



STAFF REPORT

DATE: May 21, 2024

TITLE:

Workforce Housing Needs Assessment and Action Plan

RECOMMENDATION:

By Motion:

The Board of Directors accepts the Workforce Housing Needs Assessment and Action Plan as proposed in Exhibit A.

BACKGROUND:

During the Management Update portion of the April 26, 2024 Regular Board Meeting, staff delivered the Draft Report - Tahoe Donner Workforce Housing Assessment and Action Plan (“Report”) to the Board of Directors and the membership for their initial review over the next month (See Exhibit B).

At the May 24, 2024 Regular Board Meeting, staff and Economic Planning Systems (“EPS”) will present on the Report in detail. Staff expects the Board to ask questions and provide comments and feedback. The membership will also have the opportunity to provide comments. Following discussions, the Board may accept the report as presented or refer back to staff for modification and future consideration for acceptance.

ANALYSIS:

A summary-level analysis of the Report was provided to the Board at the April 26, 2024 Regular Board Meeting (See Exhibit B). Since delivering the April 1, 2024 Draft Report - Workforce Housing Assessment and Action Plan, the following changes were made and are reflected in the version presented as Exhibit A to this staff report:

- Page 1, 2020 Tahoe Donner Member Survey data added identifying member awareness of workforce housing as a critical regional issue.
- Page 2, date correction from 2010 to 2016 referring to the year TDA started using master leasing as a workforce housing strategy. Before 2016, TDA connected seasonal international employees with housing opportunities through a less formalized program.
- Page 2, information added related to regional housing statistics including significant change in per month rent costs starting in 2019 from a median of \$2,000 per month to \$3,000 - \$4,500 per month.
- Updated report with Appendix, which separates the interview questions into Appendix B and Appendix C. The remaining items are also renamed into Appendix D (housing need calculations) and E (matrix).



Staff-Level Work Plan Actions

Assuming the Workforce Housing Assessment and Action Plan will be adopted at the May 24, 2024 board meeting or at a future board meeting, the Administrative Services team has already begun to develop a 3-year staff work plan.

While each of the strategies in the Report is assigned a priority level, staff will use additional considerations including cost and benefit analysis of each action and the level of financial and operating risk involved as part of the work plan. Other considerations included in the draft work plan will include:

- Further research on equivalent housing projects regionally and nationally in comparable areas and industries in addition to available multi-year operating forecast analysis.
- Continued coordination with the Town of Truckee and the Community Standards Office to streamline regulatory burden for Tahoe Donner initiated new construction, existing multi-family renovations opportunities, and developer-owned projects.
- Regular communication and collaboration with regional partners vested in prioritizing a solution to regional workforce housing needs.
- Resource sharing with other large organizations facing the same difficulties.
- Employee outreach and education on existing housing programs provided by local agencies connecting workers with potential housing opportunities.
- Consistent outreach and awareness to members interested in master leasing opportunities should be pursued to sustain Tahoe Donner's immediate need for workforce housing solutions.

Staff anticipates a presentation on the draft internal work plan at a future board meeting ahead of the 2025 budget process.

The Report, as drafted, provides the necessary strategies, actions, and insight to move from assessment to implementation. Any additional analysis needed will be completed by the management team and through collaboration with established networks and partnerships. That said, the staff understands the Board may want to take additional time following discussion and feedback to consider acceptance. Staff is currently implementing many of the actions identified in the Report capitalizing on opportunities as they arise, and ensuring the Association continues to focus on this important initiative.

OUTREACH:

Board of Directors meetings February 24, 2023, May 26, 2023, October 27, 2023, and April 26, 2024.

ALTERNATIVE:

The Board has several alternatives:

1. The Board may choose to accept the report as presented;
2. The Board may choose to provide feedback and request modifications to the draft report before consideration to accept the report; or
3. The Board may choose not to accept the report.



**ATTACHMENTS:**

Exhibit A: Draft Report: Tahoe Donner Workforce Housing Needs Assessment and Action Plan dated May 2024

Exhibit B: Staff Report dated April 15, 2024, “Housing Study and Action Plan Draft Report Introduction”

Exhibit C: October 27, 2023 Board of Directors Meeting, Workforce Housing Presentation

Exhibit D: May 26, 2023 Board of Directors Meeting, Workforce Housing Presentation

Prepared By: Sydney Stokes, Administrative Services Manager

Reviewed By: Annie Rosenfeld, General Manager

Board Meeting Date: May 24, 2024

