



## **STAFF REPORT: Workforce Housing Study 4-Year Implementation Work Plan**

### **BOARD ACTION:**

By Motion:

The Board of Directors approves the Workforce Housing 4-Year Work Plan as presented in Exhibit A.

### **BACKGROUND:**

During the Regular Board Meeting on May 24, 2024, staff and Economic Planning Systems (EPS) presented the Workforce Housing Study, which the Board of Directors subsequently adopted.

After adoption, staff began drafting a multi-year implementation work plan that prioritizes the strategies and objectives identified in the Workforce Housing Study to support Tahoe Donner's current and projected workforce housing needs while considering regional impacts and local housing initiatives.

This staff report is prepared to introduce the 4-Year Implementation Plan (Exhibit A) and ask the board to consider accepting it as is or returning it at future board meeting following feedback.

### **DISCUSSION/ANALYSIS:**

Since the adoption of the Workforce Housing Study ("Study"), the Workforce Housing team has developed a multi-year implementation work plan ("Work Plan"). While each strategy in the Study is assigned a priority level, staff has used additional considerations, including a cost-benefit analysis of each action and the level of financial and operating risk involved, as part of the Work Plan.

The Work Plan considers the current effective workforce housing solution strategy of master leasing Tahoe Donner member-owned properties on a five- or twelve-month basis. Other considerations included in the Work Plan are:

- Outreach and awareness to members interested in master leasing opportunities should be pursued to sustain Tahoe Donner's immediate need for workforce housing solutions.
- Employee outreach and education on existing housing programs provided by local agencies connecting workers with potential housing opportunities.
- Continued coordination with the Town of Truckee and the Community Standards Office to support potential owner-developer applications for new construction, existing multi-family renovation opportunities, and other developer-owned projects.
- Further research on equivalent housing projects regionally and nationally in comparable areas and industries.
- 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.



The Work Plan, as drafted, provides the necessary strategies, objectives, and tasks to move from assessment to implementation. Staff is implementing many of the tasks identified in the Work Plan, capitalizing on opportunities as they arise, and ensuring the Association continues focusing on this important initiative. The management team will complete any additional analysis needed through collaboration with established networks and partnerships. Future board feedback, discussion, and action items, along with the plan's execution, are assumed in the work plan.

**OUTREACH:**

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

**FISCAL IMPACT:**

The 10-Year Capital Improvements Plan includes the Workforce Housing Feasibility Study/Project funds from 2025 to 2029. The funding schedule includes each of the estimated expenses mentioned in the Work Plan.

**RECOMMENDATION:**

The Board recommended action is as follows:

By Motion:

The Board of Directors approves the Workforce Housing 4-Year Work Plan as presented in Exhibit A.

Alternative(s) the Board may consider:

1. Providing feedback or requesting additional information from staff for the Board to consider at a future board meeting.
2. Choose to reject the Work Plan.
3. Provide other direction on this initiative.

**ATTACHMENTS:**

Exhibit A: Workforce Housing 4-Year Work Plan – Draft 11.15.24

Exhibit B: Tahoe Donner Workforce Housing Study Report dated June 2024

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Staff Report Prepared By: Sydney Stokes, Administrative Services Manager

Reviewed By: Jason Hajduk-Dorworth, Director of Administrative Services

Reviewed By: Jon Mitchell, Director of Capital Projects and Facilities

Reviewed By: Annie Rosenfeld, General Manager

Board of Directors Meeting: Friday, November 22, 2024