skip to 18b.)*  
*(If yes, interviewer to elaborate and record details below.)*

LLENAR	Relación (padre, hermano, etc)	Edad	¿Trabaja afuera de la casa?	¿Dónde trabaja? (refer to map)
-Participante (solo si el participante NO es trabajador de agricultura)			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Esposo/esposa			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Propios niños familiares <18 #___				
Otros niños familiares <18 #___				
Otro Adulto Familiar #1			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #2			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #3			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #4			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #5			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #6			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #7			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #8			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #9			<input type="checkbox"/> Si / <input type="checkbox"/> No	
Otro Adulto Familiar #10			<input type="checkbox"/> Si / <input type="checkbox"/> No	

**18 b. ¿Vive con alguien que NO es un familiar en el Condado de San Mateo?**  NO  SÍ *(If no, skip to 18c.)*

*(Si SÍ,)* ¿Con cuántas personas vive que no son familiares (incluyendo niños no familiares)? #\_\_\_\_\_.

**18 c. Total # de personas, incluyendo participante:** \_\_\_\_\_

*(add totals from 18a & 18b, plus respondent if not included in 18a)*

**19. ¿En qué tipo de VIVIENDA/ESTRUCTURA vive usted? (Check appropriate box, ask for clarification as needed)**

- a. Dormitorio, cuarteles, o barraca con fundación permanente ---- **IF SO SKIP TO Q. #22**
- b. Dormitorio, cuarteles, o barraca **SIN** fundación permanente ---- **IF SO SKIP TO Q. #22**
- c. Casa familiar convencional – SINGLE FAMILY HOUSE
- d. Casa móvil /fabricado en base permanente – TRAILER, PERMANENT FOUNDATION
- e. Casa móvil / casa prefabricada / RV no en base permanente – MOVEABLE TRAILER, RV
- f. Apartamento  
    *SI VIVE EN UN APARTAMENTO: Vive el participante en MoonRidge o MainStreet Park?*
  - i. NO
  - ii. Sí
- g. Otro (*describe* \_\_\_\_\_)

**20. ¿Cuántas habitaciones tiene su vivienda? (Read options and fill in numbers next to each type of room)**

- a. Cuartos: \_\_\_\_\_
- b. Baños: \_\_\_\_\_
- c. Otros espacios (sala, cuarto de familia, etc.; **no** incluyendo cocina, closets o garage): \_\_\_\_\_

**21. ¿Hay instalaciones para lavar ropa que usted puede usar donde vive?    NO    Sí**

*(Skip to question 23)*

**22. SOLO SI VIVEN EN DORMITORIO, O BARRACAS:**

22a. ¿Más o menos cuántas personas viven en el edificio donde vive usted? \_\_\_\_\_

22b. ¿Más o menos cuántas personas duermen en el cuarto donde duerme usted? \_\_\_\_\_

22c. ¿Hay una cocina en el mismo edificio donde duerme usted?    NO    Sí

22d. ¿Más o menos cuántas personas utilizan la cocina donde usted prepara su comida? \_\_\_\_\_

22e. ¿Hay un baño y ducha en el mismo edificio donde duerme?    NO    Sí

22f. ¿Más o menos cuántas personas utilizan el baño y ducha que utiliza? \_\_\_\_\_

22g. ¿Hay instalaciones para lavar ropa que usted puede usar donde vive?    NO    Sí

**23. ¿Tiene una pareja y / o hijo/a (s) menores de 18 años que no viven con usted? (Check all that apply)**

- a. Pareja                       b. hijos menores de 18 años

**24. If YES TO #23**

**¿Por qué vive su familia lejos de usted? (seleccione todos los que apliquen)**

- a. No hay vivienda adecuada para la familia cerca del trabajo  
 b. Esposo/a tiene trabajo en otro lado  
 c. Casa permanente está en otro lado (¿Dónde? \_\_\_\_\_ )  
 d. No hay vivienda económica para la familia cerca del trabajo  
 e. Las viviendas disponibles están muy lejos de escuelas/servicios medicos /ventas/otros servicios  
 f. Otra razón \_\_\_\_\_

**25. ¿Está satisfecho con su situación de vivienda actual?**

- a. NO                       b. Sí

**26. ¿Dónde estaría su vivienda ideal en el Condado de San Mateo? (Show Map, fill in zone letters as applicable)**

\_\_\_\_\_ o  Afuera del Condado

**27. ¿Qué tipo de vivienda preferiría mientras trabaja en el Condado de San Mateo?:**

- a. Dormitorio, cuarteles, barraca, u otra vivienda de grupo - BARRACKS  
 b. Casa familiar convencional – SINGLE FAMILY HOUSE  
 c. Casa móvil /fabricado en base permanente – TRAILER, PERMANENT FOUNDATION  
 d. Casa móvil / casa prefabricada / RV no en base permanente – MOVEABLE TRAILER, RV  
 e. Apartamento  
 f. Otro (¿cuál? \_\_\_\_\_)

**28. ¿Preferiría una vivienda temporal o permanente?**

- a. Vivienda Temporal                       b. Vivienda Permanente

**29. ¿Le gustaría una vivienda sólo para usted o también para su familia?**

- a. Sólo para el participante                       b. Vivienda para la familia

**30. ¿Cual situación de vivienda sería lo más ideal para usted?**

- a. vivienda en o cerca del trabajo  
 b. vivienda cerca del trabajo de otro familiar (esposo/a)  
 c. vivienda en una ciudad  
 d. Otro \_\_\_\_\_

**31. ¿Cómo paga la renta para su vivienda?**

- i. Empleador ofrece viviendas sin cobrar – WITHOUT CHARGE BY EMPLOYER
- ii. Paga renta al empleador – PAYS RENT TO EMPLOYER
- iii. Paga renta a otro propietario/patrón – PAYS RENT TO ANOTHER LANDLORD
- iv. Dueño de tráiler y alquila tierras donde se coloca – OWNS MOBILE HOME AND RENTS THE LAND
- v. Dueño de su vivienda – OWNS HOUSING UNIT

**31a. SI PAGA LA RENTA:**

i. ¿Cuánto paga de renta? (*fill in amount and circle how often they pay*)

\$ \_\_\_\_\_ por quincenal / por mes / por semana/ por día

ii. ¿Son incluidos los gastos de servicios de utilidades? (agua, luz, gas propano / gas, etc.)

- NO                       SÍ

iii. ¿Hay algunas comidas incluidas?

- NO                       SÍ

iv. ¿Fue ofrecido un contrato para rentar donde vive actualmente?

- NO                       SÍ

v. *If yes to iv.,* ¿Tiene un contrato de la renta firmado?

- NO                       SÍ

**31b . IF OWNER/TRAILER OWNER:**

**¿Cuánto es su pago mensual/hipoteca, más los impuestos y el seguro?**

\$ \_\_\_\_\_ O no tiene pago mensual/hipoteca \_\_\_\_\_

**32. ¿Cómo calificaría la condición física de su vivienda actual? (*Read options, check best answer*)**

- a. Excelente
- b. Bueno
- c. Necesita un poco de mantenimiento o algunas reparaciones
- d. Necesita muchos mantenimientos y reparaciones

**33. ¿Cuáles tipos de cambios se podrían hacer en su vivienda actual?** (Check all that apply. If the initial answer is “none”, then confirm by asking about each of the broad categories.)

**Plagas / moho / olores**

- a. Control de plaga / Pest control
- b. Arreglar problemas de mojo / mold
- c. Erradicar olores desagradables / smells

**Calefacción/Aislante (insulation)/Impermeabilizar**

- d. Corregir o mejorar el calefacción
- e. Repare los agujeros en las paredes exteriores
- f. Reparación de goteras en el techo
- g. Arreglar / reemplazar ventanas rotas o faltantes
- h. mejorar aislante/impermeabilizador
- i. Arreglar / reemplazar las puertas exteriores rotas o faltantes

**Problemas de cocina/baño**

- j. Arreglar baño roto/faltante
- k. Arreglar ducha roto/faltante
- l. Arreglar refrigerador roto/faltante
- m. Arreglar estufa rota/faltante
  
- aa. Otros problemas (*por favor mencione*)

**Problemas de utilidades/Agua**

- n. Arreglar agua corriendo roto/faltante
- o. Arreglar agua potable roto/faltante
- p. Arreglar electricidad rota/faltante
- q. Limitar el número extensiones necesaria / limit extension cords
- r. Arreglar el drenaje /sistema séptico
- s. Proporcionar servicio de basura regular / garbage service

**Otros:**

- t. Arreglar / reemplazar / proporcionar detectores de humo o monóxido de carbono  
Smoke or carbon monoxide detectors
- u. Pintura / Painting
- v. Arreglar piso / Repair floors
- w. Arreglar o instalar pantallas de puertas o ventanas / window or doorscreens
- x. Reparar escalones / Fix Stairs
- y. Arreglar cerraduras o manijas / Doorlocks
- z. Proporcionar colchones limpios y adecuados/  
Adequate mattresses

**34. ¿Hay algo más que desee añadir acerca de sus necesidades de vivienda que no mencionamos en la encuesta?**

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**35. \*\*¿En cuál año nació usted?**

Año de nacimiento: \_\_\_\_\_

**36. ¿Me puede explicar en detalle los ingresos que usted y los otros adultos de su casa ganaron en el año 2014:**

	Ingresos anuales <b>de agricultura</b> en 2014, antes de pagar los taxes	Ingresos anuales adicionales <b>no de agricultura</b> en 2014	Al promedio, ¿trabajó más que <b>20 horas cada semana en agricultura</b> esta persona en el año 2014?	¿Ganó al menos la mitad de sus ingresos anuales trabajando en la agricultura esta persona en 2014?
<b>Participante</b>			<input type="checkbox"/> NO <input type="checkbox"/> SÍ	<input type="checkbox"/> NO <input type="checkbox"/> SÍ
<b>Otro Adulto 1</b>			<input type="checkbox"/> NO <input type="checkbox"/> SÍ	<input type="checkbox"/> NO <input type="checkbox"/> SÍ
<b>Otro Adulto 2</b>			<input type="checkbox"/> NO <input type="checkbox"/> SÍ	<input type="checkbox"/> NO <input type="checkbox"/> SÍ
<b>Otro Adulto 3</b>			<input type="checkbox"/> NO <input type="checkbox"/> SÍ	<input type="checkbox"/> NO <input type="checkbox"/> SÍ
<b>Otro Adulto 4</b>			<input type="checkbox"/> NO <input type="checkbox"/> SÍ	<input type="checkbox"/> NO <input type="checkbox"/> SÍ
<b>Otro Adulto 5</b>			<input type="checkbox"/> NO <input type="checkbox"/> SÍ	<input type="checkbox"/> NO <input type="checkbox"/> SÍ

**37. If not living in barracks/group quarters type housing, ¿Más o menos cuánto fue el total de ingresos para todo el hogar en 2014, incluyendo el trabajo de agricultura y no de agricultura? (Cross-check with sum of two columns above and adjust if possible.)**

\$ \_\_\_\_\_

**38. ¿Cuál es su status migratorio? (O, ¿Tiene usted papeles?)**

- a. documentado       b. indocumentado       c. negó declarar

**CONCLUYENTE**

- Gracias por su participación y su tiempo
- Botella de agua – Agradecimiento
- If not living in barracks: Informe otros en su hogar que participó en esta encuesta
- Estaremos entrevistando en la comunidad hasta el otro año
- ¿Preguntas? ¿Sugerencias? ¿Comentarios?

# APPENDIX G: AGRICULTURAL WORKFORCE SURVEY RESULTS

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**Question 1: Gender**

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<b>Answers</b>	<b>Responses</b>	<b>Percent</b>
Male	194	63.8%
Female	102	33.6%
Unknown/No Response	8	2.6%
<b>Total, All Responses</b>	<b>304</b>	<b>100%</b>

---

**Question 2: Do you, your spouse, or other family member(s) work for a San Mateo County Agricultural business, such as a grower, rancher, packer, or processor?**

---

<b>Answers</b>	<b>Responses</b>	<b>Percent</b>
I am an agricultural worker in San Mateo County	284	93.4%
I am a spouse of a San Mateo County agricultural worker	46	15.1%
I live with another family member who is a San Mateo County agricultural worker	11	3.6%
<b>Total, All Responses</b>	<b>304</b>	<b>112%</b>

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 3: How many agricultural jobs do you have in San Mateo County?**

---

<b>Jobs</b>	<b>Responses</b>	<b>Percent</b>
One	295	97.0%
Two	9	3.0%
Three	0	0.0%
<b>Total, All Responses</b>	<b>304</b>	<b>100.0%</b>

---

**Question 4: How many months did you work in agriculture in San Mateo County in 2014?**

---

<b>Number of Months</b>	<b>Responses</b>	<b>Percent</b>
Less than one	6	2.1%
One	0	0.0%
Two	2	0.7%
Three	6	2.1%
Four	5	1.8%
Five	6	2.1%
Six	12	4.2%
Seven	12	4.2%
Eight	12	4.2%
Nine	7	2.5%
Ten	15	5.3%
Eleven	4	1.4%
Year-Round	197	69.4%
<b>Total, All Responses</b>	<b>284</b>	<b>100%</b>
Blanks	20	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 5: Where do you work in San Mateo County?**

---

<b>Work Location</b>	<b>Responses</b>	<b>Percent</b>
North Of Half Moon Bay	30	9.9%
Half Moon Bay	82	27.0%
South Of Half Moon Bay	40	13.2%
San Gregorio	5	1.6%
La Honda	10	3.3%
Loma Mar	0	0.0%
Pescadero	146	48.0%
South San Mateo	0	0.0%
Other San Mateo County Location Not Listed	0	0.0%
<b>Total, All Responses</b>	<b>304</b>	<b>103.0%</b>

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 6: In a typical year, do you also work outside of San Mateo County?**

---

<u>Answers</u>	<u>Responses</u>	<u>Percent</u>
Yes	14	4.8%
No	277	95.2%
<b>Total, All Responses</b>	<b>291</b>	<b>100%</b>
<b>Blanks</b>	<b>13</b>	
<b>Total, All Respondents</b>	<b>304</b>	

**Question 6a: If Yes, Where do you work outside of San Mateo County?**

<u>Other Work Location</u>	<u>Responses</u>	<u>Percent</u>
Santa Cruz	4	30.8%
San Francisco Farmers Market	1	7.7%
Castroville, ca	1	7.7%
Salinas	1	7.7%
Ukaia, Watsonville	1	7.7%
Napa, Madera, Fairfield	1	7.7%
Madera	1	7.7%
Los Angeles	2	15.4%
New Zealand & Washington State	1	7.7%
<b>Total, All Responses</b>	<b>13</b>	<b>100%</b>
<b>Blanks</b>	<b>1</b>	
<b>Total, All Respondents</b>	<b>14</b>	

**Question 6b: How many months do you typically work outside of San Mateo County in a year?**

<u>Months</u>	<u>Responses</u>	<u>Percent</u>
Less than one	0	0.0%
One	1	9.1%
Two	2	18.2%
Three	3	27.3%
Four	1	9.1%
Five	0	0.0%
Six	0	0.0%
Seven	2	18.2%
Eight	0	0.0%
Nine	1	9.1%
Ten	0	0.0%
Eleven	0	0.0%
Year-Round	1	9.1%
<b>Total, All Responses</b>	<b>11</b>	<b>100%</b>
<b>Blanks</b>	<b>3</b>	
<b>Total, All Respondents</b>	<b>14</b>	

---

**Question 7: How many years have you worked in San Mateo County agriculture?**

---

<b>Number of Years</b>	<b>Responses</b>	<b>Percent</b>
Less than 1 Year	18	5.9%
1 to 3 Years	51	16.8%
4 to 5 Years	14	4.6%
6 to 10 Years	58	19.1%
11 to 15 Years	43	14.1%
16 to 20 Years	39	12.8%
21 to 25 Years	26	8.6%
25 to 30 Years	29	9.5%
More than 30 Years	26	8.6%
<b>Total, All Responses</b>	<b>304</b>	<b>100%</b>

---

**Question 8: What type of agricultural business do you work at?**

---

<u>Type of Business</u>	<u>Responses</u>	<u>Percent</u>
Farm or field grower	196	65.1%
Indoor nursery or greenhouse	52	17.3%
Outdoor nursery	67	22.3%
Processor or packer	35	11.6%
Rancher or livestock operation	7	2.3%
Farm management company	0	0.0%
Farm labor contractor	0	0.0%
Other:	14	4.7%
<b>Total, All Responses</b>	<b>301</b>	<b>123.3%</b>
Blanks	3	
<b>Total, All Respondents</b>	<b>304</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 9: What type of products do you work with during the year?**

---

<u>Type of Product</u>	<u>Responses</u>	<u>Percent</u>
Floral and nursery	123	40.9%
Forest products	4	1.3%
Livestock	18	6.0%
Vegetables	161	53.5%
Wine grapes	10	3.3%
Berries	9	3.0%
Other fruit	16	5.3%
Herbs	25	8.3%
Mushrooms	4	1.3%
Aquaponics	0	0.0%
Aquaculture	0	0.0%
Other	27	9.0%
<b>Total, All Responses</b>	<b>301</b>	<b>131.9%</b>
Blanks	3	
<b>Total, All Respondents</b>	<b>304</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

**Question 9a: Do you work with any of the following vegetable types?**

<u>Vegetable Type</u>	<u>Responses</u>	<u>Percent</u>
Brussels	54	33.5%
Leeks	12	7.5%
Fava beans	41	25.5%
Pumpkins	13	8.1%
Peas	47	29.2%
Snap beans	16	9.9%
Artichokes	13	8.1%
<b>Total, All Vegetable Type</b>	<b>161</b>	<b>122%</b>

Note: Total sums to greater than 100% because respondents could select multiple responses.

**Question 9b: Do you work with any of the following berry types?**

<u>Berry Type</u>	<u>Responses</u>	<u>Percent</u>
Strawberries	3	50.0%
Other Berries	3	50.0%
<b>Total, All Berry Types</b>	<b>6</b>	<b>100%</b>

---

**Question 10: What is your job position?**

---

<b>Job Position</b>	<b>Responses</b>	<b>Percent</b>
Laborer	261	86.1%
Foreman or supervisor	15	5.0%
Equipment operator or driver	30	9.9%
Farm manager	7	2.3%
Owner of farm, ranch, nursery, or aquaponics/aquacultu	1	0.3%
Other:	9	3.0%
<b>Total, All Responses</b>	<b>303</b>	<b>106.6%</b>
Blanks	1	
<b>Total, All Respondents</b>	<b>304</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Pre-Question 11: Do you live in San Mateo County?**

---

<b>Response</b>	<b>Responses</b>	<b>Percent</b>
Yes	290	95.4%
No	14	4.6%
<b>Total, All Responses</b>	<b>304</b>	<b>100%</b>

---

**Question 11: If yes, where do you currently live in San Mateo County?**

---

<b>Current Living Location</b>	<b>Responses</b>	<b>Percent</b>
North of Half Moon Bay	20	6.9%
Half Moon Bay	55	19.0%
South of Half Moon Bay	80	27.6%
San Gregorio	0	0.0%
La Honda	9	3.1%
Loma Mar	1	0.3%
Pescadero	121	41.7%
South San Mateo	0	0.0%
Other San Mateo County location not listed	4	1.4%
<b>Total, All Living in County</b>	<b>290</b>	<b>100%</b>

---

**Question 12: Is this housing located on the property where you work?**

---

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	121	42.2%
No	166	57.8%
<b>Total, All Responses</b>	<b>287</b>	<b>100%</b>
Blanks	17	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 13: How long have you lived in San Mateo County?**

---

<b>Number of Years</b>	<b>Responses</b>	<b>Percent</b>
Less than 1 Year	14	4.9%
1 to 3 Years	30	10.4%
4 to 5 Years	15	5.2%
6 to 10 Years	44	15.3%
11 to 15 Years	45	15.6%
16 to 20 Years	47	16.3%
21 to 25 Years	33	11.5%
25 to 30 Years	29	10.1%
More than 30 Years	31	10.8%
<b>Total, All Responses</b>	<b>288</b>	<b>100%</b>
Blanks	2	
<b>Total, All Living in County</b>	<b>290</b>	

---

**Question 14: How many months during a year do you live in this home?**

---

<b>Months</b>	<b>Responses</b>	<b>Percent</b>
Less than one	0	0.0%
One	2	0.7%
Two	0	0.0%
Three	2	0.7%
Four	2	0.7%
Five	0	0.0%
Six	5	1.8%
Seven	8	2.8%
Eight	5	1.8%
Nine	4	1.4%
Ten	4	1.4%
Eleven	1	0.4%
Year-Round	251	88.4%
<b>Total, All Responses</b>	<b>284</b>	<b>100.0%</b>
Blanks	6	
<b>Total, All Living in County</b>	<b>290</b>	

---

**Question 15: Do you have a different home that you live in for part of the year?**

---

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	21	7.7%
No	251	92.3%
<b>Total, All Responses</b>	<b>272</b>	<b>100%</b>
Blanks	18	
<b>Total, All Living in County</b>	<b>290</b>	

**Question 15a: If you live in a different home for part of the year, where is it located?**

<u>Location</u>	<u>Responses</u>	<u>Percent</u>
Elsewhere in Northern California	2	9.5%
Elsewhere in California	1	4.8%
Other:	18	85.7%
<i>Mexico</i>	15	71.4%
<i>Mexico, Los Angeles</i>	1	4.8%
<i>Salinas</i>	1	4.8%
<i>Washington State / New Zealand</i>	1	4.8%
<b>Total, All Other Locations</b>	<b>21</b>	<b>100%</b>

---

**Question 15b: Do you consider yourself a migrant worker, with no permanent home?**

---

<b>Response</b>	<b>Responses</b>	<b>Percent</b>
Yes	10	35.7%
No	18	64.3%
<b>Total, All Responses</b>	<b>28</b>	<b>100%</b>

---

**Question 16: How long do you spend commuting between home and work (round trip) in a typical work day?**

---

<b>Commute Time</b>	<b>Responses</b>	<b>Percent</b>
Less than 5 minutes	30	11.3%
5 to 10 minutes	78	29.4%
11 to 20 minutes	63	23.8%
21 to 30 minutes	49	18.5%
31 to 45 minutes	17	6.4%
46 to 60 minutes	19	7.2%
More than 60 minutes	9	3.4%
<b>Total, All Responses</b>	<b>265</b>	<b>100%</b>
Blanks	39	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 17: What kinds of transportation do you use to get to work in a typical work day?**

---

<b>Travel Mode</b>	<b>Responses</b>	<b>Percent</b>
Walk	59	22.8%
Bicycle	22	8.5%
Personal Vehicle	181	69.9%
Public bus	3	1.2%
Bus or van provided by employer	8	3.1%
Other	0	0.0%
<b>Total, All Responses</b>	<b>259</b>	<b>105%</b>
Blanks	45	
<b>Total, All Respondents</b>	<b>304</b>	

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 18a: Do you live with any family members in San Mateo County?**

---

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	201	66.1%
No	103	33.9%
<b>Total, All Responses</b>	<b>304</b>	<b>100%</b>

**If yes, how many family members do you live with?** (Data summarized from table in Question 18a)

<u>Number of Family Members</u>	<u>Responses</u>	<u>Percent</u>
1	30	14.9%
2	29	14.4%
3	56	27.9%
4	41	20.4%
5	25	12.4%
6	9	4.5%
7	6	3.0%
8	3	1.5%
9	1	0.5%
10	1	0.5%
<b>Total, All Respondents</b>	<b>201</b>	<b>100%</b>

No Family Members 103

**Total, All Respondents 304**

**If yes, what type of family members do you live with?** (Data summarized from table in Question 18a)

<u>Household Type</u>	<u>Responses</u>	<u>Percent</u>
Living without Relatives	103	33.9%
Spouse Only	8	2.6%
Children Only	21	6.9%
Spouse & Children Only	106	34.9%
Spouse & Other Family	3	1.0%
Children & Other Family	8	2.6%
Spouse, Children, & Other Family	30	9.9%
Other Family Only	25	8.2%
<b>Total, All Household Types</b>	<b>304</b>	<b>100%</b>

---

**Question 18b: Do you live with anyone who is not a family member in San Mateo County?**

---

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	129	42.7%
No	173	57.3%
<b>Total, All Responses</b>	<b>302</b>	<b>100%</b>
Blanks	2	
<b>Total, All Respondents</b>	<b>304</b>	

**If yes, How many unrelated people (including unrelated children) do you live with?**

<u>Number of Unrelated</u>	<u>Responses</u>	<u>Percent</u>
1	11	8.7%
2	20	15.9%
3	16	12.7%
4	15	11.9%
5	8	6.3%
6	5	4.0%
7	5	4.0%
8	7	5.6%
9	4	3.2%
10	9	7.1%
11	9	7.1%
12	3	2.4%
13	2	1.6%
14	5	4.0%
15	3	2.4%
16	0	0.0%
17	1	0.8%
18	1	0.8%
19	2	1.6%
20 or More	0	0.0%
<b>Total, All Respondents</b>	<b>126</b>	<b>100.0%</b>

---

**Question 18c: Total number of people that live in your household, including yourself:**

---

<u>Household Size</u>	<u>Responses</u>	<u>Percent</u>
1	9	3.0%
2	15	5.0%
3	36	12.0%
4	63	21.0%
5	57	19.0%
6	38	12.7%
7	17	5.7%
8	12	4.0%
9	7	2.3%
10	9	3.0%
11	8	2.7%
12	9	3.0%
13	3	1.0%
14	4	1.3%
15	6	2.0%
16	3	1.0%
17	0	0.0%
18	2	0.7%
19	0	0.0%
20 or More	2	0.7%
<b>Total, All Respondents</b>	<b>300</b>	<b>100%</b>
Blanks	4	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 19: What kind of housing STRUCTURE do you currently live in?**

---

<b>Structure Type</b>	<b>Responses</b>	<b>Percent</b>
Dormitory, Barracks, Bunkhouse on a permanent foundation	33	10.9%
Dormitory, Barracks, Bunkhouse not on a permanent foundation	6	2.0%
Conventional single-family house	79	26.0%
Mobile/manufactured home on permanent foundation	45	14.8%
Mobile/manufactured home/RV NOT on permanent foundation	28	9.2%
Apartment	103	33.9%
Decline to State	3	1.0%
Other:	7	2.3%
<b>Total, All Respondents</b>	<b>304</b>	<b>100%</b>

---

**Question 19a: Apartment Respondents Only: Do you live in one of the following housing complexes?**

---

<b>Complex</b>	<b>Responses</b>	<b>Percent</b>
Moonridge	83	89.2%
Main Street Park	4	4.3%
Other	6	6.5%
<b>Total, All Reponses</b>	<b>93</b>	<b>100%</b>
Blanks	10	
<b>Total, All Living in Apartment</b>	<b>103</b>	

---

**Question 20: How many rooms does your home have?**

---

The following responses account for all Non-Dormitory/Barracks/Bunkhouse Respondents, as reported in Question 19, thus accounting for respondents living in Mobile/manufactures homes, Apartments, Conventional single-family homes, and other type housing. For additional detail regarding Dormitory, Barracks, and Bunkhouse respondents, please see Question 22.

Number of Rooms	Bedrooms		Bathrooms	
	Responses	Percent	Responses	Percent
0	3	1.2%	12	4.7%
1	30	11.6%	133	51.6%
2	83	32.0%	108	41.9%
3	96	37.1%	2	0.8%
4	30	11.6%	3	1.2%
5	7	2.7%	0	0.0%
6	4	1.5%	0	0.0%
7	5	1.9%	0	0.0%
8	0	0.0%	0	0.0%
9	0	0.0%	0	0.0%
10	1	0.4%	0	0.0%
11	0	0.0%	0	0.0%
12	0	0.0%	0	0.0%
<b>Total, All Respondents</b>	<b>259</b>	<b>100%</b>	<b>258</b>	<b>100%</b>

Number of Rooms	Other Rooms (Non-Kitchen)		Total (Plus Kitchen)	
	Responses	Percent	Response	Percent
0	23	9.3%	0	0.0%
1	224	90.7%	5	1.9%
2	0	0.0%	15	5.7%
3	0	0.0%	27	10.3%
4	0	0.0%	73	28.0%
5	0	0.0%	101	38.7%
6	0	0.0%	24	9.2%
7	0	0.0%	7	2.7%
8	0	0.0%	4	1.5%
9	0	0.0%	4	1.5%
10	0	0.0%	0	0.0%
11	0	0.0%	0	0.0%
12	0	0.0%	1	0.4%
<b>Total, All Respondents</b>	<b>247</b>	<b>100.0%</b>	<b>261</b>	<b>100%</b>

---

**Question 21: Are laundry facilities available onsite where you live?**

---

*The following responses account for all Non-Dormitory/Barracks/Bunkhouse Respondents, as reported in Question 19, thus accounting for respondents living in Mobile/manufactures homes, Apartments, Conventional single-family homes, and other type housing. For additional detail regarding Dormitory, Barracks, and Bunkhouse respondents, please see Question 22.*

<b>Response</b>	<b>Responses</b>	<b>Percent</b>
Yes	178	67.7%
No	85	32.3%
<b>Total, All Responses</b>	<b>263</b>	<b>100%</b>

---

**Calculation: Persons Per Room**

---

*The following responses account for all Non-Dormitory/Barracks/Bunkhouse Respondents, as reported in Question 19, thus accounting for respondents living in Mobile/manufactures homes, Apartments, Conventional single-family homes, and other type housing. For additional detail regarding Dormitory, Barracks, and Bunkhouse respondents, please see Question 22.*

<b>Persons per Room</b>	<b>Responses</b>	<b>Percent</b>
Less than 0.5 Persons per Room	3	1.2%
0.5 to 1.0 Persons per Room	148	56.9%
1.01 to 1.50 Persons Per Room	68	26.2%
1.51 to 2.0 Persons per Room	24	9.2%
2.01 or More Persons per Room	17	6.5%
<b>Total, All Responses</b>	<b>260</b>	<b>100%</b>

---

**Question 22: Dormitory, Barracks, and Bunkhouse Respondents Only**

---

The following responses account for all Dormitory, Barracks, and Bunkhouse Respondents, as reported in Question 19.

**Question 22a: About how many people sleep in the room where you sleep?**

<u>Number of People</u>	<u>Responses</u>	<u>Percent</u>
No One	2	5.6%
1 to 5 people	27	75.0%
6 to 10 people	6	16.7%
11 to 15 people	1	2.8%
More than 15 people	0	0.0%
<b>Total, All Responses</b>	<b>36</b>	<b>100%</b>

**Question 22b: Is there a kitchen in the same structure where you sleep?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	35	97.2%
No	1	2.8%
<b>Total, All Responses</b>	<b>36</b>	<b>100%</b>

**Question 22c: About how many people share the kitchen where you prepare food?**

<u>Number of People</u>	<u>Responses</u>	<u>Percent</u>
No One	0	0.0%
1 to 5 people	4	11.1%
6 to 10 people	9	25.0%
11 to 15 people	19	52.8%
More than 15 people	4	11.1%
<b>Total, All Responses</b>	<b>36</b>	<b>100%</b>

**Question 22d: Is there a toilet and a shower in the same structure where you sleep?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	34	94.4%
No	3	8.3%
<b>Total, All Responses</b>	<b>37</b>	<b>103%</b>

**Question 22e: About how many people share the toilet and shower you use?**

<u>Number of People</u>	<u>Responses</u>	<u>Percent</u>
No One	0	0.0%
1 to 5 people	4	11.1%
6 to 10 people	9	25.0%
11 to 15 people	19	52.8%
More than 15 people	4	11.1%
<b>Total, All Responses</b>	<b>36</b>	<b>100%</b>

**Question 22f: Are laundry facilities available onsite where you live?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	7	19.4%
No	29	80.6%
<b>Total, All Responses</b>	<b>36</b>	<b>100%</b>

---

**Question 23: Do you have a spouse and/or child(ren) under the age of 18 who DO NOT live with you while you work in San Mateo County?**

---

<b>Response</b>	<b>Responses</b>	<b>Percent</b>
Spouse Only	12	23.5%
Child(ren) under 18 Only	11	21.6%
Spouse and Child(ren)	28	54.9%
<b>Total, All Responses</b>	<b>51</b>	<b>100.0%</b>

---

**Question 24: If you answered "Spouse" and/or "Child(ren) under 18" to the question above, why do they live away from you?**

---

<b>Response</b>	<b>Responses</b>	<b>Percent</b>
No suitable housing for family at or near work site	2	3.9%
Spouse is employed elsewhere	0	0.0%
Permanent family residence is elsewhere	3	5.9%
No affordable housing for family at or near work site	3	5.9%
Available housing is too far from schools/health care/shopping/services	0	0.0%
Family members cannot come here due to immigration issues	23	45.1%
I came here for economic reasons but the rest of the family prefers to stay	11	21.6%
Other:	14	27.5%
<b>Total, All Responses</b>	<b>51</b>	<b>110%</b>

Note: Total sums to greater than 100% because respondents could select multiple responses.

---

**Question 25: Are you satisfied with your current housing while you are working in San Mateo County?**

---

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	228	75.7%
No	73	24.3%
<b>Total, All Responses</b>	<b>301</b>	<b>100%</b>
Blanks	3	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Pre-Question 26: Would your ideal housing be located in San Mateo County?**

---

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	292	96.7%
No	10	3.3%
<b>Total, All Responses</b>	<b>302</b>	<b>100%</b>
Blanks	2	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 26: Where in San Mateo County would your ideal housing be located?**

---

<u>Housing Location</u>	<u>Responses</u>	<u>Percent</u>
North of Half Moon Bay	22	7.4%
Half Moon Bay	68	22.8%
South of Half Moon Bay	70	23.5%
San Gregorio	1	0.3%
La Honda	9	3.0%
Loma Mar	0	0.0%
Pescadero	117	39.3%
South San Mateo	0	0.0%
Other San Mateo County location not listed	11	3.7%
<b>Total, All Locations</b>	<b>298</b>	<b>100%</b>

---

**Question 27: What kind of housing structure would you prefer to live in while working in San Mateo County?**

---

<b>Structure Type</b>	<b>Responses</b>	<b>Percent</b>
Dormitory, Barracks, Bunkhouse on a permanent foundation	15	5.0%
Conventional single-family house	165	55.4%
Mobile/manufactured home on permanent foundation	22	7.4%
Mobile/manufactured home/RV NOT on permanent foundation	13	4.4%
Apartment	80	26.8%
Other:	3	1.0%
<b>Total, All Respondents</b>	<b>298</b>	<b>100%</b>
Blanks	6	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 28: Would you prefer temporary or permanent housing?**

---

<b>Housing Type</b>	<b>Responses</b>	<b>Percent</b>
Temporary Housing	31	10.3%
Permanent Housing	269	89.7%
<b>Total, All Respondents</b>	<b>300</b>	<b>100%</b>

---

**Question 29: Would you like housing for just you, or for you and family members?**

---

<b>Housing Type</b>	<b>Responses</b>	<b>Percent</b>
Myself Only	68	22.7%
With Family	232	77.3%
<b>Total, All Respondents</b>	<b>300</b>	<b>100%</b>

---

**Question 30: What would be the most ideal type of housing location?**

---

<b>Housing Location</b>	<b>Responses</b>	<b>Percent</b>
Housing on or near work site	251	82.8%
Housing near other family members' work site	16	5.3%
Housing in a town/city	26	8.6%
Other:	10	3.3%
<b>Total, All Respondents</b>	<b>303</b>	<b>100%</b>

---

**Question 31: How do you pay for your housing?**

---

<b>Responses</b>	<b>Responses</b>	<b>Percent</b>
Employer provides housing without charge	14	4.6%
Employer provides housing for a fee (e.g., rent)	114	37.5%
Pay rent to a landlord other than employer	159	52.3%
Own a mobile home/trailer/RV and rent land where it is p	5	1.6%
Own a housing unit	10	3.3%
Decline to State	2	0.7%
<b>Total, All Responses</b>	<b>304</b>	<b>100%</b>

---

**Question 31a: Renter Information**

---

**Question 31a-i: If you pay rent, how often do you pay?**

<u>Payment Period</u>	<u>Responses</u>	<u>Percent</u>
Every night	5	1.9%
Every two weeks	1	0.4%
Two times per month	35	13.3%
Once a Month	222	84.4%
<b>Total, All Responses</b>	<b>263</b>	<b>100%</b>

**Question 31a-i: Monthly Rental Rates (normalized rental rates to monthly rate):**

<u>Rental Rate</u>	<u>Responses</u>	<u>Percent</u>
Less than \$100	34	13.2%
\$100 to \$249	55	21.4%
\$250 to \$499	23	8.9%
\$500 to \$749	31	12.1%
\$750 to \$999	37	14.4%
\$1,000 to \$1,499	68	26.5%
\$1,500 to \$1,999	6	2.3%
\$2,000 to \$2,499	2	0.8%
\$2,500 or More	1	0.4%
<b>Total, All Respondents</b>	<b>257</b>	<b>100%</b>
<b>Median Rental Rate</b>	<b>\$600</b>	
<b>Average Rental Rate</b>	<b>\$639</b>	

**Question 31a-ii: Are utilities (e.g., water, electric, propane/gas, etc.) included in your rent payment?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	167	63.3%
No	97	36.7%
<b>Total, All Responses</b>	<b>264</b>	<b>100%</b>

**Question 31a-iii: Are any meals included in your rent payment?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	2	0.8%
No	262	99.2%
<b>Total, All Responses</b>	<b>264</b>	<b>100%</b>

**Question 31a-iv: Were you offered a lease agreement for the place you live in?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	122	46.9%
No	138	53.1%
<b>Total, All Responses</b>	<b>260</b>	<b>100%</b>

**Question 31a-v: If yes to the previous question, do you have a signed lease agreement?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	111	96.5%
No	4	3.5%
<b>Total, All Responses</b>	<b>115</b>	<b>100%</b>

---

**Question 31b: Owner Information**

---

**Do you have a mortgage?**

<u>Response</u>	<u>Responses</u>	<u>Percent</u>
Yes	9	90.0%
No	1	10.0%
<b>Total, All Responses</b>	<b>10</b>	<b>100%</b>

**How much is your monthly mortgage payment, plus taxes and insurance?**

<u>Mortgage Payment</u>	<u>Responses</u>	<u>Percent</u>
Less than \$500	0	0.0%
\$500 to \$749	1	11.1%
\$750 to \$999	0	0.0%
\$1,000 to \$1,499	1	11.1%
\$1,500 to \$1,999	3	33.3%
\$2,000 to \$2,499	3	33.3%
\$2,500 or More	1	11.1%
<b>Total, All Respondents</b>	<b>9</b>	<b>100%</b>

**Median Mortgage**                      **\$1,700**  
**Average Mortgage**                 **\$1,783**

---

**Question 32: How would you rate the physical condition of your current housing?**

---

<b>Response</b>	<b>Responses</b>	<b>Percent</b>
Excellent	49	16.3%
Good	139	46.3%
Needs some minor maintenance or repair	85	28.3%
Needs some major maintenance or repair	27	9.0%
<b>Total, All Responses</b>	<b>300</b>	<b>100%</b>

---

**Question 33: Total Number of Housing Condition Problems Reported**

---

<u>Number of Problems</u>	<u>Responses</u>	<u>Percent</u>
No Problems Reported	180	59.2%
1 to 2	63	20.7%
3 to 4	43	14.1%
5 to 6	10	3.3%
7 to 8	5	1.6%
9 to 10	1	0.3%
11 to 15	1	0.3%
16 or more	1	0.3%
<b>Total, All Responses</b>	<b>304</b>	<b>100%</b>

**Specific Housing Problems****Pests/Mold/Smells?**

<u>Housing Problem</u>	<u>Responses</u>
Pest control	4
Fix mold or mildew problems	3
Eradicate unpleasant smells	0

**Heating/Insulation/Weather Proofing?**

<u>Housing Problem</u>	<u>Responses</u>
Fix or improve heating	19
Repair holes in exterior walls	4
Repair roof leaks	9
Fix/replace broken or missing windows	18
Improve insulation/weather stripping	5
Fix/replace broken or missing exterior doors	6

**Kitchen/Bath Problems?**

<u>Housing Problem</u>	<u>Responses</u>
Fix broken or lack of working toilet	41
Fix broken or lack of drinkable water	26
Fix broken or lack of working refrigerator	20
Fix broken or lack of working stove	31

**Water/Utility Problems?**

<u>Housing Problem</u>	<u>Responses</u>
Fix broken or lack of indoor running water	16
Fix broken or lack of drinkable water	12
Fix broken or lack of electricity	9
Limit number of extension cords needed	1
Fix broken sewer/septic system	4
Provide regular garbage service	2

**Other?**

<u>Housing Problem</u>	<u>Responses</u>
Fix/replace/provide smoke or carbon monoxide detectors	4
Painting	60
Repair flooring	48
Fix or install window or door screens	13
Fix/replace broken or missing stairs	8
Fix/replace broken or missing door locks or handles	1
Provide clean and adequate mattresses	3

---

**Question 35: What year were you born?**

---

<b>Year</b>	<b>Responses</b>	<b>Percent</b>
Before 1940	3	1.0%
1940 to 1949	6	2.0%
1950 to 1959	44	14.8%
1960 to 1969	67	22.6%
1970 to 1979	82	27.6%
1980 to 1989	58	19.5%
1990 or later	37	12.5%
<b>Total, All responses</b>	<b>297</b>	<b>100%</b>

<b>Median Age</b>	<b>43.0</b>
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---

**Question 36: Number of Workers in Household who averaged more than 20 hours of agriculture work per week and earned at least half of their individual income in agricultural work.**

---

<b>Number of Ag Workers</b>	<b>Responses</b>	<b>Percent</b>
None	10	3.8%
One	251	95.1%
Two	3	1.1%
More than Two	0	0.0%
<b>Total, All Responses</b>	<b>264</b>	<b>100%</b>
Blanks	40	
<b>Total, All Respondents</b>	<b>304</b>	

---

**Question 37: If not living in barracks/group quarters type housing, about how much was the total income for your whole household in 2014, including agricultural and non-agricultural work?**

---

<b>Household Income</b>	<b>Responses</b>	<b>Percent</b>
Less than \$10,000	4	2.0%
\$10,000 to \$19,999	42	21.0%
\$20,000 to \$29,999	67	33.5%
\$30,000 to \$39,999	27	13.5%
\$40,000 to \$49,999	27	13.5%
\$50,000 to \$59,999	19	9.5%
\$60,000 to \$69,999	5	2.5%
\$70,000 to \$79,999	1	0.5%
\$80,000 to \$89,999	3	1.5%
\$90,000 to \$99,999	1	0.5%
\$100,000 to \$124,999	2	1.0%
\$125,000 to \$149,999	2	1.0%
\$150,000 or More	0	0.0%
<b>Total, All Responses</b>	<b>200</b>	<b>100%</b>

**Median Household Income                      \$26,000**

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**Calculation: Housing Cost Burden**

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<b>Housing Cost (% of Income)</b>	<b>Responses</b>	<b>Percent</b>
Less than 15%	73	42.2%
15% to 30%	49	28.3%
31% to 50%	40	23.1%
51% or more	11	6.4%
<b>Total, All Responses</b>	<b>173</b>	<b>100%</b>

---

**Question 38: What is your immigration status?**

---

<b>Immigration Status</b>	<b>Responses</b>	<b>Percent</b>
Documented	144	47.7%
Undocumented	155	51.3%
Declined to State	3	1.0%
<b>Total, All Responses</b>	<b>302</b>	<b>100%</b>
Blanks	2	
<b>Total, All Respondents</b>	<b>304</b>	

# APPENDIX H: FOCUS GROUP SUMMARIES

## Session 1: North Area Agricultural Workers

1. Our survey results indicate that most of the people who work for agricultural operations work only one job, and they work and live most of the year within San Mateo County. Based on your experiences and what you know about the others who work in this part of the County, is this correct?

*Job situations vary, but most people who work in the area live in the area live here more or less year round. There are contract workers at Rocket who may only work in the area for a couple days at a time, varying during the year. There are others who commute in from homes outside the area – places ranging from East Palo Alto to Watsonville. Most of the people who live in Moonridge do not work outside the County, even if they work for a farm labor contractor.*

2. Our survey results indicate that a large portion of the people who work in San Mateo County agriculture have spouses or children who do not live with them in San Mateo County. Based on your own experience and what you know about the other agricultural workers in this area, is this correct?

*Majority of the ag workers they know are living with their families (all participants are Moonridge residents).*

- a. If this is correct, please tell us about the reasons that many farmworkers' spouses or children do not live with them in San Mateo County?

NA

3. The majority of the workers who responded to the survey indicated that they would like housing for themselves and their families to live together. What would be necessary to make it possible for agricultural worker families to live together in San Mateo County?

*The affordability of Moonridge rents is key for families to be able to live together. If they did not have access to Moonridge housing, these families would most likely have to crowd into housing shared with others – might only be able to afford one room for the whole family. Or, they might have to commute for 1 hour or more to find more affordable housing.*

4. What do you think is the most severe housing problem that San Mateo County agricultural workers face?

*Affordability and availability are biggest challenges. Even in Moonridge, some households rent a room out to somebody outside the family, in order to help pay the bills.*

a. Affordability? Availability? Suitability of Available Units for Household Needs?

Physical problems? Other?

b. If workers have to pay housing costs that are unaffordable, does this create other problems for them?

*Even in Moonridge, where rent is on a sliding scale with income, ag workers struggle to have enough money to pay all the bills. At \$10 to \$12 per hour, workers have just barely enough to get by with the basics. Even with new health insurance law, policies provided by employers have high deductibles and copays and the out of pocket costs for care can be prohibitive to workers.*

5. If new housing for agricultural workers were to be built, tell us what features it should have, such as location, type of housing, and other characteristics?

*Affordability is key. Type of unit is not as important. Purchasing a home seems too difficult due to the cost, and some people were able to buy a home before the recession had bad experiences with adjustable rate mortgages they couldn't afford, etc. Moonridge is a good location to live- work is close enough, and other services in town are accessible. One challenge is transportation for children – the school bus that serves Moonridge is a great help for parents who work and can't give their kids a ride to/from school. Laundry facilities are really important – need enough machines to serve the population. Headstart center has limited capacity and can't accommodate all the kids who might want to participate. Onsite daycare is important for working parents. After school care for school aged kids with assistance with homework would be good. Can be difficult for parents who don't have strong English skills to help their kids with homework.*

*More housing in HMB would be good, because it would be close to large employers like Rocket Farms and Bay Cities. Many people don't have their own cars, so having access to public transportation is important.*

6. For workers who are here without spouses or children, what is the preferred living arrangement –

*NA – most of their experience is with other people who are here with their families.*

7. How would a worker who is new to the area go about finding housing?

*A worker new to the area would have to have friends or family who are already here, to help them secure housing.*

8. Would that person have difficulty in finding housing?

*If the person doesn't have friends or family who can provide a place for them to live, it will be very difficult for them to find housing.*

- a. If so, what kinds of difficulty would the person encounter?

*To get into Moonridge, there is a long wait for an available unit. There was some turnover during the housing downturn, when some people were able to buy houses, but since then, there has been very little turnover. One current resident rented one room in a house, with other families while waiting for an opening in Moonridge.*

9. Do you know of many agricultural workers who have had to leave the area because of a lack of suitable housing?

*Feel that even if somebody doesn't have housing, they can't leave their job, so they have to make do until something comes up, or they have to commute from further away so they can keep their job.*

- a. If so, what were the main problems that they faced in trying to secure housing?

#### *Availability and affordability*

10. Of the agricultural workers who have taken our survey so far, most live in housing provided by their employer or housing that they rent from somebody else. Based on your own experience and what you know about other agricultural workers, do you feel that some agricultural workers would be interested in the opportunity to own their own home, if it was affordable?

*Owning housing seems unattainable given the high prices. Subsidized prices would be necessary to make it possible.*

11. How beneficial would the following types of housing assistance be to agricultural workers?
  - a. Financial assistance?
  - b. Assistance in getting repairs done to existing housing?
  - c. Assistance in locating available housing?
  - d. Assistance in dealing with tenant/landlord issues?

*Most beneficial would be assistance to find available housing. Subsidized housing would also be helpful – even with the assistance, face difficult decisions about how to spend available money on basics. One resident had to make a choice between paying rent and giving her daughter money to purchase books for college.*

*Rent formula doesn't always seem fair when a neighbor pays a lower rent for the same size of unit.*

*Many workers do not get salary increases over time, even after 3 or 4 years in the same job, so staying at Moonridge is the most viable option and residents will stay as long as they can.*

*Would like more programs for kids of all ages. Childcare is especially important for women, so that they can work. Men have more flexibility to travel further for better jobs, but women are usually responsible for taking care of children.*

12. Now, we would like to ask if anybody has any comments relating to housing issues that we have not already discussed?

*Having more Sheriff presence at Moonridge would be good – especially if kids are home after school with their parents at work. Cell service is not good in the area, especially further east in the complex. Homework club for kids after school would be helpful. Also for adults, there are limited opportunities for continuing education. One resident completed available ESL classes in HMB, but would have to travel to San Mateo College in order to continue to progress, but this is not feasible with responsibilities to take care of kids after work, etc.*

## Session 2: South Area Agricultural Workers

1. Our survey results indicate that most of the people who work for agricultural operations in this part of the County have one job, and they work and live most of the year within San Mateo County. Based on your experiences and what you know about the other agricultural workers in the area, is this correct?

*Yes, this is generally correct. Most people work really hard and have little extra time to take on another job. The employers keep them busy because they don't want them to go somewhere else. When it is slow season, they will find things for them to do, to earn some money, so they don't have look for other work.*

- a. Follow-up questions....

2. Our survey results indicate that a large portion of the people who work in San Mateo

County agriculture have spouses or children who do not live with them in San Mateo County. Based on your own experience and what you know about the other agricultural workers in this area, is this correct?

*Yes, generally correct. Many people are here alone, but there are also workers who are here with their families. It depends on the situation.*

- a. If this is correct, please tell us about the reasons that many farmworkers' spouses or children do not live with them in San Mateo County?

*Much of it has to do with costs and cost of living here vs. Mexico. If they send money home, it goes further than if they brought their family here.*

3. The majority of the workers who responded to the survey indicated that they would like housing for themselves and their families to live together. What would be necessary to make it possible for agricultural worker families to live together in San Mateo County?

*The availability of housing suitable for a family that is affordable is a key factor. One worker's wife comes for 3-4 months and then goes back to Mexico. He said he would ask her if she wanted to give it a try, if there was affordable housing available for them. Usually, those who live on ranches live without their families, but live with friends and roommates.*

*Know of some relatives in other areas where they have been able to live in affordable housing with their family and pay an affordable rent for good housing. Creating something similar in this area would be good.*

- a. Follow up questions ...

*They are familiar with Moonridge and feel that something like that in Pescadero would be good. It would benefit everybody – workers, farmers, etc.*

4. What do you think is the most severe housing problem that San Mateo County agricultural workers face?

- a. Affordability? Availability? Suitability of Available Units for Household Needs?  
Physical problems? Other?

*Big problems are that is too hard for owners to get permits to fix housing or add new housing, and that there is just so little housing available. One farm had to remove a good trailer due to permit problems. Some feel that bosses' intentions are good but it is too difficult for them to get permits.*

*They fear that if they try to fix one thing, then the County will make them fix everything. The bosses know that if they have housing, it will help them get employees. Families need help to find suitable housing in the area. If there was more housing available, there is definitely demand for it and people would come to live in it and work in the area. Now, housing is such a problem that if a worker is provided with housing they will tolerate a job that is not very desirable, just because they need the housing and it would be too expensive to take a different job and have to rent housing off-site. If housing doesn't come with the job, they are working just to pay the rent and have nothing left over. Need to live away from the family to make the money stretch. Many families are crowded in their existing housing.*

*Much of the on-farm housing is very old and not in good shape. County could do more inspections and give owners "a push" to make some improvements.*

- b. If workers have to pay housing costs that are unaffordable, does this create other problems for them?

*Yes, there is nothing left after paying for the basic needs. There really is not housing available, even if somebody wanted to pay a higher price. People adjust to their job, because they don't have other options for housing. Employers know that workers will stay if they provide housing – sometimes it feels like being a slave.*

*A place like Moonridge would help to ensure that workers would be available in the area.*

- 5. If new housing for agricultural workers were to be built, tell us what features it should have, such as location, type of housing, and other characteristics?

*There is a need for different types of housing to address different worker's situations. Housing for people who are here alone – housing for people who are rooted here with their families, etc. Families need to have a good community to be a part of.*

- a. Follow up questions, to determine whether it should be
  - i. Housing for workers who are here without spouse or children vs. housing for families  
*Both*
  - ii. Apartments vs. single-family homes

*Both. If there were apartments available, more people would come to the area. It's a great dream, but it would benefit everybody.*

- iii. Studio or one-bedroom units versus larger units to share with family or others

*Depending on what the worker's situation is*

- iv. rental, for-sale

*Some workers who are not rooted here will prefer to rent, but people who are rooted here with their families and know they won't leave because this is home for their kids – they might want to own their homes.*

- v. Would agricultural workers prefer to live in a small town like Pescadero, a larger town like Half Moon Bay, or in a more rural location, such as on a farm?

*The workers like it in Pescadero. The advantage of living on a farm is that you don't have to worry about transportation to work, but sometimes it is hard to go do shopping, etc. If they can stay close to work, that is good. Pescadero has most of what they need, but a bigger store and laundry facilities would be helpful.*

- vi. How important is easy access to shopping, schools, church, doctors or other services, etc.?

*These are important. Can get the basics if you are in Pescadero but you have to travel for some things. People have to go to HMB or Santa Cruz to do laundry.*

- 6. For workers who are here without spouses or children, what is the preferred living arrangement –

*The workers are not picky – as long as there is something available, they will make use of it.*

- a. Bunkhouse/Dorm/Barracks for group living?
- b. Apartment, trailer, or house to live in alone?
- c. Apartment, trailer, or house to share with others?

- 7. How would a worker who is new to the area go about finding housing?

*You can't come to the area unless you know somebody and they help you find a place to live and get established.*

8. Would that person have difficulty in finding housing?

*Yes, they won't come to the area if they don't know somebody. Housing availability is by word of mouth.*

- a. If so, what kinds of difficulty would the person encounter?

*If they don't have housing, they will not be able to stay in the area and work.*

9. Do you know of many agricultural workers who have had to leave the area because of a lack of suitable housing?

*Yes, everybody knows of people who have left. people are leaving. One relative went to West Sacramento because he could work on a farm, pay less rent, and have a bigger house. Now some workers have their own rooms, because there are fewer workers in the area. If there were more workers, they would put more people in with them.*

- a. If so, what were the main problems that they faced in trying to secure housing?

*Costs, and housing not comfortable for a family. Field work pays the least, but rents are high.*

10. Of the agricultural workers who have taken our survey so far, most live in housing provided by their employer or housing that they rent from somebody else. Based on your own experience and what you know about other agricultural workers, do you feel that some agricultural workers would be interested in the opportunity to own their own home, if it was affordable?

*Yes – some, but not all.*

- a. Follow up ..... under what circumstances would a worker want to own their own housing?

*If they have a family and want to stay in the area. "Travelers" will prefer to rent. It is better to have the spouse stay in Mexico because the money goes further. Having housing that is good is healthy for families. Moonridge has a good variety of amenities for the families who live there.*

11. How beneficial would the following types of housing assistance be to agricultural workers?

- a. Financial assistance?

*Subsidized housing would be important to field workers because their pay is low.*

- b. Assistance in getting repairs done to existing housing?

*This is probably the biggest thing – this is a problem for the owners – getting permits, etc.*

- c. Assistance in locating available housing?

*This is a significant challenge, but there needs to be housing available.*

- d. Assistance in dealing with tenant/landlord issues?

*This did not seem to be a big issue. One said that if there are problems, people tend to “look the other way”. Seemed to be a matter of not wanting to make waves and avoid conflicts. Landlords will want to raise the rent if they make improvements. One felt that the price they pay for housing onsite is so reasonable, that it is hard to complain.*

12. Now, we would like to ask if anybody has any comments relating to housing issues that we have not already discussed?

*There is a problem with laundry facilities – people have to go to HMB or Santa Cruz to wash their clothes.*

*There is a problem with childcare – people need licenses to operate childcare, so there is a lack of options for working people.*

*Housing improvements are not just for the people who are here now, but for those will come after as well. Help the owners to improve their housing and help families to find suitable housing.*

### Session 3: Owners of Farm Labor Housing

1. As a provider of agricultural workforce housing, what are the main challenges that you face in operating and maintaining your facilities?

*Rules and regulations are the key challenge – they are a significant challenge to getting more housing permitted and they are an ongoing challenge to operating and maintaining ag worker housing. There is some sense that the County regulations are manageable, but that State and*

*Federal regulations are really the most burdensome. There was a wave of federal crackdowns a number of years ago and growers thought the approach was heavy handed. Now there is a feeling that due to a change of staff, there is more reasonable approach to enforcement. Perhaps was also helped by intervention by elected officials who got involved on behalf of the agricultural community.*

2. Do you think that these or any other factors would cause you to stop providing workforce housing in the future?

*Owners generally want to continue to provide housing, because they need it for their employees. Owners would like to be able to put in more housing for employees.*

3. What do you think are the most important housing issues facing the San Mateo County agricultural industry?

- a. Availability/Ability to Expand the Supply? Affordability? Suitability of Available Units for Household Needs? Physical problems? Other?

*Lack of affordable housing for workers, combined with challenges that owners face in putting up more housing. Higher standards for new housing means that it is more difficult and costly for growers to put in more housing.*

*State fire regulations are a barrier – requirements for sprinklers<sup>17</sup>, requirements for vehicle access. Are there ways that the County can be creative in identifying how owners can comply with the codes?*

*Affordability is a primary problem in the area.*

- b. Are these problems applicable to all categories of agricultural employees, or only to some categories of employees (e.g., fieldworkers, supervisors/managers, office/administrative staff, etc.)

*The housing shortage is affecting everybody. Agricultural workers of all types face competition for housing with people who are in other industries, and often better paid.*

4. How strong is the demand for your available farm labor housing, and how much more housing would need to be built in order to meet the current demand?

*Demand is strong and there probably isn't a way to build sufficient housing for everybody. One grower would like to put six additional trailers on his property, if he could obtain permission, but a*

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<sup>17</sup> Note that the County has identified a State Department of Housing and Community Development preemption against fire codes requiring sprinklers in mobile homes and is currently upholding it.

*constraint is the capacity of the water line that serves the property – it would need to be upgraded over a long distance.*

5. How interested are you in expanding your farm labor housing facilities or making improvements to them?

*There is interest in new units and making improvements, but owners are concerned about opening a Pandora's box if they apply for permits to do one thing, and then are told that they have to do many more things.*

6. What are the challenges that you would anticipate if you were interested in expanding or improving your workforce housing facilities?

*For a state-approved regulated, you need state approval.*

7. From the standpoint of costs and what you collect in rent, do you consider provision of farm labor housing at least a breakeven proposition, or is provision of FLH more of a “cost of doing business”.

*Owners don't recoup their costs to provide housing. They consider it a cost of doing business and a necessity to recruit and retain workers.*

- a. If the latter, how critical is provision of FLH as a tool to recruit and retain employees?

*Very important. Some farmers are already constrained by labor availability – have changed to less labor intensive crops or have scaled back production. Expanding affordable housing supply would help to attract more workers to the area.*

8. What forms of assistance or incentives would make it more appealing for you to provide additional farm labor housing?

*Need to make it easier to get permits. Regulators should look holistically at the situation and have a common sense approach to regulating.*

*How about a policy that would give a farmer permits for market rate housing if they also provide below market rate housing for ag workers, to enable cross-subsidy.*

*Would be helpful if farmers could put in daycare onsite – this would allow both parents to work, if one did not have to take care of younger children.*

*Relieve state regulations and farmers would put in more trailers.*

*When there are inspections, offer aid to farmers to help them make improvements.*

*Add some subsidies to help with providing housing, with rules to protect housing for agricultural workers.*

9. If new housing for agricultural workers were to be built, tell us what features it should have, such as location, type of housing, and other characteristics?
  - a. Follow up questions, to determine whether it should be
    - i. Bunkhouses/Barracks/Dorms
    - ii. Apartments vs. single-family homes
    - iii. Studio or one-bedroom units versus larger units to share with family or others
    - iv. rental, for-sale
    - v. located on/near farms or located "in town"...

*There seems to be a trend towards increasing need for housing for ag worker families, but the need for unaccompanied males continues as well. Some are concerned that if a large complex of housing, such as Moonridge, was placed in Pescadero, there would be community problems that the community is not equipped to deal with. (e.g., Sheriff patrols are very limited). Some feel that individual homes and trailers on farm property are the way to go, so farm owners are responsible to keep tabs on what goes on their property.*

10. Does anybody have any further comments to share?

*Mobilehome parks in the area are closing. This could create an opportunity to establish a mobilehome park for ag workers. In Santa Rosa area – using shipping containers for housing. Tiny houses might be an affordable option, but they still have permit costs, etc.*

*Relax regulations and people will put in homes.*

*Instead of requiring plumbing for sprinklers inside trailers, what about just requiring having a fire hose accessible to every unit?*

*There is a perception that open space organizations (i.e., POST and MROSD) don't want housing on their properties.*

*Create incentives for people who live in Moonridge and work full-time in agriculture – i.e., greater subsidies for people who work full time in ag vs. people who only work part time in ag.*

*The County's pilot program is good. Continue and expand that.*

Create incentives for farmers who provide low-cost housing for workers.

## Session 4: Producers with Larger Numbers of Employees

1. What, do your employees tell you about their housing concerns?

*Some people do not want to go to Pescadero to live and work due to lack of community amenities. Cost of living for lower income households is a particular problem – they might have to share a house between two or more families. Seems to be most difficult for workers needing family housing. One operator has had to help four families who have lost housing elsewhere.*

2. As an employer, what do you think are the most important housing issues facing the San Mateo County agricultural industry?

- a. Availability/Ability to Expand the Supply? Affordability? Suitability of Available Units for Household Needs? Physical problems? Other?

*Employees for one large operator come from all over the region, including East Bay locations like Oakland and Hayward. Housing does not seem to be as much of a problem as labor availability, but the two are linked. Most of the onfarm housing is old structures – it is difficult to keep up with the upkeep of the units. Family housing is a real challenge.*

- b. Are these problems applicable to all categories of agricultural employees, or only to some categories of employees (e.g., fieldworkers, supervisors/managers, office/administrative staff, etc.)

*Housing availability and affordability is a problem at all levels. Employers have to start by providing housing for their supervisors – these are the people who have been working for them the longest, so they have priority. Anybody who lives in the Coastside has housing challenges. Housing for lower income households is a challenge no matter if the workers are in ag or other sectors.*

- c. Follow-up questions...

*Will have limited vacancies during slow seasons, when people leave the area. No vacancies during peak seasons. Priority is to keep core workers busy year round so that they can keep earning income and afford to stay in the area – if the workers leave, they might not come back.*

3. Do you perceive availability of housing for agricultural workers to be a significant challenge in hiring or retaining workers for your operations?

Yes.

- a. If so, what kinds of challenges does this create for you as an operator?

*Can't find employees if there is no housing.*

- 4. Have you lost employees in the past because of a lack of suitable housing?

*Know of a number of families that have been displaced.*

- a. If so, what might have helped those workers to remain in the area?

*Housing would help retain workers in the area. If a farmer has housing available, workers will be very interested in living in it. Farmers view this as an investment.*

- 5. If new housing for agricultural workers were to be built, tell us what features it should have, such as location, type of housing, and other characteristics?

- a. Follow up questions, to determine whether it should be
  - i. Apartments vs. single-family homes
  - ii. Studio or one-bedroom units versus larger units to share with family or others
  - iii. rental, for-sale iv. located on/near farms or located "in town"...

*Preferred living situation for ag workers depends on whether they are singles or families. One challenge is when there are 4-5 people in the family, but only one works on the farm. This means a producer would have to house 4-5 people but only get one worker.*

*Modular housing could be a good option for the area. Some producers felt that a large housing complex like Moonridge would not work in Pescadero, because of the lack of public safety services in that area. They felt that farmworker housing should be placed on-farm, so that the owners can monitor the housing for any problems.*

*Focus on family housing as the highest priority.*

- 6. What are the challenges that employers face if they are interested in providing housing for their employees?

*One operator would like to put 3-4 additional trailers on their property, but there isn't sufficient water pressure in the line serving the property. Would require improvements to a substantial length of water supply pipe.*

*One operator feels that they are not profitable enough at the present time to be able to shoulder the cost of building onsite housing for workers.*

*Operators charge a low rent that may not cover their costs – it is a cost of doing business.*

7. What are your thoughts about the steps that the agricultural community as well as San Mateo County need to take in order to ensure sufficient availability and affordability of housing for the agricultural workforce?

*Housing for lower income households. 1 or 2-bedroom units and apartments for families are needed. Single unaccompanied workers have more flexibility in finding housing situations that they can make work.*

*Expedite permits*

*Get an upgraded water line in south HMB*

*Expand local affordable housing*

*Priority should be on family housing*

*Farmworkers need assistance to be able to get into Moonridge*

*Review annual permit costs charged to FLH owners – there are charges per employee and per facility that add up.*

8. Are there any housing issues that we have not covered already that anybody would like to bring up at this time?

*There is a perception that Moonridge is not serving farmworkers. One participant felt that only about 25% of Moonridge units were occupied by farmworkers. Others noted that some who qualify as farmworkers only work for part of the year in agriculture, and noted that a lot of other affordable housing in HMB is restricted for seniors, so there are limited units available for full-time ag workers.*

## Session 5: Producers with Relatively Few or No Employees

1. Tell me about the kinds of challenges that you and other producers who operate at a smaller scale face in regard to housing for yourselves.

*Newly arrived producers tend not to have access to housing to offer employees and often it is challenging for these producers to secure housing for themselves. Without being able to offer housing, it is difficult to recruit employees. Many smaller/newer producers are leasing land. If a long-time farmer owns the land, they may continue to live in onsite housing, and the lessee may have to find housing elsewhere. Former lessee of one focus group participant's land had a challenge getting labor and that was one reason they gave up the lease.*

*Supply of housing is particularly tight in the Pescadero area. In HMB, the reported wait list for Main Street affordable housing is two years – this affects all sectors; not only agriculture.*

2. If you have employees, what challenges have you faced with regard to housing availability for your workers?

*There is a significant lack of quality housing for managers, even if they could afford to pay market prices for it. Field crews have to rely on other farmers' housing or commute in.*

3. If you have employees, or have had employees in the past, what have they told you about their concerns regarding employee housing?

*Availability and affordability of housing is a key concern. Workers feel vulnerable because of their housing situations. Workers feel tied to their jobs if the owner provides housing, so they feel they don't have option to leave if the working conditions are poor or they are not treated well. Many workers prioritize being able to save some money versus having better housing, so they will share housing and face overcrowding in order to reduce the portion of their income that they must spend on housing.*

*If an operator has an old trailer or housing structure on the property, workers will be interested in occupying it, even though conditions are bad. Operators are not comfortable placing employees in these structures because of the poor conditions and the concern that it would be very disruptive to families in particular, if they were required to shut the housing down. Some farmers might be willing to take more risks with younger single people. On potential work-around was the idea of selling a trailer to somebody who wants to use it, and then allowing the trailer to be parked on the property.*

4. What do you think are the most important housing issues facing the San Mateo County agricultural industry?
  - a. Availability/Ability to Expand the Supply? Affordability? Suitability of Available Units for Household Needs? Physical problems? Other?

*Current availability of housing is a major challenge and the barriers to expanding the supply of housing are two major housing issues facing the ag community. More farmers are leasing their land and this further complicates the issue because if the farmer doesn't have a long-term lease, it is not practical to make major investments in housing. Landowners may not want to invest in housing. Or, they may want to maximize their income by renting the housing to non-ag workers.*

*There are concerns about owners who have older housing on their property who decide to tear it down rather than to renovate and improve it. Don't want the existing housing supply to decline.*

*For the operators, the challenges to expanding housing availability are less financial, and more a matter of the process, the time, and the administrative requirements that owners of FLH have to follow; although for farms that are in start-up mode, the financial challenges would be significant.*

*Also, lessees are not in position to apply for permits, etc. without the owners' cooperation. Further, lessees are not able to make investments unless they have an agreement with the owner that would allow the lessee to be able to recoup their investment if they give up the lease.*

*One potential tool that could be useful is if the County would provide a model lease that contains terms to allow lessees to receive compensation if they make investments in the property and then have to leave. Another potentially useful tool would be a set of case studies that presents a particular situation that farmers face and then shows how the challenges were overcome, in a way that would be replicable for other farmers in a similar situation.*

- b. Are these problems applicable to all categories of agricultural employees, or only to some categories of employees (e.g., owners, fieldworkers, etc.)

*Yes, all categories of agricultural workers, from owners, to managers/supervisors, to field workers face housing challenges.*

- 5. If you are interested in expanding your operations, would this require you to add employees, and if so, do you perceive availability of housing for agricultural workers to be a significant challenge in hiring or retaining workers?

*Yes, housing availability and worker availability are tied together. Have observed that many larger established operations are changing operations so that they can reduce the amount of labor needed; however, many of the newer operations are the ones that are trying to grow but lack of housing constrains ability to recruit more workers.*

- a. If so, what kinds of challenges does this or would this create for you as an operator?

*The challenge of hiring sufficient workers is definitely a barrier to expansion.*

- 6. Have you lost employees in the past because of a lack of suitable housing?

*Prior lessee of one operator's leased land had challenges in retaining sufficient workers due to lack of housing onsite.*

- a. If so, what might have helped those workers to remain in the area?

*More affordable housing options for agricultural workers.*

- 7. If new housing for agricultural workers were to be built, tell us what features it should have, such as location, type of housing, and other characteristics?

*Need more year round housing – permanent housing for ag workers. Need housing to address a variety of housing situations – single unaccompanied workers, families, young people starting out in farming, etc. There is a diversity of people involved with agriculture, and housing needs are diverse.*

- a. Follow up questions, to determine whether it should be:
  - i. Dorms/barracks/bunkhouses
  - ii. Apartments vs. single-family homes
  - iii. Studio or one-bedroom units versus larger units to share with family or others
  - iv. rental, for-sale
  - v. located on/near farms or located “in town”...

8. What are the challenges that operators face if they are interested in providing onsite housing for themselves or their employees?

*Obtaining permits to put in housing and complying with the requirements associated with putting in housing is a major challenge. If the number of housing units/water connections increases past a certain threshold, then the operation is subject to more stringent monitoring and reporting requirements – i.e., public utility drinking water standards for testing and management of the system. These types of ongoing requirements distract from the day to day needs of running the farming operations, which is especially a problem for small operations.*

9. What are your thoughts about the steps that the agricultural community as well as San Mateo County need to take in order to ensure sufficient availability and affordability of housing for people who work in agriculture?

*One issue that needs to be dealt with is the dynamics of the economics of recreational use of housing versus economics of workforce housing. Housing is turning over and non-ag workers are moving into the homes. Agricultural workers cannot compete with higher-income people who want to have a weekend retreat on the coast. There is a need for policies to keep housing available to working families.*

*One of the consequences of property being turned over and occupied by non-farmers is that smaller operators lose the ability to share equipment with neighbors. Can't afford to have all their own equipment and this has required changes in operations. When farm land is leased or sold, and new owners are not interested in farming the land, this can lead to proliferation of invasive species, which then carries over to adjacent property. Some long-time owners are leasing their land to other established operators who already have their own equipment. Also, new owners who want the land*

*primarily for its scenic beauty can have NIMBY attitudes about having trailers placed on neighboring property.*

*Need to try to preserve, maintain, and improve the housing that exists in the agricultural areas.*

10. Are there any housing issues that we have not covered already that anybody would like to bring up at this time?

*The community should be open to alternative housing options. County could work at the State level of address state code requirements that create barriers to alternative housing. Conventional manufactured housing may be one of the most cost effective methods to provide functional housing.*

*Process of permitting and developing farmworker housing is prohibitive for an individual farmer, but a community approach could be more feasible and would also recognize that the housing shortage is a regional issue.*

*In the past, an idea had been floated for somebody at Puente to function as a liaison for housing compliance issues, to assist smaller operators who do not have the resources to manage housing on their own.*

*In Marin County there is an example of housing for farmworkers that is jointly operated – so individual farmers do not have to carry that burden on their own.*

*The old high school in Pescadero has been converted into housing for Westland employees.*

*Mobile homes seem to be less complicated to get permitted than permanent housing units, but not sure if this is still the case.*

*What about the idea of creating a trailer park in Pescadero to serve ag workers? There would likely be NIMBY concerns. San Mateo County had generated a list of possible sites for a new Pescadero fire station. Could review that site list and see if there is a potential site for a mobilehome park.*

*A Habitat for Humanity style of project (sweat equity and with assistance from volunteer labor) could be a good method for constructing new ag worker housing.*