



**Economic & Planning
Systems, Inc.**
The Economics of Land Use

EAGLE COUNTY REGIONAL HOUSING NEEDS ANALYSIS

DRAFT REPORT

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Eagle County Housing Partners

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April 2025

EPS #233169

Table of Contents

Executive Summary	1
<hr/>	
1. Introduction and Summary of Findings	3
Summary of Findings.....	5
<hr/>	
2. Demographic Trends	9
Population.....	9
Households.....	12
Household Income	15
<hr/>	
3. Economic Trends	17
Jobs.....	17
Commuting.....	21
<hr/>	
4. Housing Inventory	23
Housing Units	23
Housing Occupancy.....	23
Housing Tenure	24
<hr/>	
5. Housing Market Trends	27
Home Sales	27
Rental Housing.....	37
Short-Term Rentals	39
Recent Development	41
<hr/>	
6. Housing Problems	43
Overcrowding	43
Temporary Housing.....	43
Homelessness.....	44
Affordability Analysis.....	44
Displacement Risk.....	57
<hr/>	
7. Housing Resources	61
Existing Housing Tools and Programs.....	62
Deed Restriction Buy-Down Affordability	65

Table of Contents (continued)

8. Outreach	67
Stakeholder Interviews.....	67
Focus Groups.....	68
Household and Employee Survey	70
Employer Survey.....	85
9. Housing Development Challenges and Opportunities	97
Development Challenges	97
Development Opportunities.....	97
10. Current and Projected Housing Needs	99
Summary of Need	100
Existing Housing Shortage (Catch Up).....	101
Projected Housing Needs (Keep Up).....	105
Needs by Jurisdiction.....	110
Housing Continuum Framework.....	118
11. Policy Programs and Recommendations	121
Regional Framework	121
Local Actions.....	121
Appendix A: Need Tables for all Jurisdictions	123
Appendix B: Selected Employee & Household Survey Results by Population Group	133

List of Tables

Table 1.	Eagle County Population 2010-2022.....	9
Table 2.	Median Age, 2010-2022	10
Table 3.	Hispanic/Latino Population, 2010-2022.....	11
Table 4.	Eagle County Households, 2010-2022.....	12
Table 5.	Average Household Size, 2010-2022.....	14
Table 6.	Median Household Income, 2010-2022.....	15
Table 7.	Household Income by Source, 2010-2022	16
Table 8.	Eagle County Employment, 2010-2022	17
Table 9.	Eagle County Top Employment Industries, 2010-2022	18
Table 10.	Eagle County Largest Occupations, 2024.....	19
Table 11.	Eagle County Employees' Home Location, 2017-2021.....	21
Table 12.	Eagle County Employees' Commute Length, 2021.....	22
Table 13.	Eagle County Housing Units, 2010-2022	23
Table 14.	Units Occupied Year-Round, 2010-2022	24
Table 15.	Households by Tenure, 2010-2022.....	25
Table 16.	Housing Tenure, 2010-2022	26
Table 17.	Sales by Type, 2015-2023	27
Table 18.	Sales by Location, 2015-2023.....	28
Table 19.	Sales by Type, Non-Resort Areas, 2015-2023.....	28
Table 20.	Median Sale Price by Location, All Areas, 2015-2023.....	30
Table 21.	Median Sale Price by Location, Non-Resort Areas, 2015-2023.....	30
Table 22.	Median Sale Price Growth, Non-Resort Areas, 2015-2023.....	31
Table 23.	Median Price by Home Type, Non-Resort Areas, 2015-2023	33
Table 24.	Median Price per Square Foot by Type and Location, Non-Resort Areas, 2015-2023	35
Table 25.	Town of Avon RETT Exemptions, 2019-2023.....	36
Table 26.	Median Rent by Location, 2010-2022.....	37
Table 27.	Online Rental Listing Summary, 2024.....	38
Table 28.	Per-Bedroom Rent, 2024.....	38
Table 29.	Eagle County Residential Building Permits, 2015-2023	41
Table 30.	Residential Units Permitted by Type, 2015-2023.....	42
Table 31.	New Apartment Development, 2010-2024.....	42
Table 32.	Eagle County Overcrowded Housing Units, 2022	43

List of Tables (continued)

Table 33. Temporary Housing Situations, 2022.....	44
Table 34. Maximum Affordable Rent by Income and Household Size.....	46
Table 35. Percent of Home Sales by Income Range, Non-Resort Areas, 2023	49
Table 36. Income by Tenure, 2021.....	57
Table 37. Cost Burden, 2015-2022	58
Table 38. Population Aged 25 and Older without a High School Degree, 2022.....	58
Table 39. Households Speaking a Language other than English at Home, 2022.....	59
Table 40. Single-Parent Households, 2022	59
Table 41. Housing Units Built Before 1970.....	60
Table 42. Summary of Current County and Town Housing Resources.....	61
Table 43. Summary of Housing Need.....	100
Table 44. Housing Need by Source	101
Table 45. Overcrowded Housing Units, Eagle County, 2022	102
Table 46. Temporary Housing, Eagle County, 2024	102
Table 47. Housing Need Generated by In-Commuters	103
Table 48. Housing Need Generated by Unfilled Jobs	104
Table 49. Existing Housing Shortage by Category	104
Table 50. Existing Housing Shortage by Income and Tenure.....	105
Table 51. Current and Projected Jobs by Occupation.....	106
Table 52. Housing Demand from Employment Growth.....	107
Table 53. Housing Demand Generated by Retiring Workers.....	108
Table 54. Projected Housing Need Summary.....	109
Table 55. Gross Needs and Gaps Summary.....	110
Table 56. Jobs Distribution by Location, 2023	111
Table 57. Gross Needs by Jurisdiction	112
Table 58. Affordable Housing Development Pipeline	113
Table 59. Development Pipeline by Tenure	114
Table 60. Net Needs and Gaps Summary	115
Table 61. Allocated Net Need by AMI	116
Table 62. Housing Needs and Preferences Continuum by Population Group	118
Table 63. Current Housing Continuum by Type.....	119

List of Figures

Figure 1.	Eagle River Valley Sub Regions	5
Figure 2.	Population by Age, 2022	10
Figure 3.	Population by Age, 2010-2022.....	11
Figure 4.	Family/Non-Family Households, 2022	13
Figure 5.	Hispanic/Latino Households by Type, 2022	14
Figure 6.	Seasonal Employment by Industry, 2022.....	20
Figure 7.	Households by Tenure, 2022	24
Figure 8.	Median Sale Price by Location, Non-Resort Areas, 2015-2023.....	31
Figure 9.	Median Price per Square Foot by Location, Non-Resort Areas, 2015-2023	32
Figure 10.	Median Sale Price by Type, Non-Resort Areas, 2015-2023	33
Figure 11.	Home Sales by Buyer Origin, 2019-2023	36
Figure 12.	Eagle County STRs, 2017-2022	39
Figure 13.	Short-term Rentals by Location, 2022	40
Figure 14.	Residential Building Permits by Area, 2015-2023.....	41
Figure 15.	Rental Affordability by Bedrooms for Median Income, 2022	47
Figure 16.	Rental Affordability by Bedrooms for Median Wage, 2022.....	48
Figure 17.	Affordable Home Prices by AMI and Household Size, Non-Resort Areas, 2023	50
Figure 18.	Affordability Gap by Community, Non-Resort Areas, 2023	51
Figure 19.	Affordability Gap by AMI and Community, Non-Resort Areas, 2023	52
Figure 20.	Affordability by Home Type, Non-Resort Areas, 2023	53
Figure 21.	Homeownership Affordability by Median Wage, 2022	54
Figure 22.	Wage Earners Required to Afford Median Sale Price, Non-Resort Areas, 2023	55
Figure 23.	Affordability Gap, Non-Resort Areas, 2015-2022.....	56
Figure 24.	Households by Tenure, 2022	57
Figure 25.	Deed Restriction Buy-Down Program Affordability by AMI, 2015-2023	65
Figure 26.	Deed Restriction Buy-Down Affordability by Wages, 2015-2023	66

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Executive Summary

Colorado's mountain and resort communities are known for world class recreation and unparalleled natural amenities - and also for housing challenges for the local population and workforce. Eagle County is a national and international destination, and this means that housing costs are out of reach for many people.

The region has significant supply constraints including land availability, high construction costs, high levels of out-of-town buyers, and the prevalence of short-term rentals (STRs), and the COVID-19 pandemic multiplied and accelerated these trends. Housing prices were increasing prior to 2020, but the rate of escalation has increased significantly since then. Eagle County businesses were already experiencing labor shortages prior to COVID-19, and these have been exacerbated since the onset of the pandemic in 2020. Workers continue to struggle to find quality secure housing without long commutes, and it is increasingly expensive to subsidize or develop new workforce housing units. These continued challenges mean that quality of life and the sustainability of the local economy are threatened.

Many residents are finding ways to manage in these circumstances – whether working multiple jobs in order to earn enough to afford something locally, living in overcrowded situations (including many instances of entire families living in a single bedroom, or a single person renting a couch), or moving out of the county to find more affordable housing and commuting long distances over mountain passes to continue working locally. When the challenges become too big, though, residents are leaving the region – and sometimes the state - for more affordable areas.

Historically marginalized and underrepresented groups are feeling the heaviest impacts. In Eagle County this is primarily immigrants and non-English speakers, especially the Hispanic and Latino communities. They are a critical part of the community and often face increased challenges – including language and cultural barriers in accessing assistance.

Eagle County regularly updates its Housing Needs Assessments, using the information collected to plan and prioritize housing developments and other strategies to meet identified needs. The needs that the County plans for have evolved over time – in the past, the free market could accommodate some local housing needs. Now, however, as outlined in this report, building free market housing is akin to building vacation rentals/second homes. Without affordability restrictions or local residency requirements, new housing (and often resale of current locally owned housing) will not be accessible or affordable to local residents. This reality has moved down the Eagle River Valley – while it has been true in Vail for decades, Eagle and Gypsum are now feeling these same pressures. This report outlines the magnitude of these pressures and the housing need across the county, emphasizing the need for continued action by all jurisdictions throughout the region. The report also considers the financial challenges in providing this action, and the need for broader financial support for local workforce and affordable housing.

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1. Introduction and Summary of Findings

The Eagle County Housing Partners is a group of local governments in Eagle County collaborating on solutions to affordable housing challenges in the Eagle River Valley. The group is comprised of the Towns of Avon, Eagle, Gypsum, Minturn, Red Cliff, Vail, and Eagle County.

This Housing Needs Assessment (HNA) was prepared to provide information and analysis on the types of affordable housing needed in Eagle County and the extent of housing needed to address economic, social, and environmental challenges related to the high cost of housing in this region. The work was comprised of five major tasks described below. This HNA document is intended to meet the requirements of Senate Bill 24-174 that defines the requirements for HNAs that local governments are required to prepare to be eligible for certain state funding programs.

- **Household survey** – A mail-out and online survey of 2,749 households in Eagle County and surrounding commute areas in Lake and Summit Counties. The survey covered topics including housing costs, housing challenges, housing preferences, and demographic and labor force characteristics.
- **Employer survey** – An online survey of 183 businesses in Eagle County. The survey covered business conditions, employee recruitment and retention topics, and opinions on housing and housing solutions.
- **Focus groups** – EPS, in partnership with Habitat for Humanity Vail Valley, conducted focus groups of residents representing key community sectors such as residents living in deed-restricted housing, mobile home residents, and people who commute long distances.
- **Market and affordability analysis** – A thorough analysis of demographics, the economy, wages, the housing stock, and housing costs to identify gaps in the housing market for the local workforce and full time residents.
- **Housing needs projections** – An estimate of the housing needed over the next 10 years to **catch up** with current housing gaps and **keep up** with the housing needed due to economic growth.

Report Outline

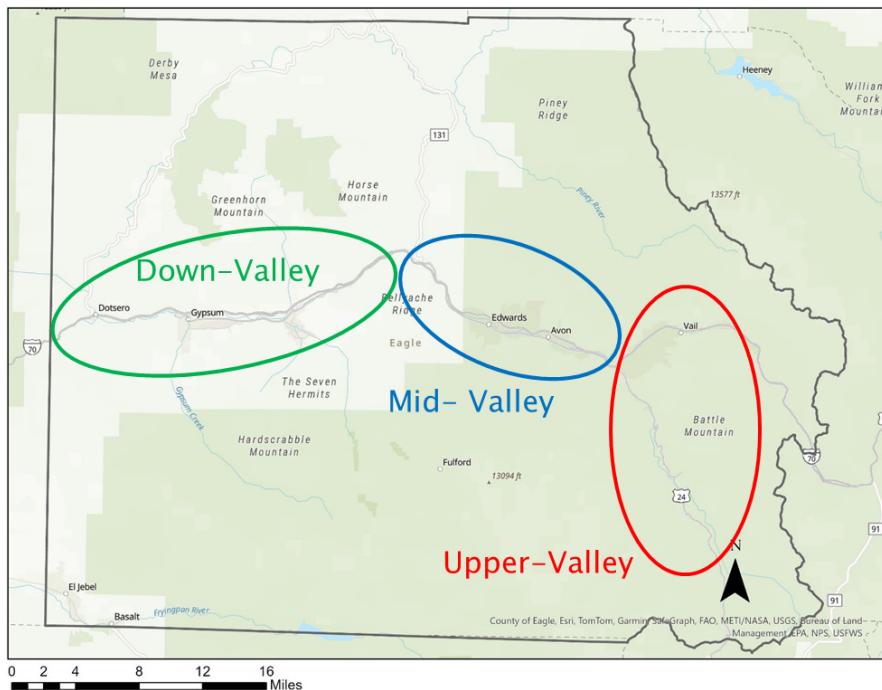
This report is presented in 11 chapters following this introduction:

- 1. Introduction and Summary of Findings**
- 2. Demographic Trends** – Describes the population and other characteristics of Eagle County.
- 3. Economic Trends** – Covers the economic base, trends in jobs and industries, and wages.
- 4. Housing Inventory** – Describes the housing inventory in Eagle County by area.
- 5. Housing Market Trends** – Presents and analyzes data on for-sale and rental housing costs throughout the Eagle River Valley.
- 6. Housing Problems** – Discusses issues such as cost and housing security identified in the survey and outreach process. Also shows how housing costs compare to household incomes and wages in key industries.
- 7. Housing Resources** – Summarizes the major housing programs in each Partner jurisdiction.
- 8. Outreach** – Documents the key findings from the focus groups, stakeholder interviews, and the household and employer surveys.
- 9. Housing Development Challenges and Opportunities** – Identifies the barriers to building affordable housing in the region, and opportunities from local resources and programs.
- 10. Current and Projected Housing Needs** – Outlines in detail the components of housing need estimated for the next 10 years.
- 11. Policy Programs and Recommendations** – Includes housing action plans for each community (note that this chapter will be completed following each jurisdiction's completion of their individual action plan. These are currently in process).

Study Area and Subareas

This study covers the Eagle River Valley area of Eagle County – Basalt and other areas within the Roaring Fork Valley are not included. Data is analyzed at multiple levels, including the overall valley/county (note that when “Eagle County” is used, it is referring to the Eagle River Valley as outlined above), individual jurisdictions, and sub-regions. Sub-regions are defined as:

- Upper Valley: Vail, Minturn, Red Cliff
- Mid-Valley: Avon, Edwards, Beaver Creek (when data is available)
- Down-Valley: Eagle, Gypsum, Dotsero (when data is available)

Figure 1. Eagle River Valley Sub Regions

Summary of Findings

1. *The upper valley, mid valley, and down valley communities have different characteristics and roles in the regional housing landscape, and a diverse set of strategies will be needed to best address regional housing needs.*

Demographic and economic profiles vary widely throughout the county, with jobs and tourism activity concentrated up-valley (east) closer to Vail, Avon, and Beaver Creek. The population and workforce are increasingly moving down-valley where housing costs are relatively lower. As a result, home prices and real estate markets differ dramatically between communities and a wide range of strategies and policies are needed to be calibrated to each community's unique context.

2. *Resorts and tourism heavily influence the housing market in the county. About 40 percent of all housing units are vacant as second homes or vacation rentals.*

Second home buyers from outside the county compete with Eagle County residents for market-rate housing and often outbid locals. Second and vacation home buyers effectively set the market price well above what the local workforce and other full-time residents can afford. The influence of external buyers means that most housing solutions must include deed restriction programs to limit outside buyers' ability to purchase homes in the county.

3. The county's population is growing slowly, with growth concentrated in down-valley communities.

Population growth is slow due in part to the difficulty of finding affordable housing. Most population growth is occurring down-valley (west) in areas with more accessible housing and a larger supply of developable land.

4. The population is aging, mirroring broader trends across the state and the country.

The median age has increased countywide in recent years and is as high as 49 years in Vail. Eagle County must consider the unique housing needs of an aging population. In addition, the aging population is likely to contribute to workforce and housing shortages.

5. Younger population and families are increasing in down-valley communities.

While the county population is aging overall, down-valley communities have lower median age and higher youth populations than other Eagle County communities. Down-valley communities also have more family households that prefer larger housing units.

6. Workers commute long distances in Eagle County, and about 11 percent of Eagle County employees are in-commuters.

Twenty percent of people who work in Eagle County commute 30 minutes or more to work. At highway speeds, these commutes can be distances of roughly 30 to 50 miles each way. The 11 percent of people who commute from outside Eagle County, particularly from neighboring Summit and Lake Counties, face high mountain passes that are dangerous in winter conditions (and sometimes year-round).

7. While Recreation, Retail, Construction, and Accommodation/Food Services remain the largest employment industries, the biggest employment growth between 2010 and 2022 was in the Health Care and Social Assistance and Administrative and Support sectors.

The tourism driven sectors of recreation, retail, construction, and accommodations/food services have traditionally been the cornerstones of Eagle County's resort economy. The recent growth of Health Care and Social Assistance points to an aging population as well as the growth of Vail Health. The Administrative and Support sector includes maintenance and property management jobs that are key to keeping second homes and vacation rentals in good condition.

8. *The median household income in Eagle County is around \$100,000 per year. However, 6 of the 10 largest occupations in the county have median wages below \$50,000 per year.*

Household income data in Eagle County is an overestimate of residents' true earnings, particularly for residents in lower-wage jobs in Eagle County's largest sectors. Workers in food and beverage jobs, retail sales jobs, building cleaning jobs, and cooks and food preparation jobs all have a median wage of under \$40,000 per year.

9. *The median home sale price has increased dramatically in Eagle County, especially since 2019.*

In 2023, the median home price in Eagle County was over \$1.3 million. Even excluding areas of the County that are primarily high cost second homes/resort areas, the median price was still over \$1 million. In the non-resort areas, median home prices grew by 15.2 percent annually between 2019 and 2023, a total increase of 60.8 percent.

10. *In some cases, homeownership is unaffordable for households earning over 300% of the area median income (AMI).*

The median non-resort home price in Eagle County of \$1,055,000 is unaffordable for households making below 230% AMI. In some communities, the median non-resort home requires an income of 330% AMI to purchase.

11. *When affordability is considered in terms of median wages, there is a need to work between 3.7 and 7.5 jobs to afford to buy the median-priced non-resort home in a community.*

Affordability by wages reflects the number of jobs a household needs to afford a home. In all Eagle County communities, a household must have more than three full-time jobs at median wage to afford the median-priced home.

12. *Rent data is challenging to capture; while available data shows that rent growth has not been as dramatic as growth in sale prices, interview and focus group feedback indicate a tight and volatile rental market.*

Focus group participants reported being unable to find affordable units throughout the county; being forced to move unexpectedly due to personal or economic circumstances; and living in overcrowded rentals due to high prices. Property managers described being inundated with requests whenever a unit is listed and have been able to raise prices repeatedly in recent years.

13. Affordability metrics indicate the challenges of living in a 1-person household in the county.

One-person households struggle to find an affordable place to live in the rental or ownership markets. A single earner at median wage cannot afford the typical Eagle County rent of \$1,500 for a bedroom (in a shared unit).

14. Eagle County residents are at risk of displacement due to housing age and type, cost burden, and other factors.

A displacement risk assessment indicates that many Eagle County residents may be at risk of displacement. Residents in older homes or mobile homes, as well as those who speak Spanish, lack a high school degree, and have a single-parent household are more likely to be displaced. 39 percent of Eagle County residents are cost-burdened, meaning they pay more than 30 percent of their income in housing costs.

15. Eagle County has a gross housing need of 6,375 units, with about half of net need located in Vail and Avon and 25 percent in the unincorporated county, concentrated in Edwards and Beaver Creek.

2,638 units are needed to address the existing housing shortage in the county and 3,736 units are needed to address the projected housing need over the next 10 years. Three-quarters of the total housing need is for rental units. Based on jobs distribution, 26 percent of housing needs are in Vail, 25 percent are in Avon, and 24 percent are in unincorporated Eagle County.

16. Upcoming affordable and community housing developments in Eagle County can offset some of the housing need.

There are 703 units currently under construction in Eagle County that offset some of existing housing need and an additional 632 entitled units that offset projected housing need. Once the development pipeline has been netted out, the total net housing need in Eagle County is 5,040 units.

17. There are many existing housing resources in Eagle County and the community does not have to start from scratch when designing housing solutions.

Eagle County has many existing housing resources, including deed-restriction programs, Habitat for Humanity Vail Valley, rental assistance programs, and employee housing.

18. Existing programs are not sufficient to address all needs on the housing continuum.

Housing needs differ by age, life stage, income, family status, and many other factors. Current programs do not meet demonstrated needs throughout the entire housing continuum.

2. Demographic Trends

Population

Eagle County grew slowly between 2010 and 2022, with 0.5 percent average annual growth. Most population growth occurred down-valley in Eagle and Gypsum.

Eagle County had 55,300 residents in 2022, an increase of 3,200 since 2010. As shown in **Table 1**, Eagle and Gypsum together accounted for 76 percent of net population growth in the county over this time, as other communities lost population. Outside of Eagle and Gypsum, the remainder of growth took place in the unincorporated county.

Table 1. Eagle County Population 2010-2022

Description	2010	2015	2022	2010-2022		
				Total	Ann. #	Ann. %
Vail	5,285	5,113	4,804	-481	-40	-0.8%
Minturn	1,027	1,007	1,025	-2	0	0.0%
Red Cliff	266	237	254	-12	-1	-0.4%
Avon	6,422	5,972	5,978	-444	-37	-0.6%
Eagle	6,483	6,847	7,488	1,005	84	1.2%
Gypsum	6,472	6,961	7,927	1,455	121	1.7%
Basalt (part)	2,917	2,674	2,909	-8	-1	0.0%
<u>Unincorp. Area</u>	<u>23,185</u>	<u>23,970</u>	<u>24,906</u>	<u>1,721</u>	<u>143</u>	<u>0.6%</u>
Eagle County Total	52,057	52,781	55,291	3,234	270	0.5%

Source: Colorado State Demographer's Office, Economic & Planning Systems

The median age across the county has increased since 2010. The population down-valley is younger than the population up-valley.

The median age countywide was 38.3 years in 2022, approximately the same as the statewide median age of 37.7 years. The median age has increased since 2010, with increases ranging from 1.3 years in Eagle to 14.1 years in Vail. As shown in **Table 2**, the median age in down-valley communities is lower than in upper-valley communities, with a 10.6 year difference in the median age between Vail (49.1 years) and Gypsum (38.5 years).

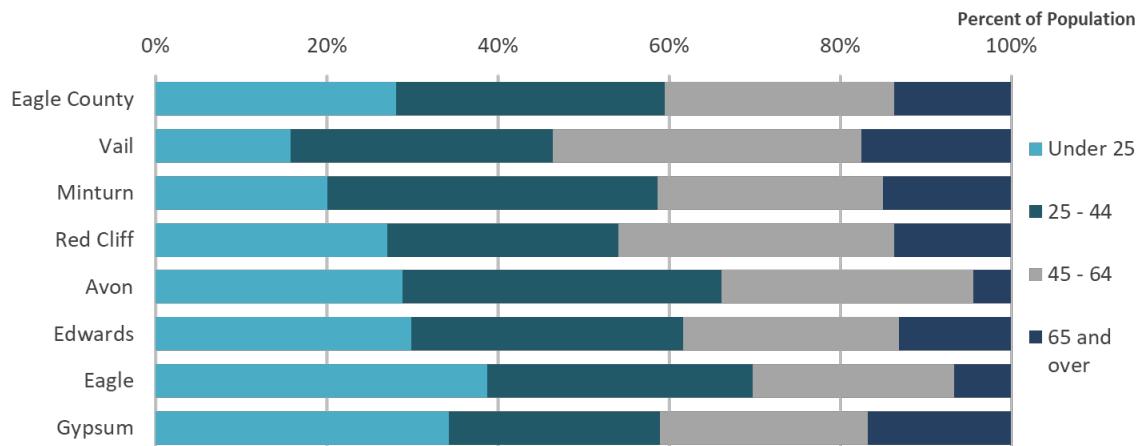
Table 2. Median Age, 2010-2022

Description	2010	2015	2022	Change	
				2010-2015	2015-2022
Eagle County	34.0	35.6	38.3	1.6	2.70
Vail	35.0	40.2	49.1	5.2	8.90
Minturn	36.1	41.5	38.1	5.4	-3.40
Red Cliff	38.5	40.3	42.6	1.8	2.30
Avon	31.1	31.4	34.8	0.3	3.40
Edwards	34.9	34.2	37.5	-0.7	3.30
Eagle	33.8	36.0	35.1	2.2	-0.90
Gypsum	31.3	36.3	38.5	5.0	2.20

Source: U.S. Census Bureau, Economic & Planning Systems

Young people make up a greater share of the population in down-valley communities, which aligns with broader trends of mountain “host towns” becoming older and more affluent.

In Eagle and Gypsum the population under age 25 accounts for 39 percent and 34 percent of the population, respectively, while this group accounts for less than 20 percent of the population in Vail, as shown in **Figure 2**. This aligns with trends of larger household sizes and more family households down-valley, as shown below.

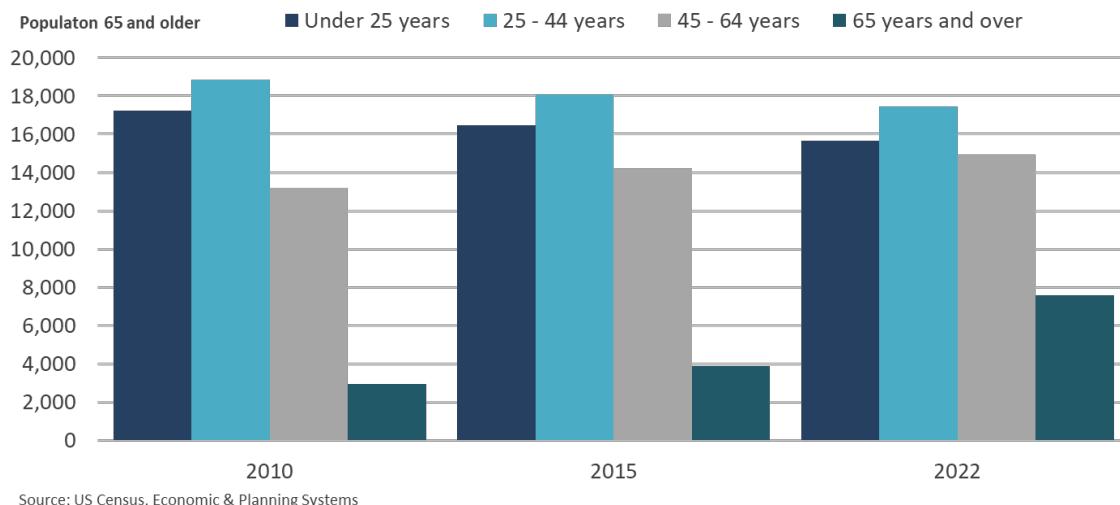
Figure 2. Population by Age, 2022

Source: Economic & Planning Systems, US Census

The population over age 65 in Eagle County has increased since 2010, both in absolute numbers and as a share of the population.

Between 2010 and 2022 the share of the population age 65 and older increased from 6 percent to 14 percent. As shown in **Figure 3**, at the same time the population under age 45 decreased from 69 percent of the population to 59 percent.

Figure 3. Population by Age, 2010-2022



Source: US Census, Economic & Planning Systems

The share of population that identifies as Hispanic/Latino has remained at about 30 percent of the county population since 2010. While remaining a consistent share of the population, this group has moved within the county over this time.

As shown in **Table 3**, between 2010 and 2022 the share of Hispanic/Latino population increased down-valley in Gypsum and Eagle, increasing from 45 percent of the population in Gypsum to 59 percent and from 22 percent of the population in Eagle to 27 percent. Meanwhile, the Hispanic/Latino share of the population decreased in mid- and upper-valley communities.

Table 3. Hispanic/Latino Population, 2010-2022

Description	2010	2015	2019	2020	2022	Change	
						2010-2015	2015-2022
Share Hispanic or Latino (any race)							
Eagle County	30%	30%	30%	30%	29%	0%	-1%
Vail	7%	3%	6%	10%	3%	-4%	0%
Minturn	34%	28%	16%	22%	20%	-6%	-8%
Red Cliff	38%	50%	43%	25%	26%	12%	-24%
Avon	49%	44%	40%	39%	33%	-5%	-11%
Edwards	31%	34%	39%	34%	31%	3%	-3%
Eagle	22%	18%	28%	19%	27%	-5%	10%
Gypsum	45%	46%	35%	49%	59%	1%	13%

Source: U.S. Census Bureau, Economic & Planning Systems

Households

Similar to population, year-round households in the county grew slowly from 2010 to 2022, with an annual growth rate of 0.4 percent.

Eagle County had just over 20,000 households in 2022, an increase of 848 households since 2010. As shown in **Table 4**, household growth was higher down-valley than in other areas of the county. Eagle and Gypsum together accounted for 62 percent of net household growth in the county over this time, while most upper- and mid-valley communities lost year-round households.

Table 4. Eagle County Households, 2010-2022

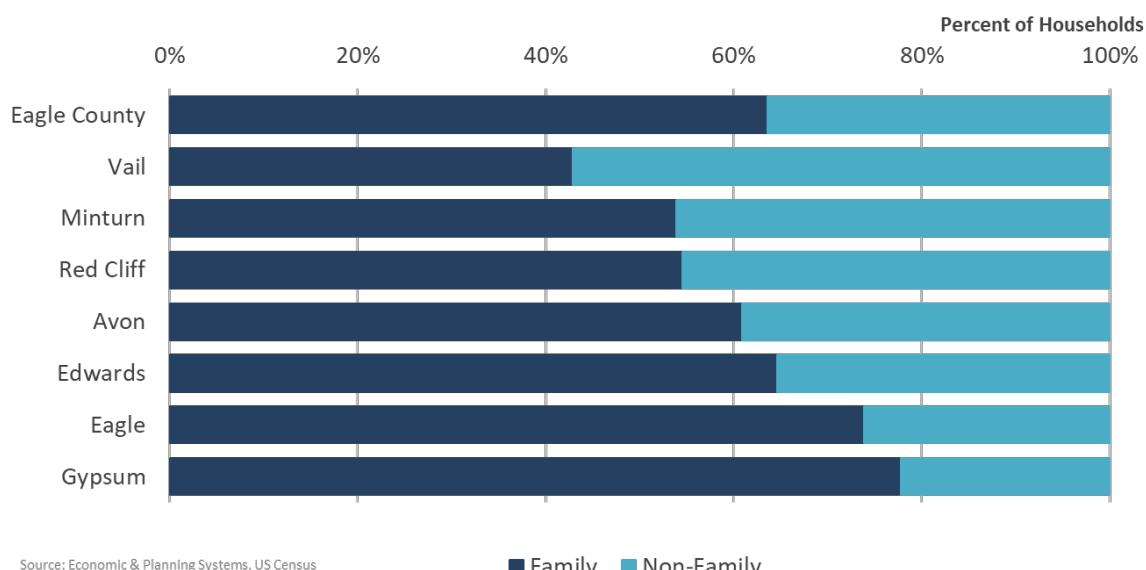
Description	2010	2015	2022	2010-2022		
				Total	Ann. #	Ann. %
Occupied Housing Units						
Vail	2,604	2,380	2,370	-234	-20	-0.8%
Minturn	420	386	386	-34	-3	-0.7%
Red Cliff	117	91	121	4	0	0.3%
Avon	2,321	2,213	2,245	-76	-6	-0.3%
Edwards	3,642	3,227	3,824	182	15	0.4%
Eagle	2,183	2,089	2,370	187	16	0.7%
Gypsum	2,009	1,963	2,351	342	29	1.3%
<u>Other</u>	<u>5,940</u>	<u>5,491</u>	<u>6,417</u>	<u>477</u>	<u>40</u>	<u>0.6%</u>
Eagle County	19,236	17,840	20,084	848	71	0.4%

Source: U.S. Census Bureau, Economic & Planning Systems

In Eagle County, approximately two-thirds of households are family households but the split of family/non-family households varies across the county.

The U.S. Census Bureau classifies households as “family” (related household members) and “non-family” (unrelated household members such as roommates). As shown in **Figure 4**, down-valley communities have a higher share of family households than mid- or upper-valley communities. Eagle and Gypsum have 74 percent and 78 percent family households, respectively, while fewer than half of households in Vail are family households, which is typical of resort communities (in comparison, Aspen has 42 percent family households and Telluride has 46 percent).

Figure 4. Family/Non-Family Households, 2022



Households are generally larger down-valley, aligning with other housing and population trends.

Household size is both an indicator of housing demand (size of unit) as well as affordability (how many working people are needed in a household to afford housing). As shown in **Table 5**, upper- and mid-valley communities saw an increase in average household size from 2010 to 2015 and a decrease from 2015 to 2022, while down-valley communities have seen a consistent increase in average household sizes since 2010.

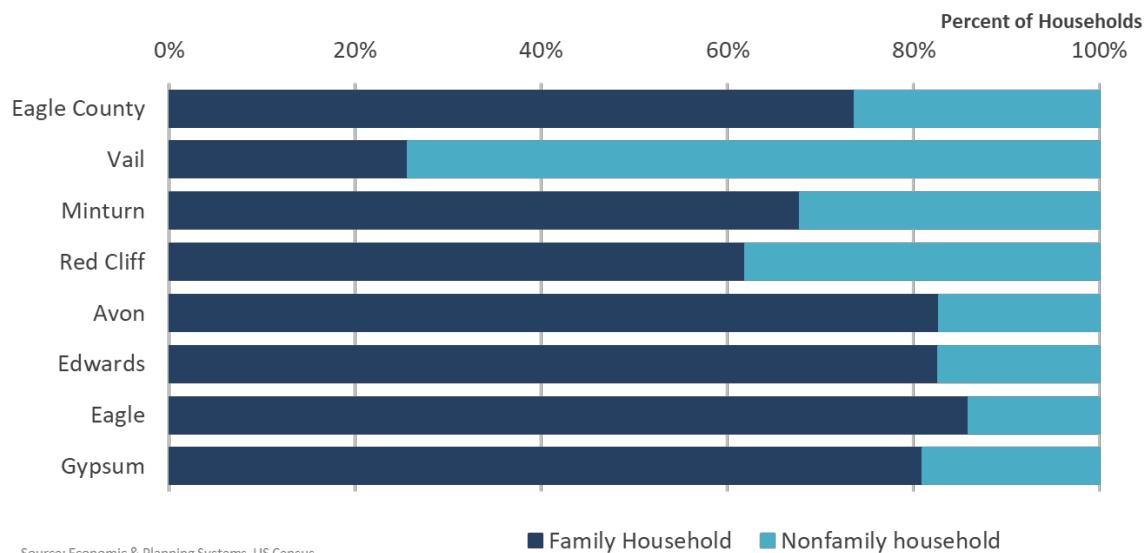
Table 5. Average Household Size, 2010-2022

Description	2010	2015	2022
Eagle County	2.71	2.94	2.77
Vail	2.04	2.23	2.04
Minturn	2.45	2.72	2.53
Red Cliff	2.28	3.07	2.41
Avon	2.78	2.90	2.72
Edwards	2.82	3.03	2.80
Eagle	2.96	3.11	3.12
Gypsum	3.22	3.41	3.53

Source: U.S. Census Bureau, Economic & Planning Systems

The characteristics of Hispanic/Latino households in the valley vary compared to the overall population.

As shown in **Figure 5**, among Hispanic/Latino households 75 percent are family households, compared to 64 percent of households overall. These characteristics also vary by location – for example, in Vail there is a smaller share of Hispanic family households than family households overall (26 percent Hispanic/Latino family households compared to 43 percent overall family households).

Figure 5. Hispanic/Latino Households by Type, 2022

Household Income

Median household income in Eagle County is approximately \$100,000 and has increased significantly since 2010.

Census data and survey data both show median household income between approximately \$100,000 and \$110,000. As shown in **Table 6**, incomes are highest in Minturn and Eagle, and lowest in Red Cliff. Census data indicates that household income grew much faster from 2015 to 2022 (increasing at an average of 4.6 percent per year) than from 2010 to 2015 (when it increased at an average of 0.2 percent per year). This data accounts for total household income (all earners, all income sources), and is not equivalent to salary or wages. This increase may be reflective of higher-earning households moving into the county, households having more wage earners (e.g., more roommates) or more jobs per person, increased wages, and inflationary and cost of living factors.

Table 6. Median Household Income, 2010-2022

Description	2010	2015	2022	2010-2015			2015-2022		
				Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Eagle County	\$71,337	\$72,214	\$98,887	\$877	\$175	0.2%	\$26,673	\$3,810	4.6%
Vail	\$64,859	\$67,833	\$96,667	\$2,974	\$595	0.9%	\$28,834	\$4,119	5.2%
Minturn	\$74,891	\$63,947	\$103,333	-\$10,944	-\$2,189	-3.1%	\$39,386	\$5,627	7.1%
Red Cliff	\$54,750	\$68,125	\$74,688	\$13,375	\$2,675	4.5%	\$6,563	\$938	1.3%
Avon	\$51,781	\$48,022	\$85,817	-\$3,759	-\$752	-1.5%	\$37,795	\$5,399	8.6%
Edwards	\$83,261	\$74,347	\$89,399	-\$8,914	-\$1,783	-2.2%	\$15,052	\$2,150	2.7%
Eagle	\$72,138	\$78,066	\$101,373	\$5,928	\$1,186	1.6%	\$23,307	\$3,330	3.8%
Gypsum	\$71,932	\$88,698	\$99,726	\$16,766	\$3,353	4.3%	\$11,028	\$1,575	1.7%

Source: U.S. Census Bureau, Economic & Planning Systems

Since 2010, wages have declined as a share of personal income in Eagle County, while investment income has increased as a share of income.

The composition of household income indicates the nature of current conditions and change in a community. Income typically comes from three sources – wage and salary (i.e., a paycheck), investments (stocks, bonds, real estate, etc.), and transfer receipts (income payments for which no services are performed – primarily government benefits, such as social security). As shown in **Table 7**, since 2010 wages have declined as a share of personal income, from 61 percent to 53 percent. At the same time, investment income has increased from 32 percent to 41 percent, while transfer receipts have remained stable.

This trend indicates that new residents may not be working in the county, and/or may not be relying on employment for their income. Additionally, an increase in the share of income from transfer receipts is often seen in communities with an aging population. The absence of this trend in Eagle County indicates that the area's aging population is either still working or relying on investment income and not receiving significant government benefits.

Table 7. Household Income by Source, 2010-2022

Description	2010	2015	2022
Wage & Salary	61%	57%	53%
Investment Income	32%	37%	41%
<u>Transfer Receipts</u>	<u>7%</u>	<u>6%</u>	<u>6%</u>
Total	100%	100%	100%

Source: Bureau of Economic Analysis; Economic & Planning Systems

3. Economic Trends

Jobs

Eagle County has seen 24 percent job growth since 2010, with the biggest growth in Administrative and Support Services and Health Care and Social Assistance jobs.

Eagle County had 34,000 jobs in 2022, an increase of over 6,500 jobs since 2010. As shown in **Table 8**, nearly half that growth was in Administrative and Support and Waste Management and Remediation Services (a sector comprised of businesses performing routine support activities for the day-to-day operations of other organizations, including office administration, maintenance, security and surveillance services, cleaning, and waste disposal services), and Health Care and Social Assistance.

Table 8. Eagle County Employment, 2010-2022

Description	2010	2022	2010-2022 Total Growth	2010-2022 Annual Growth Rate	% of Total Job Growth
Industry					
Accommodation and Food Services	6,676	7,272	596	0.7%	9.1%
Retail Trade	2,994	3,507	513	1.3%	7.8%
Construction	2,666	3,464	798	2.2%	12.2%
Arts, Entertainment, and Recreation	3,434	3,419	-15	0.0%	-0.2%
Health Care and Social Assistance	1,856	3,394	1,538	5.2%	23.4%
Administrative and Support Services	1,354	2,909	1,555	6.6%	23.7%
Real Estate and Rental and Leasing	1,360	1,674	314	1.7%	4.8%
Public Administration	1,413	1,585	172	1.0%	2.6%
Educational Services	1,279	1,522	243	1.5%	3.7%
Professional and Technical Services	1,032	1,462	430	2.9%	6.6%
<u>Other [1]</u>	<u>3,397</u>	<u>3,814</u>	<u>417</u>	<u>1.0%</u>	<u>6.4%</u>
Eagle County Total	27,461	34,022	6,561	1.8%	100%

[1] Other includes Transportation & Warehousing, Finance & Insurance, Manufacturing, Wholesale Trade, Information, Utilities, Management of Companies and Enterprises, Agriculture, Forestry, Fishing & Hunting, and Mining, and Other Services.

Source: Colorado Department of Labor and Employment, Economic & Planning Systems

Employment is comprised of 70 percent wage and salary jobs and 30 percent proprietors. There are more jobs in the county than the working-age population, indicating a need for multiple job-holding and in-commuting.

There are approximately 34,000 wage and salary jobs and 15,000 proprietors in the county, but only 32,400 working-age residents between 25 to 64 years old. The resident survey indicates that within the county, residents have an average of 1.3 jobs per person, and there are 1.7 employees per household.

The five largest employment sectors in the county combine for 60 percent of all employment and have remained the county's core employment industries since 2010.

As shown in **Table 9**, the top five employment sectors in the county are Accommodation and Food Services (21 percent of jobs), Retail (10 percent), Construction (10 percent), Arts, Entertainment, and Recreation (10 percent), and Health Care (10 percent).

Table 9. Eagle County Top Employment Industries, 2010-2022

Description	2010	2015	2022
Accommodation and Food Services	24%	24%	21%
Retail Trade	11%	11%	10%
Construction	10%	10%	10%
Arts, Entertainment, and Recreation	13%	13%	10%
Health Care and Social Assistance	7%	7%	10%
Administrative and Support Services	5%	6%	9%
Real Estate and Rental and Leasing	5%	5%	5%
Public Administration	5%	5%	5%
Educational Services	5%	4%	4%
Professional and Technical Services	4%	4%	4%
<u>Other [1]</u>	<u>12%</u>	<u>12%</u>	<u>11%</u>
Eagle County Total	100%	100%	100%

[1] Other includes Transportation & Warehousing, Finance & Insurance, Manufacturing, Wholesale Trade, Information, Utilities, Management of Companies & Enterprises, Agriculture, Forestry, Fishing & Hunting, and Mining, and Other Services.

Source: Colorado Department of Labor and Employment, Economic & Planning Systems

The county's largest employment sectors grew more slowly than overall employment, but total jobs in those sectors remain stable.

As shown in **Table 8** and **Table 9**, the county's top employment sectors have remained stable since 2010, with Accommodation & Food Services, Retail Trade, Construction, and Arts, Entertainment and Recreation providing approximately half of all jobs. The share of jobs in these industries has remained relatively constant since 2010, despite slower growth in Accommodation and Food Services, Retail Trade, and Arts, Entertainment, and Recreation than overall employment.

The largest occupations in Eagle County are food and beverage service, construction trades, and retail sales.

Occupation data is another way to analyze employment, focusing on the types of jobs people hold rather than the industry. As shown in **Table 9**, the top 10 occupations account for half of jobs in the county. The median wages for these occupations range from \$37,000 for food and beverage serving (the top occupation, with over 3,000 jobs) to \$112,800 for healthcare diagnosing or treating (the 8th largest occupation, with over 1,200 jobs). While the overall median wage for all occupations in Eagle County is \$52,900, six of the top 10 occupations have median wages of below \$50,000 per year.

Table 10. Eagle County Largest Occupations, 2024

Description	Employment	Entry Level	Median	Experienced
Food and Beverage Serving Workers	3,010	\$31,700	\$37,000	\$50,600
Construction Trades Workers	2,446	\$42,500	\$56,900	\$68,400
Retail Sales Workers	2,265	\$33,800	\$40,700	\$48,600
Building Cleaning and Pest Control Workers	1,655	\$34,200	\$41,000	\$47,100
Cooks and Food Preparation Workers	1,584	\$34,500	\$40,500	\$48,100
Business Operations Specialists	1,514	\$48,400	\$76,400	\$101,400
Information and Record Clerks	1,456	\$36,400	\$44,200	\$52,500
Healthcare Diagnosing or Treating Practitioners	1,211	\$82,700	\$112,800	\$187,100
Other Management Occupations	1,167	\$72,700	\$112,500	\$145,600
Grounds Maintenance Workers	1,104	\$39,400	\$49,300	\$54,400
Top Ten Occupations (Average)	17,413	\$37,357	\$48,100	\$59,529

Source: JobsEQ, Economic & Planning Systems

Eagle County has a seasonal economy. However, seasonal trends have become less pronounced since 2010.

Employment in Eagle County is highest during the winter months (December to April), with an additional smaller peak in the summer. Seasonal trends have become less pronounced since 2010 – while there are still winter and summer peaks in employment, the difference between “high” season and “low” season has been decreasing.

Seasonal peaks and differences vary by industry, with those most tied to tourism and recreation seeing the highest winter employment.

As shown in **Figure 6**, sectors tied to the ski industry, including Accommodations and Food Services and Arts, Entertainment and Recreation see peak winter employment, while sectors that rely on outdoor work, including Construction and Administrative and Support Services (which includes jobs such as landscaping) see peak summer employment.

Figure 6. Seasonal Employment by Industry, 2022



Source: Colorado Department of Labor and Employment, Economic & Planning Systems

Commuting

While up-to-date commuting data is limited, available data indicates that most Eagle County employees live in Eagle County.

Multiple data sources were analyzed to understand commuting patterns in the Valley. Based on the U.S. Census Transportation Planning Package, which best reflects likely conditions in the area, approximately 88 percent of employees in Eagle County are Eagle County residents. While the most recent data is from 2021, other data sources, including survey data, indicate that commuting trends have remained relatively stable.

Table 11. Eagle County Employees' Home Location, 2017-2021

Description	
Total Eagle County Employees	
Living and Working in Eagle	88.4%
Commuting into Eagle County	11.6%
In-Commuter Source	
Garfield County	4.7%
Lake County	2.7%
Summit County	0.8%
Other	3.4%

Source: CTPP, Economic & Planning Systems

About 12 percent of Eagle County jobs are filled by in-commuters.

The most common locations of in-commuters were Garfield, Lake, and Summit counties, making up 8 percent of Eagle County employees in 2021. Other in-commuters include long-distance commuters who travel to Eagle County from farther places in Colorado and remote workers living outside Eagle County but employed by an Eagle County business.

As of 2021, 70 percent of Eagle County employees commuted 30 minutes or less.

About 35 percent of Eagle County employees had commutes of 15 minutes or less and another 34 percent traveled between 15 and 30 minutes. Only 5 percent of employees had commutes of 1 hour or more, indicating that in-commuters from other counties may not travel far within Eagle County (i.e., commuters from Summit County may work in Vail and commuters from Garfield County may work in Gypsum). Residents may also have long intra-county commutes travelling from one side of Eagle County to another for work. It is important to note that these figures are 2017-2021 averages and have likely changed with the rise of remote work and the population shift down-valley since the COVID-19 pandemic.

Table 12. Eagle County Employees' Commute Length, 2021

Description	
Total Eagle County Employees	
Working from home	13.1%
Commuting to work	86.9%
Commute length for workers commuting to work	
Less than 15 minutes	35.1%
15 - 29 minutes	33.7%
30 - 59 minutes	25.6%
60 minutes or more	4.9%

Source: CTPP, Economic & Planning Systems

4. Housing Inventory

Housing Units

Eagle County saw housing growth in all communities from 2010 to 2022, despite population losses up-valley.

Eagle County had 34,300 housing units in 2022, an increase of just over 3,500 since 2010. Avon, Eagle, and Gypsum accounted for 57 percent of that growth, with those communities adding 2,000 units over that time. Housing growth in the unincorporated county accounted for another 23 percent of overall growth. As shown in **Table 13**, housing growth continued up-valley despite these communities losing residents, an indication that these new units are likely second homes and vacation rentals.

Table 13. Eagle County Housing Units, 2010-2022

Description	2010	2015	2022	2010-2022		
				Total	Ann. #	Ann. %
Housing Units						
Vail	6,974	7,138	7,331	357	30	0.4%
Minturn	523	532	566	43	4	0.7%
Red Cliff	118	126	139	21	2	1.4%
Avon	3,483	3,519	4,175	692	58	1.5%
Eagle	2,456	2,503	2,796	340	28	1.1%
Gypsum	2,207	2,322	3,177	970	81	3.1%
Basalt (part)	1,318	1,320	1,593	275	23	1.6%
<u>Unincorp. Area</u>	<u>13,731</u>	<u>13,903</u>	<u>14,556</u>	<u>825</u>	<u>69</u>	<u>0.5%</u>
Eagle County Total	30,810	31,363	34,333	3,523	294	0.9%

Source: Colorado State Demographer's Office, Economic & Planning Systems

Housing Occupancy

Housing occupancy rates vary throughout the valley, with higher occupancy in down-valley communities, indicating that year-round residents are more common down-valley.

An occupied housing unit is equivalent to a household. In a community like Eagle County, the occupancy rate provides an indication of second homeownership (how many units are not occupied year-round). In 2022, the county had an overall occupancy rate of approximately 60 percent – about 20,000 households and 34,000 housing units. As shown in **Table 14**, occupancy patterns vary throughout the valley.

Nearly all housing units down-valley are occupied by year-round households, with Eagle and Gypsum having occupancy rates of over 90 percent. In Vail, only one-third of housing units are occupied by year-round households, indicating a significant portion of second homes and/or vacation rentals. From 2010 to 2022, the percent of units occupied year-round decreased the most in Minturn (from 80 percent to 69 percent) and Avon (from 64 percent to 56 percent).

Table 14. Units Occupied Year-Round, 2010-2022

Description	2010	2015	2022
Eagle County	61%	57%	61%
Vail	36%	33%	33%
Minturn	80%	73%	69%
Red Cliff	83%	75%	81%
Avon	64%	55%	56%
Edwards	69%	60%	71%
Eagle	90%	85%	94%
Gypsum	91%	93%	93%

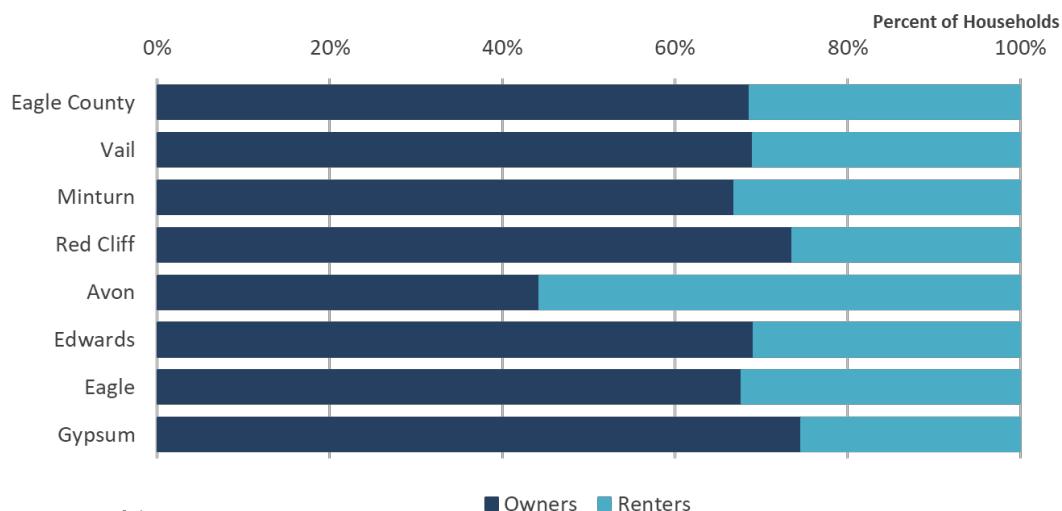
Source: U.S. Census Bureau, Economic & Planning Systems

Housing Tenure

Most communities in the valley have a similar split of owner and renter households with 70 percent owners and 30 percent renters.

As shown in **Figure 7**, the share of owners and renters in occupied housing units were relatively similar throughout the valley in 2022, with approximately one-third renters and two-thirds owners. Avon is the one exception with 56 percent of the population renting, which is the highest percentage of any community.

Figure 7. Households by Tenure, 2022



Source: Economic & Planning Systems, US Census

■ Owners ■ Renters

Changes in tenure were markedly different between 2010 to 2015 and 2015 to 2022.

As shown in **Table 15**, most communities saw decreases in owner-occupied households and increases in renters between 2010 and 2015. Since 2015, however, there has been more growth in owner-occupied homes. These trends are similar to those seen in other communities across the country, where homeownership rates fell and rental rates increased during and following the Great Recession in 2008, and those trends have slowly reversed as communities recovered.

Table 15. Households by Tenure, 2010-2022

Description	2010	2015	2022	2010-2015			2015-2022		
				Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Owner-Occupied									
Eagle County	12,343	11,974	13,774	-369	-74	-0.6%	1,800	257	2.0%
Vail	1,264	1,465	1,634	201	40	3.0%	169	24	1.6%
Minturn	192	161	258	-31	-6	-3.5%	97	14	7.0%
Red Cliff	90	63	89	-27	-5	-6.9%	26	4	5.1%
Avon	1,092	891	993	-201	-40	-4.0%	102	15	1.6%
Edwards	2,694	2,158	2,642	-536	-107	-4.3%	484	69	2.9%
Eagle	1,477	1,678	1,605	201	40	2.6%	-73	-10	-0.6%
Gypsum	1,508	1,495	1,753	-13	-3	-0.2%	258	37	2.3%
Renter-Occupied									
Eagle County	6,893	5,866	6,310	-1,027	-205	-3.2%	444	63	1.0%
Vail	1,340	915	736	-425	-85	-7.3%	-179	-26	-3.1%
Minturn	228	225	128	-3	-1	-0.3%	-97	-14	-7.7%
Red Cliff	27	28	32	1	0	0.7%	4	1	1.9%
Avon	1,229	1,322	1,252	93	19	1.5%	-70	-10	-0.8%
Edwards	948	1,069	1,182	121	24	2.4%	113	16	1.4%
Eagle	706	411	765	-295	-59	-10.3%	354	51	9.3%
Gypsum	501	468	598	-33	-7	-1.4%	130	19	3.6%
Total Occupied Units	19,236	17,840	20,084	-1,396	-279	-1.5%	2,244	321	1.7%

Source: U.S. Census Bureau, Economic & Planning Systems

Overall, there has been an increase in the share of owners and decrease in the share of renters in the county since 2010, although the magnitude of change varies by community.

In 2010, 64 percent of households countywide were homeowners and 36 percent were renters. By 2022, this shifted to 69 percent owners and 31 percent renters. As shown in **Table 16**, the largest change during this time was in Vail, which went from 49 percent owners to 69 percent, and Minturn that went from 46 percent homeowners to 67 percent. Other communities remained stable or saw decreases in homeownership rates between 2010 and 2015, with subsequent increases from 2010 to 2022.

Table 16. Housing Tenure, 2010-2022

Description	2010	2015	2022	Change in Owner/Renter Split	
				2010 - 2015	2015-2022
Owners					
Eagle County	64%	67%	69%	3.0%	1.5%
Vail	49%	62%	69%	13.0%	7.4%
Minturn	46%	42%	67%	-4.0%	25.1%
Red Cliff	77%	69%	74%	-7.7%	4.3%
Avon	47%	40%	44%	-6.8%	4.0%
Edwards	74%	67%	69%	-7.1%	2.2%
Eagle	68%	80%	68%	12.7%	-12.6%
Gypsum	75%	76%	75%	1.1%	-1.6%
Renters					
Eagle County	36%	33%	31%	-3.0%	-1.5%
Vail	51%	38%	31%	-13.0%	-7.4%
Minturn	54%	58%	33%	4.0%	-25.1%
Red Cliff	23%	31%	26%	7.7%	-4.3%
Avon	53%	60%	56%	6.8%	-4.0%
Edwards	26%	33%	31%	7.1%	-2.2%
Eagle	32%	20%	32%	-12.7%	12.6%
Gypsum	25%	24%	25%	-1.1%	1.6%

Source: U.S. Census Bureau, Economic & Planning Systems

5. Housing Market Trends

Home Sales

Sales volume hit a high in 2020 during the COVID-19 pandemic and has been decreasing since then.

There were 1,581 home sales in Eagle County in 2020, the most since 2015 and over 300 more than 2019. As shown in **Table 17**, in 2021 there were just under 1,500 sales, and sales volume dramatically decreased in 2022 (1,048 sales) and 2023 (716 sales). Condominiums and single family homes have consistently been the most frequently sold home types, with single family homes hitting a high in 2020 (516 sales) and condos in 2021 (663 sales).

Home sale analysis excludes mobile homes, ranches, and highest and lowest 5% of sales. Deed-restricted homes are included.

Table 17. Sales by Type, 2015-2023

Description	2015	2016	2017	2018	2019	2020	2021	2022	2023
Condominium	371	436	431	433	451	588	663	437	301
Duplex	152	154	172	162	168	227	167	129	97
Single Family Residence	350	372	408	425	412	516	413	327	215
Townhouse	151	190	167	167	234	248	248	155	101
Triplex	3	1	2	1	2	2	6	0	2
Total Sales	1,027	1,153	1,180	1,188	1,267	1,581	1,497	1,048	716

Source: MLS, Economic & Planning Systems

Sales volume increased down-valley between 2015 and 2021. The entire county experienced a decrease in sales in 2023 compared to 2015 to 2022.

As shown in **Table 18**, with the exception of 2022 and 2023, when all communities saw a decline in sales, down-valley communities have seen steadily increasing sales volume since 2015. The decline in 2022 and 2023 may reflect the slowing of sales from the surge of sales and migration to high amenity areas during the pandemic, and increasing in-person work requirements. 2023 was the only year since 2015 with fewer than 1,000 home sales.

Table 18. Sales by Location, 2015-2023

Description	2015	2016	2017	2018	2019	2020	2021	2022	2023
Eagle County Total	1,027	1,153	1,180	1,188	1,268	1,584	1,497	1,048	716
Vail	252	267	237	253	287	350	353	203	153
Minturn	15	13	14	18	18	24	14	18	3
Red Cliff	3	4	3	3	5	13	11	9	4
Avon	192	269	227	225	241	305	264	186	115
Beaver Creek	75	86	89	111	111	117	138	74	49
Edwards	247	256	286	235	266	354	295	193	155
Eagle	140	150	145	167	156	179	178	160	102
Gypsum	97	99	168	164	177	197	164	138	97
Other	6	9	11	12	7	45	80	67	38

Source: MLS, Economic & Planning Systems

Some areas in the county were built to serve visitors and second homeowners rather than local residents, and tend to have higher sale prices. Excluding these “resort” areas, trends have been similar with the highest sales volume in 2020 and 2021.

Removing resort areas with high levels of second homeownership and vacation rentals (outlined in the box to the right) gives a more accurate picture of the “locals” housing market for Eagle County residents. As shown in **Table 19**, the share of sales in non-resort areas has been between 68 and 70 percent of total sales, with the lowest share in 2021 and an increasing share in 2022 and 2023.

RESORT AREAS

Arrowhead	Cordillera The Summit
Bachelor Gulch	Frost Creek
Beaver Creek	Lionshead
Cascade Village Glen	Mountain Star
Cordillera Valley Club	Potato Patch
Cordillera The Divide	Vail Golf Course
Cordillera The Ranch	Vail Village

Table 19. Sales by Type, Non-Resort Areas, 2015-2023

Types within Non-Resort Neighborhoods	2015	2016	2017	2018	2019	2020	2021	2022	2023
Condominium	183	258	260	257	257	347	354	278	191
Duplex	135	135	145	142	141	194	143	114	79
Single Family Residence	274	308	339	351	327	399	305	271	180
Townhouse	119	158	139	138	200	200	204	127	77
Triplex	3	1	2	1	2	2	6	0	2
Total Non-Resort Sales	714	860	885	889	927	1,142	1,012	790	529
Percent of Total Sales	70%	75%	75%	75%	73%	72%	68%	75%	74%

Source: MLS, Economic & Planning Systems

The median sale price countywide has been over \$1 million since 2021.

The largest price increases were in the mid-valley, where sale prices increased by 20 percent between 2019 and 2023. As shown in **Table 20** on the next page, in 2023 only Red Cliff and Gypsum had median sale prices below \$1 million, while Edwards (including Arrowhead and Cordillera) and Beaver Creek had median prices over \$2 million.

In non-resort areas, the median home price surpassed \$1 million in 2023.

As shown in **Table 21** on the next page, the median sale price outside of resort areas is substantially lower than the overall median price. However, prices still rose significantly in non-resort areas between 2019 and 2023. The largest price increases were in the mid-valley in Avon and Edwards, where prices increased in non-resort areas rose between 18 percent and 20 percent from 2019 to 2023. This indicates that the rising prices is a problem in “locals” areas of the county as well as resort areas with high levels of second homeownership and vacation rentals.

Table 20. Median Sale Price by Location, All Areas, 2015-2023

Description	2015	2016	2017	2018	2019	2020	2021	2022	2023	2015-2019			2019-2023		
										Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Eagle County	\$659,000	\$672,500	\$651,000	\$704,110	\$740,000	\$891,250	\$1,000,000	\$1,120,000	\$1,325,033	\$81,000	\$20,250	3%	\$585,033	\$146,258	16%
Vail	955,000	887,500	1,025,000	1,024,500	1,155,000	1,170,000	1,600,000	1,600,000	1,450,400	200,000	50,000	5%	295,400	73,850	6%
Minturn	600,000	650,000	599,000	713,500	742,225	709,000	827,500	1,137,500	1,350,000	142,225	35,556	5%	607,775	151,944	16%
Red Cliff	337,800	411,000	535,000	479,000	450,000	515,000	430,000	715,000	730,000	112,200	28,050	7%	280,000	70,000	13%
Avon	583,750	590,000	595,000	610,000	673,000	850,000	794,000	889,500	1,400,000	89,250	22,313	4%	727,000	181,750	20%
Beaver Creek	1,200,000	1,287,500	1,470,000	1,330,000	1,237,500	1,300,000	1,499,500	2,125,000	2,350,000	37,500	9,375	1%	1,112,500	278,125	17%
Edwards	850,000	875,000	845,000	975,000	1,072,500	1,412,500	1,505,000	1,685,000	2,225,000	222,500	55,625	6%	1,152,500	288,125	20%
Eagle	485,650	519,000	525,000	580,000	562,500	659,000	836,185	1,074,500	1,049,000	76,850	19,213	4%	486,500	121,625	17%
Gypsum	397,000	402,000	399,750	456,250	444,000	499,000	520,000	675,000	720,000	47,000	11,750	3%	276,000	69,000	13%

Source: MLS, Economic & Planning Systems

Table 21. Median Sale Price by Location, Non-Resort Areas, 2015-2023

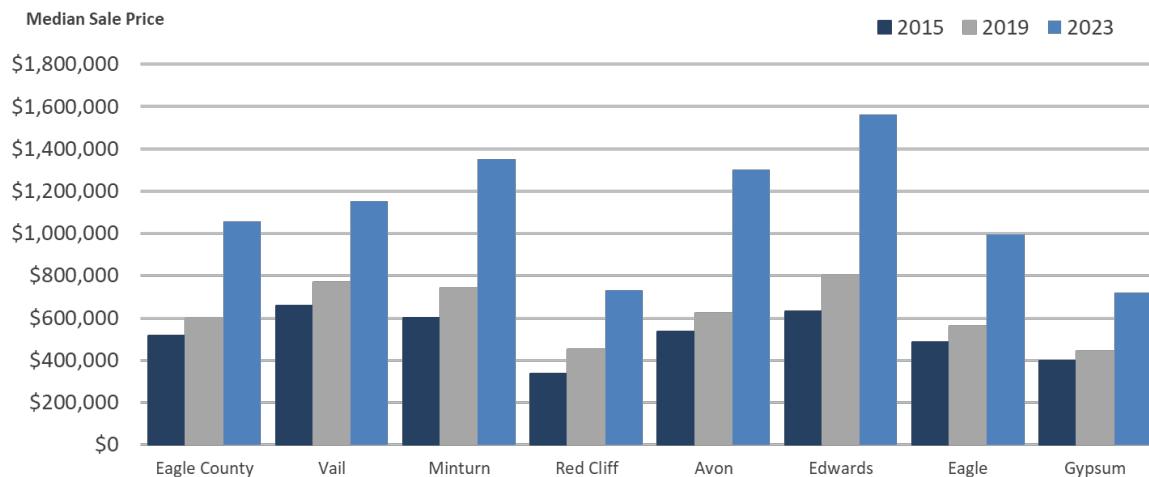
Non-resort neighborhoods within:	2015	2016	2017	2018	2019	2020	2021	2022	2023	2015-2019			2019-2023		
										Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Eagle County	\$515,750	\$535,250	\$525,000	\$592,500	\$600,000	\$684,105	\$748,500	\$899,500	\$1,055,000	\$84,250	\$21,063	4%	\$455,000	\$113,750	15%
Vail	657,000	720,000	668,000	769,000	767,500	850,000	850,000	1,100,000	1,150,000	110,500	27,625	4%	382,500	95,625	11%
Minturn	600,000	650,000	599,000	713,500	742,225	709,000	827,500	1,137,500	1,350,000	142,225	35,556	5%	607,775	151,944	16%
Red Cliff	337,800	411,000	535,000	479,000	450,000	515,000	430,000	715,000	730,000	112,200	28,050	7%	280,000	70,000	13%
Avon	535,000	512,500	575,750	599,500	625,000	750,000	715,000	802,000	1,302,500	90,000	22,500	4%	677,500	169,375	20%
Edwards	629,263	660,000	617,000	754,000	805,000	955,000	1,093,000	1,125,000	1,562,500	175,738	43,934	6%	757,500	189,375	18%
Eagle	485,650	519,000	525,000	580,000	562,500	659,000	793,750	965,000	995,000	76,850	19,213	4%	432,500	108,125	15%
Gypsum	397,000	402,000	399,750	456,250	444,000	499,000	520,000	675,000	720,000	47,000	11,750	3%	276,000	69,000	13%

Source: MLS, Economic & Planning Systems

Most communities saw significant price increases between 2019 and 2023.

As shown in **Figure 8**, every community saw a significant price increase between 2019 and 2023, with median prices in non-resort areas in many communities nearly doubling over that time.

Figure 8. Median Sale Price by Location, Non-Resort Areas, 2015-2023



Source: MLS, Economic & Planning Systems

Housing prices in non-resort areas have increased significantly since 2015, but this growth has not occurred evenly over time.

As shown above and in **Table 22**, prices in non-resort areas countywide grew more quickly between 2019 and 2023 (an average of 15.2 percent per year) than from 2015 to 2019 (3.9 percent per year). This was most significant in mid-valley communities, where prices increased between 4 and 6 percent each year from 2015 to 2019, and then jumped to 18 to 20 percent annual increases from 2019 to 2023.

Table 22. Median Sale Price Growth, Non-Resort Areas, 2015-2023

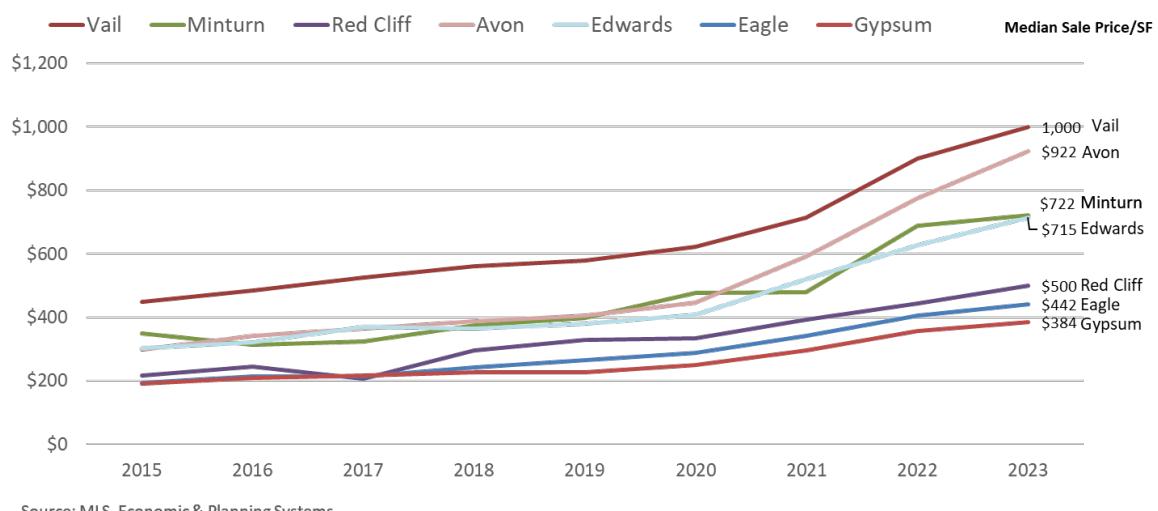
Non-resort neighborhoods within:	Annual Growth Rate of Median Housing Sale Price		
	2015-2023	2015-2019	2019-2023
Eagle County	9.4%	3.9%	15.2%
Vail	7.2%	4.0%	10.6%
Minturn	10.7%	5.5%	16.1%
Red Cliff	10.1%	7.4%	12.9%
Avon	11.8%	4.0%	20.2%
Edwards	12.0%	6.4%	18.0%
Eagle	9.4%	3.7%	15.3%
Gypsum	7.7%	2.8%	12.8%

Source: MLS, Economic & Planning Systems

The median price per square foot has more than doubled in the county since 2015, from \$344 to \$752.

Looking at home costs in terms of price per square foot normalizes costs across home sizes and shows how far money can go towards purchasing a home. As shown in **Figure 9**, in most communities the growth rate has been significantly higher since 2019 than from 2015 through 2019, with average annual price growth since 2019 ranging from 11 percent in Red Cliff to 23 percent in Avon. Avon has seen some of the largest increases, with the median price per square foot tripling from 2015 to 2023.

Figure 9. Median Price per Square Foot by Location, Non-Resort Areas, 2015-2023



Housing costs vary by the type of home being sold. Condominiums are typically the least costly homes, while duplexes are the most expensive.

In 2023, the median price for single-family homes, townhouses, and duplexes in non-resort areas was over \$1 million. As shown in **Table 23**, prices have grown fastest for condominiums and townhouses since 2019, with prices for condos increasing an average of 18 percent per year, and townhouses increasing 19 percent per year. Duplexes have been the most expensive home type since 2020; although most duplexes sold have been in resort communities, duplexes in non-resort neighborhoods remain expensive.

Table 23. Median Price by Home Type, Non-Resort Areas, 2015-2023

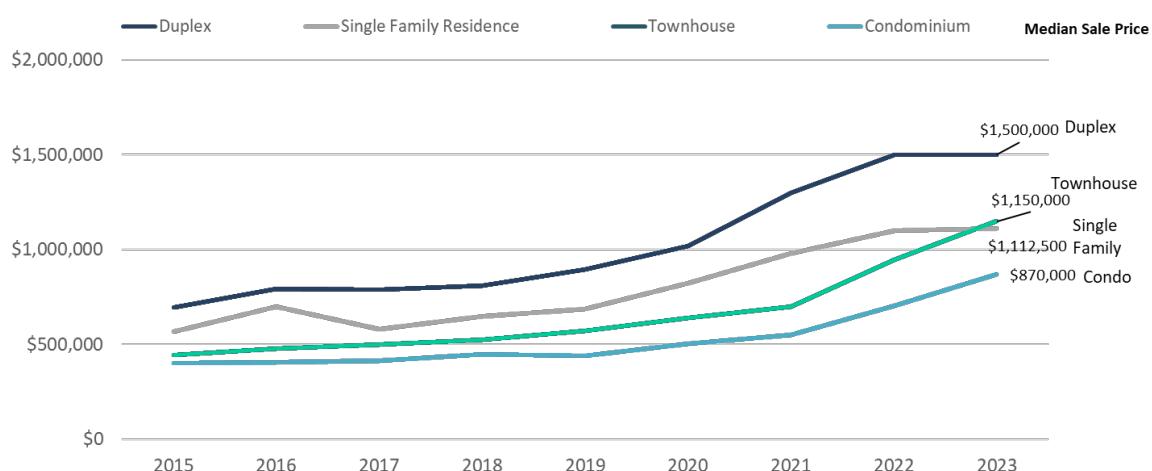
Types within Non-Resort Neighborhoods	2015	2019	2023	2015-2019			2019-2023		
				Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Condominium	\$400,000	\$442,000	\$870,000	\$42,000	\$10,500	3%	\$428,000	\$107,000	18%
Duplex	\$695,000	\$897,500	\$1,500,000	\$202,500	\$50,625	7%	\$602,500	\$150,625	14%
Single Family Residence	\$569,000	\$685,000	\$1,112,500	\$116,000	\$29,000	5%	\$427,500	\$106,875	13%
Townhouse	\$445,000	\$573,121	\$1,150,000	\$128,121	\$32,030	7%	\$576,879	\$144,220	19%

Source: MLS, Economic & Planning Systems

All home types except single family homes have seen increased costs since 2019.

As shown in **Figure 10**, 2019/2020 was an inflection point in sales prices. Since the onset of COVID-19, prices for all home types in non-resort areas except single family homes have increased at much faster rates than 2015 to 2019.

Figure 10. Median Sale Price by Type, Non-Resort Areas, 2015-2023



Source: MLS, Economic & Planning Systems

While condominiums are the least expensive housing type overall, since 2015 they have been the most expensive per square foot in non-resort areas.

As with overall sales prices, the price per square foot of condos and townhouses has increased faster than duplexes and single family homes since 2019. As shown in **Table 24** the per square foot price of condos in non-resort areas increased by an average of \$108 per year between 2019 and 2023.

The largest increases in price per square foot in non-resort areas have been in the mid- and upper-valley, particularly for condos and townhouses.

In down-valley communities, the price per square foot has increased at a similar rate for all home types, with average annual increases of 12 to 14 percent per year, as shown in **Table 24**. In mid- and upper-valley communities, there was a wider range of increases, with upper valley townhouses and mid-valley condos both increasing around 20 percent per year.

Table 24. Median Price per Square Foot by Type and Location, Non-Resort Areas, 2015-2023

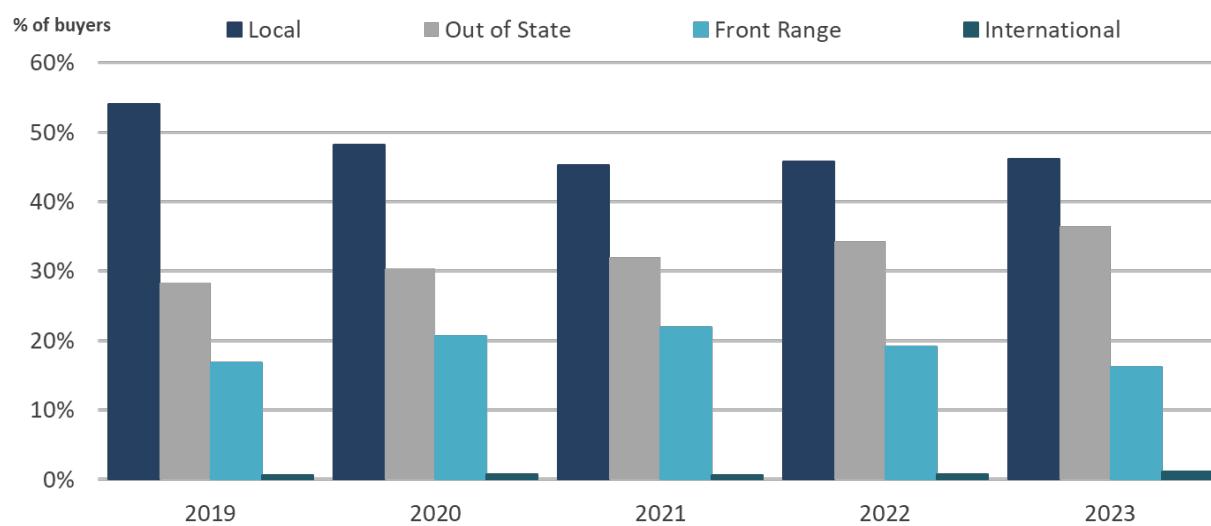
Non-resort neighborhoods within:	2015	2016	2017	2018	2019	2020	2021	2022	2023	2015-2019			2019-2023		
										Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Up-Valley															
Condominium	\$446	\$484	\$524	\$560	\$582	\$627	\$692	\$889	\$1,061	\$136	\$34	7%	\$479	\$120	16%
Duplex	\$419	\$500	\$540	\$569	\$596	\$629	\$805	\$828	\$987	\$177	\$44	9%	\$391	\$98	13%
Single Family Residence	\$482	\$459	\$439	\$508	\$588	\$590	\$634	\$787	\$736	\$106	\$26	5%	\$148	\$37	6%
Townhouse	\$427	\$421	\$461	\$527	\$477	\$555	\$618	\$857	\$943	\$51	\$13	3%	\$465	\$116	19%
Mid-Valley															
Condominium	\$335	\$375	\$402	\$426	\$433	\$484	\$595	\$763	\$910	\$98	\$24	7%	\$477	\$119	20%
Duplex	\$285	\$302	\$327	\$360	\$363	\$371	\$485	\$622	\$674	\$78	\$20	6%	\$311	\$78	17%
Single Family Residence	\$294	\$319	\$368	\$332	\$411	\$410	\$519	\$678	\$733	\$117	\$29	9%	\$323	\$81	16%
Townhouse	\$263	\$290	\$311	\$336	\$349	\$425	\$439	\$601	\$606	\$86	\$22	7%	\$257	\$64	15%
Down-Valley															
Condominium	\$294	\$296	\$334	\$348	\$369	\$404	\$436	\$483	\$614	\$75	\$19	6%	\$245	\$61	14%
Duplex	\$207	\$218	\$229	\$261	\$247	\$254	\$287	\$405	\$390	\$40	\$10	4%	\$144	\$36	12%
Single Family Residence	\$185	\$203	\$213	\$225	\$233	\$254	\$314	\$391	\$382	\$49	\$12	6%	\$149	\$37	13%
Townhouse	\$209	\$227	\$238	\$243	\$252	\$267	\$308	\$343	\$423	\$42	\$11	5%	\$171	\$43	14%
Eagle County Overall															
Condominium	\$377	\$415	\$428	\$454	\$462	\$528	\$608	\$781	\$895	\$85	\$21	5%	\$433	\$108	18%
Duplex	\$289	\$312	\$320	\$351	\$371	\$389	\$492	\$584	\$635	\$82	\$20	6%	\$264	\$66	14%
Single Family Residence	\$212	\$236	\$235	\$245	\$263	\$289	\$364	\$412	\$442	\$51	\$13	5%	\$180	\$45	14%
Townhouse	\$263	\$272	\$289	\$329	\$327	\$343	\$404	\$548	\$594	\$64	\$16	6%	\$267	\$67	16%

Source: MLS, Economic & Planning Systems

The share of homes purchased by local buyers has decreased since 2020. Fewer than half of homes are now purchased by locals.

Another factor impacting the Eagle County housing market is the presence of non-local buyers. Since 2020, the share of local buyers in Eagle County has declined while the share of out-of-state buyers has risen, as shown in **Figure 11**. While locals still make up the plurality of Eagle County homebuyers, they have accounted for less than 50 percent of sales every year since 2020. The proportion of Front Range buyers briefly increased during 2020 and 2021, then declined in 2022 and 2023.

Figure 11. Home Sales by Buyer Origin, 2019-2023



Source: Land Title Guarantee Company, Economic & Planning Systems

The shift to out-of-state buyers can also be seen in Avon's real estate transfer tax (RETT) data. Avon has a 2 percent RETT that allows exemptions for local buyers (Eagle County employees or residents using the property as a primary residence). As shown in **Table 25**, in 2017 and 2018, 35 percent of homes sold with Avon addresses received a RETT exemption, indicating that the buyer was a local resident. By 2023, only 7 percent of sales received a RETT exemption. While this may include locals not taking advantage of the tax exemption, it likely indicates more non-locals buying properties in Avon.

Table 25. Town of Avon RETT Exemptions, 2019-2023

Description	2015	2016	2017	2018	2019	2020	2021	2022	2023
Number of Exemptions	54	70	79	79	52	39	39	27	8
% of Avon homes sold	28%	26%	35%	35%	22%	13%	15%	15%	7%

Source: Town of Avon, Economic & Planning Systems

Rental Housing

There is not a centralized, consistent source of rental market data in Eagle County. Interviews and focus group feedback note that per-bedroom rent is between \$1,500 and \$2,000.

Rental data was gathered from multiple sources, utilizing American Community Survey (ACS), the community survey, online listings, and landlord/property manager interviews. ACS and resident survey data report per unit median rents of \$1,800, while focus groups and interviews indicated per bedroom rents of between \$1,500 and \$2,000, which is substantially higher. The ACS and resident survey likely reflect many residents who are long-term tenants in rental units and have been somewhat sheltered from the increasing costs. Interview feedback supports this, with multiple local landlords indicating a high proportion of long-term tenants. As shown in **Table 26**, while ACS-reported rents are likely low, they nonetheless reflect large increases since 2015, particularly in mid-valley communities. For example, the rent increase of 9.6 percent in Minturn between 2015 and 2022 reflects the desirability of its mid-valley location with easy access to Vail.

Table 26. Median Rent by Location, 2010-2022

Description	2010	2015	2022	2010-2015			2015-2022		
				Total	Ann. #	Ann. %	Total	Ann. #	Ann. %
Eagle County	\$1,225	\$1,272	\$1,868	\$47	\$9	0.8%	596	85	5.6%
Vail	1,266	1,249	1,625	-17	-3	-0.3%	376	54	3.8%
Minturn	1,259	1,148	2,181	-111	-22	-1.8%	1,033	148	9.6%
Red Cliff	1,297	1,550	1,800	253	51	3.6%	250	36	2.2%
Avon	1,231	1,122	1,731	-109	-22	-1.8%	609	87	6.4%
Edwards	1,346	1,343	1,870	-3	-1	0.0%	527	75	4.8%
Eagle	1,058	1,478	1,612	420	84	6.9%	134	19	1.2%
Gypsum	1,229	1,201	1,741	-28	-6	-0.5%	540	77	5.4%

Source: U.S. Census Bureau, Economic & Planning Systems

With no central rental listing source and few large apartment buildings, many residents find rental properties online through Zillow and Facebook, or through word-of-mouth.

Online, rental properties are primarily listed on Zillow and Facebook; some property managers also send listings directly to email lists. As shown in **Table 27** and noted in listings, target markets vary – rentals on Zillow primarily target non-local renters looking for ski season properties, while Facebook Marketplace and Eagle County Facebook groups are more geared to locals. It is important to note that interview and focus group feedback indicated that some people have stopped posting rental listings on Facebook because the magnitude of responses is overwhelming, indicating both demand for rental housing and a decreasing number of options to find it.

Table 27. Online Rental Listing Summary, 2024

Location	Facebook			Zillow		
	Number of Listings	Median Rent	Rent per Sq. Ft.	Number of Listings	Median Rent	Rent per Sq. Ft.
Eagle County	25	\$1,600	\$3.80	122	\$4,500	\$3.81
Vail	5	\$1,500	--	42	\$5,900	\$4.52
Avon	10	\$1,900	\$4.40	33	\$5,000	\$3.94
Edwards	3	\$1,500	--	11	\$7,750	\$3.29
Eagle	4	\$2,275	\$3.06	23	\$3,275	\$3.32
Gypsum	3	\$1,350	--	13	\$2,600	\$3.19

Source: Economic & Planning Systems, Zillow, Facebook

Online listings are often for bedrooms in shared units, with prices over \$1,000 per room.

As shown in **Table 28**, the average price per bedroom varies from \$1,100 in Eagle (from survey respondents) to \$2,250 in Edwards (from Zillow listings). According to local property managers, the typical rental price per bedroom across the county is \$1,000 to \$1,500, while focus group respondents indicated costs can get up to \$2,000 for a bedroom. This equates to a typical monthly rent of \$3,000 to \$4,000 for a 2-bedroom unit, depending on location.

Table 28. Per-Bedroom Rent, 2024

Location	Facebook			Zillow		
	Number of Listings	Median Rent per Unit	Median Rent per Sq. Ft.	Number of Listings	Median Rent per Unit	Median Rent per Sq. Ft.
Eagle County	25	\$1,600	\$3.80	178	\$4,500	\$3.76
Vail	5	\$1,500	--	62	\$6,000	\$4.69
Avon	10	\$1,900	\$4.40	45	\$5,000	\$3.81
Edwards	3	\$1,500	--	21	\$7,200	\$3.54
Eagle	4	\$2,275	\$3.06	31	\$3,275	\$3.33
Gypsum	3	\$1,350	--	19	\$2,600	\$3.19

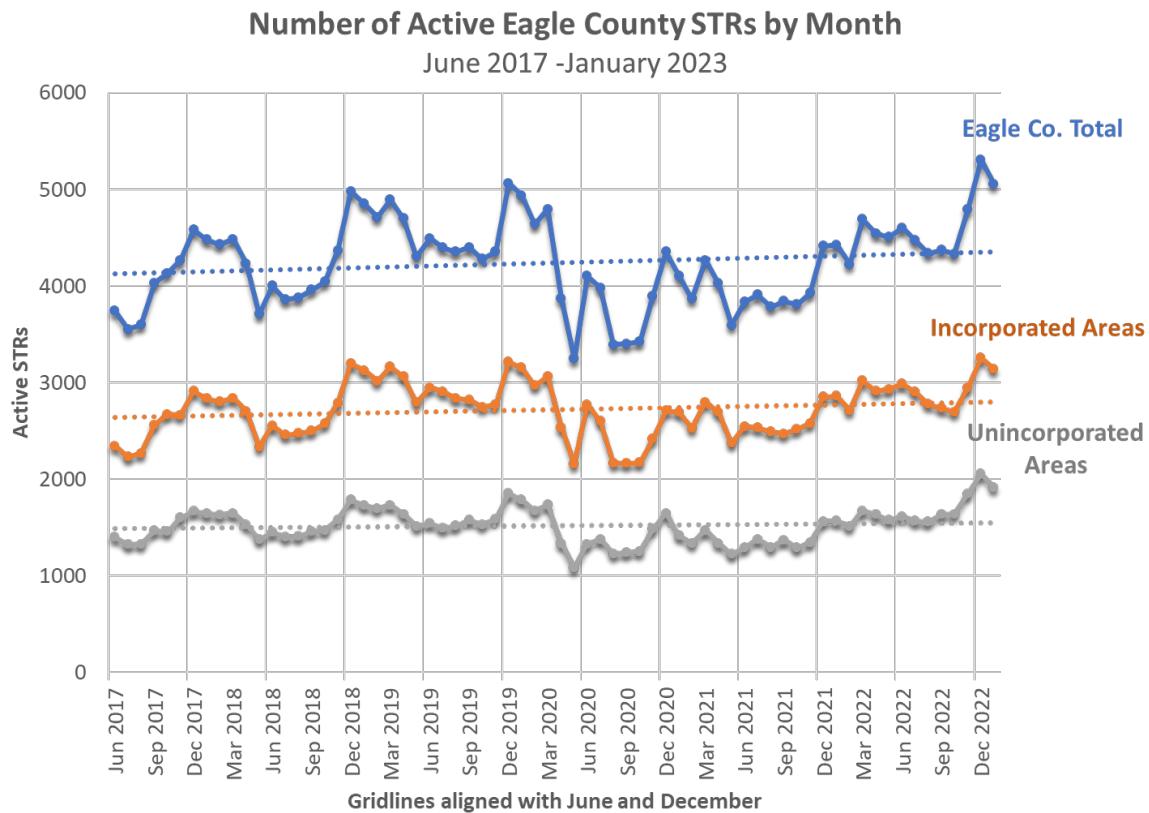
Source: Economic & Planning Systems, Zillow, Facebook

Short-Term Rentals

Eagle County had approximately 5,000 short-term rentals (STRs) in 2022, accounting for about one-seventh of all housing units.

As shown in **Figure 12**, STRs as a share of total housing units has remained relatively consistent since 2017 (when comprehensive data became available). The number of active STRs is higher in winter months than in summer months and recovered to pre-pandemic levels in late 2022.

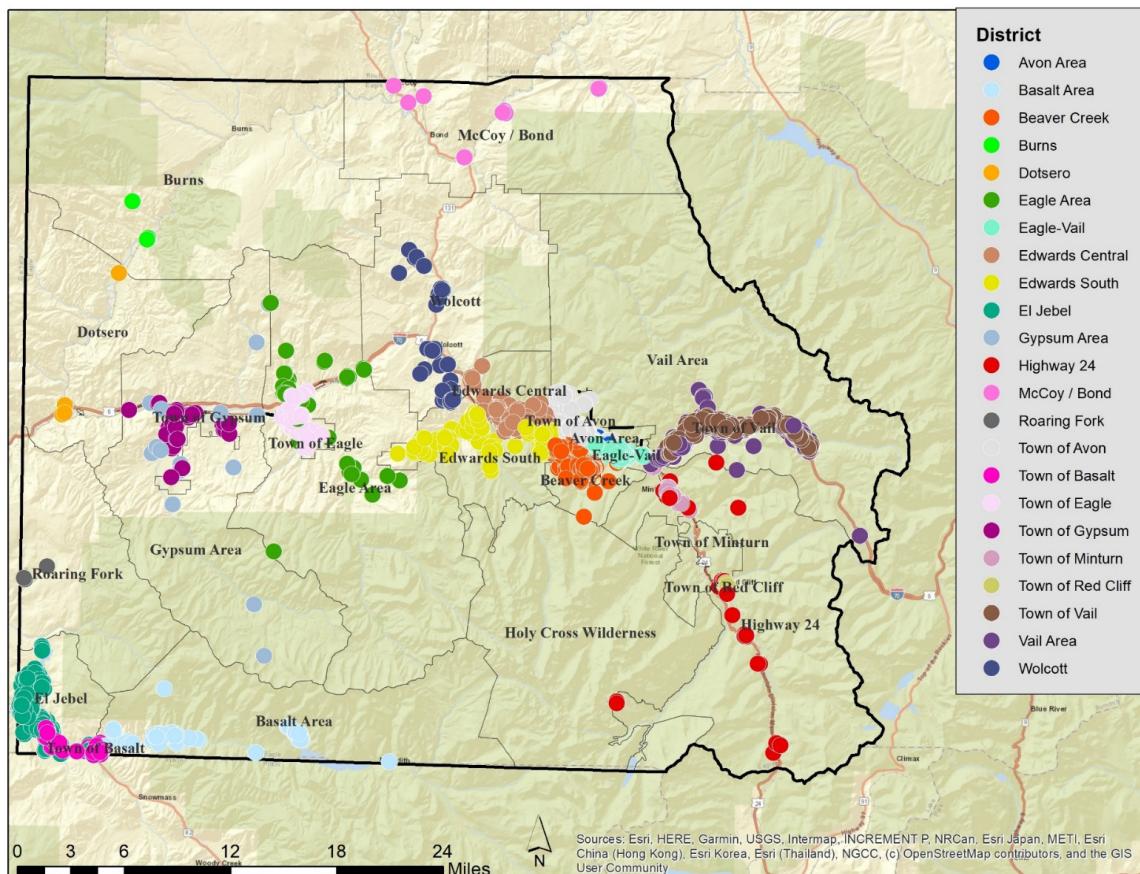
Figure 12. Eagle County STRs, 2017-2022



Short-term rentals are concentrated in resort areas in the mid-valley and upper valley.

As shown in **Figure 13**, the largest concentration of short-term rentals is in the Beaver Creek and Edwards area, which in December 2022 had over 1,000 active STRs. There is also a significant concentration of STRs in Vail and the Vail area.

Figure 13. Short-term Rentals by Location, 2022



Recent Development

Between 2015 and 2023, over 2,100 residential building permits were issued in Eagle County.

As shown in **Table 29**, new construction peaked in 2017, when 365 building permits were issued. Permit numbers have steadily decreased since then, with the exception of an increase from 2020 to 2021, which may be due to delayed projects from the onset of COVID-19. In 2023, only 148 residential permits were issued, the lowest permit activity since 2015, suggesting construction may be slowing.

Table 29. Eagle County Residential Building Permits, 2015-2023

Description	2015	2016	2017	2018	2019	2020	2021	2022	2023	2015-2023	
	Total	Ann. #									
Vail	18	30	97	83	88	54	62	39	41	512	64
Minturn	6	3	1	1	4	2	6	2	3	28	4
Red Cliff	2	0	4	2	3	0	2	0	2	15	2
Avon	10	7	7	20	3	12	17	14	12	102	13
Eagle	15	29	41	48	21	12	16	20	20	222	28
Gypsum	37	41	72	61	69	65	63	42	29	479	60
Unincorporated Eagle County	94	115	143	109	68	74	103	81	41	828	104
Total	182	225	365	324	256	219	269	198	148	2,186	273

Source: Local planning offices, Economic & Planning Systems

Since 2015, most residential building permits have been issued in down-valley communities and the unincorporated county.

As shown in **Figure 14**, down-valley communities and the unincorporated county accounted for 72 percent of all permit activity since 2015. Development activity is influenced by a number of factors, particularly land and development site availability, and these communities have the most developable land available.

Figure 14. Residential Building Permits by Area, 2015-2023



Source: Local Planning Offices, Economic & Planning Systems

Single family homes made up the largest share of permits issued.

Single family homes accounted for 45 percent of residential permits issued between 2015 and 2023 and are consistently the largest share of permits each year (note that home type information is not available for all permit data).

Multifamily building permits do not always reflect the number of units in a development, but CoStar data indicates that apartments were the second most common unit type built between 2015 and 2023.

Table 30. Residential Units Permitted by Type, 2015-2023

Description	2015	2016	2017	2018	2019	2020	2021	2022	2023	2015-2023		2020-2023	
										Total	Ann. #	Total	Ann. #
Single Family	101	100	119	93	105	121	131	123	72	965	121	-49	-16
Duplex	39	31	61	85	64	45	61	37	32	455	57	-13	-4
Modular	17	45	63	52	46	25	24	14	8	294	37	-17	-6
Multifamily	11	25	60	50	33	13	10	8	18				
Apartment Units	114	0	0	0	120	155	240	81	0	710	89	-155	-52
Mobile Home	10	21	48	8	3	5	2	1	0	98	12	-5	-2
Townhome/Condo	0	0	4	30	3	4	31	10	15	97	12	11	4
Other	4	2	9	3	2	2	6	3	2	33	4	0	0
Total	296	224	364	321	376	370	505	277	147	2,880	360		

Note: Some permits lack type information.

Source: Local planning offices, CoStar, Economic & Planning Systems

Nearly 1,100 purpose-built rental units were built in the county between 2010 and 2024.

As shown in **Table 31**, CoStar data (which captures purpose-built apartments, not condominiums or other units that are rented) shows 1,096 rental units built between 2010 and 2024. Only one of these developments – Spring Creek Apartments in Gypsum, with 150 units – was rent restricted. These new developments have an average vacancy rate of 2.2 percent (excluding The Pike, which at time of data collection was in lease-up, leading to a higher vacancy rate). This low vacancy rate indicates significant demand for rental housing.

Table 31. New Apartment Development, 2010-2024

Development Name	Address	Town	Affordable/Market Rate	Year Built	Number of Units	Vacancy Rate	Average Effective Rent	
							One Bedroom	Two Bedroom
The Pike	40 Mt. Eve Rd	Eagle	Market Rate	2024	216	30.4%	\$2,485	\$3,153
Fox Hollow	43 Murray Rd	Edwards	Market Rate	2024	87	0.6%	--	--
The Piedmont	5471 E Beaver Creek Blvd	Avon	Market Rate	2021	240	7.1%	\$2,862	\$4,280
Spring Creek Apartments	750 Sunny Ave	Gypsum	Rent Restricted	2020	150	0.4%	\$1,185	\$1,407
Spring Creek Apartments	750 Sunny Ave	Gypsum	Market Rate	2020	132	--	--	--
N/A	33975 US Hwy 6	Edwards	Market Rate	2020	5	1.6%	--	--
6 West Apartments	32532 Highway 6	Edwards	Market Rate	2019	120	0.7%	\$2,142	\$2,855
Lion's Ridge	1265 N Frontage Rd W	Vail	Market Rate	2015	114	0.3%	\$1,629	\$2,448
First Chair	600 W Lionshead Cir	Vail	Market Rate	2010	32	4.9%	--	--
Total/Average					1,096	15.5%	\$2,485	\$3,153

Source: CoStar, Economic & Planning Systems

6. Housing Problems

In addition to data on demographic, economic, and housing market trends, analysis of specific housing problems helps identify additional factors leading to housing challenges in the area.

Overcrowding

About 3 percent of Eagle County units are overcrowded.

Overcrowding is defined as a living arrangement with more than one person per room (total rooms, not just bedrooms). According to Census data, about 3 percent of Eagle County units were overcrowded as of 2022. This includes units with several roommates, multiple couples sharing one unit, or entire families living in a single bedroom. As with homelessness and temporary housing, data on overcrowding can be difficult to obtain and is likely an undercount.

Table 32. Eagle County Overcrowded Housing Units, 2022

Description	Total
1.01 to 1.50 occupants per room	452
1.51 or more occupants per room	234
Total Overcrowded Units	686

Source: U.S. Census Bureau, Economic & Planning Systems

Temporary Housing

At least 2 percent of Eagle County residents live in temporary housing.

Other housing issues in Eagle County include temporary housing situations – living with friends or family, living in a camper or RV, staying in a private vehicle not suited for habitation, or living in a hotel/motel. Two percent of survey respondents reported living in these situations. However, this is likely an undercount due to the nature of survey distribution and respondents' fear about possible legal consequences for their living arrangements.

Table 33. Temporary Housing Situations, 2022

Description	Total
Staying with friends or family / couch surfing	114
Camper / RV / van with kitchen and sleeping space	60
Vehicle without kitchen and sleeping space	0
Room in a motel / hotel	21
Tent / outdoors	0
Total Temporary Units	195

Source: RRC Associates, U.S. Census Bureau, Economic & Planning Systems

Homelessness

Data gaps in Eagle County make it difficult to accurately measure the extent of homelessness.

Eagle County Homeless Services was formalized as a program in June 2022, so homelessness data is not available prior to that date. Between May 2023 and December 2024, Eagle County Homeless Services program had 198 referrals for services, of which 30 percent were considered ineligible for service due to being “at risk” of losing housing. Of the remaining referrals, 90 adults were enrolled and provided services, eight youth under 25 were enrolled and provided services, and 53 were housed either temporarily or permanently. This data only includes individuals who were referred for services, so there are very likely other unhoused individuals in Eagle County who are not represented in this data. Enhanced data collection would improve Eagle County’s ability to serve unhoused individuals.

Affordability Analysis

“Affordable” housing is typically defined as housing that costs no more than 30 percent of a household’s gross monthly income. For ownership housing, this includes mortgage principal, interest, property taxes, and insurance. For rental housing, this includes monthly rent payments (not utilities, internet, or other additional costs). Households paying more than 30 percent of their income towards housing are considered “cost burdened” – those paying over 50 percent are considered “severely cost burdened.” Ideally, in a balanced housing market, housing is affordable in the free market without government subsidies or income restrictions.

How much a household can afford to spend on housing will vary based on the size of the household (number of wage earners) and the income earned by all household members. In many high-cost communities, residents will work multiple jobs to increase their income, and/or live with multiple roommates (or families) to spread housing costs over multiple earners. In data, this may present as housing appearing more affordable, while not reflecting desired community conditions. Area Median Income (AMI) metrics reflect household income (all wage earners, all jobs), and not wages or salaries on their own.

OWNERSHIP AFFORDABILITY

The ownership affordability analyses assumes a 6.0% interest rate (the 30-year average), 5% down payment, 30-year loan term, \$300/month HOA fees (based on survey data), \$3,000/year home insurance (based on interviews with a local insurance broker), and average 2023 property tax rates by community (from Eagle County assessor).

Rental Affordability

The rent a household can afford will vary based on household size and income. As shown in **Table 34**, affordable rents range from \$324 per month for a single-person household at 30% AMI to \$3,889 per month for a 3-person household at 120% AMI, using American Community Survey (ACS) data. These figures include only rent – because utility costs may or may not be included in rental rates and can vary widely across units, they are not included in this analysis (for rental or ownership affordability). However, it is important to recognize the potential magnitude and impact of utility costs to renters. Based on HUD data, typical utility costs can reach up to \$400 per month in apartments and \$500 per month in single family homes. These typical rates may be exceeded, particularly in the winter months in poorly insulated units where heating costs alone can be hundreds of dollars per month.

Table 34. Maximum Affordable Rent by Income and Household Size

Description	Income Level									
	30% AMI	40% AMI	50% AMI	60% AMI	70% AMI	80% AMI	90% AMI	100% AMI	110% AMI	120% AMI
1-person Household										
Household Income	\$12,950	\$17,267	\$21,584	\$25,900	\$30,217	\$34,534	\$38,850	\$43,167	\$47,484	\$51,800
Maximum Supportable Rent	\$324	\$432	\$540	\$648	\$755	\$863	\$971	\$1,079	\$1,187	\$1,295
2-person Household										
Household Income	\$35,732	\$47,642	\$59,553	\$71,463	\$83,374	\$95,284	\$107,195	\$119,105	\$131,016	\$142,926
Maximum Supportable Rent	\$893	\$1,191	\$1,489	\$1,787	\$2,084	\$2,382	\$2,680	\$2,978	\$3,275	\$3,573
3-person Household										
Household Income	\$38,894	\$51,858	\$64,823	\$77,788	\$90,752	\$103,717	\$116,681	\$129,646	\$142,611	\$155,575
Maximum Supportable Rent	\$972	\$1,296	\$1,621	\$1,945	\$2,269	\$2,593	\$2,917	\$3,241	\$3,565	\$3,889

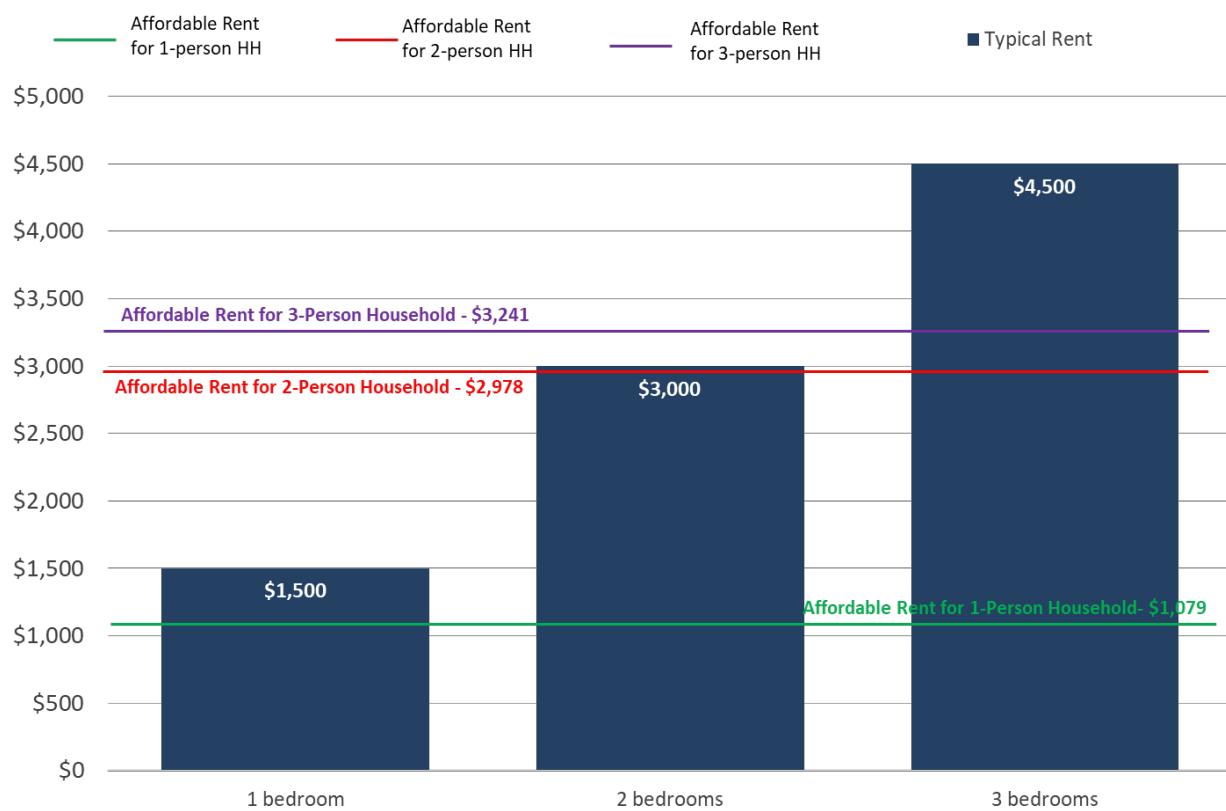
Source: Economic & Planning Systems, Eagle County, MLS, U.S. Census Bureau

Households need at least two people to afford the typical rent.

As shown in **Figure 15**, the typical rate of \$1,500 per bedroom creates affordability challenges for many local residents. A 1-person household cannot afford an apartment of any size, while 2-person and 3-person households can only afford units that may be too small for their needs.

Prices in recent developments such as the Piedmont in Avon are even higher than the typical rates shown, with some units over \$3,000 per bedroom. At this current rental rate, median-income and median-wage earners are unable to afford units that meet their needs.

Figure 15. Rental Affordability by Bedrooms for Median Income, 2022

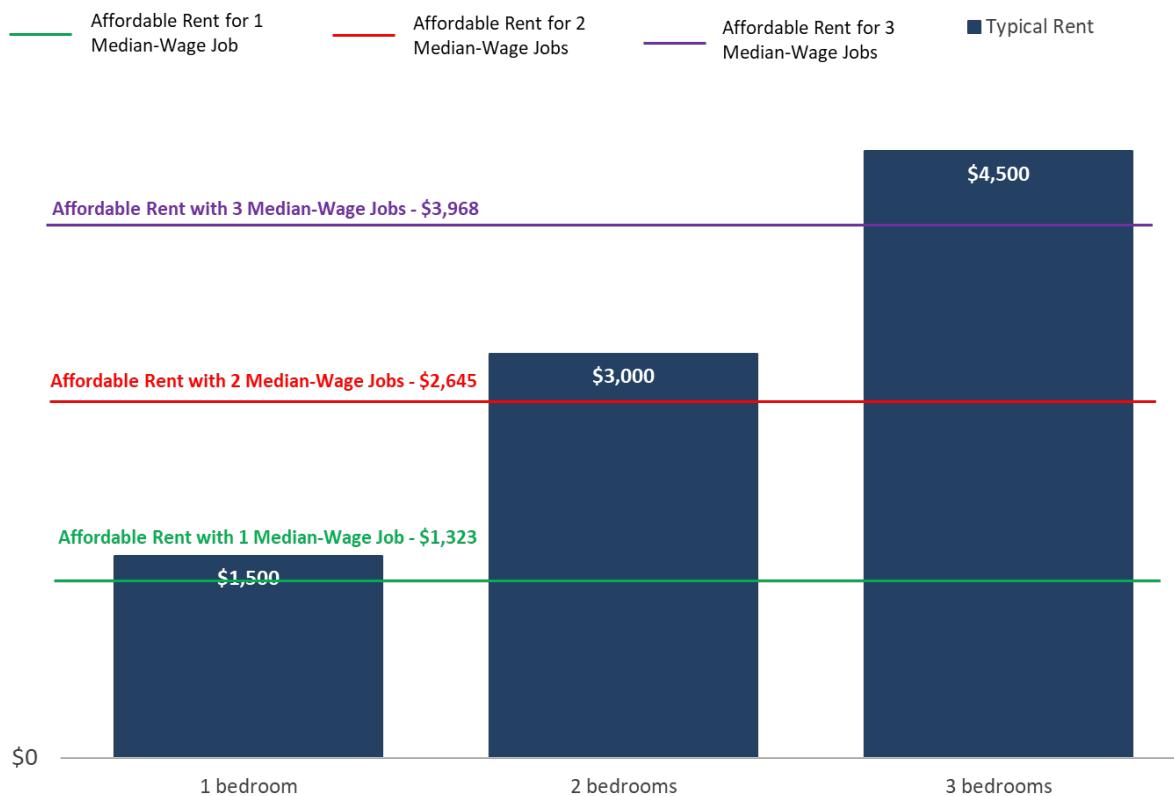


Source: U.S.Census Bureau, Economic & Planning Systems

A resident working one job earning the median wage can generally only afford a bedroom in a shared unit.

Another way of looking at rental affordability is in terms of wages. As illustrated below in **Figure 16**, the rent for one-bedroom (\$1,500 per month) is just above what a one-person household earning the median wage can afford using the affordability standard of 30 percent of income towards rent. A household needs more than two wage-earners (one person working two jobs, or two people working one job each) to afford the typical rent for a 2-bedroom unit (\$3,000). This means many workers may need to double up with a roommate or work multiple jobs in order to afford housing.

Figure 16. Rental Affordability by Bedrooms for Median Wage, 2022



Source: U.S.Census Bureau, JobsEQ, Economic & Planning Systems

Ownership Affordability

The affordability gap for homeowners expanded dramatically starting in 2020, even when excluding sales in resort areas.

Although prices in Edwards, Avon, and Vail are lower once high-value areas are excluded, required incomes are still two to three times higher than area median income for a 2-person household. This indicates that unaffordability in these areas is not driven solely by vacation homes and tourism but also by tight supply and location amenities.

Even the most affordable listings are out of reach for local households. In 2023, only three condos below \$500,000 were sold across Avon, Edwards, and Vail. In newer market-rate developments such as Frontgate Avon, condos start at \$1.9 million.

RESORT AREAS

Arrowhead
Bachelor Gulch
Beaver Creek
Cascade Village Glen
Cordillera Valley Club
Cordillera The Divide
Cordillera The Ranch
Cordillera The Summit
Frost Creek
Lionshead
Mountain Star
Potato Patch
Vail Golf Course
Vail Village

Homeownership challenges are prevalent throughout the community, but most significant for single-person households.

As shown in **Table 35**, only four homes in non-resort areas were sold in 2023 that were affordable for a 2-person household earning the median income, and no homes sold were affordable for a single-person household earning the median income.

Table 35. Percent of Home Sales by Income Range, Non-Resort Areas, 2023

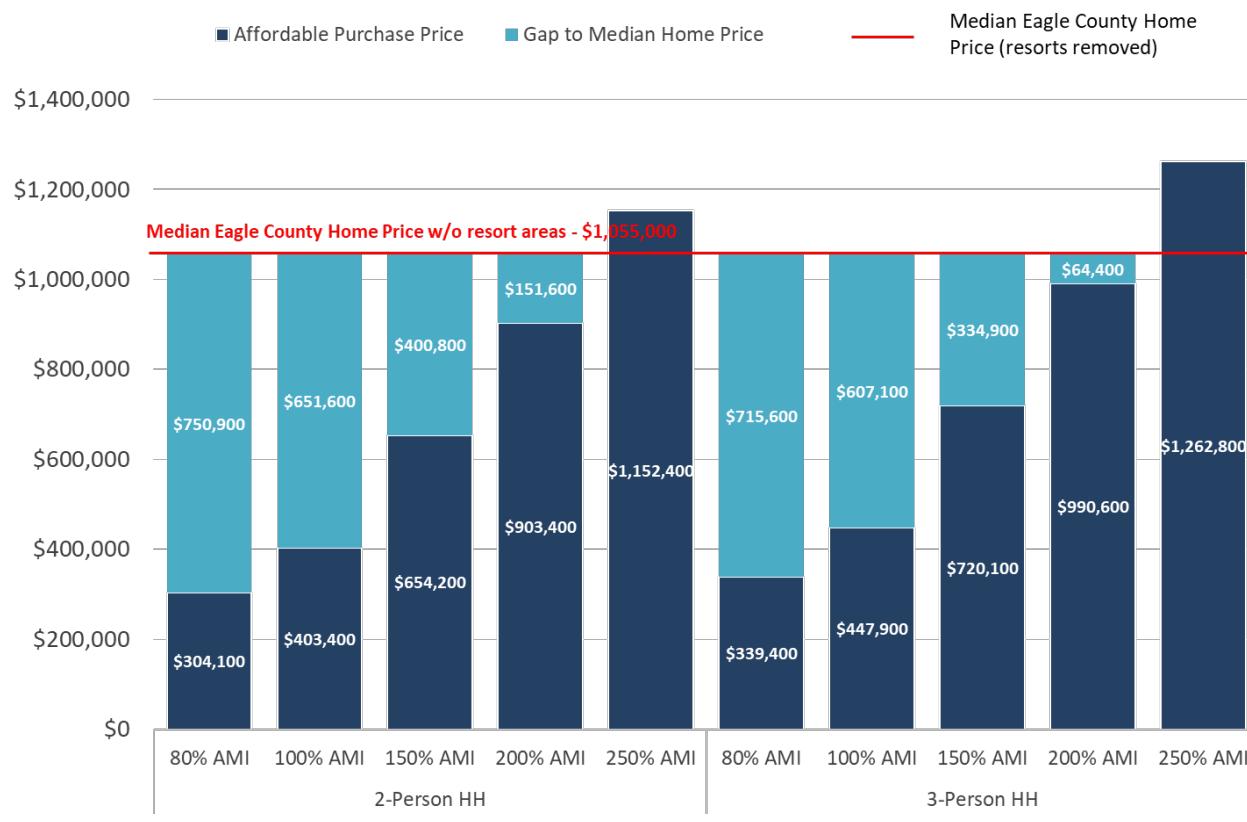
Percent of Homes Sold at Supportable Purchase Price (2023)	Income Level									
	30% AMI	40% AMI	50% AMI	60% AMI	70% AMI	80% AMI	90% AMI	100% AMI	110% AMI	120% AMI
1-person household	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
2-person household	0%	0%	0%	0%	0%	0%	0%	1%	2%	3%
3-person household	0%	0%	0%	0%	0%	0%	1%	1%	3%	5%

Source: MLS, Eagle County Assessor, U.S. Census Bureau, Eagle County Economic & Planning Systems

To afford the median-priced home in the county (non-resort areas), a 2-person household needs to make almost 250% AMI.

As shown in **Figure 17**, a 2-person household needs to earn nearly 250% AMI to afford the median-priced non-resort home of \$1.1 million. The purchase price gap for a household earning 100% AMI (that can afford a \$403,000 home) is \$650,000.

Figure 17. Affordable Home Prices by AMI and Household Size, Non-Resort Areas, 2023



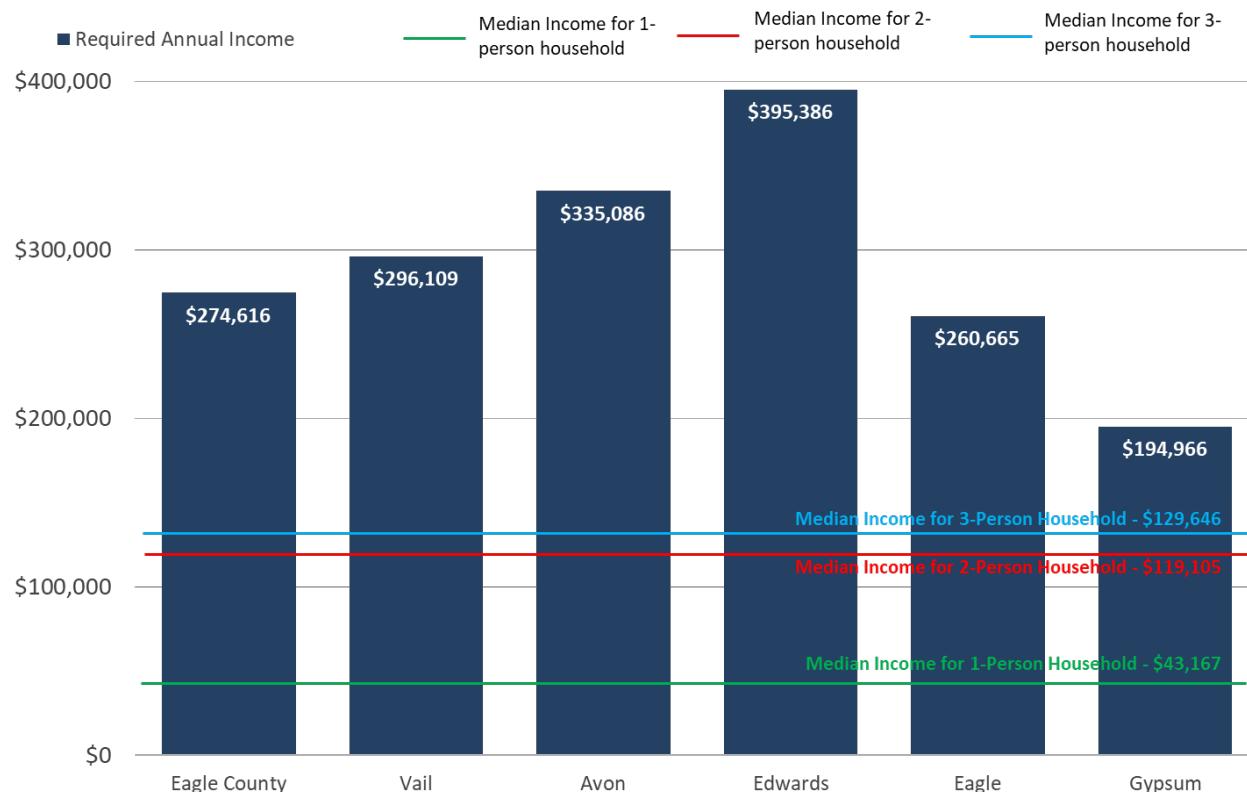
Sales below the median price of \$1.1 million are generally limited to smaller units.

Half of home sales in the County were below the median price of \$1.1 million, but these tend to be 1-2 bedroom condominiums or down-valley single family homes and townhouses, limiting the homes available to households earning less than 250% AMI.

Affordability varies by community, but a 2-person household earning the Eagle County median income cannot afford the median-priced home in any community, even excluding homes in resort areas.

As shown in **Figure 18**, a 2-person household earning the median income of \$119,000 earns about 45 percent of the required income for the median-priced non-resort homes in Vail, Avon, and the county overall. In Gypsum, the lowest-priced community, there is still a \$75,000 gap between what that household earns and the income needed to afford the median-priced home.

Figure 18. Affordability Gap by Community, Non-Resort Areas, 2023



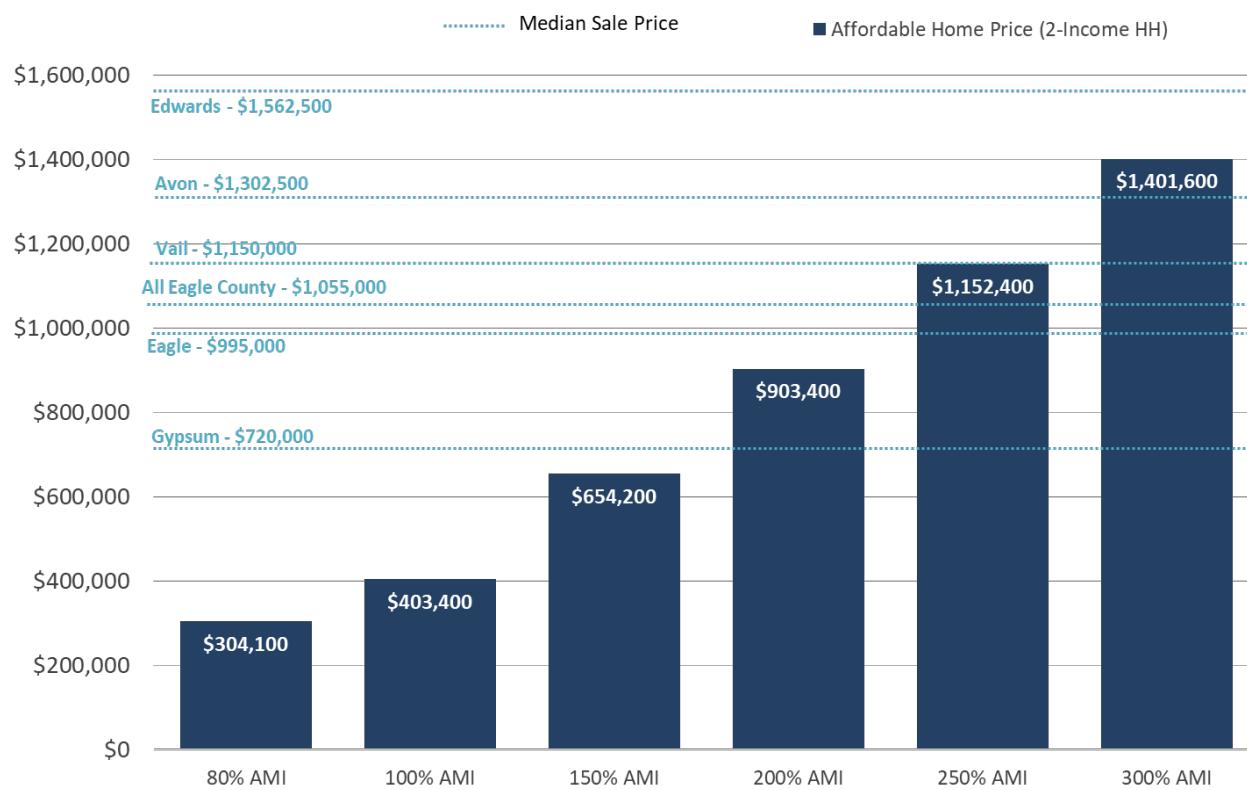
Source: MLS, U.S. Census Bureau, Economic & Planning Systems

In every community except Gypsum, a household needs to earn over 200% AMI to afford the median non-resort home price.

While a 2-person household earning 160% AMI can afford the median priced home in Gypsum, in all other communities a household needs to earn over 200% AMI to afford market-rate “locals” housing. In Edwards this grows to over 300%, despite the exclusion of homes in resort areas.

While the homeownership affordability gap varies by community, **Figure 19** shows the magnitude of gap throughout the valley. Even for a household earning 200% AMI, there is a \$60,000 gap between the median non-resort purchase price countywide and the affordable home price. In Avon, a 2-person household needs to earn 280% AMI to afford the median-priced non-resort home, while in Edwards even 300% AMI is not enough.

Figure 19. Affordability Gap by AMI and Community, Non-Resort Areas, 2023

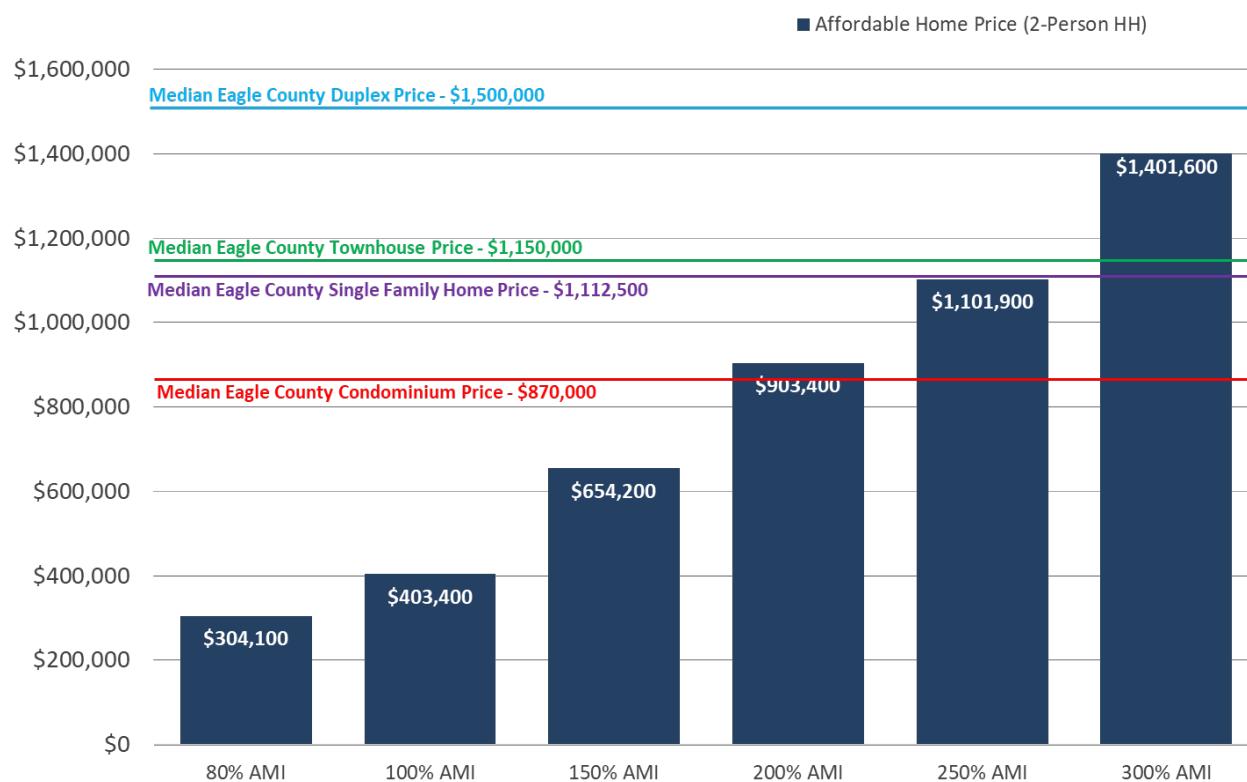


Source: MLS, U.S. Census Bureau, Economic & Planning Systems

While condos in non-resort areas are the most affordable housing type in Eagle County, they are still out of reach for households making less than 190% AMI.

As shown in **Figure 20**, it takes 190% AMI to afford the median priced non-resort condo in the county. Non-resort single family homes require about 240% AMI and non-resort townhouses require about 250% AMI. The income needed to afford a duplex is much higher, at 320% AMI, even when resort areas are excluded.

Figure 20. Affordability by Home Type, Non-Resort Areas, 2023

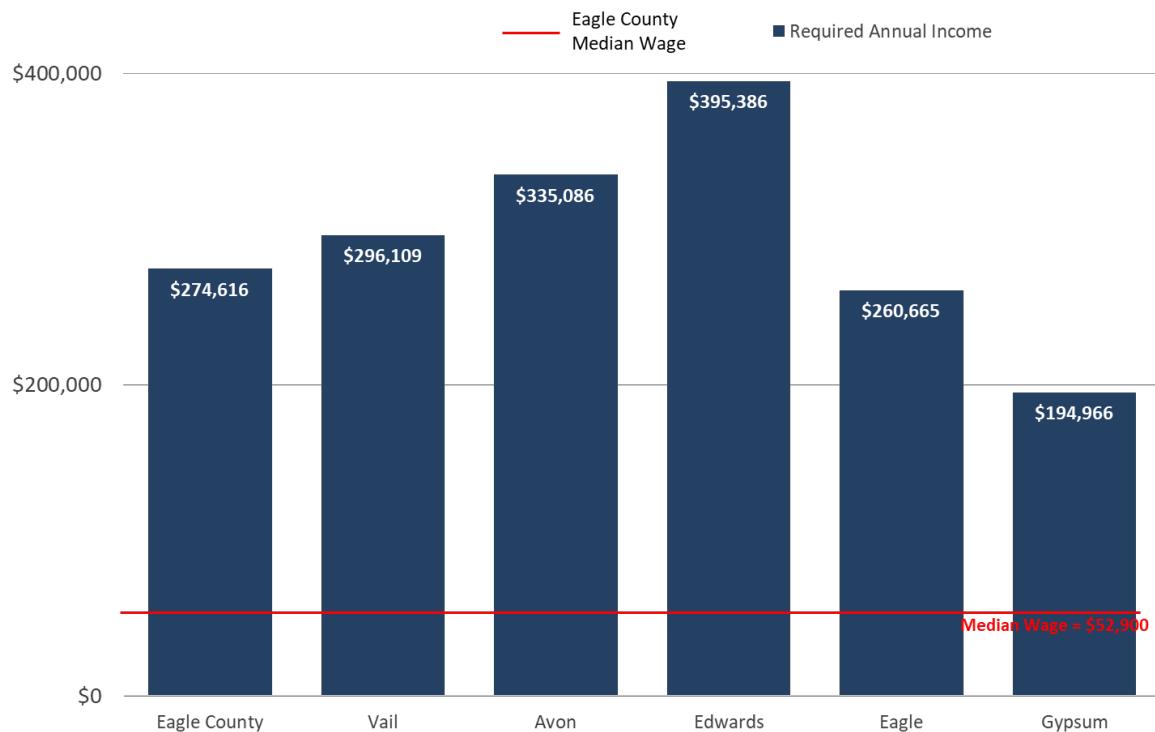


Source: MLS, U.S. Census Bureau, Economic & Planning Systems

Homeownership is an even larger challenge compared to the median wage.

As noted previously, household income does not always relate well to local salaries/wages. As shown in **Figure 21**, the 2022 median annual wage in Eagle County was \$52,900, which is approximately \$220,000 less than the wage needed to purchase a median-priced non-resort home in the county.

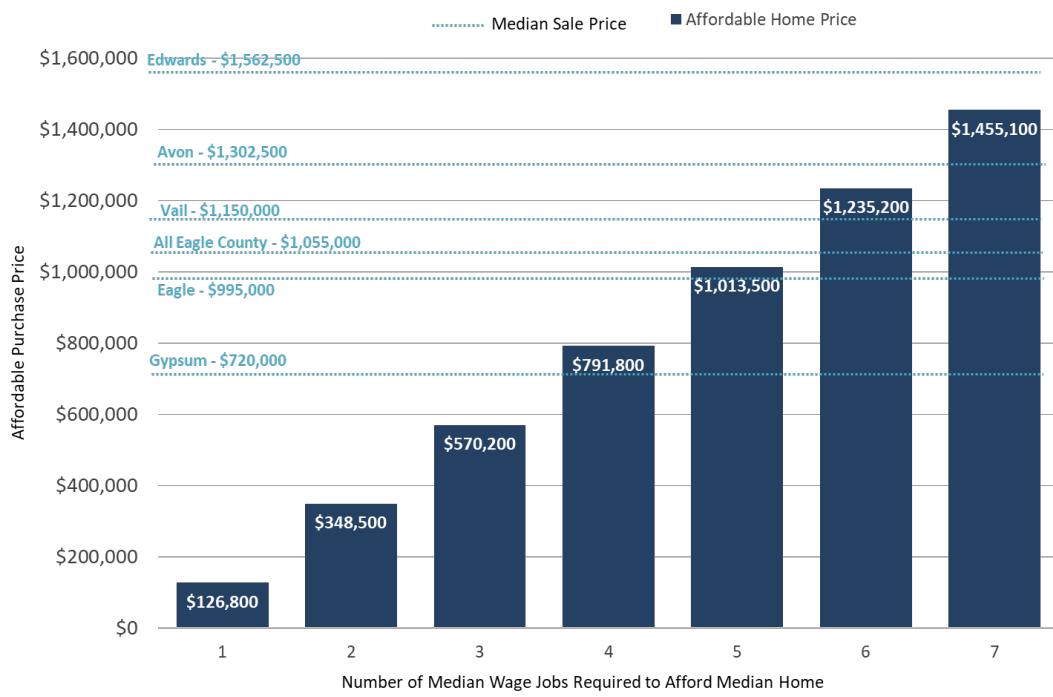
Figure 21. Homeownership Affordability by Median Wage, 2022



To afford the median priced non-resort home in Eagle County, a household needs an income equivalent to 5.2 full-time jobs paying median wage of \$52,900 per year.

As shown in **Figure 22**, even in Gypsum, the most affordable community in Eagle County, a household would need 3.7 full-time workers earning median annual wage of \$52,900 to afford a median-priced home. In Edwards, even with resort areas excluded, a household would need 7.5 full-time workers. As a result, homeowners may take on roommates or work extra jobs to afford a home.

Figure 22. Wage Earners Required to Afford Median Sale Price, Non-Resort Areas, 2023

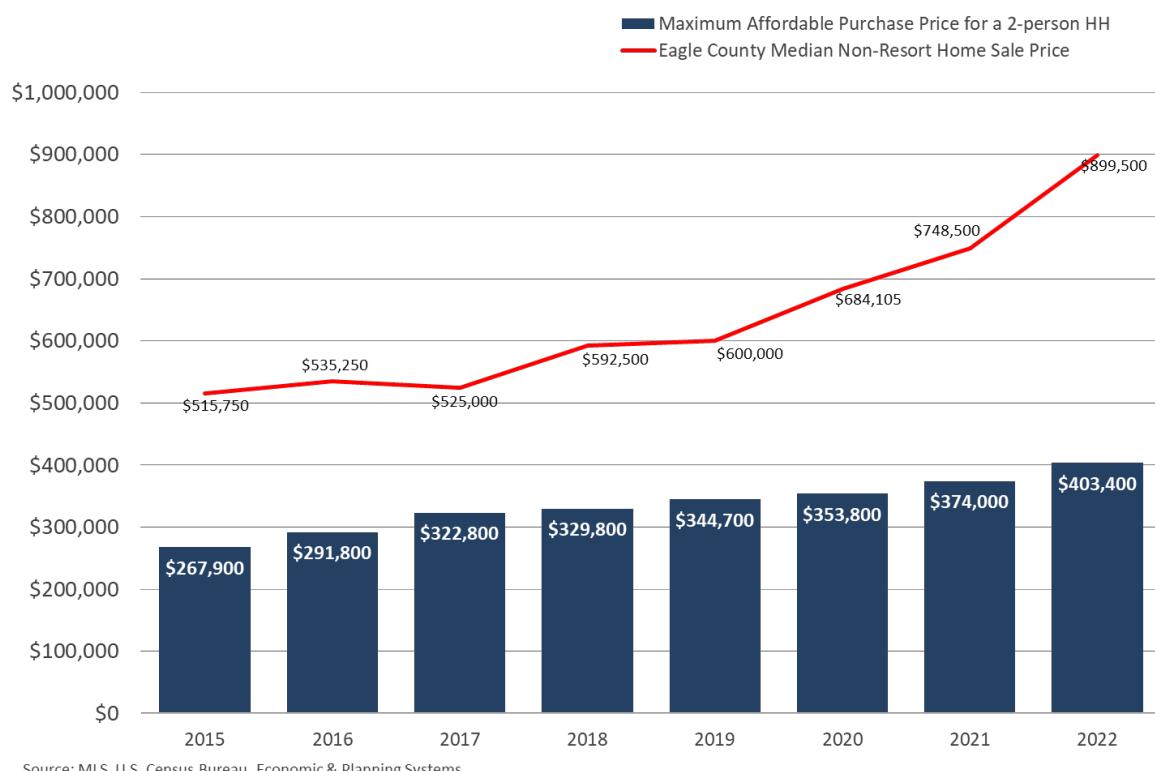


Source: MLS, JobsEQ, Economic & Planning Systems

The magnitude of affordability challenges increased significantly beginning in 2019/2020.

Homeownership has long been a challenge for Eagle County communities, but the challenge has become significantly worse. As shown in **Figure 23**, in 2015, the gap between what a 2-person household earning 100% AMI could afford and the median non-resort purchase price was approximately \$250,000. In 2020 that gap was about \$330,000, and by 2022 had grown to about \$500,000.

Figure 23. Affordability Gap, Non-Resort Areas, 2015-2022



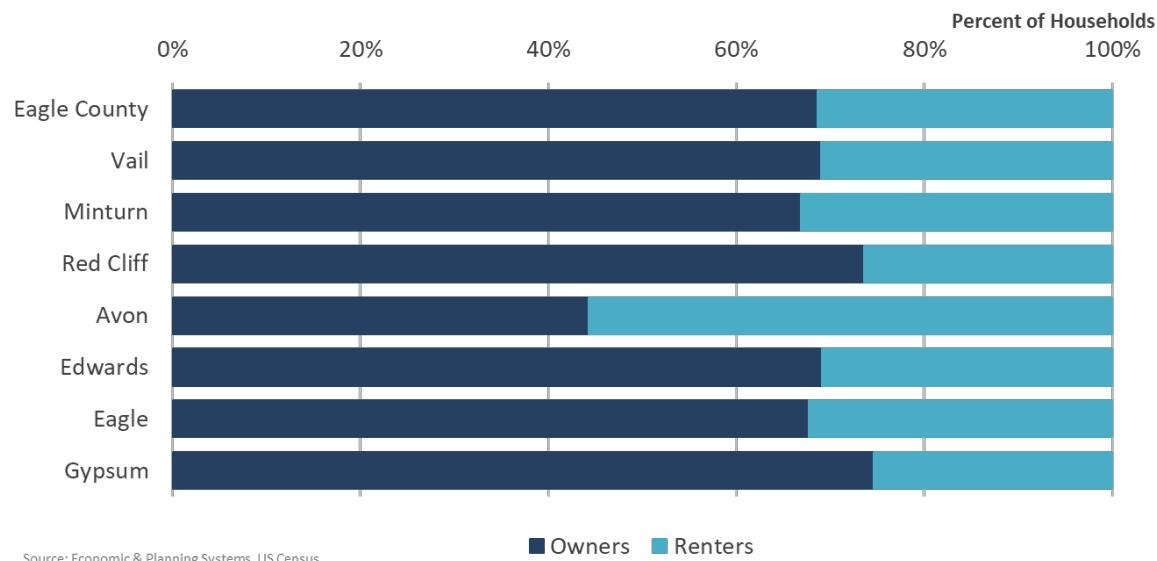
Displacement Risk

Displacement risk is the likelihood that residents or businesses may be forced to relocate involuntarily due to economic pressures or physical conditions. Many factors influence displacement risk in Eagle County, including economic circumstances, demographics, and housing age and condition.

Renters and people with low income are at higher risk of displacement.

As discussed above and shown in **Figure 24** below, about 30 percent of Eagle County residents are renters. In Avon, 55 percent of residents are renters.

Figure 24. Households by Tenure, 2022



As shown in **Table 36** below, in 2021 64 percent of renters had incomes below 80% AMI, including 21 percent with incomes below 30% AMI. In contrast, only 31 percent of owners were below 80% AMI and 10 percent were below 30%.

Table 36. Income by Tenure, 2021

Eagle County Low Income Households (2017-2021 ACS)	Owner	Renter	Total
Extremely Low Income (< 30% AMI)	10%	21%	13%
Very Low Income (30% AMI - 50% AMI)	8%	17%	11%
Low Income (50% AMI - 80% AMI)	13%	26%	17%
Total	31%	64%	41%

Source: U.S. Department of Housing and Urban Development, Economic & Planning Systems

39 percent of all Eagle County households are cost-burdened by housing, meaning they spend more than 30 percent of their income on rent or mortgage payments. In some communities, nearly half of households are cost-burdened.

Table 37. Cost Burden, 2015-2022

Cost-Burdened Households	2015	2019	2022
Eagle County	39%	39%	39%
Vail	42%	33%	38%
Minturn	38%	31%	35%
Red Cliff	42%	45%	49%
Avon	40%	46%	35%
Edwards	39%	39%	48%
Eagle	46%	32%	35%
Gypsum	37%	50%	32%

Source: U.S. Census Bureau, Economic & Planning Systems

People with low educational attainment, non-English speakers, and single parent households are at risk of displacement.

As of 2022, 8 percent of Eagle County residents aged 25 and older did not have a high school degree. This share is lowest up-valley in Vail and Minturn and increases to 16 percent in Gypsum.

Table 38. Population Aged 25 and Older without a High School Degree, 2022

% without a high school degree	2015	2019	2022
Eagle County	11%	12%	8%
Vail	1%	0%	1%
Minturn	16%	3%	1%
Red Cliff	8%	8%	5%
Avon	9%	6%	6%
Edwards	13%	22%	8%
Eagle	7%	12%	10%
Gypsum	21%	21%	16%

Source: U.S. Census Bureau, Economic & Planning Systems

One-quarter of Eagle County households speak a language other than English at home, primarily Spanish. Nearly half of households in Gypsum speak a language other than English.

Table 39. Households Speaking a Language other than English at Home, 2022

% of households speaking a language other than English at home	2015	2019	2022
Eagle County	26%	26%	24%
Vail	16%	13%	10%
Minturn	20%	11%	20%
Red Cliff	33%	29%	9%
Avon	39%	36%	31%
Edwards	27%	31%	27%
Eagle	13%	25%	22%
Gypsum	38%	33%	44%

Source: U.S. Census Bureau, Economic & Planning Systems

There are approximately 1,100 single-parent households in Eagle County, accounting for about 6 percent of all households.

Table 40. Single-Parent Households, 2022

Single Heads of Household	2015	2019	2022
Eagle County	1,184	944	1,145
Vail	90	29	19
Minturn	33	13	14
Red Cliff	0	10	14
Avon	189	195	103
Edwards	297	217	265
Eagle	155	157	303
Gypsum	69	49	97

Source: U.S. Census Bureau, Economic & Planning Systems

Older housing can be a displacement risk factor.

Housing units in Eagle County are fairly new, with only 7 percent of the county's housing stock built prior to 1970. However, this varies greatly between communities – around half of the housing stock in Minturn and Red Cliff was built before 1970, compared to less than 5 percent of the housing stock in Edwards and Avon. Older homes are often less energy efficient and can be more costly to live in, particularly for people aging in place on fixed incomes. When older homes have lower values, they can be attractive to purchase as second homes, which can displace long-time residents.

Table 41. Housing Units Built Before 1970

% of housing units built prior to 1970	2022
Eagle County	7%
Vail	8%
Minturn	49%
Red Cliff	45%
Avon	2%
Edwards	4%
Eagle	10%
Gypsum	8%

Source: U.S. Census Bureau, Economic & Planning Systems

Mobile homes are an indicator of displacement risk.

There are 14 mobile home parks in the Eagle River Valley, with 804 total lots. 755 of the 804 lots (94 percent) are rented to a tenant that owns their mobile home and rents the lot only. Most parks are down-valley in Eagle and Gypsum, but the largest parks are in the mid-valley in Avon and Edwards. Eagle River Village in Edwards is the largest park, with 381 lots. Mobile home tenants can be subject to large increases in lot rents, which make their homes unaffordable. Additionally, unless mobile home parks are protected by zoning and/or other land use regulations, they can be acquired for redevelopment, which displaces residents.

Based on this analysis, communities throughout Eagle County are facing displacement risks. The outcomes of these risks are already being seen, with residents moving out of the community due to housing challenges.

7. Housing Resources

Eagle County is not starting from scratch with housing tools and resources – there are already a variety of housing affordability programs and resources throughout the county, as shown in **Table 42**. In addition to public programs and resources, there are multiple developments such as Eagle Ranch and Miller Ranch that have location-specific deed restrictions and housing resources (e.g., downpayment assistance). County and town housing tools and resources are summarized below by location, followed by an analysis of the affordability benefits of deed restriction buy-down programs.

Table 42. Summary of Current County and Town Housing Resources

Program	Eagle County	Vail	Minturn	Avon	Eagle	Gypsum
Deed Restriction Programs Includes buy-downs and deed restriction incentive programs, either at time of sale or for existing owners	X	X		X	X	
Inclusionary Housing Policies Includes inclusionary housing ordinances, set-aside requirements, and affordability incentives	X	X	X	X	X	
Down Payment Assistance Includes grants, loans, or deed restriction incentives or contributions to down payment assistance programs	X	X		X	X	X
Employee Housing Programs Includes deed-restricted units and down payment assistance specifically for town	X	X		X	X	
Habitat for Humanity Communities with current or planned Habitat for Humanity developments	X	X		X	X	
Rental Assistance Includes grants and loans for first/last month rent and security deposit	X					
ADU Incentives Includes loans, grants, and fee waivers for ADU construction for local housing	X				X	
Fee waivers and reductions Includes utility fees, permitting fees, and other development costs		X		X		X

Source: Valley Home Store; Economic & Planning Systems

Existing Housing Tools and Programs

Deed Restriction Buy-Down Programs

Several jurisdictions within Eagle County operate deed restriction buy-down programs including:

- **Good Deeds** – Eagle County Good Deeds is a countywide buy-down program run by the Eagle County Housing and Development Authority (ECHDA) that places resident-occupied or price-capped deed restrictions on subject properties at the time of purchase. In exchange for the deed restriction, ECHDA contributes either 5 percent of purchase price in the case of a resident-occupied restriction or 15 percent of purchase price for a price-capped deed restriction. To qualify for a resident-occupied unit, buyers must work in Eagle County, live in the home as their primary residence, and cannot own other real estate. The price-capped deed restriction limits the resale price of the property to the lower of either 3% annually or the average wage growth rate for Eagle County. ECHDA placed 51 price-capped deed restrictions and 19 resident-occupied deed restrictions on properties throughout Eagle County between January 2022 and June 2024 as part of the Good Deeds program.
- **Vail InDEED** – Vail’s buy-down program, Vail InDEED, is a resident-occupied deed restriction program administered by the Town of Vail and Vail Local Housing Authority for properties within Vail’s town boundary. The program either contributes funds at the time of purchase or pays existing owners in exchange for a resident-occupied deed restriction. Eligible owners or buyers must work in Eagle County for an average of 30 hours/week and can lease the property to a similarly qualified tenant. The property must be resold to an employee working in Eagle County, but there is no price appreciation cap on units and no income limit for buyers. Vail InDEED has placed restrictions on 176 units since 2017.
- **Mi Casa Avon** – Mi Casa Avon is a resident-occupied deed restriction program administered by the Town of Avon for properties within Avon’s town boundary. The Town contributes between 8 percent and 12 percent of purchase price up to \$100,000 to place a resident-occupied deed restriction on an eligible property. The property must be the primary residence of an Eagle County employee, defined as someone who works at least 32 hours per week in the county or earns 75 percent of their income from work in the county, for at least three years following the purchase. If after three years the owner decides to rent the property, the tenant must be an Eagle County employee. There is no price appreciation cap at resale and the property must be resold to an Eagle County employee. Avon placed deed restrictions on 44 units through the Mi Casa Avon program between July 2020 and June 2024.

Development-Specific Deed Restriction Programs

Certain developments in Eagle County have their own development-specific deed restriction programs. The Eagle Ranch development in Eagle has both a buy-down program and a deed restriction incentive program in which the Eagle Ranch Housing Corporation contributes 10 percent to the purchase price of a property in Eagle Ranch in exchange for a deed restriction on the subject property. Miller Ranch in Edwards places deed restrictions on all properties restricting ownership to Eagle County employees who will use the home as their primary residence. The Miller Ranch deed restriction also caps price appreciation between 3 percent and 6 percent annually.

The Town of Vail has five community housing developments with price-capped and resident-occupied deed restricted units available for purchase from the Town via a lottery system. Lottery tickets are available to buyers working in Eagle County who will use the unit as a primary residence, with additional tickets available for those who do not currently own free market real estate in Vail and those who have lost a Vail housing lottery in the past 24 months. Lottery winners purchase the subject unit directly from the Town of Vail, with prices ranging from \$175,000 to \$800,000. The community housing units have a price appreciation cap between 1.5 percent and 3 percent per year and must be resold through the Town. Currently, the Town of Vail has 141 community housing units in five developments.

Employee Housing Programs

Employee housing programs provide assistance to Town or County employees to rent or purchase a residence. For example, eligible employees of the Town of Eagle can receive down payment assistance to purchase a primary residence – up to \$40,000 within Eagle town limits and up to \$20,000 outside Eagle town limits but within Eagle County. The Town of Vail has 86 rental units reserved for Town employees and provides loans of up to \$2,000 for moving expenses for employees moving into rental units. Vail also has an Employee Home Ownership Program that provides up to \$80,000 in down payment assistance. The Town of Avon also provides assistance, offering employees up to 30 percent down payment assistance to purchase a residence which is then subject to a deed restriction with a price cap on resale value.

Inclusionary Housing Ordinances (IHOs)

IHOs are town policies that require a certain number of units in new developments to be set aside as local or affordable housing. These policies are a way to ensure that new development includes units that are accessible to local households. For example, Eagle's Local Employee Residency Program (LERP) requires all developments in Eagle with 10 or more rental or for-sale units to set aside 10 percent of units as affordable housing for households at 80% AMI for rentals and 140% AMI for owners. Similarly, the Town of Vail requires that 10 percent of

square footage in new residential developments to be set aside as employee housing units for Eagle County employees. Avon and Minturn also have IHOs, as does the County.

Down Payment Assistance Programs

There are several down payment assistance programs within Eagle County, including the Eagle County Loan Fund (ECLF) Shared Equity Loan, the ECLF Amortized Loan for FHA mortgages, and the Eagle County Division of Housing (ECDOH) Down Payment Assistance Program. Borrowers for all programs must be Eagle County employees using the home as their primary residence.

Differences between the down payment assistance programs include maximum loan amount, income limit, loan term, and interest rate. The ECLF programs provide down payment assistance for 5 percent of purchase price up to \$42,500 with buyer contribution of at least \$3,000. The Shared Equity Loan program has an income limit of 160% AMI for a family of four unless the unit is deed-restricted, in which case there is no limit, while the ECLF Amortized Loan program has an income limit of 140% AMI. The ECDOH Down Payment Assistance Program provides up to \$40,000 in down payment assistance for borrowers making between 50% to 80% AMI, with a minimum \$1,000 buyer contribution.

Eagle Ranch also provides down payment assistance of up to \$10,000 for buyers within the development. There is no income limit for the assistance, but borrowers must be Eagle County employees using the property as a primary residence.

Eagle County Rental Assistance Funds

Eagle County offers funding to Eagle County renters starting a new 12-month lease to cover the costs of first and last month's rent. Renters must be year-round, full-time Eagle County employees and are required to pay the security deposit themselves. Renters earning 120% AMI or more must repay both first and last month's rent, while renters earning less than 120% AMI must repay only the last month's rent.

Eagle County Aid for ADUs

ECHDA offers Eagle County homeowners low-cost loans up to \$150,000 to construct an accessory dwelling unit (ADU) on their property to lease to eligible Eagle County households. Eligible households must be Eagle County employees using the unit as a primary residence and earning no more than 100% AMI. Short-term rentals are prohibited.

Habitat for Humanity

Habitat Vail Valley provides a variety of programs to local households in Eagle County. Habitat's primary program is building permanently affordable, for-sale

homes in the county; the organization also provides connections to rental resources and homeowner services for all residents in the county (not only Habitat homeowners). There are currently 529 residents living in Habitat homes throughout the county.

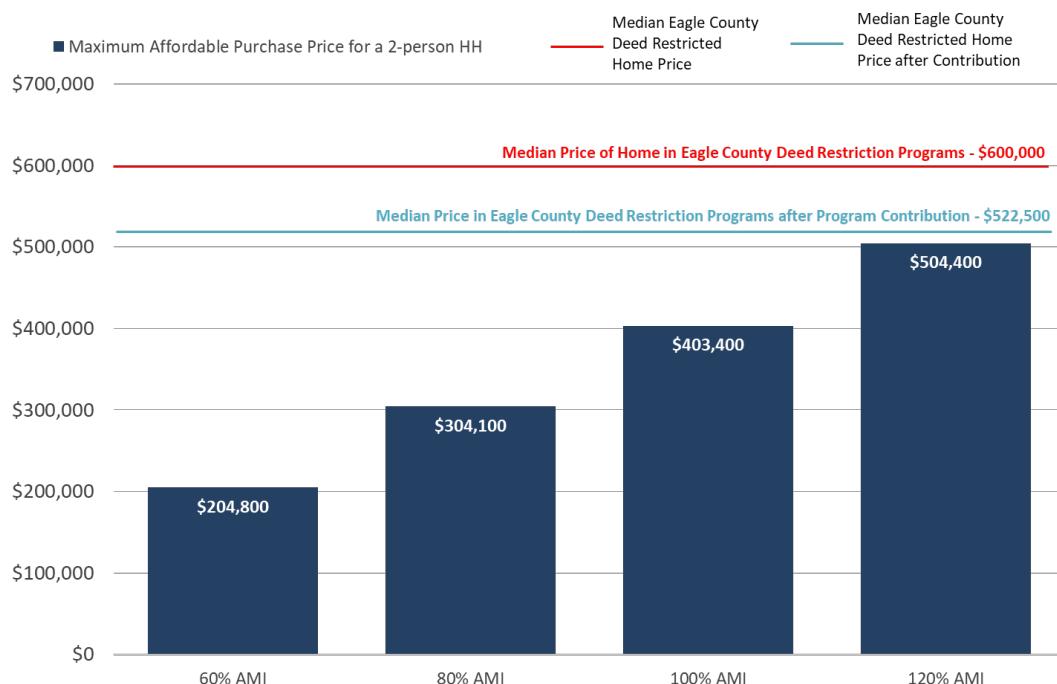
Habitat projects include partnerships with Eagle County School District for employee housing, 0%-interest loans for locals purchasing townhomes in Vail's Timber Ridge Development, the Adams Way Road modular housing project (which includes ECSD employee housing), and other developments throughout the county.

Habitat historically has received 10 applications for each home built in the county, indicating significant demand for affordable homeownership opportunities.

Deed Restriction Buy-Down Affordability

Deed restriction buy-down programs, such as Eagle County Good Deeds, Vail InDEED, or Mi Casa Avon are an important tool to make homeownership affordable for local households. These programs currently work to provide homeownership opportunities for households earning 120% AMI or more. The home types included in deed restriction programs are diverse and range from 1-bedroom condominiums to 4-bedroom single family homes. As shown in **Figure 25**, the median price for a deed restricted home in the county between 2015 and 2023 was \$522,500, just above the \$504,400 that a household at 120% AMI can afford.

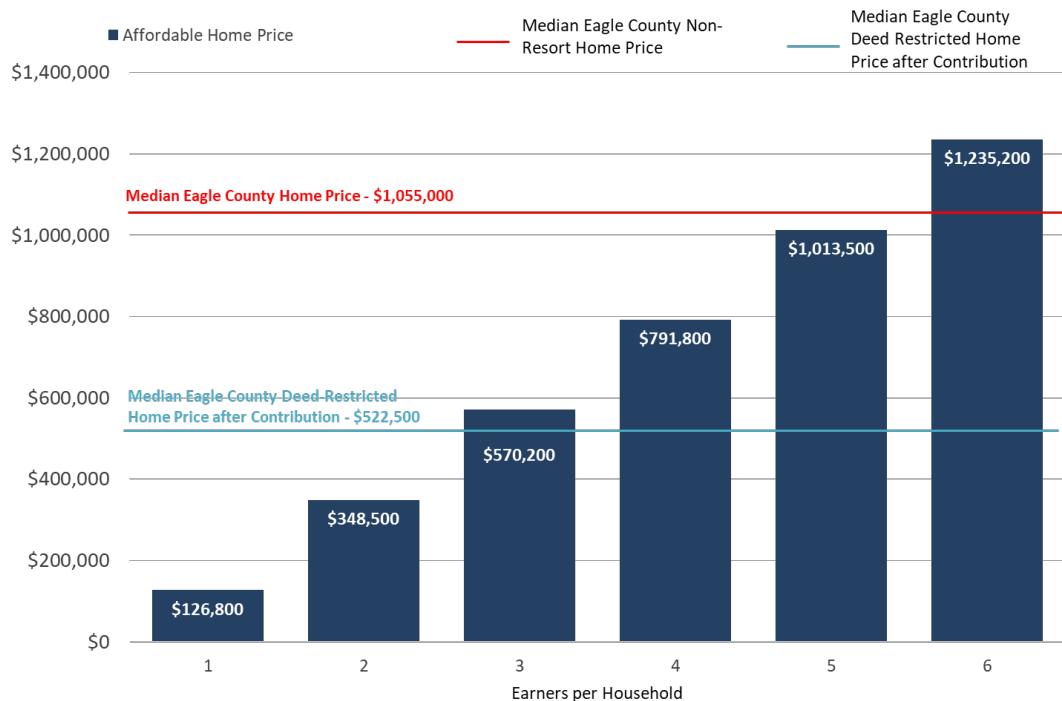
Figure 25. Deed Restriction Buy-Down Program Affordability by AMI, 2015-2023



Source: MLS, U.S. Census Bureau, Economic & Planning Systems

Affordability by wages is shown in **Figure 26**. While a household would still need 2.8 workers earning the median wage to afford the median deed-restricted home, this is far less than the 5.2 wage earners needed to afford the overall median priced non-resort home in the county.

Figure 26. Deed Restriction Buy-Down Affordability by Wages, 2015-2023



8. Outreach

Community and stakeholder outreach was a key part of this effort. There were four main components to this outreach:

- **Stakeholder interviews:** EPS interviewed a number of property managers and realtors to get a deeper understanding of market trends and current conditions
- **Focus groups:** EPS, in partnership with Habitat for Humanity Vail Valley, conducted focus groups of residents representing key community sectors (e.g., residents in deed restricted housing, mobile home residents)
- **Household and employee survey:** RRC Associates conducted a survey of local residents and employees to better understand current housing needs and future housing preferences
- **Employer survey:** RRC Associates conducted a survey of local employers to understand the housing needs and challenges they are facing, both with current employees and recruitment, as well as housing assistance they are already providing and what they would like to provide in the future

Stakeholder Interviews

EPS conducted seven interviews with local stakeholders in the real estate, rental and insurance markets as well as representatives from large local employers. Several key themes emerged from the interviews:

- The housing market in the Eagle Valley grew dramatically during the COVID-19 pandemic.
- Construction costs are very high, so builders prioritize higher-margin luxury homes.
- When local homeowners sell, they tend to either move down-valley or leave Eagle County altogether to find housing that is more affordable.
- In the rental market, long-time local landlords prefer long-term local tenants. They keep rent below market rate to keep a good local tenant, then bring rent back to market rate when a unit turns over.
- Landlords are curious about partnering with employers to provide employee housing.
- Although some real estate and rental professionals are familiar with current deed restriction and down payment assistance programs, there is confusion about how they work and who can apply.

Focus Groups

EPS, in partnership with Habitat for Humanity Vail Valley, conducted five focus groups with key community stakeholders and those significantly impacted by housing issues, as well as a series of phone interviews with in-commuters to the county. These conversations highlighted some of the key challenges that residents are facing, as well as opportunities they see to better assist current and future residents with housing needs.

Across all groups, participants highlighted the changes that have been felt since 2020 – while housing was a significant challenge prior to that, many people noted that challenges have become even worse, and in some cases insurmountable, leading residents to move out of the area. Other consistent feedback across focus groups includes:

- **Overcrowding:** The prevalence of overcrowding was noted in almost every group, including new residents, young residents, single parents, and families. All segments of the community are feeling the price and availability pressure and often sharing units or living in units too small for their needs. Subleasing is common, with people renting out rooms to multiple people or renting out couches within units. Often, the person subletting the unit does not live there. Multiple stories were relayed of severe overcrowding situations, including multiple families living in small apartments (e.g., 16 people in a 2-bedroom unit), bunk beds set up in living rooms, shared bathroom schedules, and one story of over 10 people living in a single mobile home, each paying \$450 per month in rent.
- **Scarcity of available housing:** The lack of available housing was brought up consistently. Residents in deed restricted housing noted that without that housing they likely would have had to move out of the county. Others noted that affordable housing has long wait lists that can be multiple years long (those who got in feel very lucky), and to find any housing – affordable or not – you need personal connections. Relying on public listings generally will not be successful since there is an overwhelming amount of interest, and many property owners and landlords have stopped posting listings and only rely on personal networks.
- **Rising costs:** Rent and home prices have increased significantly over time. Participants noted that rents can often increase by 10 to 15 percent per year, making affordability a persistent challenge. Rent increases often force people to relocate or downsize. Others noted that renting a couch costs between \$800 and \$1,000 per month. Seasonal rent fluctuations (with higher rents during ski season) create additional challenges, particularly for seasonal employees such as J1 Visa holders. In addition to rent costs, security deposits and upfront costs are a major barrier to securing housing, and other costs such as utilities and heating put increased burdens on residents. Some residents noted they have forgone health insurance because they cannot afford it on top of the other costs of living in the community.

- **Frequent moves:** Many residents had to move multiple times due to housing scarcity and rising costs. Life changes are also a significant factor impacting multiple moves, particularly breakups/divorces. Many residents face overcrowded or substandard living conditions while looking for stable housing. Some residents have had to stay in hotels, which are very costly, due to a lack of available rental options.
- **Challenges for families:** Families, particularly those with young children, face additional challenges. Finding affordable housing large enough for a family can be difficult, often leading to overcrowding (e.g., an entire family living in a 1-bedroom unit, or in one bedroom of a shared unit). Childcare availability and costs also create significant challenges – affordable childcare options are scarce and have long waitlists, leading many to rely on relatives or informal childcare arrangements, or making it difficult to work before children are in school.
- **Transportation challenges:** Public transportation is not always a viable option due to limited schedules, leading to reliance on personal vehicles despite long or hazardous commutes. For those who need to use their personal vehicles to commute, the high cost of gas adds to financial strain.

Mobile Home Challenges

In addition to general housing challenges heard across all groups, which were echoed by mobile home residents, specific issues related to mobile homes also came up. These include housing insecurity (as a result of owning their home but not the land beneath it), rising lot rents, high utility bills (particularly heating), and lack of access to programs and resources available to other homeowners (e.g., financial aid for home repairs). Participants noted that language barriers can create additional challenges to accessing resources, and some residents are hesitant to report issues because they fear police involvement. Information about available resources is often spread through word of mouth and informal channels (e.g., Facebook groups) rather than official channels.

Commuter Considerations

Outreach to employees who currently work in Eagle County but live elsewhere focused on the reasons for leaving (if they previously lived in the county) and for continuing to commute. Common themes included:

- **Availability and type of housing:** Interviewees notes that the type of home they live in either is not available or affordable in Eagle County (size, storage, home type, etc.) or if it available, it is in a down-valley location that would be as long or a longer commute. Some interviewees also noted a preference for homeownership in a more affordable area over renting in Eagle County.
- **Cost of housing:** Cost was the most commonly noted factor. Many workers cannot afford to buy or rent in the county, even with stable jobs. Some interviewees left the county after significant rent increases or trying unsuccessfully to purchase homes (e.g., being outbid or priced out of available inventory).

- **Community:** Many interviewees noted that even if they could afford Eagle County, they prefer their home community. They have spent time and invested in these places, and particularly when they have children who are attending school, do not want to break those ties.
- **Stable jobs:** Interviewees noted that the benefits of their jobs outweigh the downside of the commutes. Many work hybrid schedules, which reduces commute time. Often the pay in Eagle County is higher than a similar job in their home community (if a job were available – for example, healthcare jobs are concentrated in Eagle County) which also keeps people in these positions.
- **Employer perspective:** Interviewees who are also involved in hiring noted that they see the impacts of housing needs in the recruitment process as well. Their employers are struggling to recruit and retain workers because of the high cost of housing. Positions that require in-person work are particularly hard to fill, and applicants often turn down job offers once they realize they cannot afford to live in the area. Some employers will not extend an offer unless a candidate already has secure housing.

Household and Employee Survey

This section provides a summary of the results of the Eagle River Valley Household and Employee Survey that was conducted during winter and spring 2024. The survey was intended to provide insights regarding the housing conditions and needs of residents of the Eagle River Valley and in-commuters to the valley, and allow for more in-depth and nuanced understanding of several resident housing issues than is possible from other published data sources.

Methodology

Mail Survey Distribution: Surveys were mailed to a random sample of 8,000 households living in the Eagle River Valley, using a list purchased from a commercial vendor. The survey was accompanied by a bilingual cover letter that explained options to complete the survey either via paper in English or online in English or Spanish. Respondents were also invited to participate in a random drawing for one of five \$100 Visa gift cards and other prizes from local businesses.

Open Link Survey Distribution: Shortly after the mail survey was distributed, the survey was opened to the entire Eagle River Valley community to participate. This ‘open link’ survey was promoted by partner governments via press releases and in-house communication channels. Additionally, the survey was publicized via Facebook ads, in English and Spanish; distributed by some employers to their employees; and promoted via bilingual in-person contacts by Habitat for Humanity Vail Valley.

Survey Responses: A total of 2,749 usable survey responses were received (2,343 survey completes and 396 partial completes; with 399 responses in Spanish and 2,350 in English). This includes 1,121 responses to the mailed invite (a response rate of 15.8%, after factoring out 915 surveys that were returned as undeliverable); 353 responses to the Facebook ads; and 1,275 responses to the other outreach methods. While responses were tracked separately by methodology, they are demographically complementary of one another, and have been combined for purposes of analysis and reporting. The 95 percent confidence interval for a sample of 2,749 is +/-1.9 percentage points.

Data Weighting: For respondents living within the Eagle River Valley, the survey results were weighted within each major zip code¹ by housing tenure (own/rent), householder age, householder Hispanic origin, and household size. Additionally, the results were weighted by zip to match the geographic distribution of households. Benchmarking data on householder age, Hispanic origin, household size, and the distribution of households by zip were obtained from U.S. Census American Community Survey (ACS) 2018-22 five-year data. Housing tenure by zip was based on the 2020 Decennial Census. As a result of the weighting, the survey's demographic representativeness was enhanced both within each zip in the study area, and across zips in the area.

Analysis

The survey results provide a large data set that can be analyzed as a whole and segmented in a variety of ways, such as by place of residence and housing tenure (own/rent). In this chapter, selected housing characteristics are first summarized by place of residence. The remaining discussion focuses on the “overall” results and compares the responses of owners and renters, particularly regarding housing challenges and needs, and preferences and opinions regarding housing. A breakdown of responses by various population segments is included in **Appendix B**.

Housing Tenure by Place of Residence

Figure 27 provides an overview of housing tenure across different geographic regions. **Overall**, 63% of respondents own their homes, while 27% rent with a lease agreement and 7% rent without one. Additionally, 2% were staying with friends or family without renting or owning, 1% classify their housing situation as “Other,” and another 1% report not having housing.

¹ Demographic weighting was applied within the following zips: 81620-Avon, 81631-Eagle, 81632-Edwards, 81637-Gypsum, 81645-Minturn, and 81657 & 81658-Vail. Weighting was not applied within the zips corresponding to Red Cliff, Wolcott, Bond, Burns and McCoy due to small sample sizes. Weighting was not applied to in-commuters from other counties due to the small number of responses received.

By region, **homeownership** is highest in the **Lower Valley (71%)**, followed by the **Upper Valley (65%)** and **Mid Valley (58%)**. Conversely, **renting** is most prevalent in the **Mid Valley (39%)**, followed by the **Upper Valley (33%)** and **Lower Valley (25%)**.

Figure 27: Do you own or rent your residence?

	Overall	Where do you live now?			
		Upper Valley ¹	Mid Valley ²	Lower Valley ³	Other ⁴
Own	63%	65%	58%	71%	54%
Rent with a lease agreement	27%	26%	31%	20%	31%
Rent without a lease agreement	7%	7%	8%	6%	9%
I don't rent or own; I am staying with friends or family	2%	1%	2%	2%	3%
Currently don't have housing	1%	1%	1%	0%	0%
Other:	1%	0%	1%	1%	3%
Sample size (n =)	2,714	367	1,097	1,053	88

Definitions: ¹ Upper Valley (Vail, Minturn, Red Cliff, Hwy 24); ² Mid Valley (Eagle-Vail, Avon, Beaver Creek, Edwards, Wolcott);

³ Lower Valley (Eagle, Gypsum, Dotsero); ⁴ Other (Bond, Burns, McCoy, Garfield / Lake / Summit Counties, other).

Housing Market Type by Place of Residence

Figure 28 provides insights into the housing market types in which respondents live across the different geographic areas. Overall, **70%** of respondents reside in **free market housing**, while **13%** live in **restricted housing** (such as deed-restricted ownership or rentals with income, employment, or disability limits). Additionally, **5%** have **employer-provided housing**, and **13%** are **unsure** of their housing classification.

By region, **free market housing** is most prevalent in the **Lower Valley (79%)** followed by the **Upper Valley (69%)** and **Mid Valley (65%)**. **Restricted housing** is most common in the **Upper Valley (18%)**, decreasing to **13% in the Mid Valley** and **9% in the Lower Valley**. Similarly, **employer-provided housing** is also most common in the **Upper Valley (8%)**, decreasing to **5% in the Mid Valley** and **2% in the Lower Valley**.

Figure 28: Do you live in:

	OVERALL	Where do you live now?			
		Upper Valley ¹	Mid Valley ²	Lower Valley ³	Other ⁴
Free market housing	70%	69%	65%	79%	62%
Restricted housing (such as deed-restricted ownership; rentals with income, employment or	13%	18%	13%	9%	7%
Housing provided by my employer	5%	8%	5%	2%	12%
Don't know / unsure	13%	5%	16%	10%	19%
n =	2,498	335	1,016	976	81

Definitions: ¹ Upper Valley (Vail, Minturn, Red Cliff, Hwy 24); ² Mid Valley (Eagle-Vail, Avon, Beaver Creek, Edwards, Wolcott); ³

⁴ Lower Valley (Eagle, Gypsum, Dotsero); ⁴ Other (Bond, Burns, McCoy, Garfield / Lake / Summit Counties, other).

Expected Future Duration of Residence in the Area and Reasons for Leaving

Figure 29 provides insights into how long respondents plan to continue living in the area, broken down by whether they **own** or **rent** their residence. Overall, the results show that **renters anticipate remaining in the region for a shorter duration than homeowners**. In particular, renters are less likely to anticipate staying 10+ years (51%) than are owners (74%), and are more likely to anticipate staying five years or less (40%) than owners (18%).

Figure 29: How much longer do you plan on living in the area?

	Overall	Housing Tenure		n =
		Own	Rent	
Under 6 months	2%	1%	4%	
6 – 12 months	3%	1%	5%	
1 – 2 years	8%	6%	13%	
3 – 5 years	14%	11%	18%	
6 – 9 years	9%	8%	9%	
10 – 19 years	16%	18%	13%	
20 or more years	49%	56%	38%	
<i>n</i> =	2,415	1,376	938	

Figure 30 explores the primary reasons respondents are considering leaving the Eagle River Valley area within the next five years. The most common reason cited was the pursuit of **better or more affordable housing opportunities (56%)**, followed distantly by **desire to buy a home (30%)**, better quality of life (26%), better/different job opportunities (18%), and retirement (18%) – indicating that housing issues are the leading reason for anticipating a move out of the region.

Renters were much more likely to than homeowners to cite **better/more affordable housing (73% and 42% respectively)** and to be able to **buy a home (54% and 8%)**, highlighting the importance of housing affordability and homeownership in driving anticipated moves out of the region, especially for renters but also some owners. Conversely, **owners were more likely than renters to cite retirement (30% vs. 4%)** and “other” reasons (26% vs. 7%).

Figure 30: If planning on leaving the area in five years or less, why are you likely to leave the area?

	Overall	Housing Tenure		<i>n</i> =
		Own	Rent	
Better / more affordable housing opportunities	56%	42%	73%	
To be able to buy a home	30%	8%	54%	
Better quality of life	26%	29%	22%	
Better or different job opportunities	19%	14%	22%	
Retirement	18%	30%	4%	
Change in household / family status	11%	14%	9%	
Go back to school	3%	1%	4%	
Other:	17%	26%	7%	
<i>n</i> =	794	366	386	

Satisfaction with Community and Current Residence

Most respondents expressed high levels of satisfaction with their **community** (**Figure 31**), with 63% reporting they are either "satisfied" (33%) or "very satisfied" (30%). **Homeowners were generally more satisfied than renters**, with 38% of homeowners being "Very Satisfied" compared to only 18% of renters. Conversely, dissatisfaction was more pronounced among renters, as 25% indicated they were "somewhat dissatisfied" or "very dissatisfied," compared to 13% of homeowners. These disparities suggest that resident housing status and housing conditions likely significantly influence community satisfaction.

Figure 31: Which best describes your satisfaction with the community where you live?

	Overall	Housing Tenure		
		Own	Rent	
1 - Very dissatisfied	7%	4%	10%	
2 - Somewhat dissatisfied	11%	8%	15%	
3 - Somewhat satisfied	19%	16%	25%	
4 - Satisfied	33%	34%	33%	
5 - Very satisfied	30%	38%	18%	
Average	3.7	3.9	3.3	
n =	2,652	1,541	1,004	

A majority (63% very satisfied or satisfied) expressed satisfaction with their **current residence** (**Figure 32**), with **homeowners showing higher satisfaction levels** (74% very satisfied or satisfied) than **renters** (43%). Renters were more likely to be "somewhat dissatisfied" (18%) or "very dissatisfied" (10%) compared to homeowners (7% and 4% respectively).

Figure 32: Which best describes your satisfaction with your current residence?

	Overall	Housing Tenure		
		Own	Rent	
1 - Very dissatisfied	7%	4%	10%	
2 - Somewhat dissatisfied	11%	7%	18%	
3 - Somewhat satisfied	20%	15%	29%	
4 - Satisfied	30%	30%	30%	
5 - Very satisfied	33%	44%	13%	
Average	3.7	4.0	3.2	
n =	2,517	1,487	930	

Figure 33 identifies the main issues causing **dissatisfaction with current residence**. "Too expensive" emerged as the top concern overall (48%), followed by small size or overcrowding (33%), the desire for homeownership (29%), and the need for repairs (28%).

Overall, **renters cited a greater number of reasons for dissatisfaction** (2.86 reasons on average) than homeowners (1.87 reasons). Renters were much more likely than homeowners to cite **too expensive** (60% vs. 36%), **currently rent/prefer to buy** (55% vs. 3%), **unstable housing** (30% vs. 4%), **need to have roommates** (20% vs. 10%), **feel unsafe** (10% vs. 5%), and **pets not allowed** (10% vs. 1%).

Homeowners were more likely than renters to cite **disturbance from nearby STRs** (21% vs. 10%), **poor access to transit** (9% vs. 5%), and “**other**” reasons (29% vs. 9%).

Figure 33: If dissatisfied or somewhat satisfied with your current residence, why are you not fully satisfied?

	Overall	Housing Tenure	
		Own	Rent
Too expensive	48%	36%	60%
Too small / overcrowded	33%	31%	35%
Currently rent, prefer to buy	29%	3%	55%
Needs repairs / poor condition	28%	27%	30%
Unstable housing (afraid I'll have to move when I do not want to)	18%	4%	30%
I need to have roommates and would prefer not to	16%	10%	20%
Disturbance from nearby short-term rentals	15%	21%	10%
Too far from work	8%	9%	8%
Location or living situation does not feel safe	8%	5%	10%
Poor access to transit	7%	9%	5%
Pets not allowed	5%	1%	10%
Forced to live with my ex b/c cannot find/afford separate places to live	3%	2%	4%
Other:	18%	29%	9%
<i>Total</i>	237%	187%	286%
<i>n</i> =	1,052	399	588

Housing Search

Figure 34 illustrates the level of difficulty respondents face in finding suitable housing in the Eagle River Valley area. Overall, 41% of respondents reported that it was **“very difficult” to find suitable housing** when they last moved, including **59% of renters** and a lower **31% of owners**. While this may in part reflect differences with the rental and for-sale markets, it also reflects differences in timing, as renters are much more likely to have moved recently than owners (e.g., 53% of renters moved in the past two years, vs. 11% of owners).

Figure 34: When you last moved within the Eagle River Valley or surrounding region, how hard was it to find housing that met your needs and that you could afford?

	Overall	Housing Tenure	
		Own	Rent
Not difficult	22%	30%	8%
Moderately difficult	31%	37%	23%
Very difficult	41%	31%	59%
I have yet to find such housing	5%	2%	9%
<i>n</i> =	2,661	1,526	1,032

In another measure of housing search challenges, fully **81% of renters** said they **felt pressured to take the first housing they could find** when they last moved, as compared to a lower but still sizeable **40% of owners** (Figure 35). In contrast, homeowners had more flexibility, with 48% stating they could shop for housing that met their preferences well (vs. 10% of renters). Again, the results likely in part reflect timing differences when owners and renters last moved.

Figure 35: When you last moved within the Eagle River Valley or the surrounding region, did you:

	Overall	Housing Tenure	
		Own	Rent
Feel pressured to take the first housing you could find regardless of your preferences because options were limited, OR	55%	40%	81%
Feel you could shop for and find housing that met your preferences well	34%	48%	10%
Other:	11%	12%	8%
<i>n</i> =	2,502	1,432	972

Housing Security and Unwanted Moves

This section addresses how secure respondents feel in their current housing situation. **Homeowners largely feel "very secure" (67%), while only 17% of renters feel the same (Figure 36).** Insecurity is a major concern among renters, with 20% feeling "Somewhat insecure" and 16% "Very insecure." This disparity highlights the difference in stability between renting and owning a home.

Figure 36: How secure do you feel in your current housing situation, in terms of your ability to stay in your home (and not be forced to move)?

	Overall	Housing Tenure	
		Own	Rent
Very secure	49%	67%	17%
Somewhat secure	30%	23%	41%
Somewhat insecure	10%	4%	20%
Very insecure	9%	4%	16%
Don't know / not sure	3%	1%	5%
Other:	1%	1%	1%
<i>n</i> =	2,709	1,567	1,030

Figure 37 reports on the prevalence of involuntary moves, with 19% of respondents indicating they had to move from a residence when they did not want to in the past five years. This issue was **particularly acute among renters**, 40% of whom reported having to move against their wishes, compared to just 6% of homeowners. The results point to the instability and vulnerability experienced by many renters.

Figure 37: In the past 5 years, have you had to move out of a home in the Eagle River Valley or the surrounding area when you didn't want to move?

	Overall	Housing Tenure	
		Own	Rent
Yes	19%	6%	40%
No	81%	94%	60%
<i>n</i> =	2,663	1,537	1,021

Figure 38 provides insights into **why respondents had to leave** their residences unwillingly. The leading reasons were significant **rent increases** (35%) and **landlords selling their properties** (28%), followed by personal reasons (21%) and owner turning the unit into a vacation rental (18%). Renters were particularly affected by these issues, reflecting the precarious nature of some rental housing in the region.

Figure 38: (If had to move) What were the reason(s) you had to move?

	Overall	Housing Tenure	
		Own	Rent
Big rent increase (How much did the monthly rent go up?)	35%	38%	33%
Owner sold my rental unit	28%	33%	27%
Personal reasons (e.g. divorce, breakup, unsafe living situation, etc.)	21%	20%	22%
Owner turned the unit into a vacation rental	18%	21%	18%
Could not afford to pay rent / mortgage due to a job or income loss	11%	8%	9%
Owner wouldn't commit to a long lease (six months or more)	11%	9%	11%
Big increase in other housing costs (e.g. utilities, HOA fees, etc.)	10%	7%	10%
Change in household size (e.g. had children, lost a roommate, etc.)	10%	11%	10%
Owner moved in	9%	9%	10%
Changed jobs and could no longer live in employer-provided housing	8%	6%	9%
Evicted from home / apartment	6%	5%	6%
Pets not allowed	5%	6%	5%
Other:	13%	16%	12%
<i>Total</i>	183%	188%	181%
<i>n</i> =	527	83	406

Figure 39 addresses whether respondents can meet their essential expenses without incurring additional debt. Homeowners generally have more financial resources, with 85% able to cover their expenses compared to only 63% of renters, pointing to the financial vulnerabilities correlated with housing tenure.

Figure 39: Are you able to pay for all your essential expenses each month (e.g., housing, utilities, food, childcare, insurance, loan payments, etc.) without accumulating additional debt?

	Overall	Housing Tenure	
		Own	Rent
Yes	77%	85%	63%
No	13%	9%	21%
Uncertain	10%	6%	17%
<i>n</i> =	2,250	1,356	811

Assessment of Housing as a Community Problem and Priority

Figure 40 explores respondents' views on the degree to which housing is a community problem. A large majority (84%) consider housing availability to be a serious or critical problem, with renters (60%) more likely to identify it as the region's "most critical problem" than owners (41%). These findings underscore the need for addressing housing supply and affordability and its perceived importance relative to other issues.

Figure 40: Do you feel the availability of housing for residents and workers in the region is:

	Overall	Housing Tenure	
		Own	Rent
Not a problem	2%	2%	2%
One of the region's lesser problems	3%	3%	3%
A moderate problem	11%	13%	7%
One of the more serious problems	36%	40%	29%
The most critical problem in the region	48%	41%	60%
<i>n</i> =	2,625	1,534	987

Housing Preferences

Figure 41 through **Figure 43** examine the leading factors influencing respondents' housing choices. "Cost of housing" consistently ranks as the most important factor, particularly among renters. Proximity to work, type of residence, and community character are also significant considerations.

Differences between renters and homeowners suggest varying priorities based on financial constraints, housing amenities and limitations commonly associated with owned and rented units, and lifestyle preferences. Homeowners sometimes have the luxury of prioritizing a broader array of factors than renters, who are more likely to need to prioritize key basics and to navigate constraints which are more common with rental housing than for-sale housing.

Figure 41: Which factor is most important to you when looking for a place to live?

	Overall	Housing Tenure		n =
		Own	Rent	
Cost of housing to buy / rent	36%	27%	50%	
Proximity to my job	18%	17%	21%	
Type of residence (<i>single-family, condo, etc.</i>)	8%	11%	2%	
Community character (<i>'look and feel,' family orientation, etc.</i>)	7%	11%	1%	
Pets allowed	5%	3%	9%	
Proximity to alpine skiing	5%	7%	1%	
Community amenities (<i>parks, libraries, etc.</i>)	4%	5%	2%	
Proximity to daycare or schools	4%	3%	5%	
Washer/dryer in unit	4%	3%	4%	
Proximity to commercial services (<i>shopping, dining, etc.</i>)	3%	5%	1%	
Proximity to job(s) of other members of my household	3%	3%	2%	
Garage	2%	3%	1%	
Proximity to ECO Transit bus service	1%	1%	1%	
Extra storage/locker (<i>if don't have garage</i>)	0%	0%	0%	
<i>Total</i>	100%	100%	100%	
<i>n =</i>	2,226	1,281	857	

Figure 42: Two most important factors when looking for a place to live

	Overall	Housing Tenure		n =
		Own	Rent	
Cost of housing to buy / rent	48%	39%	63%	
Proximity to my job	29%	26%	35%	
Type of residence (<i>single-family, condo, etc.</i>)	18%	23%	9%	
Community character (<i>'look and feel,' family orientation, etc.</i>)	14%	20%	4%	
Pets allowed	13%	9%	20%	
Community amenities (<i>parks, libraries, etc.</i>)	11%	14%	6%	
Washer/dryer in unit	10%	8%	15%	
Proximity to commercial services (<i>shopping, dining, etc.</i>)	9%	12%	5%	
Proximity to daycare or schools	9%	9%	10%	
Garage	9%	11%	5%	
Proximity to alpine skiing	9%	12%	4%	
Proximity to job(s) of other members of my household	8%	8%	8%	
Proximity to ECO Transit bus service	2%	2%	2%	
Extra storage/locker (<i>if don't have garage</i>)	1%	1%	2%	
<i>Total</i>	192%	194%	188%	
<i>n =</i>	2,226	1,281	857	

Figure 43: Three most important factors when looking for a place to live

	Overall	Housing Tenure	
		Own	Rent
Cost of housing to buy / rent	54%	45%	70%
Proximity to my job	36%	31%	45%
Type of residence (single-family, condo, etc.)	26%	31%	15%
Community character ('look and feel,' family orientation, etc.)	22%	29%	8%
Washer/dryer in unit	22%	16%	32%
Pets allowed	20%	16%	26%
Garage	19%	23%	11%
Community amenities (parks, libraries, etc.)	18%	22%	11%
Proximity to commercial services (shopping, dining, etc.)	17%	20%	11%
Proximity to alpine skiing	14%	18%	7%
Proximity to daycare or schools	13%	12%	13%
Proximity to job(s) of other members of my household	12%	11%	12%
Proximity to ECO Transit bus service	4%	3%	5%
Extra storage/locker (if don't have garage)	3%	2%	6%
<i>Total</i>	279%	282%	272%
<i>n =</i>	2,226	1,281	857

Desired Housing Improvements

Figure 44 identifies key improvements respondents believe would enhance their housing situations. **Most homeowners are content**, with 58% saying they are happy with their housing situation.

By contrast, fully **91% of renters identified one or more factors that would improve their housing situation**, led by factors that would help them **move into homeownership** – including finding a home they can afford to buy (64%), help with down payment and closing costs to buy a home (41%), and help getting a loan to buy a home (37%). Additionally, many renters identified factors that would **ameliorate their rental housing situation**, including assurance of being able to stay in their unit for a while (34%), assistance to help pay rent (30%), and help finding rental housing (27%).

Figure 44: What do you feel you need to improve your housing situation?

	Overall	Housing Tenure	
		Own	Rent
N/A; I am happy with my housing situation	41%	58%	9%
Finding a home I can afford to buy	32%	15%	64%
Help with a down payment and closing costs to buy a home	17%	4%	41%
Help getting a loan to buy a home	14%	3%	37%
Help with repairs to my home	14%	18%	6%
Money to help me get through emergencies when they arise	13%	11%	19%
Assistance to help me pay rent or other housing costs each month	13%	5%	30%
Assurance I can stay in my rental unit for a while (e.g. longer lease term)	12%	1%	34%
Help finding rental housing	10%	0%	27%
Help with security deposit / first & last months' rent	7%	1%	19%
Money or technical assistance to build an ADU on my lot	6%	7%	3%
Better access to transit	5%	5%	5%
Assistance to make my home more accessible & safe to live in	4%	4%	6%
Finding a compatible housemate to share my/a home	4%	3%	6%
Where to find landlords that accept people w/o a Soc Sec #	2%	0%	5%
Other:	7%	9%	4%
<i>Total</i>	201%	144%	314%
<i>n =</i>	2,340	1,391	857

Interest in Moving if Housing That Is Affordable Was Available

Figure 45, Figure 46, and Figure 47 explore respondents' potential future interest in moving. A majority of respondents would consider moving if affordable housing were available (74%), particularly to buy a home. Renters are particularly inclined to consider moving because they want to buy or to find a less expensive home. **Homeowners** are most likely to consider moving to find a larger home (38%) or a less expensive home (26%), among other reasons.

Figure 45: If housing were available that you could afford, would you consider moving within or to the Eagle River Valley in the next 5 years (e.g., for reasons of convenience, economics, or quality of life)?

	Overall	Housing Tenure	
		Own	Rent
Yes, if I could BUY a home	60%	56%	67%
Yes, if I could RENT a home	4%	0%	9%
Yes, if I could BUY OR RENT a home	11%	4%	20%
No	26%	40%	3%
<i>n</i> =	2,074	1,119	862

Figure 46: (If you would not consider moving) Why not?

	Overall	Housing Tenure	
		Own	Rent
I prefer to live in my present community / residence	80%	82%	56%
I expect to move outside the region	14%	13%	33%
Other reason:	6%	5%	11%
<i>n</i> =	548	499	39

Figure 47: (If you would consider moving) Why would you consider moving to a different home?

	Overall	Housing Tenure	
		Own	Rent
To find a less expensive home	38%	26%	54%
To find a larger home	37%	38%	37%
Currently rent, want to buy	27%	2%	61%
To be closer to work	17%	13%	22%
To live in a different community	15%	19%	11%
To live in a more rural setting	14%	20%	8%
To live in or closer to a town	9%	9%	9%
To find a smaller home	7%	11%	0%
To live in senior housing	6%	9%	2%
To have better access to transit	5%	4%	6%
Prefer to rent	2%	0%	4%
Other:	10%	15%	4%
<i>Total</i>	189%	165%	221%
<i>n</i> =	1,767	858	830

Renter Attitudes Toward Deed-Restricted Homeownership

This section covers interest in deed-restricted housing as a potential solution for affordable homeownership. These figures represent questions that were only asked to renters.

Renters exhibit significant interest in deed-restricted homeownership if it were the only affordable purchase option available, with 49% saying they'd be very interested and 31% saying they'd be somewhat interested (Figure 48).

Consistent with that interest, 41% of renters have considered buying a deed-restricted home in the region but didn't buy one (Figure 49). The leading reasons for not purchasing were because they were **not chosen in the lottery** (43%) or **long waitlists** (38%), and **inability to afford payments** (29%) (Figure 50).

Figure 48: (If currently rent) How interested would you be in buying a home if the only affordable option was a deed-restricted home with resale restrictions?

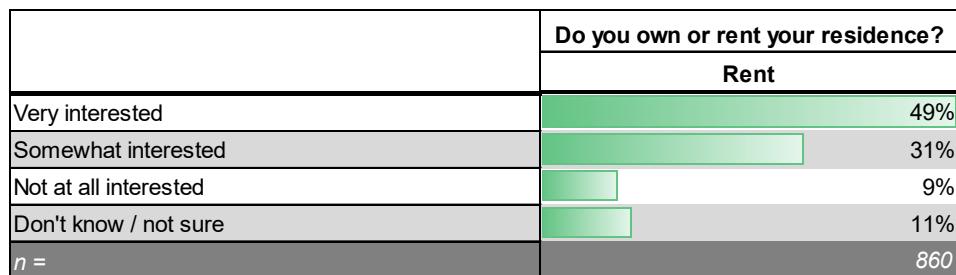


Figure 49: (If currently rent) Have you ever considered buying a deed-restricted home in the region and didn't buy one?

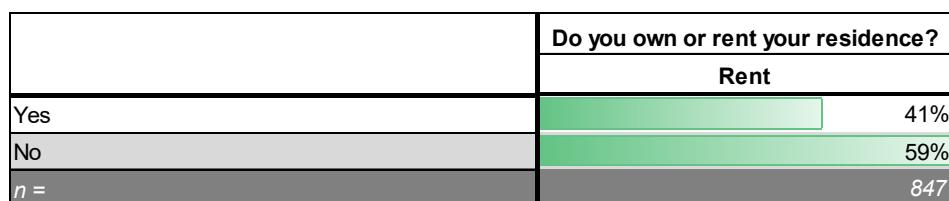
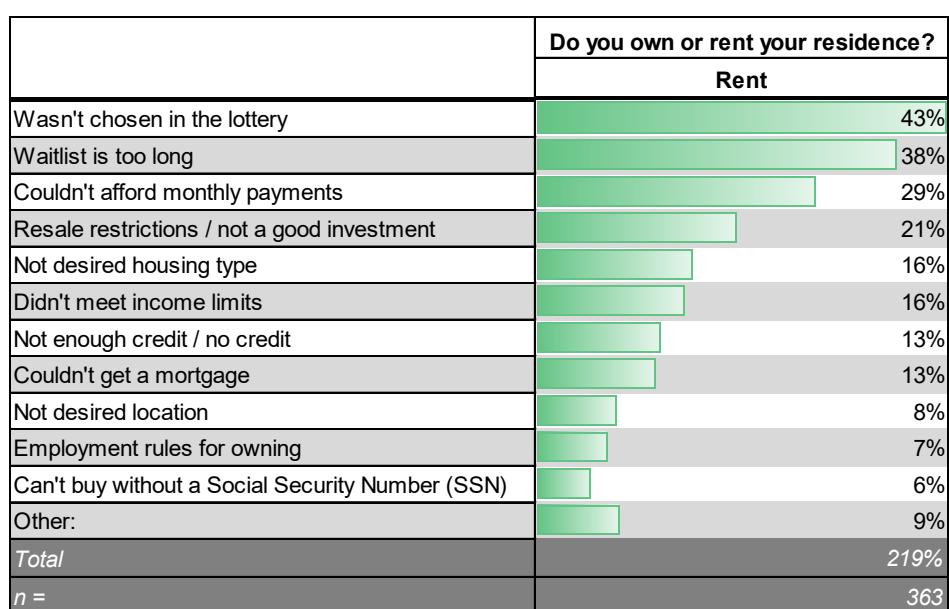


Figure 50: (If have considered buying a deed-restricted home and did not) What were the reasons you did not buy a deed-restricted home?



Retirement Housing Plans

Figure 51 and **Figure 52** examine how respondents' housing plans may change upon retirement. Among respondents aged 50 or older, a considerable portion of homeowners (44%) are "extremely likely" to stay in the region upon retirement, while renters show more uncertainty. Downsizing to a smaller home is of interest to some, with 15% saying they are extremely likely to downsize.

Figure 51: (If age 50 or older) When you retire, how likely are you to stay in the region?

	Overall	Housing Tenure		
		Own	Rent	
1 - Not at all likely	12%	9%	19%	
2	8%	8%	9%	
3	13%	13%	15%	
4	16%	17%	11%	
5 - Extremely likely	41%	44%	27%	
Don't know / not applicable	11%	9%	19%	
Average	3.8	3.9	3.2	
n =	1,101	824	239	

Figure 52: (If age 50 or older) When you retire, how likely are you to rent or purchase a smaller home?

	Overall	Housing Tenure		
		Own	Rent	
1 - Not at all likely	30%	34%	16%	
2	10%	11%	7%	
3	13%	13%	14%	
4	12%	11%	13%	
5 - Extremely likely	15%	12%	24%	
Don't know / not applicable	20%	18%	26%	
Average	2.6	2.5	3.3	
n =	990	735	219	

Senior Housing

Figure 53 highlights seniors' future interest in various housing services. **Renters show a higher interest in affordable rental housing and assistance services** than owners, suggesting a need for supportive housing policies that cater to renters. Services related to physical assistance, accessibility and safety are of great interest to many renters as well.

Homeowners tend to express less interest in the various types of services than renters, although many owners do express interest in help maintaining their home/yard and making their home more safe and accessible to live in.

Figure 53: If at least one person is age 65 or older in your household, please indicate how interested you would be in using the following services in the future.

Affordable rental housing	Overall	Housing Tenure		
		Own	Rent	
1 - Not Interested	52%	56%	28%	
2	5%	5%	1%	
3	6%	6%	4%	
4	4%	3%	7%	
5 - Very Interested	14%	9%	50%	
Don't know / not applicable	20%	22%	10%	
<i>Average</i>	2.0	1.8	3.5	
<i>n</i> =	463	381	63	
Rental housing that includes services (meals, transportation, activities)	Overall	Housing Tenure		
		Own	Rent	
1 - Not Interested	48%	52%	18%	
2	8%	6%	21%	
3	12%	11%	15%	
4	7%	6%	10%	
5 - Very Interested	9%	7%	24%	
Don't know / not applicable	17%	18%	12%	
<i>Average</i>	2.1	1.9	3.0	
<i>n</i> =	453	384	52	
Assistance to maintain your home or yard	Overall	Housing Tenure		
		Own	Rent	
1 - Not Interested	25%	27%	11%	
2	5%	4%	15%	
3	17%	16%	23%	
4	14%	14%	18%	
5 - Very Interested	27%	27%	23%	
Don't know / not applicable	12%	12%	10%	
<i>Average</i>	3.1	3.1	3.3	
<i>n</i> =	490	420	53	
Assistance to make your home more accessible & safe to live in	Overall	Housing Tenure		
		Own	Rent	
1 - Not Interested	31%	33%	15%	
2	7%	7%	3%	
3	14%	14%	13%	
4	11%	11%	16%	
5 - Very Interested	23%	20%	41%	
Don't know / not applicable	14%	14%	12%	
<i>Average</i>	2.8	2.7	3.7	
<i>n</i> =	472	405	49	

Summary

The survey results provide valuable insights into the housing challenges faced by residents in the Eagle River Valley region, as well as some of the opportunities available to address those needs. The results also highlight important differences and disparities in the housing needs facing renters and homeowners. Key findings include:

1. **Housing Affordability and Availability:** A predominant concern, especially among renters, is the lack of affordable housing, both to rent and to buy. Many renters are considering leaving the region in search of more affordable options or to buy a home, emphasizing the critical need for increased affordable housing offerings.
2. **Satisfaction and Security:** Homeowners generally report higher satisfaction with their communities and residences, along with a greater sense of housing security. Renters, in contrast, are more likely to experience dissatisfaction, housing instability, financial constraints, and limited housing choices.
3. **Housing Preferences and Needs:** The cost of housing is the primary factor influencing housing choices for both homeowners and renters. The data also highlights a significant interest in homeownership among renters, and openness to deed-restricted homeownership as a solution.

Overall, the findings underscore the need for targeted efforts to increase affordable housing options, enhance housing stability, and address the diverse needs of both homeowners and renters in the Eagle River Valley region. There is also broad consensus that housing is a serious or critical problem and an important policy priority. Future policy initiatives should focus on alleviating the pressure on the rental market, providing pathways to homeownership, and ensuring that housing developments are aligned with the economic realities and preferences of residents.

Employer Survey

This section provides a summary of the results of the Eagle River Valley Employer Survey that was conducted alongside the Employee and Household Survey during winter and spring 2024. The survey was intended to document the impacts of local housing conditions on the operations of employers, understand actions being taken by employers on housing, and explore employers' potential interest in housing partnership/program opportunities.

Methodology

Survey Distribution: Surveys were mailed to a random sample of 1,500 employers in the Eagle River Valley using a list from a commercial vendor. A total of 182 surveys were returned as undeliverable, while 1,318 surveys were presumed delivered.

Shortly after the mail survey was distributed, the survey was also opened up to the entire employer community via an online link. The survey was promoted by partner governments via press releases and in-house communication channels, and was also promoted by the Vail Valley Partnership to its membership.

Survey Response: A total of 183 usable survey responses were received (176 survey completes and 7 partial completes). The 95% confidence interval for the results is approximately +/- 7 percentage points, based on an estimated universe of 2,300 total employers in the Eagle River Valley.

Analysis

Selected employer concerns are summarized by employer size (based on total peak season workers). The discussion focuses on the "overall" results and compares the responses of employers with 1-4, 5-9, 10-24, 25-49, and 50 or more workers.

Employee Staffing, Recruitment and Retention

Figure 54 illustrates how employers' ability to find and retain qualified employees has evolved over the past five years. A large majority of employers (73%) reported that hiring and retaining employees has become more difficult over the past five years (since 2019). The smallest employers (with 1-4 workers) are less likely to have experienced increased difficulty in hiring and retaining employees (44%) than larger employers (75-89%).

Figure 54: To what extent has your ability to find and retain qualified employees changed over the past five years (since 2019)?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Declined / gotten harder	73%	44%	75%	87%	77%	89%
Stayed about the same	16%	25%	17%	13%	12%	11%
Improved / gotten easier	3%	3%	6%		12%	
Don't know / not applicable	8%	28%	3%			
<i>Total</i>	100%	100%	100%	100%	100%	100%
<i>n</i> =	178	36	36	46	26	27

Employers were asked if they had positions that they were unable to fill in the past year (Figure 55). Overall, 51% of employers reported having unfilled positions during the prior 12 months, including 43% in winter 2023/24 and 40% in summer 2023 - an indication that hiring challenges and workforce shortages were widespread. Larger employers were more likely to have been understaffed than smaller employers.

Figure 55: Were you unable to fill any jobs during the past 12 months?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
No	49%	74%	43%	47%	36%	32%
Yes, in winter 2023/04	43%	20%	43%	49%	48%	60%
Yes, in summer 2023	40%	26%	34%	51%	40%	56%
<i>Total</i>	132%	120%	120%	147%	124%	148%
<i>n</i> =	172	35	35	45	25	25

Figure 56 illustrates the operational challenges faced by employers which were understaffed. Almost two-thirds of understaffed employers said employees needed to cover multiple jobs/positions (65%), and substantial shares reported employee dissatisfaction/burnout (48%), increased employee overtime hours (47%), unskilled employees filling positions (43%), owner working extra hours (42%), and increased employee turnover (41%), among other issues.

Larger employers were more likely than smaller employers to experience multiple types of problems from understaffing.

Figure 56: (If unable to fill jobs in past 12 months) Has your business experienced any of the following problems related to being understaffed in the past 12 months?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Employees covering multiple jobs / positions	65%	27%	50%	62%	81%	95%
Employee dissatisfaction / frustration / burnout	48%	18%	45%	50%	50%	74%
Increased employee overtime hours	47%	18%	36%	46%	38%	79%
Unskilled employees filling positions	43%	18%	23%	42%	56%	68%
Owner working extra hours due to too few staff	42%	36%	36%	54%	56%	32%
Increased employee turnover	41%	36%	36%	42%	31%	53%
Decreased level of service / unsatisfied customers	34%	18%	18%	42%	44%	47%
Inability to grow the business	28%	18%	27%	42%	19%	26%
Reduced hours or closures due to understaffing	24%	27%	5%	35%	19%	37%
Other	6%			12%		16%
None of the above / not applicable	8%	27%	5%	8%		5%
<i>Total</i>	386%	245%	282%	435%	394%	532%
<i>n =</i>	98	11	22	26	16	19

Employers identified the primary obstacles they face when trying to hire and retain employees. Housing affordability (73%) and housing availability (59%) were the top two challenges, followed distantly by no/few applicants (36%), unskilled applicants (32%), and various other issues. Larger employers were more likely to identify multiple challenges than smaller employers.

Figure 57: What are the primary challenges you face in recruiting and retaining employees, if any?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Lack of affordable housing	73%	44%	72%	83%	77%	93%
Lack of available housing	59%	33%	47%	65%	65%	96%
No/few applicants	36%	22%	42%	39%	27%	48%
Unskilled applicants	32%	22%	36%	28%	31%	52%
Work ethic/dedication problems	27%	17%	28%	33%	31%	26%
Lack of childcare	20%	8%	17%	24%	12%	44%
Low wages	20%	8%	25%	20%	12%	41%
Transportation / long commutes	14%	8%	14%	13%	15%	26%
Drug/substance abuse	8%	8%	3%	7%	19%	11%
Lack of year-round positions	5%	6%		4%	8%	7%
Seasonality of community activity	3%		6%	4%	4%	
Other	6%	3%	6%	7%		15%
None - no challenges	9%	28%			12%	4%
<i>Total</i>	312%	208%	294%	326%	312%	463%
<i>n =</i>	177	36	36	46	26	27

Figure 58 illustrates how employers' staffing levels have changed over the past five years. The largest shares report more (36%) or the same number (36%) of employees as five years ago; somewhat less report fewer employees (25%). Larger employers are more likely have increased over their staff past five years, while smaller businesses (with fewer than 10 employees) were more likely to report no change.

Figure 58: How does the number of employees you have today compare to the number of employees you had 5 years ago (2019)?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
More employees today than 5 years ago	36%	22%	25%	46%	48%	48%
Fewer employees today than 5 years ago	25%	25%	31%	28%	16%	22%
No change	36%	44%	44%	24%	36%	26%
N/A – not in business 5 years ago	3%	8%		2%		4%
<i>Total</i>	100%	100%	100%	100%	100%	100%
<i>n =</i>	177	36	36	46	25	27

Employers were asked about their workforce plans for the next five years—whether they anticipate growing, maintaining, or reducing their staff. The largest share expect to maintain the same number of employees (46%), while a sizable 38% anticipate increases, and just 3 percent anticipate declines – implying an overall net expectation of growing employment in coming years.

Figure 59: During the next five years, do you plan to:

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Increase your number of employees	38%	36%	47%	43%	38%	27%
Reduce your number of employees	3%		3%	2%	4%	4%
Stay about the same	46%	53%	33%	39%	58%	54%
Don't know	12%	11%	17%	15%		15%
<i>Total</i>	100%	100%	100%	100%	100%	100%
<i>n =</i>	177	36	36	46	26	26

Impact and Importance of Affordable Housing

Figure 60 examines how the availability of affordable housing affects employee work performance. Three-quarters of employers (75%) identified at least one impact from limited housing availability, led by displeasure with wage rates due to housing costs (48%) and high turnover (34%). Larger employers tend to note more impacts than smaller employers.

Figure 60: How, if at all, has the availability of affordable housing in the region affected the work performance of your employees?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Displeasure with wage rates due to housing costs	48%	44%	40%	41%	58%	67%
High turnover	34%	15%	31%	41%	35%	44%
I don't think housing has affected job performance	25%	44%	29%	25%	12%	11%
Tardiness from long commutes	15%	6%	23%	16%	12%	19%
High absentee rate	5%			2%	12%	11%
Other	4%	6%	3%	2%	4%	4%
<i>Total</i>	131%	115%	126%	127%	131%	156%
<i>n</i> =	170	34	35	44	26	27

Figure 61 illustrates how employers rate the severity of the affordable housing issue in the region. Overall, there is broad consensus among 86% of employers that affordable housing is either the most critical problem in the region (43%) or one of the more serious problems (42%), with broad agreement across size categories.

Figure 61: Do you feel affordable/employee housing for local residents is:

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Not a problem	1%	3%		2%		
One of our lesser problems	3%		3%	2%	12%	
A moderate problem	10%	9%	29%	4%	12%	
One of the more serious problems	42%	44%	40%	40%	46%	37%
The most critical problem in the area	43%	44%	29%	51%	31%	63%
<i>Total</i>	100%	100%	100%	100%	100%	100%
<i>n</i> =	173	34	35	45	26	27

Employer-Provided Housing Assistance

Almost one-third of responding employers said they currently provide housing assistance to employees (31%). The leading types of assistance are employer-owned rental units (17%), assistance with housing search (14%), and master leasing units (11%). Likelihood of providing housing assistance increases with employer size, with the largest employers (50+ employees) much more likely to provide multiple types of assistance than smaller employers.

Figure 62: Do you now provide the following types of housing assistance for your employees?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Employer-owned rental units	17%	6%		15%	32%	48%
Assistance with housing search	14%	3%	9%	11%	8%	44%
Master leasing units to rent to your employees	11%	6%	6%	7%	12%	33%
Temporary / relocation housing	8%	3%	3%	7%	4%	33%
Rent or 1st month/deposit subsidy for your workers	7%	3%	3%	2%	12%	19%
Down payment / mortgage assistance	6%	6%		2%		22%
Land on which housing could be built	3%	3%		2%	4%	7%
Purchase price buy-downs	2%	3%				11%
Other	2%		3%			11%
None of the above	69%	94%	83%	72%	60%	22%
<i>Total</i>	141%	126%	106%	117%	132%	252%
<i>n =</i>	177	35	35	46	25	27

Figure 63 illustrates the types of housing assistance employers would consider providing in the future, if they don't currently provide the respective services now. A substantial 50% of employers say they would consider providing additional types of housing assistance in the future, led by employer-owned rental units (31%) and master leasing units to rent to employees (21%) – an indication of substantial latent or potential interest.

Figure 63: (If don't provide currently) Would you consider providing the following types of housing assistance for your employees in the future?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Employer-owned rental units	31%	23%	49%	26%	44%	26%
Master leasing units to rent to your employees	21%	14%	6%	22%	36%	33%
Rent or 1st month/deposit subsidy for your workers	18%	11%	17%	20%	12%	30%
Down payment / mortgage assistance	15%	9%	11%	17%	24%	22%
Assistance with housing search	12%	14%	11%	4%	28%	11%
Temporary / relocation housing	10%	9%	3%	9%	8%	26%
Land on which housing could be built	8%	9%	11%	7%	8%	7%
Purchase price buy-downs	7%	6%	6%	9%	8%	7%
Other	2%	6%	3%	2%		
None of the above	50%	71%	37%	50%	40%	44%
<i>Total</i>	174%	171%	154%	165%	208%	207%
<i>n =</i>	177	35	35	46	25	27

Figure 64 consolidates employer responses from **Figure 62** and **Figure 63**, offering a comprehensive look at businesses currently providing or considering providing housing assistance. Altogether, 63% of respondents either provide or would consider providing housing assistance, with the greatest interest in employer-owned rental units (48%), followed by master leasing units to rent to employees (32%) and assistance with housing search (26%). Again, larger employers express greater interest in assistance than smaller employers.

Figure 64: (Combined) Do your currently provide, or would you consider providing in the future, the following types of housing assistance for your employees?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Employer-owned rental units	48%	29%	49%	41%	76%	74%
Master leasing units to rent to your employees	32%	20%	11%	28%	48%	67%
Assistance with housing search	26%	17%	20%	15%	36%	56%
Rent or 1st month/deposit subsidy for your workers	24%	14%	20%	22%	24%	48%
Down payment / mortgage assistance	21%	14%	11%	20%	24%	44%
Temporary / relocation housing	18%	11%	6%	15%	12%	59%
Land on which housing could be built	11%	11%	11%	9%	12%	15%
Purchase price buy-downs	10%	9%	6%	9%	8%	19%
Other	5%	6%	6%	2%		11%
None of the above	37%	69%	31%	39%	16%	7%
<i>Total</i>	232%	200%	171%	200%	256%	400%
<i>n =</i>	177	35	35	46	25	27

Employers who currently provide housing support were asked whether they plan to expand, reduce, or maintain their level of assistance over the next five years. Some employers (38%) plan to expand housing assistance programs, while another 30% expect to stay the same, just 2% expect to decrease, and 30% don't know. This suggests potential opportunities to work with employers to increase their housing assistance or support them in continuing to provide assistance.

Figure 65: (If currently provide housing or housing assistance) Do you plan to increase or decrease the amount of housing assistance you provide to employees in the next five years?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Increase	38%	33%	10%	31%	42%	60%
Stay about the same	30%	33%	50%	25%	25%	20%
Decrease	2%				8%	
Don't know / uncertain	30%	33%	40%	44%	25%	20%
<i>Total</i>	100%	100%	100%	100%	100%	100%
<i>n =</i>	63	3	10	16	12	20

Figure 66 illustrates reasons preventing employers from offering housing assistance. Topping the list is financial constraints (55%), followed by a preference not to be in the housing business (28%), a sense that housing assistance isn't needed by employees (21%), and various other factors.

Figure 66: (If not currently providing housing assistance) Why are you not currently providing housing assistance for your employees?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Can't afford to provide housing or housing assistance	55%	40%	59%	71%	63%	43%
Do not want to be in the housing business	28%	10%	29%	33%	50%	43%
Housing assistance is not needed for our employees	21%	55%	24%			14%
I prefer to pay higher wages instead	13%	5%	24%	10%	38%	
Housing is the employee's responsibility	11%		24%	5%	25%	14%
Don't have the expertise to help with housing	11%	5%	18%	10%	13%	14%
Have not had the time to focus on this	7%		12%	5%	25%	
Provided housing in the past that was not successful	4%			5%	13%	14%
Other	8%	5%		14%		
<i>Total</i>	157%	120%	188%	152%	225%	143%
<i>n =</i>	76	20	17	21	8	7

As shown in **Figure 67**, 66% of respondents identified one or more opportunities or resources that would help them provide housing assistance. Opinions were varied regarding which programs would be helpful, with similar shares citing partnering with other entities (32%), matching grants (30%), low-cost loans (29%), ability to buy and then rent deed-restricted units (28%), opportunities to participate with other employers (27%), and centralized property management services (24%).

Figure 67: What would encourage or help you to provide housing or housing assistance now?

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Nothing, I'm not interested or able to provide assistance	34%	50%	36%	37%	17%	12%
Partnering with government, private, or non-profit entities	32%	23%	27%	32%	33%	54%
Matching grants	30%	30%	18%	29%	38%	46%
Low-cost loans	29%	30%	24%	32%	42%	27%
Ability to buy deed-restricted units which I rent to workers	28%	20%	24%	27%	33%	46%
Opportunities to participate with other employers	27%	23%	18%	32%	29%	35%
Centralized prop mgt svc (employer no longer landlord)	24%	17%	24%	20%	29%	38%
Technical assistance	8%		6%	17%	17%	
Other	8%	3%	12%	10%	8%	8%
<i>Total</i>	220%	197%	191%	234%	246%	265%
<i>n =</i>	162	30	33	41	24	26

Priorities for Deed-Restricted Employee Housing

Employers were asked to rate the level of priority that should be placed on creating various types of deed-restricted employee housing. There was substantial agreement that the two highest priorities are rental housing for year-round employees and entry-level for-sale housing, with roughly two-thirds of employers identifying both kinds of housing as “5 – high priority.”

Employers placed lesser priority on move-up for-sale housing (36% high priority) and rental housing for seasonal employees (31% high priority). Larger employers tended to place high priority on each type of housing than smaller employees.

Figure 68: Please rate the level of priority that should be placed on creating the following types of deed-restricted employee housing by local governments and housing providers in the area.

	Overall	Total peak season workers (maximum of winter and summer)				
		1 - 4 workers	5 - 9 workers	10 - 24 workers	25 - 49 workers	50+ workers
Rental housing for year-round employees:						
1 - Low Priority		4%	9%	6%	2%	4%
2		1%			5%	
3 - Moderate Priority		10%	9%	19%	7%	8%
4		17%	18%	22%	16%	25%
5 - High Priority		68%	64%	53%	70%	63%
Average		4.4	4.3	4.2	4.5	4.4
n =		166	33	32	44	24
						26
Rental housing for seasonal employees:						
1 - Low Priority		13%	19%	13%	12%	14%
2		7%	9%	13%	7%	
3 - Moderate Priority		26%	28%	22%	29%	19%
4		22%	9%	22%	17%	38%
5 - High Priority		31%	34%	31%	34%	29%
Average		3.5	3.3	3.5	3.5	3.7
n =		156	32	32	41	21
						25
Entry-level for-sale housing for year-round employees:						
1 - Low Priority		6%	13%	9%	4%	4%
2		2%	3%	3%	2%	
3 - Moderate Priority		11%	10%	19%	11%	12%
4		17%	23%	9%	13%	24%
5 - High Priority		64%	52%	59%	69%	60%
Average		4.3	4.0	4.1	4.4	4.4
n =		166	31	32	45	25
						26
Move-up for-sale housing for year-round employees (for current homeowners needing more space - e.g., increasing family size, etc.):						
1 - Low Priority		12%	14%	14%	5%	13%
2		8%	14%	3%	12%	9%
3 - Moderate Priority		22%	17%	21%	28%	17%
4		22%	17%	28%	23%	22%
5 - High Priority		36%	38%	34%	33%	39%
Average		3.6	3.5	3.7	3.7	3.7
n =		154	29	29	43	23
						24

Summary

The employer survey results provide valuable insights into the impacts of housing challenges on employers in the Eagle River Valley, employers' perceptions of housing priorities, and ways employers are helping and could help further in addressing housing needs. Key findings include the following.

- 1. Workforce shortages are largely being driven by housing availability and costs.** About half of employers have been unable to fill all their positions in the past year, and a large majority (73%) feel that employee recruitment and retention has gotten harder since 2019. A lack of available and affordable housing is by far the leading identified cause of staffing challenges. The impacts of understaffing include employee dissatisfaction/burnout, unskilled employees filling positions, and increased employee turnover, among other issues. Additionally, most employers feel that a shortage of affordable housing has affected employee job satisfaction and/or performance. On balance, employers are more likely to expect their employment to increase than decrease in the next five years, potentially leading to further pressure on the housing market if supply is not expanded.
- 2. Employers indicate interest in providing housing solutions.** About one-third of employers currently provide one or more types of housing assistance to their employees, and another third would consider providing assistance. Additionally, a significant share of employers who currently provide assistance are considering increasing their level of assistance in the future. Employers identified a range of programs that would encourage or help them provide housing assistance, such as partnering with other employers, governments or housing providers, financial resources like grants or loans, and centralized property management services. The leading identified barrier preventing employers from providing housing assistance currently is a lack of financial resources.
- 3. There is broad agreement that housing is an important community issue.** **There is also consensus about the types of deed-restricted employee housing that should be prioritized.** Fully 86% of employers feel that housing is either the most critical problem in the region or one of the more serious problems. There is broad agreement that rental housing for year-round employees and entry-level for-sale housing should be high priorities for deed-restricted housing. Rental units for seasonal staff and move-up homeownership opportunities are viewed as somewhat lesser priorities for deed-restricted housing programs.

4. **Larger employers appear to be particularly receptive allies and partners for housing solutions.** Larger employers (particularly with 50+ workers) are more likely than smaller employers to experience various types of staffing challenges and also tend to place a higher priority on addressing housing needs through governmental deed restricted housing programs. Larger employers are also more likely to be currently offering housing assistance to their employees, and are more likely to say they'll step up (or consider stepping up) their level of housing assistance in the future.

Overall, these findings underscore the importance of housing availability and affordability in impacting business operations and employee retention, recruitment, satisfaction and performance. Employers are in broad agreement that housing is a leading community priority and should be addressed by governmental deed restricted housing programs. Many employers are already taking action or express openness to assisting with the housing needs for their employees, with larger employers being particularly proactive and interested.

9. Housing Development Challenges and Opportunities

Housing needs in Eagle County are exacerbated by development challenges. While building new units will help address housing needs, there are limited development opportunities and the magnitude of development costs means that it is impossible to build new development that is affordable to local residents without financial assistance.

Development Challenges

Key development challenges include:

- **Land Scarcity:** The 2022 Eagle County Community Housing Inventory and Assessment indicated a total of 1,316 acres of vacant land that is potentially suitable for community housing development. Although more vacant land exists in the county, natural and geological factors significantly impact where development can take place.
- **Development Costs:** The cost of new housing development has been increasing across the state, but this increase has been felt acutely in mountain communities. The increased costs of both materials and labor in these communities exacerbate this issue, making development of housing affordable to local residents prohibitively expensive without financial assistance.
- **Non-Local Demand for New Product:** As a resort and destination community, there is significant demand for new housing product from non-residents of the county. This creates additional competition for new housing, and puts price pressure on new units, as external buyers or renters can often pay more than local residents. While this pressure is currently felt most acutely in the upper- and mid-valley, as development opportunities get built out in those areas and development is concentrated in the lower valley, these pressures may migrate down-valley alongside development.

Development Opportunities

Many jurisdictions in Eagle County have created land use policies, regulations, and funding sources to address housing. **Chapter 7** lists and describes the numerous programs in place that can create housing opportunities.

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10. Current and Projected Housing Needs

This chapter outlines the current and projected housing needs in Eagle County over the next 10 years, considering where current needs are unmet (Existing Housing Shortage) and where future needs are expected (Projected Housing Needs). These numbers represent the total need for the county – communities often do not (and cannot) address 100 percent of identified needs. But by understanding the different components of need, each jurisdiction can set informed goals and priorities and better target their available resources. The amount of housing need that is addressed within the region ultimately depends on regional and local capacity, resources, partnerships, and policy. This need also does not necessarily represent new development that is needed, but rather the number of units needed for local occupancy – this can be achieved through a combination of new development and acquisition of existing units not currently occupied year-round.

ANALYSIS FRAMEWORK

Housing needs that are translated from jobs to housing through the following factors:

- 1.3 jobs per person (to move from jobs to employees)
- 1.7 employees per housing (to move from employees to housing)
- 5% vacancy rate (to take housing needs to total housing units)

Housing needs are allocated by tenure and income based on the following assumptions:

- Households are distributed by income and AMI based on the 2024 County AMI distribution (based on the resident survey)
 - Needs that are directly based on job growth are distributed based on wages and household formation
- All households below 100% AMI (\$98,887) are assumed to be renters
- Households between 100% and 140% AMI (\$98,887 to \$138,442) are distributed 50% owners and 50% renters
- Households above 140% AMI (\$138,442) are distributed 70% owners and 30% renters

The assumption that all households earning below 100% AMI will be renters does not mean that residents at that income level do not or should not own homes.

However, market conditions (including development costs and the affordability gap for low-income households) and the nature of funding available for affordable housing means that it is difficult, if not impossible, for local governments to provide affordable ownership housing at these income levels. As noted in Chapter 7, Habitat for Humanity is able to use 0% financing to provide homeownership options for local households earning up to 100% AMI. Because this is currently the primary mechanism for providing this affordability product, it is not assumed to be an achievable goal for local governments. That said, additional funding and program support for entities like Habitat that are able to provide this product is a key way to be able to deliver ownership affordability for lower-income households.

Summary of Need

Overall, Eagle County needs 6,400 housing units over the next 10 years.

As shown in Table 43, this includes 2,600 units to address existing housing shortages, and 3,700 units to address projected housing needs. There is more need for rental housing than ownership, with 72 percent of total housing need for rental housing.

Table 43. Summary of Housing Need

Description	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	157	0	157	0	0	0	157	0	157
Very Low Income (31 - 50% AMI)	216	0	216	0	0	0	216	0	216
Low Income (51% - 80% AMI)	496	0	496	1,069	0	1,069	1,565	0	1,565
Moderate Income									
81% - 100%	256	0	256	1,279	0	1,279	1,536	0	1,536
100% - 120%	229	114	114	658	329	329	887	444	444
Middle Income									
120% to 140%	227	114	114	209	104	104	436	218	218
140% to 160%	197	138	59	62	43	18	258	181	78
160% to 180%	154	108	46	166	116	50	320	224	96
180% to 200%	154	108	46	56	39	17	209	147	63
Greater than 200%	553	387	166				553	387	166
200% to 220%				221	155	66	221	155	66
220% to 240%				16	11	5	16	11	5
Total	2,638	968	1,671	3,736	798	2,938	6,375	1,766	4,608

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

The largest factors impacting housing need are in-commuters, retirees, and employment growth.

As shown in **Table 44**, in-commuters generate 44 percent of the existing housing shortage and 18 percent of total housing need, while filling jobs vacated by retirees accounts for 26 percent of total housing need, and employment growth accounts for 33 percent of total housing need.

Table 44. Housing Need by Source

Description	Total	% of Total
Existing Housing Shortage		
Overcrowding	686	10.8%
Temporary Housing	195	3.1%
Commuting	1,160	18.2%
Unfilled Jobs	598	9.4%
Total Existing Housing Shortage	2,638	41.4%
Projected Housing Need		
Employment Growth 2025-2030	1,002	15.7%
Employment Growth 2030-2035	1,088	17.1%
Retirees 2025-2030	855	13.4%
Retirees 2030-2035	791	12.4%
Total Projected Housing Need	3,736	58.6%
Total Units Needed through 2035	6,375	100.0%

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, JobsEQ, Economic & Planning Systems

Existing Housing Shortage (Catch Up)

Existing housing shortage is estimated using 4 factors:

- Reducing/eliminating overcrowding
- Reducing/eliminating residents living in temporary housing conditions
- Reducing in-commuting
- Addressing housing needs associated with unfilled jobs

Overcrowding

Overcrowded housing units are defined as those with more than 1.0 occupants per room (all rooms). The goal of including overcrowded housing units in the existing housing shortage is to eliminate overcrowding in the county – provide 1 new housing unit for every 1 overcrowded unit.

As shown in **Table 45**, there are an estimated 686 overcrowded housing units in Eagle County, resulting in a need for 686 additional housing units.

Table 45. Overcrowded Housing Units, Eagle County, 2022

Description	Total
1.01 to 1.50 occupants per room	452
1.51 or more occupants per room	234
Total Overcrowded Units	686

Source: U.S. Census Bureau, Economic & Planning Systems

Temporary Housing

Temporary housing includes a variety of housing situations including staying in a hotel or motel, staying with family or friends, and sleeping in a vehicle. The goal of including temporary housing in the existing housing shortage is to eliminate temporary housing in the county – provide 1 new housing unit for every household living in temporary housing conditions.

As shown in **Table 46**, there are an estimated 195 households living in temporary housing conditions, resulting in a need for 195 additional housing units.

Table 46. Temporary Housing, Eagle County, 2024

Description	Total
Staying with friends or family / couch surfing	114
Camper / RV / van with kitchen and sleeping space	60
Vehicle without kitchen and sleeping space	0
Room in a motel / hotel	21
Tent / outdoors	0
Total Temporary Units	195

Source: RRC Associates, U.S. Census Bureau, Economic & Planning Systems

Commuting

As noted previously, an estimated 11 percent of employees in Eagle County commute into the area for work. Many of these commuters would prefer to live locally if adequate, affordable housing was available. The goal of including in-commuters in the existing housing shortage is to create housing opportunities for in-commuters who would prefer to live locally.

As shown in **Table 47**, applying the in-commuting estimate of 11 percent to the county workforce (accounting for 1.3 jobs per employee) results in approximately 2,900 in-commuters. While 84 percent of survey respondents who work in Eagle County but live elsewhere indicated they would prefer to live locally if they could afford to rent or own, this analysis sets an initial policy goal of housing 65 percent of in-commuters. As shown below, accounting for household formation and a housing vacancy factor, this results in a need for 1,160 new housing units.

Table 47. Housing Need Generated by In-Commuters

Description	Total
Eagle county jobs	34,022
<u>Jobs per employee</u>	<u>1.3</u>
Eagle County employees	26,171
<u>% in-commuters</u>	<u>11%</u>
Eagle county in-commuters	2,888
<u>Desired % moving to Eagle County</u>	<u>65%</u>
Possible new in-commuter residents	1,877
<u>Employees per household</u>	<u>1.7</u>
Estimated additional households	1,104
Vacancy adjustment	5%
Estimated additional housing units	1,160

Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, RRC Associates, Economic & Planning Systems

Unfilled Jobs

The employer survey, along with data from the Colorado Department of Labor and Employment, indicate approximately 3.7 percent of jobs in the county are unfilled. The goal of including unfilled jobs in the existing housing shortage is to ensure available housing for new workers needed to fill these jobs.

As shown in **Table 48**, there are approximately 1,260 unfilled jobs in the county. Applying jobs per employee and employee per household factors, along with a housing vacancy adjustment, results in a need for 598 new housing units.

Table 48. Housing Need Generated by Unfilled Jobs

Description	Total
Eagle County jobs	34,022
<u>Unfilled jobs as % of total jobs</u>	<u>3.7%</u>
Unfilled Jobs	1,259
<u>Jobs per Employee</u>	<u>1.3</u>
Employees needed	968
<u>Employees per household</u>	<u>1.7</u>
Estimated additional households	570
Vacancy adjustment	5%
Estimated additional housing units	598

Source: RRC Associates, Colorado Dept. of Labor and Employment, Economic & Planning Systems

Existing Housing Shortage

2,638 total units are needed to accommodate current housing need in the county.

As shown in **Table 49**, the largest share of need (43.9 percent) is generated by in-commuters, followed by overcrowded households (26.0 percent). Housing to accommodate workers filling unfilled jobs (22.7 percent) and households in temporary housing conditions (7.4 percent) account for the remaining portion of existing housing need.

Table 49. Existing Housing Shortage by Category

Description	Total	% of Total
Overcrowding		
Number of overcrowded units	686	
Adjustment Factor	100%	
Units needed	686	26.0%
Temporary Housing		
HH in temporary housing	195	
Units needed	195	7.4%
Commuting		
Number of in-commuters	2,888	
Target relocation %	65%	
Units needed	1,160	43.9%
Unfilled Jobs		
Employees needed	968	
Units needed	598	22.7%
Total Units Needed	2,638	100.0%

Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, RRC Associates, Economic & Planning Systems

Most of the existing need is for rental units.

As shown in **Table 50**, 63 percent of needed units are rental housing. Within rental housing, the greatest need is for units affordable at 50-80% AMI (a household income of \$50,432 to \$79,110). Within ownership housing, the greatest need is for households earning over 200% AMI (household income of \$197,774 or more).

Table 50. Existing Housing Shortage by Income and Tenure

Description	Units Needed		
	Total	Owner	Renter
Extremely Low Income (<30% AMI)	157	0	157
Very Low Income (31 - 50% AMI)	216	0	216
Low Income (51% - 80% AMI)	496	0	496
Moderate Income			
81% - 100%	256	0	256
100% - 120%	229	114	114
Middle Income			
120% to 140%	227	114	114
140% to 160%	197	138	59
160% to 180%	154	108	46
180% to 200%	154	108	46
Greater than 200%	553	387	166
Total	2,638	968	1,671

Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, RRC Associates, Economic & Planning Systems

Projected Housing Needs (Keep Up)

Projected housing shortage is estimated using two factors:

- 10-year job growth
- Units needed to accommodate employees filling jobs vacated by retirees through 2035

Employment Growth Projections

Employment growth is based on the State Demography Office (SDO) 10-year job projections for Eagle County and the current distribution of occupations in the county.

As shown in **Table 51**, SDO projects an additional 4,400 jobs in the county by 2035 – 2,109 between 2025 and 2030, and 2,291 between 2030 and 2035. SDO only projects total jobs; these are assumed to have the same occupation mix as current employment in the county, with jobs primarily in food preparation and serving, sales, and office and administrative support.

Table 51. Current and Projected Jobs by Occupation

Occupation Sectors	2024 Occupation Distribution	2024 Median Wage	Projected Job Growth 2025-2030	Projected Job Growth 2030-2035	Total Projected Job Growth 2025-2035
Food Preparation and Serving Related Occupations	15.9%	\$38,900	335	364	699
Sales and Related Occupations	10.4%	\$47,400	220	239	459
Office and Administrative Support Occupations	10.4%	\$50,300	219	238	458
Building and Grounds Cleaning and Maintenance Occupations	8.1%	\$44,800	170	185	354
Construction and Extraction Occupations	7.9%	\$59,400	168	182	350
Management Occupations	5.9%	\$120,200	125	136	260
Business and Financial Operations Occupations	5.6%	\$78,500	118	128	246
Transportation and Material Moving Occupations	5.5%	\$47,700	116	126	241
Healthcare Practitioners and Technical Occupations	4.5%	\$101,400	94	102	196
Personal Care and Service Occupations	4.4%	\$41,200	94	102	195
Installation, Maintenance, and Repair Occupations	4.0%	\$60,000	85	92	178
Educational Instruction and Library Occupations	3.6%	\$57,900	75	82	157
Production Occupations	2.3%	\$49,700	49	53	103
Protective Service Occupations	2.2%	\$58,700	45	49	95
Arts, Design, Entertainment, Sports, and Media Occupations	2.1%	\$60,100	45	48	93
Healthcare Support Occupations	2.0%	\$49,800	42	46	88
Computer and Mathematical Occupations	1.5%	\$106,600	31	34	66
Community and Social Service Occupations	1.4%	\$64,800	29	31	60
Architecture and Engineering Occupations	1.1%	\$85,200	24	26	49
Life, Physical, and Social Science Occupations	0.5%	\$84,800	11	12	23
Legal Occupations	0.4%	\$129,900	9	10	19
Farming, Fishing, and Forestry Occupations	0.2%	\$44,000	5	5	9
Total	100.0%	\$52,900	2,109	2,291	4,400

Source: JobsEQ, Colorado State Demographer's Office, Economic & Planning Systems

These new jobs are translated to housing demand using the median wage for each occupation. As shown in **Table 52**, assuming 1.3 jobs per employee and 1.7 employees per household and applying a 5 percent vacancy factor, there is a need for 2,090 new housing units through 2035.

The greatest need for rental units is for new households earning 80-100% AMI (\$79,110-\$98,887); this includes those working in sales, office/administrative support, transportation, education, production, and healthcare support occupations. The greatest need for ownership units is for new households earning 100-120% AMI (\$98,887-\$118,664); this includes those working in construction, installation, maintenance and repair, protective service, arts and entertainment, and community and social service occupations.

Table 52. Housing Demand from Employment Growth

Occupation Sectors	Median Annual Wage 2024 wages	Household Income [1] 1.7 employees/household	AMI Level \$98,887 AMI	2030				2035			
				New Jobs	New Employees 1.3 jobs/employee	New Households 1.7 employees/household	New Units 5% vacancy adjustment	New Jobs	New Employees 1.3 jobs/employee	New Households 1.7 employees/household	New Units 5% vacancy adjustment
Food Preparation and Serving Related Occupations	\$38,900	\$66,130	66.9%	335	258	152	159	364	280	165	173
Sales and Related Occupations	\$47,400	\$80,580	81.5%	220	169	100	105	239	184	108	114
Office and Administrative Support Occupations	\$50,300	\$85,510	86.5%	219	169	99	104	238	183	108	113
Building and Grounds Cleaning and Maintenance Occupations	\$44,800	\$76,160	77.0%	170	131	77	81	185	142	84	88
Construction and Extraction Occupations	\$59,400	\$100,980	102.1%	168	129	76	80	182	140	82	87
Management Occupations	\$120,200	\$204,340	206.6%	125	96	56	59	136	104	61	64
Business and Financial Operations Occupations	\$78,500	\$133,450	135.0%	118	91	53	56	128	99	58	61
Transportation and Material Moving Occupations	\$47,700	\$81,090	82.0%	116	89	52	55	126	97	57	60
Healthcare Practitioners and Technical Occupations	\$101,400	\$172,380	174.3%	94	72	43	45	102	78	46	48
Personal Care and Service Occupations	\$41,200	\$70,040	70.8%	94	72	42	44	102	78	46	48
Installation, Maintenance, and Repair Occupations	\$60,000	\$102,000	103.1%	85	65	39	40	92	71	42	44
Educational Instruction and Library Occupations	\$57,900	\$98,430	99.5%	75	58	34	36	82	63	37	39
Production Occupations	\$49,700	\$84,490	85.4%	49	38	22	23	53	41	24	25
Protective Service Occupations	\$58,700	\$99,790	100.9%	45	35	21	22	49	38	22	23
Arts, Design, Entertainment, Sports, and Media Occupations	\$60,100	\$102,170	103.3%	45	34	20	21	48	37	22	23
Healthcare Support Occupations	\$49,800	\$84,660	85.6%	42	32	19	20	46	35	21	22
Computer and Mathematical Occupations	\$106,600	\$181,220	183.3%	31	24	14	15	34	26	15	16
Community and Social Service Occupations	\$64,800	\$110,160	111.4%	29	22	13	14	31	24	14	15
Architecture and Engineering Occupations	\$85,200	\$144,840	146.5%	24	18	11	11	26	20	12	12
Life, Physical, and Social Science Occupations	\$84,800	\$144,160	145.8%	11	9	5	5	12	9	6	6
Legal Occupations	\$129,900	\$220,830	223.3%	9	7	4	4	10	8	5	5
Farming, Fishing, and Forestry Occupations	\$44,000	\$74,800	75.6%	5	3	2	2	5	4	2	2
All Occupations	\$52,900	\$89,930	90.9%	2,109	1,622	954	1,002	2,291	1,762	1,037	1,088

[1] Assuming one earner makes median wage of occupation and remaining earners make median wage of that same occupation

Source: JobsEQ, Colorado State Demographer's Office, RRC Associates, Economic & Planning Systems

Retirees

In addition to new jobs, housing will be needed for employees filling the jobs of retiring workers. For those retirees who continue to live in the county, a job is created by their retirement but a housing unit is not. Therefore, additional housing units will be needed to accommodate new employees filling those open positions.

U.S. Census data indicates that 9,000 workers in Eagle County are aged 50+. Based on survey and U.S. Census data, we estimate that 20 percent of these workers will retire in the next five years and an additional 20 percent will retire in the next six to 10 years. Respondents to the community survey indicated that 76 percent of those planning to retire in the next five years and 70 percent of those planning to retire in the next six to 10 years are likely to stay in Eagle County. As shown in **Table 53**, applying these factors to current 50+ employment and utilizing a vacancy factor of 5 percent results in a net need of 1,646 new housing units.

Table 53. Housing Demand Generated by Retiring Workers

Description	Retiring in 1-5 years	Retiring in 6-10 years	Total
Eagle County Labor Force age 50+	--	--	9,115
<u>% of 50+ employees planning to retire</u>	<u>20%</u>	<u>20%</u>	<u>40%</u>
Retiring employees	1,823	1,823	3,646
<u>Employees per household</u>	<u>1.7</u>	<u>1.7</u>	<u>1.7</u>
Estimated retiring households	1,072	1,072	2,145
<u>% of retirees likely to stay in Eagle County</u>	<u>76%</u>	<u>70%</u>	<u>73%</u>
Additional households needing units	814	753	1,567
Vacancy adjustment	5%	5%	5%
Estimated additional housing units	855	791	1,646

Source: U.S. Census Bureau, RRC Associates, Economic & Planning Systems

Total projected housing needs

Employment growth and retiring employees combine to generate a total need for 3,736 housing units through 2035, as shown in **Table 54**. As with current housing need, needs by tenure are distributed by:

- All households below 100% AMI (\$98,887) are renters
- Households between 100-140% AMI (\$98,887-\$138,442) are half renters and half owners
- Households above 140% AMI (\$138,442) are 70 percent owners and 30 percent renters

The greatest need for rental units is for new households earning between 80-100% AMI, while the greatest need for ownership units is for new households earning 100-120% AMI.

Table 54. Projected Housing Need Summary

Description	New Housing Units		
	Total	Owner	Renter
Extremely Low Income (<30% AMI)	0	0	0
Very Low Income (31 - 50% AMI)	0	0	0
Low Income (51% - 80% AMI)	1,069	0	1,069
Moderate Income			
81% - 100%	1,279	0	1,279
100% - 120%	658	329	329
Middle Income			
120% to 140%	209	104	104
140% to 160%	62	43	18
160% to 180%	166	116	50
180% to 200%	56	39	17
200% to 220%	221	155	66
220% to 240%	16	11	5
Total	3,736	798	2,938

Source: JobsEQ, RRC Associates, U.S. Census Bureau, Economic & Planning Systems

Needs by Jurisdiction

Based on this analysis, there is an overall need for 6,375 housing units over the next 10 years. As shown in **Table 55**, this is split approximately 40/60 between current and future need, with 2,638 units to address existing housing shortages, and 3,736 units to address projected housing needs.

Table 55. Gross Needs and Gaps Summary

Description	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	157	0	157	0	0	0	157	0	157
Very Low Income (31 - 50% AMI)	216	0	216	0	0	0	216	0	216
Low Income (51% - 80% AMI)	496	0	496	1,069	0	1,069	1,565	0	1,565
Moderate Income									
81% - 100%	256	0	256	1,279	0	1,279	1,536	0	1,536
100% - 120%	229	114	114	658	329	329	887	444	444
Middle Income									
120% to 140%	227	114	114	209	104	104	436	218	218
140% to 160%	197	138	59	62	43	18	258	181	78
160% to 180%	154	108	46	166	116	50	320	224	96
180% to 200%	154	108	46	56	39	17	209	147	63
Greater than 200%	553	387	166				553	387	166
200% to 220%				221	155	66	221	155	66
220% to 240%				16	11	5	16	11	5
Total	2,638	968	1,671	3,736	798	2,938	6,375	1,766	4,608

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

As required by SB-24 174, housing needs are allocated within the county across jurisdictions and the unincorporated areas according to the distribution of jobs. As shown in **Table 56**, jobs are concentrated in Vail, Avon, and the unincorporated county, with these three areas accounting for 75 percent of total employment.

Table 56. Jobs Distribution by Location, 2023

Jobs by Location	Total 2023 Jobs	% of Total 2023 Jobs
Incorporated Towns		
Vail	8,081	26%
Minturn	456	1%
Red Cliff	41	0%
Avon	7,775	25%
Eagle	4,873	16%
<u>Gypsum</u>	<u>2,497</u>	<u>8%</u>
Incorporated towns total	23,721	76%
Unincorporated Areas		
Eagle-Vail area	1,009	3%
Beaver Creek	1,237	4%
Edwards	3,832	12%
<u>Other unincorporated areas</u>	<u>1,301</u>	<u>4%</u>
Total Unincorporated	7,379	24%
Total Jobs	31,101	100%

Note: Excludes Basalt Area.

Source: QCEW, Economic & Planning Systems

Based on this allocation, gross housing need is distributed as shown in **Table 57**. The largest housing needs are in Vail (1,656 total units), Avon (1,594 total units), and the unincorporated county (1,512 units).

Table 57. Gross Needs by Jurisdiction

Location	Existing Shortage			Projected Need			Total Need			% of Total Need
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter	
Incorporated Towns										
Vail	686	251	434	971	207	763	1,656	459	1,197	26%
Avon	660	242	418	934	200	734	1,594	442	1,152	25%
Eagle	413	152	262	585	125	460	999	277	722	16%
Gypsum	212	78	134	300	64	236	512	142	370	8%
Minturn	39	14	24	55	12	43	93	26	67	1%
<u>Red Cliff</u>	<u>3</u>	<u>1</u>	<u>2</u>	<u>5</u>	<u>1</u>	<u>4</u>	<u>8</u>	<u>2</u>	<u>6</u>	0%
Incorporated towns total	2,012	738	1,274	2,850	609	2,241	4,862	1,347	3,515	76%
Unincorporated Eagle County										
Edwards	325	119	206	460	98	362	785	218	568	12%
Beaver Creek	105	39	66	149	32	117	254	70	183	4%
Eagle-Vail area	86	31	54	121	26	95	207	57	149	3%
<u>Other unincorporated areas</u>	<u>110</u>	<u>40</u>	<u>70</u>	<u>156</u>	<u>33</u>	<u>123</u>	<u>267</u>	<u>74</u>	<u>193</u>	<u>4%</u>
Unincorporated areas total	626	230	396	886	189	697	1,512	419	1,093	24%
Total	2,638	968	1,671	3,736	798	2,938	6,375	1,766	4,608	100%

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Development Pipeline

Developments in Eagle County that are under construction or entitled will address some of the 6,375 units needed. **Table 58** summarizes current developments by location.

Table 58. Affordable Housing Development Pipeline

Town	Project Name	Units	Structure Type	Rent/Own	Market Restriction	AMI Level	Public/ Private
Under Construction							
Vail	Timber Ridge Village [1]	206	Condo	Own	Resident Occupied	--	Public-Private Partnership
Red Cliff	Eagle Street, Bickley	1	Multifamily	Own	Resident Occupied	--	Private
Avon	McGrady Acres	1	Townhome	Own	Resident Occupied	--	Private
Avon	Tract Y - Hidden Valley Estates	53	Townhome	Own/Rent	Resident Occupied	--	Private
Eagle	Haymeadow - Phase 1(LERP)	18	Condo	Own	3% cap	100% AMI	Private
Eagle	Haymeadow - Phase 1 (LERP)	14	Condo	Own	Resident Occupied	--	--
Eagle	Haymeadow- Phase 1 (ECHDA)	43	Condo	Own	0-3% cap	120% AMI	Public/Private
Eagle	Reserve at Hockett Gulch	225	Apartment	Rent	Resident Occupied	--	Private
Eagle	435 Eby Creek Apartments	6	--	Rent	Resident Occupied	--	Private
Eagle	Adam's Way - Habitat for Humanity	16	Duplex	Own	Resident Occupied/Price Capped	80-100% AMI	Public
Gypsum	Stratton Flats - Habitat for Humanity	16	Multifamily	Own	Resident Occupied/Price Capped	35-80% AMI	Public
Gypsum	Eagle County School District	24	Apartment/Townhome	Own/Rent	Restricted to school district employees	--	Public
Gypsum	Eagle County School District	16	Apartment/Townhome	Own/Rent	Restricted to school district employees	--	Public
Gypsum	Eagle County School District	10	Apartment/Townhome	Own/Rent	Restricted to school district employees	--	Public
Edwards	Fox Hollow (BGV/Vail Health), price capped	4	Condo	Own	Resident Occupied	100-140% AMI	Private
Edwards	Fox Hollow (BGV/Vail Health), RO	32	Condo	Own	Resident Occupied	None	Private
Edwards	Freedom Park	20	Condo/Townhome	Rent	Resident Occupied	80% AMI	Public
Total Under Construction		705					
<hr/>							
Entitled							
Vail	West Middle Creek	268	Apartment	Rent	Resident Occupied	--	Public-Private Partnership
Minturn	Minturn North	6	Single Family	Own/Rent	Resident Occupied	200% AMI	Public
Red Cliff	Center, Bickley	2	Duplex	Own/Rent	Resident Occupied	--	Private
Avon	Slopeside	82	Apartment	Rent	Price Capped	80%-120% AMI	--
Gypsum	Stratton Flats - Habitat for Humanity	4	Multifamily	Own	Resident Occupied/Price Capped	35-80%	Public
Edwards	Edwards River Park	270	Mix	Own/Rent	Mix	Mix	PRI
Total Entitled		632					

[1] Unit count net of 96 units demolished in former Timber Ridge development.

Source: January 2025 Eagle County Community Housing Inventory, Economic & Planning Systems

As shown in **Table 59** below, there are 705 units currently under construction, comprised of 414 owner units and 291 rental units, and 632 units currently entitled, comprised of 192 ownership units and 440 rental units. Units under construction are netted out of existing need and entitled units are netted out of projected housing demand for each community.

Table 59. Development Pipeline by Tenure

Location	Under Construction			Entitled			Total Pipeline		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Incorporated Towns									
Vail	206	206	0	268	0	268	474	206	268
Avon	54	54	0	82	0	82	136	54	82
Eagle	322	91	231	0	0	0	322	91	231
Gypsum	66	26	40	4	4	0	70	30	40
Minturn	0	0	0	6	6	0	6	6	0
<u>Red Cliff</u>	<u>1</u>	<u>1</u>	<u>0</u>	<u>2</u>	<u>2</u>	<u>0</u>	<u>3</u>	<u>3</u>	<u>0</u>
Incorporated towns total	649	378	271	362	12	350	1,011	390	621
Unincorporated Eagle County									
Edwards	56	36	20	270	180	90	326	216	110
Beaver Creek	0	0	0	0	0	0	0	0	0
Eagle-Vail area	0	0	0	0	0	0	0	0	0
<u>Other unincorporated areas</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Unincorporated areas total	56	36	20	270	180	90	326	216	110
Eagle County Total Pipeline	705	414	291	632	192	440	1,337	606	731

Source: January 2025 Eagle County Community Housing Inventory, Economic & Planning Systems

Once pipeline units have been netted out, the total housing need in Eagle County is 5,038 units, shown in **Table 60**. This includes 1,933 units to address the existing shortage and 3,105 to address projected need. About three-quarters of overall need, and 80 percent of projected need, is for rental housing. The communities with the largest total need are Vail, Avon, and unincorporated Eagle County, together making up three-quarters of total need.

Table 60. Net Needs and Gaps Summary

Location	Net Existing Shortage			Net Projected Need [1]			Total Net Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Incorporated Towns									
Vail	480	45	434	703	207	495	1,182	253	929
Avon	606	188	418	852	200	652	1,458	388	1,070
Eagle	91	61	31	585	125	460	677	186	491
Gypsum	146	52	94	296	60	236	442	112	330
Minturn	39	14	24	49	6	43	87	20	67
Red Cliff	2	0	2	4	--	4	6	0	6
Unincorporated areas total	<u>570</u>	<u>194</u>	<u>376</u>	<u>616</u>	<u>9</u>	<u>607</u>	<u>1,186</u>	<u>203</u>	<u>983</u>
Eagle County Total	1,933	554	1,380	3,105	607	2,498	5,038	1,161	3,877

[1] The net projected need calculation assumes all currently entitled units will be built. If entitled units are not built, net projected need and total net need will increase.

Source: January 2025 Eagle County Community Housing Inventory, Economic & Planning Systems

Table 61 summarizes net need by AMI for all of Eagle County. The greatest need for the existing shortage is between 50-80% AMI for renters and above 200% AMI for owners. The greatest projected need is between 80-100% AMI for renters and 100-120% AMI for owners. A detailed breakdown of existing shortage and projected need by tenure and AMI for all jurisdictions is provided in **Appendix A**.

Table 61. Allocated Net Need by AMI

Description	Eagle County Total								
	Net Existing Shortage			Net Projected Need			Total Net Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	130	0	130	0	0	0	130	0	130
Very Low Income (31 - 50% AMI)	178	0	178	0	0	0	178	0	178
Low Income (51% - 80% AMI)	410	0	410	909	0	909	1,318	0	1,318
Moderate Income									
81% - 100%	212	0	212	1,087	0	1,087	1,299	0	1,299
100% - 120%	160	65	95	530	250	280	690	316	374
Middle Income									
120% to 140%	159	65	94	168	79	89	327	144	183
140% to 160%	128	79	49	49	33	16	176	112	64
160% to 180%	100	62	38	131	89	42	231	150	81
180% to 200%	100	62	38	44	30	14	143	91	52
Greater than 200%	358	221	137				358	221	137
200% to 220%				174	118	56	174	118	56
220% to 240%				13	9	4	13	9	4
Total	1,933	554	1,380	3,105	607	2,498	5,038	1,161	3,877

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Additional Housing Needs Factors

The housing needs numbers outlined above are based on readily quantifiable factors that generate a net new need for housing. In addition to these factors, there are additional generators of need for housing in the county that are more related to housing assistance programs (rather than units). These include needs for accessible, visitable, and supportive housing (which is a subset of overall needs outlined above), and needs generated by cost burdened households.

Needs for accessible, visitable, and supportive housing are estimated using data on prevalence of disability in the county. As of 2022, 6 percent of the population in Eagle County was disabled. Local social service organizations are important partners in understanding the accessible, visitable, and supportive housing needs of this population.

As noted previously, 39 percent of households in the county are cost burdened. This indicates a significant need for additional housing assistance and/or better awareness of and utilization of existing programs, as well as a general need for more housing affordable to households so that they are not forced to overpay for housing because of limited inventory.

Housing Continuum Framework

Housing needs differ based on age, life stage, income, ability, preferences, and many other factors. When considering addressing Eagle County's housing needs, it is important to provide housing solutions across the continuum for different needs. **Table 62** shows different population groups and their possible housing needs. In a functional housing market, each group would be able to find and afford the housing that best meets their specific needs.

Table 62. Housing Needs and Preferences Continuum by Population Group

Population Groups	Housing Needs and Preferences
Solo young adult	Studio or 1-bedroom apartment
Solo middle-aged adult	1-2 bedroom apartment or condo
Adult with roommates	Apartment, condo, TH, or SFR with 2+ bedrooms
Young couple with no children	Studio or 1-2 bedroom apartment or condo
Middle-aged couple with no children	1-2 bedroom apartment or condo
Couple with 1 child	Apartment, condo, TH, or SFR with 2+ bedrooms
Couple with multiple children	TH, or SFR with 3+ bedrooms
Single parent with children	Apartment, condo, TH, or SFR with 2+ bedrooms
Older empty-nest couple	1-2 bedroom apartment or condo, senior living development
Solo older adult	Studio or 1-bedroom apartment or condo, senior living development

Source: Economic & Planning Systems

This analysis has shown that the full continuum of housing is not available to and affordable for Eagle County residents. Residents cannot access affordable housing types that fit their needs and instead settle for housing that is either inadequate or too expensive. This distorts the housing continuum by removing units that would have served other groups. For example, if a family of four can only afford to rent a one-bedroom apartment, that apartment is not available for a young couple that could have been its intended residents. **Table 63** below illustrates this, showing each type of housing in Eagle County, the population groups each type was intended to serve, and the population groups that currently utilize them. Oftentimes, households with fewer employees, more dependents, and lower incomes are excluded from the housing types that would best serve their needs.

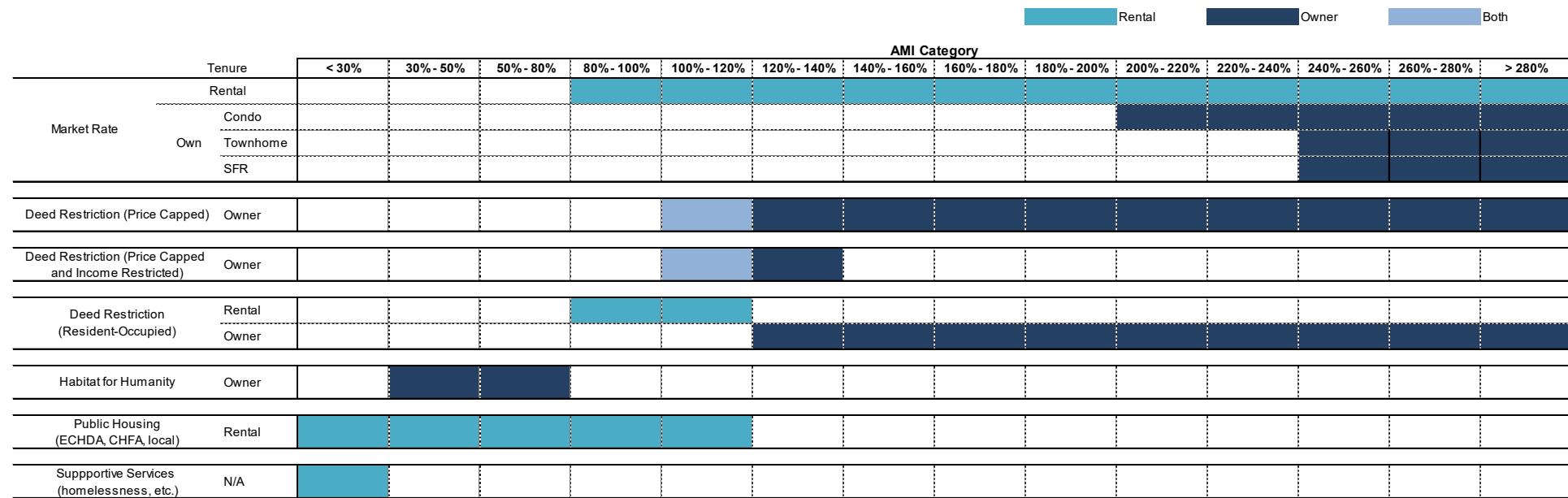
While existing programs address some of the issues in the housing continuum, not all needs are currently well served. **Figure 69** below on page 120 shows the coverage of existing housing programs by AMI as well as the gaps where existing programs do not meet housing need. By understanding where the gaps are in existing housing programs, Eagle County governments can better tailor new programs to fit residents' needs.

Table 63. Current Housing Continuum by Type

Description	Price	AMI Level	Median-income earners required	Median-wage jobs required	Typical current occupants	Intended occupants	Excluded
Market Rate - Rent							
Studio apartment	\$1,500	60% AMI	0.6	1.1	Solo; couple	Solo	--
1-bed apartment	\$1,500	60% AMI	0.6	1.1	Solo; couple	Solo; couple	--
2-bed apartment	\$3,000	120% AMI	1.2	2.3	Couple; roommates	Solo; couple; roommates	Solo
3-bed apartment	\$4,500	170% AMI	1.7	3.4	Couple with multiple jobs; roommates; family with parents with multiple jobs	Couple; roommates; family with children	Couples and families with only one job each
Market Rate - Own [1]							
Studio condo	\$600,000	140% AMI	1.4	3.1	Couple with multiple jobs; roommates	Solo; couple	Solo; couples with only one job each
1-bed condo	\$669,500	150% AMI	1.5	3.4	Couple with multiple jobs; roommates	Solo; couple	Solo; couples with only one job each
2-bed condo	\$770,000	170% AMI	1.7	3.9	Couple with multiple jobs; roommates	Solo; couple; roommates	Couples with only one job each
3-bed condo	\$1,298,000	280% AMI	2.8	6.3	Roommates with multiple jobs; family with parents with multiple jobs	Couple; roommates; family with children	Couples, roommates, and families with only one job each
3-bed TH	\$1,090,650	240% AMI	2.4	5.4	Roommates with multiple jobs; family with parents with multiple jobs	Couple, family with children; roommates	Couples, roommates, and families with only one job each
2-bed SFR	\$660,000	150% AMI	1.5	3.4	Couple with multiple jobs; roommates; family with parents with multiple jobs	Solo; couple; roommates; family with 1 child	Solo, couples, roommates, and families with only one job each
3-bed SFR	\$782,000	180% AMI	1.8	4.0	Family with parents with multiple jobs, roommates	Family with children; roommates	Families with only one job each
4-bed SFR	\$1,350,000	290% AMI	2.9	6.5	Roommates with multiple jobs; family with parents with multiple jobs	Family with children; roommates	Families and roommate with only one job each
Price Capped							
Deed Restriction - Own							
2-bed condo	\$441,150	110% AMI	1.1	2.4	Solo; couple; roommates	Solo; couple; roommates	--
3-bed TH	\$484,500	120% AMI	1.2	2.6	Couple, family with children; roommates	Couple, family with children; roommates	--
2-bed Duplex	\$548,250	130% AMI	1.3	2.9	Couple; roommates; family with 1 child	Solo; couple; roommates; family with 1 child	--
3-bed Duplex	\$539,250	130% AMI	1.3	2.9	Couple, family with children; roommates	Couple, family with children; roommates	--
3-bed SFR	\$589,044	140% AMI	1.4	3.1	Family with parents with multiple jobs; roommates	Family with children; roommates	Families with only one job each
4-bed SFR	\$650,250	150% AMI	1.5	3.4	Family with parents with multiple jobs; roommates	Family with children; roommates	Families with only one job each
Resident Occupied							
Deed Restriction - Own							
1-bed condo	\$307,100	80% AMI	0.8	1.8	Solo; couple	Solo; couple	--
2-bed condo	\$474,050	110% AMI	1.1	2.6	Couple; roommates	Solo; couple; roommates	Solo
3-bed TH	\$605,800	140% AMI	1.4	3.2	Family with parents with multiple jobs, roommates	Couple, family with children; roommates	Couples, families with only one job each
3-bed SFR	\$646,000	150% AMI	1.5	3.3	Family with parents with multiple jobs; roommates	Family with children; roommates	Families with only one job each
4-bed SFR	\$783,750	180% AMI	1.8	4.0	Family with parents with multiple jobs, roommates	Family with children; roommates	Families with only one job each

[1] Resort areas removed.

Source: MLS, U.S. Census Bureau, Zillow, Economic & Planning Systems

Figure 69. Existing Housing Program Coverage

Source: MLS, U.S. Census Bureau, Valley Home Store, January 2025 Community Housing Inventory, Economic & Planning Systems

11. Policy Programs and Recommendations

Based on the housing needs and goals outlined previously, the following policy programs and recommendations have been developed. This includes both regional and local actions, with the intent of local jurisdictions taking actions that meet their individualized needs, while collectively working to address the regional challenges. Areas for collaboration and consistency across the region have been identified, while maintaining the autonomy of local jurisdictions to take actions that best align with their needs, resources, existing planning policies and practices, and community interests.

[NOTE: this chapter will be updated once the action plans have been completed]

Regional Framework

Local Actions

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Appendix A

Need Tables for all Jurisdictions

Table A-1. Eagle County Housing Need by Tenure and AMI

Description	Eagle County Total								
	Net Existing Shortage			Net Projected Need			Total Net Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	130	0	130	0	0	0	130	0	130
Very Low Income (31 - 50% AMI)	178	0	178	0	0	0	178	0	178
Low Income (51% - 80% AMI)	410	0	410	909	0	909	1,318	0	1,318
Moderate Income									
81% - 100%	212	0	212	1,087	0	1,087	1,299	0	1,299
100% - 120%	160	65	95	530	250	280	690	316	374
Middle Income									
120% to 140%	159	65	94	168	79	89	327	144	183
140% to 160%	128	79	49	49	33	16	176	112	64
160% to 180%	100	62	38	131	89	42	231	150	81
180% to 200%	100	62	38	44	30	14	143	91	52
Greater than 200%	358	221	137				358	221	137
200% to 220%				174	118	56	174	118	56
220% to 240%				13	9	4	13	9	4
Total	1,933	554	1,380	3,105	607	2,498	5,038	1,161	3,877

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Table A-2. Vail Housing Need by Tenure and AMI

Description	Vail								
	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	41	0	41	0	0	0	41	0	41
Very Low Income (31 - 50% AMI)	56	0	56	0	0	0	56	0	56
Low Income (51% - 80% AMI)	129	0	129	180	0	180	309	0	309
Moderate Income									
81% - 100%	67	0	67	216	0	216	282	0	282
100% - 120%	35	5	30	141	86	56	176	91	85
Middle Income									
120% to 140%	35	5	30	45	27	18	80	32	47
140% to 160%	22	6	15	14	11	3	36	18	18
160% to 180%	17	5	12	39	30	8	56	35	20
180% to 200%	17	5	12	13	10	3	30	15	15
Greater than 200%	61	18	43				61	18	43
200% to 220%				51	40	11	51	40	11
220% to 240%				4	3	1	4	3	1
Total	480	45	434	703	207	495	1,182	253	929

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Table A-3. Avon Housing Need by Tenure and AMI

Description	Avon								
	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	39	0	39	0	0	0	39	0	39
Very Low Income (31 - 50% AMI)	54	0	54	0	0	0	54	0	54
Low Income (51% - 80% AMI)	124	0	124	237	0	237	361	0	361
Moderate Income									
81% - 100%	64	0	64	284	0	284	348	0	348
100% - 120%	51	22	29	155	82	73	206	105	102
Middle Income									
120% to 140%	50	22	28	49	26	23	100	48	52
140% to 160%	41	27	15	15	11	4	56	38	19
160% to 180%	32	21	12	40	29	11	73	50	23
180% to 200%	32	21	12	13	10	4	46	31	15
Greater than 200%	117	75	41				117	75	41
200% to 220%				53	39	15	53	39	15
220% to 240%				4	3	1	4	3	1
Total	606	188	418	852	200	652	1,458	388	1,070

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Table A-4. Eagle Housing Need by Tenure and AMI

Description	Eagle								
	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	3	0	3	0	0	0	3	0	3
Very Low Income (31 - 50% AMI)	4	0	4	0	0	0	4	0	4
Low Income (51% - 80% AMI)	9	0	9	167	0	167	177	0	177
Moderate Income									
81% - 100%	5	0	5	200	0	200	205	0	205
100% - 120%	9	7	2	103	52	52	112	59	54
Middle Income									
120% to 140%	9	7	2	33	16	16	42	23	18
140% to 160%	10	9	1	10	7	3	19	15	4
160% to 180%	8	7	1	26	18	8	34	25	9
180% to 200%	8	7	1	9	6	3	16	13	3
Greater than 200%	27	24	3				27	24	3
200% to 220%				35	24	10	35	24	10
220% to 240%				3	2	1	3	2	1
Total	91	61	31	585	125	460	677	186	491

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Table A-5. Gypsum Housing Need by Tenure and AMI

Description	Gypsum								
	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	9	0	9	0	0	0	9	0	9
Very Low Income (31 - 50% AMI)	12	0	12	0	0	0	12	0	12
Low Income (51% - 80% AMI)	28	0	28	86	0	86	114	0	114
Moderate Income									
81% - 100%	14	0	14	103	0	103	117	0	117
100% - 120%	13	6	6	51	25	26	64	6	33
Middle Income									
120% to 140%	12	6	6	16	8	8	29	6	15
140% to 160%	11	7	3	5	3	1	15	7	5
160% to 180%	8	6	3	13	9	4	21	6	7
180% to 200%	8	6	3	4	3	1	13	6	4
Greater than 200%	30	21	9				30	21	9
200% to 220%				17	12	5	17	0	5
220% to 240%				1	1	0	1	0	0
Total	146	52	94	296	60	236	442	52	330

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Table A-6. Minturn Housing Need by Tenure and AMI

Description	Minturn								
	Existing Shortage			Projected Need			Total Housing Need		
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	2	0	2	0	0	0	2	0	2
Very Low Income (31 - 50% AMI)	3	0	3	0	0	0	3	0	3
Low Income (51% - 80% AMI)	7	0	7	16	0	16	23	0	23
Moderate Income									
81% - 100%	4	0	4	19	0	19	22	0	22
100% - 120%	3	2	2	7	2	5	11	4	6
Middle Income									
120% to 140%	3	2	2	2	1	2	6	2	3
140% to 160%	3	2	1	1	0	0	3	2	1
160% to 180%	2	2	1	2	1	1	4	2	1
180% to 200%	2	2	1	1	0	0	3	2	1
Greater than 200%	8	6	2				8	6	2
200% to 220%				2	1	1	2	1	1
220% to 240%				0	0	0	0	0	0
Total	39	14	24	49	6	43	87	20	67

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

Table A-7. Red Cliff Housing Need by Tenure and AMI

Description	Red Cliff						Total Housing Need		
	Existing Shortage			Projected Need					
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	0	0	0	0	-	0	0	0	0
Very Low Income (31 - 50% AMI)	0	0	0	0	-	0	0	0	0
Low Income (51% - 80% AMI)	1	0	1	1	-	1	2	0	2
Moderate Income									
81% - 100%	0	0	0	2	-	2	2	0	2
100% - 120%	0	0	0	0	-	0	1	0	1
Middle Income									
120% to 140%	0	0	0	0	-	0	0	0	0
140% to 160%	0	0	0	0	-	0	0	0	0
160% to 180%	0	0	0	0	-	0	0	0	0
180% to 200%	0	0	0	0	-	0	0	0	0
Greater than 200%	0	0	0				0	0	0
200% to 220%				0	-	0	0	0	0
220% to 240%				0	-	0	0	0	0
Total	2	0	2	4	--	4	6	0	6

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCCEW, JobsEQ, Economic & Planning Systems

Table A-8. Unincorporated Eagle County Housing Need by Tenure and AMI

Description	Unincorporated Eagle County						Total Housing Need		
	Existing Shortage			Projected Need					
	Total	Owner	Renter	Total	Owner	Renter	Total	Owner	Renter
Extremely Low Income (<30% AMI)	35	0	35	0	0	0	35	0	35
Very Low Income (31 - 50% AMI)	49	0	49	0	0	0	49	0	49
Low Income (51% - 80% AMI)	112	0	112	221	0	221	333	0	333
Moderate Income									
81% - 100%	58	0	58	264	0	264	322	0	322
100% - 120%	49	23	26	72	4	68	121	27	94
Middle Income									
120% to 140%	48	23	26	23	1	22	71	24	47
140% to 160%	41	28	13	4	1	4	45	28	17
160% to 180%	32	22	10	12	1	10	44	23	21
180% to 200%	32	22	10	4	0	3	36	22	14
Greater than 200%	115	77	37				115	77	37
200% to 220%				16	2	14	16	2	14
220% to 240%				1	0	1	1	0	1
Total	570	194	376	616	9	607	1,186	203	983

Source: RRC Associates, U.S. Census Bureau, Colorado Dept. of Labor & Employment, QCEW, JobsEQ, Economic & Planning Systems

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Appendix B

Selected Employee & Household Survey Results
by Population Group

POPULATION SEGMENTS

- Based on survey results, 8 “resident profiles” were created to use a lens to examine results and understand how housing needs vary across different resident groups
 - Young renters (anyone who rents and is aged 34 and under)
 - Living with roommates (anyone living with unrelated roommates)
 - Families with children (any couples or single parents with children 18 and under)
 - Subset: Families with young children (limited to families with children aged 9 and under)
 - Hispanic/Latino respondents (anyone who completed the survey in Spanish + anyone who self-identified as Hispanic)
 - Older adults (anyone aged 55+)
 - Current residents of employee housing
 - Current residents of deed-restricted housing
- To ensure comprehensive reporting, 2 additional groups are included in the analysis (
 - Other households with children (includes families with unrelated roommates)
 - All other

HOME LOCATION

		Overall	Key Population Segments									
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other
Where do you live now (closest community)?	Upper Valley (Vail & Hwy 24)	14%	15%	15%	23%	19%	8%	16%	8%	8%	6%	15%
	Mid Valley (Eagle-Vail to Wolcott)	42%	47%	53%	51%	48%	51%	40%	40%	37%	48%	40%
	Lower Valley (Eagle to Dotsero)	40%	33%	29%	17%	31%	38%	40%	50%	51%	43%	41%
	Other (Colo River & out of county)	4%	5%	4%	9%	2%	4%	4%	3%	4%	3%	4%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>n</i> =		2,614	326	283	113	286	548	773	699	422	104	509

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

HOUSEHOLD COMPOSITION

Household composition	Overall	Key Population Segments										
		Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other	
Which of the following best describes your household?	Couple, no child(ren) at home	35%	35%	24%	24%	14%	56%				59%	
	Couple with child(ren) at home	26%	13%	24%	28%	37%	11%	81%	85%		7%	
	Adult living alone	14%	12%	23%	18%	7%	21%				24%	
	Unrelated roommates	7%	22%	67%	12%	6%	7%	3%				
	Single parent with child(ren) at home	7%	5%	8%	14%	16%	2%	19%	15%		1%	
	Immediate and extended family members	5%	4%	4%	4%	10%	4%			65%	5%	
	Family members and unrelated roommates	4%	6%	33%	3%	4%	7%	2%		35%		
	Other:	2%	2%	3%	2%	2%	1%				3%	
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
	<i>n =</i>	2,640	330	293	117	285	551	798	716	435	106	494

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

TOTAL PEOPLE IN HOUSEHOLD

		Overall	Key Population Segments									
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other
Total people in household (calculated from number of people by age group)	1	13%	11%	1%	17%	15%	5%	19%	2%	3%	1%	24%
	2	42%	43%	28%	34%	35%	22%	62%	9%	6%	3%	61%
	3	17%	17%	30%	22%	20%	18%	9%	31%	32%	7%	7%
	4	15%	11%	19%	12%	14%	22%	5%	35%	33%	17%	6%
	5	7%	7%	8%	10%	5%	14%	2%	15%	15%	26%	1%
	6	3%	6%	8%	4%	7%	10%	1%	5%	6%	32%	1%
	7	1%	1%	2%		0%	3%	0%	1%	2%	4%	
	8	1%	0%	1%	1%	0%	1%		1%	2%	3%	0%
	9	0%	1%	0%		1%	1%	0%	1%	1%	2%	
	10	0%	2%	2%		1%	1%	0%	0%	0%	2%	
	11	0%	0%	1%		0%	0%				2%	
	12	0%				0%	1%		0%	0%		
	13	0%	0%	0%			0%					
	14	0%					0%		0%			
	16	0%		0%		0%	0%		0%	0%	1%	
	17	0%	1%	0%			1%		0%	0%	1%	
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average		2.9	3.1	3.7	2.8	3.1	4.1	2.2	3.9	4.1	5.6	2.0
n =		2,583	323	285	114	274	536	789	716	435	106	472

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

NUMBER OF WORKERS & RETIREES IN HOUSEHOLD

		Overall	Key Population Segments										All other
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children		
Including yourself, how many adults in your household are employed?	0	14%	3%	3%	4%	6%	7%	32%	3%	2%	4%	11%	
	1	24%	18%	6%	32%	29%	26%	28%	26%	27%	10%	27%	
	2	47%	52%	38%	43%	47%	39%	32%	60%	62%	29%	54%	
	3	10%	13%	28%	11%	14%	15%	7%	7%	6%	30%	6%	
	4	3%	7%	14%	3%	2%	8%	1%	2%	1%	21%	1%	
	5	1%	4%	5%	5%	1%	2%	1%	1%	1%	3%	0%	
	6	1%	2%	4%	1%	1%	2%		0%	0%	2%	0%	
	7	0%	0%	0%		0%	1%		0%	0%			
	8	0%	0%	1%	1%	0%	1%		0%	0%	1%		
	10	0%	0%			0%			0%	0%			
	12	0%	0%	0%			0%					1%	
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Average		1.7	2.3	2.8	2.0	1.9	2.1	1.2	1.9	1.9	2.9	1.6	
<i>n =</i>		2,573	323	284	113	271	527	789	701	424	104	480	
Including yourself, how many adults in your household are retired?	0	81%	99%	91%	97%	94%	96%	54%	97%	98%	80%	84%	
	1	9%	0%	7%		5%	4%	20%	2%	1%	12%	7%	
	2	10%	1%	2%	3%	1%	1%	25%	1%	1%	8%	9%	
	3	0%						0%				1%	
	10	0%						0%					
	TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Average		0.3	0.0	0.1	0.1	0.1	0.1	0.7	0.0	0.0	0.3	0.2	
<i>n =</i>		2,573	323	284	113	271	527	789	701	424	104	480	

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are GREEN filled | Cells 5 PPT or less than the overall are RED filled

filled

TOTAL JOBS HELD BY HOUSEHOLD MEMBERS

		Overall	Key Population Segments										All other	
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children			
Total jobs held by household members (excluding households with no workers)	1	21%	14%	6%	29%	21%	24%	32%	21%	21%	10%	21%		
	2	40%	38%	26%	35%	40%	37%	39%	47%	47%	20%	20%	42%	
	3	19%	21%	26%	11%	19%	17%	19%	17%	16%	26%	26%	17%	
	4	11%	14%	19%	15%	10%	14%	5%	8%	8%	28%	28%	12%	
	5	4%	6%	11%	3%	4%	4%	3%	4%	4%	8%	8%	4%	
	6	2%	3%	6%	3%	2%	2%	1%	2%	1%	5%	5%	2%	
	7	1%	2%	3%	3%	2%	1%		1%	0%	2%	2%	1%	
	8	1%	2%	3%		0%	0%	1%	0%	0%			1%	
	9	0%	1%	1%					0%				1%	
	10	0%			1%	0%	0%		1%	0%				
	12	0%	0%				0%		0%	0%				
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average		2.5	2.9	3.5	2.6	2.6	2.6	2.1	2.4	2.4	3.3	2.5		
n =		2,234	320	270	114	248	483	569	669	403	98	419		

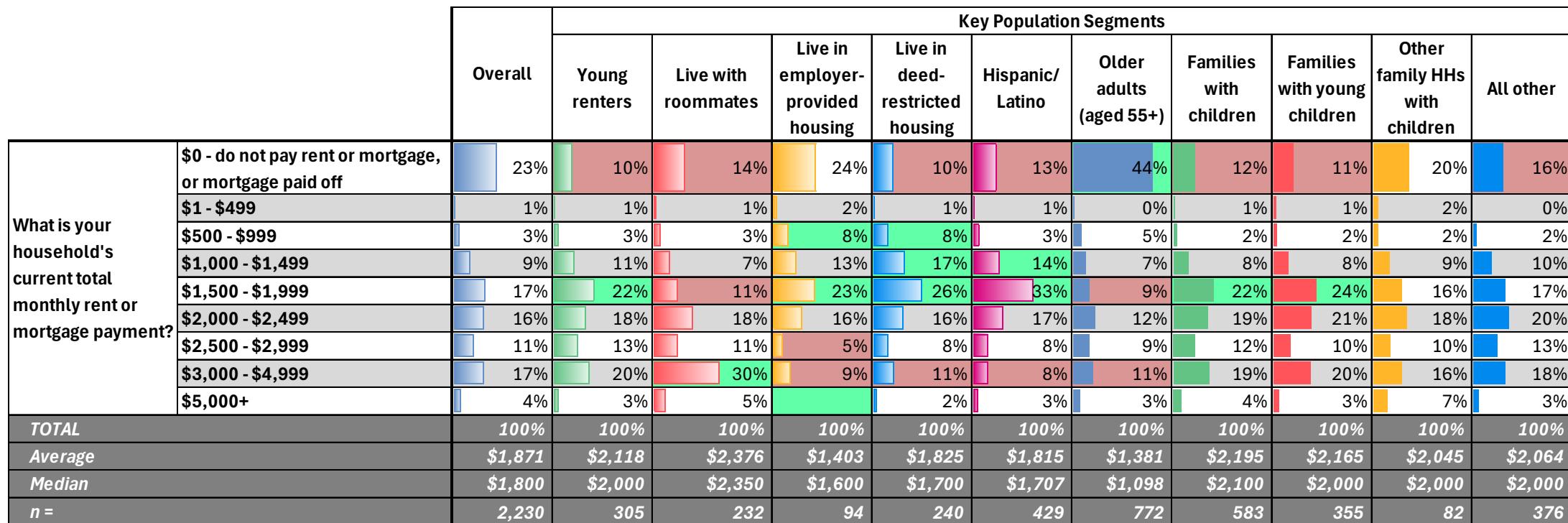
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

MONTHLY RENT/MORTGAGE



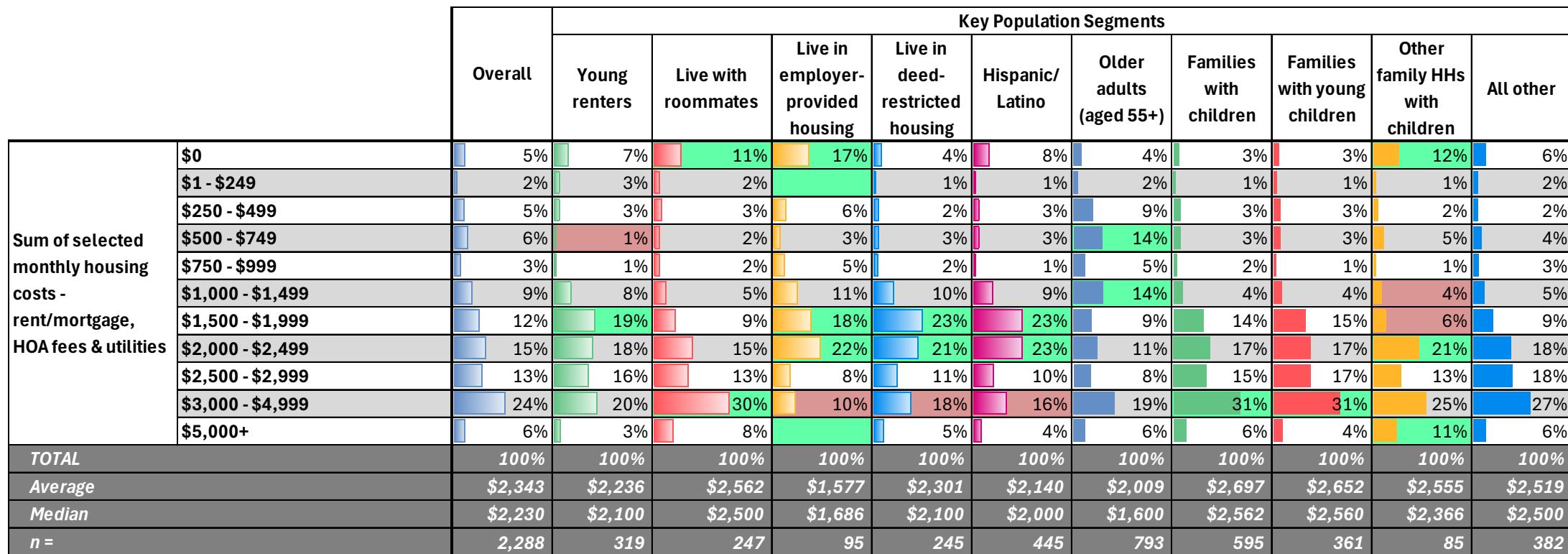
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

SELECTED MONTHLY HOUSING COSTS



18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

HOUSING COSTS AS A PERCENTAGE OF INCOME

	Overall	Key Population Segments										All other
		Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/ Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children		
Ratio of selected housing costs (rent/mortgage, HOA fees and utilities) to household income	0%	6%	8%	14%	17%	4%	9%	4%	3%	3%	14%	7%
	0.1 - 9.9%	17%	7%	11%	10%	8%	5%	30%	11%	9%	4%	11%
	10 - 19.9%	22%	15%	22%	20%	19%	13%	21%	24%	24%	15%	27%
	20 - 29.9%	23%	28%	18%	19%	26%	16%	19%	22%	23%	19%	29%
	30 - 39.9%	13%	19%	17%	19%	17%	13%	9%	14%	15%	7%	13%
	40 - 49.9%	7%	7%	5%	3%	7%	13%	7%	10%	9%	8%	6%
	50 - 99.9%	9%	11%	10%	5%	13%	20%	7%	11%	11%	19%	6%
	100%+	3%	5%	3%	5%	6%	10%	3%	4%	4%	13%	1%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Median		21.9%	26.3%	21.6%	21.3%	27.1%	34.7%	16.7%	25.2%	25.7%	27.1%	21.5%
<i>n =</i>		2,013	271	187	92	225	367	687	549	328	72	340

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

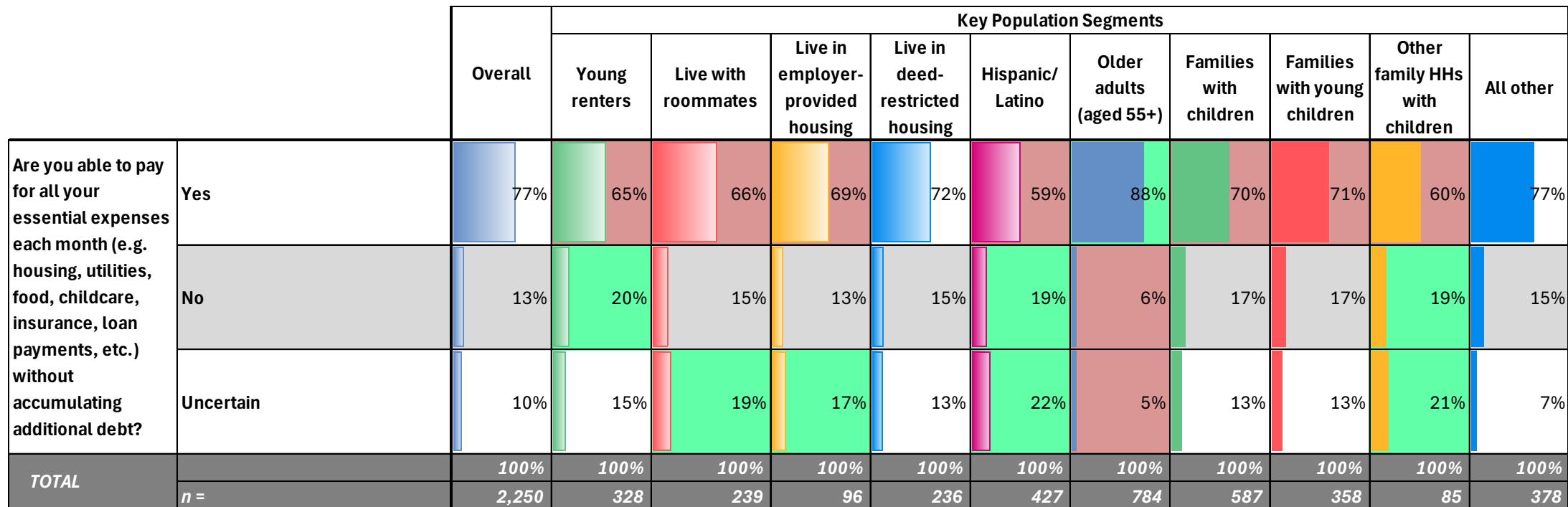
Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

MONTHLY CHILDCARE EXPENSES

		Overall	Key Population Segments										
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other	
Child care expenses per month	\$1 - \$99		2%	5%		4%	3%		2%	2%			
	\$100 - \$199		5%	10%		17%	11%	8%		6%	6%	5% 9%	
	\$200 - \$499		23%	25%	44%	25%	32%	28%	25%	21%	21%	33% 9%	
	\$500 - \$999		27%	40%	33%	17%	36%	36%	25%	26%	24%	29% 45%	
	\$1,000 - \$1,999		25%	18%	11%	17%	14%	17%	13%	27%	28%	14% 36%	
	\$2,000 - \$2,999		13%	3%	6%	17%	4%	5%	25%	13%	14%	14%	
	\$3,000+		5%		6%	8%		3%	13%	5%	4%	5%	
TOTAL			100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Average			\$1,150	\$637	\$1,744	\$2,582	\$588	\$736	\$1,344	\$1,111	\$1,106	\$1,769	\$755
Median			\$800	\$600	\$550	\$550	\$500	\$580	\$850	\$815	\$900	\$600	\$608
n =			262	40	18	12	28	64	8	216	196	21	11

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

ABILITY TO PAY FOR ESSENTIAL EXPENSES



18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

AGE OF RESPONDENT

		Overall	Key Population Segments									
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/ Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other
Age of respondent	17 & under	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	18 - 24	2%	9%	5%	6%	1%	7%	0%	1%	1%	11%	1%
	25 - 34	18%	90%	41%	36%	25%	32%	0%	13%	20%	25%	11%
	35 - 44	24%	0%	18%	35%	33%	30%	0%	43%	57%	27%	47%
	45 - 54	19%	0%	16%	13%	22%	20%	0%	34%	20%	20%	40%
	55 - 64	16%	0%	11%	4%	12%	7%	44%	8%	1%	7%	0%
	65 - 74	14%	0%	5%	5%	6%	2%	38%	1%	0%	10%	0%
	75 - 84	6%	0%	3%	0%	1%	0%	16%	0%	0%	0%	0%
	85+	1%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>Median</i>		47.0	29.0	36.0	36.0	42.0	37.0	66.0	43.0	40.0	38.0	42.0
<i>n =</i>		2,218	331	232	95	237	423	803	582	354	84	345

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

NUMBER OF BEDROOMS

Bedrooms in home	Overall	Key Population Segments										All other
		Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children		
How many of bedrooms are in your home?	0	1%	3%	0%	4%	1%	1%	0%	0%	1%		2%
	1	11%	26%	5%	22%	15%	15%	7%	4%	5%	2%	14%
	2	25%	42%	32%	34%	44%	34%	16%	25%	29%	19%	25%
	3	36%	23%	40%	27%	34%	40%	38%	40%	39%	48%	34%
	4	18%	5%	17%	8%	5%	7%	28%	20%	18%	16%	16%
	5	7%	1%	5%	3%	1%	3%	10%	8%	7%	16%	8%
	6	1%		1%	1%	0%	0%	2%	2%	1%		1%
	7	0%						0%	0%			1%
	8	0%						0%				
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average		2.9	2.1	2.9	2.3	2.3	2.5	3.2	3.1	3.0	3.2	2.8
n =		2,643	318	276	114	290	560	787	700	425	103	519

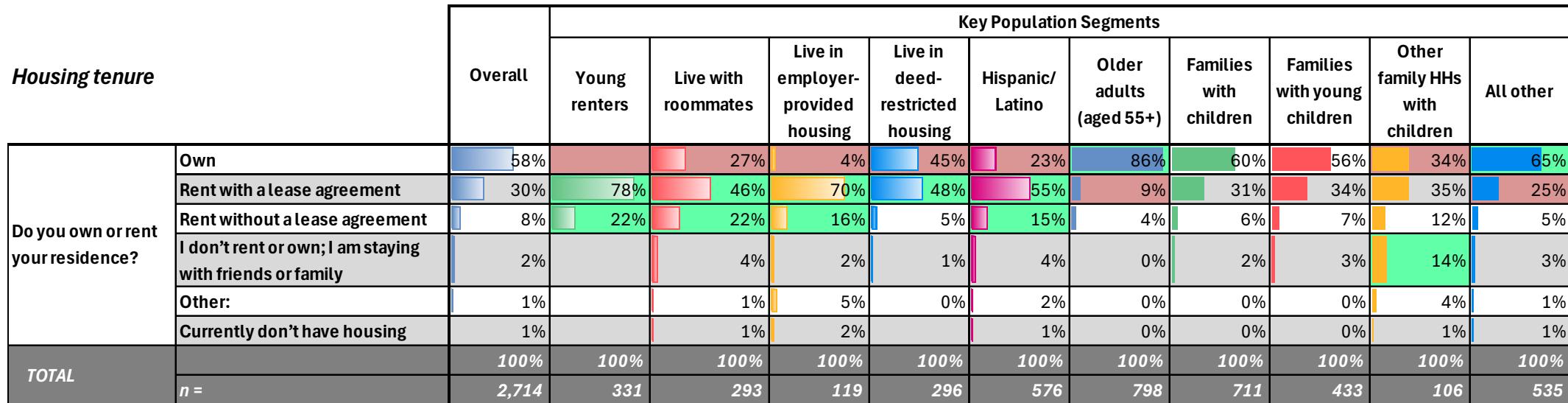
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

HOUSING TENURE



18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

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SATISFACTION WITH CURRENT RESIDENCE

Satisfaction with your current residence	Overall	Key Population Segments										All other
		Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/ Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children		
Which best describes your satisfaction with your current residence?	1 - Very dissatisfied	7%	11%	10%	7%	9%	5%	6%	5%	10%	7%	
	2 - Somewhat dissatisfied	11%	20%	15%	14%	15%	4%	12%	15%	16%	11%	
	3 - Somewhat satisfied	19%	30%	27%	32%	19%	8%	20%	22%	35%	20%	
	4 - Satisfied	30%	26%	25%	25%	33%	25%	36%	37%	24%	32%	
	5 - Very satisfied	34%	13%	23%	21%	25%	57%	26%	22%	15%	30%	
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Average		3.7	3.1	3.4	3.4	3.5	3.2	4.3	3.6	3.5	3.2	3.7
n =		2,517	312	271	111	278	498	757	659	403	93	496

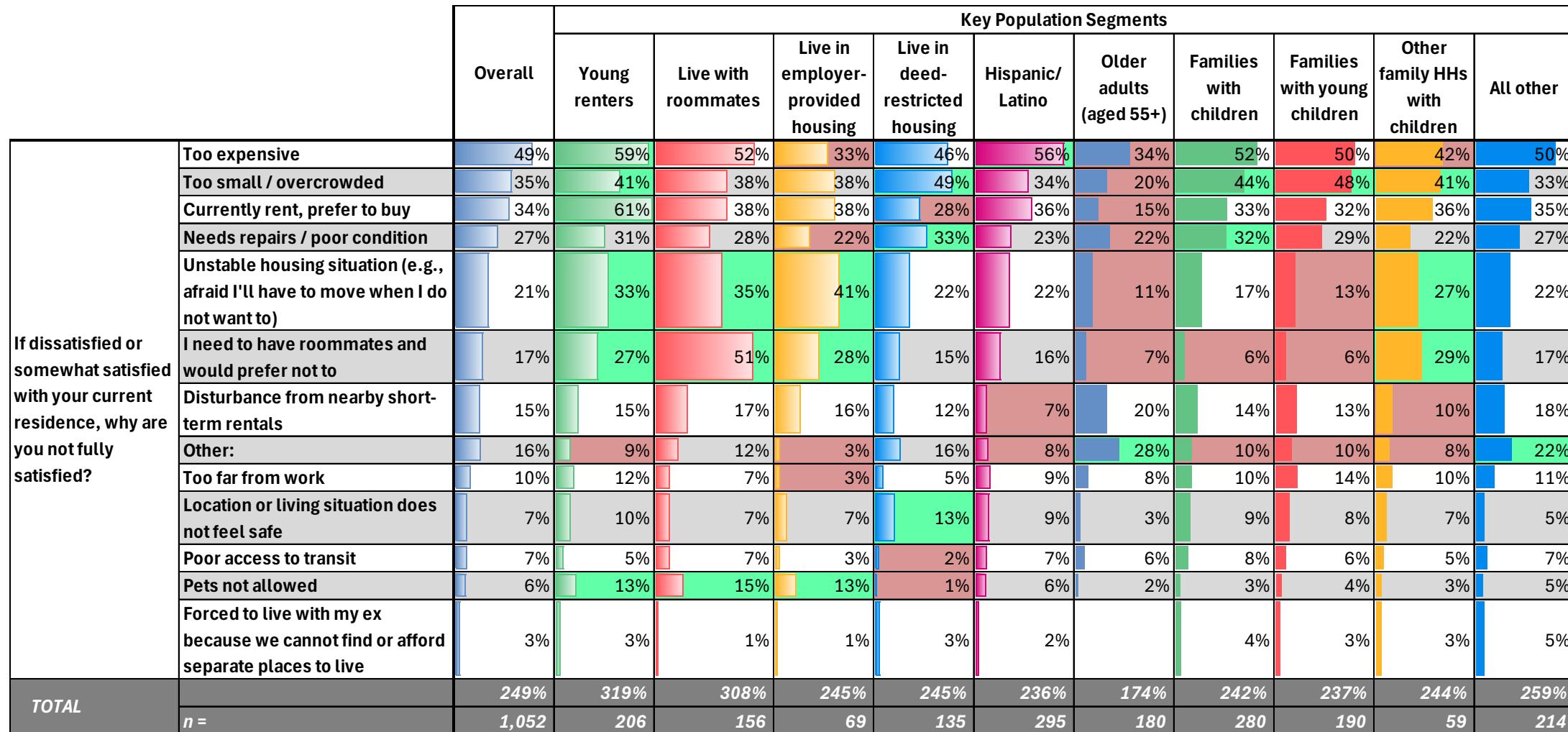
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

REASONS FOR DISSATISFACTION WITH RESIDENCE



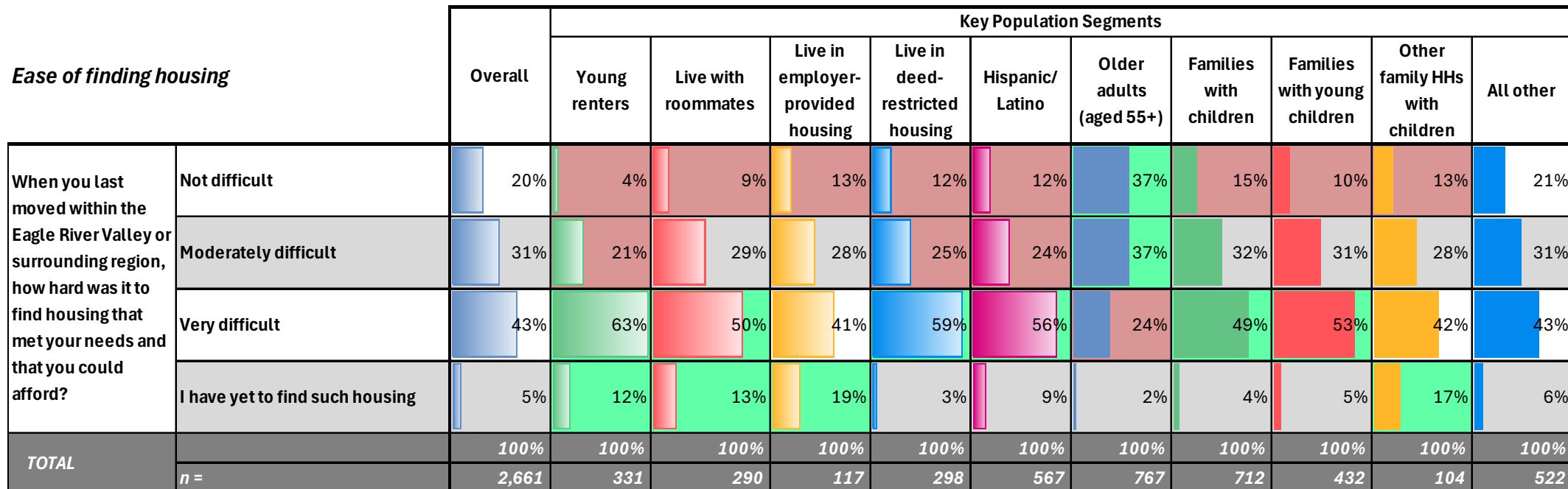
Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

EASE OF FINDING HOUSING



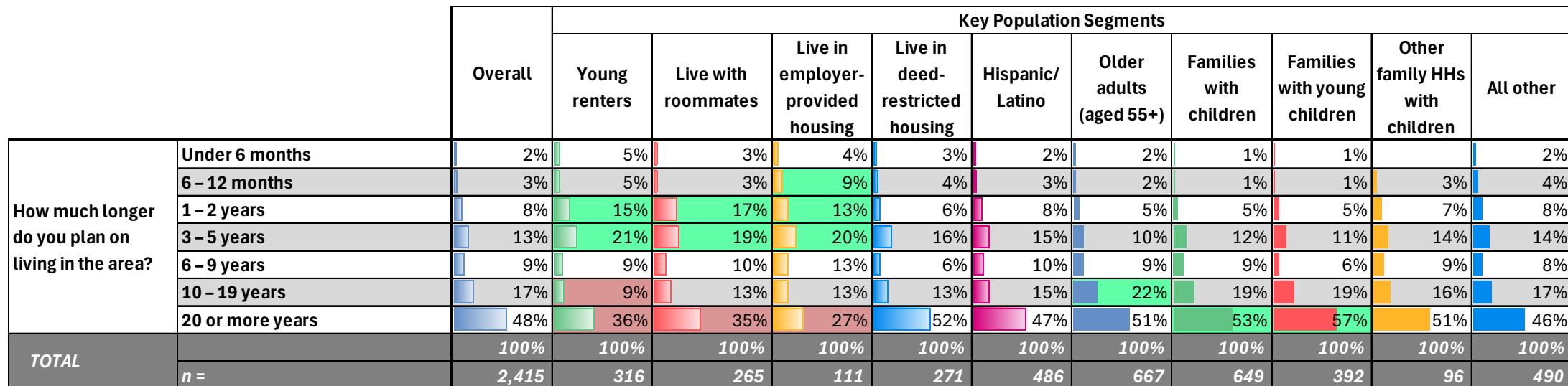
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

FUTURE DURATION OF RESIDENCE



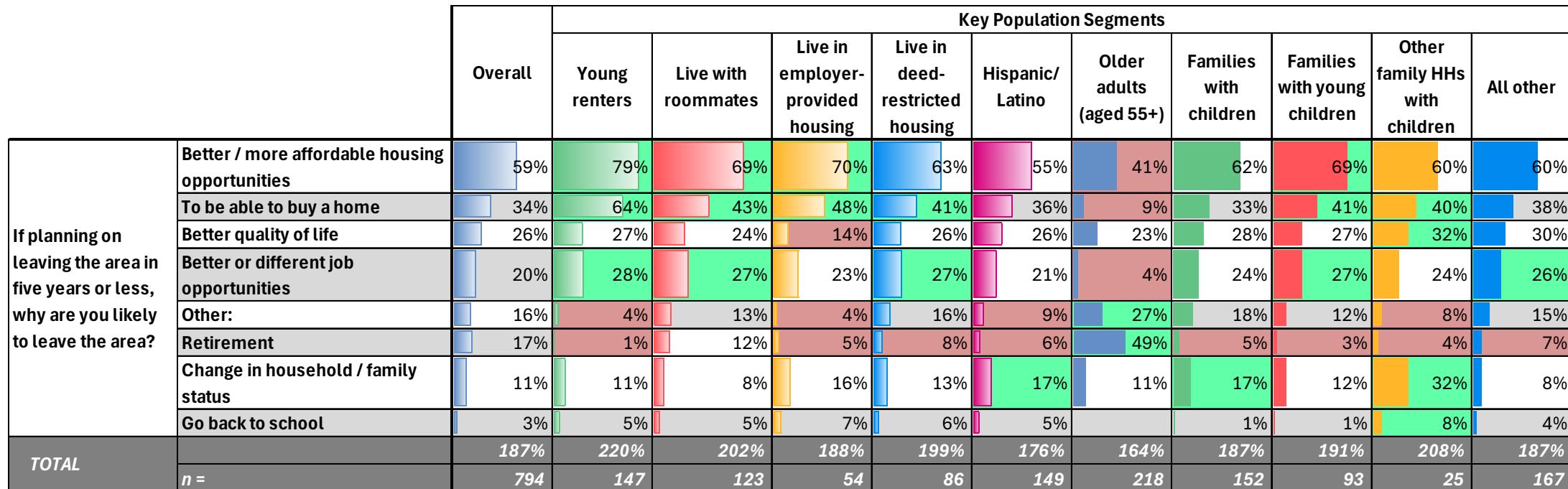
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

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(IF PLANNING TO LEAVE IN 5 YEARS) EXPECTED REASONS FOR LEAVING



18 Sep 24

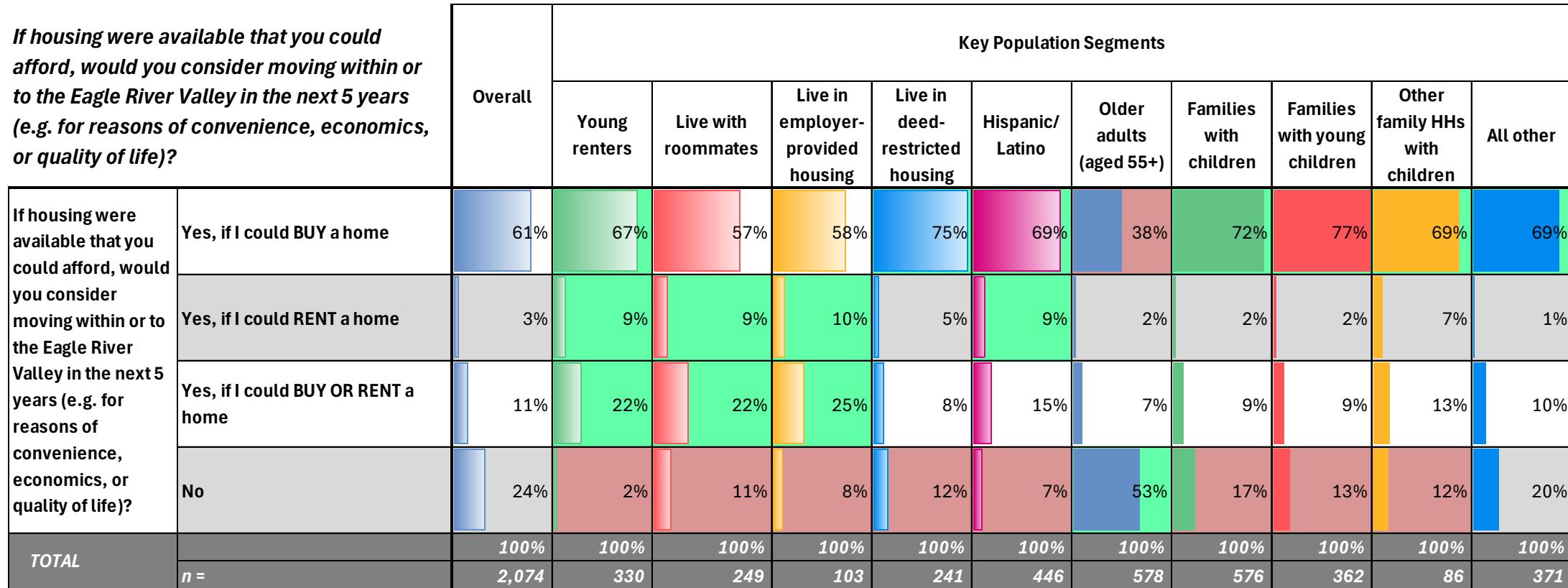
Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

CONSIDER MOVING

If housing were available that you could afford, would you consider moving within or to the Eagle River Valley in the next 5 years (e.g. for reasons of convenience, economics, or quality of life)?



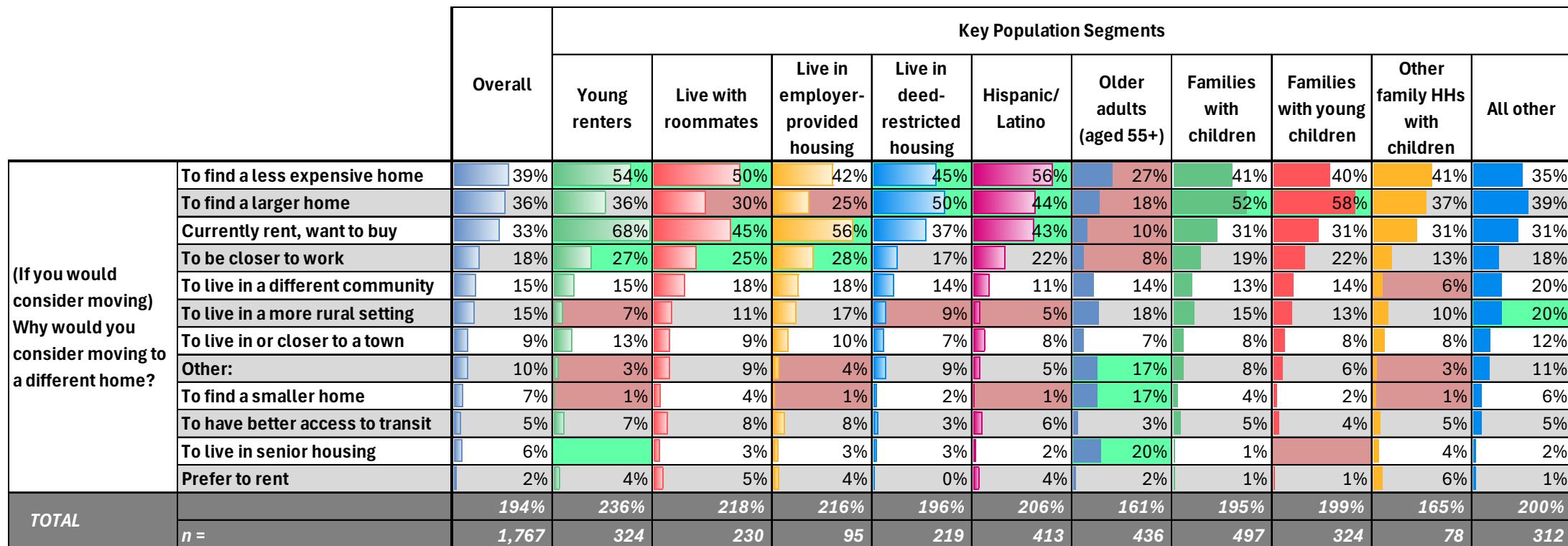
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

REASONS FOR CONSIDERING MOVING



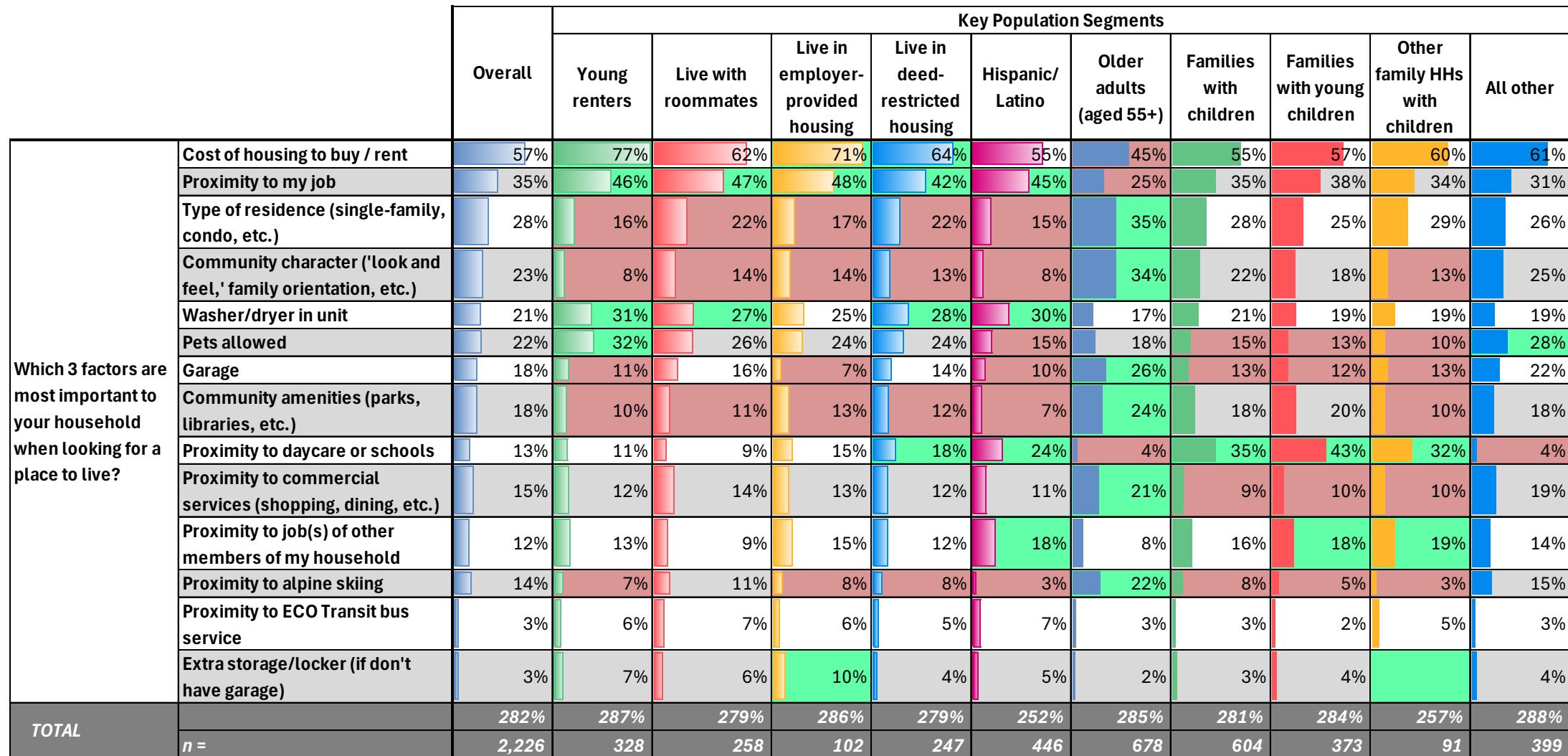
18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

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MOST IMPORTANT FACTORS WHEN CHOOSING A PLACE TO LIVE

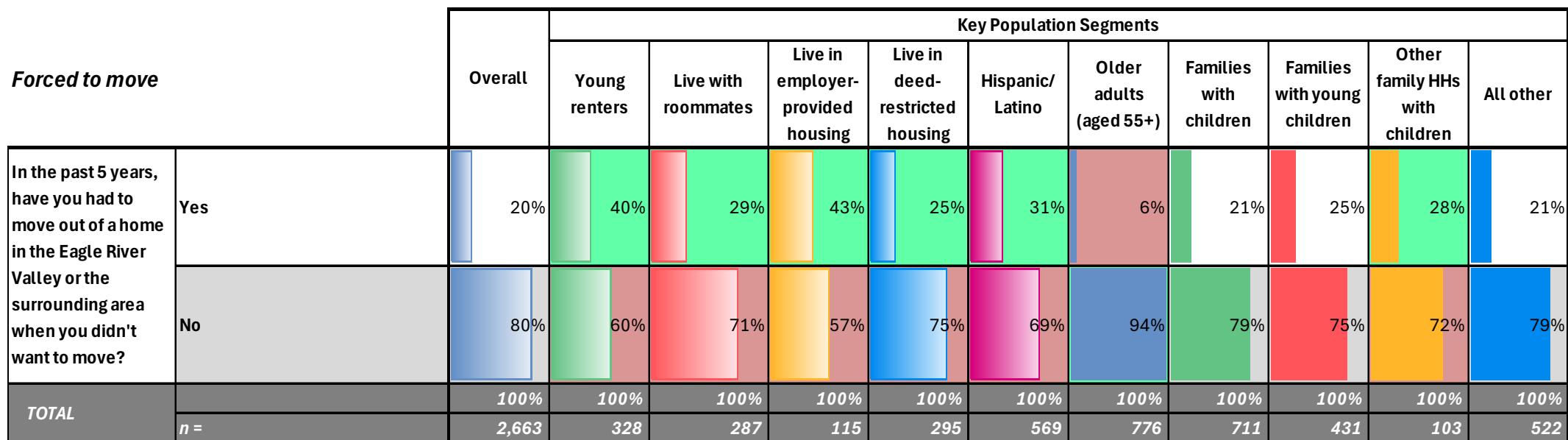


Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

18 Sep 24 Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

FORCED TO MOVE



18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

REASON(S) FORCED TO MOVE



Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

SECURITY OF HOUSING SITUATION

Security of housing situation	Overall	Key Population Segments										
		Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other	
How secure do you feel in your current housing situation, in terms of your ability to stay in your home (and not be forced to move)	Very secure	48%	16%	27%	14%	39%	25%	68%	46%	43%	32%	50%
	Somewhat secure	29%	43%	30%	41%	40%	36%	20%	33%	35%	33%	28%
	Somewhat insecure	11%	21%	19%	18%	9%	17%	6%	10%	11%	17%	11%
	Very insecure	9%	15%	15%	22%	8%	14%	4%	8%	7%	8%	9%
	Don't know / not sure	3%	5%	8%	2%	3%	7%	1%	2%	2%	7%	1%
	Other:	1%	1%	1%	2%	0%	1%	1%	1%	1%	3%	2%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>n</i> =		2,709	329	292	119	298	575	797	715	434	106	532

18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

RETIREMENT AGE

	Overall	Key Population Segments									
		Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other
(If age 50 or older) Age when you expect to retire (or if already retired, age when you retired)	30 - 39	1%	20%	3%	2%	5%	0%			10%	1%
	40 - 49	1%	10%	2%			1%	1%			4%
	50 - 54	3%	20%	6%	2%	3%	3%	1%		10%	3%
	55	4%		5%	5%	2%	3%	3%	6%	10%	5%
	56	1%					2%	1%	1%		
	57	1%		2%		2%		1%	1%		2%
	58	1%		3%				1%	1%		3%
	59	1%		2%		2%		2%			1%
	60	9%	9%	15%	7%	7%	7%	16%	21%	14%	10%
	61	2%				2%	2%	1%			1%
	62	6%		2%	10%	9%	6%	4%			6%
	63	3%		2%	5%	2%	3%	1%			1%
	64	1%			5%	2%		2%			
	65	27%	40%	31%	29%	29%	45%	23%	43%	60%	29%
	66	4%		2%		3%		5%	4%	2%	
	67	8%	5%	5%	12%	11%	10%	5%		10%	7%
	68	3%		3%	5%		2%	4%	1%		2%
	69	2%		2%			2%	3%			1%
	70	12%	10%	13%	25%	16%	3%	13%	7%	14%	15%
	71	1%			5%			1%			
	72	1%		2%		2%	2%	1%			3%
	73	1%						1%			1%
	74	0%						0%			0%
	75	3%		3%		2%	4%	4%	5%		2%
	76+	4%		6%		5%		4%	1%	2%	4%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Average		64.9	54.0	64.4	65.4	65.3	62.4	65.4	64.2	64.3	60.7
Median		65.0	57.5	65.0	65.0	65.0	65.0	65.0	65.0	65.0	65.0
n =		913	10	64	18	58	59	595	142	42	21
											139

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled

RETIREMENT – EXPECTED HOUSING CHANGES

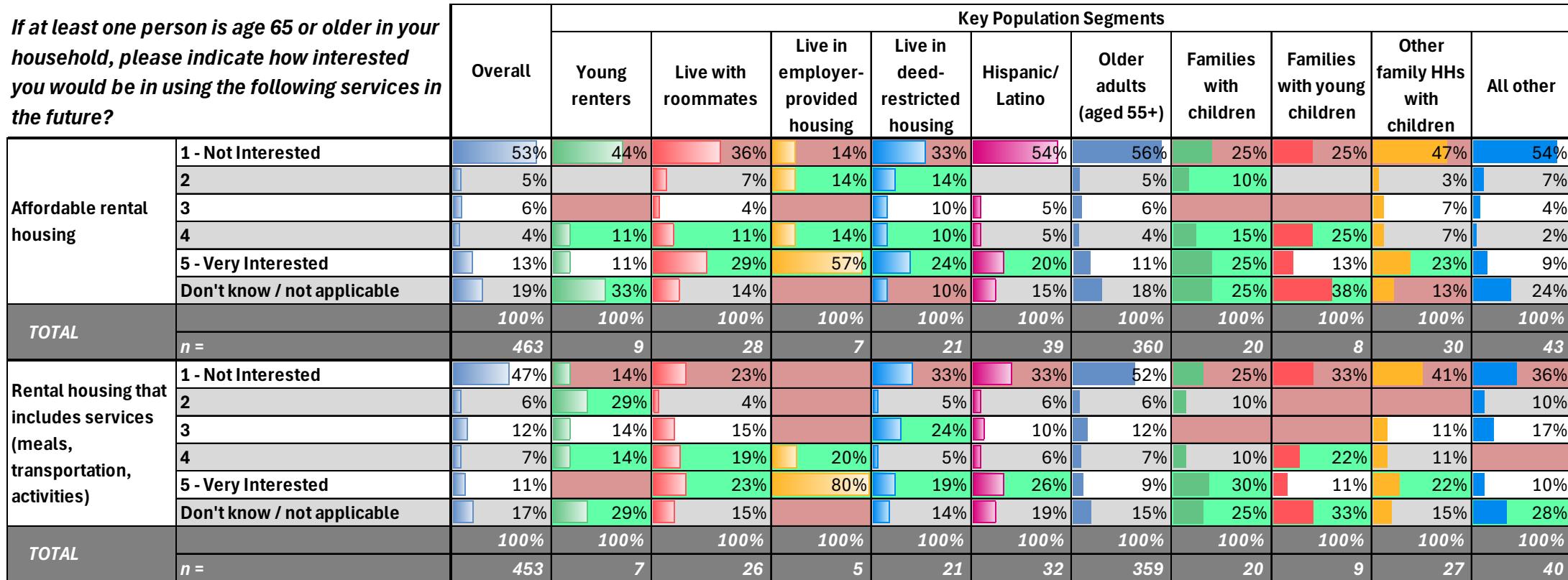
Retirement (respondents age 50 or older)		Overall	Key Population Segments									
			Young renters	Live with roommates	Live in employer-provided housing	Live in deed-restricted housing	Hispanic/Latino	Older adults (aged 55+)	Families with children	Families with young children	Other family HHs with children	All other
When you retire, how likely are you to stay in the region?	1 - Not at all likely	12%	18%	17%	31%	13%	17%	9%	11%	8%	10%	15%
	2	8%	11%	12%	4%	7%	7%	7%	11%	9%	17%	11%
	3	13%	4%	9%	4%	16%	8%	12%	13%	13%	7%	15%
	4	15%	25%	14%	24%	13%	10%	14%	20%	24%	23%	17%
	5 - Extremely likely	41%	18%	31%	20%	38%	43%	50%	36%	37%	33%	30%
	Don't know / not applicable	11%	25%	16%	16%	14%	15%	8%	9%	10%	10%	13%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>n =</i>		1,101	28	99	23	87	139	582	219	79	30	188
When you retire, how likely are you to rent or purchase a smaller home?	1 - Not at all likely	30%	12%	18%	16%	27%	19%	34%	18%	20%	17%	37%
	2	9%	8%	14%	12%	4%	10%	8%	7%	10%	10%	9%
	3	14%	8%	13%	8%	9%	11%	13%	21%	20%	10%	12%
	4	13%	24%	10%	23%	7%	14%	12%	20%	20%	17%	10%
	5 - Extremely likely	15%	16%	17%	16%	16%	33%	13%	17%	13%	31%	15%
	Don't know / not applicable	20%	32%	27%	37%	27%	19%	19%	17%	19%	14%	17%
TOTAL		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<i>n =</i>		990	25	98	23	81	115	502	196	69	29	182

18 Sep 24. Source: RRC Associates. Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS.

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SENIOR HOUSING

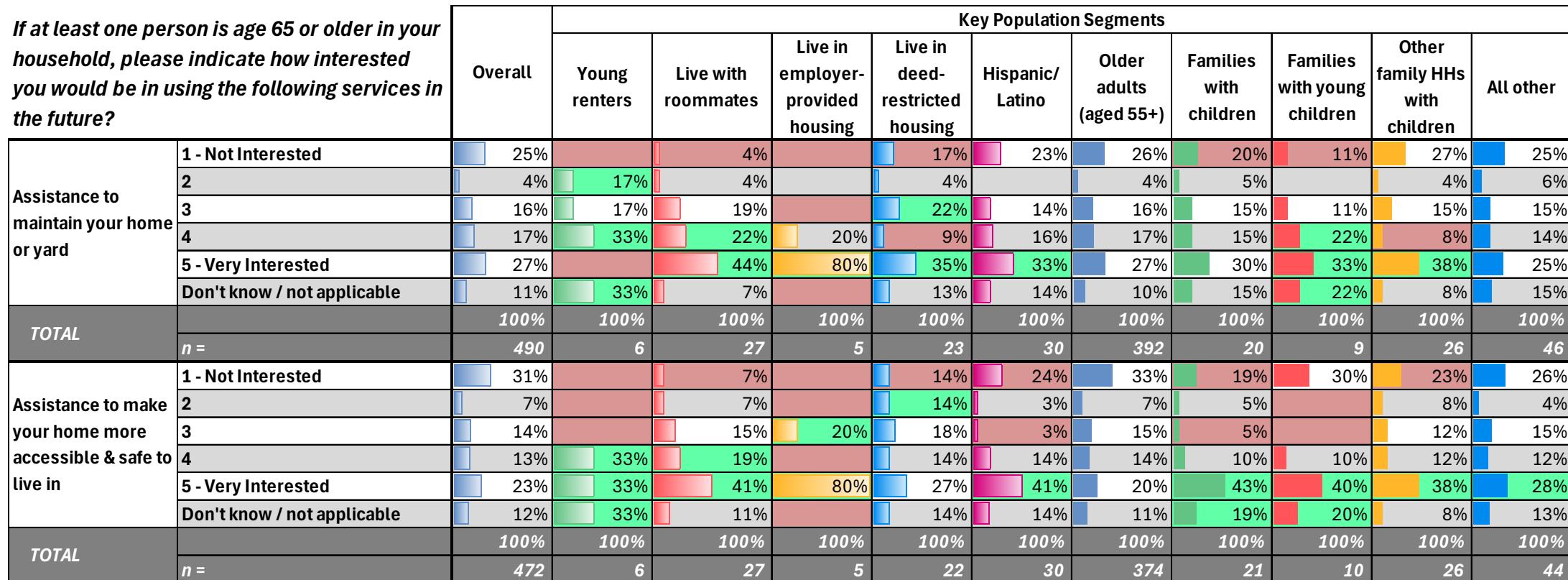
If at least one person is age 65 or older in your household, please indicate how interested you would be in using the following services in the future?



Cells 5+ PPT greater than the overall are **GREEN** filled |
 Cells 5 PPT or less than the overall are **RED** filled

SENIOR HOUSING

If at least one person is age 65 or older in your household, please indicate how interested you would be in using the following services in the future?



18 Sep 24

Source: RRC Associates

Data weighted by housing tenure, householder age, householder Hispanic origin, and household size within zip; and by zip; per 2018-22 ACS

Cells 5+ PPT greater than the overall are **GREEN** filled | Cells 5 PPT or less than the overall are **RED** filled