

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

#### **KEY THEMES ACROSS ALL EVENTS AND APPROACHES**

- Outside influences set the market price, and local wages do not have the capacity to reach that level.
- Zoning does not allow for higher-density housing, which would help to provide more workforce housing.
- ADUs need to be an option for homeowners to increase density and provide workforce housing.
- The cost of land and real estate is too high and prices many average people out of the market.
- Height restrictions need to be increased to allow for a few three- or four-story buildings in appropriate parts of town, like some of the commercial districts.
- Density needs to be increased to accommodate the workforce, but some of the community is vocal in their disdain for multi-family dwellings.
- Allow Latinos to live in dignity in homes that are properly maintained by the landlord.
- Businesses need to contribute to workforce housing by paying a living wage or helping to provide housing. It would be a good idea to have employers pay into an employee housing program rather than have their employees live in certain areas, which can raise issues if they change jobs.
- Short-term rentals have greatly altered the traditional rental market so that it is more expensive and unattainable for lots of workers.
- Employers, developers, and the public sector all have a role to play in increasing workforce housing options.
- The solution to the issue of lack of workforce housing will require a diversity of housing types to meet the needs of temporary, seasonal, part-time, and full-time employees. This will have to include ownership and rental options, as well as multi-resident units, multi-family dwellings, and single-family homes.
- Rentals may be a better solution than ownership for workforce housing.
- Developers should not be permitted to opt out of housing requirements. Perspectives differ on whether cash-in-lieu payments are acceptable.
- Make the same housing resources and services available and in Spanish.
- Certain employees do need to be closer to their jobs due to their urgent nature, but it is a tough and subjective line to draw of who is “important” and who is “unimportant.” Any criteria that favor certain professions or criteria defining a valuable community member will cause tension.
- Use incentives to encourage second homeowners, year-round homeowners, and developers to be a part of the solution.
- Some residents do not support the idea of housing provided by the government that uses tax-payer funds.
- Allow the free market to drive housing. It can do a better job than government.
- Make things more affordable and accessible regardless of immigration and employment status.
- Protect renters’ rights, particularly when it comes to employee housing.
- Accommodate families in workforce housing through building design, green spaces, etc.

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### HOUSING LDRS

#### SPANISH PUBLIC MEETING AND DISCUSSION

During the Spanish public meeting, participants were asked a variety of questions. While they were not directed to focus on housing, that is the topic that came up most frequently. Below are the highlights of this feedback.

#### WHAT ARE THE PRIVILEGES AND CHALLENGES ASSOCIATED WITH LIVING IN JACKSON AND TETON COUNTY?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<b><i>Privileges</i></b>	<ul style="list-style-type: none"> <li>• The community-at-large has been more supportive of the Latino Community since the 2016 elections.</li> <li>• There are many organizations willing to support and help the families within the Latino community.</li> <li>• Jackson and Teton County are safe places to live.</li> </ul>
<b><i>Housing Affordability Challenges</i></b>	<ul style="list-style-type: none"> <li>• Renting a home is unaffordable for many families, even working multiple jobs. Some have to sell their cars to pay bills and rent.</li> <li>• Housing prices are so high that it is hard to afford other necessities for their children, such as healthy food and clothing.</li> <li>• If a family lives in Idaho, but the kids go to school in Jackson, it is challenging and often impossible to pick them up from school.</li> <li>• The pricing per square foot is not reasonable.</li> <li>• There is a lack of access to mortgage opportunities and financial coaching to be able to purchase a home.</li> <li>• Renting becomes more and more unaffordable as more properties are used for hotels and short-term rentals versus housing for the people who work in Jackson.</li> <li>• In order to afford the rent of a home, multiple families have to live in the same house or apartment.</li> </ul>
<b><i>Employer Housing Challenges</i></b>	<ul style="list-style-type: none"> <li>• Employers provide housing, but employees have to work 12 to 16 hours in order to qualify.</li> <li>• If an employee loses their job, they often only have three days to vacate their house.</li> <li>• If an employee loses their job, they do not get a pro-rated amount of rent back.</li> </ul>
<b><i>Community Housing Challenges</i></b>	<ul style="list-style-type: none"> <li>• The lack of housing has forced many people to leave the area, causing a breakdown in the community.</li> <li>• The cost of living in Jackson has forced many in the Latino community to move to Idaho.</li> </ul>
<b><i>Landlord Challenges</i></b>	<ul style="list-style-type: none"> <li>• Landlords often show up without notice to check the number of people living in a rental property.</li> <li>• Renters have no protection in the relationship with their landlords.</li> <li>• There is absolutely no renter privacy when it comes to the landlords.</li> </ul>

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### HOUSING LDRS

#### WHAT WOULD JACKSON BE LIKE IF THERE WAS A SUSTAINABLE PLACE FOR PEOPLE, NATURE, AND WILDLIFE?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<i>Diverse Housing Opportunities</i>	<ul style="list-style-type: none"> <li>• There would be more housing options to accommodate families.</li> <li>• Housing options would have recreation and green spaces for kids to play.</li> </ul>
<i>Inclusive and Fair Treatment</i>	<ul style="list-style-type: none"> <li>• All renters would be treated the same, regardless of race or employment.</li> <li>• Rental properties would be maintained by the landlord and in better condition.</li> <li>• The community would come together to solve problems.</li> <li>• Employees would receive fair wages based on the high cost of living and the thriving tourism industry.</li> <li>• Information and resources would be available in Spanish.</li> </ul>
<i>Renter Protection</i>	<ul style="list-style-type: none"> <li>• Renters would feel protected by the law and understand their rights.</li> <li>• Employees living in employee housing would be treated fairly and with dignity.</li> </ul>

#### WHAT MIGHT NEED TO HAPPEN FOR JACKSON TO BE A MORE SUSTAINABLE PLACE TO LIVE?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<i>Employee Housing</i>	<ul style="list-style-type: none"> <li>• Create laws and regulations that protect employees from unfair housing practices by their employers</li> <li>• Regulate the rights employees have when it comes to housing if they lose their job.</li> <li>• Hold employers accountable for the quality of housing they provide.</li> </ul>
<i>Housing Quality</i>	<ul style="list-style-type: none"> <li>• Require any new housing developments include a park or green areas for kids to have a safe recreation area.</li> <li>• Hold employers accountable for the quality of housing they provide.</li> <li>• Regulate rent prices so that the increases are not as drastic.</li> </ul>
<i>Housing Availability</i>	<ul style="list-style-type: none"> <li>• Build more rental units that can be accessed by those without a social security number.</li> <li>• Build more rental units that accommodate families.</li> <li>• Support Identification/Driver's License housing access for all despite immigration status so that people can do things the "right" way.</li> <li>• Support Identification/Driver's License housing access for all despite immigration status so that landlords have to respect their tenants' rights.</li> </ul>
<i>Communication and Resources</i>	<ul style="list-style-type: none"> <li>• Ensure that renters know their rights.</li> <li>• Engage the Latino community so they can be a part of the larger community conversation to identify solutions.</li> <li>• Make resources easily available in Spanish.</li> </ul>

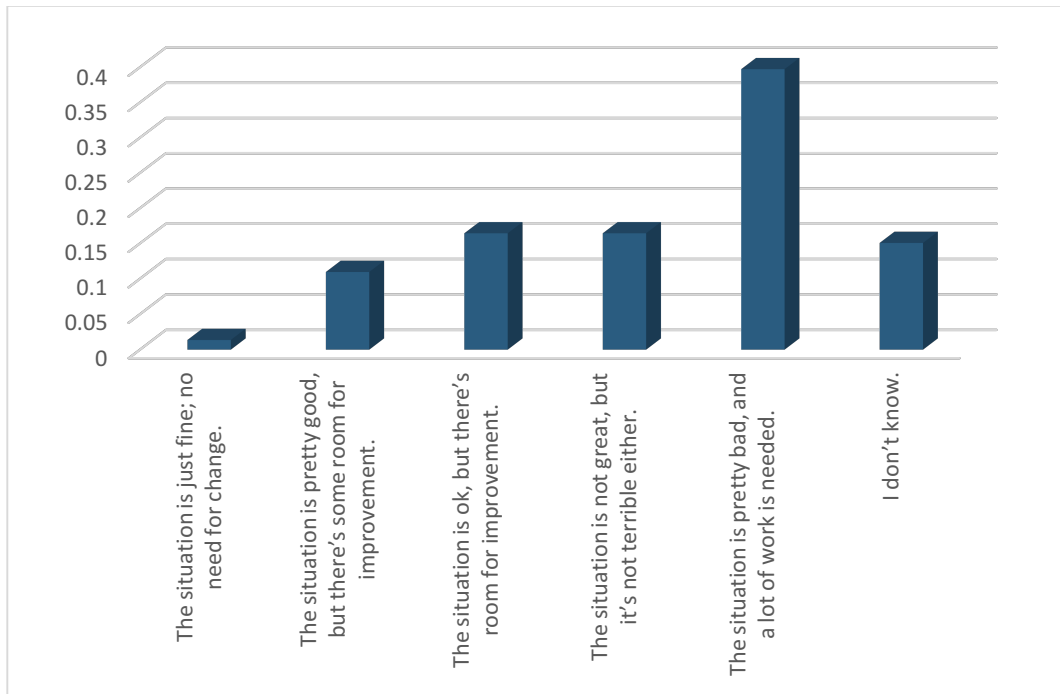
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## HOUSING LDRS

### ENGLISH PUBLIC MEETING AND DISCUSSION

**POLLING DATA: REGARDING REQUIREMENTS TO BUILD HOUSING AS PART OF ANY NEW DEVELOPMENT, PLEASE TELL US WHAT YOU THINK ABOUT THE CURRENT REQUIREMENTS.**

Responses		
	Percent	Count
The situation is just fine; no need for change.	1.37%	1
The situation is pretty good, but there's some room for improvement.	10.96%	8
The situation is ok, but there's room for improvement.	16.44%	12
The situation is not great, but it's not terrible either.	16.44%	12
The situation is pretty bad, and a lot of work is needed.	39.73%	29
I don't know.	15.07%	11
<b>Totals</b>	<b>100%</b>	<b>73</b>



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## HOUSING LDRS

### SMALL GROUP DISCUSSION

#### WHAT IS THE SOURCE OF THE SHORTAGE OF WORKFORCE HOUSING?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<i>Residential Development</i>	<ul style="list-style-type: none"> <li>• Development and buying a home is financially inaccessible to many people.</li> <li>• The cost of land is high very high which does not lend itself well to higher density.</li> <li>• Not enough land is available for development.</li> </ul>
<i>Town and County Regulations</i>	<ul style="list-style-type: none"> <li>• Accessory Dwelling Unit (ADU) regulations are too strict.</li> <li>• Housing percentage requirements for developers need to be updated and raised.</li> <li>• There is a lack of political will for elected officials to make the necessary policy changes.</li> <li>• The permitting process for developers is expensive.</li> <li>• The Town and County need to understand the problem better to know which solutions will be the most impactful.</li> <li>• Parking regulations for developers are too strict.</li> <li>• Parking regulations are not strict enough, as the community ends up taking on the burden of increased cars needing parking.</li> </ul>
<i>Town and County Zoning</i>	<ul style="list-style-type: none"> <li>• Zoning regulations are out of date.</li> <li>• Height requirements are too strict to allow for increased density.</li> <li>• Not enough land is zoned for the appropriate types of development or any development in general.</li> <li>• Land development regulations prevent dense development and encourage inefficient uses of land.</li> </ul>
<i>Vacation Home Owners</i>	<ul style="list-style-type: none"> <li>• Vacation homeowners price local buyers out of the market.</li> <li>• Vacation homeowners reduce the availability of workforce housing.</li> <li>• Absentee homeowners drive up the cost of homes, provide only low-paying jobs, and impact the availability of land and housing.</li> <li>• Vacation homeowners often do not provide housing for their low-wage employees.</li> </ul>
<i>Availability</i>	<ul style="list-style-type: none"> <li>• The housing stock is being physically converted or turned into short-term rentals.</li> <li>• There is a low inventory of free-market housing and rentals.</li> <li>• Too many people want to live in Jackson due to the high quality of life.</li> <li>• There is not enough available land.</li> </ul>
<i>Tourism</i>	<ul style="list-style-type: none"> <li>• The housing market is more stressed in the summer.</li> </ul>
<i>Increased Development</i>	<ul style="list-style-type: none"> <li>• PMUD housing is taking over and not fulfilling community needs.</li> <li>• There is too much commercial development in general.</li> <li>• Commercial development often brings in only low-paying jobs forcing people to live outside of Jackson due to the high cost of living.</li> <li>• Commercial developments are not properly offsetting their impacts.</li> </ul>
<i>Employment</i>	<ul style="list-style-type: none"> <li>• There is more job creation than housing creation.</li> <li>• Businesses are adding the wrong type of housing for their employees.</li> <li>• There is a disparity between local wages and the cost of living.</li> </ul>
<i>Rental Market</i>	<ul style="list-style-type: none"> <li>• The rental market is financially inaccessible to many people.</li> <li>• Rental units are too unstable for many people.</li> </ul>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

#### WHO SHOULD BE RESPONSIBLE FOR PROVIDING HOUSING FOR THE WORKFORCE WHEN NEW JOBS ARE CREATED?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<b><i>Homeowners</i></b>	<ul style="list-style-type: none"> <li>• Homeowners should help with workforce housing by increasing density on their own property.</li> <li>• Homeowners may have social pressure to help solve the problem, but they should not be required to contribute to workforce housing.</li> </ul>
<b><i>Public Sector</i></b>	<ul style="list-style-type: none"> <li>• The Town must make enforceable regulations.</li> <li>• The Town must make a definition of workforce housing to clarify what they want developers to be building.</li> <li>• Elected officials have to have the political will to implement the necessary policies.</li> <li>• The Town and County could consider instituting impact fees when a business hires a new employee, similar to a development impact fee.</li> <li>• Tax funds should be used to pay for workforce housing, as they are the beneficiaries of having local employment and housing.</li> <li>• The Town and County should tax home sale profits to fund workforce housing.</li> <li>• A real estate transfer tax could be beneficial.</li> <li>• Increase taxes on resort districts to leverage the financial contribution of tourists, as the tourism industry promotes low-paying jobs.</li> <li>• Loosening the height restriction will help solve the problem.</li> </ul>
<b><i>Private Sector</i></b>	<ul style="list-style-type: none"> <li>• The free market should provide all housing by giving private landowners incentives.</li> <li>• The free market will solve the problem.</li> </ul>
<b><i>Employers</i></b>	<ul style="list-style-type: none"> <li>• Housing should be provided by the revenue stream of the business, i.e., taxpayers pay for Town/County housing, sales revenue pays for retail employee housing, etc.</li> <li>• All employers must take on some of the burden.</li> <li>• Employers should help when they can, but it should not be required.</li> <li>• Employers should provide housing opportunities based on the number of employees they have.</li> <li>• Seasonal employees often do not offset the impacts of seasonal employees.</li> <li>• Employers should not directly provide housing to their employees, as that discourages the employee from ever quitting. They should instead pay into some pool that is used to fund employee housing.</li> <li>• Small businesses can often not afford to provide workforce housing.</li> </ul>
<b><i>Developers</i></b>	<ul style="list-style-type: none"> <li>• Developers can effectively provide affordable workforce housing with the right regulations and zoning rules in place.</li> <li>• Commercial development should house all their own employees or pay equal to the cost of living.</li> </ul>
<b><i>Partnerships</i></b>	<ul style="list-style-type: none"> <li>• Everyone has a shared responsibility to help.</li> <li>• The public sector, the private sector, and developers all have to play a role in solving this problem.</li> <li>• Public and private donors have a role to play in financing solutions.</li> </ul>
<b><i>Community</i></b>	<ul style="list-style-type: none"> <li>• The community needs to self-identify as a gateway community that provides low-paying jobs to take some of the burden.</li> <li>• The community should not subsidize inefficient development.</li> <li>• The community should financially contribute to the solution.</li> </ul>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

#### SHOULD CERTAIN PROFESSIONS BE PRIORITIZED WHEN IT COMES TO WORKFORCE HOUSING? WHICH? WHY?

<i>TOPIC</i>	<b>SPECIFIC ITEMS OF FEEDBACK</b>
<b><i>Essential Employees</i></b>	<ul style="list-style-type: none"> <li>• Plumbers are just as essential as other professions when you need them.</li> <li>• Medical service employees are very important.</li> <li>• Teachers should be prioritized.</li> <li>• Town and County employees should be prioritized since the taxpayers pay their salary.</li> <li>• Non-profit employees and other “in-between” employees should have some consideration, as they are often overlooked.</li> </ul>
<b><i>Prioritization</i></b>	<ul style="list-style-type: none"> <li>• The private sector and public sector should identify themselves who should be prioritized.</li> <li>• No one should be prioritized, as drawing the line of who is essential or valuable is very subjective.</li> </ul>
<b><i>Other Criteria</i></b>	<ul style="list-style-type: none"> <li>• Remote workers should not be prioritized.</li> <li>• People who are no longer in the workforce due to a choice should not be prioritized, such as retirees or stay-at-home parents.</li> <li>• Community members should be prioritized based on how long they have lived in the area; however, that can raise concerns with people who leave and return.</li> <li>• Assessing a person’s community involvement and commitment will protect the feeling of community.</li> </ul>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

#### OPEN HOUSE

During the Open House, participants were given a printed handout to write their answers to questions regarding housing requirements. They were also able to talk to the Project Manager, Alex Norton, in order to have a more in-depth discussion. All gathered feedback is outlined below.

#### WHAT IS THE SOURCE OF THE SHORTAGE OF WORKFORCE HOUSING?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<i><b>Residential Development</b></i>	<ul style="list-style-type: none"> <li>• Private sector costs to build a new house are too high.</li> <li>• The price of real estate is too high.</li> <li>• It is not affordable.</li> <li>• There is too much development.</li> <li>• Property values are too high.</li> <li>• The cost of land is too high.</li> <li>• No land has been zoned for residential development.</li> </ul>
<i><b>Town and County Regulations</b></i>	<ul style="list-style-type: none"> <li>• The regulations and requirements imposed by the Town must be revised.</li> <li>• Businesses are not required to provide all seasonal employees' housing.</li> <li>• There are inadequate requirements for developers, businesses, and hotels to provide housing, rather than just fee-in-lieu.</li> <li>• Regulations are difficult for developers on available and permitted land.</li> <li>• Housing is over-regulated.</li> <li>• Private citizens are not allowed to alleviate the problem by renting out rooms, cottages, or small apartments.</li> <li>• Limits on how many people can live in a house impact workforce housing.</li> <li>• Town regulations have not kept pace with the tourism growth.</li> </ul>
<i><b>Affordable Housing</b></i>	<ul style="list-style-type: none"> <li>• Little public funding is available to increase the stock of affordable housing.</li> <li>• Affordable housing contributes to the problem because the more that is supplied, the more that is demanded.</li> </ul>
<i><b>Town and County Zoning</b></i>	<ul style="list-style-type: none"> <li>• There is not enough mid- to high-density zoning areas.</li> <li>• Height restrictions impact the ability for higher density development.</li> <li>• The current zoning is not correct to meet workforce housing demand.</li> <li>• The idea of "not in my backyard" prevents the construction of high-density housing options.</li> <li>• There is little public support for multi-family housing options.</li> </ul>
<i><b>Vacation Home Owners</b></i>	<ul style="list-style-type: none"> <li>• There are too many vacation homeowners.</li> <li>• Vacation homeowners are outbidding local workers.</li> <li>• Vacation homeowners do not rent out their homes during the times they are not using it.</li> </ul>
<i><b>Land Availability</b></i>	<ul style="list-style-type: none"> <li>• Three percent of land is private.</li> <li>• There is a shortage of land.</li> <li>• No land is available for development.</li> <li>• The shortage of land has created an unnatural market.</li> <li>• Land conservation and easements have limited the availability of land to develop.</li> <li>• Most land is federally protected.</li> </ul>
<i><b>Tourism</b></i>	<ul style="list-style-type: none"> <li>• Tourism (demand) increases, but supply is limited by money and zoning.</li> <li>• Tourism increases the supply of short-term housing.</li> <li>• The expansion of the lodging industry has caused the shortage.</li> </ul>



## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<b><i>Increased Development</i></b>	<ul style="list-style-type: none"> <li>• There is an increase in development.</li> <li>• Commercial development is outpacing residential growth.</li> </ul>
<b><i>Employment</i></b>	<ul style="list-style-type: none"> <li>• There are too many employees and businesses.</li> <li>• There is a large demand for residential services.</li> <li>• The demand for housing is based on global forces, but wages are set locally; these two sides do not align.</li> <li>• Many jobs in Jackson are for low-wage employees.</li> <li>• There are too many non-profit organizations.</li> </ul>
<b><i>Popularity</i></b>	<ul style="list-style-type: none"> <li>• People are not entitled to live in Jackson.</li> <li>• The desire to live in Jackson Hole is great.</li> <li>• The lifestyle of Jackson is attractive, and people want to move here.</li> <li>• People are attracted to Wyoming because of its perception as a “tax haven.”</li> </ul>
<b><i>Rental Market</i></b>	<ul style="list-style-type: none"> <li>• There are not enough reasonably-priced units for rent.</li> <li>• There is undue pressure on the traditional rental market because of illegal business rentals.</li> <li>• Short-term and vacation rentals harm the rental market.</li> <li>• Landlords are greedy.</li> </ul>

### WHO SHOULD BE RESPONSIBLE FOR PROVIDING HOUSING FOR THE WORKFORCE WHEN NEW JOBS ARE CREATED?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<b><i>Homeowners</i></b>	<ul style="list-style-type: none"> <li>• Homeowners should bear more responsibility based on limited space.</li> <li>• There should be incentives for homeowners to build accessory dwelling units (ADUs).</li> <li>• Vacation homeowners should contribute.</li> </ul>
<b><i>Public Sector</i></b>	<ul style="list-style-type: none"> <li>• There needs to be some reasonable entitlement per capita.</li> <li>• Residential requirements need to increase from 25 percent.</li> <li>• SPET is a no-brainer for funding.</li> <li>• The Town and County need to provide housing by changing zoning regulations.</li> <li>• The public sector should not provide any housing subsidies; all tax revenue should be spent on infrastructure.</li> <li>• Deed-restricted housing is important for low-income residents.</li> <li>• The public sector plays an important role, as the free market will prioritize tourism growth over its externalities.</li> <li>• The School District should build housing on their land.</li> <li>• Camping options should be available in managed locations for seasonal workers.</li> </ul>
<b><i>Private Sector</i></b>	<ul style="list-style-type: none"> <li>• Private industry should provide all housing, and there should be no public housing authority.</li> <li>• In a perfect world, the free market would provide adequate workforce housing, but that is not the current reality.</li> <li>• The private sector should provide housing so that no subsidies are needed.</li> <li>• The private sector is ready, willing, and able to build workforce housing if there were appropriately-zoned land on which to build.</li> <li>• Developers should not be required to provide housing unless they can actually find appropriately-zoned land.</li> </ul>
<b><i>Employers</i></b>	<ul style="list-style-type: none"> <li>• New businesses have a responsibility to house their employees.</li> <li>• The hospitality and hotel industry need to provide housing.</li> </ul>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

TOPIC	SPECIFIC ITEMS OF FEEDBACK
	<ul style="list-style-type: none"> <li>• Small businesses should be exempt from providing employee housing.</li> <li>• Employers need to provide housing.</li> <li>• Businesses must provide housing when they reach a certain profit size and begin to cost the community money.</li> <li>• Large businesses should provide their own workforce housing.</li> <li>• An employer should not start a business in the area if they cannot house their employees.</li> <li>• If employers do not offer housing, they should pay livable wages that are high enough for their employees to afford it themselves or subsidize their rent.</li> <li>• If employers are not providing housing to their employees, they must be paying fees to cover the employee's costs such as transportation to outlying communities</li> </ul>
<i>Developers</i>	<ul style="list-style-type: none"> <li>• Commercial developers need to provide housing since they are the ones making money on rentals in the long-term.</li> <li>• Commercial developers should provide housing at an acceptable level so that it is not overly-burdensome and discourages development.</li> <li>• Housing should be provided through incentives to market developers so that housing is not tied to specific jobs.</li> <li>• Direct partnerships will be the most fruitful.</li> </ul>
<i>Partnerships</i>	<ul style="list-style-type: none"> <li>• The public and private sectors need to work together.</li> <li>• The public and private sector need to work together to construct more housing with a higher density and more height.</li> <li>• The Town and County should provide housing first, and then rely on employers to a reasonable level.</li> <li>• All sectors should play a role: employers, developers, affordable housing organizers, those who create jobs, non-profit organizations, and institutions.</li> <li>• All partnership projects should be open to community discussion to honestly assess the appropriateness of its location, benefits, and cost to ensure it is truly benefitting the community.</li> </ul>

### IF PROVIDING HOUSING SHOULD BE A REQUIRED PART OF DEVELOPMENT, WHAT TYPE OF HOUSING SHOULD BE REQUIRED AND FOR WHOM?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<i>Rental Units</i>	<ul style="list-style-type: none"> <li>• Only rental units should be provided for full-time residents.</li> <li>• The private sector should provide rental units.</li> <li>• Only rental units should be available for seasonal and full-time workers.</li> <li>• Rental units are preferred on Redmond Street.</li> <li>• Rental units are needed, especially those for pet owners.</li> <li>• Affordable and denser rental units should be provided.</li> <li>• Commercial development should provide rental units.</li> </ul>
<i>Shared Units</i>	<ul style="list-style-type: none"> <li>• Young, seasonal workers should stay in a hotel-like set-up with four bedrooms and a shared kitchen and living space.</li> </ul>
<i>Ownership Properties</i>	<ul style="list-style-type: none"> <li>• Ownership units would be a good idea.</li> <li>• Ownership should be required as it maintains community character.</li> <li>• People employed within the Town and County should be offered income-restricted ownership opportunities.</li> <li>• Residential development should provide ownership units.</li> </ul>
<i>Employee Types</i>	<ul style="list-style-type: none"> <li>• Seasonal and low-wage employees should get workforce housing.</li> <li>• Housing type should be based on income or nature of work.</li> </ul>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

TOPIC	SPECIFIC ITEMS OF FEEDBACK
	<ul style="list-style-type: none"> <li>• Young families in employee housing are often overlooked and are valuable members of the community.</li> <li>• Year-round or full-time employees cannot be given adequate housing at this time regardless of who is providing it until the zoning regulations change.</li> <li>• Service industry employees should be provided the minimal space for a functioning human being.</li> <li>• Family housing should be provided for critical services jobs and Town and County employees.</li> <li>• Housing should be provided based on an assessment of a business' impacts and suitable for their different types of employees.</li> <li>• Seasonal employees should live in bunk houses.</li> <li>• 90-day workers should be given temporary housing.</li> <li>• Seasonal employees should be housed in seasonal locations.</li> </ul>
<b>Community Values</b>	<ul style="list-style-type: none"> <li>• Any housing type that encourages its residents to treat Jackson as a home rather than a temporary location is the best kind of housing.</li> <li>• A mix of housing and ownership types must be offered to create a stable community and accommodate different types of employees.</li> <li>• Employee housing should be within walking distance of the job.</li> </ul>

### SHOULD CERTAIN PROFESSIONS BE PRIORITIZED WHEN IT COMES TO WORKFORCE HOUSING? WHICH? WHY?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<b>Town and County Employees</b>	<ul style="list-style-type: none"> <li>• Town and County employees should be given some priority.</li> <li>• Town and County employees should be prioritized since they are employed by the taxpayers.</li> <li>• Roles funded by public dollars should be prioritized.</li> </ul>
<b>Essential Employees</b>	<ul style="list-style-type: none"> <li>• Essential employees include fire, EMS, teachers, snowplow drivers, etc.</li> <li>• Critical services employees should be the only ones living in government housing.</li> <li>• First responders should be the highest priority.</li> <li>• Essential service providers include teachers, first responders, police officers, and EMS.</li> <li>• Essential service provides include first responders, doctors, and nurses.</li> <li>• Service workers should be prioritized.</li> <li>• Law enforcement should be given priority.</li> <li>• Those who maintain the County's infrastructure should be prioritized.</li> </ul>
<b>Other Criteria</b>	<ul style="list-style-type: none"> <li>• People should be prioritized based on how long they have lived in the area to make it seem that they are being rewarded for paying their dues.</li> <li>• A demonstrated dedication to the community should be enough.</li> <li>• People with a certain number of hours volunteering in the community should be given priority, with consideration for their profession.</li> <li>• Middle-class people should be given priority since there is no stock for them in the free market.</li> <li>• Asking someone to become a member of the community before they can live here is challenging. It is unclear how they can be a valued community member if they do not live in that community.</li> </ul>
<b>No Prioritization</b>	<ul style="list-style-type: none"> <li>• The free market should decide.</li> <li>• Creating a list of professionals will always be short-sighted.</li> <li>• Each type of employees makes up a diverse fabric of the community.</li> </ul>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

TOPIC	SPECIFIC ITEMS OF FEEDBACK
	<ul style="list-style-type: none"> <li>• Every worker has value.</li> <li>• First responders and teachers are not the most important, even though those professions tug at the heart strings.</li> </ul>

### IF YOU WERE UPDATING THE REQUIREMENTS TO BUILD HOUSING AS PART OF NEW DEVELOPMENT WHAT WOULD YOU DO?

TOPIC	SPECIFIC ITEMS OF FEEDBACK
<i>Finances</i>	<ul style="list-style-type: none"> <li>• Re-appropriate the lodging tax so that less goes towards promotion and more goes to workforce housing.</li> <li>• Get low-interest loans from financial institutions.</li> </ul>
<i>New Development</i>	<ul style="list-style-type: none"> <li>• Require developers to build workforce housing by not offering a fee-in-lieu option.</li> <li>• Increase the minimum requirement of workforce housing for new developments.</li> <li>• Increase the minimum requirements for affordable housing for new developments.</li> <li>• Reduce the size of allowed development.</li> <li>• Require that the developer provides 80 percent of the housing for their employees either on-site or off-site within 30 miles of the Town of Jackson.</li> <li>• Build fewer homes that are over 12,000 square feet.</li> <li>• Keep transportation in mind when building new developments.</li> <li>• Require a certain amount of a new development to be deed-restricted housing.</li> <li>• Do not allow speculative purchases with new subdivisions.</li> <li>• Do not keep adding commercial growth without having a plan for workforce housing.</li> </ul>
<i>New Businesses</i>	<ul style="list-style-type: none"> <li>• Require new businesses to provide housing if they hire more than 10 employees.</li> <li>• Require new businesses to provide housing if they hire more than five employees.</li> <li>• Treat all businesses the same whether they are for profit or nonprofits.</li> <li>• Make a requirement for new businesses to provide employees with quality housing, not just dorm-style housing.</li> </ul>
<i>Density</i>	<ul style="list-style-type: none"> <li>• Require more density for new buildings.</li> <li>• Increase the density and height to which developers can build.</li> <li>• Provide density bonuses.</li> <li>• Identify areas for dense housing and change the zoning.</li> <li>• Give a building more density if they construct deed-restricted workforce housing.</li> <li>• Reduce height and parking restrictions to allow for additional density.</li> <li>• Reduce lot sized and allow splits to take advantage of tiny homes.</li> <li>• Use schools as housing in the summer.</li> </ul>
<i>Flexibility</i>	<ul style="list-style-type: none"> <li>• Review projects on a per-project basis.</li> <li>• Allow to rules to be flexible, as no one set of rules will solve the problem.</li> <li>• Use diverse housing types, ownership types, and applications to meet community needs.</li> <li>• Make a certain amount of housing permanently affordable in relation to the free market.</li> <li>• Embrace surrounding communities as part of the Jackson community.</li> </ul>
<i>Incentives</i>	<ul style="list-style-type: none"> <li>• Incentivize higher-density housing and developments.</li> <li>• Incentivize the creation of rental units that are not tied to a specific employer.</li> <li>• Create incentives for ADUs.</li> <li>• Prioritize or streamline the development review process for the private sector.</li> </ul>

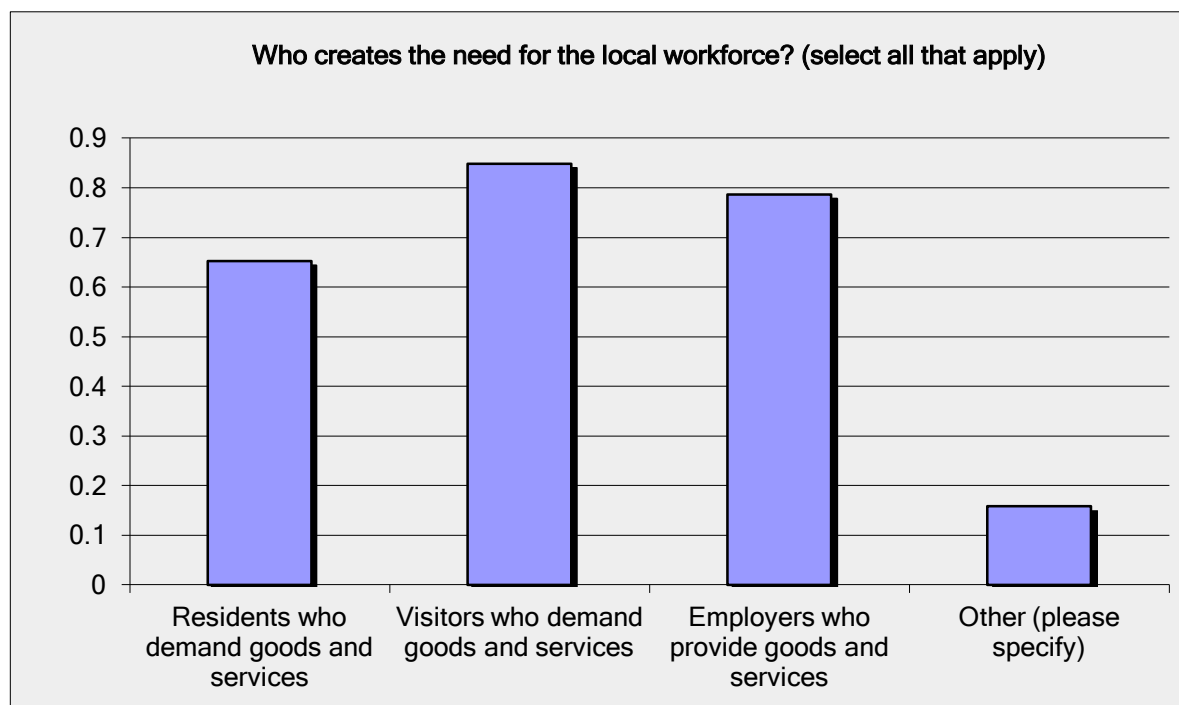
# Jackson/Teton County Community Engagement Summary

## HOUSING LDRS

### ONLINE ENGAGEMENT

#### QUESTION 31: WHO CREATES THE NEED FOR THE LOCAL WORKFORCE?

Who creates the need for the local workforce? (select all that apply)		
Answer Options	Response Percent	Response Count
Residents who demand goods and services	65.2%	107
Visitors who demand goods and services	84.8%	139
Employers who provide goods and services	78.7%	129
Other (please specify)	15.9%	26
<i>answered question</i>		<b>164</b>
<i>skipped question</i>		<b>65</b>



## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

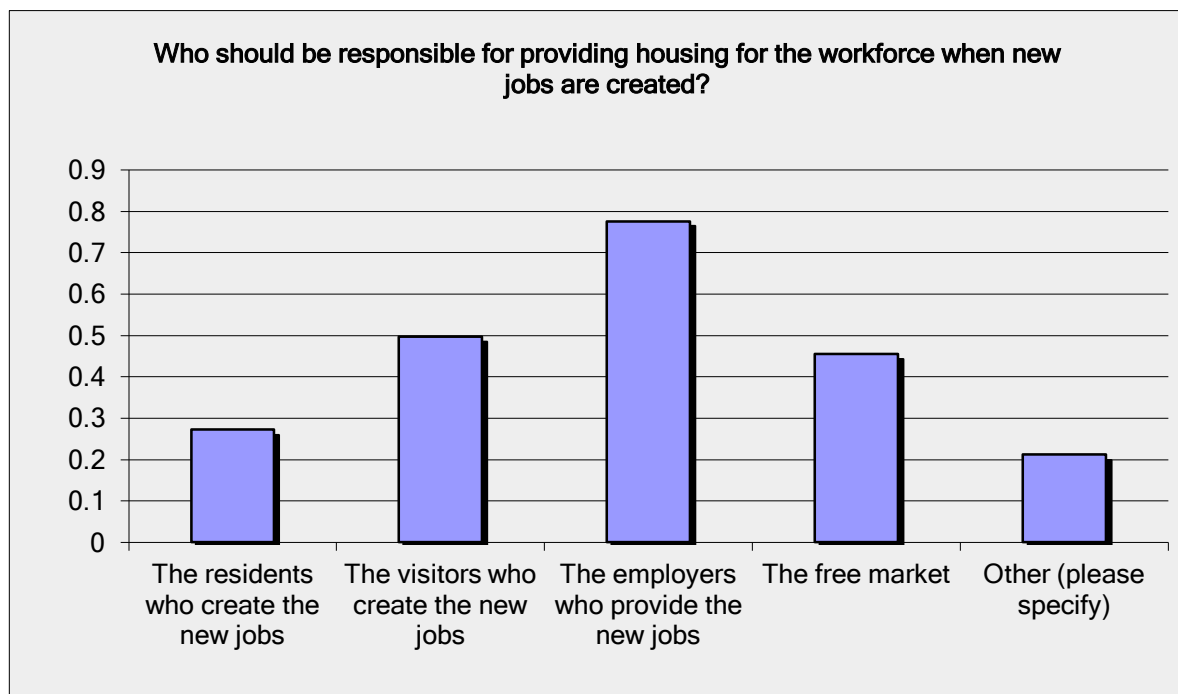
#### **“Other” Responses (n=26):**

- The people who want to live here because it is a nice place to live.
- Town, not just for town employees.
- Second homeowners, part-time residents.
- Institutional and government, not-for-profit organizations, seasonal residents, residents and other nonresidential uses.
- A balance of all.
- The large-scale hotels that have recently been approved and developed.
- Those pushing commercial development.
- Big hotels are the worst. They do not provide housing but rather expect taxpayers to provide for their illegal underpaid brown slave-class. I am sick of Agenda 21/30 and sanctuary city.
- The high demand from residents come from the second home owners.
- All of us. (2 responses)
- Residents require services as well as tourists. For example, last winter when the roads were shut down multiple times, many daycare providers could not get to work because they cannot afford to live in Teton County.
- The tourism industry and developers who profit from it.
- The global brand that IS Jackson Hole, Wyoming.
- It's complicated, not sure anyone can pinpoint the source. I think all of the above. Construction industry requires a lot of people to build all these second homes.
- Too many large hotels and business. We are not big enough to sustain them all, at a yearly pace.
- Developers
- Tourism has increased beyond capacity to serve visitors.
- Institutional and non-profit employers
- Institutional uses cannot be ignored as job creators!
- Obviously all of the above...
- The market does. If the workforce can earn a living (which is entirely subjective because we all have varying ideas of what we need and what a "living" is, then they stay in Jackson. If not, they figure out a way to make "a living" elsewhere and return to Jackson later. Or they adapt like others before them have - without the handouts!
- Of course, all of the above
- Institutions
- The cause and effect of all these are interrelated, each affects the other.
- Technically, all apply, but it's easy to see that we are creating new markets for visitors by rampant commercial development, lodging tax marketing, etc. The development appears to be driving growth more than the other options listed above.

**Jackson/Teton County Community Engagement Summary**  
**HOUSING LDRS**

**QUESTION 32: WHO SHOULD BE RESPONSIBLE FOR PROVIDING HOUSING FOR THE WORKFORCE WHEN NEW JOBS ARE CREATED?**

Who should be responsible for providing housing for the workforce when new jobs are created?		
Answer Options	Response Percent	Response Count
The residents who create the new jobs	27.3%	45
The visitors who create the new jobs	49.7%	82
The employers who provide the new jobs	77.6%	128
The free market	45.5%	75
Other (please specify)	21.2%	35
<i>answered question</i>		<b>165</b>
<i>skipped question</i>		<b>64</b>



## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

#### **“Other” Responses (n=35):**

- Everyone is part of the evolution of a community.
- I feel that the demand on locals is due to tourists and those who do not live here full time. Maybe folks who own homes here and spend only a few weeks can be taxed and that money can go towards housing for those who make this town run and function.
- There needs to be easier regulations to make housing easier. All entities from private business and government through regulation needs to work together. Housing issues are in part caused by the rules Teton County has adopted.
- Second homeowners, part-time residents.
- Employers include all institutional, not-for-profit organizations, seasonal and full-time residents and other nonresidential uses.
- A balance of all.
- The large new hotels and restaurants that require more and more employees. The free market is highly unlikely since the houses are not affordable.
- Only employers in the hospitality industry.
- The free market should NOT be responsible for housing.
- All of us, including local government
- Combination of free market and government subsidized.
- Housing tax is justified for certain jobs that should be located in the valley (teachers, first responders, nurses).
- The town government.
- All of the above, plus municipality
- Government can/should play a role - maybe when ask for tax/SPET money (paid by all of us and tourists) to build affordable housing would get more support if does not go first to government employees - they already tend to be best paid people in town with good benefits - they can live there but no preferences.
- Employers should pay employees enough to not have to depend on subsidized/funded housing.
- The free market is great. We can require employers to provide housing but we have to allow them to build with zoning regulations.
- All of us
- Again, all of the above. No perfect solutions.
- The developer (2 responses)
- In this housing crisis we need to throw everything we can at the problem including rezoning, taxes and public/private partnerships until we get to build-out.
- Developers and investors with the general public in mind not McMansion.
- I agree in a group effort. Not all employers can afford to provide housing.
- Private developers
- It should be a combined responsibly of the community and the employers. Also, a responsibility of the employee, if no housing.
- Or the employer should offer a fair wage so employee can participate in the free market.
- Our community, together.
- This is a false choice.
- Let capitalism work, please. If the employers purchase housing for their workforce, that is a win for all. Let the employers decide - NOT GOVERNMENT.
- Tax payers SHOULD NOT have to pay for others housing.
- Employers funded by visitors and through a visitor tax.
- It's the responsibility of the entire community.
- Narrowing the "responsibility" down to any on segment implies they will be forced to supply housing.
- 2nd home owners who require goods and services be provided when they are here



**Jackson/Teton County Community Engagement Summary**  
**HOUSING LDRS**

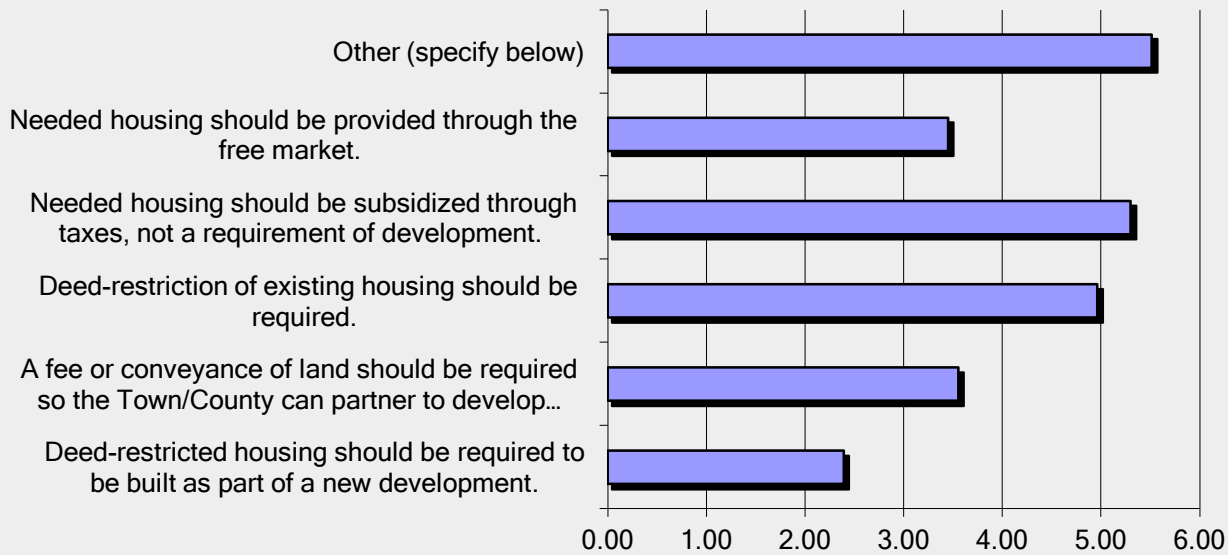
**QUESTION 33: PLEASE RANK THE FOLLOWING TOOLS AS THEY RELATE TO HOUSING PROVIDED AS PART OF A DEVELOPMENT THAT CREATES NEW JOBS.**

Please rank the following tools from more important (1) to less important (6) as they relate to housing provided as part of a development that creates new jobs.									
Answer Options	1	2	3	4	5	6	N/A	Rating Average	Response Count
Deed-restricted housing should be required to be built as part of a new development.	71	25	10	4	2	2	12	2.39	126
A fee or conveyance of land should be required so the Town/County can partner to develop deed-restricted housing.	15	51	20	10	6	4	15	3.55	121
Deed-restriction of existing housing should be required.	4	13	37	18	17	3	20	4.96	112
Needed housing should be subsidized through taxes, not a requirement of development.	7	8	16	28	23	15	18	5.30	115
Needed housing should be provided through the free market.	42	10	18	22	24	5	9	3.45	130
Other (specify below)	13	11	2	5	5	15	15	5.51	66
<i>answered question</i>									<b>154</b>
<i>skipped question</i>									<b>75</b>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

Please rank the following tools from more important (1) to less important (6) as they relate to housing provided as part of a development that creates new jobs.



#### QUESTION 34: IF YOU SELECTED "OTHER" PLEASE SPECIFY YOUR TOOL FOR WORKFORCE HOUSING AS IT RELATES TO DEVELOPMENT BELOW. (N=39)

- Not taxes to locals who live and work here, rather those who vacation here for shorter periods of time and or who rent out their homes to make money.
- Development density should be zoned in appropriate locations in town and at other complete neighborhoods as described in the Comprehensive Master Plan.
- Fees and restrictions have prohibited free market apartments from being built. Additionally, apartment buildings have sold as condos.
- Requiring businesses to provide housing discourages small, local businesses and encourages large corporations. It is more important to create and support local businesses in our community that are quality, well-paying employment instead of creating jobs that don't pay enough to support people actually living here.
- Deed-restricted housing is not the ONLY answer, the NEED is availability. Any development should provide housing but not only through deed restriction. And housing should NEVER be subsidized by the free market or taxes but through commercial development.
- We need all of the tools in our toolbox to create and preserve workforce housing. See the Comp Plan. See the Housing Action Plan. Implement the great plans the Town and County have invested hundreds of thousands of dollars to create. It's going to take exactions, SPET, the private sector, partnerships and lots of creativity and community support.
- The majority of the options above are taking / taxing. Stop widening the gap with these systems. The more you charge developers and free market homes, the wider the gap becomes - who do you think pays for those fees ultimately? The second owner.
- Combination of free market and government subsidized
- Visitor tax should be increased to pay for infrastructure not advertising.
- What does that mean, "A development that creates new jobs"? I don't understand.

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

- A conveyance of land fee is a good idea, but only on purchases over a certain purchase price, say 1.5 million. Otherwise this becomes an additional burden on the middle class that does not qualify for deed-restricted housing and may have worked very hard to afford a modest home here in Teton county.
- Your program will not allow me to complete this question.
- Housing is available in Alpine, Driggs...no need to keep burdening taxpayers.
- The fee-in-lieu should only be a last resort option. If used, it should be much higher and unaffordable.
- Did you mean a fee "on" conveyance of land? I am SO for that - houses flipping contributes to the problem in a wide variety of way. These are kind of absolute statements - no one way - lots of ways. Taxes and developer responsibility. It also DEPENDS. Mandatory deed-restricted housing for new stuff should depends on SIZE and should be opportunities to contribute to pool. Fees and not just have to build and building not necessarily on same site. New developments and taxes can contribute not one or another - free market can encourage AH building (example - housing credits). Is there a mechanism to get something from single-family, second homeowners? They generate huge # jobs compared to other modest homes (landscaping, housekeepers, caters, property managers, security, art galleries, spas, airport, and I've seen UPS and Fed ex go to/from their house 4x in a day) but they take away housing since it sits empty so much of time. Also continue to work on upping enforcement of Airbnb violations of zoning. Allow smaller units to be built period but especially for seasonal.
- We need to relax zoning regulations so the free market can actually build. Taxing our way out of this problem won't come close to providing the cash to make it happen.
- Employers should build their employees housing if needed. It should not be required at work. Taxing, deed restrictions is making it impossible for people to develop and middle class to succeed. With the way the housing authority works, there will only be rich people and poor people in Jackson
- Again, I am uncomfortable with the 'more important', not a lineal relationship. In my mind, all are important.
- Vertical limits placed on housing development are the root cause of the housing "crisis" and detrimental factors (parking, traffic, etc.) resulting from increased vertical limits could be mitigated with less money than the current government subsidy on deed-restricted urban sprawl.
- Mixed use of development so the burden does not like on one segment.
- Town, County, PRIVATE FOR-PROFIT DEVELOPMENT. Town and County should help with land and be flexible with height and density Town and County should not be developers.
- Set density capacity and down zoning in the County have driven property values into the stratosphere. The current Land Development Regulations have the consequences of increased land values and increased development cost. Together these high costs exacerbate the problem of affordable housing. The subsidies to provide housing are unrealistic in a free market economy. To allow the free market to respond to the housing demand, transportation to areas where there are lesser restrictions on density and development will need to be developed or the affordable housing will need to be socialized and subsidized. We have created an exclusive neighborhood (Jackson Hole) with the very wealthy (1% of the 1%) being supported by the bottom of the 99%. A more economically stratified community you could not create. This is the Hamartia (tragic fatal flaw) of Jackson Hole. We can see the Fatal Flaw of Jackson Hole – the beauty of the unique natural environment enticing to all who experience it and due to that attraction, the need to be a part of it, exceeding the desired carrying capacity of the land. This has been an ongoing problem for Jackson Hole since the first visitor-related development after the creation of Yellowstone and Grand Teton National Parks. It identifies the question: Is the onus of providing workforce housing for a resort community on the last developer to town who has the burden of providing a solution for a community-caused and long-term problem? How do we move from tragedy (fatal flaw) to renewal and restoration? You need more than this survey!
- JH is being paved under beneath the banner of affordable housing. Stop it. Employers might have to shuttle employees from Alpine and Victor.
- Government should not be involved in building housing.
- None of the above. Employers should provide housing. They can pass on the cost to customers who use their services.

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

- There needs to be a thoughtful examination of creating higher-density development. There is a wide variety of options between the mansion us commuters are watching being built on HWY 22 and deed-restricted shoe boxes. The free market won't work if you don't let it. This also doesn't mean unrestricted development. Consider a property tax credit for people that work and own in the county.
- Employers, private enterprises or government should pay a wage or provide the housing to allow employees to locate and work in Teton County. People have chosen to come and live here and those people should be responsible for their own housing rather than the community. If employers cannot find employees because housing is too difficult or expensive, those employers should go out of business. Public employers like schools, police, emergency, fire department should pay enough for housing or assist in providing some limited housing. Owning should no longer be considered the goal. People relocate much more frequently than was the case 30 or more years ago. Renting is many times much more preferable.
- Make businesses build housing for any expansions.
- Never ever should deed-restricted housing be REQUIRED. Let the marketplace dictate that and it will come up with solutions and ideas. If the tenants don't pay the rental prices, prices go down. Imagine that.
- The town needs RENTAL HOUSING, NOT deed-restricted or subsidized housing. Rental housing needs to be provided by the developing businesses for all their employees.
- Some businesses should be encouraged or required to develop housing.
- Any time something is built that requires people to work in it, then some sort of housing should be considered as part of that building or, if not appropriate, in some other manner. For example, the new school should be developed as a dense node with teacher and other school district employee housing and housing for others.
- Those creating jobs need to provide housing and fees/taxes provide for essential employees.
- Zoning is the answer here. Not restricting development to the point that only the government can build. Need to create zoning to allow private market solutions.
- All housing should be developed by private enterprise. Deed-restricted housing should be rental only and restricted to essential town/county employees. Local businesses should have to compete for labor in a free market which would increase wages to the point where existing housing is more affordable.
- Given our community's venom for new growth, and given the impact it has on our housing problem, let's increase the amount that new developers are required to pay into the system to house their employees. Otherwise we subsidize their profit margin.
- I think we need all of the above options to attack this enormous community issue. Development-based mitigation, subsidies via taxes, increases in free market units - all could be utilized.
- All of the above are coercive measures to try to solve a problem that may not exist and that may only be made worse by these measures.
- Free market will never be able to keep up with the demand for people wanting to live here, particularly since we are income-tax free and attract so many telecommuters/investors, and since we have not been requiring commercial and residential developments to provide adequate amounts of deed-restricted housing for real people. Allowing extra density to free market developments in the name of the units costing less has been a farce - we get more people, we lose community character, and the average local still can't afford them.

**Jackson/Teton County Community Engagement Summary**  
**HOUSING LDRS**

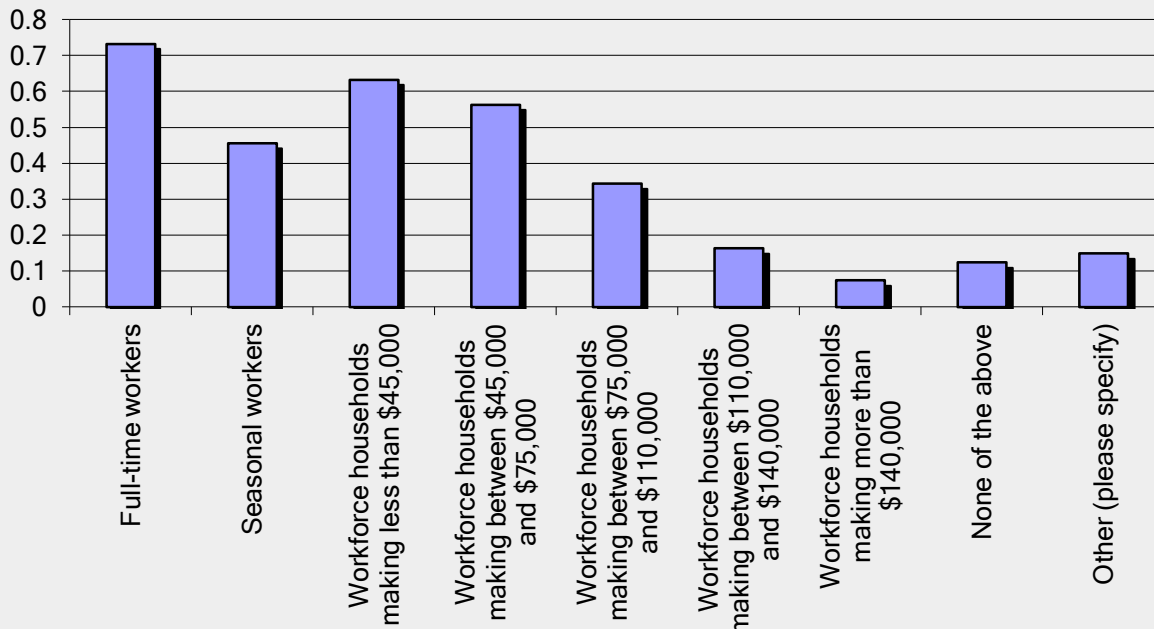
**QUESTION 35: IF PROVIDING HOUSING SHOULD BE A REQUIRED PART OF DEVELOPMENT, WHICH WORKFORCE HOUSEHOLDS SHOULD BE REQUIRED TO BE HOUSED?**

If providing housing should be a required part of development, which workforce households should be required to be housed? Select all that apply. *Note: Half of local households make less than \$92,000, half make more than \$92,000.		
Answer Options	Response Percent	Response Count
Full-time workers	73.1%	117
Seasonal workers	45.6%	73
Workforce households making less than \$45,000	63.1%	101
Workforce households making between \$45,000 and \$75,000	56.3%	90
Workforce households making between \$75,000 and \$110,000	34.4%	55
Workforce households making between \$110,000 and \$140,000	16.3%	26
Workforce households making more than \$140,000	7.5%	12
None of the above	12.5%	20
Other (please specify)	15.0%	24
<b><i>answered question</i></b>		<b>160</b>
<b><i>skipped question</i></b>		<b>69</b>

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

If providing housing should be a required part of development, which workforce households should be required to be housed? Select all that apply. \*Note: Half of local households make less than \$92,000, half make more than \$92,000.



#### “Other” Responses (n=24):

- Housing should be provided for the employees of the new development.
- There should be other criteria outside of income-based.
- It is a fine line to say what qualifies as workforce housing. I used to make a decent salary, over \$70,000 a year and chose to leave my job. I am fortunate to have an affordable home with a mortgage of \$1480 a month. Far less than what folks are needing to pay in rent now. These incomes are FAR lower than the majority of folks who live here and use resources.
- 2-person household >\$75,000 would not require housing, but it WOULD be needed if >3 people in household.
- Market rentals with no attached deed restrictions.
- We need more housing in the area, and salaries need to be higher, both of which could be a part of the solution. Support or assistance should be offered on a scale, or in a similar manner.
- What about retirees who want to remain in the community but cannot afford to?
- The salary grade is inconsequential it is the availability of housing.
- See response above - we need to provide a spectrum of housing. Seasonal housing is that most appropriate for local employers to provide for their employees. Town and County should stay focused on providing ownership products for categories 1, 2 and 3. Workers below category 1 should be served with rental products, and by Habitat for Humanity.
- This question makes no sense.
- The middle class needs to be considered in this (and in this county middle class qualifies as any household making less than 200 K a year IMHO). With the current real estate situation it is extremely difficult for a family of 4 making 150 K a year to afford a new home on the free market. The middle class are the people who live here year around and contribute the most to our community.

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

- Seasonal workers who live in Jackson year-round. The nature of work in Jackson is seasonal not full-time and the answers do not provide a slot for somebody who lives in Jackson full-time but has careers that only employ them seasonally
- Employers like JHMR and hotel/restaurant owners should be providing more than they do...or pay higher wages.
- All households should be housed, regardless of income level.
- I don't really understand the question via the answers offered.
- Any and all workforce housing caused by additional development.
- With a bias toward essential service workers.
- Social engineering did not work for Hitler and Stalin either.
- Anyone who works full time should be able to apply for some kind of assistance.
- None! Get a job and be responsible. Since when do hardworking citizens (responsible folks) have to pay for someone else's housing? This is incredibly stupid and has not worked. Handouts do not work.
- Town and county essential employees.
- There should be an upper limit on income, but homeownership is still unachievable without deed restrictions even for families that make more than \$140,000.
- Income-based lottery for subsidized housing is NOT GOOD.
- It depends - if the development is a commercial one that requires many seasonal employees, they should be housing seasonal employees. Other housing should be for those making less than median income. And residency requirements should be strong. It's crazy to hear 20-somethings complain about there not being enough subsidized housing in Jackson when they've only lived here a couple of years.

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

#### QUESTION 36: IF WORKFORCE HOUSING WERE TO BE PRIORITIZED BASED ON PROFESSION, HOW SHOULD THEY BE PRIORITIZED?

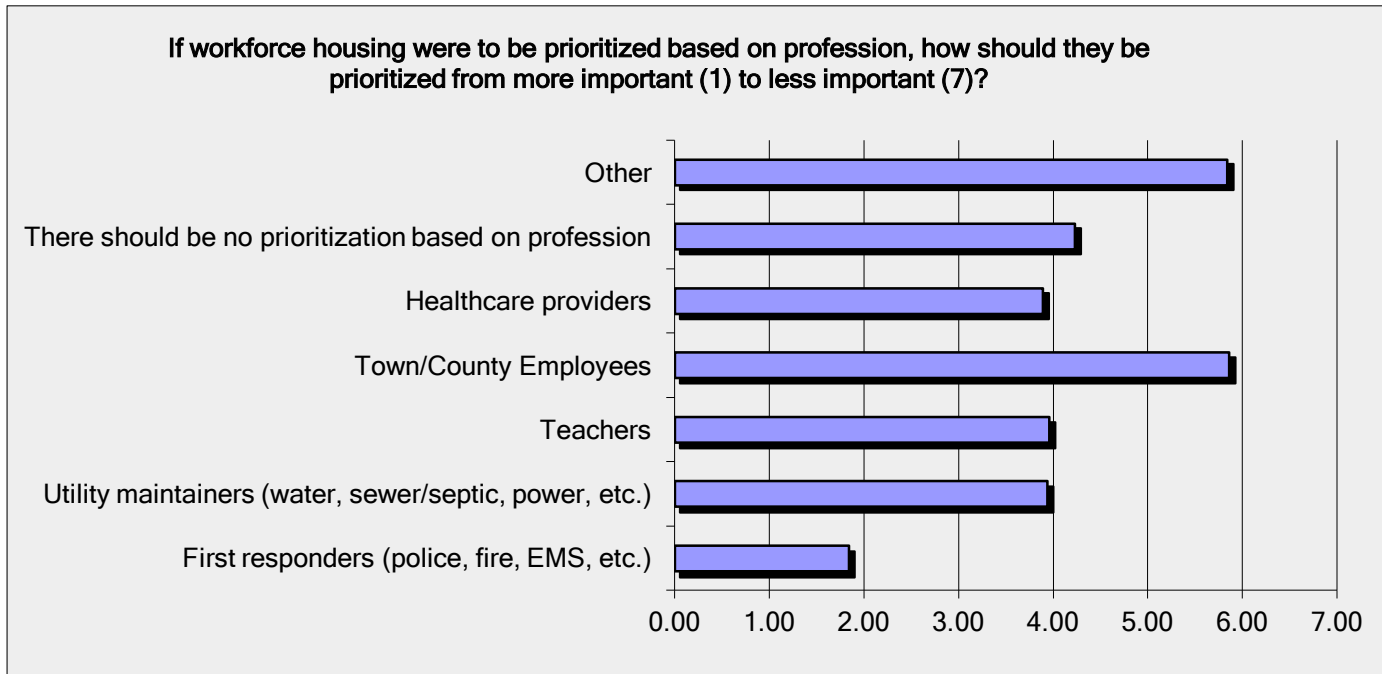
If workforce housing were to be prioritized based on profession, how should they be prioritized from more important (1) to less important (7)?

Answer Options	1	2	3	4	5	6	7	N/A	Rating Average	Response Count
First responders (police, fire, EMS, etc.)	83	28	4	2	0	0	0	7	1.84	124
Utility maintainers (water, sewer/septic, power, etc.)	3	30	28	27	14	5	1	8	3.94	116
Teachers	5	25	35	20	13	4	1	9	3.96	112
Town/County Employees	1	1	10	22	38	14	4	13	5.86	103
Healthcare providers	8	26	32	24	14	5	0	9	3.89	118
There should be no prioritization based on profession	44	5	0	3	3	16	4	14	4.23	89
Other	12	5	2	3	1	6	14	9	5.84	52
<i>answered question</i>										<b>159</b>
<i>skipped question</i>										<b>70</b>



## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS



#### **QUESTION 37: IF YOU SELECTED "OTHER" FOR A PROFESSION FOR PRIORITIZED WORKFORCE HOUSING, PLEASE SPECIFY BELOW. (N=39)**

- If by healthcare workers, you mean nurses and staff, yes. If you mean doctors, no.
- All of the above-mentioned professions should be in one category, no need to split these up.
- Grocery store clerks, auto service technicians, painters, electricians, plumbers, lawn care, etc. Essential services.
- This is a very tough question, as they are all important and most don't make enough to afford housing off current salaries
- If you work within the county you should be able to be eligible for workforce housing. It is difficult to choose one profession over another. All are important to the continued county economic growth. If a certain employer provides the housing then of course their employees get the first option.
- Free market
- These are all priority.
- People should be required to work full-time year-round to qualify. Small business owners should be included in this list.
- We sure as hell should not provide subsidized housing for any of the nonprofit heads and employees. They are fru-fru fluff and highly nonessential. Nor to illegal aliens. There are Mexicans who own Habitat houses and affordable houses but do not live there. They live in other houses they OWN in Teton Valley. Programs are bogus.
- Pay our critical town employees more, so they can purchase a home in our community.
- Hospitality industry.
- Workforce housing should be available to all of the workforce and should be the responsibility of the employer to help subsidize. Once again, the availability is the real issue, not the profession.
- Town and County should fund housing for their own employees out of their own budgets, not with housing exaction fees, which are supposed to be used to house our community.
- Daycare providers.
- Low-income service industry workers that the town depends upon and who have been hit hardest by the housing crisis.

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

- Income-based - the fact is most of retail and service and even many office jobs pay shit but we still need those people to function and while businesses need to pay more in this town and I don't want to subsidize them that is the reality. Is there way to have government mechanism for existing and OPERATING businesses to contribute something somehow rather than it always being at the building phase?
- Nonprofits that work with the youth of our community.
- Non-profit workers.
- FREE THE MARKET
- Again, I am uncomfortable with the 'more important', not a lineal relationship. In my mind, all that are listed are important.
- Service industry employees need a place to live, too.
- Stop ignoring our town and county master plan and padding your pockets!!
- I don't believe all deed-restricted housing should be prioritized, but I strongly support some county and town-built housing be reserved for the above.
- Every profession plays an essential to the functioning of a community, thus I do not think profession should play a role in prioritizing need for housing.
- All should be considered the same.
- Forget the centralized planning of the Housing Authority. Disband it. The school board, the sheriff's department, et al can provide for their own.
- I don't believe it is the responsibility of the government to decide who is privileged enough and meets the government requirement to live in Teton County. However, I believe that if the government is going to get into the business of building and providing housing then that housing should be for government employees in the order of critical need to the community.
- All of these important professions should be given priority but not in any particular order.
- None of the above.
- Hospitality/restaurant workers.
- There should be no prioritization based on profession.
- This is a slippery slope.
- What the heck is this? Socialism? Let's go back to Communist China, Communist Germany and Russia.
- Housing based on financial need and local cost of living.
- Employees of for-profit business should not be in subsidized housing. It is the businesses which receive the subsidies.
- This list does not capture MANY essential providers in our community and it would be a big mistake to make take them out of the mix.
- Providing for critical and infrastructure service is a RESPONSIBILITY of the Town and County. Therefore, it could be said that providing that those supplying the services should be close at hand and regularly available (locally housed) MIGHT also be a town and county duty.
- Adequate and safe housing should be required to be provided for all foreign seasonal workers as the current supply is horrible, crowded and unsafe.
- Town and County employees depends on what they do - many are already listed in the other categories. They often have better benefits and higher pay with stipends that are already taxpayer funded, so they have an advantage over everyone else to begin with. It should be one or the other - stipends, extra benefits and cost-of-living adjusted pay in the name of expensive housing OR subsidized housing. Not all of the above.

## Jackson/Teton County Community Engagement Summary

### HOUSING LDRS

#### QUESTION 38: IF YOU WERE UPDATING THE REQUIREMENTS TO BUILD HOUSING AS PART OF A NEW DEVELOPMENT WHAT WOULD YOU DO? (N=85)

- Require that all new or repurposed developments, including remodeled hotels/motels, provide housing for all employees, including seasonals.
- Crank up the mitigation rate.
- Allow for more density in selected locations.
- Require deed restrictions
- It would depend on the size of the development and the location. It would also depend on the use. The new school at Munger Mountain has no housing attached yet the school district has the land. There is also a State section near the JH mountain resort. The county ought to work with to State of Wyoming to acquire that land to address housing issues. There are areas that the county is not looking to from trailers to what land is available from government sources. Nor is the county looking towards itself as the county is one of the county's largest employers. The county ought to supply housing too.
- Rental apartments for county workforce. Affordable home ownership has been abused in the past. For example, people renting their affordable homes and taking off on 6 month vacations, etc.
- Stop commercial development.
- Create better enforcement of existing rules.
- Build more small, efficient one-bedroom apartments, with some common use areas.
- Require that employers offer enough housing for at least a third of employees earning less than \$15/hour.
- Make affordable housing more affordable and smaller for the seasonal workforce.
- I would leave the mitigation rate at 25% for residential development. Leave mitigation at 25% for nonresidential development.
- Some of the new commercial/residential mixed use (i.e., those new lofts near smiths on the opposite side of the street) should be all residential. We need more housing, not more workspace as far as I know.
- We should not be adding new development at this point unless it is to house the present employees/residents. Every new hotel, restaurant or high-end development add to the burden of creating new jobs and new housing needs.
- No new development in town therefore no restrictions.
- Turn around and go the other direction! The current system is a total failure.
- Increase requirements.
- Retail, resort lodging and ski resorts should be required to house their seasonal employees to prevent full-time residents from being ousted to make room for cheap transient labor. All short-term rentals in Jackson should be eradicated. Owners of free market rental housing should be required to report their monthly rates and the number of residents and vehicles. Free market shouldn't be allowed to be such a monopoly. There shouldn't be four families living in one 2k square foot house that looks like it might fall down at any minute. Get the skids out of downtown. Make homeowners maintain their property.
- Unless it is an exclusive home, no requirements. Cut out the crap. Big homes require gardeners and maids and need to pay for their housing. Regular folks do their own work and shouldn't subsidize other laborers.
- Requiring businesses to provide housing discourages small, local businesses and encourages large corporations. It is more important to create and support local businesses in our community that are quality, well-paying employment instead of creating jobs that don't pay enough to support people actually living here.
- If you can't house 100 employees you need to run your business you should go elsewhere.
- I would require employers in the hospitality industry to provide employee housing before they can get a permit.
- Every developer/development should be required to provide housing for a large percentage (at least 50%) of their workforce. That is the price to pay for development in a resort town with limited workforce housing.

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

- I would add solar to the building. I would consider the income of workforce, not the entire Jackson community, where rich people partially live here and do not present the people in need.
- More units per new development. Make sure the housing is actually affordable.
- Increase the requirement from 25% to 40%. The nexus already exists.
- Stop widening the gap and making everything more expensive. Your rules and regulations have a lot to do with the average full-time workers not being able to afford anything in Teton County.
- Focus on rentals.
- Lottery for those listed above based on income and need. No BMWs sitting outside affordable housing units!
- Cut the subsidy and crack down on abuse.
- Increase requirement for % of housing / development, restrict the price/rental fees and STOP GIVING waivers.
- I would restrict by income, occupation, full-time resident, for a limited number of years, must vacate if any of the above change, no white-collar professional jobs (lawyers, architects), carefully scrutinize people with college degrees, etc. Call me to discuss 733 2825
- Mandate low-/middle-income housing be built along with the project through deed restriction or public subsidy.
- Make it available for households with incomes below \$50,000 and have it be rental.
- Reduce cost by having more multi-room units or near dorm-style units for seasonal workers. It beats a van, saves cost and is similar to government treatment of seasonal workers on public lands
- Allow people with the land and resources to build.
- Base on type of development--the more labor-intense business would require more housing.
- FREE THE MARKET. Deed restrictions, housing authorities and etc. will NEVER catch up for the housing that is needed alone. We need to enable the free market AND let people build. I have numerous clients that want to build great housing projects but won't because of the current environment and local officials.
- In reality, there should be a bit of a ranking, but if we want people to be able to clean tourist toilets they should be able to live here at realistic prices. I travel 100 mi/day because I cannot afford housing here. Either pay a livable wage or provide affordable/available housing.
- Review requirements for both seasonal and full-time. Do not lose track of the risk of increasing requirements that then mean nothing is built.
- The only new development should be residential.
- Allow increased density.
- I would invest in our own work force and quit subbing out to other states to bring a cheaper work force in turns brings a strain on our community temporary housing then leave with our money to another state. I.e., living in Idaho traveling across the pass to work and leaving to support another State ridiculous. And why? Because old gentlemen ranches tying up land and poisoning our land for little profits just because you can.
- Development should provide housing, not the tax payers.
- Enforce our Master Plan on all developments and find out WHY certain developers have been allowed NOT to comply!! Fire public employees responsible.
- Make the fees unattractive or eliminate them, so that workforce housing (that's actually attainable on local salaries) is built with every single development.
- Adapt height limits to allow for new developments to offer on-site workforce housing. Incentivize (tax breaks?) developers who exceed deed-restricted housing requirements.
- Eliminate any requirement to build housing as part of a new development.
- Take it or leave it policy, no housing, no development. Ultimately, lack of housing can lead to development failure if workers do not have housing and developments then fail due to lack of employees.
- Stop building.
- Require 100% housing for employees. If new business is going to hire 5 employees they need housing for 5 people. It's not a hard thing to figure out.
- Model after 3 Creeks with a mix of rental and deed restricted housing.

## **Jackson/Teton County Community Engagement Summary**

### **HOUSING LDRS**

- Increase subsidy/zoning so free market can bear the majority of the burden, while making their project more feasible., and save taxpayers by not building from scratch.
- Stop making so many requirements... this is why the free market isn't building. Excessive requirements are the number 1 cause of our housing problem.
- Don't know enough to comment.
- Not allow waivers but allow fees to be collected in lieu of building with fees sufficient to cover the cost of the build.
- Not enough time to answer this huge question.
- End the program altogether. Develop JH to the lowest possible population.
- Businesses that provide services to tourists need to provide housing for their employees.
- Significantly (majorly) increase requirements on big homes in the county - they should pay a whole lot more than they are now. And massively increase requirements on short-term rentals and hotels. Increase commercial requirements so that (1) mitigation is required on ALL employees, not just the peak seasonal margin, and (2) mitigation rates are higher. And maybe it would be better to do this with a "head tax" instead of by commercial development square footage, because plenty of businesses hire lots of employees but never build commercial space, so they slip through the cracks.
- Reduce density or maintain at levels allowed in 1994.
- Increase density (mostly an option at the periphery).
- I do not know what the present requirements are. I have lived in Teton County since 1985. For many years, I tried to stay informed about housing issues. But about 5 years ago, I gave up because of all the entities and lack of clarity regarding the housing issue. I travel a great deal. Most every community I have passed through has a housing issue revolving around affordability. I believe expectations are too high. I believe that people can move to another locale where a job is and affordable housing for the particular individual and this may not be the 1st choice but one does not always get what one wants. A roof over one's head and adequate food and safety should be satisfactory. One can move in the USA rather than the unfortunate Venezuela people who are starving and cannot move because of government leadership.
- Not allow a fee in lieu.
- More density, less parking (and yes to wintertime overnight on-street parking). 4th floor.
- I would require W2's to be submitted yearly for all occupants. I would also only allow deed-restricted rental units to be built. Deed-restricted home ownership has been abused too much in the current system.