

3.0 COMMUNITY PROFILE

Demographic Profile



The planning process for the Town of Oshkosh begins with a profile of the people who live, work and own property in the community. Specifically, this section analyzes the size, composition and trends of the population. This information is critical to forecasting the need for community facilities and services, since it is people who will demand better schools, roads, parks, jobs and other public services.

POPULATION TRENDS

The Town of Oshkosh has experienced erratic population gains and losses over the last three decades as demonstrated in Table 1. The reason for these significant fluctuations is annexation by the City of Oshkosh. This pattern makes population forecasting difficult. In 2001, the Town of Oshkosh lost another 462 persons due to an annexation of the land occupied by the prison facility. This population did not require services or facilities from the town. What is of significance based on the information in Table 1 is the steady loss in the town's share of the overall county population.

TABLE 1 HISTORIC POPULATION TRENDS						
Location	1970	1980	1990	2000	Actual Chg 1970-2000	% Change 1970-2000
<i>Town of Oshkosh</i>	4,943	4,420	4,655	3,234	-1,709	-34.5%
Share of County Population	3.8%	3.4%	3.3%	2.1%	NA	NA
City of Oshkosh	53,082	49,620	55,006	62,916	9,834	16.4%
Winnebago County	129,946	131,772	140,320	156,283	26,337	20.3%

Source: WI Dept. Administration, Demographic Service Center and 2000 U.S. Census

To put the population growth rate of the Town of Oshkosh into context, Table 2 compares the population changes for all towns in Winnebago County. From this table, it is apparent that the Town of Oshkosh is losing population at a much faster rate than any other town in Winnebago County.

TABLE 2 WINNEBAGO COUNTY TOWN POPULATION CHANGES 1990-2000				
Town Name	1990 Population	2000 Population	2001 Population Estimate	% Change 1990 - 2001
Town of Oshkosh	4,655	3,234	2,772	-40.5%
Town of Algoma	3,942	5,702	5,819	47.6%
Town of Black Wolf	2,154	2,330	2,354	9.3%
Town of Clayton	2,264	2,974	3,027	25.2%
Town of Menasha	13,975	15,858	16,166	15.7%
Town of Neenah	2,691	2,657	2,668	0%
Town of Nekimi	1,475	1,419	1,429	-3.1%
Town of Nepeuskum	647	689	692	6.5%
Town of Omro	1,616	1,875	1,896	17.3%
Town of Poygan	824	1,037	1,054	27.9%
Town of Rushford	1,361	1,471	1,472	8.2%
Town of Utica	1,046	1,168	1,193	14.1%
Town of Vinland	1,688	1,849	1,855	9.9%
Town of Winchester	1,433	1,676	1,684	17.5%
Town of Winneconne	1,761	2,145	2,196	24.7%
Town of Wolf River	1,037	1,223	1,230	18.6%
All Towns in Winnebago County	42,569	47,307	47,507	11.6%

Source: 1990 and 2000 U.S. Census

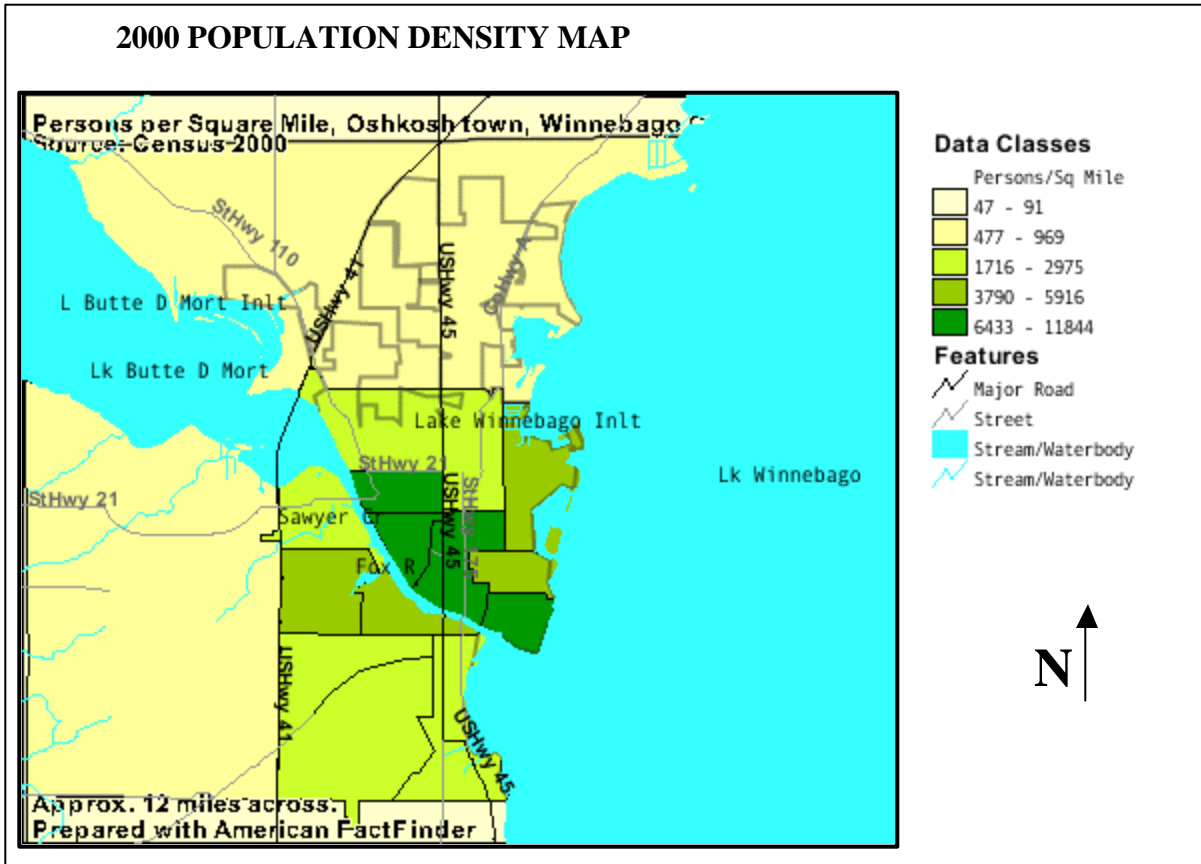
Table 3 projects the population of the Town of Oshkosh through 2020 and compares this population change to Winnebago County, the City of Oshkosh and the State of Wisconsin for the same time period. These projections indicate that the Town of Oshkosh will continue to lose population through 2020. The primary reason for this loss is anticipated annexations by the City of Oshkosh. The projections provided in Table 3 for the Town of Oshkosh were determined after much consideration by the Planning Advisory Committee. For a complete description of the methodology and additional background information, see **Appendix E**.

TABLE 3 POPULATION PROJECTIONS 2000 – 2020*				
Year	Town of Oshkosh	City of Oshkosh	Winnebago Co.	Wisconsin
2000	3,234	62,916	156,763	5,363,675
2005	2,648	62,258	154,797	5,531,025
2010	2,493	63,407	156,965	5,700,303
2015	2,338	64,458	158,735	5,878,871
2020	2,183	Not Available	Not Available	6,056,186
Percent Change 2000-2020	-32.5%	2.4%	1.2%	12.9%

Source: DOA Estimates for City & County (1993) and State (2002); See Appendix E for Town Methodology

* Based on historic town building permit trends (10-15 new homes/year) and a household size of 2.38 persons, the town population will increase by approximately 485 residents through 2020.

The map below illustrates the persons per square mile based on the results of the 2000 U.S. Census in the Town of Oshkosh. Based on this map, it is apparent that the largest concentrations of population are located nearest to Lake Winnebago and Lake Butte Des Morts. These areas are served by sanitary districts in the Town of Oshkosh.

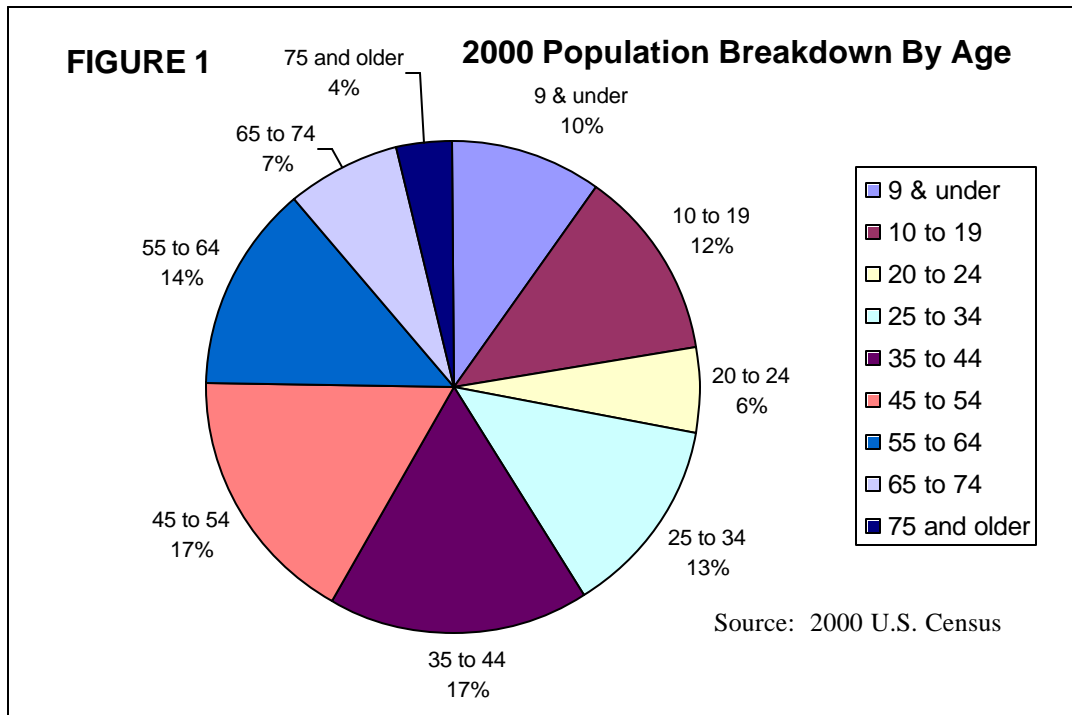


POPULATION CHARACTERISTICS

Population figures and growth rates do not provide any insight about the characteristics of the population. To learn more about the people of the Town of Oshkosh, information about the race, sex, and age of the population must be examined.

In 2000, there were 1,774 males and 1,460 females living in the Town of Oshkosh. Nearly 100% of the residents reported their race as white in 2000 U.S. Census.

The median age of a Town of Oshkosh resident in 2000 was 40.5. This average is significantly higher than the median age of a resident of the City of Oshkosh (32.4), Winnebago County (35.4) and the State of Wisconsin (36.0). Figure 1 examines the age distribution of town residents in 2000. According to the chart, the population was fairly evenly distributed by age groupings. This distribution is very similar to the age-distribution in 1990. Not surprisingly, the smallest population groups are over age 65, while the largest population groups were between the ages of 35 and 54.



GENERAL HOUSEHOLD TRENDS

A “household” can be basically described as a group of people living together in a single dwelling unit. This could include a family, a single person, or a group of unrelated individuals sharing a house or an apartment, but excluding those persons living in a group quarters.

National and state trends have all moved towards an increase in the number of households, along with a decrease in the average number of persons per household. The main reasons for this decrease in household size include: a decrease in birth rate, people waiting longer to get married, an increased divorce rate, and an increase in the average life span thereby resulting in more elderly people living either alone or with another family member.

The Town of Oshkosh has experienced a decrease in both the number of households since 1990 (due to annexation losses) and the average number of persons per household. In 1990, there were 3.30 persons per household in the Town of Oshkosh, compared to 2.39 persons per household in the City of Oshkosh, 2.52 persons per household in Winnebago County, and 2.61 persons on average in the State of Wisconsin. By 2000, the persons per household in the Town of Oshkosh dropped dramatically to 2.46. The persons per household also decreased in the City of Oshkosh (2.31), Winnebago County (2.43) and State of Wisconsin (2.50). Projections done by the East Central Wisconsin Regional Planning Commission indicate that by 2020, the number of persons per household in the

Town of Oshkosh will decrease to 2.38 persons (Oshkosh Sewer Service Area Plan, 1997).

According to the 2000 U.S. Census, there were 1,215 households in the Town of Oshkosh, representing a decrease of more than 200 households since 1990. The vast majority of these households (71.5%) are family households (families). Of these family households the most common type was married-couple family households (64.4%) and the remaining were female-headed households. Non-family households represented 28.5% of all households in the Town of Oshkosh in 2000.

Economic Profile

Economic conditions have a direct impact on the supply, demand and costs for housing, infrastructure and services within a community. Therefore, it is necessary to examine the economic situation in the Town of Oshkosh to predict additional housing, infrastructure and service needs. This section profiles the local economic environment by examining factors, including per capita income, poverty rate, and unemployment rate.



To understand and appreciate the local economic picture in the Town of Oshkosh, it is necessary to look beyond the town and examine characteristics in the City of Oshkosh and Winnebago County. These comparisons provide much more information about the local economic situation than would a simple look at conditions only in the Town of Oshkosh. Furthermore, these comparisons put economic characteristics into perspective. Given that the Town of Oshkosh can be described as a bedroom community to the City of Oshkosh and other employment and economic centers accessible via USH 41 and STH 110 (i.e. Fond du Lac and Fox Cities), an understanding of the regional economy is very important. Strong fluctuations in the regional economy will impact the town.

LABOR FORCE

The labor force is the sum of employed and unemployed persons who are 16 years of age and older. Table 4 tracks the rate of employment and unemployment in Winnebago County between 1995 and 1999.

In September 2001, the unemployment rate was 2.9%, which represented an increase from September 2000 (2.4%). (WI Dept of Workforce Development, 2001). However, this figure is less than the State of Wisconsin unemployment rate in September 2001 (3.4%). As the US economy continues to struggle, after what has been the longest period of sustained economic growth in modern history, the unemployment rate will likely continue to increase. Local economic indicators support the predicted recession-like economic cycle as local factories and retailers continue to reduce staff and close facilities. The 2000 unemployment rate in the Town of Oshkosh was 0.9% according to the U.S. Census.

TABLE 4						
CIVILIAN LABOR FORCE DATA FOR WINNEBAGO COUNTY						
	1995	1996	1997	1998	1999	2000
Labor Force	93,906	96,803	96,906	96,417	94,737	96,034
Employed	91,161	94,181	94,041	93,810	92,635	93,604
Unemployed	2,745	2,622	2,865	2,607	2,102	2,430
Unemployment Rate	2.9%	2.7%	3.0%	2.7%	2.2%	2.5%

Source: WI DWD, Bureau of Workforce Information. Local Area Unemployment Statistics Program, 2000

Winnebago County has a somewhat higher participation rate than the State of Wisconsin and the United States. Winnebago County's labor force participation rate is over 80 percent. The United States' participation rate is only around 70 percent, while the overall State of Wisconsin participation rate is approximately 75%. The participation rate for the Town of Oshkosh is 72.2% (2000 U.S. Census).

DEFINITION
The term used to describe the relationship between the labor force and population is **participation rate.**

Participation rates are the result of both economic and demographic conditions of an area. Rapid job growth in Winnebago County has consistently resulted in lower levels of unemployment than those found in the U.S. or Wisconsin. The high participation rate in Winnebago County indicates that the county has a diverse mix of employment opportunities and a population willing to work at those industries that are located in the county.

Looking more closely at the labor force in Winnebago County, there have been some significant labor shifts in the 1990s. For instance, between 1990 and 1997, there was a 33.7 percent increase in the labor force population between the ages of 40 and 54 (refer to Table 5). Also of major significance to employers has been the negative growth in the number of younger workers. The decline in the number of 16-24 year-olds in Winnebago County, combined with an increase in the number of businesses that traditionally hire large numbers of younger workers, has contributed to a labor shortage in certain sectors. Evidence of this labor shortage is visible throughout the county by the number of "help wanted" signs posted in local stores, restaurants, and gas stations (jobs that traditionally attract the 16-24 year-old entry-level labor market). It is unclear how the economic slow-down will impact this situation.

TABLE 5			
WINNEBAGO COUNTY LABOR FORCE BREAKDOWN BY AGE			
Age Group	1990 Population	1997 Population Estimate	% Change 1990-1997
16-24	20,994	18,709	-10.9%
25-39	35,553	36,754	3.4%
40-54	23,393	31,274	33.7%
55-64	11,689	12,932	10.6%
65+	18,649	19,739	9.5%
Total	109,649	119,408	8.9%

Source: Estimated from WI Dept. of Admin., Demographic Services Center, Official Population Projections 1990-2000 and U.S. Census Bureau.

MAJOR COUNTY EMPLOYERS

Winnebago County workers are very mobile. Of the 96,135 residents of the county who have jobs, over 40 percent work outside of the county. Much of the cross county travel is between the Fox Cities, which are located in portions of Winnebago, Outagamie, and Calumet Counties. The majority of the Winnebago County commuters travel to Outagamie County. However, despite the high number of outbound commuters, Winnebago County actually gains approximately 2,500 workers in the exchange with Outagamie County each day. A large portion of this inter-county commute around the Fox Cities relates to jobs in the paper industry and allied industry and its subsidiaries.

Table 6 provides a more detailed breakdown of commuting patterns in Winnebago County. The main commuter route through the county is USH 41, the main corridor running through the Fox Valley. USH 41 is easily accessible to residents of the Town of Oshkosh, since USH 41 runs through a portion of the Town of Oshkosh.

TABLE 6			
WINNEBAGO COUNTY COMMUTING PATTERNS			
County	Commute Into	Commute From	Net Commute
Outagamie	8,942	11,413	2,471
Fond du Lac	1,316	1,925	609
Waupaca	351	931	580
Calumet	375	2,622	2,247
Elsewhere	2,168	3,604	1,436
Total	13,092	21,238	8,146
Work in Winnebago		56,317	

Source: WIDWD, Bureau of Workforce Information. Wisconsin Commuting Patterns, 1994.

Industrial parks and shopping malls adjacent to the USH 41 corridor have contributed significantly to job growth throughout Winnebago County. Manufacturing industries, while not being the creators of most job growth in the county, still account for nearly 40

percent of all the non-farm jobs. Service, transportation, communications, and utilities industries have all demonstrated high percentages of job growth.

The Town of Oshkosh has a minimal amount of commercial and industrial development located within the town limits (Refer to *Existing Land Use Map* in Chapter 9.0). This is related to limited infrastructure services (i.e. water and sewer). However, the potential for additional development exists, particularly near USH 41 and STH 110.

According to the 2000 U.S. Census, most residents from the Town of Oshkosh were employed in management, professional and related occupations (31.5%). Slightly more than a quarter (25.8%) of town residents were employed in production, transportation, and material moving occupations in 2000, followed closely by residents in sales and office occupations (24.7%). Other residents were employed in service occupations (10.7%) and construction, extraction and maintenance occupations (7.2%).

Tables 7 and 8 highlight the top 10 industry groups and employers in Winnebago County in 1997. There were a total of 3,520 private sector employers in the county in 1997. The top ten private sector employers employed more than 20 percent of all non-farm workers in Winnebago County. Five of the ten largest industries are in manufacturing. Paper and allied products is the single largest industry group within Winnebago County. Kimberly Clark, Georgia Pacific (formerly Wisconsin Tissue Mills) and Fort James (formerly James River) are major companies producing paper and paper products in the county.

Industry Group	Employers	Employment
Paper and Allied Products	38	12,514
Health Services	218	8,611
Educational Services	13	4,580
Eating and Drinking Places	231	4,528
Printing and Publishing	48	4,240
Transportation Equipment	12	3,003
Electronic and Electrical Equipment	7	2,583
Industrial Machinery and Equipment	62	2,563
Business Services	119	2,469
Social Services	76	2,257

Source: Winnebago County Workforce Profile, 1999

TABLE 8		
TOP 10 PRIVATE SECTOR EMPLOYERS IN WINNEBAGO COUNTY		
Industry Group	Product or Service	Size
Kimberly Clark Corp.	Paper Products	1000+
Menasha Corp.	Paper Products, Printing	1000+
Plexus Corp.	Electronic Components	1000+
Curwood, Inc. (Bemis)	Plastic Films for Packaging	1000+
Oshkosh Truck Corp.	Trucks, Utility & Emergency Vehicles	1000+
Georgia Pacific	Tissue Manufacturing	1000+
Banta Corp.	Printing	1000+
Mercy Medical Center	Hospital	1000+
United Health Group, Inc.	Health Care	1000+
Network Health Systems, Inc.	Health Care	1000+

Source: Winnebago County Workforce Profile, 1999

INCOME & WAGES

Average annual wages paid in Winnebago County were 9.9 percent higher than the state average in 1997. The greatest positive differential in average wages between Winnebago County and statewide levels occurred within manufacturing. Manufacturing annual average wages in Winnebago County 1997 were 13.7 percent higher than the state average. The primary reason for the difference is the predominance of the paper industry with its high wages.

Manufacturing employment represented 36.9 percent of total employment and 49.6 percent of wages paid in Winnebago County in 1997. According to the 2000 U.S. Census, manufacturing only represented 27.7 percent of employment, down significantly from the 1997 information. Some of the difference between employment and wages can be attributed to the fact that several large employers have collective bargaining agreements. Overtime wages also influence total earnings of manufacturing workers. Moreover, the difference in between manufacturing employment in 1997 and 2000 can be attributed to several layoffs in the paper production industry.

On the other end of the earnings spectrum, retail trade employment represents 14.4 percent of employment, yet only 6.1 percent of the wages paid in Winnebago County in 1997. The wages in the retail industry represent a significantly smaller portion of total wages because the industry employs a large number of entry-level works and over 40 percent of the employment is part-time. According to the 2000 U.S. Census, retail trade accounted for 12.4 percent of county resident employment.

Per capita income is total income divided by the total number of residents. Winnebago County's per capita income ranked 11th highest of Wisconsin's 72 Counties in 1997. Per capita income in Winnebago County during this period was 2.5 percent higher than the state's average, but 2.5 percent lower than the national average.

The last column in Table 9 demonstrates that Winnebago County is experiencing a trend of decreasing gains in per capita income as compared to Wisconsin. The estimates for the Town of Oshkosh provided in Table 10 were derived by averaging the annual change based on the difference between the 1989 and 2000 per capital income for the town. In 1989, the per capita income in the Town of Oshkosh was \$9,904. The 2000 per capita income in the Town of Oshkosh has risen dramatically to \$25,610.

	1995	1996	1997	1998	1999	2000	Avg. Annual Percent Change
Wisconsin	\$21,960	\$22,987	\$24,048	\$26,227	\$27,370	\$27,653	4.4%
Winnebago Co.	\$22,779	\$23,666	\$24,659	\$26,825	\$27,759	\$21,706	3.5%
T. of Oshkosh	\$18,471	\$19,899	\$21,327	\$22,754	\$24,182	\$25,610	6.4%

Source: U.S. Dept Commerce, Bureau Economic Analysis, Regional Economic Info System & 2000 U.S. Census

Within Winnebago County there are 16 towns. Table 10 compares the relative income position of the Town of Oshkosh to the other towns in the county. The Town of Oshkosh ranked 11th in per capita income compared to the other 16 towns in 1990 and had improved to 6th in 2000.

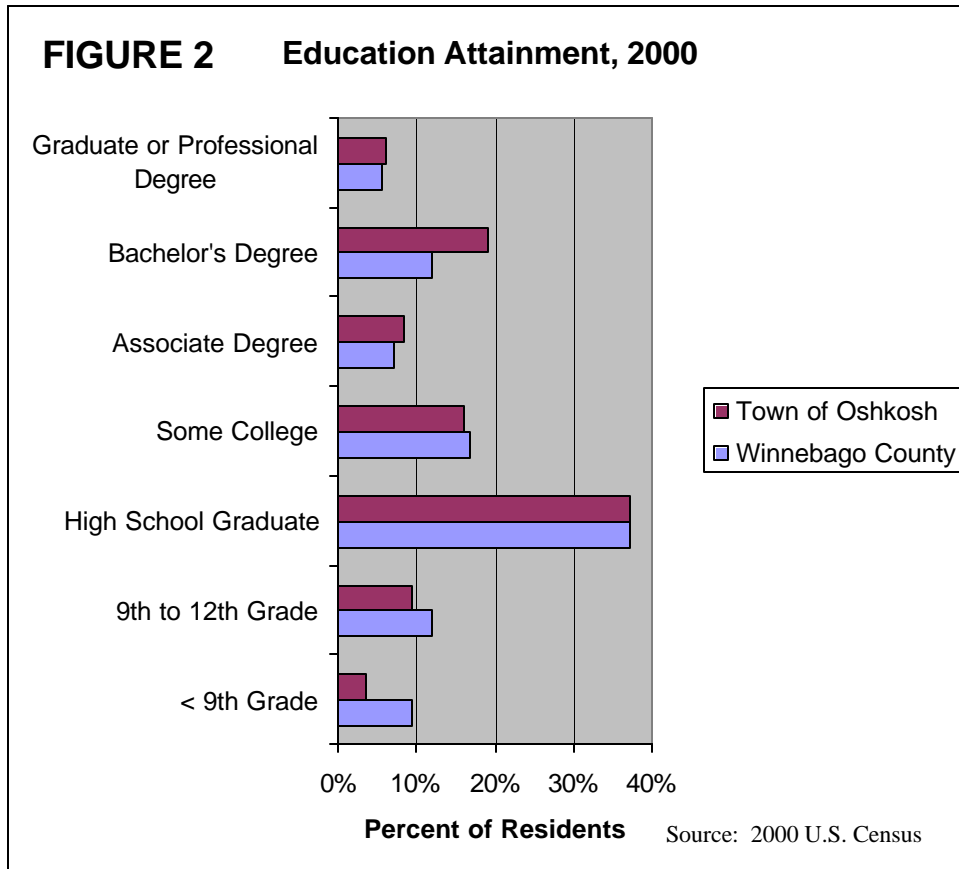
Town Name	1990 Median Household Income	2000 Median Household Income	Difference Between 1990 & 2000	1990 Rank	2000 Rank
Town of Oshkosh	\$33,867	\$43,570	\$9,703	11	6
Town of Algoma	\$37,276	\$71,792	\$34,516	6	1
Town of Black Wolf	\$40,750	\$53,405	\$12,655	3	8
Town of Clayton	\$37,049	\$62,551	\$25,502	7	3
Town of Menasha	\$45,650	\$50,887	\$ 5,237	1	10
Town of Neenah	\$37,286	\$57,083	\$19,797	5	5
Town of Nepeuskun	\$32,083	\$47,344	\$15,261	13	13
Town of Nekimi	\$42,083	\$50,547	\$8,464	2	11
Town of Omro	\$32,500	\$43,750	\$11,250	12	16
Town of Poygan	\$27,222	\$53,947	\$26,725	15	7
Town of Rushford	\$26,500	\$45,990	\$19,490	16	14
Town of Utica	\$35,313	\$49,800	\$14,487	10	12
Town of Vinland	\$40,223	\$64,338	\$24,115	4	2
Town of Winchester	\$36,172	\$53,400	\$17,228	9	9
Town of Winneconne	\$36,964	\$60,385	\$23,421	8	4
Town of Wolf River	\$30,054	\$44,922	\$14,868	14	15
All Towns in County	\$35,687	\$54,151	\$18,464	NA	NA

Source: Wisconsin Town Land Use Databook, Winnebago County Town Level Farming and Land Use Trends 1990-1998, University of Wisconsin-Madison, September 1999.

One additional measure of income is the **adjusted gross income** reported to the Wisconsin Department of Revenue on income tax returns. This information reveals that the Town of Oshkosh's income per return (\$58,055) was significantly greater than the Winnebago County average (\$41,945) (WDOR, 2000). An important distinction between income generated by the Census Bureau (i.e. median income) and the Wisconsin Department of Revenue adjusted gross income data is that the latter does not include social security and other types of transfer payments.

EDUCATION LEVELS

A good indicator of the quality of life in a community is the educational attainment of its residents. Generally, a high level of educational attainment reflects a skilled population with higher earnings potential. Figure 2 illustrates the level of educational attainment for persons age 25 and over in Winnebago County and the Town of Oshkosh in 2000. From the information for the town and county it is apparent that the population is very well educated. In both the town and county, a significant portion of the population has some college education.



EMPLOYMENT AND ECONOMIC FORECASTS¹

Historically, Winnebago County and the Fox Cities area have had a strong local economy with employment rates that were higher than the comparable state and national figures. The long period of national economic prosperity has only enhanced Winnebago County's performance. The economy supports a variety of manufacturing and service industries, including pulp and paper and tourism. Low-interest mortgage loan rates have also spurred housing construction and commercial development.

The labor force is the primary beneficiary of the strong economy. Unemployment rates in Winnebago County are very low, but they have started to rise as the economy has slowed.

Demographic factors are a key driving force in any long-term projection. The growth rate of the population and changes in its composition have considerable impacts on the labor force, the unemployment rate, housing demand, and other spending categories. The population projections used in the U.S. economic forecast are based on the U.S. Census Bureau's "middle" projection for the U.S. population. This projection is based on specific assumptions about immigration, fertility, and mortality rates. The national fertility rate (the average number of births per woman upon completion of childbearing) is expected to rise from its current level of 2.0 to about 2.2 in 2025. Life expectancy for men and women will rise steadily from 74.1 and 79.8 years in 1999 to 77.6 and 83.6 years in 2025. Net immigration (including undocumented immigration) is estimated to fall from 960,000 persons in 1999 to 918,000 in 2025.

The age distribution of the population is also an important part of the long-term outlook. As baby boomers begin to retire, the share of the U.S. population aged 65 and over will jump from 13% in 2010 to nearly 19% by 2025, pushing outlays for Social Security, Medicare, and Medicaid higher. In addition, the growth rate of the working-age population will slow by more than that of the overall population. After increasing 1.1% annually over the past 25 years, the population aged 16 to 64 will grow 0.8% per year during 1999-2014 and just 0.2% per year thereafter.

Wisconsin total population growth is expected to average 0.4% annually from 2001 to 2025, a rate slightly below the 0.6% average from 1975-2000. Compared to the U.S. projected growth of 0.8% over the same period, Wisconsin is expected to continue the long-term trend of slower population growth than the nation as a whole. The adult population (those over the age of 17) in Wisconsin grew at an average annual rate of 1% over the past 25 years, but is expected to grow by 0.5% per year from 2001 to 2025. Also similar to U.S. demographic trends, the aging population in Wisconsin (those 65 and over) is projected to grow at an average annual rate of 2% for the next 25 years, including 3% per year after 2010. The aging population in Wisconsin grew at an annual rate of 1.3% per year from 1975 to 2000.

¹ Much of the information used to develop this section was from the Wisconsin Department of Revenue Long-Term Economic Forecast, 2001.

A key feature of the population projection that is very problematic for growth of the Wisconsin economy and the local economy in Winnebago is the prospect for a decline in the working age population after 2011. Statewide, the population aged 16 to 64 is projected to grow at an annual rate of 0.6% from 2000 to 2011, but will then decline at an annual rate of 0.4% from 2012 to 2025. The working age population grew at an annual rate of 0.9% from 1974 to 1999. The growth of the working age population has a profound effect on the growth of the labor force and employment.

Because of demographic shifts that will play out as baby boomers age and reach retirement, labor-force growth is expected to slow sharply over the next 20 years. First, increases in female participation will taper off, if only because the participation rates for many female age groups are approaching those of males. Second, growth of the adult population will be slower. Third, over time, a growing share of the population will reach retirement age, when the participation rate falls to about 12%. As a result, the Wisconsin labor force is expected to expand by 1.3% per year between 2000 and 2005, 0.8% per year from 2005 to 2014, and by only 0.4% per year from 2015 to 2025. Overall labor-force participation is expected to fall as the population progressively moves into age groups with lower participation rates.

The overall dependency ratio (the ratio of those not in the labor force to those who are) will continue to decline for most of the next quarter-century, falling from 1.00 in 1989 to 0.91 by 2010, before rising to 1.01 by 2025. This ratio peaked at 1.65 in 1962, just after the crest of the baby boom. Clearly, the working population will *not* have to support proportionately more non-workers in the next 25 years than it has in the past.

There will be a change in the mix of non-workers, however, especially towards 2025. While the share of the population aged 65 and over has risen dramatically over the last two decades, the ratio of the number of elderly to the number of workers has so far remained stable. There were 24.4 persons aged 65 and over for every 100 persons in the labor force in 1971, versus 24.8 in 2000. This ratio should decline to 24.3 by 2006, but then jump to 27.9 in 2014 and to 37.6 by 2025, by which time most baby boomers will be of retirement age.

In summary, the United States, Wisconsin and Winnebago County are expected to post markedly slower economic growth over the next 25 years than during the past quarter-century. The prime causal factors for this slowdown are already in place: labor-force growth constrained by demographic forces that cannot be quickly reversed and relatively moderate growth of the capital stock.

For the Town of Oshkosh, these indicators are important because they may impact the quality of life for residents living in the Town of Oshkosh. Furthermore, these key economic indicators provide a gauge for the town's ability to support additional commercial and industrial development over the next 20 years.

In the future it is anticipated that the vast majority of town residents will continue to find employment beyond the town. This situation emphasizes the importance of the regional economy for town residents. However, with the new highway realignment and the proposed commercial development areas, some additional employers are expected to locate in the town in the future.