

Housing Action Plan Work Session 1

Staff: Christine Walker, Alex Norton, Kathy Charbonneau

Consultant: Melanie Rees

Stakeholder Attendance: Ed Cheramy, Lauren Conrad, Ann Cresswell, Scott Horn, Adam Janak, Kelly Lockhart, Hailey Morton, Glenn Myers, Smokey Rhea, Patricia Russell, Tyler Sinclair, Dick Stout, Stephanie Thomas, Melissa Turley, Amanda Witte, Sam Zuckerman

Items for next work session:

1. Where are certain employees considered in the survey data?
2. Breakdown on resources to create units.
3. Map of restricted and occupied units.

Responses to question: Most positive aspect of workforce housing or best achievement/accomplishment:

- 2 Community created through local workforce
- 4 Progression ability (rental - restricted - market)
- 1 Desirability and quality of restricted units
- 1 Diversity of restricted types and positive perception
- 1 810 West
- 4 Social fabric, generational continuity
- 1 Opportunity for housing through generosity and reciprocal effect
- 1 Benefits to children from stability
- 2 Keeping critical community members local
- 1 Socioeconomic diversity
- 1 Volunteers, economic, and engagement
- 1 Lights on, vibrancy

Objectives

Questions / Comments

What is the workforce?

Does it include Buffalo Valley and Alta?

Where is employment?

Is a telecommuter (employed here or at corporate)

How do you compute 65%?

Need indicators of performance, coordinated/regular/consistent

Note: These questions/comments were left to be discussed at a later date.

Units and Pace of Development

Steady or volatile in next few years?

- Steady better than reactionary
- Depends on generation rates
- 3 to 4 year lead time to develop

Based on Historic Rates?

- 14 / 90 total annual (4% growth of employees)
- Current production of 27 restricted / year

Ratio of workforce to non-workforce? No comments

Adjustment for 2nd homes? No comments

Adjustment for retirement?

- Adjust for retirement leakage

Consensus: Range of 90 to 140 based on employment growth of 4% plus need for retirement adjustment.

Income Targeting - Comments

- Look at restricted at lower levels
- Recruit employees to raise Area Median Income (AMI)
- Habitat at about 40% AMI
- Trust 180 waiting list 60
- 120% AMI
- Demand higher at lower levels
- Use rental for lower levels
- Lower ownership product makes progression difficult
- Stick to providing 1/3, 1/3, 1/3 in each category
- Look at reality of going lower with ownership (cost)
- At lowest level, still going to see 2 - 3 families per unit
- At higher of low can't move because 75% of income to housing
- poorest are burdened by housing costs
- Where do rental rates get high enough that a mortgage makes sense?
- Subsidized rental below ownership AMI
- Need 5% return to build apartments (no risk), most need 15% return because of risk

Workforce Priorities - Comments

- Critical Service Providers?
 - TCSD, On Call, Hospital, Ski Patrol?
 - Expansion creates de-selection issues
- Issue is employee retention not recruitment
- 4 year priority makes sense for ownership
- Move priority for longer residence

- Change TCHA system
- Full-time, year round focus
- Investment in community is more important than job type
- Employer owned unit allows employer to make selection decision on which employee

Owner/Renter Mix - Comments

- Ownership isn't just single family
- Need more rental product, quality
- Employer to employee rental product
- Partnerships between employers
- Concerns regarding "Company Town"
- Rental needs to provide stability
- Rental product should be above and beyond 90 - 140 units per year
- Inadequate quality of some market rental product
- 1 - 2 bedroom rentals (bulk of units), not family oriented
- How do you make it economically feasible for apartments?
 - Subsidy tools are many
- Incent mixed-use rental product
- 50-50 because of back log
- Look at what has changed, re: why no apartments with historically low interest rates, etc. (zoning, requirements)
- Pencil it: in/out vs. long-term

Stakeholder Follow Up Questions

Workforce Priorities

Should priority be given to households moving up or down within the system or the opposite?

If priority is given to existing owners/renters of restricted units, their homes would be freed up for sale thereby benefiting two households but it could become an administrative nightmare.

Bedroom Mix

Ownership:

- Should one-bedroom units be developed?
- How about four-bedroom given their high prices/lack of affordability relative to two and three bedroom homes?

Rentals:

- Are more three-bedroom units desired for large, low income families?
- Should more small units be built for retirees?

Location

- How should sustainable locations be defined? Maybe this has already been done.
- What are the characteristics of complete neighborhoods? This is probably defined somewhere.
- Should development of in town parcels be prioritized over out of town locations?
- Should development of existing parcels restricted for affordable housing be prioritized over land banking for future development given limited resources?
- In mixed use - limits on mortgages in mixed use
- As the downtown area infills/redevelops (Character District 2), what percentage of use should be residential?

Unit Type, Design and Quality

- Should the mix of multifamily, duplexes and single family be continued into the future or should it be adjusted in one of the following ways?
 - Stay about the same
 - Focus more on condos and townhomes so that more homes can be constructed
 - Focus more on duplexes and single family homes even though the subsidy cost per unit would be higher.

- Should the eclectic mix of architectural design be continued or is one style preferential over others?
- Is it acceptable for the overall density in workforce housing to increase?
- What should be the maximum acceptable height for buildings in the downtown area to accommodate residential?
- Are stand alone residential units in commercial areas acceptable so that ownership units can be part of the workforce housing mix in all areas of town?
- Conventional mortgages cannot be obtained on condos in mixed-use buildings where more than 20% of the space is commercial.
- Should universal design features be incorporated into workforce housing? We can define.
- Should more workforce housing units be ADA accessible or adaptable?
- Should single story designs be incorporated into workforce developments so that employees can retire in their homes or should specific housing be designed for retiring employees to move into?