

Appendix: Chapter 9—Employee Housing

Existing Conditions and Guiding Principles

Types of Employee Housing (see Footnote 1)

Long-Term Rentals. Long-term rentals meet the needs of people of all ages and household types, but require more square footage, personal storage space, parking, and neighborhood green space than single-season housing. Public transportation is important, though not as critical as for single-season housing. The Town currently manages approximately 247 long-term rental units.

Deed-Restricted Sale Units. Deed-restricted sale units serve employees with a long-term commitment to the community and should not be mixed in the same buildings with rental employee housing. They are ultimately governed by individual homeowners associations and supported by Town authority and resources to enforce housing requirements. Square footage, storage, parking, and green space needs are equal to or greater than those of long-term rentals. The Town currently manages approximately 127 deed-restricted sale units.

Employee-Occupied Free-Market Housing. There are approximately 150 free-market, dedicated but legally unrestricted employee dwelling units in the Town today. These units include employer-provided housing in multifamily and lodge-dwelling units. Additionally, there are approximately 50 accessory and caretaker units in single-family homes. In addition, an estimated 210 free-market single-family homes and condominiums house many management workers and business owners or are shared rentals by Village employees. Free-market units contribute to employee housing needs, but the Town may lose this unregulated employee housing stock as properties are resold.

Single-Family Housing. There are currently 774 free-market single-family units and 35 employee-restricted single-family units for a total of 809 units. Another 29 employee units have been approved at Rodeo Ranch but are as of yet unbuilt. Existing employee units are located at the Crossings at Horse Ranch subdivision and range in size from 1,950 to 2,400 square feet. There are 202 approved free-market single-family homesites that remain undeveloped. Approximately 112 free-market single-family units remain undeveloped.

Duplexes. Snowmass Village has one duplex subdivision located in Ridge Run I, containing 15 duplex lots (30 units), all free-market units.

Multifamily Housing. Snowmass Village has 2,903 multifamily units, of which 483 units are hotel rooms, 1,811 are free-market units, and 610 are restricted or dedicated employee units. Permanent residents occupy 13 percent of the free-market multifamily units.

¹ 1998 TOSV Comprehensive Plan and Working Draft: Key Housing Measures, April 13, 2008.

Multifamily employee units range from studios to three bedrooms. The majority of the multifamily employee housing is located in the Upper Village.

Other Current and Future Providers. Other providers of employee housing include Pitkin County (30 deed-restricted owner units at Fairway 3), Aspen Ski Company (68 units at Club Commons), the Fire House, Anderson Ranch, and the Water and Sanitation District (a total of 35 units; includes a small number of other scattered units). Approved but unbuilt employee units include 29 single-family and 45 multifamily units (including 26 at the new Base Village) and 15 units in the Aspen School District

Single-Season Housing (the Town does not currently provide any single-season housing). This housing option is generally more attractive to younger, single people who are new to the area. Conventional apartment-type housing (studios, one-bedrooms and shared two-bedrooms) is more desirable than dormitory-style housing. Provisions must be made for resident vehicles and some personal storage. Accessibility to public transportation is a crucial to this type of housing.

Current Housing Needs (see Footnote 2)

Based on the 2008 Snowmass Village employee housing survey, of the 1,780 in-commuters during the peak winter season, approximately 33 percent are renters who would prefer to live closer to work. Assuming two workers per household, this yields a demand for approximately 294 units, of which all would need to be subsidized. This demand includes both year-round and seasonal housing (estimated at 50 percent each). Additionally, approximately 50 employee housing units would be needed to accommodate unmet housing demand associated with unfilled jobs in Snowmass Village.

In addition, based on development that has been approved but not yet built, there is a potential demand for approximately 106 more units (excluding employees required to be housed by Base Village developers). In the longer term, there is a potential need for approximately 274 more units to make up for the potential loss of unrestricted employee housing units and the conversion of employee-occupied free-market units to second homes or retiree housing. Allowing employees to retire and continue to live in restricted units reduces the existing housing supply by an additional 36 units.

Over the long term, in the categories described above, there is a potential need for approximately 580 units, of which at least 50 percent could be attributed to year-round employees.

Free-Market and Housing Costs (see Footnote 3)

In 2007, the median sales price of a single-family home in Snowmass Village was \$3.96 million (\$950,000 for multifamily housing). In Carbondale, the median single-family home price was \$589,784 (\$375,950 for multifamily housing), and in Parachute, \$229,650 (\$189,800 for multifamily housing). In 2007, the average wage per job in

² Snowmass Housing Overview, May 19, 2008 Town Council Meeting, RRC Associates.

³ Notes RE: Comprehensive Plan Update/Snowmass Village, czblc, January 31, 2008; Land Title Aspen; Garfield County Assessor's Office.

Snowmass Village was \$23,000; in Carbondale it was \$35,000 and in Parachute it was \$47,000. The Snowmass Village average wage that would support purchasing a free-market home is approximately \$65,000. Even assuming a substantial increase in wages, it is evident that most permanent residents in the Roaring Fork Valley cannot afford to purchase free-market units in Snowmass Village. These figures make clear why Snowmass Village workers are commuting from further and further away.

Although a significant number of residential units have been constructed in Snowmass Village and the Roaring Fork Valley in the past few years, most of those units are priced for upper-income buyers. Reasonably priced housing in Snowmass Village and within the Roaring Fork Valley for low and middle-income households is extremely difficult to find. From 2005 to 2007 less than 1 percent of the inventory on the market was affordable to an average Snowmass Village wage earner. Although Aspen, Pitkin County, and Snowmass Village have made a significant effort to provide affordable housing, there is still a significant unmet demand.

Existing Development Mitigation Requirements

Snowmass Village requires employee-housing mitigation from new development with a winter housing impact. Requirements are based on job generation rates for different land uses. A formula determines how much restricted-housing square footage will mitigate the development's impact. Snowmass Village can determine that a cash-in-lieu fee equal to the cost of providing restricted employee housing is more appropriate. As a result of significant employee-housing contributions, the Snowmass Land Company currently has approximately 150,000 square feet of housing mitigation credit that can be applied to future development.

Synopsis of Public Input

In general, the most prevalent public comments focused around the following objectives:

- Attempt to house 45–65 percent of Snowmass Village workers in town
- Include housing for all economic levels of workers (not just the lowest income levels)
- Provide housing for year-round employees
- Keep accurate data about the status of employee housing in Snowmass Village
- Keep an accurate assessment of the housing need in Snowmass Village

At community meetings with stakeholder groups, the lack of affordable housing for current and potential employees was discussed multiple times as a limitation to providing adequate services. These positions include services provided by firefighters, emergency medical technicians, police officers, day-care providers, Town staff, snowplow drivers, and town administrators.