

APPENDIX H: Employment Opportunities Impact Assessment

**EMPLOYMENT OPPORTUNITIES
IMPACT ASSESSMENT**

**IH 35E: FROM IH 635 TO PRESIDENT GEORGE
BUSH TURNPIKE**

CSJs: 0196-03-138, 0196-03-180, 0196-03-240

DALLAS COUNTY, TEXAS

**U.S. DEPARTMENT OF TRANSPORTATION
FEDERAL HIGHWAY ADMINISTRATION
TEXAS DEPARTMENT OF TRANSPORTATION**

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22

1 **I. INTRODUCTION**

2 **Project Description**

3 Corridor improvements are proposed for Interstate Highway (IH) 35E from IH 635 in
4 Dallas, Dallas County, Texas to U.S. Highway (U.S.) 380 in Denton, Denton County,
5 Texas, a distance of approximately 28 miles. The **IH 35E Corridor Improvement Map**
6 in the **Appendix** exhibits the location of proposed IH 35E improvements from IH 635 to
7 U.S. 380. This Employment Opportunities Impact Assessment (EOIA) technical report
8 examines the potential employment opportunities impacts associated with the Texas
9 Department of Transportation (TxDOT) proposed reconstruction of approximately five
10 miles of the IH 35E corridor within the Cities of Dallas, Farmers Branch, and Carrollton
11 in Dallas County, Texas. The project limits extend from IH 635 to President George
12 Bush Turnpike (PGBT) in Dallas County, Texas. The **Project Location Map** in the
13 **Appendix** exhibits the project limits for this specific EOIA technical report.

14 The central IH 35E improvement themes involve additional mainlanes, continuous
15 frontage roads in each direction along the corridor, addition of High Occupancy Vehicles
16 (HOV)/managed lanes, and no conversion of existing mainlanes into tolled
17 HOV/managed lanes. Proposed typical sections illustrate the following:

- 18 • Eight mainlanes (four in each direction);
19 • Two to four collector distributor lanes (each direction) from north of Sandy Lake
20 Road to PGBT;
21 • Four concurrent tolled HOV/managed lanes in the center median of IH 35E;
22 • Two to three-lane continuous frontage roads in each direction along the entire
23 project corridor including auxiliary lanes at the cross streets;
24 • Proposed overpass and improvements/extension of Dickerson Parkway;
25 • Approximately 86.4 acres of proposed right-of-way (ROW) and approximately
26 0.4 acre of proposed easements; and
27 • Grade separation of Belt Line Road, IH 35E frontage roads, and the Dallas Area
28 Rapid Transit (DART) railroad tracks.

29 Collector distributors consist of parallel lanes running between the mainlanes and the
30 frontage roads that “collect” the traffic from closely spaced entrance ramps and then
31 “distribute” it onto the facility at a single entrance ramp beyond the congested areas.
32 Collector distributors are proposed along IH 35E south of PGBT to north of State
33 Highway (SH) 121. The collector distributor roadway systems would serve local access
34 connections as well as main facility connections along IH 35E between PGBT and SH
35 121. The proposed collector distributors would increase mainlane capacity, improve
36 connections between PGBT and SH 121, and minimize weaving along the IH 35E
37 mainlanes.

38 **Purpose of Employment Opportunities Impact Assessment**

39 The National Environmental Policy Act (NEPA) process includes identifying social and
40 economic effects as well as natural or physical environmental effects. The proposed IH
41 35E improvements between IH 635 and PGBT would require an additional 86.4 acres of
42 proposed ROW and approximately 0.4 acre of proposed easements resulting in a number

1 of displacements. During the design stage of the proposed project, consideration was
2 given to reduce the total number of displacements along the corridor. The alignment for
3 the proposed project was chosen to minimize displacements to the greatest extent
4 possible. Other alignments considered would have resulted in a larger number of
5 displacements. A total of 111 businesses would be potentially displaced by the proposed
6 project in two municipalities: the city of Carrollton with 84 business establishments and
7 the city of Farmers Branch with 27 business establishments. Both the City of Carrollton
8 and the City of Farmers Branch have actively participated in the establishment of the
9 proposed IH 35E alignment and provided input regarding the potential effects to local
10 businesses. Stakeholder work group meetings were held beginning in August 2008 to
11 facilitate communication between TxDOT and adjacent municipalities as well as other
12 public agencies with interests along the IH 35E corridor.

13
14 Given the current economic climate and the potential effects to existing employment
15 opportunities if the businesses that are anticipated to be displaced by the proposed IH 35E
16 reconstruction cannot successfully re-establish, this EOIA technical report further
17 assesses whether any adverse effects would be caused by the implementation of the
18 proposed IH 35E improvements. This EOIA technical report provides additional
19 information to determine whether or not the effects of the proposed reconstruction of IH
20 35E may significantly affect the human environment.

21
22 **Applicable Laws and Technical Guidance Regarding the Analysis of Potential**
23 **Economic and Employment Effects**

24
25 The applicable laws and technical guidance regarding the analysis of potential economic
26 and employment effects include:

27
28 *Title VI of the Civil Rights Act of 1964*
29 Title VI of the Civil Rights Act of 1964 (Title VI) established the United States policy
30 that all programs and activities receiving federal financial assistance are prohibited from
31 practicing discrimination on grounds of race, color, or national origin. The Civil Rights
32 Restoration Act of 1987 clarified the intent of Title VI to include all programs and
33 activities of federal-aid recipients, sub-recipients, and contractors whether those
34 programs and activities are federally funded or not.

35
36 *National Environmental Policy Act - NEPA*
37 In 1969, the United States Congress enacted the NEPA, the first act of its kind that
38 addressed issues of sustainable development and brought environmental concerns to the
39 level of national policy. More importantly, NEPA provides a framework for considering
40 impacts of federal-aid projects. The Federal Highway Administration (FHWA) uses this
41 framework for the simultaneous consideration of all relevant environmental laws and
42 regulations.

43
44 *Federal Aid Highway Act of 1970*
45 The Federal Aid Highway Act of 1970 [23 United States Code (U.S.C.) 109 (h)] requires
46 that “possible adverse economic, social, and environmental effects relating to any
47 proposed project on any Federal-aid system have been fully considered in developing

1 such project, and that the final decisions on the project are made in the best overall public
2 interest, taking into consideration the need for fast, safe and efficient transportation,
3 public services, and the costs of eliminating or minimizing adverse effects which include,
4 adverse employment effects, tax and property value losses; injurious displacement of
5 people, businesses and farms; and disruption of desirable community and regional
6 growth.”

7

8 *FHWA Technical Advisory (T6640.8A)*

9 The FHWA Technical Advisory T6640.8A was developed to provide guidance for
10 uniformity and consistency in the format, content, and processing of the various
11 environmental studies and documents pursuant to the NEPA, 23 U.S.C. 109(h) and 23
12 U.S.C. 138 [Section 4(f) of the Department of Transportation (DOT) Act] and the
13 reporting requirements of 23 U.S.C. 128. The technical advisory provides for
14 consideration of project effects, including impacts to businesses and employment
15 opportunities.

16

17 *Executive Order (EO) 12898: Environmental Justice*

18 On February 11, 1994, President Clinton signed EO 12898: Federal Actions to Address
19 Environmental Justice in Minority Populations and Low-Income Populations. The EO
20 requires that each federal agency shall, to the greatest extent allowed by law, administer
21 and implement its programs, policies, and activities that affect human health or the
22 environment so as to identify and avoid "disproportionately high and adverse" effects on
23 minority and low-income populations.

24

25 *U. S. Department of Transportation (U.S. DOT) Order 5610.2*

26 In April 1997, U.S. DOT issued the DOT Order on Environmental Justice to Address
27 Environmental Justice in Minority Populations and Low-Income Populations to
28 summarize and expand upon the requirements of Executive Order (EO) 12898 on
29 Environmental Justice. The EO generally describes the process for incorporating
30 environmental justice principles into all DOT existing programs, policies, and activities.

31

32 *Council on Environmental Quality's (CEQ) Environmental Justice: Guidance Under the
33 National Environmental Policy Act*

34 Issued December 10, 1997, the CEQ guidance to federal agencies on implementing EO
35 12898 describes how analysis of environmental justice impacts must be integrated within
36 the NEPA framework, including the scoping, public participation, analysis, alternatives,
37 and mitigation phases of NEPA analysis.

38

39 *U.S. DOT Order 6640.23*

40 In December 1998, the FHWA issued FHWA Actions to Address Environmental Justice
41 in Minority Populations and Low-Income Populations (DOT Order 6640.23) that requires
42 the FHWA to implement the principles of the DOT Order 5610.2 and EO 12898 by
43 incorporating environmental justice principles in all FHWA programs, policies, and
44 activities.

45

1 EOIA Study Area

2 The EOIA study area consists of municipalities that are adjacent to the proposed IH 35E
3 improvements from IH 635 to PGBT and that are subject to potential business
4 displacements as a result of the proposed reconstruction. These municipalities include
5 the City of Carrollton in Dallas and Denton Counties, Texas, and the City of Farmers
6 Branch in Dallas County, Texas. Although the project limits of the proposed IH 35E
7 reconstruction traverse a small portion of the city of Dallas, the city of Dallas is not
8 anticipated to endure any business displacements associated with the proposed
9 improvements from IH 635 to PGBT. As such, the city of Dallas is not included in the
10 EOIA study area. Further, although the proposed IH 35E project limits from IH 635 to
11 PGBT are confined to Dallas County, the entire city of Carrollton, which also extends
12 into Denton County, is included in the EOIA study area.

13

14 The **Employment Opportunities Impact Assessment Study Area Map** is provided in
15 the **Appendix**. Municipal boundaries delineate the EOIA study area because the
16 availability of economic and employment data at the municipal level is at the most local
17 scale available for related analyses. It is reasonable to assume that municipalities, which
18 heavily depend on sales tax revenue to fund municipal budgets, have a vested interest in
19 retaining their existing tax bases that may be affected by the proposed IH 35E
20 improvements. Therefore, adjacent municipalities and chambers of commerce were
21 identified as stakeholders and were interviewed in order to obtain and analyze current
22 qualitative information or quantitative data related to the potential employment impacts
23 posed by the proposed IH 35E project.

24

25 This EOIA includes discussions regarding the Existing Conditions within the EOIA study
26 area, Business Effects, Labor Force, and Minimization and Mitigation. The assessment is
27 largely qualitative in nature due to a lack of employment data availability at an
28 adequately local geographic scale and includes summaries of interviews held with local
29 chambers of commerce and municipal planning and economic development professionals
30 to determine potential employment impacts related to the proposed IH 35E reconstruction
31 from IH 635 to PGBT. The results of the economic analysis and stakeholder interviews
32 are provided herein.

33

34 **II. EXISTING CONDITIONS IN EOIA STUDY AREA**

35

36 Environmental decisions conducted in accordance with NEPA involve weighing the
37 importance of likely environmental impacts in terms of both context and intensity. The
38 context for impacts is the natural and social environment in which the effects of a project
39 are to be felt. For the purposes of this technical report, context is established by
40 examining the economic and employment opportunity background for the municipalities
41 through which the project would traverse.

42

43 In August 2010, the Bureau of Labor Statistics (BLS) reports that the Dallas-Fort Worth-
44 Arlington metropolitan statistical area (MSA) recorded a job gain of 1.1 percent from
45 July 2009 to July 2010, and during the same time period, no job growth was recorded

1 nationally.^{1,2} For the Dallas-Fort Worth-Arlington MSA, July 2010 was the third
2 consecutive month of over-the-year job gains following 18 consecutive months of over-
3 the-year job losses. However, these recorded over-the-year job gains in May, June, and
4 July of 2010 are compared to the same months in 2009, when unemployment rates were
5 among their highest as a result of the recent recession.

6
7 When measuring economic indicators and trends, in many cases a seasonal adjustment
8 factor is applied to estimates to eliminate the effects of regular seasonal fluctuations on
9 the data. When a statistical series is seasonally adjusted, the normal seasonal fluctuations
10 are smoothed out, and data for any month can be more meaningfully compared with data
11 from any other month or with an annual average. Because seasonally adjusted economic
12 data are not readily available across all geographies in which economic indicators are
13 released by the Texas Workforce Commission (TWC) or BLS, economic conditions in
14 the EOIA study area are examined with non-seasonally adjusted data. According to the
15 TWC, in July 2010, the unemployment rate (not seasonally adjusted) in the Dallas-Fort
16 Worth-Arlington MSA was 8.5 percent, up from 8.4 percent in July 2009. In the Dallas-
17 Plano-Irving Metropolitan Division (MD), a subdivision of the Dallas-Fort Worth-
18 Arlington MSA within which the EOIA study area is located, the unemployment rate (not
19 seasonally adjusted) was also 8.5 percent in July 2010, matching its unemployment rate
20 reported for July 2009. According to the BLS, in July 2010, the national unemployment
21 rate (not seasonally adjusted) was 9.7 percent, matching the national unemployment rate
22 reported for July 2009 and a slight increase from 9.6 percent in June 2010. In July 2010,
23 the BLS and the TWC reported Texas's unemployment rate (not seasonally adjusted) to
24 be 8.5 percent, and the TWC reports the state of Texas unemployment rate has been
25 below the national unemployment rate for 37 consecutive months as of July 2010.
26 Although both the Dallas-Fort Worth-Arlington MSA and Dallas-Plano-Irving MD
27 unemployment rates are comparable to that of the state of Texas, reported rates for these
28 geographic divisions are still more than a percentage point below the national rate.

29
30 In the municipalities through which the proposed IH 35E improvements would traverse,
31 unemployment was either comparable to or below the MSA, MD, and state rates. In July
32 2010, the city of Carrollton's unemployment rate (not seasonally adjusted) was 7.7
33 percent, and the city of Farmers Branch's was 8.6 percent.³ Further evidence that the
34 economy and employment opportunities in the EOIA study area appear less affected by
35 the recent recession and more robust than the nation as a whole comes from observing the
36 annual growth rates in the professional and business services, education and health
37 services, and manufacturing sectors in the Dallas-Plano-Irving MD. According to the
38 BLS, nationally, from July 2009 to July 2010, the professional and business services,

¹ http://www.bls.gov/ro6/fax/dfw_ces.htm accessed September 15, 2010.

² A Metropolitan Statistical Area that contains a single core with a population of 2.5 million or more may be subdivided into smaller groups of counties referred to as Metropolitan Divisions. Titles of Metropolitan Divisions are typically based on principal city names. The Dallas-Fort Worth-Arlington MSA has two Metropolitan Divisions, the Dallas-Irving-Plano MD and the Fort Worth-Arlington MD.

³ Texas Workforce Commission, *Texas Labor Market Review*, August 2010. Accessed online at <http://www.tracer2.com/default.asp?PAGEID=133> September 15, 2010.

1 education and health services, and manufacturing sectors experienced growth rates of 1.6
2 percent, 2.0 percent, and 0.0 percent, respectively. According to the TWC, in the Dallas-
3 Plano-Irving MD during the same time period, the same sectors experienced growth rates
4 of 6.0 percent, 6.2 percent, and 2.7 percent, respectively.

5
6 Although the nation's Gross Domestic Product (GDP) for the first two quarters of 2010
7 increased according to the U.S. Bureau of Economic Analysis (BEA), which indicates
8 national economic growth subsequent to a period of recession in 2008 and 2009, national
9 economic growth continues a slow recovery. The TWC reported in July 2010 that total
10 non-agricultural employment in the Dallas-Irving-Plano MD declined by 13,000 jobs
11 from June 2010, ending a previous consecutive four-month period of over-the-month job
12 gains. However, employment in the Dallas-Plano-Irving MD increased by 26,100 jobs
13 from July 2009. The TWC reported in August 2010 that the annual growth rate of total
14 non-agricultural employment for the Dallas-Fort Worth-Arlington MSA was
15 approximately 1.1 percent, an addition of 31,300 jobs from July 2009 to July 2010,
16 indicating the Dallas-Plano-Irving MD accounted for approximately 83.4 percent of all
17 job growth in the Dallas-Fort Worth-Arlington MSA. Heading into July 2010 from June
18 2010, the Dallas-Plano-Irving MD experienced over-the-month job growth in the mining,
19 logging, and construction; trade, transportation, and utilities; and professional and
20 business services sectors. From June 2010 to July 2010, the Dallas-Plano-Irving MD
21 experienced job declines in the manufacturing, information, education and health
22 services, leisure and hospitality, government, and other services sectors. Many of the
23 over-the-month job losses in the Dallas-Plano-Irving MD were attributed to an expected
24 seasonal drop due to local school districts releasing staff for summer break. However,
25 the government sector, namely local government, contributed the most to over-the-month
26 job losses from June 2010 to July 2010 with a total loss of 13,500 jobs. Although the
27 TWC and BLS report over-the-month job losses from June 2010 to July 2010, annual
28 changes in employment continue to indicate slow growth from July 2009 to July 2010.⁴

29 30 **City of Farmers Branch**

31 The city of Farmers Branch encompasses 12 square miles and is located near the
32 midpoint of the proposed project limits.⁵ *Census 2000* reports a population of 27,508 and
33 a median household income of \$54,734 for the city of Farmers Branch.

34
35 The city-wide Farmers Branch *Comprehensive Plan* (adopted May 8, 1989; amended
36 February 1990) set the stage for the multi-faceted approach to land use planning required
37 by the city's unique layout and history. The City of Farmers Branch employs
38 *Comprehensive Plans* and a *Vision Plan* for different areas of the city – the *West Side*
39 *Plan*, the *Station Area Plan*, and the *Four-Corners Vision Plan*. Once a major
40 warehousing and goods distribution center for the Dallas-Fort Worth-Arlington MSA, the
41 east side of Farmers Branch (east of IH 35E) began to convert to office and office-
42 complementary land uses. On the west side of IH 35E, the construction of levees along

⁴ Texas Workforce Commission, Labor Market & Career Information Department (LMCI). LMCI Economic Profiles, Dallas-Plano-Irving MD
<http://www.tracer2.com/default.asp?PAGEID=94&SUBID=150> accessed September 15, 2010.

⁵ City of Farmers Branch <http://www.ci.farmers-branch.tx.us/>

1 the Elm Fork of the Trinity River and the increased regional access provided by IH 635
2 and IH 35E fostered prime planning opportunities for the City to accommodate and shape
3 further development. City planners recognized the need to preserve existing residential
4 areas while accommodating these changes.

5
6 The *West Side Plan* was adopted October 13, 2003. This land use plan builds on what
7 was established in the *Comprehensive Plan*: the unique character of the west side of
8 Farmers Branch being highly accessible to the Dallas-Fort Worth (DFW) International
9 Airport and major highways with a large amount of undeveloped land. According to the
10 *Plan*, “The land use plan reflects the west side’s future role as a significant employment
11 center. The west side represents an important opportunity to create an employment base
12 – in response to the significant trend toward concentration of employment growth in the
13 northern suburbs of the metroplex. The plan attempts to create integrated communities
14 rather than large, single-use districts.” Land uses depicted on the *West Side Land Use
Plan* show centers ranging from Regional Centers down to Neighborhood Centers and
15 land uses divided primarily into Employment District and Industrial District. Planned
16 rail/bus corridors intersect IH 35E.
17

18
19 The City of Farmers Branch *Thoroughfare Plan* was adopted in 2006. The *Plan* shows
20 IH 35E as an interstate highway. The City has an adopted 2008-2009 Adopted Fiscal
21 Year Budget, which takes into consideration its Capital Improvement Program (CIP).
22 The CIP is extensive and includes major projects near IH 35E. Together, these plans
23 represent a well-orchestrated planning effort by the City of Farmers Branch to control the
24 pace and character of development throughout the city.
25

26 Although the North Central Texas Council of Governments (NCTCOG)-estimated
27 population of the city of Farmers Branch in 2010 is 35,424, the day-time business
28 population is more than triple that number at an estimated 119,066 workers in 2010 as
29 reflected by employment estimates generated by the NCTCOG. According to the
30 NCTCOG, IBM Corporation, JP Morgan Investment Services, the Federal Government
31 (Internal Revenue Service), and Geico Insurance Company are the four largest employers
32 in Farmers Branch, each employing greater than 1,000 employees and collectively
33 employing greater than 7,300 workers. The city of Farmers Branch is conveniently
34 located within the DFW metroplex and attracts many businesses because of its optimal
35 central location and abundant transportation access to the surrounding region. By
36 December 2010, Farmers Branch is anticipated to have a DART light rail line, which will
37 likely contribute to further economic growth.
38

39 NCTCOG data reveal the presence of 26 major employers with greater than 250
40 employees within the city of Farmers Branch employing a total of 16,761 employees.
41 **Table II-1: City of Farmers Branch Major Employers** summarizes the city of Farmers
42 Branch’s major employers, each major employer’s number of employees, and the
43 industry with which the employer is affiliated.

1

Table II-1: City of Farmers Branch Major Employers

Employer	Employees	Industry
JP Morgan Chase	2,390	Finance
IBM Corporation	1,500	Wholesale
Federal Government – Local IRS	1,200	Public Administration
IBM Corporation	1,170	Information
Geico Insurance Co.	1,088	Finance
Telvista Inc.	750	Administration
Televisa Inc.	700	Administration
IBM Corporation	700	Wholesale
Brookhaven College	620	Education
Ildon Security Associated	588	Administration
Ameripath North Texas	581	Health Care
Stanley Works Inc.	520	Manufacturing
Fannie Mae	500	Public Administration
Texas Hospital for Advanced Medicine (Formerly RHD Memorial Medical Center)	500	Health Care
AT&T (Cingular Wireless)	451	Administration
Quebecor Printing	450	Manufacturing
Occidental Chemical Corporation	400	Manufacturing
City of Farmers Branch (City Hall)	366	Public Administration
Basic Capital Management Inc.	350	Finance
Greenbriar Corporation	340	Health Care
Silverleaf Resorts Inc.	300	Real Estate
Sears	280	Service
TD Industries	261	Construction
Mercedes Homes of Texas Ltd	256	Construction
Hallmark Maintenance Management	250	Administration
Doubletree Hotel Dallas	250	Hotel/Food
Total	16,761	N/A

2

Source: North Central Texas Council of Governments. *Demographic Data for North Central Texas*.

3

Accessed at <http://www.nctcog.org.ris/demographics/index.asp>.

4

Employment opportunities among the city of Farmers Branch's largest employers, those with greater than 250 employees, reflect a diverse range of industrial sectors. Industrial sectors represented in the city of Farmers Branch include five major employers affiliated with administration, three major employers affiliated with the finance industry, three major employers affiliated with manufacturing, three affiliated with the healthcare industry, three affiliated with public administration, two affiliated with construction, two affiliated with wholesaling and warehousing, one affiliated with the information sector, one affiliated with the hospitality (hotel/food) sector, one affiliated with real estate, one affiliated with services, and one affiliated with education. As a result of this diversification of employment opportunities within the city of Farmers Branch, industry-specific economic and employment volatility is less likely to have a substantial impact on the city's overall employment composition.

17

For geographic areas, including municipalities, with resident populations greater than 20,000 but less than 65,000 such as the city of Farmers Branch, the U.S. Census Bureau provides basic economic characteristics of subject populations as part of its American Community Survey (ACS) from data collected over a three-year time period. These data for three-year periods are also available for geographic areas with greater than 65,000

1 persons in addition to the one-year ACS estimates. Estimates for the three-year time
 2 period represent the average characteristics of the population over the representative
 3 years between January 2005 and December 2007 and between January 2006 and
 4 December 2008 and do not represent a single point in time. One economic indicator
 5 provided as part of the ACS three-year estimates is median household income for subject
 6 municipalities. Two three-year periods for which these data are released by the U.S.
 7 Census Bureau for the city of Farmers Branch and for which ACS economic data exist
 8 include 2005-2007 and 2006-2008. **Table II-2: City of Farmers Branch Income**
 9 **Growth 2000 - 2008** summarizes estimates and changes in median household income in
 10 the city of Farmers Branch for the year 2000, the three-year period from 2005-2007, and
 11 the three-year period from 2006-2008 and compares to median household income for the
 12 same years for the state of Texas. Median household income data for other intermediate
 13 years between 2000 and the 2005-2007 and 2006-2008 periods are not available for the
 14 city of Farmers Branch because three-year ACS estimates for population and economic
 15 characteristics began in 2005.

16

17 **Table II-2: City of Farmers Branch Income Growth 2000 - 2008**

Geography	Median Household Income 2000	Median Household Income 2005-2007	Median Household Income 2006-2008	Absolute Change: 2000 to 2008	Percent Change: 2000 to 2008
City of Farmers Branch	\$54,734	\$50,745	\$56,086	+\$1,352	2.5%
State of Texas	\$39,927	\$46,248	\$49,078	+\$9,151	22.9%

18 Source: U.S. Census Bureau. American Community Survey, Three-Year Estimates, 2005-2007, 2006-2008.

19 Accessed at: <http://factfinder.census.gov/>.

20

21 From 2000 to 2008, median household incomes in the city of Farmers Branch fluctuated
 22 from a low of \$50,745 during the 2005-2007 period to a high of \$56,086 during the 2006-
 23 2008 period. From 2000 to 2008, median household income in the city of Farmers
 24 Branch grew approximately 2.5 percent from \$54,734 to \$56,086, while for the state of
 25 Texas, median household income grew approximately 22.9 percent from \$39,927 to
 26 \$49,078. Both absolute and percentage changes in income growth between the city of
 27 Farmers Branch and the state of Texas indicate much slower relative growth in income in
 28 the city of Farmers Branch, although median household income in the city of Farmers
 29 Branch still exceeds that for the state of Texas by \$7,008.

30

31 **City of Carrollton**

32 Carrollton is described as a “vibrant corporate and residential community that has the
 33 ‘home advantage’ because of its prime location.”⁶ The city of Carrollton encompasses
 34 approximately 35 square miles. According to *Census 2000*, the city of Carrollton has a
 35 total population of 109,215 and a median household income of \$62,406.

36

37 On February 18, 2003, the Carrollton City Council adopted an updated *Comprehensive*
 38 *Plan*. The City of Carrollton’s *Comprehensive Plan* is a statement of community values,
 39 ideals, and aspirations about Carrollton’s future environment and serves as the official
 40 planning policy guide of the City regarding physical development. The City of

⁶ City of Carrollton. <http://www.cityofcarrollton.com/>

1 Carrollton uses the *Plan* to help set priorities for capital improvement expenditures, as a
2 guide for the acquisition and development of sites for community facilities, as a guide for
3 the acquisition and protection of major open space, as a basis for zoning and subdivision
4 regulations, as a guide for reparation of detailed physical plans for sub-areas of the city,
5 and to help guide the establishment of programs and policies by which the City would
6 achieve the type of development reflected in the *Plan*.
7

8 The City of Carrollton's current *Transportation Plan* and *Future Land Use Plan* were
9 adopted on February 18, 2003, in conjunction with the City's *Comprehensive Plan* and
10 were last amended on December 6, 2007. The existing IH 35E facility is included in the
11 City of Carrollton's *Thoroughfare Plan* (2003) and is classified as a "controlled access
12 highway." Land use designations along the IH 35E corridor presented in the City of
13 Carrollton's *Future Land Use Plan* include medium-intensity commercial, mixed-use
14 transit, and public park/recreation.
15

16 Based on information provided on the City's website, it appears businesses and
17 neighborhoods in the city of Carrollton flourish, and surrounding major highways, three
18 rail freight lines, and a Foreign Trade Zone designation offer continued success. In 2006,
19 the city of Carrollton was ranked 19th by *Money* magazine among the nation's "Best
20 Small Cities" to live. The City of Carrollton is known to be a business-friendly city and
21 works to create new jobs, increase total square footage of new construction, attract new
22 businesses, and expand current businesses. The City of Carrollton takes pride in the
23 historic Old Downtown district that offers citizens shopping, dining, and the opportunity
24 to experience the city's historic heritage.
25

26 The DART light rail system is proposed to travel through the city of Carrollton and
27 connect with the future Denton County Transportation Authority (DCTA) commuter rail
28 system in northern Carrollton. The City is coordinating with DART and preparing for
29 this planned transportation development. The light rail system is currently under
30 construction in the city of Carrollton and is scheduled to open in December 2010.⁷
31

32 The City of Carrollton is in the process of developing transit-oriented communities,
33 which would include higher density, mixed-use areas with an urban aesthetic. The design
34 of these communities would encourage walking and bicycling, reduce and manage
35 parking, and provide cofunctional mixed uses in close proximity to the light rail stations.
36 One such community is planned for the downtown Carrollton station. A combination of
37 City-initiated plans including a master plan and a City-sponsored infrastructure catalyst
38 project have been established or are currently under development. The physical
39 development of the downtown transit-oriented community is ongoing and will continue
40 to evolve after light rail service in the City of Carrollton is scheduled to begin in
41 December 2010.
42

43 Economically, the city of Carrollton is a vibrant suburban community that has
44 experienced sustained employment growth with numerous employment opportunities.
45 The NCTCOG inventories major employers (those with greater than 250 employees) for

⁷ Dallas Area Transit Authority. <http://www.dart.org/about/expansion/otherprojects.asp>

1 specified areas, including cities, located within the Dallas-Fort Worth-Arlington MSA.
 2 NCTCOG data reveal the presence of multiple major employers within the city of
 3 Carrollton. According to the NCTCOG, the city of Carrollton contains 29 major
 4 employers with a total of approximately 13,128 employees. This tabulation of employers
 5 within the city of Carrollton does not include those employers that employ fewer than
 6 250 persons. **Table II-3: City of Carrollton Major Employers** summarizes the city of
 7 Carrollton's major employers, each major employer's number of employees, and the
 8 industry with which the employer is affiliated.

9

10 **Table II-3: City of Carrollton Major Employers**

Employer	Employees	Industry
Halliburton Energy Services	1,302	Mining
G E Automation Services Inc.	875	Professional/Technical
McKesson Corporation/Data Processing	833	Manufacturing
Accor North America	727	Hotel/Food
Baylor Medical Center at Carrollton	700	Healthcare
Realpage Internet Access Support	679	Information
Ria Computer Software	650	Professional/Technical
Western Extrusions Corporation	482	Manufacturing
General Aluminum Co. Texas LP	460	Manufacturing
Intracorp	400	Healthcare
T-Netix	400	Information
Aloe Commodities International	380	Wholesale
A E R Manufacturing	374	Manufacturing
Action Windoor Technology	370	Manufacturing
Wal-Mart Supercenter	362	Retail
Carlson Restaurants Worldwide	349	Hotel/Food
Goodman Networks Inc.	345	Professional/Technical
Hilite International Inc.	340	Manufacturing
TAC America's	302	Manufacturing
Presto Products	300	Manufacturing
Ford Motor Company	300	Wholesale
McLane Food Service Dist.	300	Wholesale
Haber Fabrics	292	Warehouse
PRC LLC	290	Administration
Critical Information Network	280	Information
BMK LP	278	Warehouse
Trend Offset Printing Services	258	Manufacturing
Hilton Reservations World Wide LLC	250	Administration
Freddie Mac	250	Finance
Total	13,128	N/A

11

12 Source: North Central Texas Council of Governments. *Demographic Data for North Central Texas*.
 Accessed at: <http://www.nctcog.org.ris/demographics/index.asp>.

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Employment opportunities among the city of Carrollton's largest employers, those with greater than 250 employees, reflect a diverse range of industrial sectors. Industrial sectors represented in the city of Carrollton include nine major employers affiliated with manufacturing, five major employers affiliated with wholesaling and warehousing, three major employers affiliated with the professional/technical sector, three major employers affiliated with the information sector, two major employers affiliated with the hospitality (hotel/food) sector, two major employers affiliated with the healthcare industry, two

1 affiliated with administration, one affiliated with the finance industry, one affiliated with
 2 retail, and one affiliated with mining. As a result of this diversification of employment
 3 opportunities within the city of Carrollton, industry-specific economic and employment
 4 volatility is less likely to have a substantial impact on the city's overall employment
 5 composition.

6
 7 For geographic areas, including municipalities, with resident populations greater than
 8 65,000, the U.S. Census Bureau provides basic economic characteristics of subject
 9 populations as part of its annual ACS. The U.S. Census Bureau provides these estimates
 10 from data collected at one-year intervals. The latest year available for the city of
 11 Carrollton for which ACS economic data exist is 2008. One economic indicator provided
 12 as part of the ACS as an estimate is median household income. **Table II-4: City of**
13 Carrollton Income Growth 2000 – 2008 summarizes estimates and changes in the
 14 median household income in the city of Carrollton for 2000, 2005, 2006, 2007, and 2008
 15 and compares to the median household income for the same years for the entire state of
 16 Texas.

17
 18 **Table II-4: City of Carrollton Income Growth 2000-2008**

Geography	Median Household Income 2000	Median Household Income 2005	Median Household Income 2006	Median Household Income 2007	Median Household Income 2008	Absolute Change: 2000 to 2008	Percent Change: 2000 to 2008
City of Carrollton	\$62,406	\$60,483	\$68,589	\$63,120	\$71,865	+\$9,459	15.2%
State of Texas	\$39,927	\$42,139	\$44,922	\$47,548	\$50,043	+\$10,116	25.3%

19 Source: U.S. Census Bureau. American Community Survey, One-Year Estimates, 2000, 2005, 2006, 2007,
 20 2008. Accessed at: <http://factfinder.census.gov/>

21
 22 From 2000 to 2008, median household incomes in the city of Carrollton fluctuated from a
 23 low of \$60,483 in 2005 to a high of \$71,865 in 2008. From 2000 to 2008, median
 24 household income in the city of Carrollton grew approximately 15.2 percent from
 25 \$62,406 to \$71,865, while for the state of Texas, median household income grew
 26 approximately 25.3 percent from \$39,927 to \$50,043. Although median household
 27 income in the city of Carrollton did not grow as fast as that for the state of Texas,
 28 absolute changes between the two were comparable. It is also less likely that the city of
 29 Carrollton's median household income would grow at a faster pace than for the state of
 30 Texas given a much higher relative median household income at the beginning of the
 31 eight-year period.

32
 33 **Employment Estimates and Growth**

34 In addition to tracking major employers in specific areas throughout the Dallas-Fort
 35 Worth-Arlington MSA, the NCTCOG also provides estimates of and projections for total
 36 employment expressed as a total number of jobs located within municipalities. The
 37 NCTCOG provides long-range, small area population, household, and employment
 38 projections for use in intra-regional infrastructure planning and resource allocations in the
 39 metropolitan area of North Central Texas. The NCTCOG's *North Central Texas 2030*
 40 *Demographic Forecast* was developed using a federally recognized land-use model;
 41 extensive review by NCTCOG staff, local municipalities, and local officials from city,

1 county, and transportation entities endorsed the forecast for approval by NCTCOG's
 2 Executive Board. **Table II-5: Employment Trends 2000 – 2030** summarizes the
 3 NCTCOG employment estimates and projections for the two municipalities located
 4 within the EOIA study area for 10-year intervals from 2000 to 2030.

5

6

Table II-5: Employment Trends 2000 - 2030

Municipality	Employment				Percent Change 2000-2010	Percent Change 2010-2030
	2000	2010	2020	2030		
City of Carrollton	68,199	77,636	82,610	83,148	13.8	7.1
City of Farmers Branch	75,013	119,066	156,222	156,798	58.7	31.7
Total EOIA Study Area	143,212	196,702	238,832	239,946	37.4	22.0

7

Source: North Central Texas Council of Governments, *2030 Demographic Forecast*. <http://www.nctcog.org>.

8

9 Employment estimates and projections provided by the NCTCOG indicate continued
 10 employment growth in both municipalities located within the EOIA study area with the
 11 fastest growth having already occurred from 2000 to 2010. The slower employment
 12 growth forecast for the municipalities from 2010 to 2030 is consistent with the
 13 assumption that the municipalities will reach development build-out before or around
 14 2030. With less undeveloped land available over time for the new development of
 15 business establishments and corresponding employment opportunities, employment
 16 growth would likely slow in the subject municipalities. Employment growth from 2000
 17 to 2010 ranged from a 13.8 percent for the city of Carrollton to 58.7 percent for the city
 18 of Farmers Branch. Employment growth projections from 2010 to 2030 forecast 7.1
 19 percent growth for the city of Carrollton and 31.7 percent growth for the city of Farmers
 20 Branch. Overall, employment in the EOIA Study area is projected to grow 22.0 percent
 21 from 2010 to 2030.

22

III. BUSINESS EFFECTS

23

IH 35E Design History, Improvement Alternatives, and Minimization of Impacts

The IH 35E corridor was initially developed as a rural freeway in the 1950s. The 1950s IH 35E corridor reflected an approximate 300-foot ROW width, which allowed considerable design flexibility while initially constructing the four-lane freeway and segments of frontage roads to maintain local property access. The existing IH 35E facility, from IH 635 to PGBT, has been upgraded through the years from the initial four-lane freeway to a six-lane freeway with discontinuous frontage roads throughout the corridor. However, these upgrades have not kept pace with adjacent development or the increase in inter-regional trips. Current traffic projections show that by 2030, the IH 35E corridor from IH 635 to PGBT will need to accommodate 338,000 vehicles per day (vpd).

24

To accommodate the projected 338,000 vpd, several alternatives were evaluated during the Major Investment Study (MIS) process for the mitigation of congestion within the study corridor. The MIS was initiated in 1998. Alternatives evaluated by TxDOT during the MIS process include:

25

1 *Transportation Systems Management (TSM) Alternatives:* This alternative seeks to
2 mitigate traffic congestion by identifying improvements of an operational nature. TSM
3 improvements are designed to improve traffic flow and safety through better management
4 and operation of transportation facilities at a much lower cost and construction time as
5 compared to major infrastructure improvements. Operational improvements promoted
6 include: Traffic Signal Enhancements, Intersection Improvements, Arterial
7 Improvements, Bottleneck Removals, and Intelligent Transportation System deployment.
8

9 *Transportation Demand Management (TDM) Alternatives:* This alternative seeks to
10 mitigate traffic congestion and improve air quality by focusing on travel behavior. TDM
11 improvements focus on reducing the number of vehicular demands and single occupancy
12 vehicle (SOV) trips on the roadway by offering alternatives to driving alone. Alternative
13 modes of travel promoted include: Employee Trip Reduction Programs, Rail and Transit
14 Service, Transportation Management Associations, and Bicycle and Pedestrian facilities.
15

16 *Freeway/Roadway Alternatives:* This alternative seeks to construct additional lane-miles
17 for travel. The alternate roadway designs include HOV and Managed/HOV facilities,
18 Express Lanes, addition of mainlanes, and widening. Although the non-freeway
19 alternatives (TSM/TDM) provide mode of travel choice and travel options for the users
20 of the study segment, freeway alternatives have to be considered to meet the traffic
21 demand and mitigate the congestion expected in the future.
22

23 From the MIS evaluation and subsequent iterations, a freeway corridor with four general
24 purpose lanes and two HOV/managed lanes was proposed along the IH 35E corridor to
25 accommodate transportation needs. Several alternatives were developed within the
26 IH 35E corridor solution to minimize impacts. Due to adjacent development and
27 operational needs, at least two frontage road lanes at grade with the adjacent properties
28 are warranted. Options were reviewed to grade separate the managed lanes or cantilever
29 the mainlanes over the frontage roads and adjust the horizontal alignment to avoid
30 displacements. Because of the number of ramps to and from the HOV/managed lanes,
31 grade separating the HOV/managed lanes from the mainlanes was infeasible. Likewise,
32 cantilevering the mainlanes over the frontage roads was infeasible due to the number of
33 ramps to the adjacent frontage roads. The third option, to adjust the horizontal alignment
34 of the corridor to avoid displacements, was implemented throughout the corridor with
35 substantial local stakeholder input. The current proposed horizontal alternative has
36 undergone substantial adjustments from the existing corridor and is supported by local
37 stakeholder groups, which include adjacent property owners, adjacent municipalities, and
38 other interested parties as reflected in the public comments received from public meetings
39 as well as feedback generated from the stakeholder work group meetings held for the IH
40 35E corridor development from IH 635 to PGBT.
41

42 For example, the mainlane alignment was studied and evaluated between Valwood
43 Parkway and Belt Line Road to determine the best alignment alternative. The evaluation
44 reviewed potential displacements and loss of parking, remaining developable land,
45 limitations to redevelopment of existing properties, and stakeholder and municipal input
46 at stakeholder meetings and public meetings to come to a consensus that the preferred
47 alignment should minimize the acquisition of ROW from the east side. Public and

1 private property owner input was actively solicited both by TxDOT and the adjacent
2 municipalities to come to this conclusion. The consensus was that because of the
3 location of the freight railroad line limiting development between the railroad and IH
4 35E, there is currently insufficient depth of property between the two facilities to
5 accommodate significant sustainable development/redevelopment of properties on the
6 east side of the corridor. The resulting alignment would minimize displacements and
7 adverse impacts, and residual components of properties impacted would undergo an
8 improvement from existing conditions by enhancing ramp access to the property,
9 improving safety due to enhanced sight distance, and increasing perceived commercial
10 property values through drive visibility.

11
12 Both stakeholder and public input was solicited and results incorporated from stakeholder
13 meetings and public meetings to arrive at a consensus regarding design redevelopment of
14 Belt Line Road at IH 35E. Alternatives were developed and evaluated and a consensus
15 reached that the best alternative for the interchange was to grade separate Belt Line Road
16 from the three converging railroad corridors that intersect to the east of IH 35E near Belt
17 Line Road. The resulting Belt Line Road alternative minimized adverse impacts and
18 enhanced the Belt Line Road corridor from its current configuration by increasing traffic
19 flow and safety along Belt Line Road as a result of removing the at-grade railroad
20 crossing and increasing perceived residential and commercial property values through
21 reduced corridor delay/congestion and reduced railroad noise.

22
23 The design decisions along IH 35E between IH 635 and PGBT were coordinated through
24 municipal stakeholders and property owners and confirmed at various stakeholder
25 meetings held during the development of the IH 35E project to achieve a balanced and
26 feasible solution for the proposed reconstruction of IH 35E.

27
28 Proposed IH 35E ROW and Easement Acquisitions

29 The proposed IH 35E improvements between IH 635 and PGBT would require additional
30 ROW, resulting in a number of displacements. Approximately 86.4 acres of additional
31 ROW would be required for the preferred alternative resulting in the displacement of 111
32 business establishments, 24 vacant buildings/suites, and 3 places of worship for a total of
33 138 displacements.

34
35 The proposed improvements would require approximately 0.4 acre of easements. The
36 easements consist of multiple drainage easements and would not result in any of the 138
37 anticipated displacements.

38
39 Anticipated Commercial Displacements

40
41 Methodology
42 For the purpose of identifying potential commercial displacements, a structure that is
43 anticipated to be intersected or clipped by the proposed ROW line or to undergo a loss of
44 accessory parking is determined to be displaced. An unknown description indicates a
45 commercial structure lacking identification that would otherwise classify it as a particular
46 type of business establishment.

47

1 During the design stages of the proposed project, consideration was given to reduce the
 2 total number of displacements along the corridor. The alignment for the proposed project
 3 reflects the minimization of displacements to the greatest extent possible. Other
 4 alignments considered would have resulted in a larger number of displacements.

Summary of Commercial Displacements

7 A summary of the potential business displacements are listed by municipality in
 8 **Table III-1.**

10 **Table III-1: Summary of Potential Business Displacements per Municipality**

Type of Displacement	Municipality		Number of Displacements
	Carrollton	Farmers Branch	
Residential	0	0	0
Business Establishments	84	27	111
Automotive Services	3	3	6
Hotel	1	3	4
Industrial	5	3	8
Rental Services	3	1	4
Restaurants	4	2	6
Retail	13	9	22
Car Dealers	2	0	2
Medical/Dental Services	5	0	5
Fitness/Athletic Services	2	0	2
Technology Services	8	0	8
Construction Services	6	1	7
Financial Services	2	0	2
Personnel Services	1	0	1
Pet Services	1	0	1
Music/Audio Services	2	0	2
Signs/Printing Services	2	0	2
Travel Services	1	0	1
Pest Control Services	1	0	1
Security Services	1	0	1
Misc. Professional Service Establishments	18	1	19
Service Stations	1	3	4
Unknown Commercial (no sign)	2	1	3

11 Source: Proposed Design Schematic (January 2009); Field observations (January 2009); ArcGIS 9.2.
 12

13 Displacements are shown in the **Appendix: Corridor Maps**. A detailed listing of
 14 displacements, including associated municipality and addresses, is provided in the
 15 **Appendix: IH 35E Displacement Data**. Some structures contain multiple businesses.
 16 There are no anticipated residential or government/municipal facility displacements along
 17 the proposed project corridor. The displacement information presented in this EOIA is
 18 based upon the proposed ROW line as depicted in the **Appendix: Corridor Maps**.

19
 20 **Table III-2** lists the potentially displaced businesses associated with the proposed IH 35E
 21 reconstruction from IH 635 to PGBT. The municipality and identification number
 22 corresponding to the **Appendix: Corridor Maps** for each business are also listed.

Table III-2: Commercial Displacements

Municipality	Corridor Map ID Number	Business Name	Business Type
Farmers Branch	D1	Shell	Service Station
Farmers Branch	D2	Chevron	Service Station
Farmers Branch	D3	Michael's Restaurant	Restaurant
Farmers Branch	D4	La Quinta	Hotel
Farmers Branch	D5	Days Inn	Hotel
Farmers Branch	D6	Vicks Sports Grill	Restaurant
Farmers Branch		America Best Value Inn and Suites	Hotel
Farmers Branch	D8	Scott Studios	Services
Farmers Branch		Braxton Commercial Flooring Services	Retail
Farmers Branch		Ford Audio/Video	Rental Services
Farmers Branch		Hard Rock Tool	Retail
Farmers Branch		Oriental Accent	Retail
Farmers Branch	D9	Essilor of America	Industrial
Farmers Branch	D10	World of Décor	Retail
Farmers Branch	D14	Wesco Distribution	Industrial
Farmers Branch	D15	Meridian Products Corporation	Industrial
Farmers Branch		LA Tools	Retail
Farmers Branch	D16	Discount Cycle Parts	Retail
Farmers Branch		Air Rest Mattress Factory	Retail
Farmers Branch		Mister Collision	Automotive Services
Farmers Branch	D17	T-Shirt Outlet FB	Retail
Farmers Branch		BEECO Plumbing Supply	Services
Farmers Branch		Army/Navy Warehouse	Retail
Farmers Branch	D18	Fina	Service Station
Farmers Branch	D19	Top Lube	Automotive Services
Farmers Branch	D20	American Transmission	Automotive Services
Carrollton	D21	H.G. Rice and Co.	Services
Carrollton		North Texas Soccer	Services
Carrollton		First Choice Sign Builders	Services
Carrollton		Quick Draw Printing	Services
Carrollton		ComNet Communications Inc.	Services
Carrollton		Trend Personnel Services	Services
Carrollton	D22	Van Chevrolet	Retail
Carrollton	D23	U-Haul/ Self Storage	Rental Services
Carrollton	D24	Chromalloy Plant 2	Industrial
Carrollton	D25	Branch Auto Sales	Retail
Carrollton	D27	North Dallas DRC	Services
Carrollton	D28	R.O. Company	Services
Carrollton		Elite Leasing	Services
Carrollton		Pooches and Smooches	Services
Carrollton	D29	Shell	Service Station
Carrollton	D30	Steve's Radiator Repair B&B Muffler	Automotive Services
Carrollton		Owens Corning Cultured Stone Design	Industrial
Carrollton		Aztek Computers	Services
Carrollton	D31	Test Adjust Balance Co. Inc.	Services
Carrollton		James Genuit, D.D.S.	Services
Carrollton		Alpine Home Health Care	Services
Carrollton		Divine Home Healthcare	Services
Carrollton	D32	United Truck Maintenance	Automotive Services

Municipality	Corridor Map ID Number	Business Name	Business Type
Carrollton	D33	Office Resource Group	Retail
Carrollton	D34	SMC Corporation of America	Services
Carrollton		McCaslin-Hill Construction, Inc.	Services
Carrollton		Eagle Eye	Services
Carrollton		Immigration Solutions	Services
Carrollton		ProLogistix	Services
Carrollton		Pro Drivers	Services
Carrollton		Resource Mfg	Services
Carrollton		Café Matteson	Restaurant
Carrollton		Prestige Texas	Services
Carrollton	D35	Costacol USA	Services
Carrollton		Artistic Auto Body and Paint	Automotive Services
Carrollton		Crows Martial Arts	Services
Carrollton	D36	Audio Dude Custom Music	Services
Carrollton		Promotion Music	Services
Carrollton		Texas Granite and Tile Co.	Services
Carrollton	D37	Stars+Legends	Services
Carrollton		Motek Toner and Inkjet Supply	Retail
Carrollton		Computer Corner	Retail
Carrollton	D38	Mike's Hobby Shop	Retail
Carrollton		Sendera Tile	Retail
Carrollton		Lions Gate Homes	Retail
Carrollton		Creative Touch Interiors	Retail
Carrollton		Centurion American	Services
Carrollton	D40	Grainger	Retail
Carrollton	D41	Net Boundary	Services
Carrollton		Makor Management	Services
Carrollton		FC Lending Woodhaven Financial	Services
Carrollton		America Transfers and Tours America Management	Services
Carrollton		Webdex Inc.	Services
Carrollton		Vested in Management	Services
Carrollton		Medex North	Services
Carrollton		Ad Tel America Inc.	Services
Carrollton		The General Agency	Services
Carrollton		Terminix	Services
Carrollton		Ashton Woods Homes Design Center	Retail
Carrollton		BP Equipment Co	Services
Carrollton	D42	National Computer	Services
Carrollton		Lite Bites Deli	Restaurant
Carrollton		Speedpro Imaging	Services
Carrollton		Texana Security	Services
Carrollton		Home Traditions & Textiles	Retail
Carrollton		Advanced Property Tax Compliance	Services
Carrollton		OrderDog Inc	Services
Carrollton		Worldwide Buying Alliance	Services
Carrollton		Scott Technology	Services
Carrollton	D44	Jetta Design Center	Industrial
Carrollton	D45	EFC	Services
Carrollton	D46	E Car One.com	Industrial
Carrollton	D47	Delux Inn	Hotel

Municipality	Corridor Map ID Number	Business Name	Business Type
Carrollton	D48	McDonald's #5393	Restaurant
Carrollton	D49	Starbucks	Restaurant
Carrollton	D53	Roadway Solutions	Industrial
Carrollton	D54	Wasco Reinforcing Steel Supply Inc.	Retail
Carrollton	D55	HDS Stoneworks	Services
Carrollton	D59	Andrews Gunite Inc.	Services
Carrollton	D60	H2O Supply Wholesale Plumbing	Services
Carrollton	D61	Lock Box Storage	Rental Services
Carrollton	D62	Anderson's Furniture	Retail

1 Source: Proposed Design Schematic (January 2009); Field observations (January 2009)

2
3 The types of businesses anticipated to be displaced along IH 35E between IH 635 and
4 PGBT include automotive services, hotels/motels, rental services, restaurants, retail
5 establishments, car dealers, service establishments, and service stations. Examples of
6 potentially displaced automotive services include body shops, general auto repair
7 facilities, and auto maintenance services. Examples of potentially displaced hotel/motel
8 establishments include America Best Value Inn and Suites, Days Inn, LaQuinta Inn, and
9 Delux Inn. Examples of potentially displaced rental services include Ford Audio/Video,
10 U-Haul/Self Storage, and Lock Box Storage. Examples of potentially displaced
11 restaurants include locally owned family dining establishments such as Michael's
12 Restaurant and Café Matteson as well as fast-food establishments such as McDonald's
13 and Starbucks. Potentially displaced retail establishments primarily include locally
14 oriented businesses such as Braxton Commercial Flooring Services, T-Shirt Outlet FB,
15 and Mike's Hobby Shop. Examples of potentially displaced car dealers include Van
16 Chevrolet and Branch Auto Sales. Examples of potentially displaced service
17 establishments range from plumbing supply and service establishments (e.g. BEECO
18 Plumbing Supply and H2O Supply Wholesale Plumbing) to healthcare-related
19 establishments (e.g. James Genuit, D.D.S. and Alpine Home Health Care) to business
20 services (e.g. printing, signs, and personnel services), among others. Examples of service
21 stations anticipated to be displaced include Shell, Chevron, and Fina.

22
23 Many of the potentially affected business establishments, such as hotels/motels, service
24 stations, automotive services, restaurants, and some retail establishments are those
25 capitalizing on an orientation to IH 35E frontage road access because many of their
26 business models rely on high visibility, high traffic volume, and convenience of access.
27 These businesses can be characterized as "highway convenience" land uses, and because
28 of their reliance on such a juxtaposition to the IH 35E frontage road to take advantage of
29 high visibility and convenient access, such businesses may be more sensitive to
30 relocating in other environments lacking these characteristics.

31

1 **Potential Relocation Sites for Commercial Displacements**

2 With respect to replacement real estate for commercial/office/retail purposes, there
 3 appears to be space available for lease or sale in the Cities of Carrollton and Farmers
 4 Branch. In addition to available space, appropriately zoned developed and undeveloped
 5 areas within the Cities of Carrollton and Farmers Branch would also accommodate
 6 potential displacements. According to <http://showcase.costar.com> real estate listings
 7 website (September 2010), a range of commercial property is available as shown in
 8 **Table III-3.** Note that a sale option was available for many of these properties. These
 9 listings are generally available to the public; additional listings (including sale listings)
 10 are available to private listing service subscribers.

11

12 **Table III-3: Commercial Real Estate Available in the Project Area**

Municipality	Total Number of Commercial Displacements	Number of commercial/ office /retail properties available	Square footage available for lease at \$4 - \$8/sq. Ft.	Square footage available for lease at \$8 - \$12/sq. ft.	Square footage available for lease at \$12 - \$20/sq. ft.	Square footage available for lease at \$20 - \$24/sq. ft.	Square footage available for lease at negotiable price
City of Carrollton	84	391	1 million+ sq. ft.	787,000+ sq. ft.	616,000+ sq. ft.	225,000+ sq. ft.	1 million+ sq. ft.
City of Farmers Branch	27	178	902,000+ sq. ft.	193,000+ sq. ft.	481,000+ sq. ft.	104,000+ sq. ft.	1 million+ sq. ft.

Source¹³ <http://showcase.costar.com>, accessed September 2010.

14

15 As shown in **Table III-1**, the types and number of business establishments anticipated to
 16 be displaced include: automotive services (6), hotels/motels (4), industrial (8), rental
 17 services (4), restaurants (6), retail (22), car dealers (2), medical/dental services (5),
 18 fitness/athletic services (2), technology services (8), construction services (7), financial
 19 services (2), a personnel service establishment (1), a pet service establishment (1),
 20 music/audio services (2), signs/printing services (2), a travel service (1),
 21 a pest control service (1), a security service (1), miscellaneous professional service
 22 establishments (19), service stations (4), and unknown commercial (3). See **Appendix:**
 23 **IH 35E Displacement Data** for a summary of displacements listed by municipality and
 24 type and **Appendix: Corridor Maps** for geographic locations. Commercial entities that
 25 may require special accommodations (i.e. large parcels to accommodate large
 26 commercial structures or parking areas, highway visibility, convenient highway access,
 27 or specific equipment), unique site design or travel way orientation, or unique zoning
 28 include:

29

- 30 • Hotels/motels (D4, D5, D6, and D47);
 31 • Industrial and/or distribution establishments (D10, D14, D15, D24, D30, D44,
 32 D46, and D53);
 33 • Self-storage facilities (D23 and D61);
 34 • Gas stations (D1, D2, D18, and D29); and
 35 • Car dealerships (D22 and D25).

36

1 Twenty of the potentially displaced businesses are identified as having possible unique
2 relocation circumstances related to site development design, access, visibility needs, or
3 local zoning standards. Eleven of these businesses are located within the city of
4 Carrollton, and nine are located in the city of Farmers Branch. Within the city of
5 Carrollton, 10 of the potentially displaced businesses are located in the Freeway zoning
6 district or the Freeway zoning district with the IH 35E Overlay, while one displacement
7 is located in the special purpose Transit Center-Urban Core zoning district. The Freeway
8 zoning district permits car dealerships in excess of five acres and industrial wholesale and
9 some industrial assembly uses by-right. Car dealerships less than five acres, hotels,
10 public storage facilities, and gas stations are permitted in the Freeway zoning district with
11 a special use permit, which requires special review and approval by the City of Carrollton
12 City Council. The Transit Center-Urban Core zoning district is intended to ultimately
13 allow only residential, retail, and office uses, but does permit hotels. Many other zoning
14 districts within the city of Carrollton permit the identified types of potentially displaced
15 businesses with possible unique relocation circumstances either by-right or with the
16 approval of a special use permit. These include the Local Retail, Corporate Commercial,
17 Light Commercial, Heavy Commercial, Commercial/Warehouse, Light Industrial, and
18 Heavy Industrial zoning districts for hotels and gas stations; the Commercial/Warehouse,
19 Light Industrial, and Heavy Industrial zoning districts for warehousing, assembly, and
20 manufacturing industrial uses; and the Light Commercial, Heavy Commercial,
21 Commercial/Warehouse, Light Industrial, and Heavy Industrial zoning districts for public
22 storage facilities and car dealerships.

23

24 Within the city of Farmers Branch, potentially displaced businesses with possible unique
25 development or land use circumstances include hotels, gas stations, and industrial
26 enterprises and are located in various Planned Development-Light Industrial zoning
27 districts. The Planned Development-Light Industrial districts encompassing most of the
28 west side of the IH 35E ROW in the city of Farmers Branch permit hotels and gas
29 stations with the review and approval of a specific use permit by the City of Farmers
30 Branch City Council. Most warehousing, assembly, and manufacturing industrial uses
31 are either permitted by-right or with the approval of a specific use permit. The city of
32 Farmers Branch does not contain any potential displacements of car dealerships or
33 self-storage facilities. Other zoning districts within the city of Farmers Branch permit the
34 identified types of potentially displaced businesses with possible unique relocation
35 circumstances either by-right or with the approval of a specific use permit. These include
36 the Commercial, Light Industrial, and Heavy Industrial zoning districts for hotels and gas
37 stations and the Light Industrial and Heavy Industrial zoning districts for industrial
38 enterprises.

39

40 In addition to the commercial real estate availability reflected in **Table III-3** within the
41 city of Carrollton, a sufficient amount of undeveloped land is located within zoning
42 districts in which all of the potentially displaced businesses with possible unique
43 circumstances would be permitted. An inspection of the City of Carrollton's zoning map
44 in relation to undeveloped land parcels reveals abundant appropriately zoned areas are
45 available to be developed providing comparable site development design, access, size,
46 and visibility needs. These undeveloped areas would provide an opportunity for
47 potentially displaced businesses with unique needs to relocate in similar zoning districts.

1 A total of 29 parcels of land equating to an estimated 71 acres is undeveloped within
2 1,000 feet of the IH 35E ROW and outside the 100-year floodplain within the city of
3 Carrollton. Most of this undeveloped land is located in the Freeway zoning district, the
4 Freeway zoning district with the IH 35E Overlay, or the Light Industrial zoning district,
5 each of which permits all of the potentially displaced businesses with unique needs either
6 by-right or with a special use permit. Of these undeveloped parcels, 10 range in size
7 from 1.5 acres to 2 acres, 7 range from 2 to 5 acres, and 4 are greater than 5 acres.
8 Available undeveloped smaller parcels less than two acres would likely accommodate
9 uses generally demanding smaller parcel sizes such as gas stations and some hotels.
10 Available undeveloped middle-sized parcels ranging from two to five acres would likely
11 accommodate most hotels, most public storage facilities, and many industrial enterprises.
12 Larger undeveloped parcels greater than five acres would likely accommodate the full
13 range of business entities with unique development or land use circumstances including
14 car dealerships and all types of self-storage facilities and industrial enterprises. Further,
15 these undeveloped parcels of land exclude those that are more distant than 1,000 feet
16 from the IH 35E ROW that would ultimately provide more opportunities for displaced
17 businesses with or without possible unique circumstances to relocate and continue
18 operations within the city of Carrollton.

19
20 The city of Farmers Branch also contains a sufficient amount of undeveloped land
21 located in zoning districts in which all of the potentially displaced businesses with
22 possible unique circumstances would be permitted. An inspection of the City of Farmers
23 Branch's zoning map in relation to undeveloped land parcels reveals abundant
24 appropriately zoned areas are available to be developed providing comparable site
25 development design, access, size, and visibility needs. These undeveloped areas would
26 provide an opportunity for potentially displaced businesses with unique needs to relocate
27 in similar zoning districts. A total of 18 parcels of land equating to an estimated 86 acres
28 is undeveloped within 1,000 feet of the IH35E ROW and outside the 100-year floodplain
29 within the city of Farmers Branch. These undeveloped parcels are located in a variety of
30 Planned Development zoning districts with most permitting hotels, gas stations, and some
31 industrial uses either by-right or with the approval of a specific use permit. Of these
32 undeveloped parcels, eight range in size from one-half an acre to two acres, five range
33 from two to five acres, and three are greater than five acres. Available undeveloped
34 smaller parcels less than two acres would likely accommodate uses generally demanding
35 smaller parcel sizes such as gas stations and some hotels and industrial enterprises.
36 Available undeveloped middle-sized parcels ranging from two to five acres would likely
37 accommodate most hotels and industrial enterprises. Larger undeveloped parcels greater
38 than five acres would likely accommodate the full range of business entities with unique
39 development or land use circumstances including most industrial enterprises. Further,
40 these undeveloped parcels of land exclude those that are more distant than 1,000 feet
41 from the IH 35E ROW that would ultimately provide more opportunities for displaced
42 businesses with or without possible unique circumstances to relocate and continue
43 operations within the city of Farmers Branch.

44
45 It is possible that some commercial entities may not be able to relocate within the
46 immediate vicinity of their existing location or current service areas due to the
47 availability of commercial space, undeveloped parcels, or required zoning. However, the

1 available commercial real estate summarized in **Table III-3** and undeveloped sites that
2 are currently available in commensurate zoning districts indicate the relocation of
3 potentially displaced businesses within the immediate community should be achievable.
4

5 Local Efforts to Retain and Attract Businesses

6

7 Farmers Branch Chamber of Commerce

8 The Farmers Branch Chamber of Commerce is an active, influential participant in the
9 Farmers Branch business community. It is the mission of the Farmers Branch Chamber
10 of Commerce to provide economic development, promote civic activity, foster leadership
11 training, advance sound entrepreneurial policy, and effectively monitor legislation by
12 uniting the business community and its citizens. The Chamber's members work to
13 identify and implement programs that will assist in the steady and balanced economic
14 growth of business, industry, and tourism.⁸

15 Coordination with the Farmers Branch Chamber of Commerce regarding the potential
16 employment opportunities impacts associated with the proposed IH 35E project was
17 conducted on October 1, 2010. The Director of the Farmers Branch Chamber of
18 Commerce was provided interview questions via email to obtain various forms of
19 information including, but not limited to:

- 21
- 22 • Size of Chamber membership;
 - 23 • Methods of unemployment tracking, if conducted;
 - 24 • Employer/employee tracking within the Chamber's service area, if conducted;
 - 25 • Tracking of skill and educational requirements within the Chamber's service area,
26 if conducted;
 - 27 • Trends in employment within the Chamber's service area associated with the
28 recession;
 - 29 • How the proposed IH 35E reconstruction project would factor into the existing
30 economic context of the Chamber's service area;
 - 31 • If the proposed IH 35E project has influenced the Chamber's approach to
32 attracting or retaining business;
 - 33 • Have any businesses approached the Chamber for relocation assistance or advice
34 regarding the proposed IH 35E reconstruction;
 - 35 • New and/or planned development that represent future employment opportunities
36 within the chamber's service area;
 - 37 • What would be a realistic timeframe for re-establishing displaced businesses once
38 ROW acquisition takes place;
 - 39 • Level of interaction with the TWC, if any; and
 - 40 • What is the relationship between the Chamber and its represented municipalities
41 in terms of sharing information regarding the proposed IH 35E reconstruction.

42 The Director of the Farmers Branch Chamber of Commerce explained that the Chamber
43 is comprised of approximately 280 members as of October 2010. The Chamber's service
44 area is comprised of businesses located within the city of Farmers Branch. The Director

⁸ Farmers Branch Chamber of Commerce, <http://www.fbchamber.com>

1 explained that the Chamber does not track unemployment rates, employers, numbers of
2 employees, etc. and depends on the City of Farmers Branch as a resource for employment
3 information. Although the Chamber does not track skill and educational requirements
4 required by businesses within its service area, Brookhaven College Workforce Training
5 and Education Department is its resource for skill and education information pertaining to
6 the service area's labor force. With regard to trends in employment within the
7 Chamber's service area, the Chamber revealed the presence of a slight increase in the
8 number of individuals seeking employment during Chamber networking meetings.
9

10 The Director of the Farmers Branch Chamber of Commerce stated that upon successful
11 completion of the IH 35E reconstruction project, the Chamber anticipates unlimited
12 opportunities for business growth within its service area, and regardless of the proposed
13 IH 35E reconstruction project, the City of Farmers Branch has been able to attract a
14 number of companies to locate within the service area due to the City's business-friendly
15 environment. The Chamber suggested that it has not been approached by businesses
16 seeking relocation assistance or advice related to the proposed IH 35E reconstruction but
17 stated that the City of Farmers Branch has been a resource for those businesses interested
18 in relocating. The Chamber did not provide information related to any foreseen or
19 planned development projects that would provide future employment opportunities. In
20 response to questions related to the Chamber's level of interaction or coordinaton with
21 the TWC and the relationship between the Chamber and the City of Farmers Branch in
22 terms of sharing information or goals involving the proposed IH 35E reconstruction
23 project, the Director stated that the Chamber has two opportunities to work with the TWC
24 through Brookhaven College, one of its members, and the Chamber Business Expo held
25 annually. The Chamber did not reveal the type of interaction or coordination involved
26 with these opportunities. The Chamber stated that it has a good partnership with the City
27 of Farmers Branch in sharing resources and information related to economic development
28 activities.
29

30 *Metrocrest Chamber of Commerce*

31 The Metrocrest Chamber of Commerce is an economic development organization
32 focusing on existing business and community development issues. The Chamber
33 collaborates with the Town of Addison and the Cities of Carrollton and Farmers Branch
34 to develop and implement initiatives that contribute to the enhancement of the local
35 economy. Through the Chamber's partnership with these three municipalities and in
36 cooperation with their economic development departments, many activities are conducted
37 to stimulate business activity within the area. The Metrocrest communities support a
38 dynamic business and industry base, including more than 258 manufacturers,
39 approximately 2,000 acres of parks, numerous lakes, nearby shopping centers,
40 restaurants, and local cultural and entertainment centers. The Metrocrest Chamber of
41 Commerce seeks to influence positive outcomes for business and community
42 development by facilitating communication, awareness, and education regarding business
43 and community issues.⁹

44

⁹ Metrocrest Chamber of Commerce, <http://www.metrocrestchamber.com>

1 Written coordination with the Metrocrest Chamber of Commerce regarding the potential
2 employment opportunities impact associated with the proposed IH 35E project was
3 initiated on June 9, 2010. The President of the Metrocrest Chamber of Commerce was
4 provided with questions via e-mail to obtain various forms of information including but
5 not limited to:

- 6
- 7 • Size of Chamber membership;
 - 8 • Methods of unemployment tracking, if conducted;
 - 9 • Employer/employee tracking within the Chamber's service area, if conducted;
 - 10 • Tracking of skill and educational requirements within the Chamber's service area,
 if conducted;
 - 11 • Trends in employment within the Chamber's service area associated with the
 recession;
 - 12 • How the proposed IH 35E reconstruction project would factor into the existing
 economic context of the Chamber's service area;
 - 13 • If the proposed IH 35E project has influenced the Chamber's approach to
 attracting or retaining business;
 - 14 • New and/or planned development that represent future employment opportunities
 within the Chamber's service area;
 - 15 • What would be a realistic timeframe for re-establishing displaced businesses once
 ROW acquisition takes place;
 - 16 • Level of interaction with the TWC, if any;
 - 17 • What is the relationship between the Chamber and its represented municipalities
 in terms of sharing information regarding the proposed IH 35E reconstruction.

25

26 The President of the Metrocrest Chamber of Commerce stated that the Chamber is
27 comprised of approximately 450 members as of June 2010. The Chamber's service area
28 is comprised of businesses located within the Cities of Farmers Branch and Carrollton
29 and the Town of Addison. The Chamber does not track unemployment rates or trends
30 independently, nor does the Chamber track all employers within its service area or the
31 total size of the service area's labor force. The President confirmed the Chamber does
32 coordinate with the TWC.

33

34 Regarding the recession and its impact on the Chamber's service area, the President
35 stated the recession has definitely impacted employment. However, the impact is
36 difficult to quantify. The President also stated that while the reconstruction of IH 35E
37 would be a strain on the businesses in the area, the overall benefits outweigh the
38 negatives. The reconstruction of IH 35E is definitely needed and has not swayed the
39 Chamber's existing approach to business development within its service area.¹⁰

40

41 *City of Farmers Branch*

42 Coordination with the City of Farmers Branch's Director of Planning regarding potential
43 employment opportunities impacts associated with the proposed IH 35E project was
44 conducted on September 22, 2010. There are 27 anticipated commercial displacements

¹⁰ Interview with Greg Vaughn, President of the Metrocrest Chamber of Commerce, conducted on June 17, 2010.

1 located in the city of Farmers Branch along the proposed IH 35E project limits from
2 IH 635 to PGBT. The City of Farmers Branch's Director of Planning was interviewed to
3 obtain various forms of information including but not limited to:

- 4 • Methods of unemployment tracking, if conducted;
- 5 • Employer/employee tracking within the City's boundaries, if conducted;
- 6 • Tracking of skill and educational requirements associated with the city's
7 employment opportunities, if conducted;
- 8 • History of employment trends within the City's boundaries associated with the
9 recession;
- 10 • How the proposed IH 35E reconstruction project would factor into the existing
11 economic context of the city;
- 12 • Is there any awareness of specific minority or low-income populations that could
13 be impacted by the proposed IH 35E improvements and subsequent employment
14 opportunity impacts;
- 15 • If the proposed IH 35E project has influenced the City's approach to attracting or
16 retaining business;
- 17 • Have any businesses approached the City for relocation assistance or advice
18 regarding the proposed IH 35E reconstruction;
- 19 • Has the City considered a post-construction redevelopment plan for the IH 35E
20 corridor;
- 21 • New and/or planned development that represent future employment opportunities
22 within the City's limits;
- 23 • What would be a realistic timeframe for re-establishing displaced businesses once
24 ROW acquisition takes place; and
- 25 • Level of interaction with the TWC, if any;
- 26 • If mitigation were to be proposed by TxDOT for the potential employment
27 impacts, what form of mitigation do you think would be most beneficial to those
28 employees?

30
31 The City of Farmers Branch's Director of Planning explained that the City itself does not
32 track unemployment rates; unemployment trends; employment types and their required
33 skill levels, educational attainment, or experience requirements; or employment numbers
34 per employer. However, the City of Farmers Branch does use information and data
35 provided by Workforce Solutions Greater Dallas to monitor unemployment rates and
36 trends. The City of Farmers Branch does track the number of employers located within
37 its municipal boundaries, which according to the Director of Planning, stands at a total of
38 approximately 3,500 employers city-wide.

39
40 According to the Director of Planning, one noteworthy recent trend related to
41 employment within the city since the onset of the recent recession has been the adaptive
42 reuse of large warehouse spaces typically used for the robust distribution industry in the
43 city of Farmers Branch to computer data centers. In terms of how the proposed IH 35E
44 reconstruction project would factor into the existing economic context of the city, the
45 Director of Planning stated that he anticipated the project to improve economic
46 development along the corridor and its overall attractiveness for investment, allowing for

1 newer retail and other development that currently conforms to the City's planning policy
2 guides and associated zoning. The Director of Planning explained that many of the
3 existing land uses along the IH 35E corridor are legal nonconforming uses with regard to
4 the City's zoning standards. Legal nonconforming uses are those that were legal in
5 accordance with zoning requirements at the time of their establishment but are no longer
6 conforming or compatible land uses in accordance with new zoning requirements that
7 were adopted since their establishment. The City's current land use goals for the corridor
8 include the establishment of campus-style employment centers and office, retail, and full-
9 service hotel/convention uses. Regarding potential impacts to low-income or minority
10 population employment opportunities, the Director of Planning stated that the City has no
11 environmental justice concerns related to the proposed project.

12
13 Regarding the proposed IH 35E reconstruction and its influence on the City's approach to
14 attracting or retaining businesses, the Director indicated that the proposed IH 35E project
15 has not influenced the City's approach to attracting and retaining businesses or the City's
16 approach to capitalizing on economic development strategies. Two businesses have
17 approached the City of Farmers Branch for help related to mitigating the effects of
18 displacement or for relocation assistance. For one of the businesses, the City of Farmers
19 Branch is aiding in establishing a campus-style environment at the business's current
20 location where the business also retains ownership of other surrounding buildings that
21 would not be displaced by the proposed reconstruction of IH 35E from IH 635 to PGBT.
22 The City of Farmers Branch approved the abandonment of a City-maintained street ROW
23 that separated these surrounding buildings to accommodate greater connectivity of the
24 buildings as one cohesive unit. The City is also providing land to accommodate parking
25 that may be lost as a result of the ROW expansion for the other business.

26
27 Although not directly related to the proposed reconstruction of IH 35E and its impact on
28 businesses and employment opportunities in the City of Farmers Branch, according to the
29 Director of Planning, the City is preparing an update to its *Comprehensive Plan* for the
30 central area of the city. The area targeted by the *Plan* update would include the central
31 area that would also extend westward to approximately 150 feet west of the IH 35E ROW
32 to include all properties adjacent to the IH 35E ROW. The *Comprehensive Plan* update
33 is currently under development and is considering the impact and redevelopment
34 opportunities available along the IH 35E corridor through the city. The *Plan* would focus
35 on establishing unique gateways where IH 35E enters the city, it would introduce corridor
36 design standards, it would focus on a different scheme of access management limiting
37 exclusively auto-oriented access to properties, and would establish landscape features and
38 green space along the portion of the IH 35E where residual abutting land after ROW
39 acquisition would not be deep enough to be developed. The *Plan* update would also
40 promote land uses more compatible and complementary to the planned transit-oriented
41 development (TOD) surrounding the proposed DART Farmers Branch Station.
42 According to the Director of Planning, the *Plan* update is anticipated to be adopted by the
43 Farmers Branch City Council by June 2011.

44
45 According to the Director of Planning, there are three substantial new and/or planned or
46 permitted development or redevelopment projects that would provide future employment
47 opportunities within the City's boundaries. One such development is the redevelopment

1 of an existing 200,000 square foot building by Maxim Integrated Products, a
2 semiconductor manufacturer, to accommodate a high-tech research and development
3 facility that would retain 800 existing jobs already provided in multiple buildings within
4 the city and would create an additional 150 jobs. Another proposed redevelopment is the
5 consolidation of operations for Weir's Furniture Village to a 420,000 square foot facility
6 to accommodate its headquarters, distribution center, and an outlet store. The proposed
7 redevelopment would create an additional 150 jobs in the city. According to the Director
8 of Planning, land at the southeast corner of Valley View Lane and IH 35E is being
9 assembled by the City of Farmers Branch to accommodate a large, full-service hotel
10 development to tie into a neighboring sports venue as well as the planned TOD at the
11 proposed DART Farmers Branch Station. Although the number of jobs related to this
12 planned development is unknown, it would likely create many employment opportunities
13 that are commensurate to those that may be displaced by the proposed reconstruction of
14 IH 35E from IH 635 to PGBT.¹¹

15
16 In terms of providing a realistic time frame for re-establishing displaced businesses once
17 ROW acquisition transpires, the Director of Planning did not provide any specific time
18 frame. Although not directly related to the potential displacement of employees,
19 regarding assistance or mitigation if proposed by TxDOT, the Director of Planning
20 indicated that TxDOT could assist with the City's implementation of the goals
21 established in the developing *Comprehensive Plan* update addressing the redevelopment
22 of the IH 35E corridor through the city once ROW acquisition has occurred. Specifically,
23 the Director suggested that TxDOT could assist with the installation of landscaping or
24 park space in residual areas where lots are not deep enough to support redevelopment.
25 While the proposed IH 35E reconstruction project does not specifically involve the
26 installation of landscaping or park space along the corridor in these types of
27 circumstances, a proposed Corridor Aesthetic Master Plan for the entire IH 35E corridor
28 from IH 635 to U.S. 380 would involve the implementation of context-sensitive and
29 community-specific roadside elements and landscaping opportunities that would enhance
30 the aesthetic value of the corridor. The development of the Corridor Aesthetic Master
31 Plan would involve stakeholder input to determine community desires for such
32 enhancements, the details of which may be communicated by the Director of Planning for
33 the City of Farmers Branch during the Corridor Aesthetic Master Plan's public and
34 stakeholder involvement process.

35
36 Additional details regarding the City of Farmers Branch's approach regarding potential
37 redevelopment opportunities addressed in the *Comprehensive Plan* update for the city's
38 central area, which includes properties adjacent to the IH 35E ROW, as well as the City's
39 assistance efforts to mitigate potential displacement impacts are provided in **Section V**.
40 Further information pertaining to the Planning Director's input regarding future/planned
41 development and the influence of the proposed IH 35E reconstruction on labor and
42 employment trends is provided in **Section IV**.

43

¹¹ Interview with Andy Gillies, AICP, Director of Planning, held on September 22, 2010.

1 *City of Carrollton*

2 Coordination with the City of Carrollton's Economic Development Department regarding
3 the potential employment opportunities impact associated with the proposed IH 35E
4 project was conducted on June 4, 2010. There are 84 anticipated commercial
5 displacements associated with the City of Carrollton located within the proposed IH 35E
6 project limits from IH 635 to PGBT. The Director of the City of Carrollton's Economic
7 Development Department was interviewed to obtain various forms of information
8 including, but not limited to:

- 9
- 10 • Methods of unemployment tracking, if conducted;
 - 11 • Employer/employee tracking within the City's boundaries, if conducted;
 - 12 • Tracking of skill and educational requirements associated with the city's
13 employment opportunities, if conducted;
 - 14 • History of employment trends within the City's boundaries associated with the
15 recession;
 - 16 • How the proposed IH 35E reconstruction project would factor into the existing
17 economic context of the city;
 - 18 • Is there any awareness of specific minority or low-income populations that could
19 be impacted by the proposed IH 35E improvements and subsequent employment
20 opportunity impacts;
 - 21 • If the proposed IH 35E project has influenced the City's approach to attracting or
22 retaining business;
 - 23 • Have any businesses approached the City for relocation assistance or advice
24 regarding the proposed IH 35E reconstruction;
 - 25 • Has the City considered a post-construction redevelopment plan for the IH 35E
26 corridor;
 - 27 • New and/or planned development that represent future employment opportunities
28 within the City's boundaries;
 - 29 • What would be a realistic timeframe for re-establishing displaced businesses once
30 ROW acquisition takes place;
 - 31 • Level of interaction with the TWC, if any; and
 - 32 • If mitigation were to be proposed by TxDOT for the potential displacement of
33 employees, what form of mitigation would be most beneficial to those employees.

34

35 The Director of the Economic Development Department explained that the City itself
36 does not track unemployment rates; unemployment trends; all employers; work force
37 population or demographics; employment types and their required skill levels,
38 educational attainment, or experience requirements; or employment numbers per
39 employer. The Director stated the city's unemployment rate was likely around 8 percent,
40 and while the City does not generate its own unemployment statistics, the City does
41 monitor local, state, and national unemployment statistics that involve the city.
42 Regarding the question of whether or not specific minority or low-income populations
43 would be impacted by the proposed IH 35E improvements, the Director explained that he
44 did not believe any specific minority or low-income populations would be impacted
45 because the city's work force population closely mimics the city's overall racial and

1 economic demographic composition. The Director confirmed the City does coordinate
2 with the TWC to fulfill low skill, low pay employment opportunities.

3

4 Regarding the proposed IH 35E reconstruction and its influence on the City's approach to
5 attracting or retaining businesses, the Director stated that the proposed IH 35E project has
6 not influenced the City's approach to pursuing economic development strategies. The
7 IH 35E corridor continues to develop (i.e. infill development), there are opportunities for
8 continued commercial and light industrial development to the west of IH 35E, and tax
9 increment financing opportunities are emerging adjacent to the developing DART and
10 DCTA transit lines. The City of Carrollton is not at this time interested in implementing
11 a post-construction redevelopment plan for the IH 35E corridor largely because of the
12 proposed project's lack of funding and unknown timeframe for construction.¹²

13

14 Regarding potential mitigation to offset the potential employment impacts, the Director
15 asserted that the proposed IH 35E project would not warrant mitigation unless all of the
16 impacted businesses are unable to relocate or re-establish. He indicated that the pro-
17 business climate in the city and in the immediate area should allow businesses to relocate
18 and re-establish and could allow some businesses to improve the quality of the buildings
19 in which they operate.

20

21 Information related to the Director of Economic Development's opinion regarding
22 future/planned development and the proposed IH 35E project's influence on labor trends
23 is discussed in **Section IV**.

24

25 **Uniform Relocation Assistance and Real Properties Acquisitions Act**
26 TxDOT would be responsible for the ROW acquisitions. Acquisition and relocation
27 assistance would be in accordance with the TxDOT Right-of-Way Acquisition and
28 Relocation Assistance Program. Consistent with the U.S. DOT policy, as mandated by
29 the Uniform Relocation Assistance and Real Properties Acquisitions Act, as amended in
30 1987, TxDOT would provide relocation resources (including any applicable special
31 provisions or programs) to all displaced persons without discrimination. The available
32 structures must also be open to persons regardless of race, color, religion, or nationality
33 and be within the financial means of those individuals affected. All property owners
34 from whom property would be acquired are entitled to receive just compensation for their
35 land and property. Just compensation is based upon the fair market value of the property.
36 TxDOT also provides payment and services to aid in the movement to a new location
37 through its Relocation Assistance Program.

38

39 Relocation assistance is available to all individuals, families, businesses, farmers, and
40 non-profit organizations displaced as a result of a state highway project or other
41 transportation project. Therefore, assistance applies to tenants as well as owners
42 occupying the real property needed for the project. TxDOT would relocate all displaced
43 businesses up to 50 miles. The TxDOT Relocation Office would also provide assistance
44 to displaced businesses and non-profit organizations to aid in their satisfactory relocation
45 with a minimum of delay and loss in earnings. The available structures must also be

¹² Interview with Brad Mink, Economic Development Director, held on June 4, 2010.

1 open to persons regardless of race, color, religion, or nationality and be within the
 2 financial means of those individuals affected. No special relocation considerations or
 3 measures to resolve relocation concerns associated with the proposed reconstruction of
 4 IH 35E have been identified to date by the TxDOT ROW acquisition staff.

5
 6 While the TxDOT Right-of-Way Acquisition and Relocation Assistance Program assists
 7 with the relocations of businesses, there are no provisions to assist employees should
 8 their employment opportunities be compromised or impacted during the relocation
 9 process. With regard to this employment opportunities impacts assessment, the TxDOT
 10 Right-of-Way Acquisition and Relocation Assistance Program is not considered
 11 mitigation for the anticipated employment impacts but rather an entitlement because
 12 compensation for resource relocation is provided regardless of impact magnitude.

13 14 IV. LABOR FORCE

15 16 Anticipated Commercial Displacements

17 As stated previously, a total of 111 businesses would be potentially displaced by the
 18 proposed project in two municipalities: the city of Carrollton with 84 business
 19 establishments and the city of Farmers Branch with 27 business establishments. Both the
 20 City of Carrollton and the City of Farmers Branch actively participated in the
 21 development of the proposed alignment and provided input regarding its potential effects
 22 to local businesses and residences.

23 24 Potentially Impacted Employees

25 Estimating the number of potentially impacted employees is a difficult task because local
 26 agencies or organizations such as municipalities, chambers of commerce, or workforce
 27 commissions within the EOIA study area do not consistently track employment numbers
 28 per employer. Employment statistics likely fluctuate in varying degrees per business due
 29 to various economic elements such as turnover rates, regional growth, and unemployment
 30 trends, etc. Because of the unavailability of locally produced employment information,
 31 NCTCOG provided employee data via InfoUSA to assist with the estimation of
 32 potentially impacted employees at potentially displaced businesses. **Table IV-1** lists the
 33 potential number of impacted employees for each business. The municipality and
 34 **Appendix: Corridor Map** identification numbers for each business are also listed.
 35 Wage information cannot be provided as data at this level of detail are not available for
 36 public use.

37
 38 **Table IV-1: Commercial Displacements/Potentially Impacted Employees**

Municipality	Corridor Map ID Number	Business Name	Business Type	Potential Number of Impacted Employees
Farmers Branch	D1	Shell	Service Station	1
Farmers Branch	D2	Chevron	Service Station	4
Farmers Branch	D3	Michael's Restaurant	Restaurant	50
Farmers Branch	D4	La Quinta	Hotel	10
Farmers Branch	D5	Days Inn	Hotel	10
Farmers Branch	D6	Vicks Sports Grill	Restaurant	50

Municipality	Corridor Map ID Number	Business Name	Business Type	Potential Number of Impacted Employees
Farmers Branch		America Best Value Inn and Suites	Hotel	10
Farmers Branch	D8	Scott Studios	Services	4
Farmers Branch		Braxton Commercial Flooring Services	Retail	250
Farmers Branch		Ford Audio/Video	Rental Services	25
Farmers Branch		Hard Rock Tool	Retail	7
Farmers Branch		Oriental Accent	Retail	50
Farmers Branch	D9	Essilor of America	Industrial	1000
Farmers Branch	D10	World of Décor	Retail	5
Farmers Branch	D12	Wesco Distribution	Industrial	20
Farmers Branch	D15	Meridian Products Corporation	Industrial	36
Farmers Branch		LA Tools	Retail	2
Farmers Branch	D16	Discount Cycle Parts	Retail	4
Farmers Branch		Air Rest Mattress Factory	Retail	10
Farmers Branch		Mister Collision	Automotive Services	4
Farmers Branch	D17	T-Shirt Outlet FB	Retail	4
Farmers Branch		BEECO Plumbing Supply	Services	5
Farmers Branch		Army/Navy Warehouse	Retail	5
Farmers Branch	D18	Fina	Service Station	3
Farmers Branch	D19	Top Lube	Automotive Services	4
Farmers Branch	D20	American Transmission	Automotive Services	5
Carrollton	D21	H.G. Rice and Co.	Services	10
Carrollton		North Texas Soccer	Services	10
Carrollton		First Choice Sign Builders	Services	1
Carrollton		Quick Draw Printing	Services	4
Carrollton		ComNet Communications Inc.	Services	50
Carrollton		Trend Personnel Services	Services	4
Carrollton	D22	Van Chevrolet	Retail	165
Carrollton	D23	U-Haul/ Self Storage	Rental Services	5
Carrollton	D24	Chromalloy Plant 2	Industrial	100
Carrollton	D25	Branch Auto Sales	Retail	4
Carrollton	D27	North Dallas DRC	Services	5
Carrollton	D28	R.O. Company	Services	4
Carrollton		Elite Leasing	Services	2
Carrollton		Pooches and Smooches	Services	4
Carrollton	D29	Shell	Service Station	4
Carrollton	D30	Steve's Radiator Repair B&B Muffler	Automotive Services	4
Carrollton		Owens Corning Cultured Stone Design	Industrial	5
Carrollton		Aztek Computers	Services	10
Carrollton	D31	Test Adjust Balance Co. Inc.	Services	8
Carrollton		James Genuit, D.D.S.	Services	3
Carrollton		Alpine Home Health Care	Services	10
Carrollton		Divine Home Healthcare	Services	4
Carrollton	D32	United Truck Maintenance	Automotive Services	1
Carrollton	D33	Office Resource Group	Retail	10
Carrollton		SMC Corporation of America	Services	20
Carrollton		McCaslin-Hill Construction, Inc.	Services	10
Carrollton		Eagle Eye	Services	5
Carrollton		Immigration Solutions	Services	3
Carrollton		ProLogistix	Services	5
Carrollton		Pro Drivers	Services	4
Carrollton		Resource Mfg	Services	4

Municipality	Corridor Map ID Number	Business Name	Business Type	Potential Number of Impacted Employees
Carrollton		Café Matteson	Restaurant	15
Carrollton	D35	Prestige Texas	Services	4
Carrollton		Costacol USA	Services	1
Carrollton		Artistic Auto Body and Paint	Automotive Services	4
Carrollton		Crows Martial Arts	Services	4
Carrollton	D36	Audio Dude Custom Music	Services	1
Carrollton		Promotion Music	Services	4
Carrollton		Texas Granite and Tile Co.	Services	4
Carrollton	D37	Stars+Legends	Services	2
Carrollton		Motek Toner and Inkjet Supply	Retail	5
Carrollton		Computer Corner	Retail	4
Carrollton	D38	Mike's Hobby Shop	Retail	5
Carrollton		Sendera Tile	Retail	14
Carrollton		Lions Gate Homes	Retail	1
Carrollton		Creative Touch Interiors	Retail	4
Carrollton	D39	Centurion American	Services	20
Carrollton		Grainger	Retail	10
Carrollton		Net Boundary	Services	3
Carrollton		Makor Management	Services	4
Carrollton	D41	FC Lending Woodhaven Financial	Services	4
Carrollton		America Transfers and Tours America		
Carrollton		Management	Services	4
Carrollton		Webdex Inc.	Services	5
Carrollton		Vested in Management	Services	10
Carrollton		Medex North	Services	5
Carrollton		Ad Tel America Inc.	Services	5
Carrollton		The General Agency	Services	5
Carrollton		Terminix	Services	50
Carrollton		Ashton Woods Homes Design Center	Retail	4
Carrollton	D42	BP Equipment Co	Services	10
Carrollton		National Computer	Services	4
Carrollton		Lite Bites Deli	Restaurant	3
Carrollton		Speedpro Imaging	Services	4
Carrollton		Texana Security	Services	5
Carrollton		Home Traditions & Textiles	Retail	5
Carrollton		Advanced Property Tax Compliance	Services	5
Carrollton		OrderDog Inc	Services	4
Carrollton		Worldwide Buying Alliance	Services	5
Carrollton		Scott Technology	Services	4
Carrollton	D44	Jetta Design Center	Industrial	4
Carrollton	D45	EFC	Services	10
Carrollton	D46	E Car One.com	Industrial	4
Carrollton	D47	Delux Inn	Hotel	4
Carrollton	D48	McDonald's #5393	Restaurant	20
Carrollton	D49	Starbucks	Restaurant	10
Carrollton	D53	Roadway Solutions	Industrial	10
Carrollton	D54	Wasco Reinforcing Steel Supply Inc.	Retail	4
Carrollton	D55	HDS Stoneworks	Services	2
Carrollton	D59	Andrews Gunite Inc.	Services	35
Carrollton	D60	H2O Supply Wholesale Plumbing	Services	10

Municipality	Corridor Map ID Number	Business Name	Business Type	Potential Number of Impacted Employees
Carrollton	D61	Lock Box Storage	Rental Services	4
Carrollton	D62	Anderson's Furniture	Retail	4
			Total	2,427

Source: InfoUSA, accessed June 2010 and provided by NCTCOG.

2

3 As shown in **Table IV-1**, a total of 2,427 employees would be potentially impacted by
 4 the displacement of the 111 anticipated commercial establishments. Data pertaining to
 5 wages were not available for any municipality; therefore, wage data were not included in
 6 **Table IV-1**. Of the 2,427 anticipated employee impacts, approximately 65 percent
 7 (1,578 impacted employees) are associated with the 27 potentially displaced commercial
 8 entities located within the city of Farmers Branch, and approximately 35 percent (849
 9 impacted employees) are located within the city of Carrollton. One of the objectives of
 10 the City of Farmers Branch's *Comprehensive Plan* update for the city's central area is to
 11 direct the efficient and orderly redevelopment of the IH 35E corridor with more
 12 compatible land uses that provide quality employment opportunities. According to the
 13 Director of Planning, suggested land uses include campus-style office employment
 14 centers, retail establishments, and full-service hotel/convention uses. The Director of
 15 Planning for the City of Farmers Branch anticipates that the proposed reconstruction of
 16 IH 35E would improve economic development along the corridor and its overall
 17 attractiveness for private investment.

18

19 **Composition of Labor Force Potentially Affected**

20 The composition of the labor force anticipated to be impacted by the proposed IH 35E
 21 reconstruction ranges from low skill level, minimally educated, minimum wage hourly
 22 workers (e.g. retail, restaurant, services occupations) to highly skilled, salaried workers
 23 with advanced educations (e.g. health care professionals, special trade occupations,
 24 technical professionals, management professionals, and specialized services occupations).
 25 Because no federal, state, or local agencies such as the U.S. Department of Labor, BLS,
 26 TWC, municipalities, chambers of commerce, or other employment-focused
 27 organizations track specific skill level, educational attainment, experience requirements,
 28 or wage information for specific business entities, assumptions must be established to
 29 provide the context for the composition of labor force found adjacent to the IH 35E
 30 corridor spanning from IH 635 to PGBT.

31

32 According to the BLS, roughly three out of five wage and salary workers were paid
 33 hourly rates in 2002. Minimum wage workers tend to be young; about half of workers
 34 earning the minimum wage in 2002 (\$5.15) were under the age of 25, and slightly more
 35 than one-fourth were teenagers (ages 16 to 19). The proportion of hourly paid workers
 36 receiving the 2002 minimum wage or less was about 3 percent each for whites, blacks,
 37 and Hispanics. For whites and Hispanics, women were more likely than men to be low
 38 wage earners. One out of every five food service workers earned less than minimum
 39 wage in 2002, and three-fifths of all low wage workers were employed in retail trade.

1 However, for many working in these two industries, tips and commissions might
2 supplement the hourly wages received.¹³

3
4 The BLS reported in July 2010 that median weekly earnings of the nation's 96.8 million
5 full-time wage and salary workers were \$740 in the second quarter of 2010. This was 0.8
6 percent higher than a year earlier, compared with a gain of 1.8 percent in the Consumer
7 Price Index for all urban consumers over the same period. Among the major
8 occupational groups, persons employed full time in management, professional, and
9 related occupations had the highest median weekly earnings - \$1,229 for men and \$920
10 for women. Persons employed in service jobs earned the least. By educational
11 attainment, full-time workers age 25 and over without a high school diploma had median
12 weekly earnings of \$440, compared with \$629 for high school graduates with no college
13 education and \$1,138 for those holding at least a bachelor's degree. Among college
14 graduates with advanced degrees (professional or master's degree and above), the highest
15 earning 10 percent of male workers made \$3,297 or more per week, compared with
16 \$2,178 or more for their female counterparts. Among the major race and ethnicity
17 groups, median earnings for black men working at full-time jobs were \$632 per week,
18 75.4 percent of the median for white men (\$838). The difference was less among women
19 as black women's median earnings (\$585) were approximately 86 percent of those for
20 white women (\$682). Overall, median earnings of Hispanics who worked full time
21 (\$529) were lower than those of blacks (\$607), whites (\$756), and Asians (\$873).¹⁴

22
23 Of the anticipated 111 business displacements, approximately 6 percent of the anticipated
24 displacements accounting for approximately 6 percent of the impacted employees are
25 represented by restaurant establishments. According to People Report, a Dallas-based
26 firm that tracks human resource data for restaurant companies, an average annual hourly
27 turnover rate of 101 percent among hourly employees and an average annual
28 management turnover of 27 percent were recorded for its members in 2005. In 2006,
29 about 45 percent of restaurant employees were between the ages of 16 and 24, and this
30 age group is not expected to increase in size by 2016. According to People Report, the
31 restaurant industry is predicted to create 1.9 million more jobs by 2016. In 2006, 1 in 5
32 restaurant workers was of Hispanic origin; 20 years ago, the ratio was 1 in 20.¹⁵ Recent
33 restaurant operator statistics reflect that restaurant operators expect to do more hiring in
34 the second quarter of 2010, another sign that the industry is climbing its way out of the
35 recent economic slump. After losing jobs in 2009, the restaurant industry has started to
36 reverse course, adding 43,000 jobs within the first three months of 2010, according to
37 People Report. Turnover is a lagging economic indicator and is expected to remain low
38 as the national unemployment rate remains high.¹⁶

39

¹³ Haugen, Steven E. September 2003. "Characteristics of Minimum Wage Workers in 2002." *Monthly Labor Review*, <http://www.bls.gov>

¹⁴ BLS News Release. July 20, 2010. "Usual Weekly Earnings of Wage and Salary Workers Second Quarter 2010." <http://www.bls.gov>

¹⁵ Berta, Dina. November 20, 2006. "People Report: Worker turnover rate continues to climb." Nation's Restaurant News, <http://www.nrn.com>

¹⁶ Berta, Dina. April 28, 2010. "Restaurants ready to hire more workers." Nation's Restaurant News, <http://www.nrm.com>

1 Retail employers represent approximately 21 percent of the anticipated 111
2 displacements, accounting for approximately 24 percent of impacted employees. Retail
3 employers anticipated to be displaced range from specialty stores such as clothing sales
4 to hobby supplies to establishments selling larger and/or pricier products such as car
5 dealerships and domestic flooring products. Service establishments, such as personnel
6 services, healthcare and dental establishments, pest control, technology services, and
7 construction services represent approximately 50 percent of the anticipated 111
8 commercial displacements accounting for approximately 17 percent of impacted
9 employees. Together, retail and service employers represent over 70 percent of the total
10 anticipated displacements and account for approximately 41 percent of impacted
11 employees. Hotel/motel, automotive, rental services, and service station employers
12 combined represent approximately 16 percent of the anticipated 111 displacements
13 accounting for approximately 4 percent of impacted employees.

14
15 A *Wall Street Journal* article from 2005 ranked the top 10 industries for high job turnover
16 rates. The top 10 “turnover” industries included low-level retail jobs, nurses, fast-food
17 workers, hotel and restaurant workers, and sales people. Low-skill, low-wage jobs
18 historically entail higher turnover rates than white-collar jobs. However, turnover rates in
19 traditionally high-skill, white-collar jobs, especially sales, was on the rise prior to the
20 recession, which the U.S. labor market entered in 2008.¹⁷

21
22 Based on the labor assumptions described above, approximately 43 percent of the places
23 of employment facing potential displacement due to the proposed IH 35E reconstruction
24 are involved with the fast-food/restaurant, retail, hotel/motel, automotive, rental services,
25 and service station industries, which typically employ low-skill, low-wage employees and
26 produce high turnover rates. The remaining 57 percent of the places of employment
27 potentially impacted are associated with service or industrial establishments. Many
28 service establishments typically hire salaried employees with advanced educations
29 (beyond high school) for medium- to high-wage management, technical, or professional
30 positions. Other employment roles filled in service establishments may include low-skill,
31 low-wage support workers including clerical staff and sales people but may also include
32 paraprofessionals. Therefore, general service establishments may be considered a hybrid
33 industry for both higher and lower turnover rates as well as higher and lower wages. The
34 same phenomenon exists in the industrial sector depending on the nature of the work, the
35 uniqueness of the employees’ work, the uniqueness of the business, and the roles served
36 by the employees at those locations. Potential displacements involved in the industrial
37 sector account for approximately 7 percent of the total commercial displacements.
38 However, this 7 percent accounts for approximately 49 percent of the total impacted
39 employees. Nonetheless, the City of Farmers Branch is actively assisting the largest
40 potentially impacted industrial employer, Essilor of America, by aiding it in the
41 establishment of a campus-style environment with other surrounding unaffected buildings
42 to allow the business to stay at its current location. If the employees associated with
43 Essilor of America are excluded from the total impacted employees associated with the

¹⁷ Gerencher, Kristen. February 23, 2005. “Where the revolving door is swiftest: Job turnover high for fast-food, retail, nursing, child care.” The Wall Street Journal. <http://www.marketwatch.com>

1 IH 35E reconstruction project because of this mitigation, impacted employees associated
2 with the industrial employers would account for approximately 13 percent of the total.
3

4 **Future Employment Opportunities within the EOIA Study Area**

5 Various sources of information provided by regional authorities such as the NCTCOG's
6 Development Monitoring database as well as the DART and DCTA regional rail
7 expansion plans reveal future employment opportunities within the EOIA study area.
8 Interviews with stakeholders such as local chambers of commerce and economic
9 development and planning representatives serving municipalities or service areas within
10 the EOIA study area also provided information about future employment opportunities
11 that may not be large enough in scale or completely reported to be monitored by the
12 NCTCOG or associated with DART or DCTA rail expansions.

13
14 *NCTCOG Development Monitoring*

15 The NCTCOG's Development Monitoring database tracks over 8,000 major
16 developments that are either existing, under construction, announced, or in the conceptual
17 stages. Major developments are defined as being over 80,000 square feet and/or 80
18 employees and are classified in 1 of 12 categories.¹⁸ Future development monitoring
19 information within the EOIA study area was provided by NCTCOG for the cities of
20 Carrollton and Farmers Branch.

21
22 Announced development within the city of Carrollton includes two education facilities
23 (Hebron 9th Grade Center and 2965 Commodore) and two mixed-use developments
24 (Carrollton Crossing and Downtown Carrollton TOD Apartments). These announced
25 developments would account for an additional 587,875 square feet of new development
26 and 295 new multi-family dwelling units. Mixed-use developments defined by the
27 NCTCOG development monitoring database are developments with multiple uses over
28 100,000 square feet. Refer to **Appendix: City of Carrollton Future Development**
29 **Monitoring** for a map showing the locations of these announced developments and other
30 pertinent information related to each announced development site.

31
32 Announced development within the city of Farmers Branch includes one medical facility
33 (Texas Hospital for Advanced Medicine), one hotel (Mercer Crossing Marriott), two
34 multi-family developments (Mercer Crossing Apartments and Farmers Branch TOD
35 Apartments), three office developments (Brookhaven Office Park – to be demolished by
36 Weatherford Artificial Lift Systems, Mercer Crossing Office, and LBJ Business Park – to
37 be demolished by RCM Technologies USA, Inc.), and two retail developments
38 (Provident Realty Advisors and Shops at Mercer Crossing). These announced
39 developments would account for an additional 1,126,000 square feet of new development
40 and 720 new multi-family dwelling units in the city of Farmers Branch. Refer to the
41 **Appendix: City of Farmers Branch Future Development Monitoring** for a map
42 showing the locations of announced developments and other pertinent information related
43 to each announced development site.

44
18 NCTCOG, <http://www.nctcog.org/ris/demographics/devmon/>

1 *Dallas Area Rapid Transit - DART*

2 Both the DART and DCTA have transit expansion plans that parallel the east side of the
3 IH 35E corridor throughout the EOIA study area. DART is a regional transit agency
4 established in 1983 that provides 13 member municipalities with rail, bus, paratransit,
5 HOV lanes, and rideshare services through ongoing development of its multimodal
6 *Transit System Plan*. The 13 member municipalities include Addison, Carrollton,
7 Cockrell Hill, Dallas, Farmers Branch, Garland, Glenn Heights, Highland Park, Irving,
8 Plano, Richardson, Rowlett, and University Park. Currently, DART serves the 13
9 member municipalities with approximately 130 bus routes, 48 miles of light rail transit
10 (DART rail), 84 freeway miles of HOV lanes, and paratransit service for the mobility-
11 impaired. DART and the Fort Worth Transportation Authority (the T) jointly operate 35
12 miles of commuter rail transit [the Trinity Railway Express (TRE)], linking downtown
13 Dallas and Fort Worth with stops in the mid-cities and DFW International Airport. From
14 2010 through 2013, the DART rail system is slated to nearly double in size to 90 miles.
15 The most recent DART expansion included the 17.5-mile Northwest Corridor serving
16 downtown Dallas, American Airlines Center, the Dallas Medical/Market Center, Love
17 Field Airport, and the Cities of Farmers Branch and Carrollton. The Northwest Corridor
18 (Northwest Green Line) opened in December 2010.¹⁹

19

20 From suburban areas to the Dallas city center, DART Rail is an engine for an emerging
21 new transit-oriented lifestyle. New live-work-play communities near the rail stations
22 include residential, retail, and commercial developments totaling approximately
23 \$7 billion in planned, announced, and existing private development. Rail stations are
24 enhancing residential and office property valuations according to research conducted in
25 2002 by the University of North Texas Center for Economic Development and Research.
26 Office buildings near DART Rail increased in value approximately 53 percent more than
27 comparable properties not near rail. Transit stations and mixed-use or TODs such as
28 Mockingbird Station, West Village, Cedars Station, and the Downtown Plano Station
29 have and continue to experience strong demand for residential units and
30 retail/commercial space. Forward thinking communities awaiting future rail extensions
31 are planning ahead for TOD. The Cities of Carrollton and Farmers Branch have TOD-
32 friendly zoning in place, and both municipalities' city planners are working with DART
33 and private developers to build new transit villages around their stations, especially in
34 their downtown cores. DART encourages TOD by actively participating with member
35 municipalities in rail line and station location and land use planning. Stations are sited in
36 areas that are suited or are planned to accommodate TOD. Station site design is also
37 coordinated with member municipalities and developers to maximize the achievement of
38 transit-oriented goals.²⁰

39

40 Four DART Northwest Green Line stations are proposed to open in December 2010
41 within the EOIA study area. These stations include the Farmers Branch Station in the
42 city of Farmers Branch (just south of Valley View Lane on the east side of Denton Drive)
43 and the Downtown Carrollton Station (at Belt Line Road and Broadway Street), the
44 Trinity Mills Station (at Trinity Mills Road and Broadway Street), and the North

¹⁹ DART, <http://www.dart.org/about/dartoverviewdec09.pdf>

²⁰ DART, <http://www.dart.org/about/dartoverviewdec09.pdf>

1 Carrollton/Frankford Station (south of Frankford Road) in the city of Carrollton. Refer to
2 **Appendix: DART Current and Future Rail System** for a system map.

3

4 *Denton County Transportation Authority - DCTA*

5 Although the proposed project limits for the reconstruction of IH 35E from IH 635 to
6 PGBT are located in Dallas County, much of the city of Carrollton with the entirety of
7 the city located within the EOIA study area, is located within Denton County and is
8 served by DCTA. DCTA is a coordinated county transportation authority serving Denton
9 County's transportation needs via a bus service, a university shuttle system, and a
10 regional rail system. Since being formed in 2002 and funded in 2003, DCTA has worked
11 quickly to establish service and meet the transportation needs of Denton County. DCTA
12 staff has moved aggressively to implement the components of the *Service Plan*, which
13 has resulted in an increase of transit ridership by approximately 36 percent. The agency
14 carries approximately 2 million passengers a year. All of the bus initiatives identified in
15 the *Service Plan* have been fulfilled. This includes fixed route services in the Cities of
16 Denton and Lewisville, a demand-response system, and a regional commuter service into
17 the Dallas Central Business District. The agency continues to push an aggressive service
18 implementation schedule for the launch of the regional rail service, known as the A-train.
19 The aggressive schedule is critical to keeping the North Texas region moving for two
20 reasons. First, DCTA is committed to connecting with DART's Northwest Green Line at
21 Trinity Mills Road in the city of Carrollton. This linkage with the DART Northwest
22 Green Line will provide customers with a vastly improved commute. Commuters will
23 have an alternative to IH 35E during its planned expansion, which would help mitigate
24 any construction-related congestion.²¹

25

26 *City of Carrollton*

27 As stated in **Section III**, the Executive Director of the Economic Development
28 Department discussed the future trend of mixed-use development taking place along the
29 merging of the DART and DCTA transit lines within the city of Carrollton during an
30 interview held on June 4, 2010. The three previously discussed DART stations
31 anticipated to open in December 2010 within the city of Carrollton include the
32 Downtown Carrollton Station, the Trinity Mills Station (where DART and DCTA lines
33 will converge), and the North Carrollton/Frankford Station. These potential TOD
34 locations, combined with ongoing corporate investment opportunities and continuation of
35 a stable economic environment throughout the city, are reasons why the City of
36 Carrollton's Economic Development Department's Executive Director believes the city is
37 poised to absorb the potentially displaced employees associated with the proposed
38 improvements to IH 35E from IH 635 to PGBT.

39

40 *City of Farmers Branch*

41 In addition to the development monitoring information provided by the NCTCOG in the
42 city of Farmers Branch, as stated in **Section III**, the City's Director of Planning revealed
43 plans for two proposed employment-generating developments within the City's limits.
44 One is the redevelopment of an existing 200,000 square foot building by Maxim
45 Integrated Products to accommodate a high-tech research and development facility that

²¹ DCTA, <http://www.myatrain.com/about-the-a-train>

1 would retain 800 existing jobs already provided in multiple buildings within the city and
2 would create an additional 150 jobs. The other proposed employment-generating
3 development is the planned consolidation of operations for Weir's Furniture Village to a
4 420,000 square foot facility to accommodate the company's headquarters, a distribution
5 center, and an outlet store, ultimately creating an additional 150 jobs. In addition to these
6 planned employment-generating developments, the City of Farmers Branch proposes to
7 capitalize on the future DART Farmers Branch Station and its economic development
8 and transit-oriented urban character benefits as directed by the *Farmers Branch Station*
9 *Area Conceptual Master Plan*, adopted in July 2002, and its corresponding *Station Area*
10 *Form-Based Code*, adopted in June 2005.

11

12 V. MINIMIZATION AND MITIGATION

13

14

15 Cities of Carrollton and Farmers Branch Mitigation Efforts

16 Although the Cities of Carrollton and Farmers Branch are not developing formal
17 initiatives or plans to mitigate the impacts of business displacements as a result of the
18 proposed IH 35E reconstruction from IH 635 to PGBT, the City of Farmers Branch is
19 assisting two potentially affected employers along the corridor with mitigation that have
20 approached the City for help. For one employer, the City of Farmers Branch is aiding in
21 establishing a campus-style environment at the business's current location where the
22 business also retains ownership of other surrounding buildings that would not be
23 displaced by the proposed reconstruction of IH 35E from IH 635 to PGBT. The City of
24 Farmers Branch approved the abandonment of a City-maintained street ROW that
25 separated these surrounding buildings to accommodate greater connectivity of the
26 buildings as one cohesive unit. The City is also providing land to accommodate parking
27 that may be lost as a result of the ROW expansion for the other business. The City of
28 Carrollton's Director of Economic Development does not think the proposed IH 35E
29 project warrants mitigation in the city of Carrollton unless all of the impacted businesses
30 are unable to relocate or re-establish.

31 In addition to these efforts, although not directly related to the proposed reconstruction of
32 IH 35E and its impact on businesses and employment opportunities, the City of Farmers
33 Branch is developing a *Comprehensive Plan* update for the central area of the city that
34 considers the economic impact of the potential displacements as well as the potential for
35 redevelopment along the corridor. The area targeted by the *Plan* update is the city's
36 central area that would also extend westward to approximately 150 feet west of the IH
37 35E ROW to include all property adjacent to the IH 35E corridor through the city. The
38 *Plan* update would focus on establishing unique gateways where IH 35E enters the city, it
39 would introduce corridor design standards, it would focus on a different scheme of access
40 management limiting exclusively auto-oriented access to properties, and would establish
41 landscape features and green space along the portion of the IH 35E corridor where
42 residual abutting land after ROW acquisition would not be deep enough to be developed.
43 The *Plan* update would also promote land uses more compatible and complementary to
44 the planned TOD surrounding the proposed DART Farmers Branch Station. According
45 to the Director of Planning, the *Plan* update is anticipated to be adopted by the Farmers
46 Branch City Council by June 2011. Overall, the *Plan* update would allow the City to
47 establish economic amenities along the IH 35E corridor that more closely suit its goals

1 and would ultimately lead to more private investment and corresponding employment
2 opportunities in Farmers Branch.

3 4 **Texas Workforce Commission and Workforce Solutions**

5 *Texas Workforce Commission (TWC)*

6 The TWC is the state government agency charged with overseeing and providing
7 workforce development services to employers and job seekers within the state of Texas.
8 For employers, the TWC offers recruiting, retention, training and retraining, and
9 outplacement services as well as valuable information on labor law and labor market
10 statistics. For job seekers, the TWC offers career development information, job search
11 resources, training programs, and, as appropriate, unemployment benefits. While
12 targeted populations receive intensive assistance to overcome barriers to employment, all
13 Texans can benefit from the services offered by the TWC and its network of workforce
14 partners.

15 The TWC is a part of a local/state network dedicated to developing the workforce of
16 Texas. The network is comprised of the statewide efforts of the Commission coupled
17 with planning and service provision on a regional level by 28 local workforce boards.
18 This network gives customers access to local workforce solutions and statewide services
19 in a single location – Texas Workforce Centers.²²

20 *Workforce Solutions for North Central Texas*

21 The Texas Workforce Center, which serves a portion of the EOIA study area in the city
22 of Carrollton, is the Workforce Solutions establishment for North Central Texas. The
23 service area for the Workforce Solutions for North Central Texas includes 14 counties:
24 Collin, Denton, Ellis, Erath, Hood, Hunt, Johnson, Kaufman, Navarro, Palo Pinto, Parker,
25 Rockwall, Somervell, and Wise Counties. This area is home to over 2.3 million
26 residents, 47,000 businesses, and over 1.2 million workers. Since 1996, Workforce
27 Solutions for North Central Texas has partnered with the NCTCOG, which serves as its
28 administrative entity responsible for program implementation. As grant recipient and
29 fiscal agent, the NCTCOG is responsible for an annual workforce development budget in
30 excess of \$60 million.²³

31 During Fiscal Year 2009, the Workforce Solutions for North Central Texas provided
32 services for over 16,071 of the 43,877 businesses within the 14-county service area,
33 served over 175,837 customers, provided child care for an average of 6,501 children per
34 day, helped approximately 63 percent of unemployment claimants to become re-
35 employed, and served over 2,876 individuals exiting the criminal justice system.

36 The ultimate goal for the Workforce Solutions for North Central Texas is to match the
37 most qualified candidates with the right employers. Services provided to employers
38 include:

39
40
41
42
43
44

²² Texas Workforce Commission, <http://www.twc.state.tx.us/twcinfo/whatis.html>

²³ Workforce Solutions of North Central Texas, <https://www.dfwjobs.com/aboutus/index.asp>

- 1 • Personal attention from one of the account managers;
2 • Recruiting assistance/placement;
3 • *WorkInTexas.com* – internet-based job posting and matching system;
4 • Job fairs – on location or in one of the workforce centers;
5 • Fee-based customized training to meet employers needs;
6 • Current labor market information; and
7 • Outplacement services for companies who are restructuring, downsizing, or
8 closing operations.
9

10 Services provided by the Workforce Solutions for North Central Texas to all job seekers
11 include:

- 12 • Determination of eligibility to receive potential services;
13 • Initial registration and orientation to available information and services;
14 • Initial assessment of skill level, aptitude, abilities, and supportive service needs;
15 • Job search and placement assistance and career counseling (as appropriate);
16 • Job search workshops and seminars;
17 • Resource room services – access to telephone, fax, copier, resource library,
18 computer, internet, and resume assistance;
19 • Employment and Labor Market information;
20 • Job listings via *WorkInTexas.com* and other online employment resources;
21 • Job referrals;
22 • Demand occupations – required skills and earnings in those occupations;
23 • Eligible Training Provider and training program information;
24 • Performance statistics of our local area;
25 • Supportive Service information (e.g. child care, transportation);
26 • “How to” information and filing unemployment claims;
27 • Assistance in establishing eligibility for non-Workforce Investment Act (WIA)-
28 funded training and education programs; and
29 • Follow-up services (as appropriate).
30

31 Expanded services provide a more customized solution to job seekers who are enrolled in
32 specific workforce programs. The following services may be available to job seeking
33 customers who are unemployed and are unable to obtain employment through core
34 services, are determined by staff to need these services in order to obtain employment, or
35 are under-employed and determined by staff to need the service in order to obtain or
36 retain employment that allows for self-sufficiency. These services are provided at local
37 Workforce Centers and through contracts with public and private providers:
38

- 39 • In-depth individual assessment;
40 • Development of an Individual Employment Plan;
41 • Counseling; and
42 • Short-term pre-vocational services.
43

1 A Workforce Development Manager was interviewed on June 16, 2010, to discuss the
2 potential for TxDOT to coordinate with the Workforce Solutions for North Central Texas
3 to mitigate the potential employment impacts associated with the proposed IH 35E
4 improvements. The Workforce Development Manager described the potential for “rapid
5 response workshops” to be conducted on behalf of the employers. Workforce Solutions
6 for North Central Texas can coordinate with employers identified for relocation by
7 TxDOT via the ROW acquisition phase of project development to engage and provide 1-
8 2 hour “rapid response workshops” if requested by the employers, regardless of the
9 number of employees anticipated to be impacted. If 50 or more employees are to be laid
10 off, employers must notify the TWC regardless so that the Workforce Solutions staff is
11 aware of employment needs and opportunities. The rapid response workshops could be
12 planned and conducted by the Workforce Solutions for North Central Texas to provide
13 information to groups ranging from 5 to 500 employees regarding the programs provided
14 by the Workforce Centers and how to apply for unemployment benefits. Multiple rapid
15 response workshops could be conducted by the Workforce Solutions for North Central
16 Texas to distribute information to all employees potentially impacted by the proposed IH
17 35E project.

18
19 TxDOT will commit to request that the Workforce Development Manager and
20 appropriate staff attend the Open House/Public Hearing for the proposed IH 35E project
21 to answer questions or present services information on behalf of the Workforce Solutions
22 for North Central Texas. Contact information for the Workforce Solutions for North
23 Central Texas can also be distributed to each property owner during the ROW acquisition
24 process.²⁴

25
26 *Workforce Solutions Greater Dallas*

27 Workforce Solutions Greater Dallas, which serves the majority of the EOIA study area
28 and the entirety of the area in which the potential business displacements would occur, is
29 the local organization mandated to implement a system of services that complement
30 economic development and functions as a resource for employers to access the quality
31 employees they need. The organization also trains individuals to be successfully
32 employed. The service area of Workforce Solutions Greater Dallas exclusively serves
33 the labor force and employers in Dallas County.

34
35 Workforce Solutions Greater Dallas administers a broad range of programs to address
36 local workforce issues with business-directed objectives, including job placement and
37 referral services, job training, workplace education, child care, and educational initiatives
38 to provide necessary support for every citizen of Dallas County to be successful at work.
39 In implementing these programs, 10 centers throughout Dallas County provide access to
40 both the labor force and employers. Specific programs administered by Workforce
41 Solutions Greater Dallas include:

- 42
43 • Employer Services – Workforce Solutions has employer service representatives in
44 each workforce center whose job is to outreach local employers, connect them to

²⁴ Interview with Natalie Moffitt Johnson, Workforce Development Manager for the Workforce Solutions for North Central Texas, held on June 16, 2010.

- 1 the workforce system, and work with them to see their employment-related needs
2 are met.
- 3 • Employment Services – Each Workforce center has a staff of qualified
4 employment service representatives whose job is to match and refer candidates to
5 jobs for which they are qualified. These individuals may also counsel job seekers
6 and assist them in meeting their employment needs.
- 7 • Workforce Investment Act (WIA) – WIA offers re-employment services for
8 disadvantaged youths and adults, those unemployed due to downsizing, and those
9 lacking competitive job skills. WIA also offers year-round services, short pre-
10 vocational services, job placement assistance, and skills enhancement.
- 11 • Temporary Assistance for Needy Families (TANF) – Offers counseling, job
12 readiness training, support services, assessment of skills and abilities, individual
13 work readiness training, and intensive work search for those who have utilized
14 maximum welfare benefits under the new guidelines and time limitations.
- 15 • Food Stamp Employment and Training (FSE&T) – Assist food stamp recipients
16 with obtaining employment by providing counseling, individual case
17 management, job readiness training, transportation assistance, and intensive work
18 search to assist them with becoming employed and self-sufficient.
- 19 • Adult Basic Education for Welfare Recipients – Basic literacy, remediation, and
20 General Education Diploma (GED) preparation to combat education deficiencies
21 preventing individuals from becoming and remaining employed. This is carried
22 out through collaboration with the public school system.
- 23 • Child Care Assistance – Federal, state, and local child care subsidies for children
24 up to 10 years of age. Special funds are reserved for welfare families so parents
25 may train and search for work.
- 26 • Transportation Services – Vouchers for transportation to and from work.
- 27 • Vision Correction – Vision screenings and necessary eyewear provided through a
28 network of eye care specialists.

29
30 An interview on September 30, 2010, with the outplacement services manager for
31 Workforce Solutions Greater Dallas revealed that the services it would provide for
32 employers and employees affected by the IH 35E reconstruction project would mirror
33 that of Workforce Solutions for North Central Texas because the service provisions for
34 both organizations under these circumstances is federally modeled and prescribed. The
35 outplacement services manager mentioned the potential for “rapid response workshops”
36 to be conducted on behalf of affected employers to provide information to affected
37 employees about job search assistance, potential retraining options, and unemployment
38 benefits. TxDOT will commit to request that Workforce Solutions Greater Dallas
39 representatives and appropriate staff attend the Open House/Public Hearing for the
40 proposed IH 35E project to answer questions or present services information on provided
41 services.²⁵

42

²⁵ Interview with John Kuznar, Outplacement Services Manager for the Workforce Solutions Greater Dallas, held on September 30, 2010.

VI. CONCLUSION

Relocation of the anticipated 111 commercial entities can result in unemployment and associated financial impacts. If the businesses are able to relocate within the immediate municipality or community and remain viable, any potential unemployment effects would be temporary. A higher degree or adverse impact would occur if the businesses cannot relocate or must do so outside the municipalities in which the proposed IH 35E project would be constructed. While uncertainty exists in predicting the outcome of re-establishment within close proximity to the businesses' original locations, and it is unknown which of the business owners would choose or be able to continue operation, sites with suitable zoning and in close proximity are currently available in the EOIA study area as discussed in **Section III** – Potential Relocation Sites for Commercial Displacements.

Relocation assistance payments and services would be provided to the displaced businesses in accordance with the Uniform Relocation Assistance and Real Properties Acquisition Policies Act, as amended. Loss of key employees may occur if the businesses are displaced and employees are not willing to travel in order to remain employed at the relocation site. This could affect the business's ability to re-establish itself at the new location. However, the severity of this type of employment impact varies with the type of business, the distance to and attractiveness of the relocation site, as well as the employees' interests in continued employment with the business.

As discussed in **Section V**, though the City of Farmers Branch's *Comprehensive Plan* update for the city's central area currently being developed and anticipated to be adopted in June 2011 is not a specific tool to mitigate the impacts of potential displacements, it considers the impact of the proposed IH 35E reconstruction project on the city's economic composition. According to the Director of Planning, the City generally views the project as a benefit to the IH 35E corridor through the city, as it presents an opportunity for the corridor to redevelop with new investment and land uses that would more compatibly conform to the City's planning policy guides, including the *Comprehensive Plan* update, and associated development codes. In conjunction with the City's efforts to assist two of the major employers anticipated to be impacted by the proposed IH 35E reconstruction project and other proposed employment-generating development, the implementation of the *Plan* update would improve the availability and quality of jobs in the city of Farmers Branch. While the City of Carrollton has no formal plan to support or retain the potentially displaced businesses, the City is certainly aware of the potential impacts to its tax base and economic viability and is willing to coordinate with the potentially displaced businesses to minimize employment and economic impacts associated with the proposed IH 35E reconstruction (as discussed in **Section III** – Local Efforts to Reatain and Attract Businesses).

The size of the businesses could determine the importance of the potential employment impact to the EOIA study area. The physical removal of a majority of any municipality's major employers could result in a significant impact to employment opportunities under NEPA, and it could result in multiplier effects to related businesses. The loss of a small business, however, is likely to have a lesser effect on employment in the EOIA study area

1 because of the fewer numbers of households affected. As reflected in **Sections II and IV**,
2 although both Essilor of America and Braxton Commercial Flooring Services employ
3 250 or more persons and would qualify as major employers as tracked by the NCTCOG,
4 none of the potentially displaced businesses are tracked by NCTCOG as major employers
5 within the EOIA study area. Aside from Essilor of America (1,000 employees) and
6 Braxton Commercial Flooring Services (250 employees), only two other business
7 establishments employ 100 or more persons. These include Van Chevrolet (165
8 employees) and Chromalloy Plant 2 (100 employees). The remaining 106 potential
9 business displacements employ equal to or fewer than 50 persons.

10
11 Employment impacts are less severe when the employer has sufficient lead time to
12 become established at a new location prior to closing the existing facility. Often
13 businesses are profitable because they have built up a loyal clientele over time.
14 Relocation to a new area may require time to re-establish customers. For businesses that
15 rely on unique location or site characteristics such as the higher visibility and
16 convenience of access related to highway frontage, this period of time may be longer
17 unless other similar locations with the appropriate site capacity, orientation, and zoning
18 allow for such uses. As indicated in **Section III – Potential Relocation Sites for**
19 **Commercial Displacements**, an abundance of both leasable developed and undeveloped
20 sites in the cities of Carrollton and Farmers Branch offer appropriate highway orientation,
21 site capacity, and zoning to accommodate the potential displacements warranting these
22 unique considerations. The time period to re-establish a viable customer base may be
23 shorter for regionally or nationally oriented businesses such as fast food franchises,
24 service stations, and some retail establishments, etc.

25
26 Additionally, future employment opportunities of varying skill requirement intensities are
27 likely to develop within the EOIA study area as discussed in **Section IV** based on
28 information provided by the NCTCOG's Development Monitoring database, DART and
29 DCTA regional rail expansions, and interviews with stakeholders including local
30 chambers of commerce as well as planning and economic development representatives
31 within the EOIA study area. **Table II-5** demonstrates that the employment growth
32 forecast between 2010 and 2020 for the EOIA study area would likely allow for the
33 absorption of the potential displacements with robust employment growth projected. The
34 addition of new businesses discussed in **Section IV – Future Employment Opportunities**
35 within the EOIA study area would create additional employment opportunities
36 throughout the EOIA study area and may represent an opportunity to absorb any
37 permanent employment effects that could result from the proposed IH 35E improvements
38 within the affected municipalities. The expansions of the DART and DCTA transit lines
39 also enhance future employment opportunities by providing new centers for employment
40 at the newly developed rail stations and access to locations such as city of Denton and the
41 Dallas Central Business District and additional regional employment centers in between.

42
43 The proposed reconstruction of IH 35E would also contribute beneficial construction and
44 related activities for persons in many industries throughout the economy. The
45 employment estimation model developed for FHWA, JOBMOD, produces results for
46 three rounds of spending. The first round includes all those jobs that are created either
47 directly by the firms actually constructing the project or by the firms that provide direct

1 inputs to the construction project. Second round employment impacts include jobs in
2 firms that provide inputs to the industries that directly provide materials and equipment
3 used in highway construction. An example of a second round employment impact is a
4 firm that provides sheet steel (second round) to the firm that makes the guard rail (first
5 round). Third round employment includes all jobs generated by the consumer
6 expenditures resulting from the wages paid for first and second round employment. It is
7 equivalent to the standard input-output definition of “induced” employment and reflects
8 producers’ response to an increase in demand for all types of goods and services.
9

10 Finally, the Workforce Solutions for North Central Texas and Workforce Solutions
11 Greater Dallas would be proactive in assisting any employees that would be affected as a
12 result of the displacements associated with the proposed reconstruction of IH 35E.
13 Workforce Solutions staff from both organizations has agreed to attend the proposed
14 project’s Open House/Public Hearing and provide handouts and other information
15 regarding Workforce Solutions services. As discussed in **Section V**, Workforce
16 Solutions for North Central Texas and Workforce Solutions Greater Dallas can
17 coordinate with employers identified for relocation by TxDOT via the ROW acquisition
18 phase of project development to engage and provide “rapid response workshops” if
19 requested by the employers regardless of the number of employees anticipated to be
20 impacted. The rapid response workshops could be planned and conducted by the
21 Workforce Solutions of North Central Texas and Workforce Solutions Greater Dallas to
22 provide information to groups regarding the programs provided by the Workforce
23 Centers and how to apply for unemployment and possible retraining benefits. Multiple
24 rapid response workshops could be conducted by the Workforce Solutions for North
25 Central Texas or Workforce Solutions Greater Dallas to distribute information to all
26 employees potentially impacted by the proposed IH 35E project. Efforts by Workforce
27 Solutions’s services are targeted toward assisting the individual employees and can help
28 prepare those employees to work in other occupations if the employee is unable to find
29 work in or chooses to leave their current field of employment.
30

31 NEPA was signed into law to require federal agencies to consider environmental effects
32 before committing federal funding and to address the need for federal agencies to take a
33 leadership role in protecting vital resources. NEPA requires that federal agencies must
34 determine whether a proposed action may “significantly affect the quality of the human
35 environment” and thus require the preparation of an Environmental Impact Statement [42
36 U.S.C. 4332(2)(c)]. When environmental effects could occur but the significance of
37 those effects is not known, 23 Code of Federal Regulations (C.F.R.) § 771.119 requires
38 that FHWA determine what aspects of the proposed action have the potential for social,
39 economic, or environmental impacts; identify alternatives and measures that might
40 mitigate adverse environmental impacts; and identify other environmental review and
41 consultation requirements that should be performed concurrently with the preparation of
42 an Environmental Assessment. This technical report analyzes the potential for adverse
43 effects to employment opportunities associated with the proposed IH 35E project. The
44 determination as to whether these effects rise to the level that would require the
45 preparation of an Environmental Impact Statement must consider both the context in
46 which the effects will occur and the intensity of the effects [40 C.F.R. 1508.27].
47

1 Context in terms of NEPA analyses refers to the affected environment in which the
2 project would take place. This report addresses the economic conditions in which the
3 effects of the proposed IH 35E project would occur. The analysis provided herein
4 considered potential effects to employment opportunities should displaced businesses
5 lack the ability to re-establish in close proximity to their original locations. The intensity
6 of the proposed project's effects is established in relation to development announced or
7 under construction in the municipalities affected and in relation to the benefits provided
8 to the local and regional economy if the project is implemented.
9

10 Although short to mid-term impacts involve the potential displacement of 111 business
11 establishments with approximately 2,427 employees within the EOIA study area, long-
12 term economic and employment impacts associated with the proposed project are
13 anticipated to be beneficial. Beneficial effects to the local economy through the
14 management of congestion and the addition of capacity and mobility along the IH 35E
15 corridor should accrue at a level that would benefit all parties working or providing
16 services in the EOIA study area. Assistance provided through the Workforce Solutions
17 for North Central Texas and Workforce Solutions Greater Dallas is anticipated to
18 minimize or mitigate any adverse effects that could accrue to individual employees as a
19 result of the implementation of the proposed project. New development along the
20 corridor that is more compatible with the City of Farmers Branch's planning endeavors,
21 new developments involving new jobs, light rail infrastructure supporting newly
22 developing employment centers, and project-related construction jobs are anticipated to
23 contribute to long-term sustained economic growth along the IH 35E corridor from IH
24 635 to PGBT. Therefore, as summarized above, when potential effects to employment
25 are analyzed in the context in which they are to occur, it does not appear that these effects
26 rise to the level at which additional study or the preparation of an Environmental Impact
27 Statement would be warranted.
28

APPENDIX

IH 35E Corridor Improvement Map
Project Location Map

Employment Opportunities Impact Assessment Study Area Map

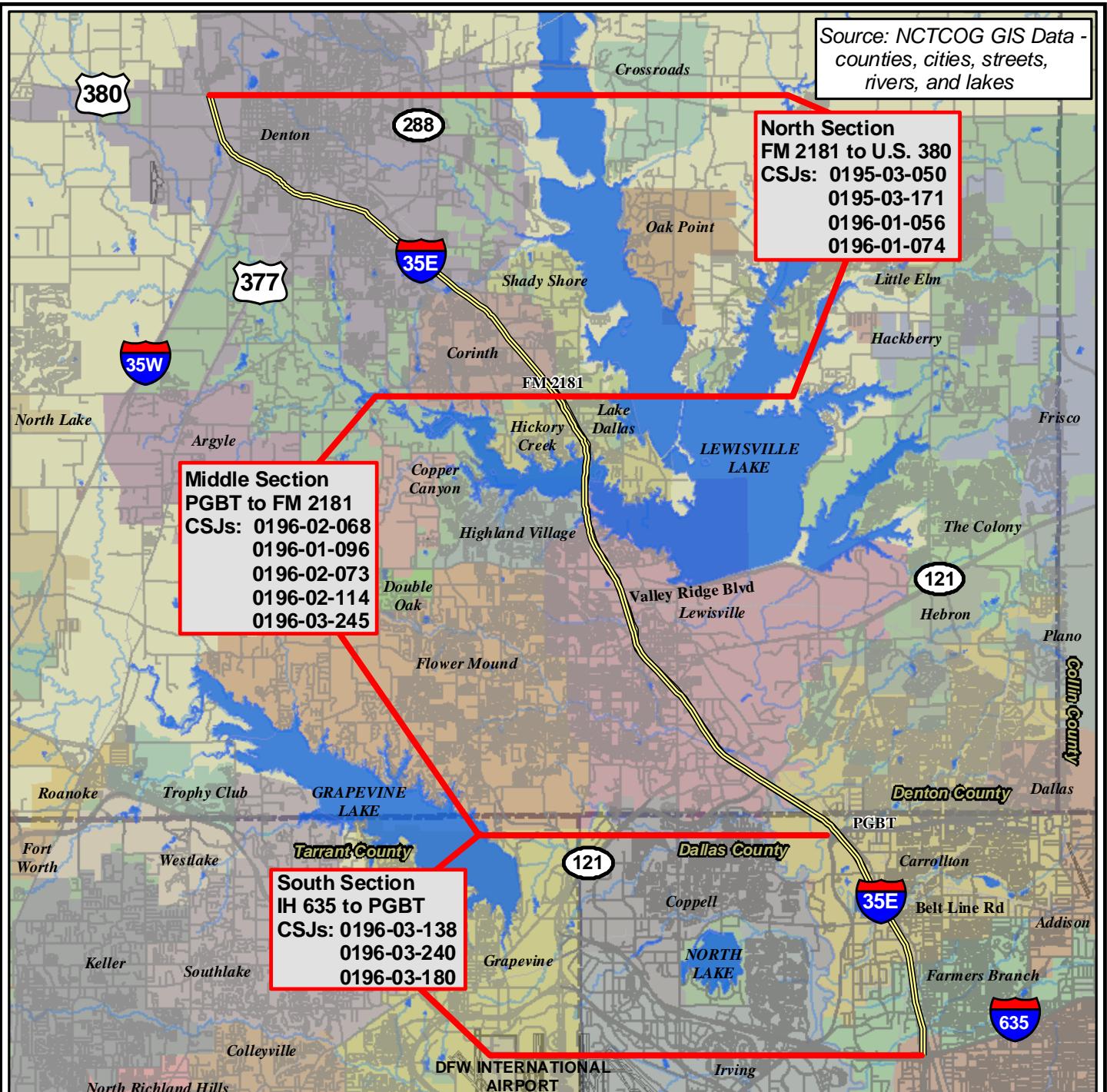
Corridor Maps

IH 35E Displacement Data

City of Carrollton Future Development Monitoring

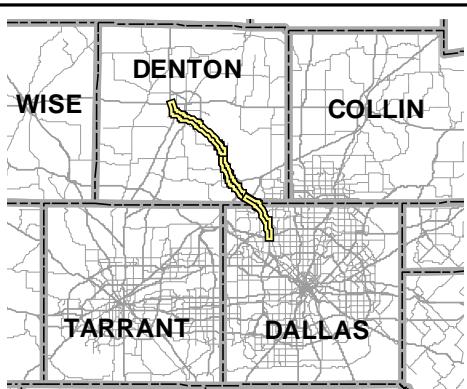
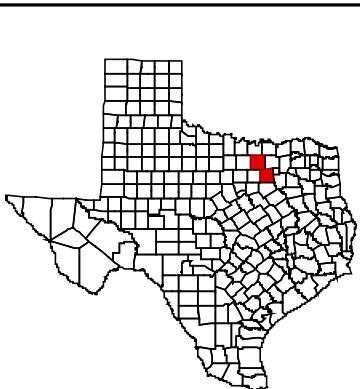
City of Farmers Branch Future Development Monitoring

DART Current and Future Rail System



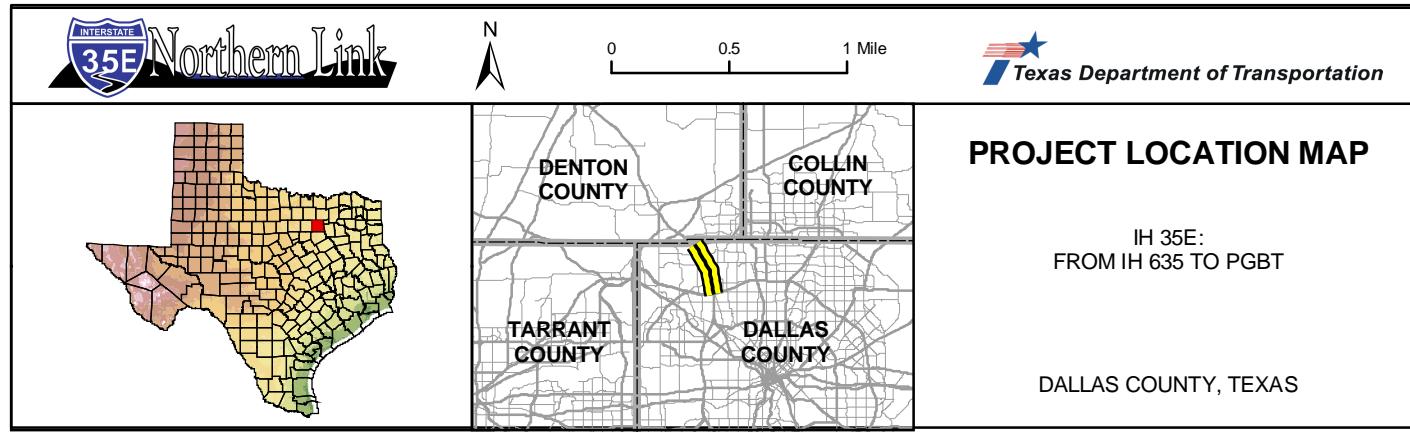
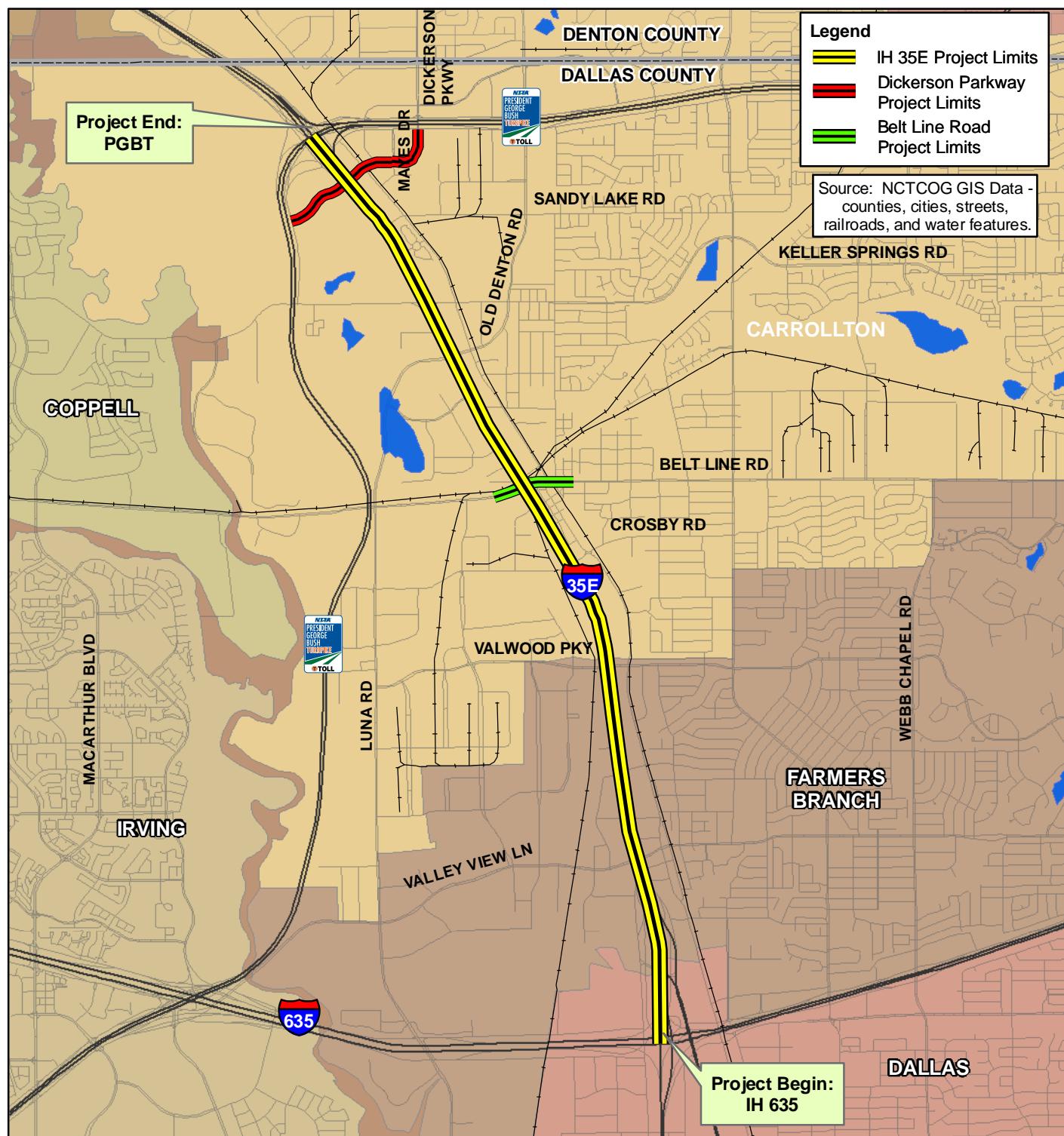
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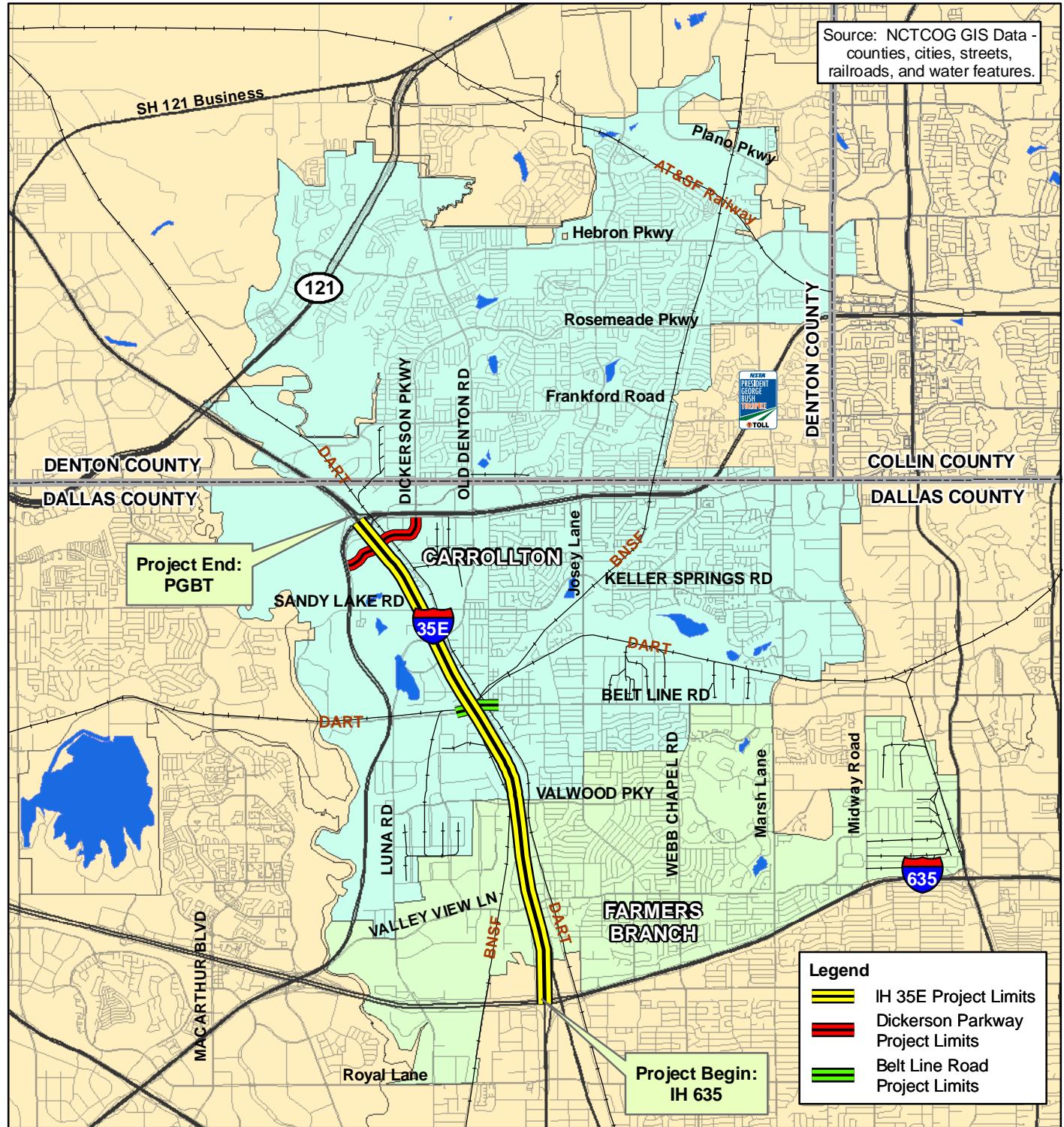
Texas Department of Transportation



IH 35E CORRIDOR IMPROVEMENT MAP

DALLAS AND DENTON COUNTIES, TEXAS





Northern Link



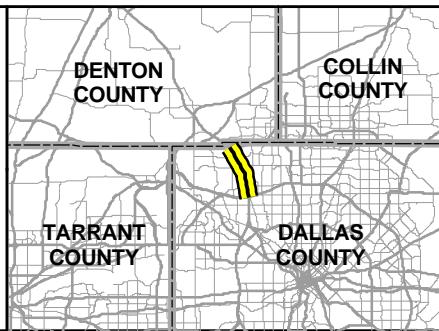
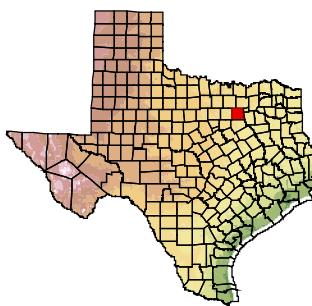
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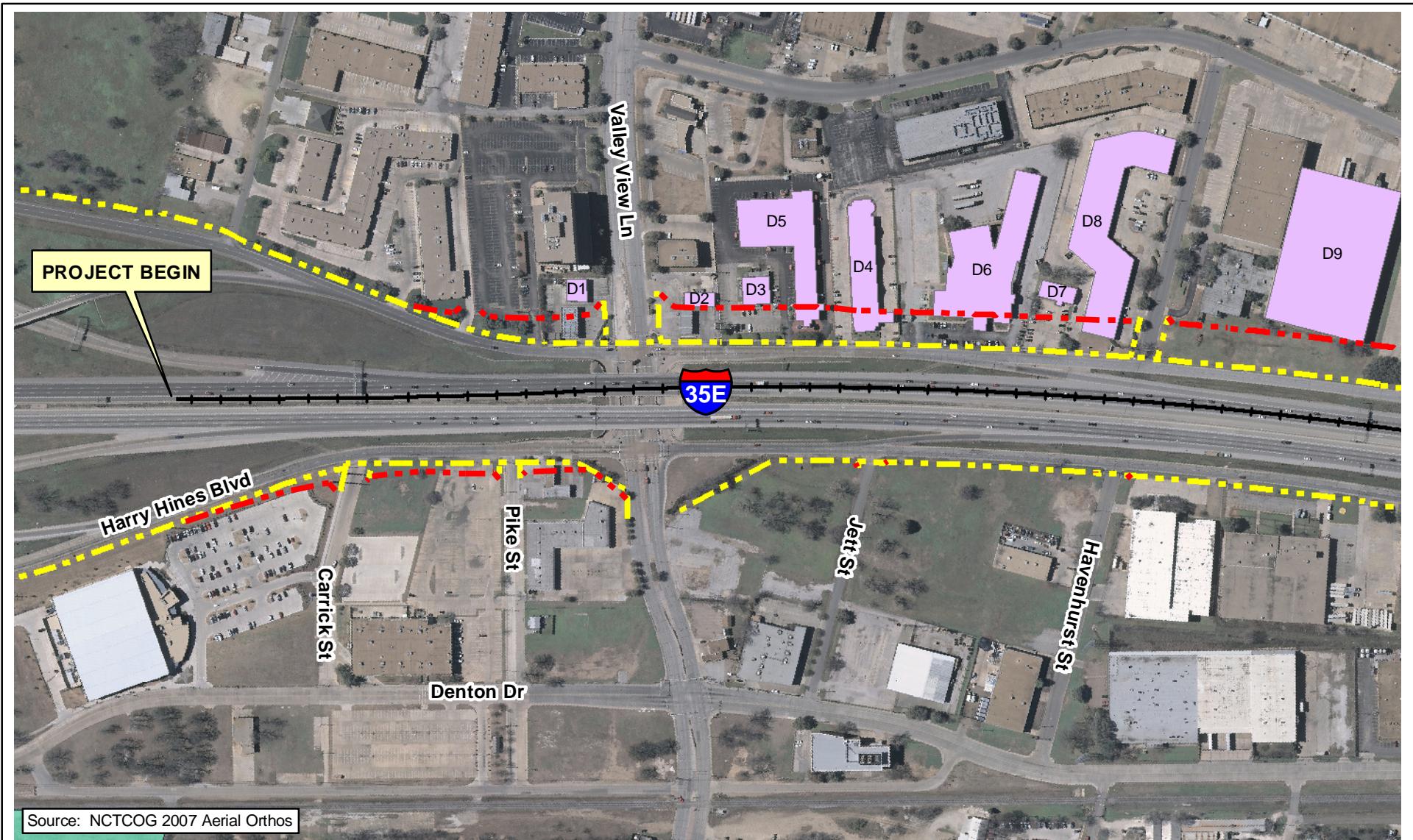
Texas Department of Transportation



Employment Opportunities Impact Assessment Study Area

IH 35E:
FROM IH 635 TO PGBT

DALLAS COUNTY, TEXAS



Legend

- Existing Right-of-Way
- Proposed Right-of-Way
- Proposed Easement
- Proposed IH 35E Center Line
- Potential Displacement
- Park



0 350 700 Feet

CORRIDOR MAPS

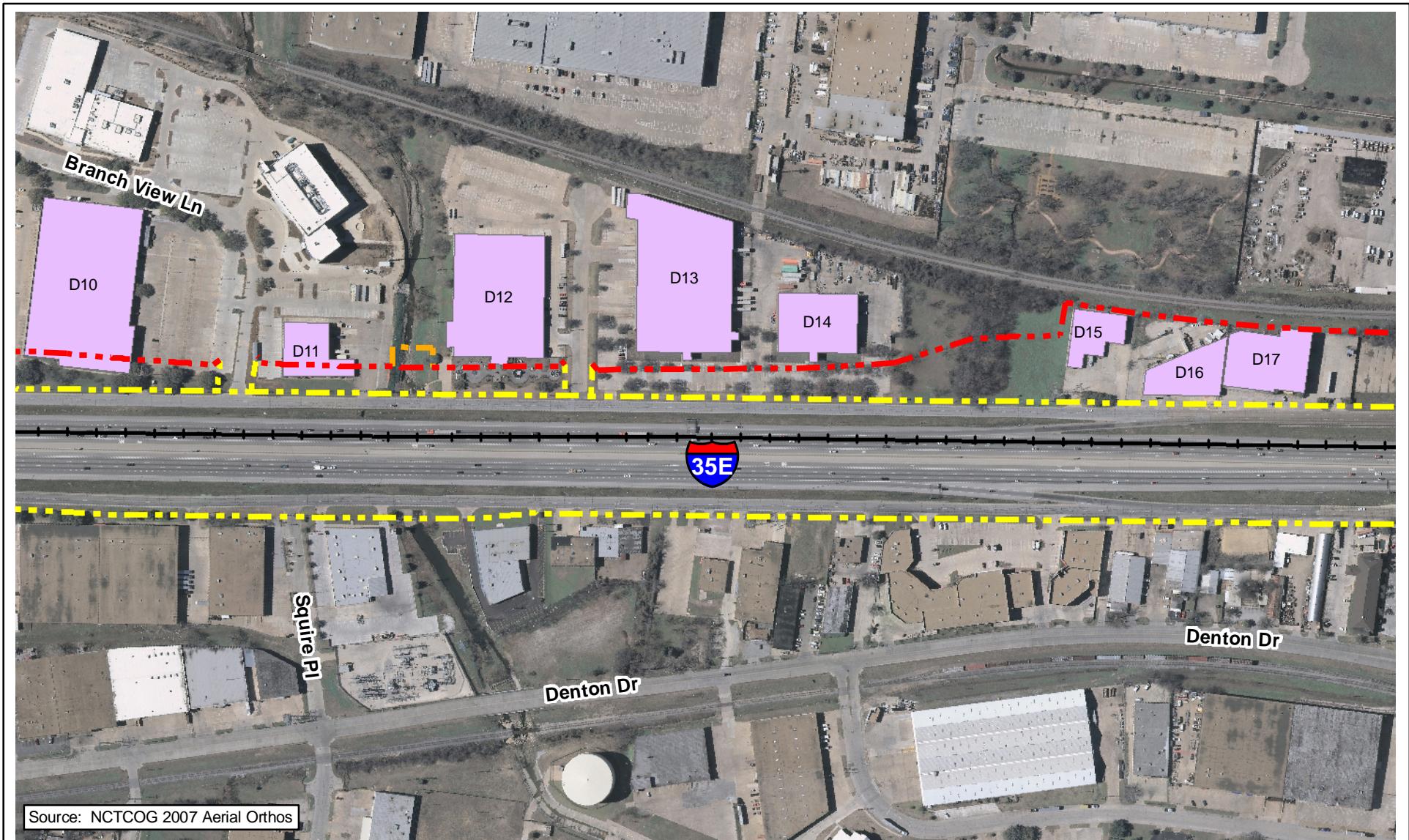
IH 35E
IH 635 TO PGBT

SHEET 1 OF 12

DALLAS COUNTY, TEXAS



Texas Department of Transportation



Legend

- Existing Right-of-Way
- Proposed Right-of-Way
- Proposed Easement
- Proposed IH 35E Center Line
- Potential Displacement
- Park



0 350 700 Feet

CORRIDOR MAPS

IH 35E
IH 635 TO PGBT

SHEET 2 OF 12

DALLAS COUNTY, TEXAS



Texas Department of Transportation