

Millbrae, California

Indicators Report

by
The National Economic Education Delegation (NEED)

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Exploring the economics, demographics, and well-being of Millbrae and its residents through indicators.

This report was produced by the:

National Economic Education Delegation
271 Arias St.
San Rafael, CA 94903
415-336-5705
www.NEEDecon.org
Contact: Jon@NEEDecon.org

Executive Summary

Assessing the City with Indicators

About this Report

This report provides background or summary information for the city of Millbrae (the City) in the form of indicators.

Using this Report

Indicators are measures of various aspects of a regional economy. They help to provide an indication of the quality of life in a region and progress toward improving conditions in the local economy. This report focuses on indicators

for changing demographics, incomes, housing markets, commute patterns, and employment in Millbrae. These indicators are compared to San Mateo County (the County) as a whole, a broader region where one is well defined, California, and the United States.

This report is vital for understanding trends in the underlying economy. It does not provide forecasts, but Rob Eyler and Jon Haveman at Economic Forensics and Analytics are available to provide them if that is of interest.

Topics Covered:

- **Demographics:** A detailed snapshot of Millbrae demographics is presented. This provides evidence on the size, age and sex, income and poverty status, race and ethnicity, housing status, living arrangements, education, health, and transportation choices of the population. Beyond the current population level, data on trends in local population growth, in comparison with other broader regions is presented, in both tabular and graphical form.
- **Employment Report:** Here, we provide a brief snapshot of employment and unemployment in Millbrae and how the City's experience differs from broader regions.
- **Income and Earnings:** Vital to understanding the prosperity of a city relative to its surrounding area is information on income and earnings. We provide a ranking of the City's income relative to all cities in California as well as growth relative to local regions. Inequality and poverty status are also important indicators for the level of equity in the community. We provide evidence of trends in both, not only for all residents, but also for children separately.
- **Housing:** This section provides evidence on the cost and availability of housing. Both median home values and rental costs are included, along with detailed information on home ownership, by age and income, in particular. Further, evidence is provided on the housing burden in the City, again, in comparison with other broader regions. We also provide evidence on the rate at which new buildings and units are permitted along with a broader housing picture. Finally, we provide evidence on the age of the housing stock in Millbrae, along with information on how long the City's residents have been in place.
- **Transportation:** Increasingly important, in the wake of the pandemic, is an understanding of the transportation patterns and choices of local residents. We provide detailed evidence on the proportion of residents who work from home and on the various transportation choices of those who head to the office. This information is also provided for those who work in Millbrae, but do not necessarily live in Millbrae.
- **Migration:** Population changes comes primarily through organic causes: births and deaths. Migration between regions also plays a significant role in population growth. A final section of the report provides evidence on migration into and out of the City.

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Demographics

Definition:

Data on the demographics of a city indicate the nature of the population, with a focus on age, gender, race and ethnicity, as well as household composition.

Why is it important?

The characteristics and growth of Millbrae's population are fundamental indicators of the city's growth potential.

A Demographic Snapshot

Statistic	2023	2019
POPULATION		
Population Estimate (#, 5yr)	22,589.0	22,625.0
Veterans (#, 5yr)	549.0	
Foreign born persons (% , 5yr)	40.4	39.4
Population age 25+ (#, 5yr)	17,004.0	
AGE AND SEX		
Persons under 5 years (% , 5yr)	5.6	4.9
Persons under 18 years (% , 5yr)	18.5	19.1
Persons 65 years and over (% , 5yr)	21.0	19.1
Female persons (% , 5yr)	51.2	50.9
INCOME AND POVERTY		
Median household income (\$, 5yr)	157,567.0	128,494.0
Per capita income in past 12 months (\$, 5yr)	76,277.0	58,467.0
Persons in poverty (% , 5yr)	6.1	5.6
Children age less than 18 in poverty (#, 5yr)	172.0	174.0
Children age less than 18 in poverty (% , 5yr)	4.2	4.0
RACE AND ETHNICITY		
White alone (% , 5yr)	34.0	40.7
African American alone (% , 5yr)	0.5	0.7
American Indian or Alaska Native alone (% , 5yr)	0.3	0.4
Asian alone (% , 5yr)	49.0	48.9
Native Hawaiian and Other Pacific Islander alone (% , 5yr)	1.3	0.0
Two or More Races (% , 5yr)	9.3	5.2
Hispanic or Latino (% , 5yr)	12.1	11.4
White alone, not Hispanic or Latino (% , 5yr)	31.9	33.9
HOUSING		
Housing units (#, 5yr)	8,566.0	8,377.0
Owner-occupied housing units (% , 5yr)	63.2	63.7
Median value of owner-occupied housing units (\$, 5yr)	1,929,700.0	1,403,100.0
Median selected monthly owner costs-with a mortgage (\$, 5yr)	4,001.0	3,849.0
Median selected monthly owner costs-without a mortgage (\$, 5yr)	1,251.0	875.0
Median gross rent (\$, 5yr)	3,401.0	2,508.0
FAMILIES AND LIVING ARRANGEMENTS		
Households (#, 5yr)	7,998.0	7,976.0
Persons per household (#, 5yr)	2.8	2.8
Living in same house 1 year ago, % of persons age 1+ (5yr)	89.5	89.0
EDUCATION		
High school graduate or higher, % of persons age 25+ (5yr)	93.2	
Bachelor's degree or higher, % of persons age 25+ (5yr)	50.5	
HEALTH		
With a disability, under age 65 years (#, 5yr)	871.0	
Persons without health insurance, under age 65 years (% , 5yr)	2.8	2.3
LABOR FORCE		
In civilian labor force, persons age 16+ (% , 5yr)	66.1	
In civilian labor force, women age 16+ (% , 5yr)	59.3	
Employed, persons age 16+ (% , 5yr)	59.5	
Self employed (% , 5yr)	13.6	
TRANSPORTATION		
Mean travel time to work, workers age 16+ (Mins., 5yr)	23.0	
Drive alone in private vehicle (% , 5yr)	57.6	
Using public transportation (% , 5yr)	13.6	
Worked from home (% , 5yr)	19.8	

Source: American Community Survey, Summary Files

Note: Data are from the 1-year files unless indicated by the notation 5yr.

Current Population

The data in these two tables and the following two graphs are from the CA Department of Finance (DOF). The DOF produces population estimates for geographies around California twice a year: January and July. As estimates for cities are only available in January, these two tables are based on the January data. The remaining figures are from the American Community Survey (ACS), provided annually by the U.S. Bureau of the Census.

Table 1. Population Change by Region
(Thousands, January to January)

Region	2024	% Change		
	Population	1 Year	3 Year	5 Year
City				
Millbrae	23,093	1.79	1.25	0.48
County and Broader Regions				
San Mateo County	741,565	−0.50	−1.33	−4.22
Bay Area	7,588,780	−0.14	−0.98	−2.38
California	39,128,162	0.17	−0.45	−1.43

Source: CA DOF; Calculations by National Economic Education Delegation

Table 2. County Population Change by City
(Thousands, January to January)

City	2023	2024	% Change		
			Local	Bay Area	California
San Mateo County	745.3	741.6	-0.50	-0.14	0.17
San Mateo	104.2	103.4	-0.79		
Daly City	102.5	101.5	-1.03		
Redwood City	82.1	81.9	-0.34		
South San Francisco	64.8	64.6	-0.25		
San Bruno	42.5	42.2	-0.94		
Pacifica	37.4	37.1	-0.89		
Menlo Park	32.9	33.1	0.60		
Foster City	32.9	32.6	-1.03		
Burlingame	30.4	30.5	0.34		
San Carlos	29.7	29.4	-0.94		
East Palo Alto	29.0	29.1	0.42		
Belmont	27.2	26.9	-0.92		
Millbrae	22.7	23.1	1.79		
Half Moon Bay	11.3	11.2	-0.79		
Hillsborough	11.1	11.1	-0.19		
Atherton	7.0	7.0	0.06		
Woodside	5.2	5.1	-0.83		
Brisbane	4.7	4.7	-0.72		
Portola Valley	4.3	4.2	-0.79		
Colma	1.4	1.4	-1.12		

Source: CA DOF; Calculations by National Economic Education Delegation

Figure 1: Population Growth (1)

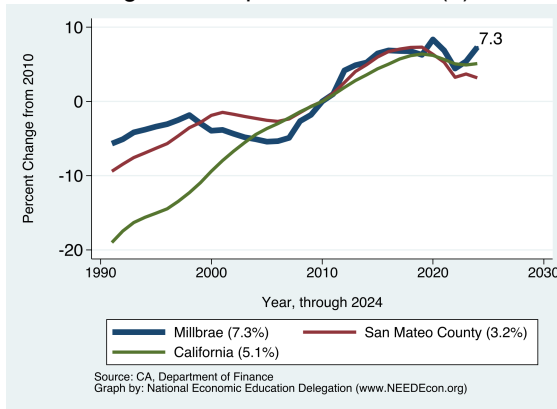


Figure 2: Population Growth (2)

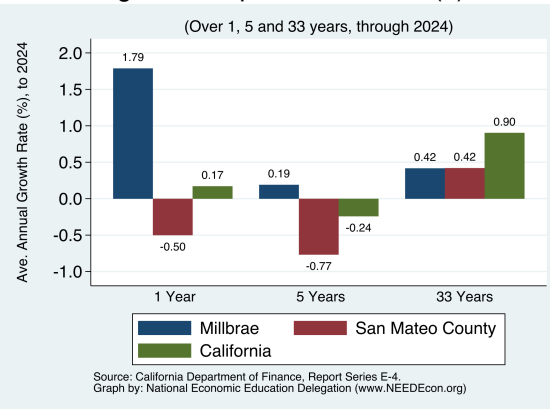


Figure 3: Population by Age - Detailed Age Categories

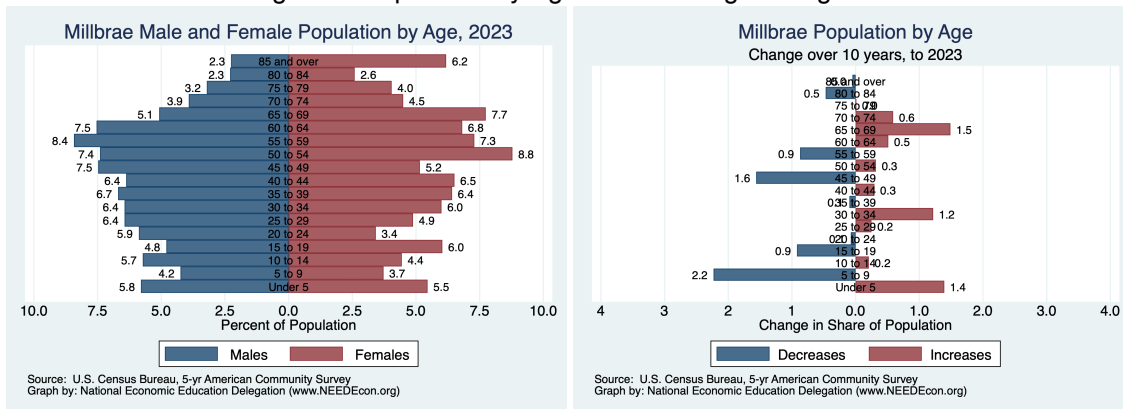


Figure 4: Population by Age - Broad Age Categories

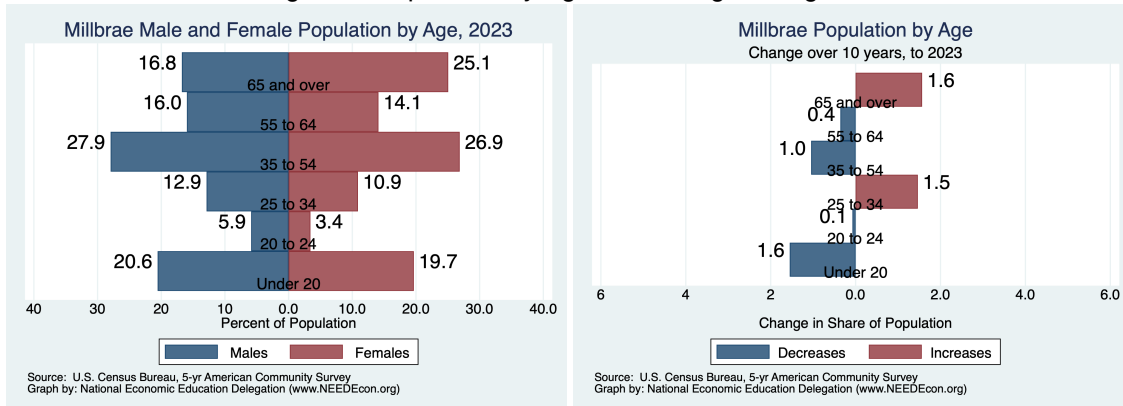


Figure 5: Population by Educational Attainment

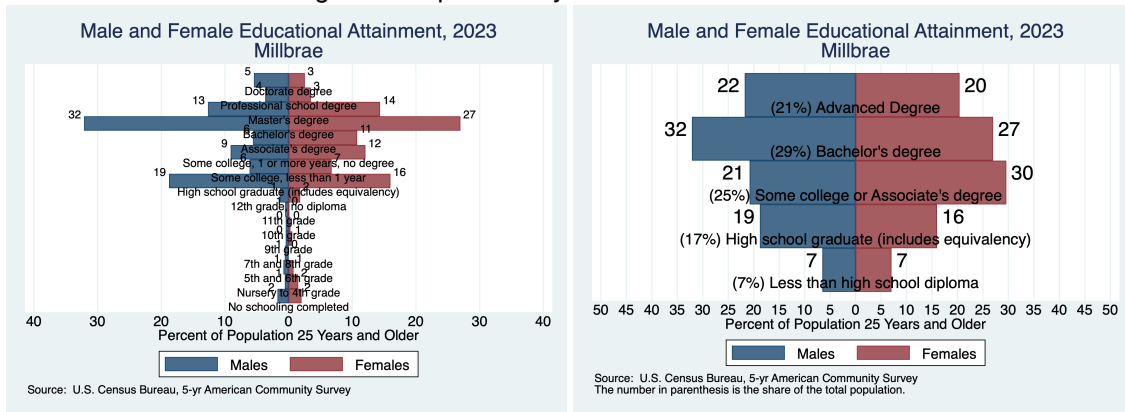


Figure 6: Population by Race/Ethnicity

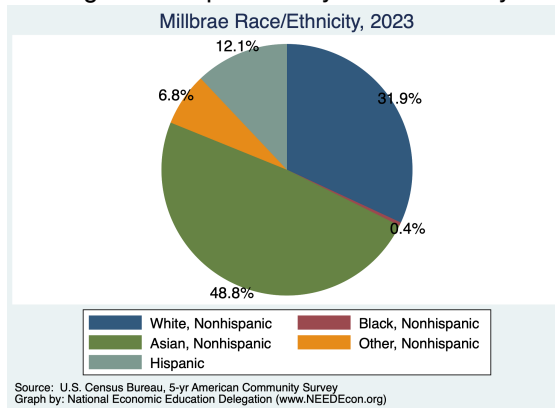


Figure 7: Population by Race/Ethnicity Over Time

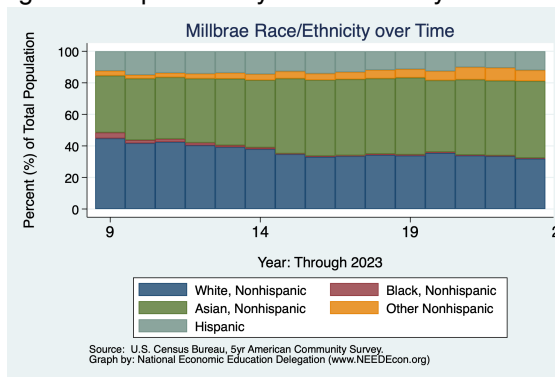
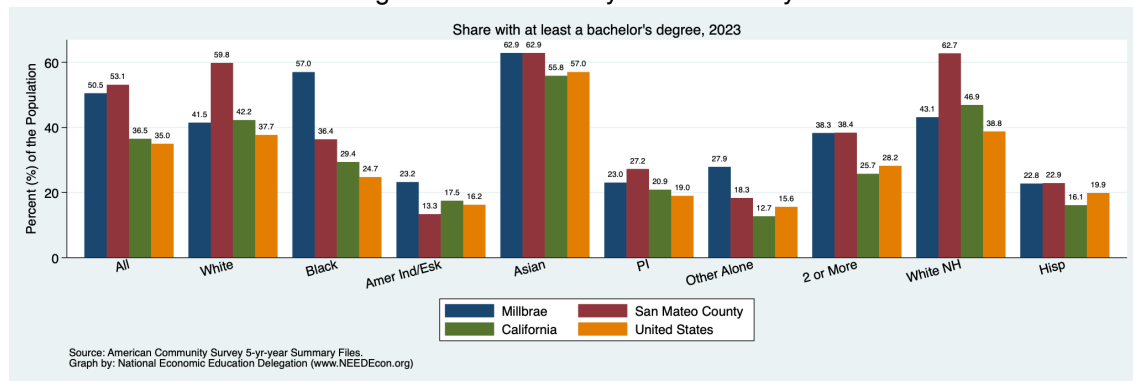


Figure 8: Education by Race/Ethnicity



Employment Report

Citywide Employment and Unemployment

Definition:

Each month, California's Employment Development Division (EDD) publishes an update on employment in California and in MSAs, counties, and cities all across the state. The report focuses primarily on non-farm employment, providing estimates of changes in em-

ployment by industry as well as unemployment in each region. Data for cities is limited to aggregate employment, labor force, and unemployment data. Those are reported below.

Why is it important?

Employment growth is a fundamental indicator of the health of an economy.

Table 3. Millbrae Summary for November, 2024

Category	Current Value	Change From:		
		Last Month	2 Months Ago	Last Year
Employment	12,377	-19	-66	-299
Labor Force	12,919	-2	-29	-203
Number Unemployed	500	0	0	0
Unemployment Rate	3.9	0.0	0.0	0.1

Source: EDD, National Economic Education Delegation

Figure 9: Historical Employment and Unemployment - Figure 10: Employment and Unemployment - Last 12 Months

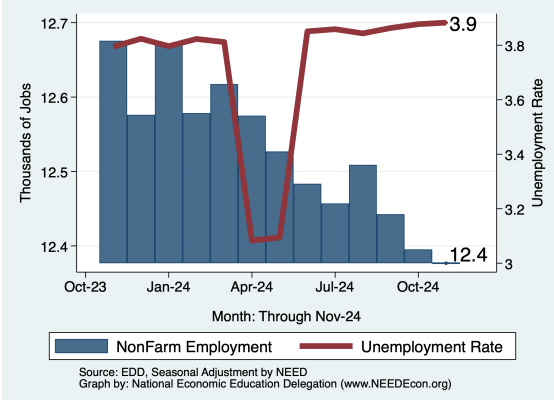
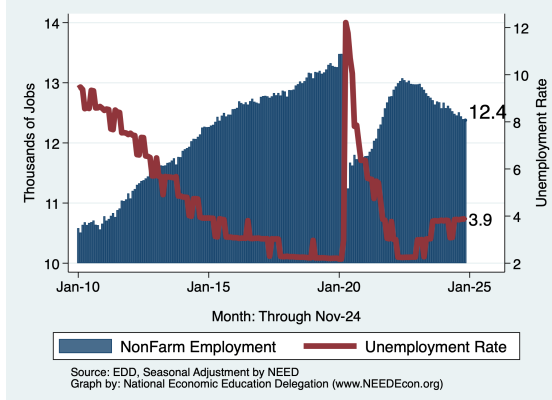


Figure 11: Relative Employment Growth Across Regions - since 2010 Figure 12: Relative Employment Growth Across Regions - since 2019

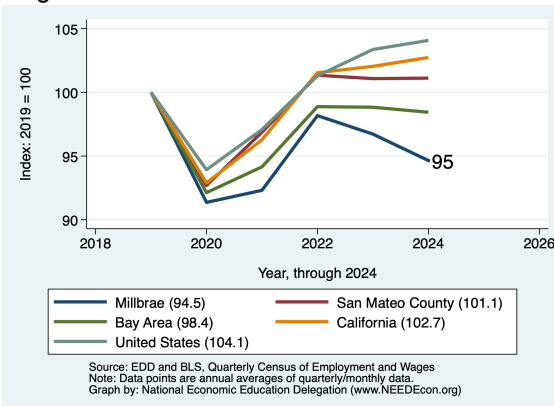
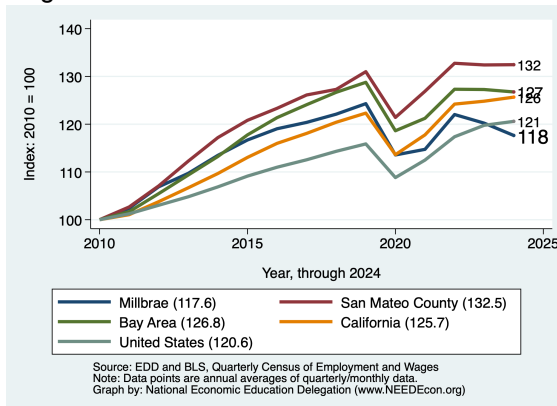


Figure 13: Unemployment Rate by Race

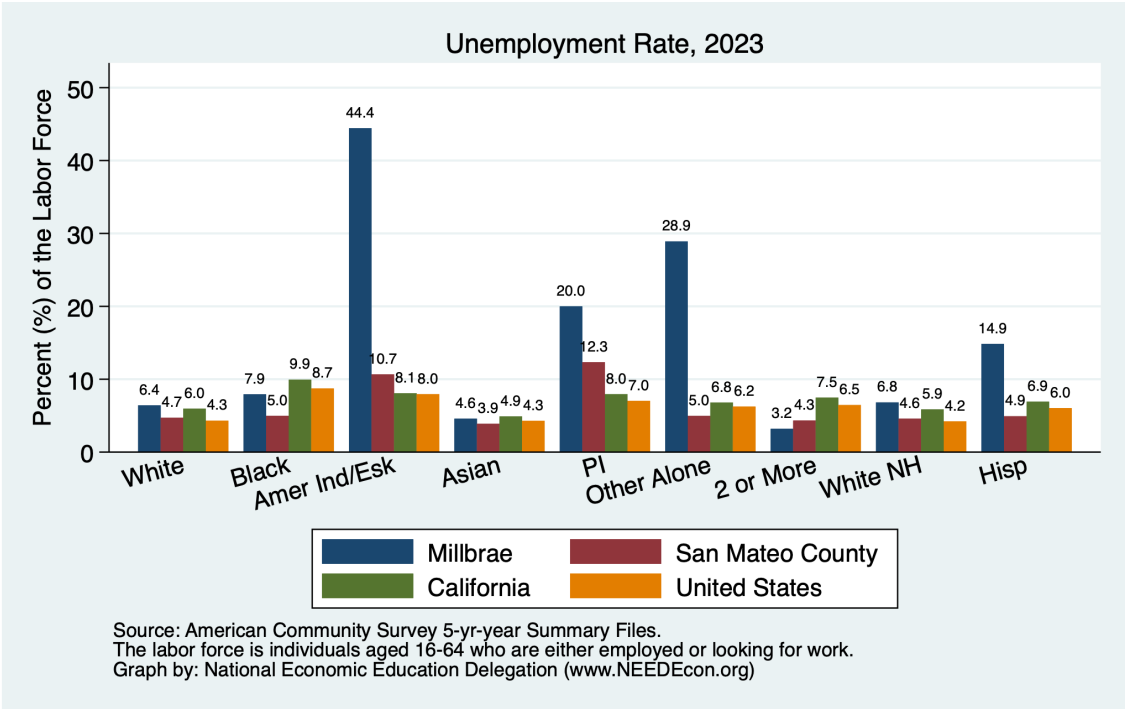
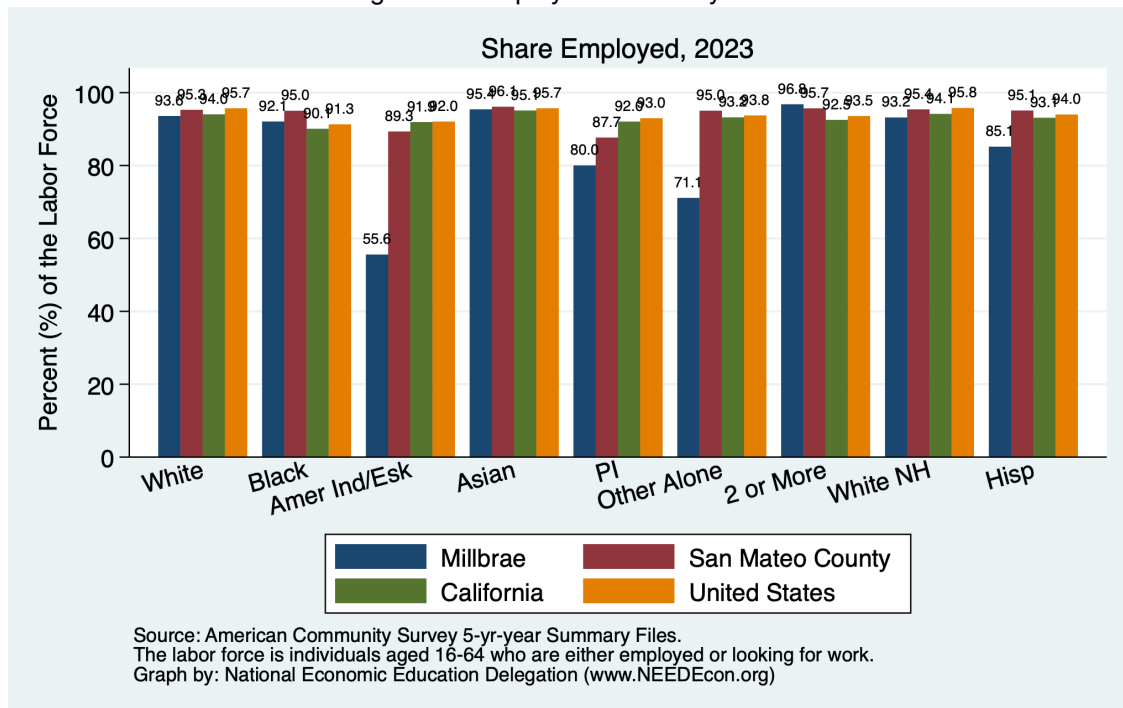


Figure 14: Employment Rate by Race



County Employment by Industry

California's Employment Development Division (EDD) does not regularly produce data on employment by industry for cities. However, we are able to report industry-level employment data for San Mateo County. The following table provides the latest data for the County.

Table 4. Employment Growth by Industry in San Mateo County for November, 2024

Industry	Employment	Share	Empl Growth	% Growth - Annualized Rate					
				Month	Qtr	6mo	1yr	3yr	5yr
Total Nonfarm	419,041	100.0	-494.0	-1.4	-0.6	-0.9	0.0	0.5	-0.0
Goods Producing	38,303	9.1	-167.2	-5.1	-7.0	-5.5	-4.2	-4.4	-3.6
Mining, Logging and Construction	16,863	4.0	-92.6	-6.4	-10.2	-4.8	-5.0	-3.8	-4.2
Manufacturing	21,672	5.2	-98.7	-5.3	-6.5	-7.4	-4.6	-4.9	-3.1
Durable Goods	9,318	2.2	39.9	5.3	-1.2	-3.0	-1.7	-3.2	-3.4
Non-Durable Goods	12,198	2.9	-175.0	-15.7	-11.4	-10.0	-7.5	-6.3	-3.0
Service Providing	379,858	90.6	-133.5	-0.4	0.8	-0.5	0.2	1.0	0.4
Trade, Trans & Utilities	65,972	15.7	-57.0	-1.0	4.8	1.5	2.9	1.0	-1.2
Wholesale Trade	12,965	3.1	-103.7	-9.1	0.9	0.6	-1.1	6.0	2.9
Retail Trade	29,950	7.1	103.8	4.3	4.7	2.1	3.5	0.0	-1.4
Information	48,514	11.6	-241.7	-5.8	-0.9	-4.9	-5.8	-4.8	0.6
Financial Activities	22,415	5.3	-103.7	-5.4	1.6	1.0	1.3	-0.7	-1.5
Finance & Insurance	16,137	3.9	-25.1	-1.9	2.4	3.0	2.5	-0.4	-0.8
Real Estate & Rental & Leasing	6,170	1.5	-88.9	-15.8	-0.4	-3.9	-3.9	-2.2	-3.5
Professional & Business Svcs	93,522	22.3	-302.5	-3.8	-0.7	-0.6	-0.9	0.1	1.6
Prof, Sci, & Tech	66,102	15.8	37.1	0.7	3.4	0.4	-1.1	1.6	2.5
Educational & Health Svcs	59,187	14.1	117.1	2.4	1.9	1.1	1.5	3.8	2.3
Education Svcs	12,381	3.0	38.3	3.8	-0.8	1.7	3.1	4.4	1.8
Health Care & Social Assistance	46,895	11.2	51.7	1.3	2.2	0.7	1.5	3.7	2.4
Leisure & Hospitality	43,527	10.4	24.3	0.7	-3.5	-1.4	0.9	6.2	-1.1
Arts, Entertainment & Recreation	6,195	1.5	46.7	9.5	7.8	1.8	1.8	8.7	0.5
Accommodation & Food Svcs	37,168	8.9	43.1	1.4	-4.9	-1.8	0.3	5.6	-1.5
Other Svcs	14,919	3.6	-48.6	-3.8	-2.2	2.9	4.4	10.0	2.3
Government	31,421	7.5	-12.6	-0.5	0.1	0.0	0.9	1.4	-0.2
Federal	2,550	0.6	0.0	0.0	-1.8	-2.7	-1.9	-7.6	-5.0
State	597	0.1	-2.7	-5.2	-1.5	-1.3	-0.5	-0.2	-0.1
Local	28,687	6.8	15.3	0.6	4.0	2.9	2.4	3.0	0.6

Source: EDD, National Economic Education Delegation (NEED)

Some Employee Detail

Employed in Millbrae

Figure 15: Employment by Occupation

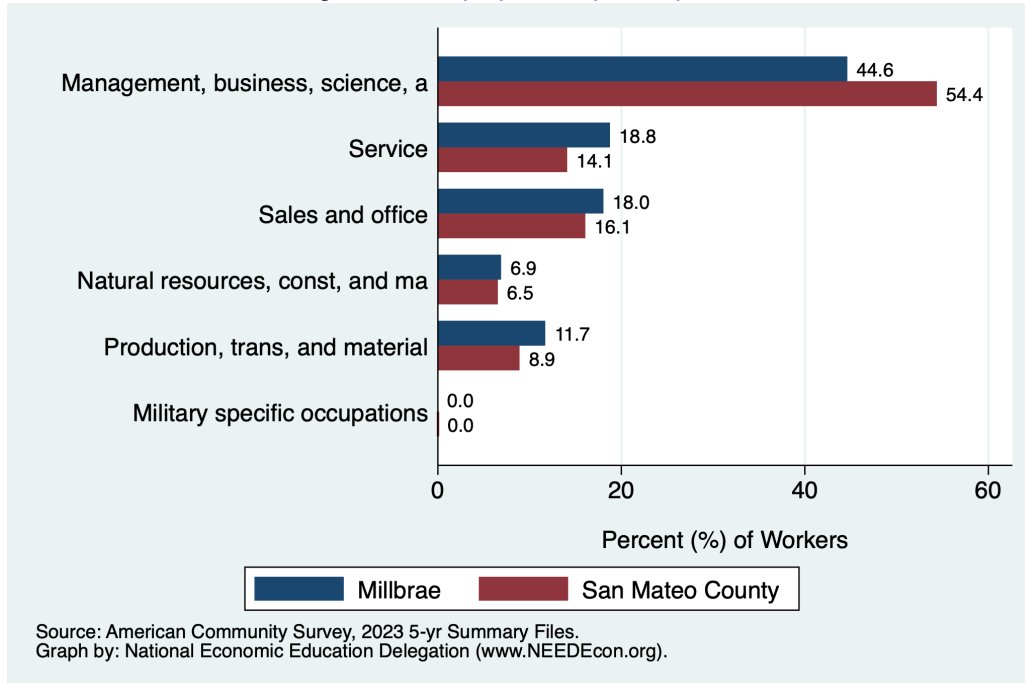


Figure 16: Employment by Industry

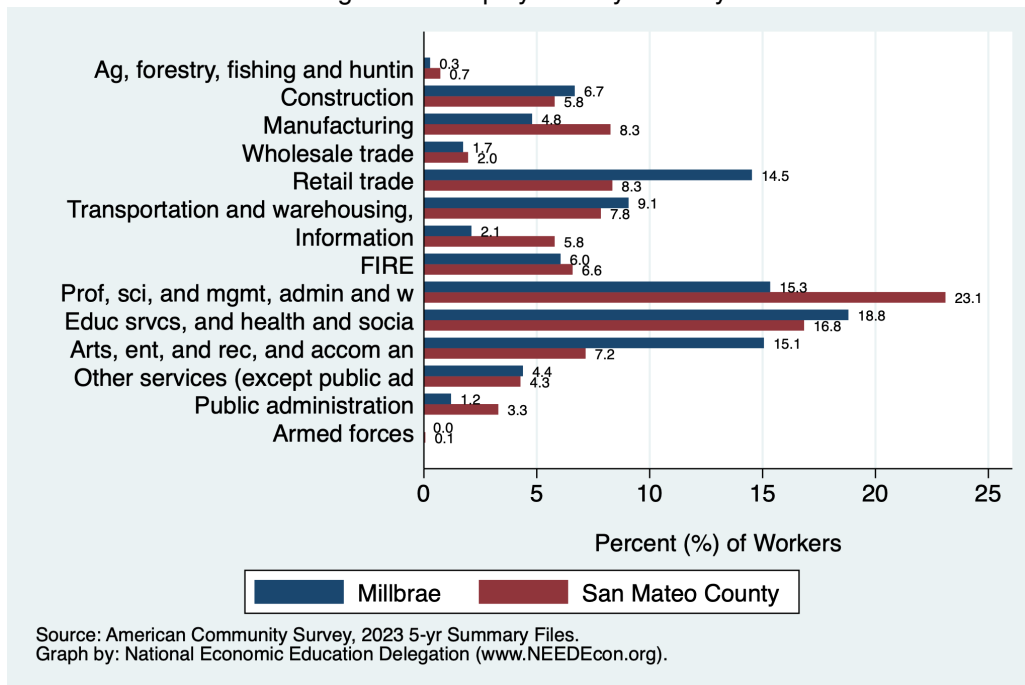
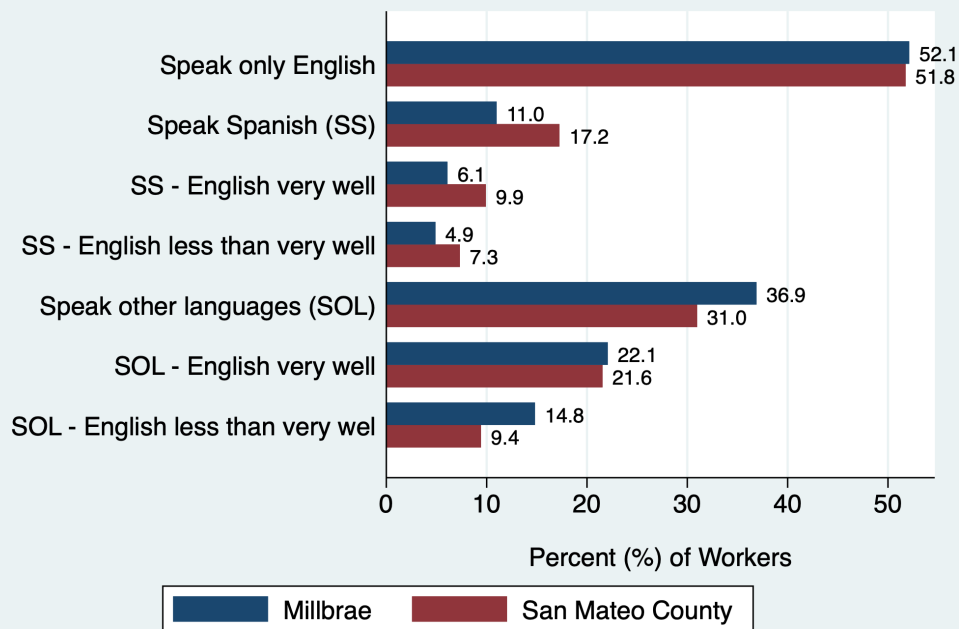
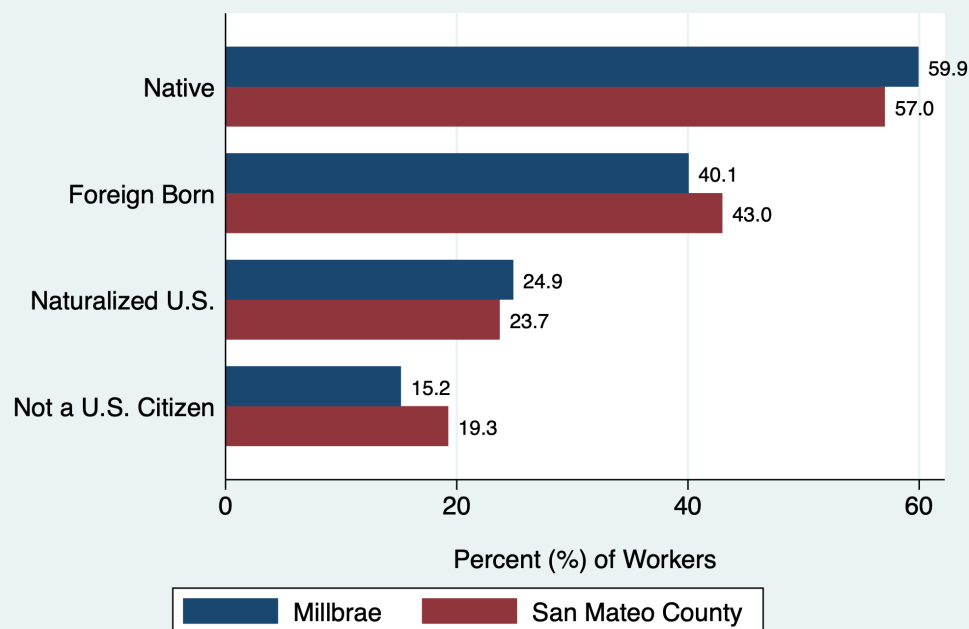


Figure 17: Language Spoken at Home



Source: American Community Survey, 2023 5-yr Summary Files.
 Graph by: National Economic Education Delegation (www.NEEDecon.org).

Figure 18: Citizenship



Source: American Community Survey, 2023 5-yr Summary Files.
 Graph by: National Economic Education Delegation (www.NEEDecon.org).

Employed Residents of Millbrae

Figure 19: Employment by Occupation

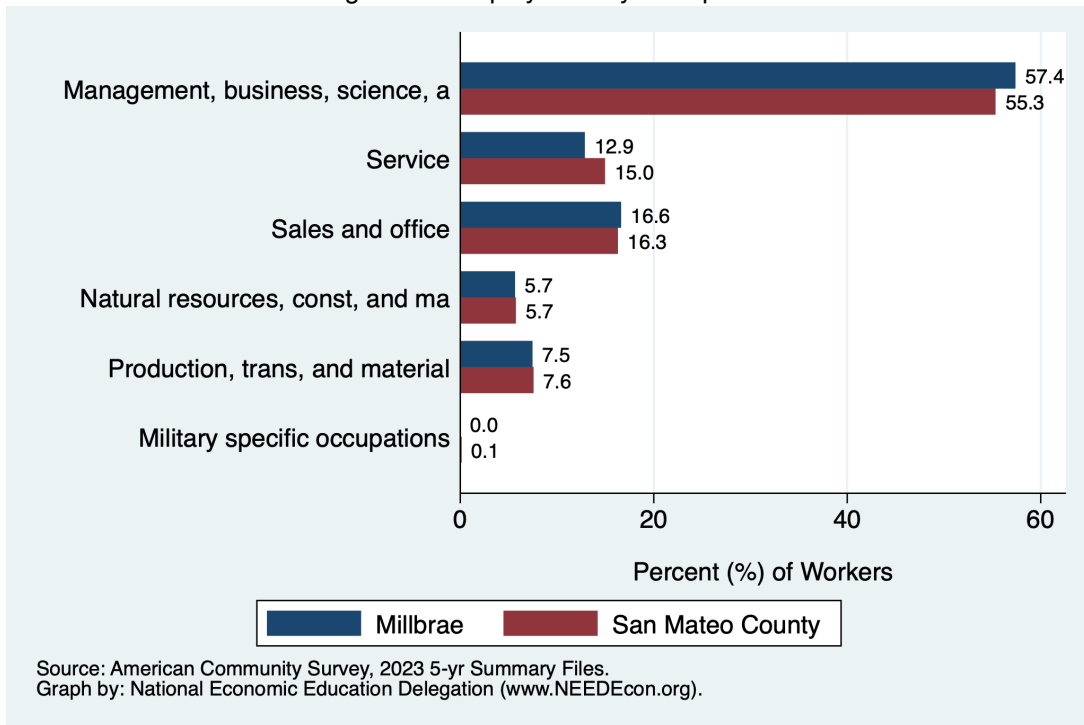


Figure 20: Employment by Industry

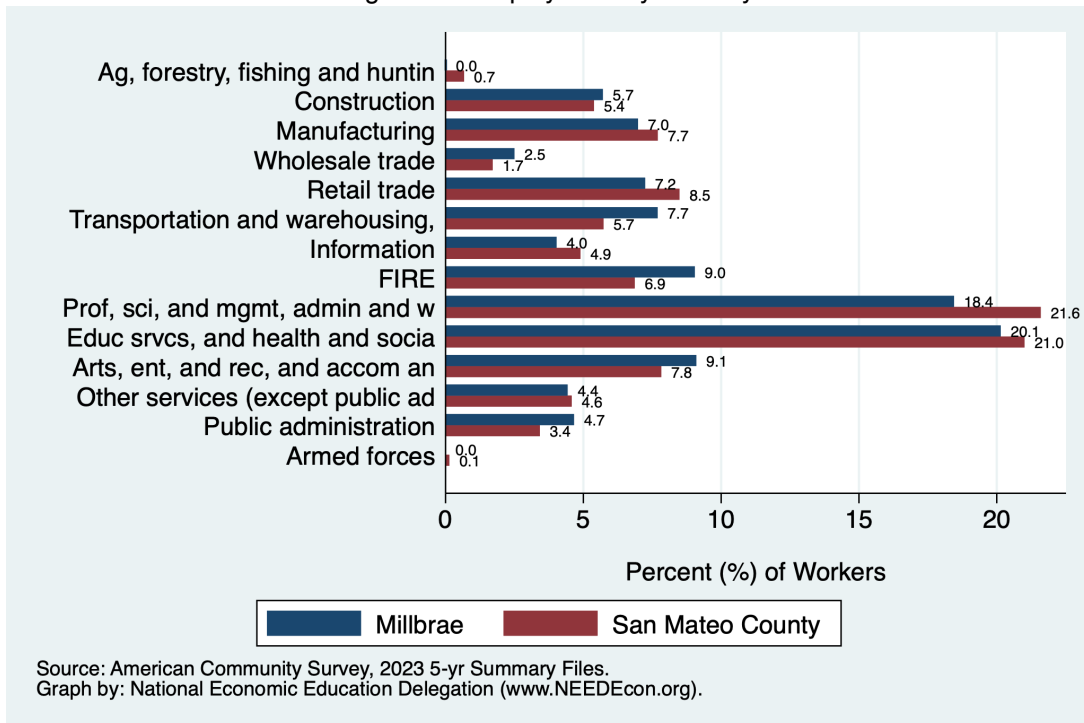
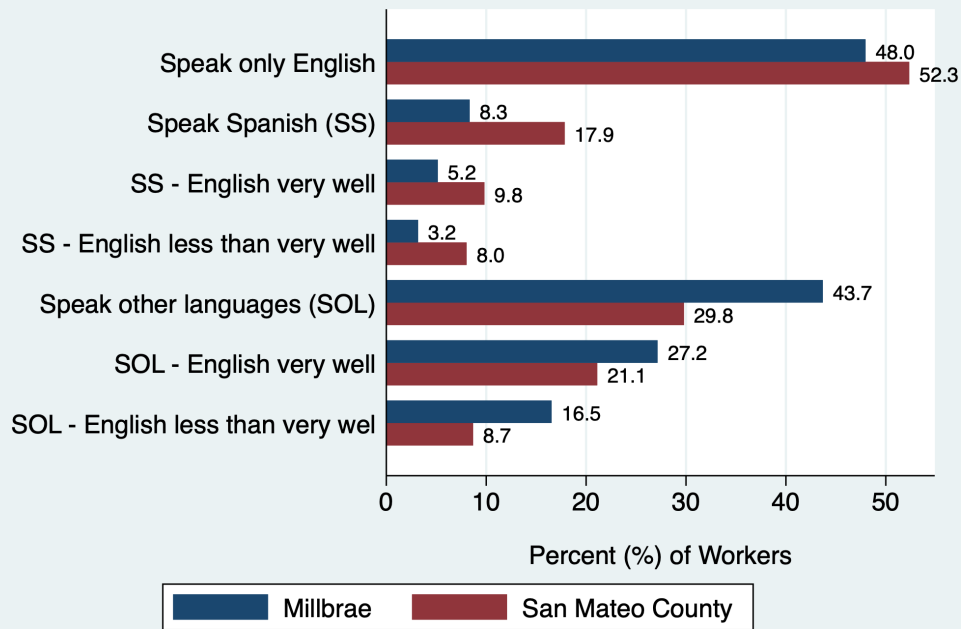
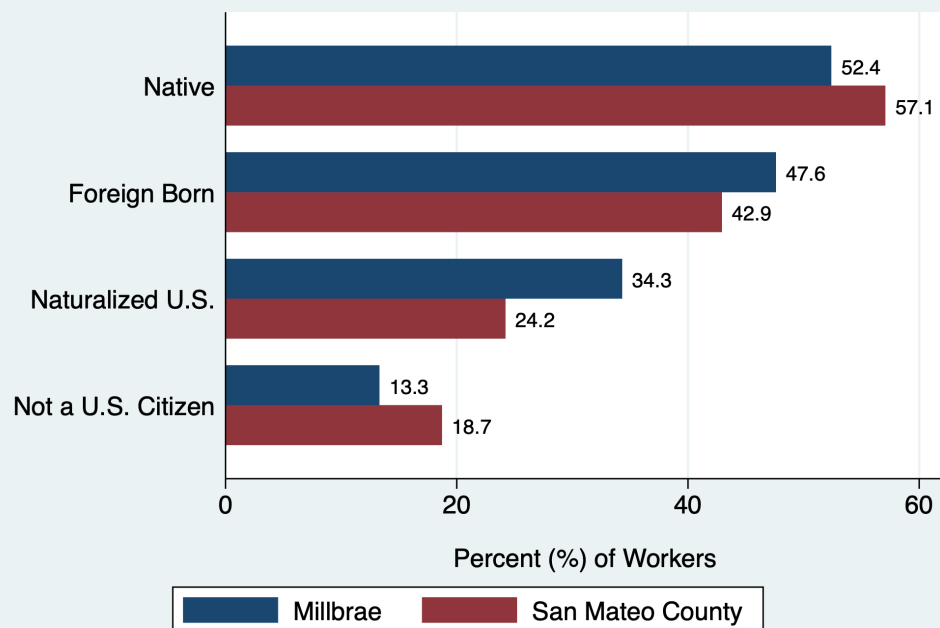


Figure 21: Language Spoken at Home



Source: American Community Survey, 2023 5-yr Summary Files.
Graph by: National Economic Education Delegation (www.NEEDecon.org).

Figure 22: Citizenship



Source: American Community Survey, 2023 5-yr Summary Files.
Graph by: National Economic Education Delegation (www.NEEDecon.org).

Employed Residents vs Workers in Millbrae

Figure 23: Employment by Occupation

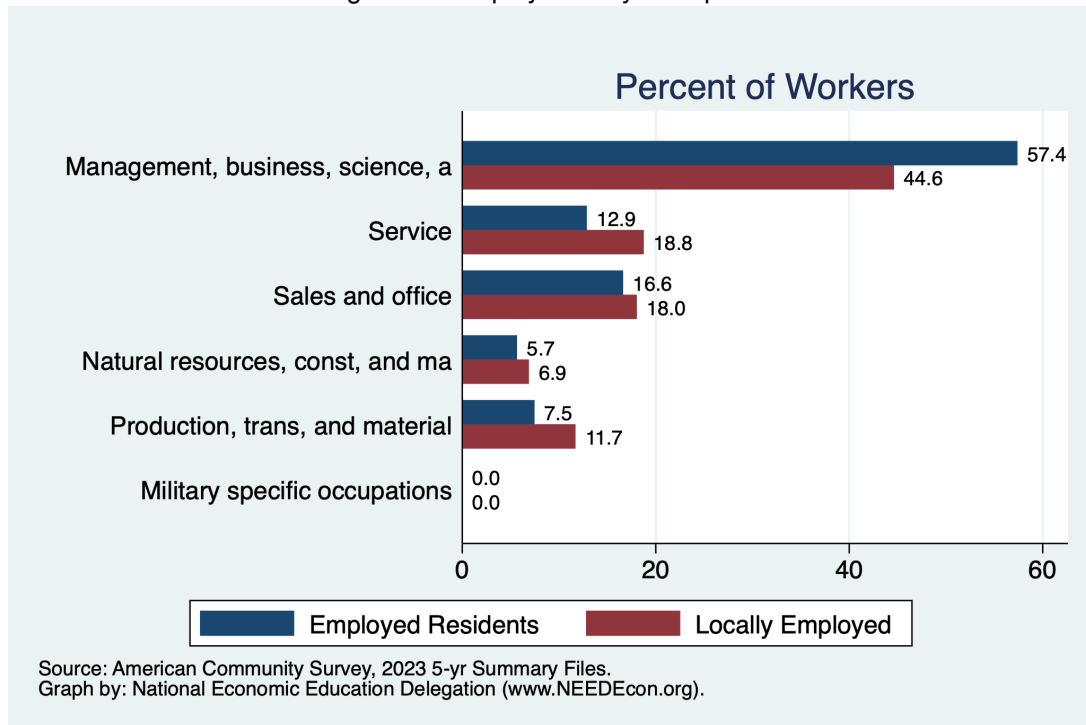


Figure 24: Employment by Industry

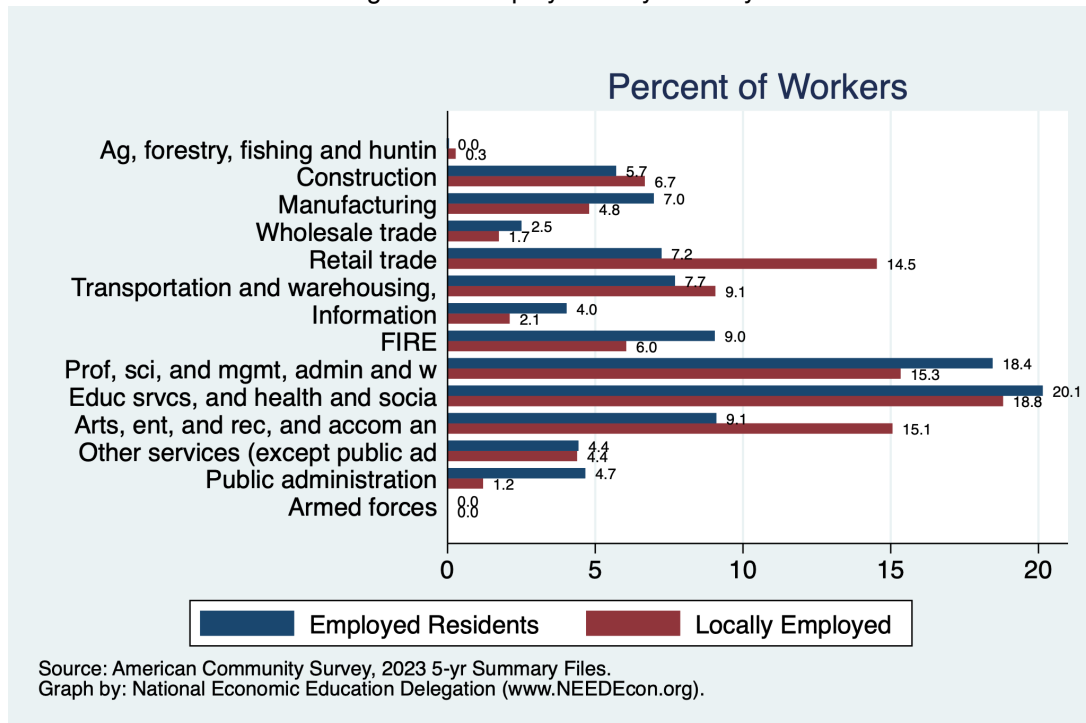
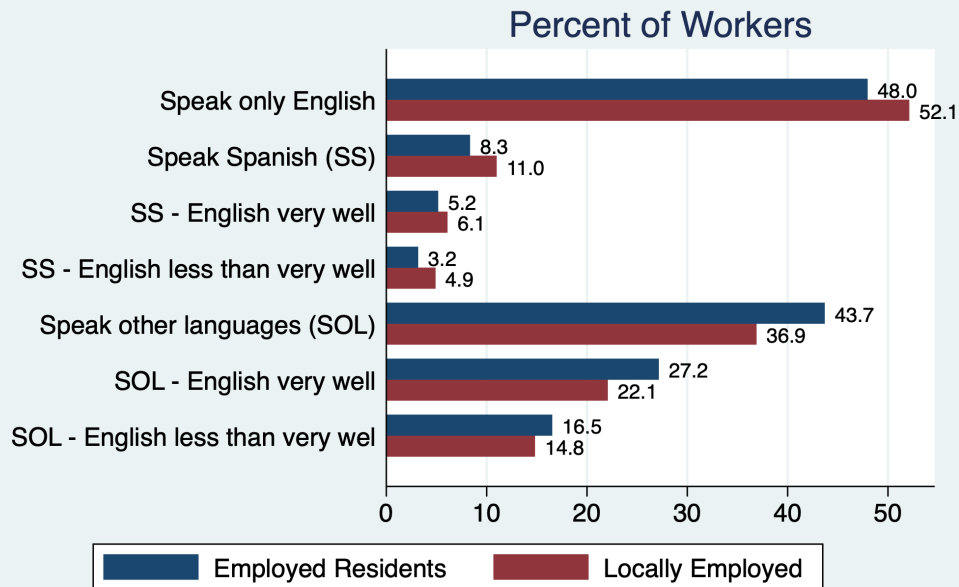
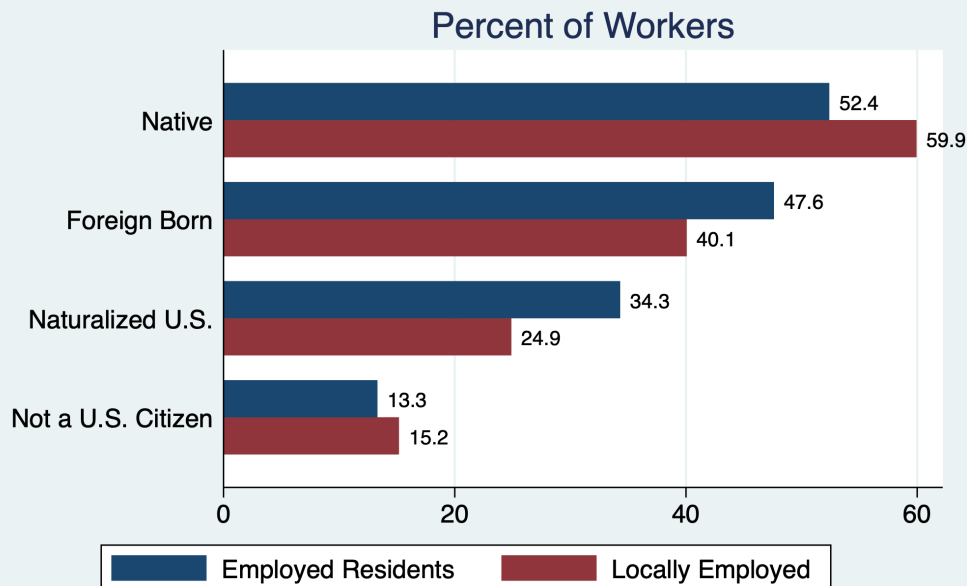


Figure 25: Language Spoken at Home



Source: American Community Survey, 2023 5-yr Summary Files.
Graph by: National Economic Education Delegation (www.NEEDEcon.org).

Figure 26: Citizenship



Source: American Community Survey, 2023 5-yr Summary Files.
Graph by: National Economic Education Delegation (www.NEEDEcon.org).

Income and Earnings

Per Capita Income Growth

Definition:

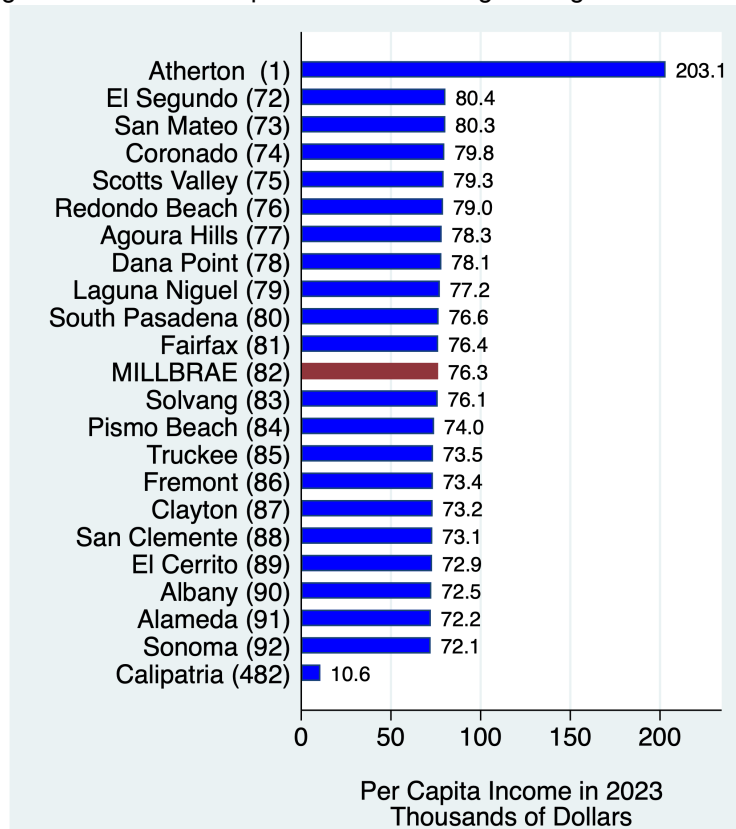
Per capita income is the average income per person in Millbrae. Personal income is the income received by, or on behalf of, all persons from all sources: from participation as laborers in production, from owning a home or unincorporated business, from the ownership of financial assets, and from government and business

in the form of transfer receipts. Noncash government benefits are not included.

Why is it important?

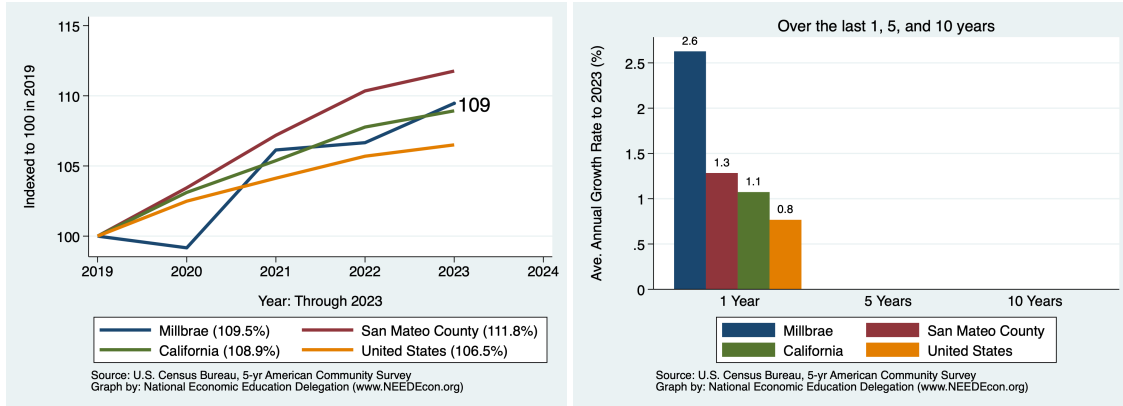
Income is the money that is available to persons for consumption expenditures, taxes, interest payments, transfer payments to governments and the rest of the world, or for saving. As such, it is an important indicator of economic well-being in a community.

Figure 27: Real Per Capita Income Ranking Among California Cities



Source: U.S. Census Bureau, 5-yr American Community Survey
The # in parentheses is the ranking out of 482 geographies.
Graph by: National Economic Education Delegation (www.NEEDEcon.org)

Figure 28: Regional Comparison of Growth over Time



Real Per Capita Income Ranking Among California Cities - w/Comparable Populations

Figure 29: Income Levels

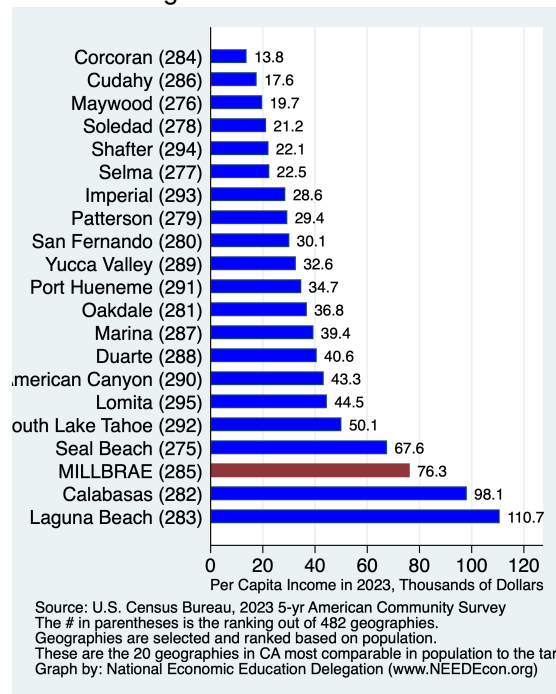
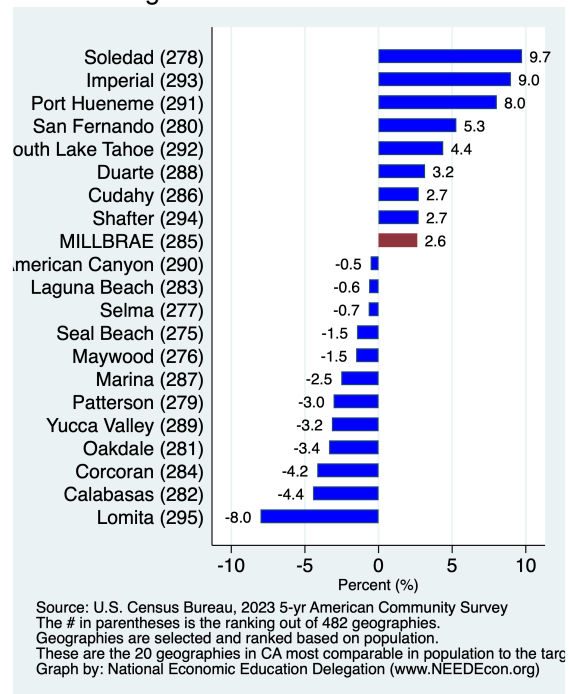


Figure 30: Growth over Time



Real Per Capita Income Ranking Among Cities in San Mateo County

Figure 31: Income Levels

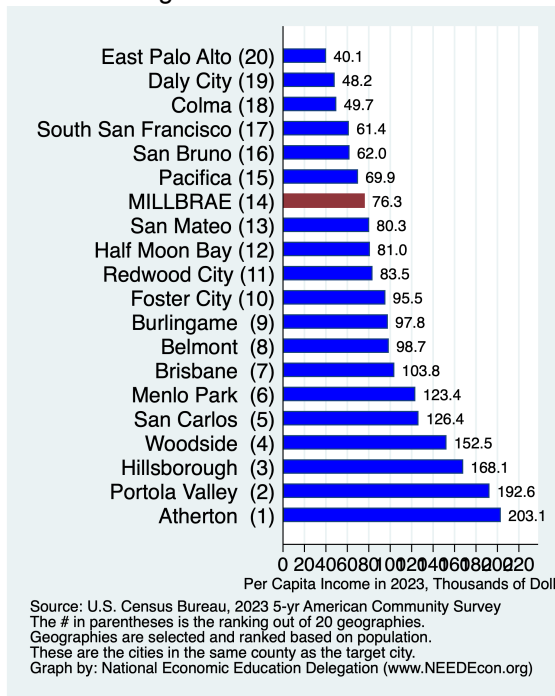


Figure 32: Growth over Time

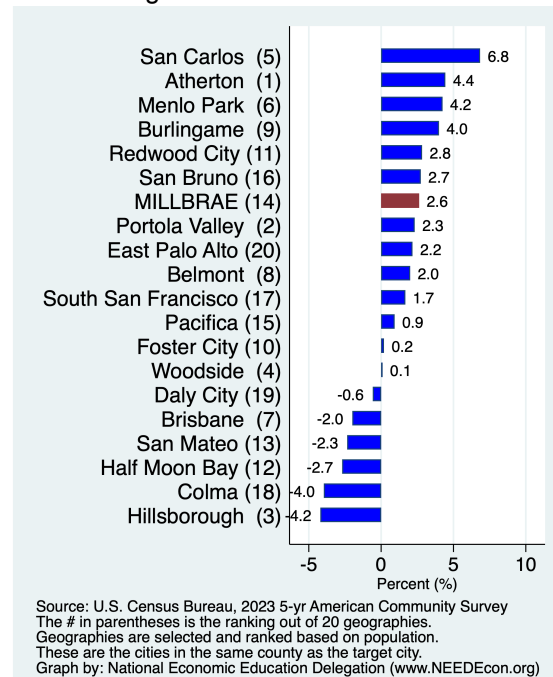


Figure 33: Comparison with All Cities Nationwide

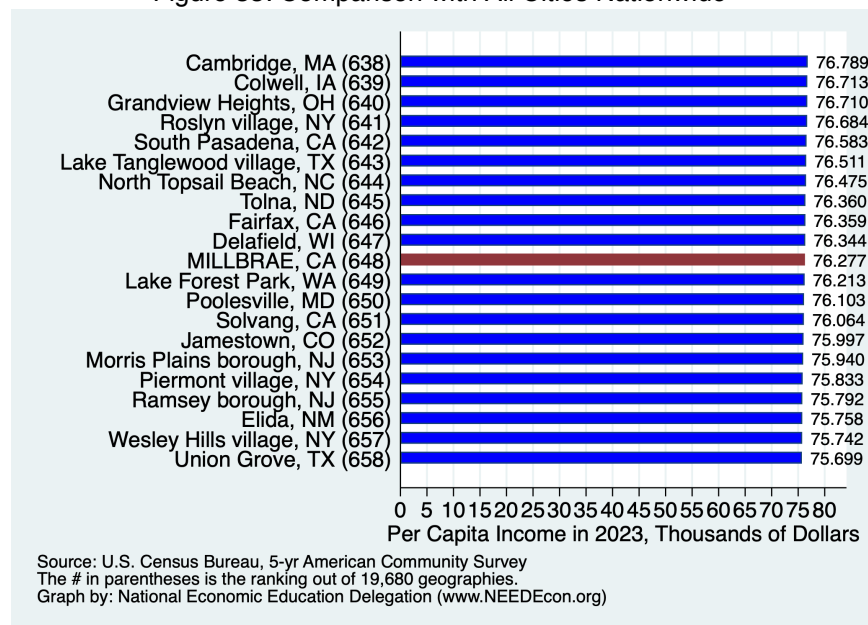


Figure 34: Per Capita Income by Race

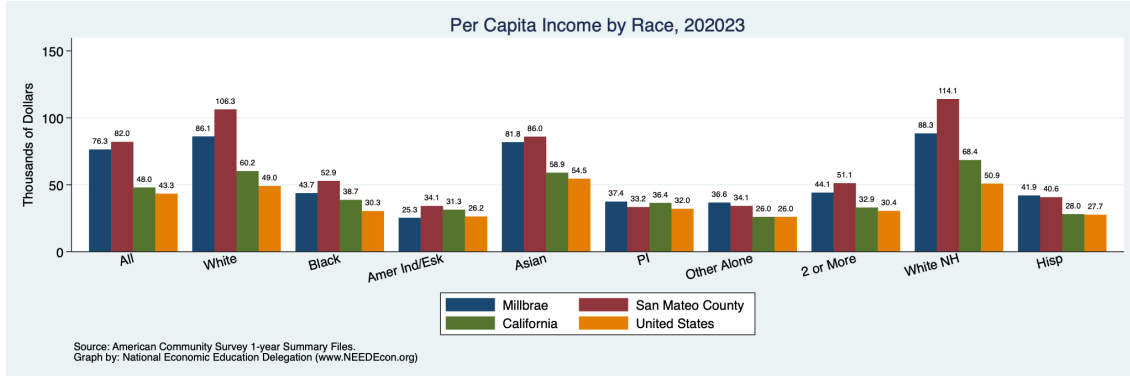
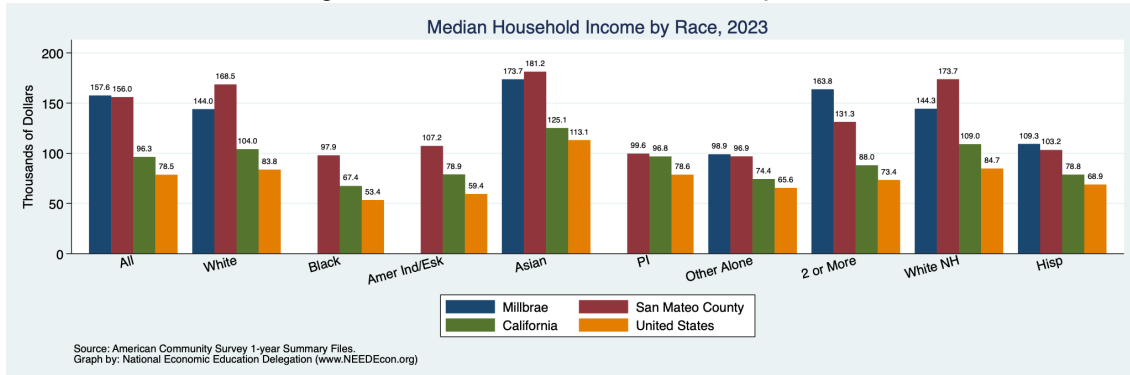


Figure 35: Median Household Income by Race



Poverty and Inequality

Definition:

The local poverty rate provides an indication of the well-being of those at the bottom of the income distribution. The federal poverty rate measures the proportion of households in the region that are classified as living in poverty. Also included are measures of the extent to which the City's children are impoverished. Measures of the income distribution provide

further evidence on disparities in income in the region and how those disparities have changed over time.

Why is it important?

It is important to track measures of poverty and inequality to assess the extent of income disparities in the region, with an eye toward understanding how well the local economy is performing for all of its citizens.

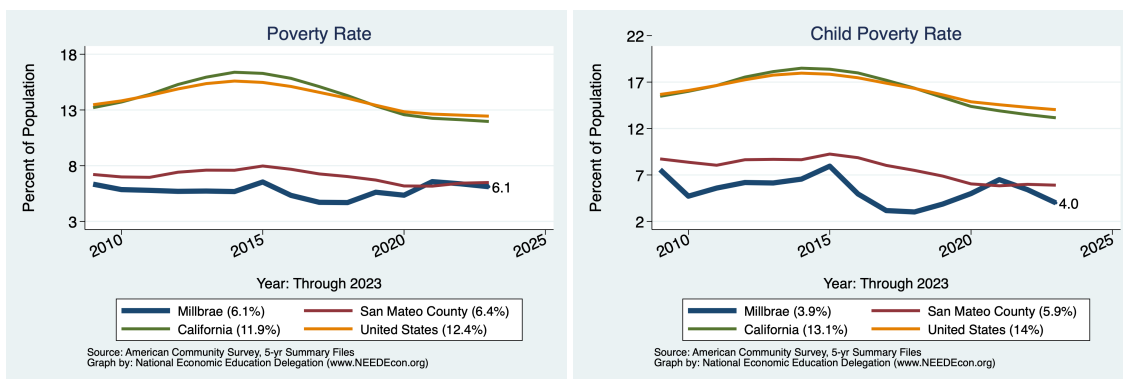


Figure 36: Inequality

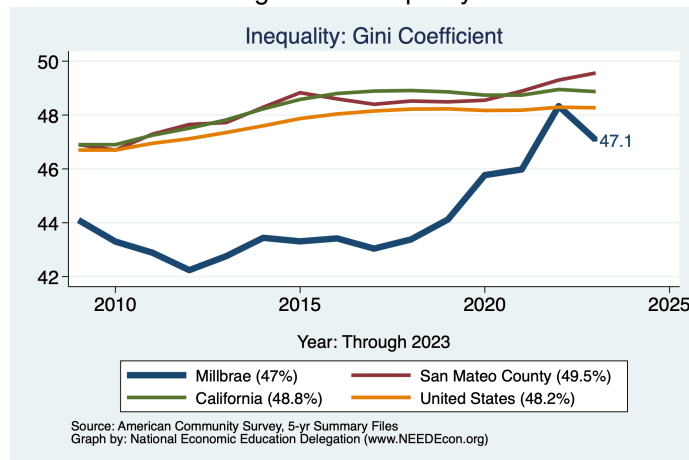


Figure 37: Shares Across the Income Distribution

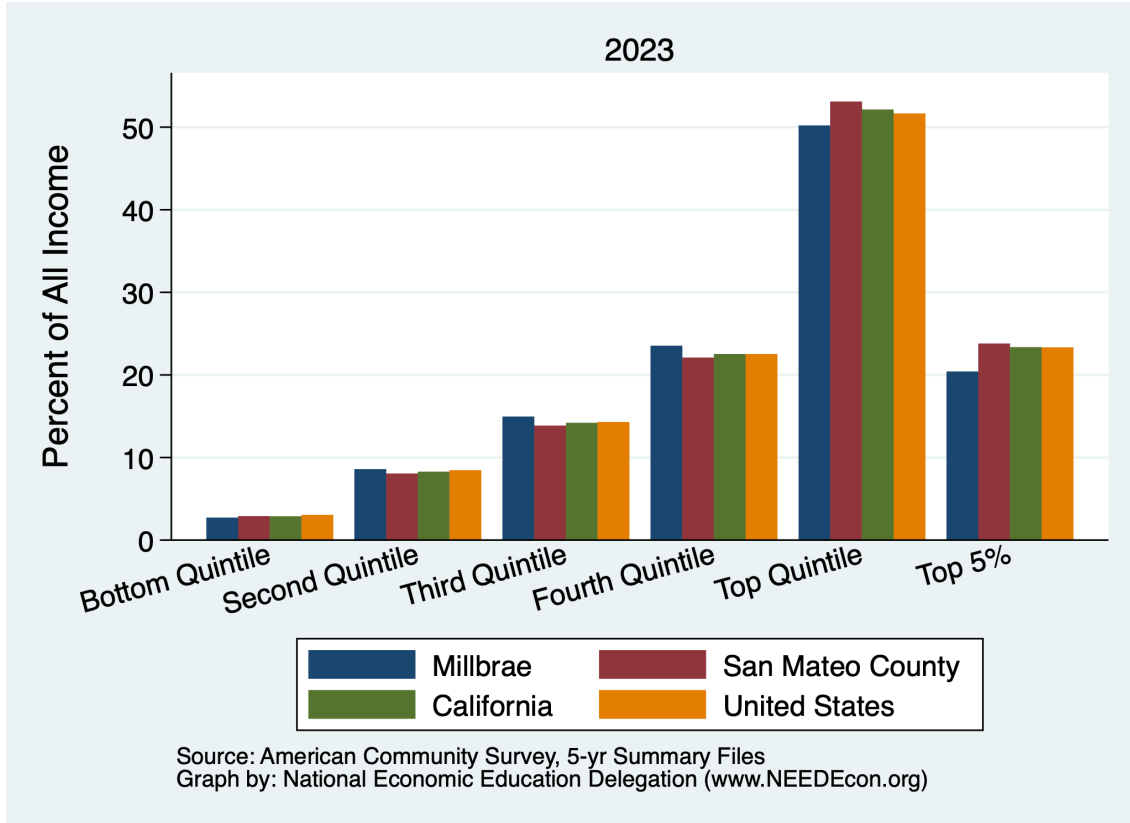
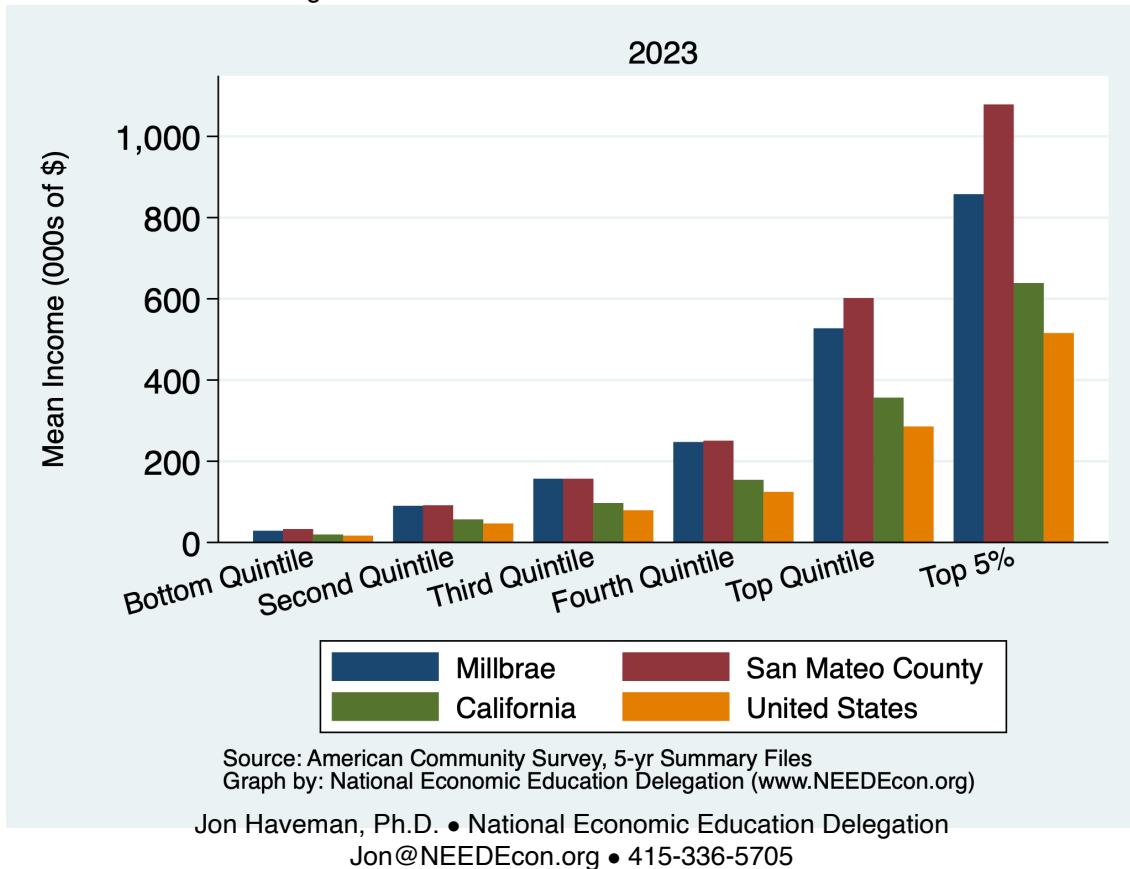


Figure 38: Means Across the Income Distribution



Housing

Housing Costs and Affordability

Definition:

Housing costs are measured in several different ways. First, we provide evidence on the evolution of median home prices, median rental price, and finally through evidence on the housing burden in the city and comparison regions. Housing burden is defined as a household needing to commit more than 30% of their household income toward housing costs. The median value is the amount in the middle. Fifty

percent of units are above the median and 50 percent are below.

Why is it important?

Housing is one of three fundamental necessities, along with food and clothing. A measure of the cost of housing is an integral part of the measurement of the cost of living in a specific community. This is particularly true in cities and regions throughout the Bay Area, where housing costs are high relative to income.

Cost of Housing in Millbrae and Broader Regions

Figure 39: Median Home Prices

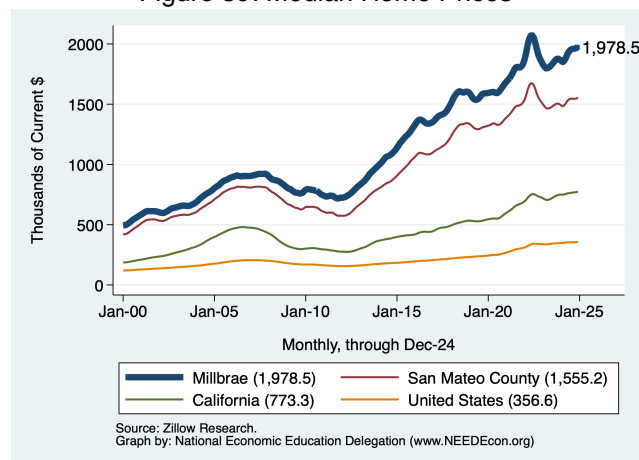
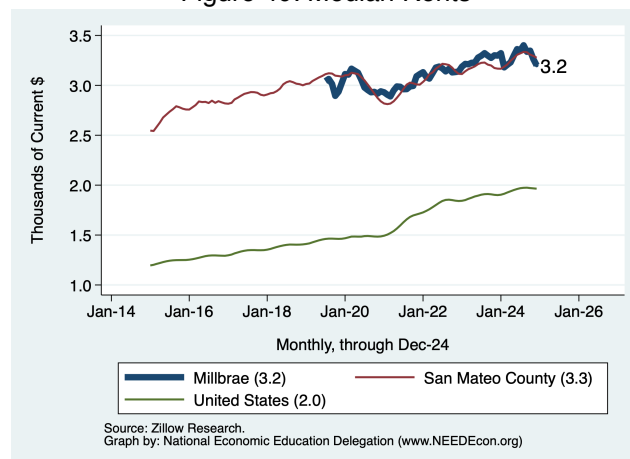


Figure 40: Median Rents



Housing Ownership in Millbrae and Broader Regions

Figure 41: Home Ownership Rates

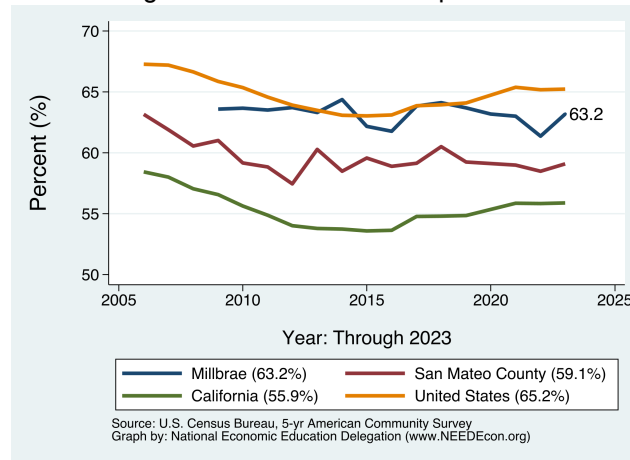


Figure 42: Home Ownership by Age

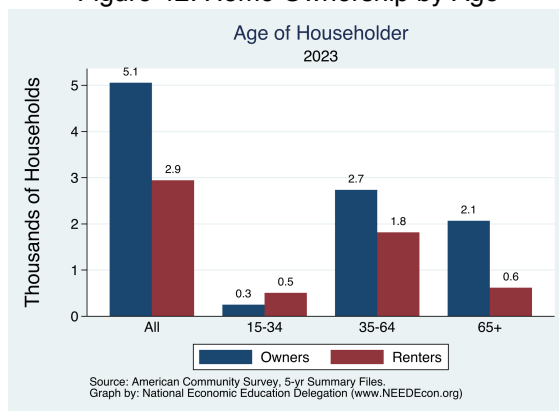


Figure 43: Income by Tenure

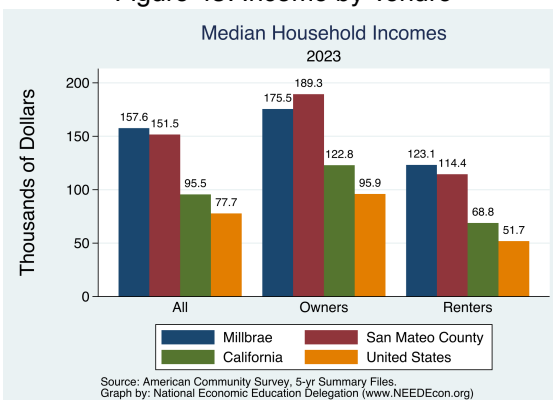


Figure 44: Home Ownership by Race

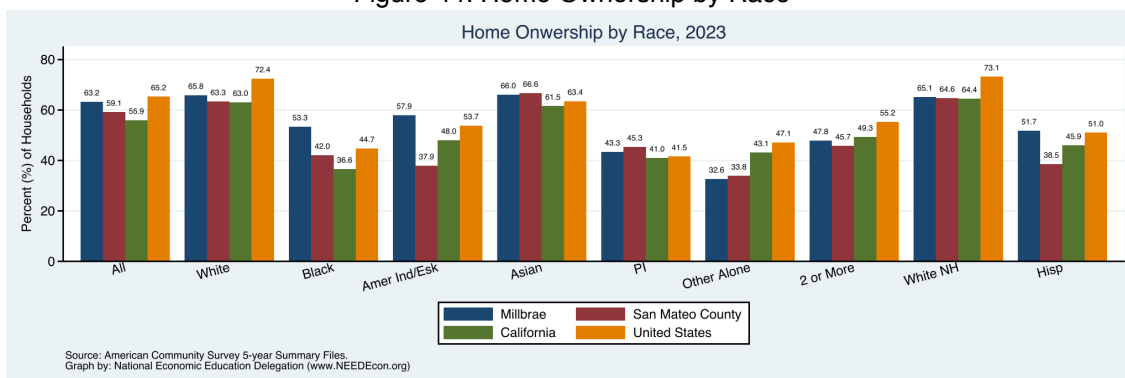


Figure 45: Income Distribution by Tenure

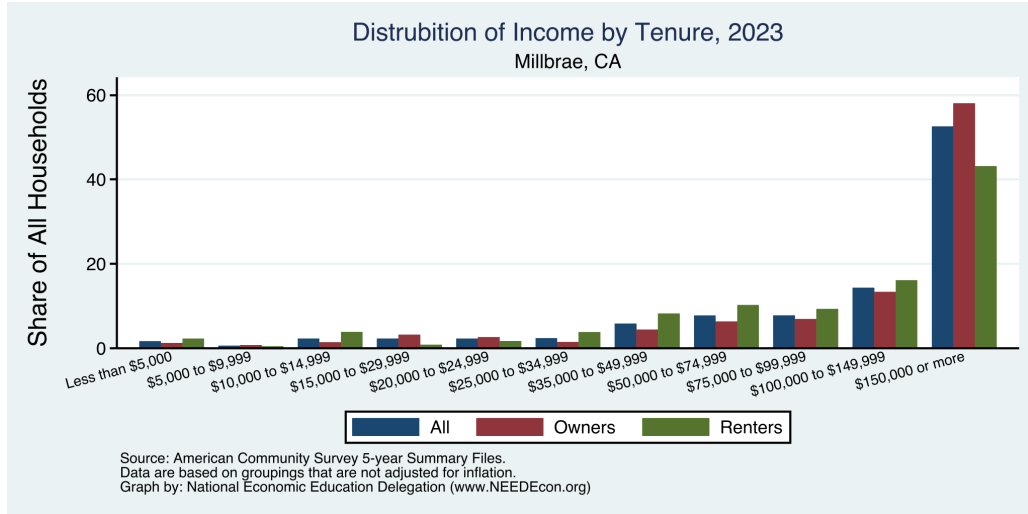


Figure 46: Income Distribution of Home Owners

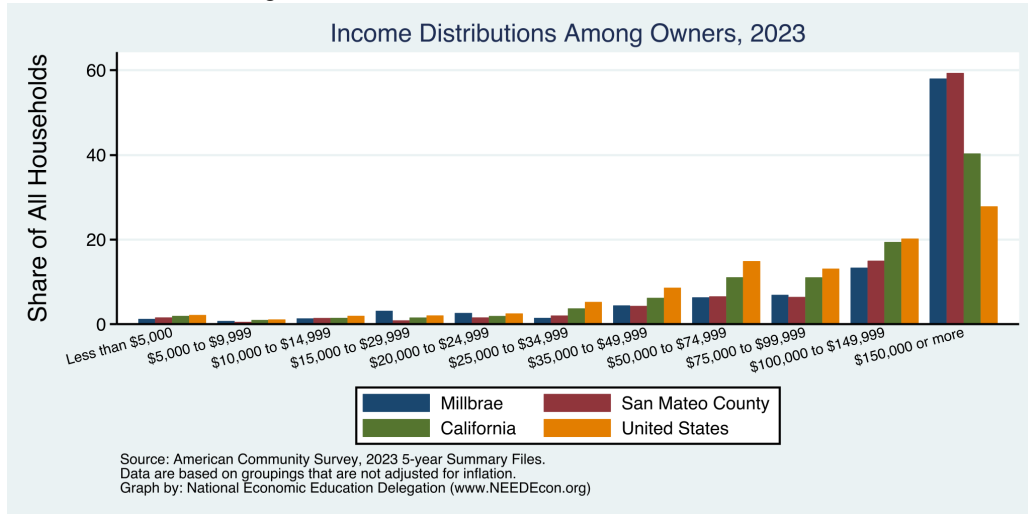
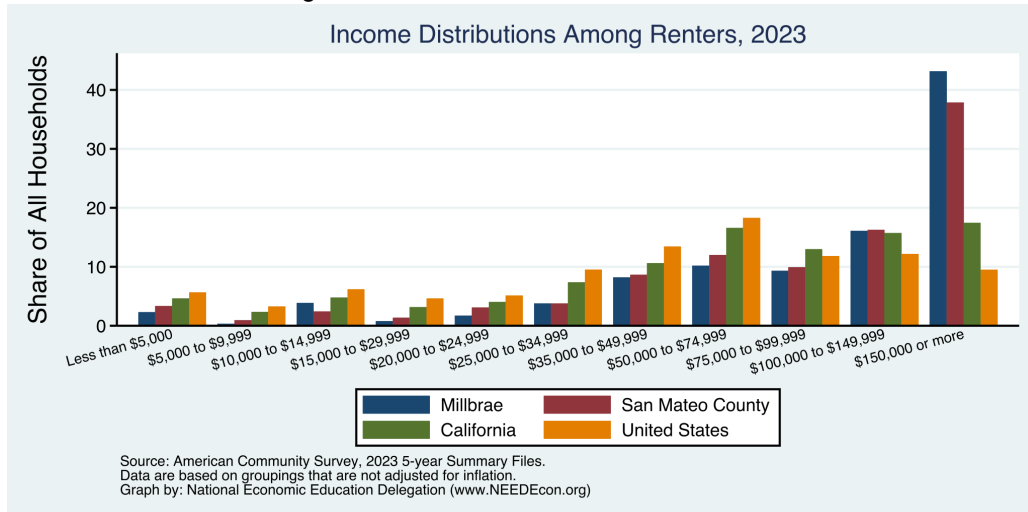


Figure 47: Income Distribution of Renters



Housing Burden in Millbrae and Broader Regions

Figure 48: Home Owners w/ A Mortgage

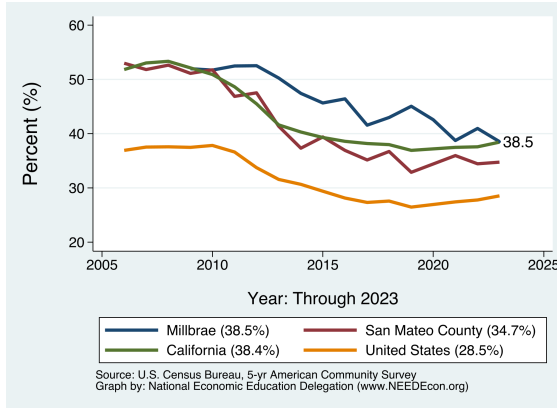


Figure 49: Home Owners w/o A Mortgage

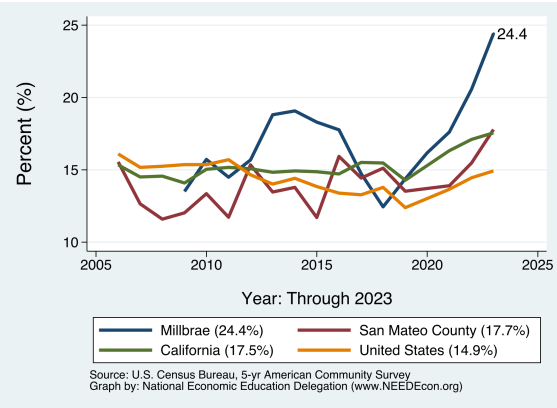


Figure 50: Renters

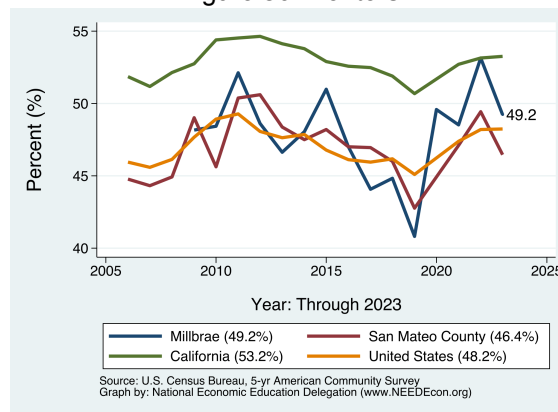
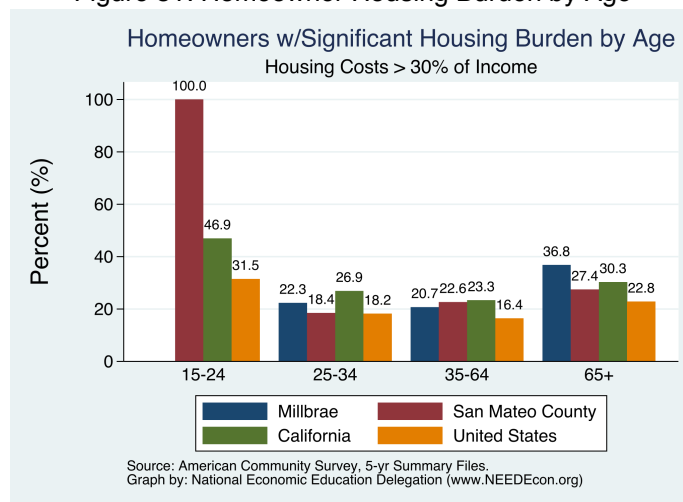


Figure 51: Homeowner Housing Burden by Age



Housing Picture

Definition:

Housing costs are measured in several different ways. First, we provide evidence on the evolution of median home prices, median rental price, and finally through evidence on the housing burden in the city and comparison regions. The median value is the amount in the middle. Fifty percent of units are above the median and 50 percent are below.

Why is it important?

In areas where the rate of population growth exceeds the rate of housing growth, this is likely to reflect a tightening housing market. A tightening housing market will also likely be reflected in lower vacancy rates and higher occupancy rates. It may also be reflected in higher numbers of people per household.

Table 5. Housing Market Indicators

Indicator	2024	2019	2010	% Change from	
				2019	2010
Total Population	23,093.0	22,983.0	21,532.0	0.5	7.2
Total # of Homes	9,051.0	8,624.0	8,372.0	5.0	8.1
# Occupied Units	8,627.0	8,120.0	7,994.0	6.2	7.9
Persons per Household	2.6	2.8	2.7	-5.4	-0.5
Vacancy Rate (%)	4.7	5.8	4.5	-19.8	3.8

Source: CA DOF; Calculations by the National Economic Education Delegation

Figure 52: Housing Growth

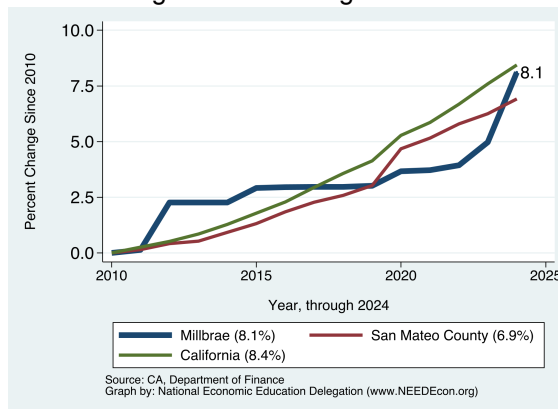


Figure 53: Persons per Household

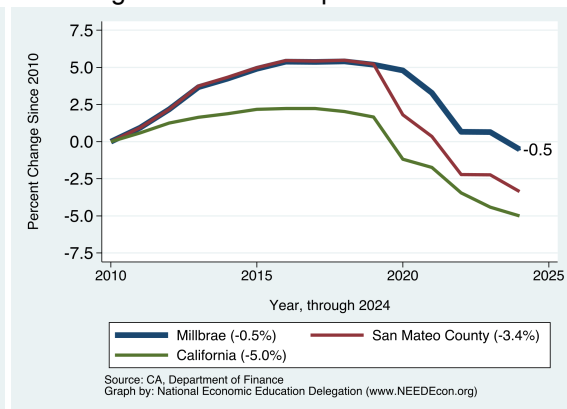


Figure 54: Vacancy Rates

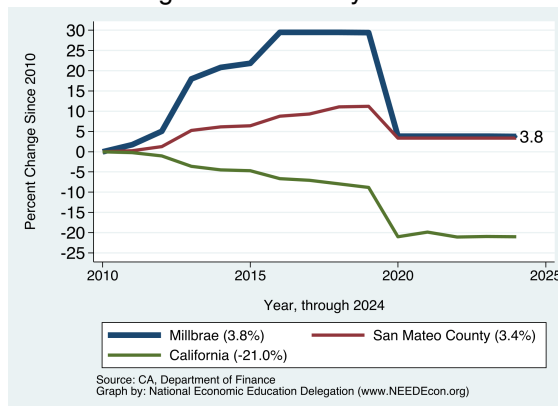
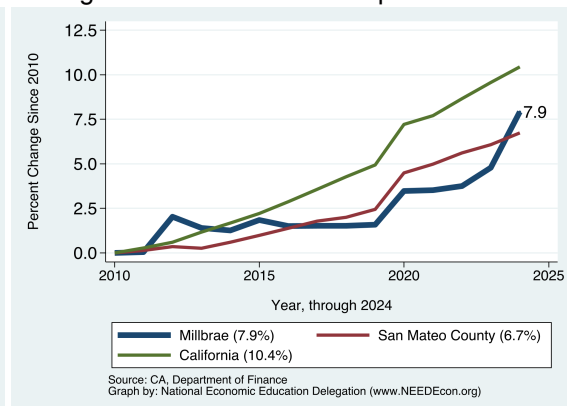


Figure 55: Number of Occupanied Units



Trends in the Growth of Housing by Housing Type

Figure 56: Single Detached Homes

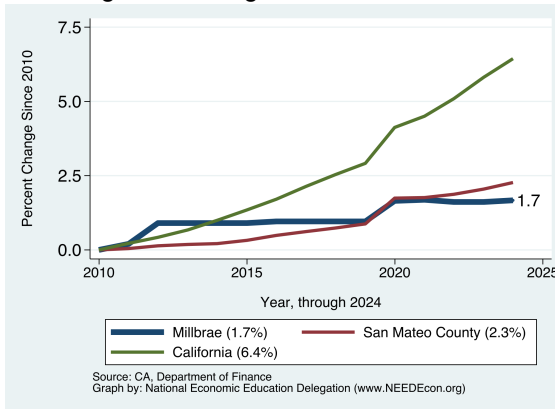


Figure 57: Single Attached Homes

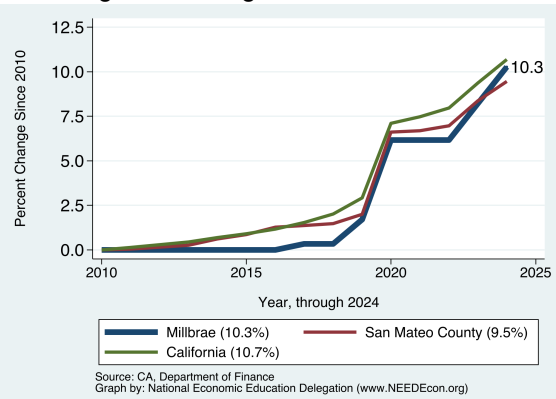


Figure 58: Housing in Buildings with Two to Four Units

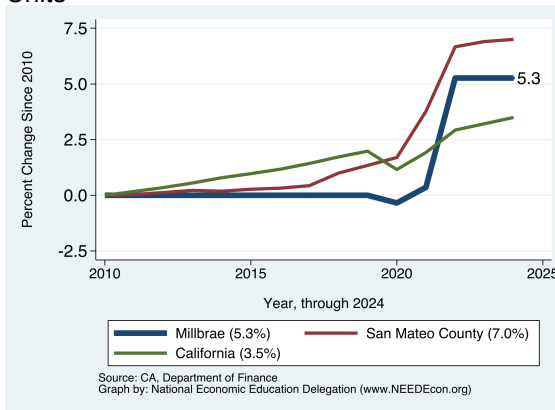
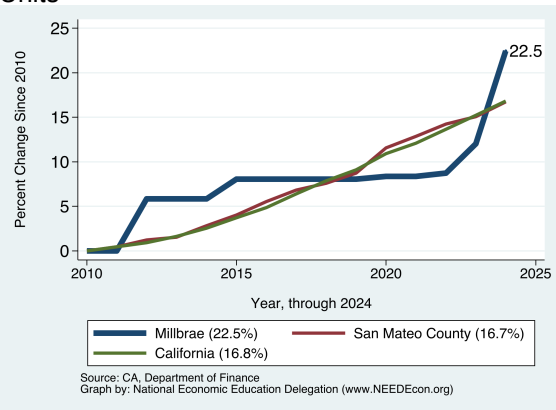


Figure 59: Housing in Buildings with Five or More Units



Vintage of Residential Housing

Why is it important?

This section provides evidence on the year in which residential housing in Millbrae was built. We break it down into owned versus rented residences and provide a comparison across San Mateo County and broader regions. A sense of the age of housing in a region provides an indication of the urgency with which a region might pursue additional housing. As the

housing stock ages, an urgency with which renovations and rebuilds are permitted might result. All things equal, more recently constructed housing will be more likely to meet current codes and standards. Remodeling of existing units will be more desirable when existing units are, on average, older.

Figure 60: Distribution of Housing Construction

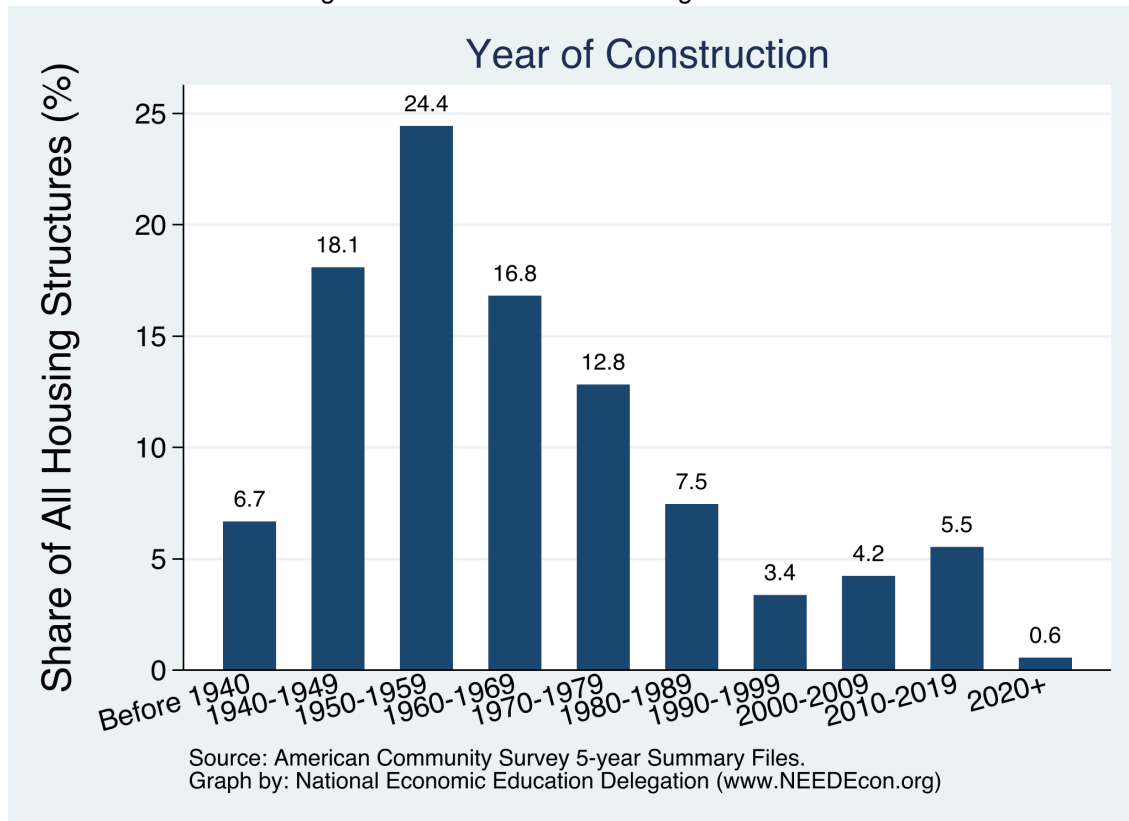


Figure 61: Housing Vintage across Regions

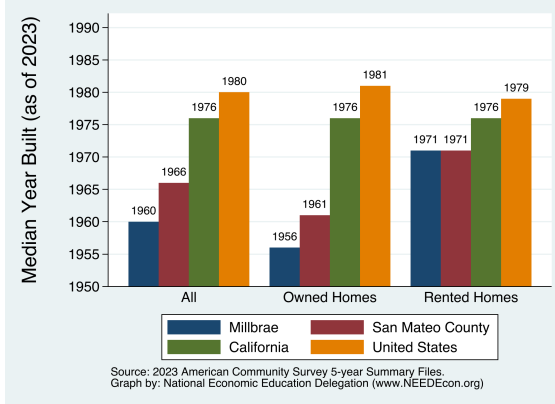


Figure 62: Housing Vintage by Tenure

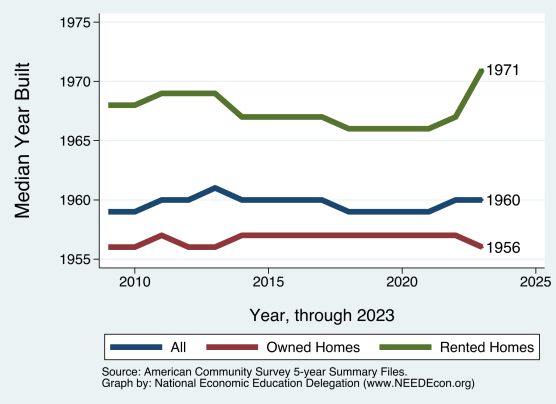


Figure 63: Vintage of Owned Residences

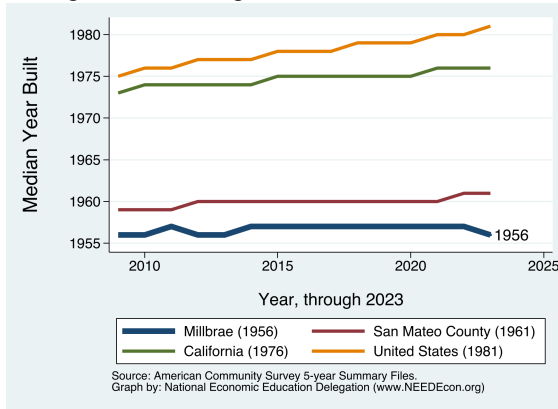


Figure 64: Vintage of Rented Residences

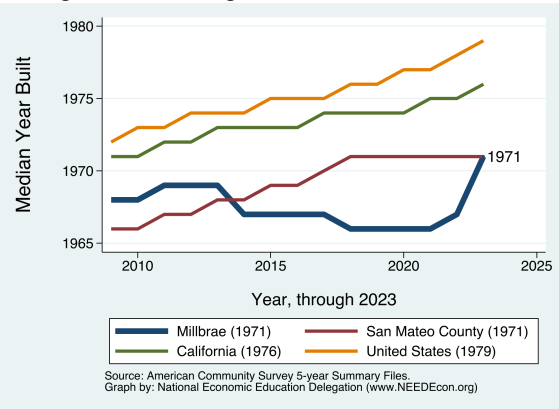
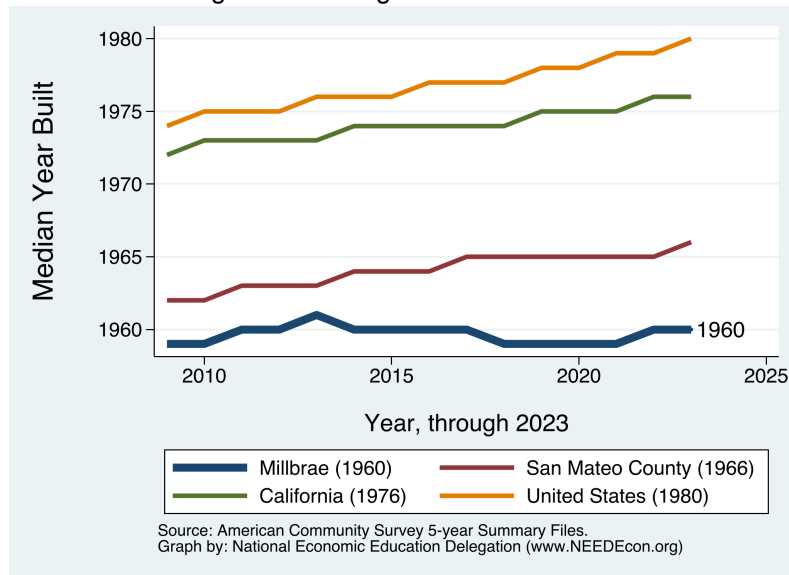


Figure 65: Vintage of All Residences



Occupation of Residential Housing

Why is it important?

The duration of residence in a city is important for developing future policies regarding growing the local population. If a region is highly mobile, evidenced by most residences having

been recently occupied, a city might propose policies to reduce that mobility, or ask why the mobility happens. Policies could be put in place to either reduce or increase migration.

Figure 66: Year Current Occupant Moved In

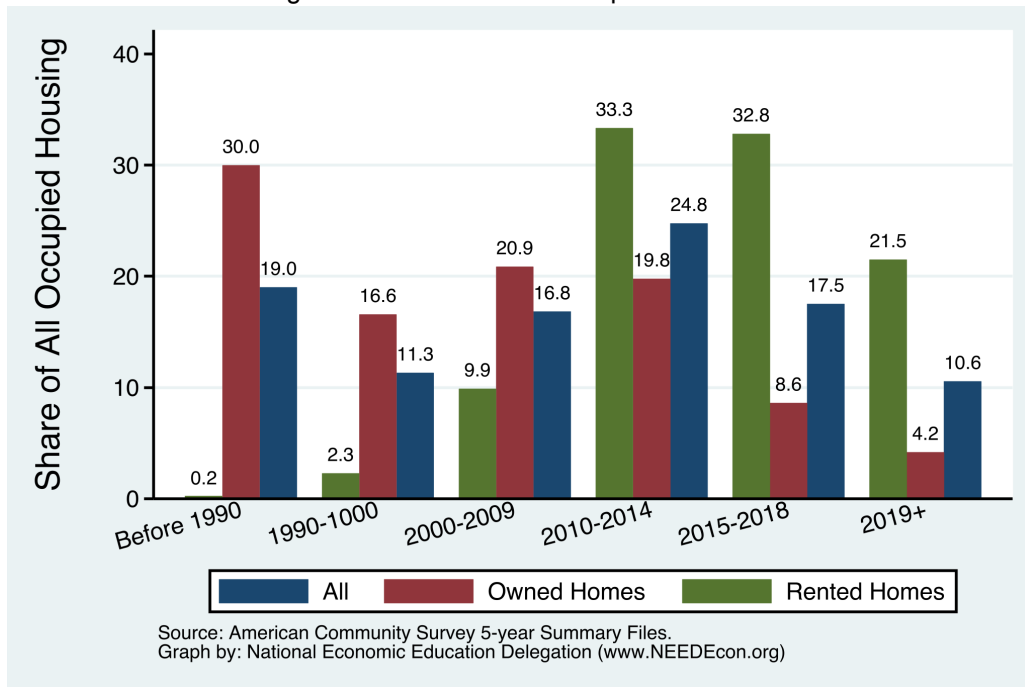


Figure 67: Year Occupied by Current Residents across Regions

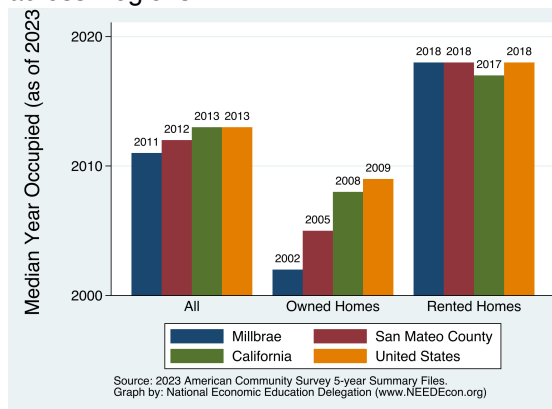


Figure 68: Year Occupied by Current Residents by Tenure

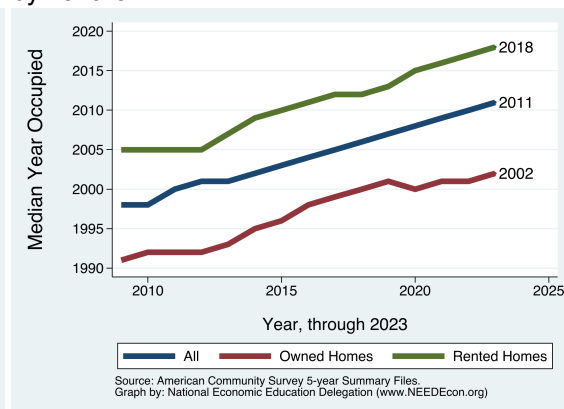


Figure 69: Year Occupied by Current Residents for Owned Housing

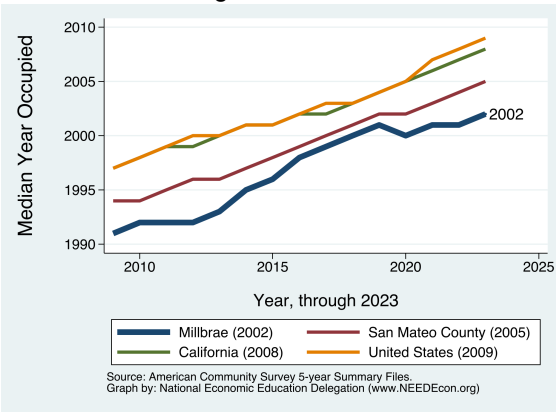


Figure 70: Year Occupied by Current Residents for Rented Housing

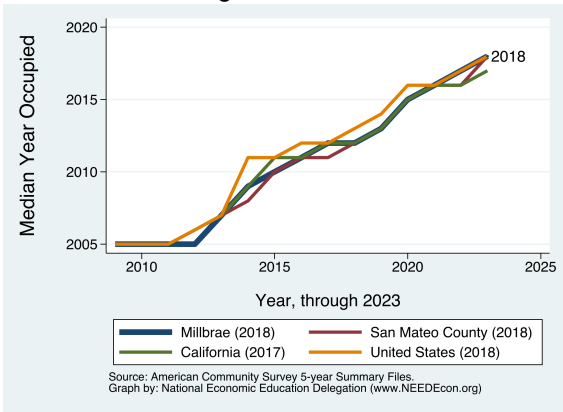
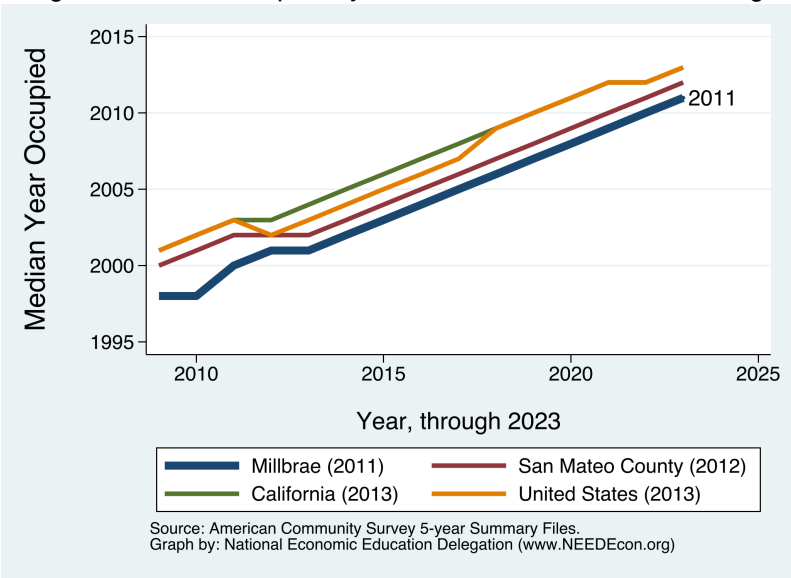


Figure 71: Year Occupied by Current Residents for All Housing



Residential Permitting

Definition:

This indicator provides evidence on the number of residential buildings that are permitted for construction each year. Permit data for Millbrae is compared with data from San Mateo County as a whole and broader regions. The statistic provided scales the number of permits by population. This is done to facilitate comparisons across regions.

Why is it important?

Building permits are the best indicator available of new units coming on the market. In order for a region's population to grow and flourish, new residential properties must be added to the existing stock. Building, both in the City and in the County more generally, is an indication of the extent to which new residences accommodate new residents or are affecting prices through increased supply.

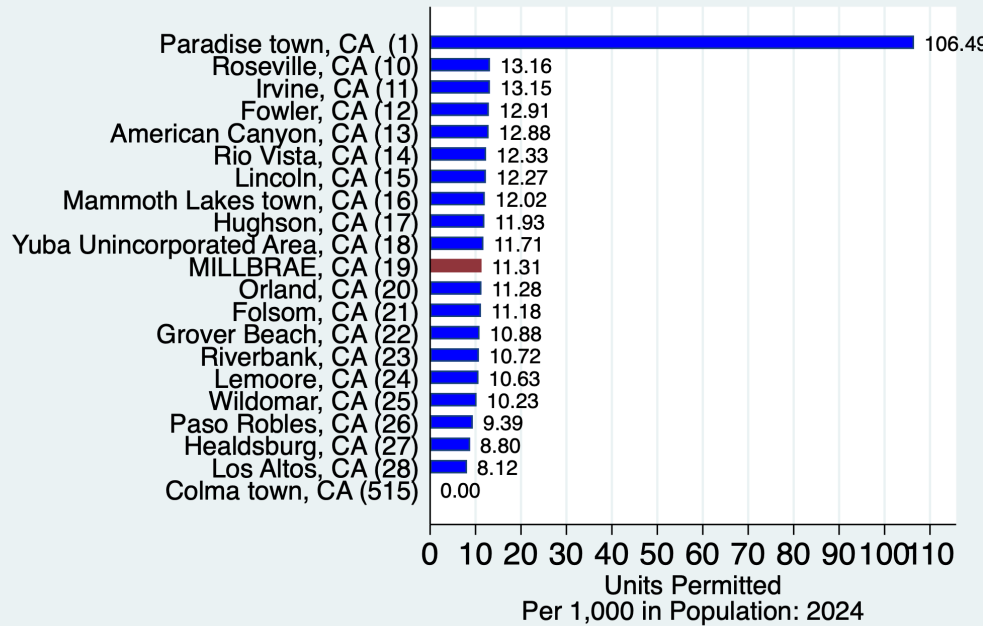
Millbrae - Ranking Among Comparables

Figure 72: Number of Units Permitted - Nationwide Comparables (Rank)



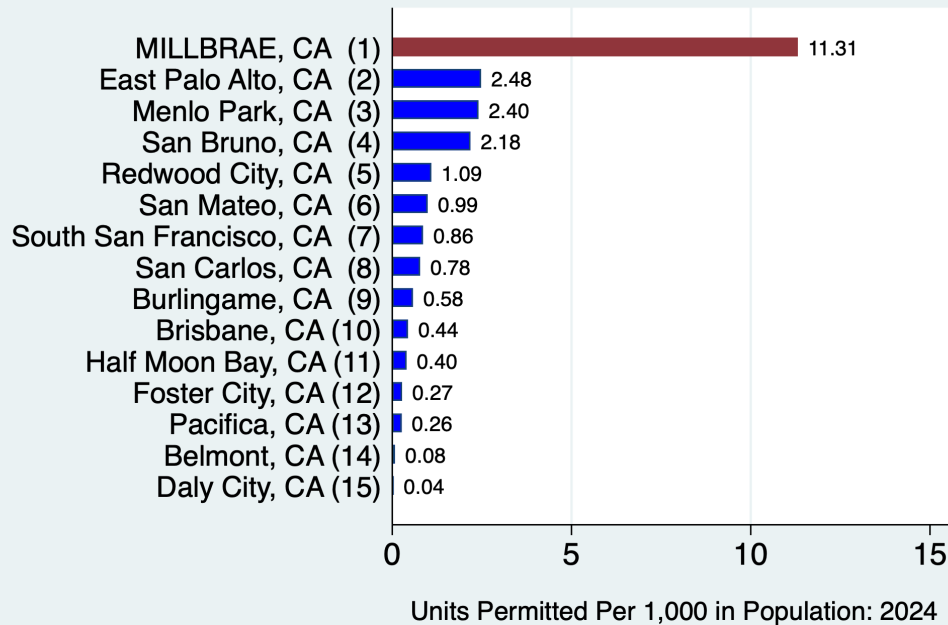
Source: U.S. Census Bureau
The # in parentheses is the ranking out of 14385 geographies.
Graph by: National Economic Education Delegation (www.NEEDecon.org)

Figure 73: Number of Units Permitted - California Comparables (Rank)



Source: U.S. Census Bureau.
 The # in parentheses is the ranking out of 515 geographies.
 Graph by: National Economic Education Delegation (www.NEEDecon.org)

Figure 74: Number of Units Permitted - Cities in San Mateo County (Rank)



Source: U.S. Census Bureau,
 The # in parentheses is the ranking out of 15 geographies.
 Graph by: National Economic Education Delegation (www.NEEDecon.org)

Millbrae - Permitting Activity

Annual Units Permitted - Per Capita in Millbrae

Figure 75: Units Permitted Each Year

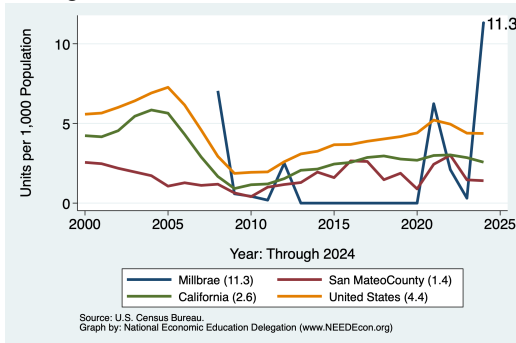
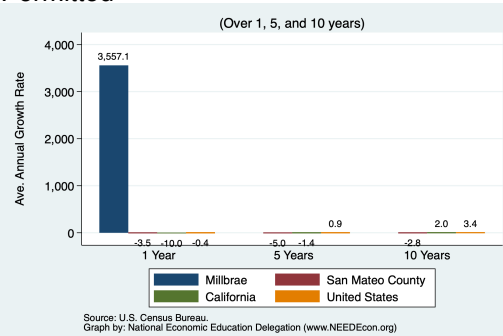


Figure 76: Average Annual Growth in Units Permitted



Annual Number of Buildings Permitted - Per Capita in Millbrae

Figure 77: Units Permitted Each Year

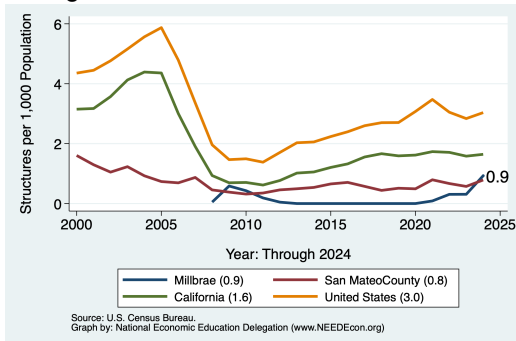
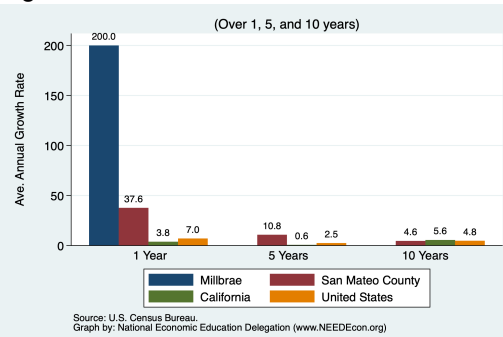


Figure 78: Average Annual Growth in Buildings Permitted



Annual Value of Property Permitted - Per Capita in Millbrae

Figure 79: Value Permitted Each Year

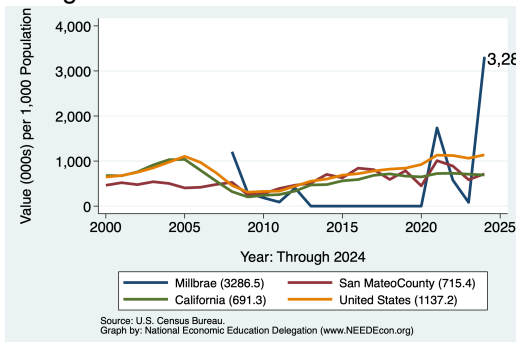
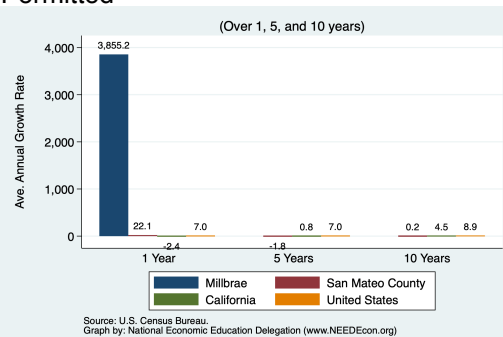


Figure 80: Average Annual Growth in Value Permitted



Commute Patterns

During the recovery from the Great Recession, the period from 2010 to 2019, the Bay Area economy, and Silicon Valley in particular, has been growing at a pace roughly double that of the state as a whole and triple that of the nation. This growth has precipitated a tight hous-

ing market and also brought about some significant changes in commute patterns, many of which have been reversed by the pandemic. Recent years have seen significant changes in both the mode of transportation and commute times.

Mode of Transportation

Figure 81: Percent of Workers Commuting by Car Alone

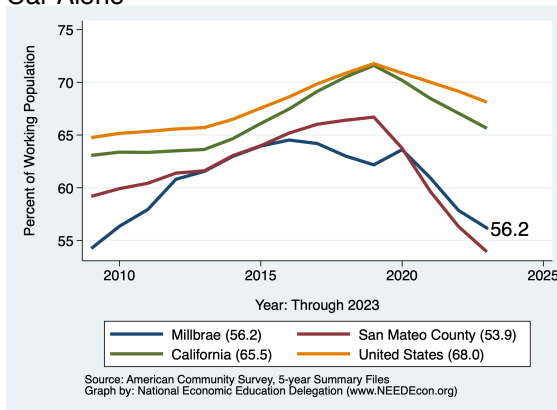


Figure 82: Percent of Workers Commuting by Carpool

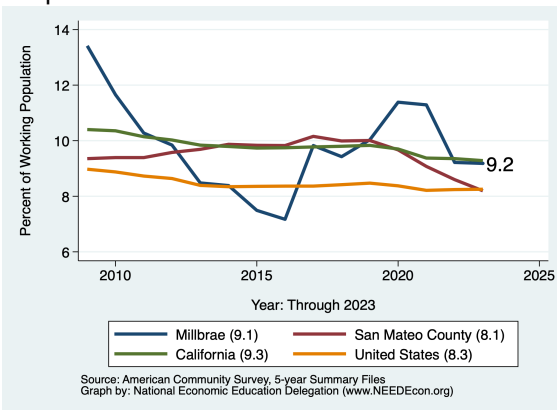


Figure 83: Percent of Workers using Public Transportation

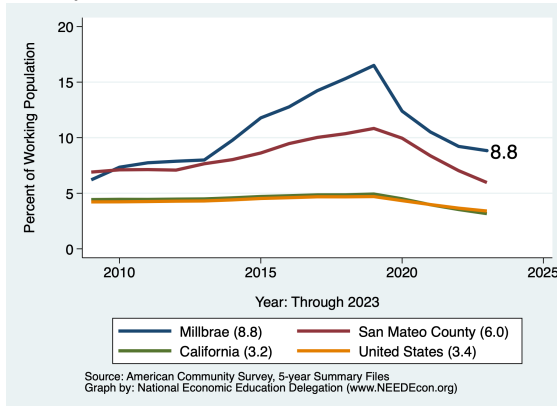
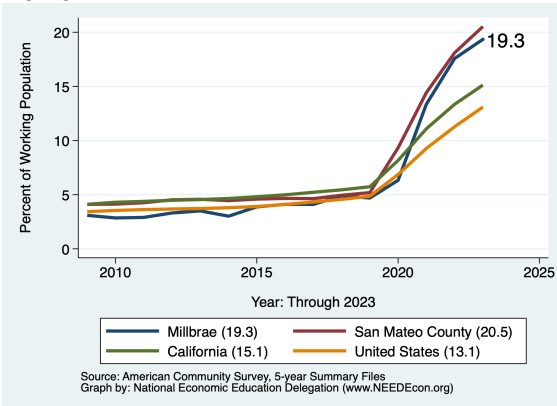


Figure 84: Percent of Workers Who Work From Home



The first table on this page presents data for those who LIVE in Millbrae. The second provides data on those who work, but do not necessarily live in Millbrae. The final two columns provide for a comparison of commute mode choices of people locally with those in California more broadly.

Table 6. SEX OF WORKERS BY MODE OF TRANSPORTATION TO WORK

Mode of Transit	Male		Female		All Workers		All of CA (%)
	#	(%)	#	(%)	#	(%)	
Car, Truck, or Van:	3,949	61.9	3,589	66.6	7,538	65.4	76.6
Drove Alone	3,397	53.2	3,082	57.2	6,479	56.2	67.1
Carpooled:	552	8.6	507	9.4	1,059	9.2	9.5
In 2-person carpool	469	7.3	416	7.7	885	7.7	6.8
In 3-person carpool	59	0.9	84	1.6	143	1.2	1.6
In 4-or-more-person carpool	24	0.4	7	0.1	31	0.3	1.1
Public Transportation (excl Taxi):	510	8.0	509	9.4	1,019	8.8	3.2
Bus or Trolley Bus	87	1.4	54	1.0	141	1.2	2.1
Streetcar or Trolley Car	313	4.9	329	6.1	642	5.6	0.6
Subway or Elevated	110	1.7	119	2.2	229	2.0	0.3
Railroad	0	0.0	7	0.1	7	0.1	0.2
Ferryboat	0	0.0	0	0.0	0	0.0	0.1
Bicycle	66	1.0	0	0.0	66	0.6	0.7
Walked	99	1.6	76	1.4	175	1.5	2.4
Taxicab, Motorcycle, or other	94	1.5	76	1.4	170	1.5	1.7
Worked at Home	1,269	19.9	962	17.9	2,231	19.3	15.5
Total:	5,987	93.8	5,212	96.8	11,199	97.1	

Source: 2023 5-year American Community Survey, Summary File

Table 7. SEX OF WORKERS BY MODE OF TRANSPORTATION TO WORK FOR WORKPLACE GEOGRAPHY

Mode of Transit	Male		Female		All Workers		All of CA (%)
	#	(%)	#	(%)	#	(%)	
Car, Truck, or Van:	2,658	59.7	1,870	53.7	4,528	58.1	76.6
Drove Alone	2,210	49.6	1,439	41.3	3,649	46.8	67.1
Carpooled:	448	10.1	431	12.4	879	11.3	9.5
In 2-person carpool	329	7.4	389	11.2	718	9.2	6.8
In 3-person carpool	88	2.0	42	1.2	130	1.7	1.6
In 4-or-more-person carpool	31	0.7	0	0.0	31	0.4	1.1
Public Transportation (excl Taxi):	108	2.4	203	5.8	311	4.0	3.2
Bus or Trolley Bus	41	0.9	155	4.4	196	2.5	2.1
Streetcar or Trolley Car	45	1.0	0	0.0	45	0.6	0.6
Subway or Elevated	22	0.5	48	1.4	70	0.9	0.3
Railroad	0	0.0	0	0.0	0	0.0	0.2
Ferryboat	0	0.0	0	0.0	0	0.0	0.1
Bicycle	23	0.5	0	0.0	23	0.3	0.7
Walked	59	1.3	53	1.5	112	1.4	2.4
Taxicab, Motorcycle, or other	4	0.1	115	3.3	119	1.5	1.7
Worked at Home	1,269	28.5	962	27.6	2,231	28.6	15.4
Total:	4,121	92.5	3,203	91.9	7,324	93.9	

Source: 2023 5-year American Community Survey, Summary File

The results in this table are for those who work in the region, regardless of the location of their residence.

Commute Times for Employed Residents

Table 8. SEX OF WORKERS BY TRAVEL TIME TO WORK

Mode of Transit	Male		Female		All Workers		All of CA (%)
	#	(%)	#	(%)	#	(%)	
Less than 5 minutes	57	0.9	65	1.3	122	1.1	2.0
5 to 9 minutes	224	3.7	254	5.1	478	4.4	7.6
10 to 14 minutes	543	9.0	393	7.9	936	8.7	12.2
15 to 19 minutes	805	13.3	633	12.7	1,438	13.3	15.1
20 to 24 minutes	753	12.4	532	10.6	1,285	11.9	14.5
25 to 29 minutes	179	3.0	179	3.6	358	3.3	6.4
30 to 34 minutes	732	12.1	693	13.9	1,425	13.2	15.0
35 to 39 minutes	171	2.8	294	5.9	465	4.3	2.9
40 to 44 minutes	189	3.1	253	5.1	442	4.1	4.3
45 to 59 minutes	615	10.2	617	12.3	1,232	11.4	8.5
60 to 89 minutes	345	5.7	283	5.7	628	5.8	7.6
90 or more minutes	105	1.7	54	1.1	159	1.5	3.9
Total:	4,718	78.0	4,250	85.1	8,968	83.1	

Source: 2023 5-year American Community Survey, Summary File

Figure 85: Percent of Employed Population With Commutes of More than 30 Minutes

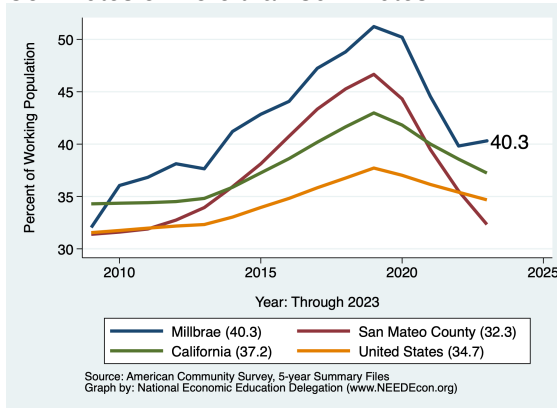


Figure 86: Percent of Employed Population With Commutes of More than 90 Minutes

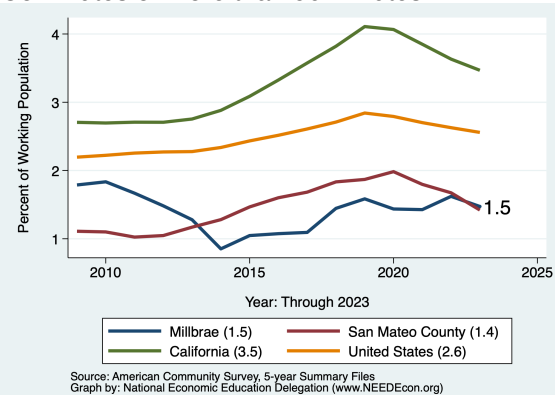
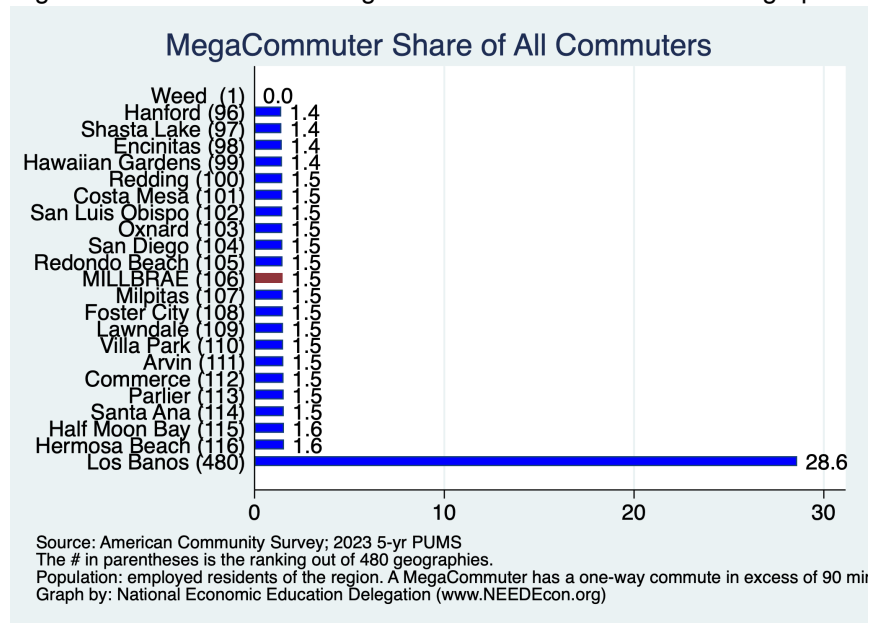


Figure 87: Rank: Share of MegaCommuters Across Similar Geographies



Commute Times for Those Employed in the City

Table 9. SEX OF WORKERS BY TRAVEL TIME TO WORK FOR
WORKPLACE GEOGRAPHY

Mode of Transit	Male		Female		All Workers		All of CA (%)
	#	(%)	#	(%)	#	(%)	
Less than 5 minutes	93	2.6	44	1.4	137	2.2	2.0
5 to 9 minutes	185	5.1	141	4.3	326	5.2	7.6
10 to 14 minutes	477	13.1	324	10.0	801	12.8	12.2
15 to 19 minutes	333	9.1	287	8.8	620	9.9	15.1
20 to 24 minutes	389	10.7	394	12.1	783	12.5	14.5
25 to 29 minutes	165	4.5	106	3.3	271	4.3	6.4
30 to 34 minutes	248	6.8	480	14.8	728	11.6	15.0
35 to 39 minutes	40	1.1	192	5.9	232	3.7	2.9
40 to 44 minutes	95	2.6	95	2.9	190	3.0	4.3
45 to 59 minutes	496	13.6	123	3.8	619	9.9	8.5
60 to 89 minutes	272	7.5	36	1.1	308	4.9	7.6
90 or more minutes	59	1.6	19	0.6	78	1.2	3.9
Total:	2,852	78.3	2,241	69.1	5,093	81.4	

Source: 2023 5-year American Community Survey, Summary File

The results in this table are for those who work in the region, regardless of the location of their residence.

Figure 88: Percent of Local Employees With Commutes of More than 30 Minutes

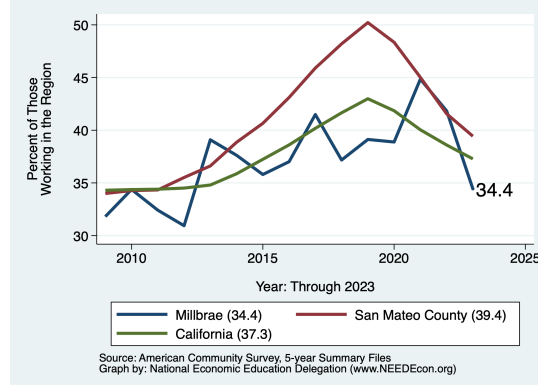


Figure 89: Percent of Local Employees With Commutes of More than 90 Minutes

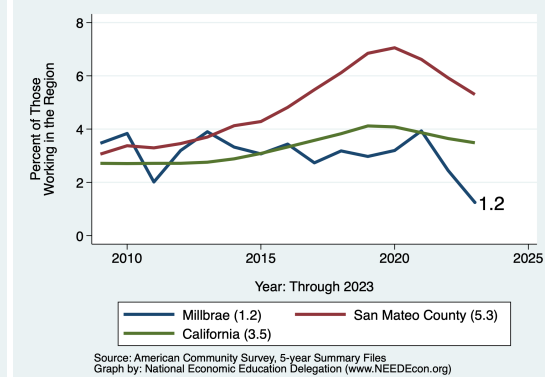
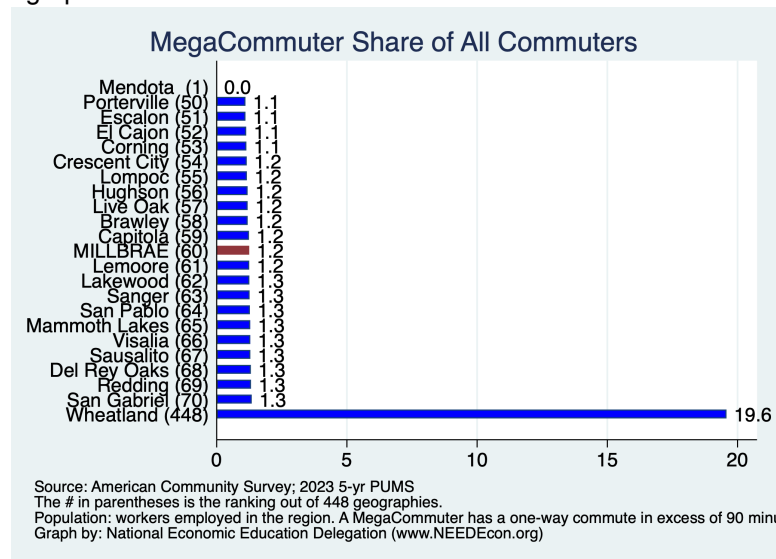


Figure 90: Rank: Share of MegaCommuters Across Similar Geographies



Place of Work

This section provides evidence on where workers living in Millbrae work. As evidenced in the first table, some of Millbrae's employed workers work in the City, but many do not. The first table and graph pair provide evidence at the county level while the second provide evidence with regard to working outside of the Millbrae city boundary.

Table 10. SEX OF WORKERS BY PLACE OF WORK—STATE AND COUNTY LEVEL

Place of Work	Male		Female		All Workers		All of CA (%)
	#	(%)	#	(%)	#	(%)	
Worked in state of residence:	5,961	93.4	5,201	96.5	11,162	96.8	99.6
Worked in county of residence	3,968	62.2	3,610	67.0	7,578	65.7	84.6
worked outside of county of residence	1,993	31.2	1,591	29.5	3,584	31.1	15.0
Worked outside state of residence	26	0.4	11	0.2	37	0.3	0.4
Total:	5,987	93.8	5,212	96.8	11,199	97.1	

Source: 2023 5-year American Community Survey, Summary File

Figure 91: Percent of Workers Employed Outside of Their County of Residence

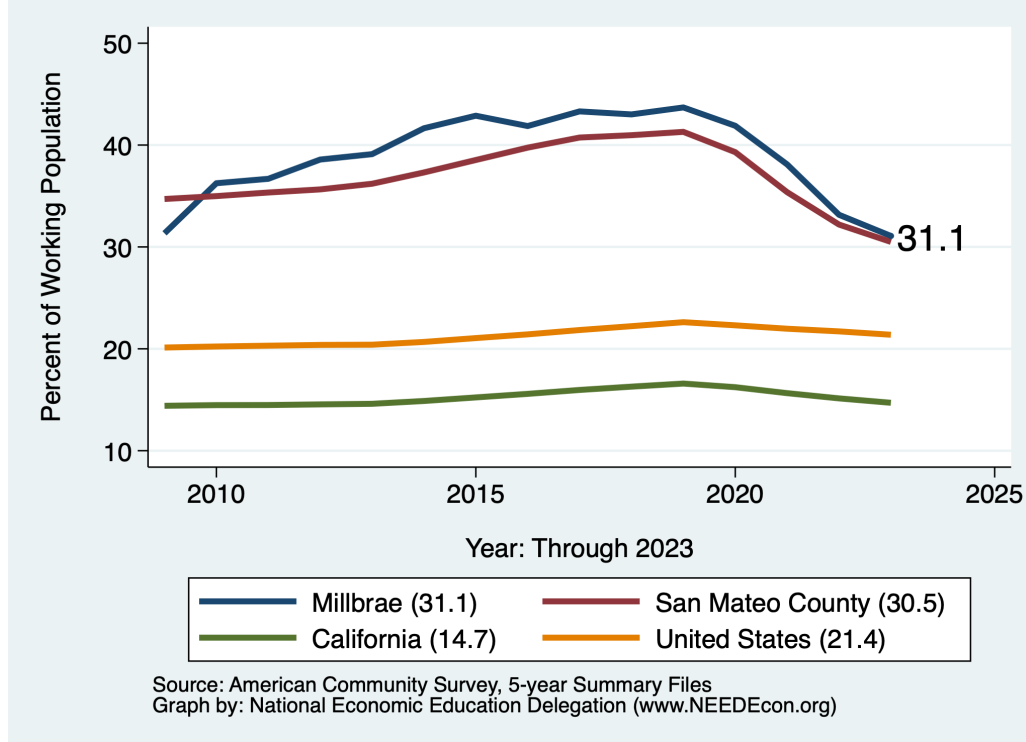
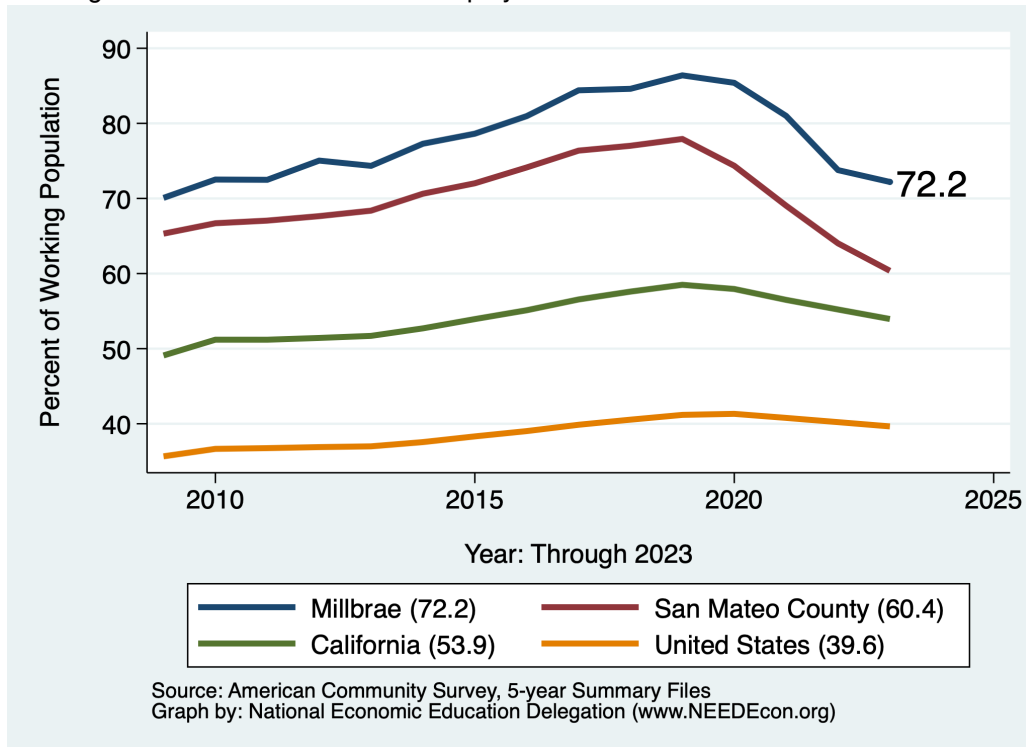


Table 11. SEX OF WORKERS BY PLACE OF WORK-PLACE LEVEL

Place of Work	Male		Female		All Workers		All of CA (%)
	#	(%)	#	(%)	#	(%)	
Living in a place:	5,987	93.8	5,212	96.8	11,199	97.1	95.9
Worked in place of residence	1,603	25.1	1,270	23.6	2,873	24.9	40.8
Worked outside place of residence	4,384	68.7	3,942	73.2	8,326	72.2	55.1
Not living in a place	0	0.0	0	0.0	0	0.0	4.1
Total:	5,987	93.8	5,212	96.8	11,199	97.1	

Source: 2023 5-year American Community Survey, Summary File

Figure 92: Percent of Workers Employed Outside of Their Place of Residence



Commute Mode by Income

**Table 12. MEDIAN EARNINGS IN THE PAST 12 MONTHS
BY MEANS OF TRANSPORTATION TO WORK**

	City <i>Median</i>	California <i>Median</i>	<i>Ratio</i>	United States <i>Median</i>	<i>Ratio</i>
Car, truck, or van - drove alone	77,339	50,877	95.0	48,079	94.3
Car, truck, or van - carpooled	49,844	37,998	82.0	36,165	80.8
Public transportation (excluding taxicab)	93,542	40,820	143.3	46,264	118.5
Walked	54,250	30,831	110.0	28,707	110.8
Taxicab, motorcycle, bicycle, or other means	150,833	41,875	225.2	38,017	232.5
Worked from home	149,576	81,088	115.3	71,072	123.3
Total:	82,569	51,620	160.0	48,394	170.6

Source: 2023 5-year American Community Survey, Summary File

Notes: 1) Ratio = the ratio of the regional median to either the CA or US median, relative to the Total ratio.

Values above 100 imply a high local median. Values below 100 imply a low local median.

For example, a value of 200 means that the local mean is 2x higher than would be expected.

For "Total:", ratio is simply the ratio of the medians.

2) For regions with more than one geography, the medians are averages weighted by working population.

Table 13. MODE OF TRANSPORTATION TO WORK BY WORKERS' EARNINGS

Mode of Transit	< \$25,000		\$25,000-\$74,999		\$75,000+		All		All of CA
	#	(%)	#	(%)	#	(%)	#	(%)	(%)
Car, Truck, or Van: Drove Alone	1,143	46.1	1,674	47.6	3,305	54.3	6,479	56.2	
Car, Truck, or Van: Carpooled	249	10.0	402	11.4	342	5.6	1,059	9.2	
Public Transportation (excl Taxi)	132	5.3	232	6.6	604	9.9	1,019	8.8	
Walked	51	2.1	79	2.2	25	0.4	175	1.5	
Taxicab, Motorcycle, or other	16	0.6	55	1.6	155	2.5	236	2.0	
Worked at Home	280	11.3	155	4.4	1,653	27.2	2,231	19.4	
Total:	1,871	75.4	2,597	73.8	6,084		11,199	97.2	

Source: 2023 5-year American Community Survey, Summary File

**Table 14. MODE OF TRANSPORTATION TO WORK BY WORKERS' EARNINGS FOR
WORKPLACE GEOGRAPHY**

Mode of Transit	< \$25,000		\$25,000-\$74,999		\$75,000+		All		All of CA
	#	(%)	#	(%)	#	(%)	#	(%)	(%)
Car, Truck, or Van: Drove Alone	904	32.6	1,090	45.9	1,360	40.2	3,649	46.8	
Car, Truck, or Van: Carpooled	139	5.0	387	16.3	256	7.6	879	11.3	
Public Transportation (excl Taxi)	156	5.6	47	2.0	22	0.7	311	4.0	
Walked	63	2.3	40	1.7	9	0.3	112	1.4	
Taxicab, Motorcycle, or other	63	2.3	0	0.0	79	2.3	142	1.8	
Worked at Home	280	10.1	155	6.5	1,653	48.9	2,231	28.6	
Total:	1,605	58.0	1,719	72.4	3,379		7,324	93.9	

Source: 2023 5-year American Community Survey, Summary File

The results in this table are for those who work in the region, regardless of the location of their residence.

Commute Mode by Poverty Status

Table 15. MODE OF TRANSPORTATION TO WORK BY POVERTY STATUS

Mode of Transit	In Poverty		100-149% of Pov		>150% of Pov		All	All of CA
	#	(%)	#	(%)	#	(%)	#	(%)
Car, Truck, or Van: Drove Alone	188	54.8	151	41.4	6,140	56.1	6,479	56.2
Car, Truck, or Van: Carpooled	50	14.6	30	8.2	979	8.9	1,059	9.2
Public Transportation (excl Taxi)	17	5.0	7	1.9	995	9.1	1,019	8.8
Walked	0	0.0	12	3.3	163	1.5	175	1.5
Taxicab, Motorcycle, or other	0	0.0	0	0.0	236	2.2	236	2.0
Worked at Home	20	5.8	31	8.5	2,180	19.9	2,231	19.3
Total:	275	80.2	231	63.3	10,693	97.7	11,199	97.1

Source: 2023 5-year American Community Survey, Summary File

Table 16. MODE OF TRANSPORTATION TO WORK BY POVERTY STATUS FOR WORKPLACE GEOGRAPHY

Mode of Transit	In Poverty		100-149% of Pov		>150% of Pov		All	All of CA
	#	(%)	#	(%)	#	(%)	#	(%)
Car, Truck, or Van: Drove Alone	169	33.5	159	31.3	3,321	45.2	3,649	46.9
Car, Truck, or Van: Carpooled	7	1.4	31	6.1	841	11.4	879	11.3
Public Transportation (excl Taxi)	82	16.2	14	2.8	202	2.7	298	3.8
Walked	0	0.0	5	1.0	107	1.5	112	1.4
Taxicab, Motorcycle, or other	63	12.5	0	0.0	79	1.1	142	1.8
Worked at Home	20	4.0	31	6.1	2,180	29.7	2,231	28.7
Total:	341	67.5	240	47.2	6,730	91.6	7,311	93.9

Source: 2023 5-year American Community Survey, Summary File

The results in this table are for those who work in the region, regardless of the location of their residence.

Migration

Overall Migration Flows

Definition:

The United States is a country with an increasingly mobile population. People move, migrate, from one place to another with increasing frequency.

Why is it important?

Having a handle on whether or not Millbrae is a net recipient (migration inflows) or donor (mi-

gration outflows) of population is very important for understanding trends in the City's development. This section outlines migration patterns by age, education, income, marital status, and housing tenure. Understanding recent trends is very important for making policy, investment, and other decisions about the future. Also, understanding the extent to which the population is stable, or experiences significant turnover each year is helpful for planning purposes.

Figure 93: Overall Movements of Residents

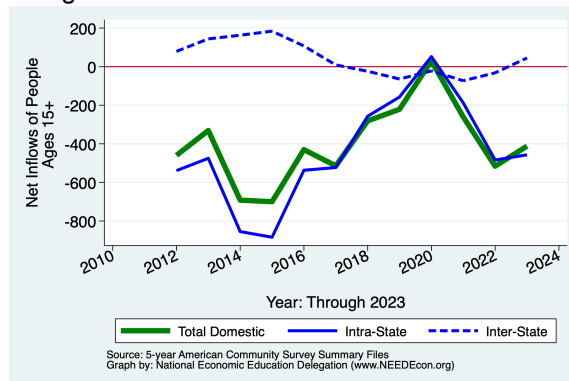


Table 17: Migration by Income

Category	Population	All Migration	Net Inflows			
			Same State		Across States	From Abroad
			W/in County	Between Counties		
No income	2,272	86	-35	-63	-31	215
With income	17,003	-196	83	-442	76	87
\$1 to \$9,999 or less	1,661	-175	-65	-110	0	0
\$10,000 to \$14,999	1,189	-24	-22	-25	6	17
\$15,000 to \$24,999	1,448	-29	-1	-59	31	0
\$25,000 to \$34,999	1,173	-2	17	-13	-6	0
\$35,000 to \$49,999	1,705	115	52	16	33	14
\$50,000 to \$64,999	1,144	52	94	-30	-12	0
\$65,000 to \$74,999	898	39	10	2	27	0
\$75,000 or more	7,785	-172	-2	-223	-3	56
All:	19,275	-110	48	-505	45	302

Source: 2023 5-year American Community Survey, Summary File

Note: The data in this and other tables in this section are limited in that there is no information on the City's population that has moved abroad.

The "From Abroad" column is gross movements into the City from abroad.

Figure 94: Overall Movements of Low Income Residents

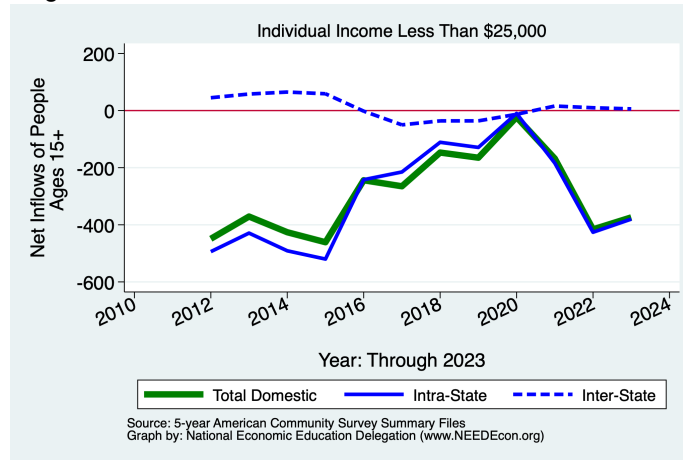


Figure 95: Overall Movements of Middle Income Residents

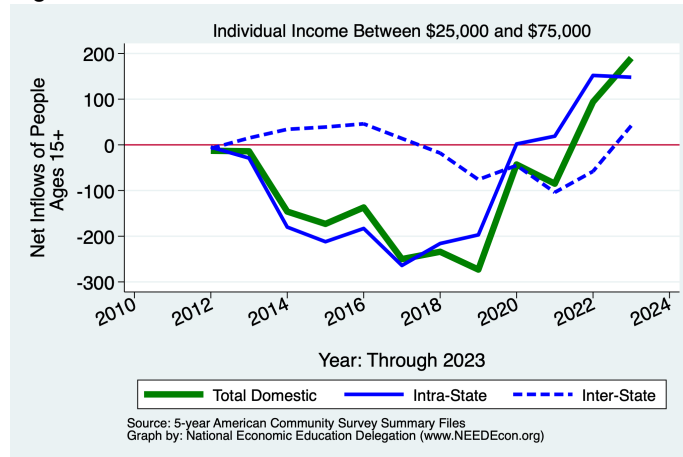
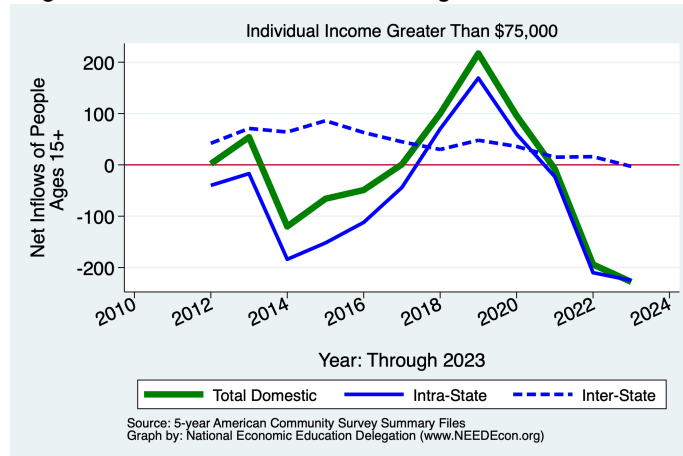


Figure 96: Overall Movements of High Income Residents



Demographics of Migration Flows

Table 18: Migration by Marital Status

Category	Population	Net Inflows				
		All Migration	Same State		Across States	From Abroad
			W/in County	Between Counties		
Never married	5,646	-169	-51	-155	-31	68
Now married, except separated	10,381	-74	-47	-313	76	210
Divorced	1,783	109	132	-37	0	14
Separated	221	-20	-8	-22	0	10
Widowed	1,244	44	22	22	0	0
Total:	19,275	-110	48	-505	45	302

Source: 2023 5-year American Community Survey, Summary File

Table 19: Migration by Tenure

Category	Population	Net Inflows				
		All Migration	Same State		Across States	From Abroad
			W/in County	Between Counties		
Householder lived in owner-occupied housing units	14,135	-789	-371	-605	85	102
Householder lived in renter-occupied housing units	7,961	670	333	82	7	248
Total:	22,096	-119	-38	-523	92	350

Source: 2023 5-year American Community Survey, Summary File

Figure 97: Domestic Movements of Residents by Tenure

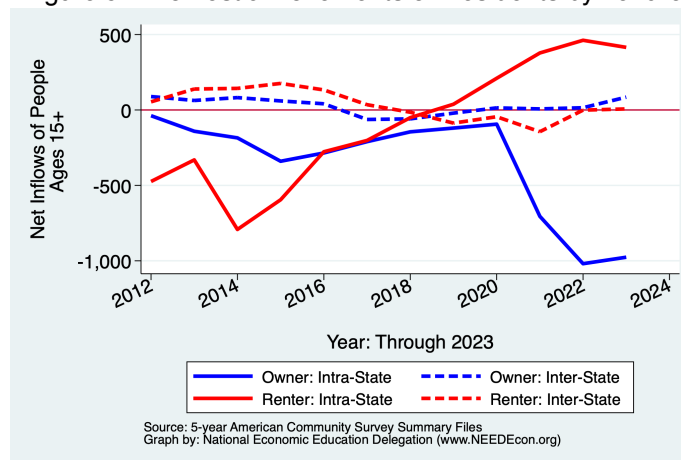


Table 20: Migration by Age

Category	Population	All Migration	Net Inflows			
			Same State			From Abroad
			W/in County	Between Counties	Across States	
1 to 4 years	1,100	2	-40	-4	16	30
5 to 17 years	2,907	-244	-120	-147	0	23
18 and 19 years	364	-127	0	-103	-31	7
20 to 24 years	1,044	-188	-24	-183	11	8
25 to 29 years	1,275	-6	-12	-40	12	34
30 to 34 years	1,404	15	22	-13	-8	14
35 to 39 years	1,480	81	-71	-26	41	137
40 to 44 years	1,456	10	-24	-29	41	22
45 to 49 years	1,420	40	70	-38	3	5
50 to 54 years	1,832	73	101	-36	0	8
55 to 59 years	1,772	-24	-27	-22	0	25
60 to 64 years	1,619	-28	-43	-7	-5	27
65 to 69 years	1,455	74	67	-5	0	12
70 to 74 years	952	-78	-62	-16	0	0
75 years and over	2,339	103	106	13	-19	3
Total Population:	22,419	-297	-57	-656	61	355

Source: 2023 5-year American Community Survey, Summary File

Table 21: Migration by Educational Attainment

Category	Population	All Migration	Net Inflows			
			Same State			From Abroad
			W/in County	Between Counties	Across States	
Less than high school graduate	1,155	39	1	18	-15	35
High school graduate (includes equiv)	2,945	12	-60	-5	44	33
Some college or assoc. degree	4,319	260	157	-24	61	66
Bachelor's degree	5,005	-68	68	-173	-38	75
Graduate or professional degree	3,580	17	-39	-35	13	78
Total:	17,004	260	127	-219	65	287

Source: 2023 5-year American Community Survey, Summary File

Table 22: Median Income of Migration Flows

Flow	In-Migration	Out-Migration
Same House 1 Year Ago	67,143	67,143
Moved Within Same County	72,750	0
Moved to Different County, Same State	69,821	67,120
Moved Between States	0	63,750
Moved from Abroad	87,656	
Total Population:	67,235	67,395

Source: 2023 5-year American Community Survey, Summary File

Table 23: Median Age of Migration Flows

Flow	In-Migration	Out-Migration
Same House 1 Year Ago	47.0	47.0
Moved Within Same County	43.2	33.9
Moved to Different County, Same State	33.3	27.1
Moved Between States	34.3	29.6
Moved from Abroad	36.3	
Total Population:	45.6	44.3

Source: 2023 5-year American Community Survey, Summary File

References and Sources

The majority of the data presented in this report are from the American Community Survey (ACS). For larger geographies, the 1-year Summary Files provide the data. For smaller communities, roughly those with less than 65,000 in population in 2021, the 5-year Summary Files provide the data.

The ACS data are supplemented by building permit data from the U.S. Census Bureau, population and housing data from the California Department of Finance, and home price and rental rates from Zillow.

U.S. Census Bureau. American Community Survey 1-year and 5-year Summary Files. <https://www.census.gov/programs-surveys/acs/data/data-via-ftp.html>. The 1-year data are released in September each year and the 5-year data are released in January.

Zillow Research Data <https://www.zillow.com/research/data/>

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