



BLAINE COUNTY HOUSING AUTHORITY

Wednesday, January 10, 2024, 12:00 PM
111 N. First Ave., Suite 2P, Hailey, Idaho 83333

AMENDED AGENDA

PUBLIC PARTICIPATION INFORMATION

Public information on this meeting is posted outside City Hall.

We welcome you to watch Board Meetings via live stream.

You will find this option on our website at www.ketchumidaho.org/meetings.

If you would like to comment on a public hearing agenda item, please select the best option for your participation:

- Join us via Zoom (please mute your device until called upon)
Join the Webinar: <https://zoom.us/j/92594802380>
Webinar ID: 925 9480 2380
- Address the Board in person at Ketchum City Hall or the Merriweather Building in Hailey dependent upon the meeting location.
- Submit your comments in writing at info@bcoha.org (by 8am the day of the meeting)

This agenda is subject to revisions. All revisions will be underlined.

CALL TO ORDER: By Board Chairman Keith Perry

ROLL CALL: Pursuant to Idaho Code Section 74-204(4), all agenda items are action items, and a vote may be taken on these items.

COMMUNICATIONS FROM BLAINE COUNTY HOUSING AUTHORITY BOARD: Communications from the Board of Directors

1. Public Comments.

COMMUNICATIONS FROM THE LIASONS: Updates from the Liaisons on their jurisdictions

CONSENT AGENDA:

ALL ACTION ITEMS - The Board is asked to approve the following listed items by a single vote, except for any items that a Councilmember asks to be removed from the Consent Agenda and considered separately.

- [2.](#) Recommendation to approve CPA's report and financials for December 2023 – Christy McPherson

- [3.](#) Merriweather Office Buildout – Administrative Assistant Thecla Campbell

PUBLIC HEARING:

NEW BUSINESS:

4. [Mission Moment – Interim Housing Manager Courtney Noble + Program Administrator Frances Solano](#)
5. [Recommendation to Approve Contract with Economic & Planning Systems Inc. – Housing Director Carissa Connelly](#)
6. Recommendation to approve contract for services with Public House + Data System Update – Administrative Assistant Thecla Campbell
7. [Recommendation to Deny Three of Pharris’s Four Exception Requests – Housing Director Carissa Connelly](#)
8. Staffing Update – Housing Director Carissa Connelly
9. [Recommendation to Approve New Contract for Services and Scope with Interim Housing Manager Courtney Noble – Housing Director Carissa Connelly](#)
10. Review Board Terms & Officers – [Interim](#) Housing Manager Courtney Noble
11. [Meeting Schedule 2024 – Board Chair Keith Perry](#)
12. [Update on Masterlease and Management of Silvercreek Living – Interim Housing Manager Courtney Noble](#)
13. [Update & Discussion on Point-in-Time Homelessness Count – Interim Housing Manager Courtney Noble](#)
14. [Banking Update BCHA + BCHF – Board Chair Keith Perry + Administrative Assistant Thecla Campbell](#)

EXECUTIVE SESSION:

ADJOURNMENT:

BLAINE COUNTY HOUSING AUTHORITY

Profit and Loss Detail

October - December, 2023

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Ordinary Income/Expenses							
Income							
Rental Income							
10/13/2023	Deposit				Cash in Bank	750.00	750.00
10/25/2023	Deposit		Joyce Peterson		Cash in Bank	825.00	1,575.00
11/08/2023	Deposit	28705154804		High Country Motel	Cash in Bank	150.00	1,725.00
11/08/2023	Deposit	28705154793		High Country Motel	Cash in Bank	800.00	2,525.00
11/08/2023	Deposit	2109		2091 #3 ANGANGI WAY	Cash in Bank	825.00	3,350.00
11/08/2023	Deposit	63347068		2094 ELKHORN VILLAGE	Cash in Bank	750.00	4,100.00
11/09/2023	Deposit	19- 593909431	Rafael Merino	HCM #A	Cash in Bank	500.00	4,600.00
11/09/2023	Deposit	19- 593909432	Rafael Merino	HCM #A	Cash in Bank	300.00	4,900.00
11/09/2023	Deposit	19- 593909433	Rafael Merino	HCM#A Deposit	Cash in Bank	150.00	5,050.00
Total for Rental Income						\$5,050.00	
Services							
12/02/2023	Expense		US Bank	QuickBooks	Cash in Bank	-30.00	-30.00
Total for Services						\$ -30.00	
Uncategorized Income							
10/13/2023	Deposit	91423			Cash in Bank	23,259.23	23,259.23
11/08/2023	Deposit	91728		BLAINE COUNTY CONTRIBUTION	Cash in Bank	46,518.46	69,777.69
Total for Uncategorized Income						\$69,777.69	
Total for Income						\$74,797.69	
Expenses							
Administrative Services							
10/31/2023	Expense	231033158	SLIDEROOM TECHNOLOGIES INC	Rental Application, Pre-application, Spanish Pre app	Cash in Bank	940.00	940.00
10/31/2023	Expense	10052023	Leonardo Padilla Sacha	Honorarium Spanish Translation	Cash in Bank	450.00	1,390.00
11/02/2023	Expense		US Bank	QuickBooks	Cash in Bank	30.00	1,420.00
11/22/2023	Expense		SLIDEROOM TECHNOLOGIES INC	Rental Application, Pre-application, Spanish Pre app	Cash in Bank	940.00	2,360.00
12/14/2023	Check	7737	City Of Ketchum		Cash in Bank:Checking US BANK	11,777.40	14,137.40
Total for Administrative Services						\$14,137.40	
Computer & Comm. Expenses							
10/06/2023	Expense		US Bank	QuickBooks	Cash in Bank	30.00	30.00
Total for Computer & Comm. Expenses						\$30.00	
Contract Labor							
10/24/2023	Expense	2230929	Ann Sandefer	SERVICE HOURS-092223-092923	Cash in Bank	840.00	840.00
10/31/2023	Expense	2	Courtney Noble	Homelessness Infrastructure Building	Cash in Bank	8,470.00	9,310.00
10/31/2023	Expense	1092023	Ann Sandefer	SERVICE HOURS-10022023-10092023	Cash in Bank	665.00	9,975.00
10/31/2023	Expense	1	Courtney Noble	Housing Navigation, Shelter Plan	Cash in Bank	7,490.00	17,465.00
10/31/2023	Expense		Jon Garnsey	Home Inspection	Cash in Bank	499.00	17,964.00
11/09/2023	Expense		Ann Sandefer	SERVICE HOURS-10202023-10302023	Cash in Bank	1,120.00	19,084.00
11/22/2023	Expense		Ann Sandefer	SERVICE HOURS-110323-111323	Cash in Bank	840.00	19,924.00
12/14/2023	Check	7735	Ann Sandefer		Cash in Bank:Checking US BANK	840.00	20,764.00
12/14/2023	Check	7738	KETCHUM COMPUTERS	Inv #20004	Cash in Bank:Checking US BANK	670.50	21,434.50
12/14/2023	Check	7738	KETCHUM COMPUTERS	Inv #20075	Cash in Bank:Checking US BANK	1,300.50	22,735.00
12/14/2023	Check	7738	KETCHUM COMPUTERS	Inv #20049	Cash in Bank:Checking US BANK	604.50	23,339.50
12/14/2023	Check	7738	KETCHUM COMPUTERS	Inv #19976	Cash in Bank:Checking US BANK	540.00	23,879.50
12/14/2023	Check	7740	Carol Barkes	Stmt 115 12/6/23	Cash in Bank:Checking US BANK	3,083.33	26,962.83
12/20/2023	Check	7744	Ann Sandefer	12/1-12/15/2023	Cash in Bank:Checking US BANK	1,347.50	28,310.33
Total for Contract Labor						\$28,310.33	
HOA Dues							
10/06/2023	Expense		Sun Valley Elkhorn Association, Inc	ELK 10445 111 ANGANI WAY UNIT 2094	Cash in Bank	522.26	522.26
10/06/2023	Expense	1052023	Sun Valley Elkhorn Association, Inc	ELK 10437 113 ANGANI WAY UNIT 2091	Cash in Bank	478.33	1,000.59
11/07/2023	Expense		Sun Valley Elkhorn Association, Inc	111 ANGANI WAY UNIT 2094	Cash in Bank	582.28	1,582.87

BLAINE COUNTY HOUSING AUTHORITY

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October - December, 2023

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
11/07/2023	Expense		Sun Valley Elkhorn Association, Inc	113 ANGANI WAY UNIT 2091	Cash in Bank	533.30	2,116.17
11/09/2023	Expense	27131	Sun Valley Elkhorn Association, Inc	111 ANGANI WAY UNIT 2094-Assessment & Capital Reserve	Cash in Bank	367.00	2,483.17
11/09/2023	Expense	27132	Sun Valley Elkhorn Association, Inc	113 ANGANI WAY UNIT 2091-Assessment & Capital Reserve	Cash in Bank	367.00	2,850.17
Total for HOA Dues						\$2,850.17	
Legal & Professional Fees							
10/06/2023	Expense		National associations of housing and redevelopment officials	Training- perry, seppa, rangel- Commissioners Fundamentals	Cash in Bank	1,116.00	1,116.00
11/09/2023	Expense		Lawson & Laski, PLLC	11811-002 Statement 39622	Cash in Bank	600.00	1,716.00
12/14/2023	Check	7739	Lawson & Laski, PLLC		Cash in Bank:Checking US BANK	7,039.83	8,755.83
Total for Legal & Professional Fees						\$8,755.83	

BLAINE COUNTY HOUSING AUTHORITY

Profit and Loss Detail
October - December, 2023

DATE	TRANSACTION TYPE	NUM	NAME	MEMO/DESCRIPTION	SPLIT	AMOUNT	BALANCE
Liability Insurance							
10/24/2023	Expense		ICRMP	23-24 ANNUAL PREMIUM	Cash in Bank	2,899.00	2,899.00
Total for Liability Insurance						\$2,899.00	
LIFT TOWER LODGE Op Ex							
10/25/2023	Expense	7329	City Of Ketchum	OCT SALARIES REIMBURSEMENT	Cash in Bank	4,175.38	4,175.38
11/22/2023	Expense		City Of Ketchum	CC Reimbursement for BCHA charges	Cash in Bank	684.58	4,859.96
Total for LIFT TOWER LODGE Op Ex						\$4,859.96	
Rent							
10/15/2023	Expense		101 EMPTY SADDLE TRAIL LLC		Cash in Bank	1,000.00	1,000.00
10/31/2023	Expense	1057	BLAINE COUNTY CHARITABLE FUND, INC.	Rent & Internet- OCTOBER 23	Cash in Bank	891.03	1,891.03
11/09/2023	Expense		BLAINE COUNTY CHARITABLE FUND, INC.	Rent & Internet- November23	Cash in Bank	891.03	2,782.06
11/09/2023	Expense		City Of Ketchum	High Country Motel Reimbursement	Cash in Bank	17,550.00	20,332.06
12/01/2023	Expense	BCHA 01	High Country Motel	Hotel Rent	Cash in Bank	23,400.00	43,732.06
12/14/2023	Check	7736	BLAINE COUNTY CHARITABLE FUND, INC.		Cash in Bank:Checking US BANK	891.03	44,623.09
12/15/2023	Expense		101 EMPTY SADDLE TRAIL LLC		Cash in Bank	1,000.00	45,623.09
Total for Rent						\$45,623.09	
Rent paid for facilities							
12/20/2023	Check	7745	High Country Motel	January 2024	Cash in Bank:Checking US BANK	23,400.00	23,400.00
Total for Rent paid for facilities						\$23,400.00	
Repairs - Office and CH							
11/22/2023	Expense		H Property Services	Fix Dishwasher	Cash in Bank	55.00	55.00
Total for Repairs - Office and CH						\$55.00	
Total for Expenses						\$130,920.78	
Net Income						\$ -	
						56,123.09	



P.O. Box 1800
Saint Paul, Minnesota 55101-0800

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BLAINE COUNTY HOUSING AUTHORITY
PO BOX 4045
KETCHUM ID 83340-4001

Business Statement

Account Number:
1 533 9512 1848

Statement Period:
Dec 1, 2023
through
Dec 31, 2023

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To Contact U.S. Bank

Commercial Customer

Service: 800-346-2249

U.S. Bank accepts Relay Calls

Internet: usbank.com

INFORMATION YOU SHOULD KNOW

New Services Terms and Conditions will be effective for U.S. Bank business clients on February 1, 2024. You can view the new Services Terms and Conditions at usbank.com/tmtermsandconditions. Use access code "terms2024." If you are unable to access this information for any reason, please reach out to your U.S. Bank contact or Commercial Customer Service team for assistance. If you are a former MUFG Union Bank National Association (MUB) client, the Services Terms and Conditions replaces the MUB Transaction Banking Agreement.

Effective January 2, 2024, we would like to inform you of the upcoming changes to the *Business Pricing Information* document that may impact your account. To obtain a current copy of the *Business Pricing Information* disclosure, visit your local branch.

Primary updates in your revised *Business Pricing Information* disclosure

- Updated the maximum number of Overdraft Paid Fees charged per day from 6 to 3.
- Update to the ATM Surcharge footnote to locate a MoneyPass® ATM location
- Under Silver, Gold and Platinum Checking Check Order Discount, added clarifying language to state the discount does not apply to eChecks
- Under Non-Profit Checking (interest-bearing) Other, updated availability to incorporated non-profit organizations
- Under Other Service Fees (continued), changed Negative Balance Closing Fee to Account Charge-Off Processing Fee
- Under Other Service Fees (continued), Wire Transfers, updated Monthly Maintenance to Wire Monthly PIN Maintenance
- Under Other Service Fees (continued), Domestic Wires, updated Incoming Wires to Incoming Fedwire

Pricing updates:

All checking and savings account types

- Cash Coin Services
 - Loose Coin Ordered (per bag) - \$14 (increased from \$7)
 - Rolled Coin Ordered (per box) - \$8 (increased from \$7)
- Statement Services
 - Service Analysis Statement - \$6 per statement (increased from \$5)
 - Snap Shot Statement - \$12 per statement (increased from \$11)
 - Added Copy of Analyzed Statement - \$12
 - Added Copy of non-Analyzed Statement - \$6
- Wire Transfers
 - Wire Advice - phone - \$40 (increased from \$27.50)
- Domestic Wires
 - Added Incoming Fedwire CTP - \$16
 - Voice Wires - Repetitive and Non-Repetitive - \$45 (increased from \$37.50)
- SinglePoint® Essentials Online Banking
 - Previous Day Summary and Detail Monthly Maintenance
 - Silver, Gold, Platinum, or Non-Profit Checking - Up to 3 Accounts - \$17.95 (increased from \$16.95)
 - ACH Transaction (per item) - \$0.42 (increased from \$0.40)
 - Domestic Wire (per wire) - \$16 (increased from \$15)
 - International Wire (per wire) - \$32 (increased from \$30)
- Deposit Express
 - Monthly Maintenance - \$38 (increased from \$35)

Products and services available in U.S. only. Eligibility requirements and restrictions apply. For additional information, contact a U.S. Bank branch or call 800-872-2657.



BALANCE YOUR ACCOUNT

To keep track of all your transactions, you should balance your account every month. Please examine this statement immediately. We will assume that the balance and transactions shown are correct unless you notify us of an error.

Outstanding Deposits

DATE	AMOUNT
TOTAL	\$

Outstanding Withdrawals

DATE	AMOUNT
TOTAL	\$

1. List any deposits that do not appear on your statement in the Outstanding Deposits section at the left. Record the total.
2. Check off in your checkbook register all checks, withdrawals (including Debit Card and ATM) and automatic payments that appear on your statement. Withdrawals that are NOT checked off should be recorded in the Outstanding Withdrawals section at the left. Record the total.
3. Enter the ending balance shown on this statement. \$ _____
4. Enter the total deposits recorded in the Outstanding Deposits section. \$ _____
5. Total lines 3 and 4. \$ _____
6. Enter the total withdrawals recorded in the Outstanding Withdrawals section. \$ _____
7. Subtract line 6 from line 5. This is your balance. \$ _____
8. Enter in your register and subtract from your register balance any checks, withdrawals or other debits (including fees, if any) that appear on your statement but have not been recorded in your register.
9. Enter in your register and add to your register balance any deposits or other credits (including interest, if any) that appear in your statement but have not been recorded in your register.
10. The balance in your register should be the same as the balance shown in #7. If it does not match, review and check all figures used, and check the addition and subtraction in your register. If necessary, review and balance your statement from the previous month.

IMPORTANT DISCLOSURES TO OUR CONSUMER CUSTOMERS

In Case of Errors or Questions About Your Checking, Savings, ATM, Debit Card, ACH, Bill Pay and Other Electronic Transfers

If you think your statement or receipt is wrong or if you need more information about a transfer on the statement or receipt, we must hear from you no later than 60 days* after we sent you the FIRST statement on which the error or problem appeared. Telephone us at the number listed on the front of this statement or write to us at U.S. Bank, EP-MN-WS5D, 60 Livingston Ave., St. Paul, MN 55107.

- Tell us your name and account number.
- Describe the error or the transfer you are unsure about, and explain as clearly as you can why you believe there is an error or why you need more information.
- Tell us the dollar amount of the suspected error.

We will determine whether an error occurred within 10 business days after we hear from you and will correct any error promptly. If we need more time, we may take up to 45 days to investigate your complaint. For errors involving new accounts, point-of-sale, or foreign-initiated transactions, we may take up to 90 days to investigate your complaint. If we decide to do this, we will credit your account within 10 business days for the amount you think is in error, so that you will have the use of the money during the time it takes us to complete our investigation. If we ask you to put your complaint or question in writing and we do not receive it within 10 business days, we may not credit your account.

*Please note: Paper draft and paper check claims must be disputed within 30 days per Your Deposit Account Agreement.

IMPORTANT DISCLOSURES TO OUR BUSINESS CUSTOMERS

Errors related to any transaction on a business account will be governed by any agreement between us and/or all applicable rules and regulations governing such transactions, including the rules of the National Automated Clearing House Association (NACHA Rules) as may be amended from time to time. If you think this statement is wrong, please telephone us at the number listed on the front of this statement immediately.

CONSUMER BILLING RIGHTS SUMMARY REGARDING YOUR RESERVE LINE

What To Do If You Think You Find A Mistake on Your Statement

If you think there is an error on your statement, write to us at:

U.S. Bank, P.O. Box 3528, Oshkosh, WI 54903-3528.

In your letter, give us the following information:

- **Account information:** Your name and account number.
- **Dollar Amount:** The dollar amount of the suspected error.
- **Description of problem:** If you think there is an error on your bill, describe what you believe is wrong and why you believe it is a mistake.

You must contact us within 60 days after the error appeared on your statement.

You must notify us of any potential errors *in writing*. You may call us, but if you do we are not required to investigate any potential errors and you may have to pay the amount in question.

While we investigate whether or not there has been an error, the following are true:

- We cannot try to collect the amount in question, or report you as delinquent on that amount.
- The charge in question may remain on your statement, and we may continue to charge you interest on that amount. But, if we determine that we made a mistake, you will not have to pay the amount in question or any interest or other fees related to that amount.
- While you do not have to pay the amount in question, you are responsible for the remainder of your balance.
- We can apply any unpaid amount against your credit limit.

Reserve Line Balance Computation Method: To determine your **Balance Subject to Interest Rate**, use the dates and balances provided in the Reserve Line Balance Summary section.

The date next to the first Balance Subject to Interest is day one for that balance and is applicable up to (but not including) the date of the next balance (if there is one). We multiply the Balance Subject to Interest by the number of days it is applicable and add them up to get the same number of days in the billing cycle. We then divide the result by the number of billing days in the cycle. This is your **Balance Subject to Interest Rate**. Any unpaid interest charges and unpaid fees are not included in the Balance Subject to Interest. The ***INTEREST CHARGE*** begins from the date of each advance.

REPORTS TO AND FROM CREDIT BUREAUS FOR RESERVE LINES

We may report information about your account to credit bureaus. Late payments, missed payments or other defaults on your account may be reflected in your credit report.

CONSUMER REPORT DISPUTES

We may report information about account activity on consumer and small business deposit accounts and consumer reserve lines to Consumer Reporting Agencies (CRA). As a result, this may prevent you from obtaining services at other financial institutions. If you believe we have inaccurately reported information to a CRA, you may submit a dispute by calling 844.624.8230 or by writing to: U.S. Bank Attn: Consumer Bureau Dispute Handling (CBDH), P.O. Box 3447, Oshkosh, WI 54903-3447. In order for us to assist you with your dispute, you must provide: your name, address and phone number; the account number; the specific information you are disputing; the explanation of why it is incorrect; and any supporting documentation (e.g., affidavit of identity theft), if applicable.

**INFORMATION YOU SHOULD KNOW****(CONTINUED)**

- Foreign Check Collection (incoming/outgoing)
 - Checks on Select Countries/Banks (non-collection) - \$8 (previously disclosed as \$1)
- Silver Checking, Gold Checking, Platinum Checking, Non-Profit Checking
- Wire Transfers
 - Wire Advice mail - \$12 (increased from \$11)
- Premium Business Checking
- Monthly Maintenance Fee - \$30 (increased from \$24)
 - Debits: Check/Paper - \$0.30 (increased from \$0.25)
 - Credits: Paper - \$1.10 (increased from \$0.90)
 - Deposited Items: \$0.25 (increased from \$0.20)
 - Wire Advice Mail: \$15 (increased from \$13)
- Platinum Business Money Market
- Minimum Opening Deposit - \$100 (decreased from \$5,000)
- Premium Business Money Market
- Monthly Maintenance Fee - \$30 (increased from \$24)
 - Monthly Deposited Items - \$0.25 (increased from \$0.20)
 - Wire Advice - Mail: \$15 (increased from \$13)

Beginning January 2, 2024, a copy of the *Business Pricing Information* document will be available by calling 800-673-3555 or by visiting your local branch.

If you have any questions, you can call us at 800-673-3555. Our business bankers are here to help 8 a.m. to 8 p.m. CT Monday through Friday and 8 a.m. to 6:30 p.m. CT on Saturday. We accept relay calls. Our bankers are also available to help at your local branch via appointment.

Effective February 12, 2024, please review updates made to the *Your Deposit Account Agreement* document which may affect your rights.

Beginning January 8, 2024, you can review the full revised document at usbank.com/YDAA-upcoming-version, by calling 24-Hour Banking at 800-USBANKS (872-2657) or by visiting your local U.S. Bank branch. We accept relay calls.

Here's what you should know:

- Added references to the *U.S. Bank Business Essentials® Pricing Information* disclosure throughout the document.
- Under **Insufficient Funds and Overdrafts** section, "**Available Balance**" sub-section, updated the language to state that debit card authorizations will be reflected as pending transactions and/or will reduce your Available Balance from the time we receive the authorization until the merchant presents the item for payment. If the debit card transaction has not been presented for payment within seven business days, it may be removed from your pending transactions and your Available Balance may no longer be reduced by the authorization amount.
- Under **Overdraft Handling** section, **ATM and Debit Card Overdraft Coverage** sub-section, updated language to state that upon opening your U.S. Bank consumer checking or money market account, or after your account is opened, you have the options to say 'Yes' or 'No' to ATM and Debit Card Overdraft Coverage.
- Under **Electronic Fund Transfers For Consumer Customers** and **Electronic Fund Transfers For Business Customers** sections, **Limits on Transfers** sub-section, **Debit Card Transactions**, updated the language to state that debit card authorizations will be reflected as pending transactions and/or will reduce your Available Balance from the time we receive the authorization until the merchant presents the item for payment. If the debit card transaction has not been presented for payment within seven business days, it may be removed from your pending transactions and your Available Balance may no longer be reduced by the authorization amount.
- Under **Electronic Fund Transfers For Consumer Customers** and **Electronic Fund Transfers For Business Customers** sections, **Fees** sub-section, **ATM Surcharge**, updated the language for how to locate a MoneyPass® network ATM.

If you have questions, please call us at 800-673-3555. Our business bankers are here to help 8 a.m. to 8 p.m. CT Monday through Friday and 8 a.m. to 6:30 p.m. CT on Saturday. You can also schedule an appointment at usbank.com/book to speak with a banker in person, by phone or virtually.



BLAINE COUNTY HOUSING AUTHORITY
PO BOX 4045
KETCHUM ID 83340-4001

Business Statement

Account Number:

1 533 9512 1848

Statement Period:

Dec 1, 2023

through

Dec 31, 2023

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SILVER BUSINESS CHECKING

Member FDIC

U.S. Bank National Association

Account Number 1-533-9512-1848

Account Summary

	# Items		
Beginning Balance on Dec 1		\$	37,490.04
Customer Deposits	4		37,441.00
Other Deposits	1		4,000.00
Other Withdrawals	3		1,794.58-
Checks Paid	11		76,059.59-
Ending Balance on Dec 31, 2023		\$	1,076.87

Customer Deposits

Number	Date	Ref Number	Amount	Number	Date	Ref Number	Amount
	Dec 6	8614440807	1,575.00		Dec 15	9212540328	800.00
	Dec 12	8314810692	9,334.00		Dec 20	8613280428	25,732.00
Total Customer Deposits							\$ 37,441.00

Other Deposits

Date	Description of Transaction	Ref Number	Amount
Dec 13	Branch Account Transfer	From Account 153354650423	\$ 4,000.00
Total Other Deposits			\$ 4,000.00

Other Withdrawals

Date	Description of Transaction	Ref Number	Amount
Dec 1	Internet Banking Payment	To Credit Card *****2376	\$ 679.00-
Dec 6	Electronic Withdrawal	To Elkhorn Village	533.30-
	REF=233390131875970N00	1820304717L38665 OELK10437	
Dec 6	Electronic Withdrawal	To Elkhorn Village	582.28-
	REF=233390131875960N00	1820304717L38665 OELK10445	
Total Other Withdrawals			\$ 1,794.58-

Checks Presented Conventionally

Check	Date	Ref Number	Amount	Check	Date	Ref Number	Amount
5159	Dec 13	8614678130	325.00	7740	Dec 19	8315824333	3,115.50
5162*	Dec 1	9214801770	840.00	7741	Dec 29	9214545288	7,039.83
5164*	Dec 12	8315496929	23,400.00	7742	Dec 19	8315829113	3,083.33
7737*	Dec 15	9214594993	840.00	7744*	Dec 22	9212974447	1,347.50
7738	Dec 19	8315663850	891.03	7745	Dec 26	8316428911	23,400.00
7739	Dec 29	9212309893	11,777.40				

* Gap in check sequence

Conventional Checks Paid (11) \$ 76,059.59-

Balance Summary

Date	Ending Balance	Date	Ending Balance	Date	Ending Balance
Dec 1	35,971.04	Dec 15	25,999.46	Dec 22	43,294.10
Dec 6	36,430.46	Dec 19	18,909.60	Dec 26	19,894.10
Dec 12	22,364.46	Dec 20	44,641.60	Dec 29	1,076.87
Dec 13	26,039.46				

Balances only appear for days reflecting change.

ANALYSIS SERVICE CHARGE DETAIL

Account Analysis Activity for: November 2023

Account Number:	1-533-9512-1848	\$	0.00
Account Number:	1-533-5465-0423	\$	0.00
Account Number:	1-533-9505-8925	\$	0.00
Analysis Service Charge assessed to	1-533-9512-1848	\$	0.00



BLAINE COUNTY HOUSING AUTHORITY
PO BOX 4045
KETCHUM ID 83340-4001

Business Statement

Account Number:
1 533 9512 1848
Statement Period:
Dec 1, 2023
through
Dec 31, 2023
Page 4 of 6



ANALYSIS SERVICE CHARGE DETAIL (CONTINUED)

¹ Financial institutions are required by the State of Iowa to charge sales taxes on certain service charges related to checking accounts. Any assessed tax has been itemized on your statement.

Service Activity Detail for Account Number 1-533-9512-1848			
Service	Volume	Avg Unit Price	Total Charge
Depository Services			
Combined Transactions/Items	31		No Charge
Subtotal: Depository Services			0.00
Fee Based Service Charges for Account Number 1-533-9512-1848		\$	0.00



BLAINE COUNTY HOUSING AUTHORITY
PO BOX 4045
KETCHUM ID 83340-4001

Business Statement

Account Number:

1 533 9512 1848

Statement Period:

Dec 1, 2023

through

Dec 31, 2023

Page 5 of 6

IMAGES FOR YOUR SILVER BUSINESS CHECKING ACCOUNT

Member FDIC

Account Number 1-533-9512-1848

Account: 0 PLEASE POST THIS PAYMENT FOR OUR MUTUAL CUSTOMER \$325.00 372/1231

Please Direct Any Questions To
(800) 278-6302
OUR OPERATIONS DEPARTMENT

0000005159
November 27, 2023

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340-4001

MEMO: IN342933

US BANK NA
1184 CNY 47 3122 371 43212329.1 00051274

Pay THREE HUNDRED TWENTY FIVE AND 00/100 DOLLARS

TO THE ORDER OF SUN VALLEY HOME INSPECTIONS
PO BOX 1637
HAILEY, ID 83333-1637

\$ *****325.00

Void After 180 DAYS.
Signature On File
This check has been authorized
by your depositor

005159 123103729 153395121848*

5159 Dec 13 325.00

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES - SEE BACK FOR DETAILS

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7738
92-372-1231 12/14/2023

PAY TO THE ORDER OF BLAINE COUNTY CHARITABLE FUND, INC. \$ **891.03

Eight hundred ninety-one and 03/100 DOLLARS

BLAINE COUNTY CHARITABLE FUND, INC.
PO BOX 265
HAILEY, ID 83333

MEMO:

007738 123103729 153395121848*

7738 Dec 19 891.03

Account: BCHA PLEASE POST THIS PAYMENT FOR OUR MUTUAL CUSTOMER \$840.00 372/1231

Please Direct Any Questions To
(800) 278-6302
OUR OPERATIONS DEPARTMENT

0000005162
November 30, 2023

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340-4001

MEMO: Nov 3 to Nov 13

US BANK NA
1184 952 CNY 47 3122 371 43212329.1 00127494

Pay EIGHT HUNDRED FORTY AND 00/100 DOLLARS

TO THE ORDER OF ANN SANDEFER
PO BOX 6506
KETCHUM, ID 83340-6606

\$ *****840.00

Void After 180 DAYS.
Signature On File
This check has been authorized
by your depositor

005162 123103729 153395121848*

5162* Dec 01 840.00

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES - SEE BACK FOR DETAILS

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7739
92-372-1231 12/14/2023

PAY TO THE ORDER OF KETCHUM COMPUTERS \$ **11,777.40

Eleven thousand seven hundred seventy-seven and 40/100 DOLLARS

KETCHUM COMPUTERS
PO BOX 5186
KETCHUM, ID 83340

MEMO:

007739 123103729 153395121848*

7739 Dec 29 11,777.40

Account: 01 PLEASE POST THIS PAYMENT FOR OUR MUTUAL CUSTOMER \$23,400.00 372/1231

Please Direct Any Questions To
(800) 278-6302
OUR OPERATIONS DEPARTMENT

0000005164
December 13, 2023

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340-4001

MEMO: BCHA 01

US BANK NA
1184 952 CNY 47 3122 371 43212329.1 00125215

Pay TWENTY THREE THOUSAND FOUR HUNDRED AND 00/100 DOLLARS

TO THE ORDER OF HIGH COUNTY MOTEL
PO BOX 2911
TWIN FALLS, ID 83303-2911

\$ *****23,400.00

Void After 180 DAYS.
Signature On File
This check has been authorized
by your depositor

005164 123103729 153395121848*

5164* Dec 12 23,400.00

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES - SEE BACK FOR DETAILS

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7740
92-372-1231 12/14/2023

PAY TO THE ORDER OF KETCHUM COMPUTERS \$ **3,115.50

Three thousand one hundred fifteen and 50/100 DOLLARS

KETCHUM COMPUTERS
PO Box 5186
KETCHUM, ID 83340

MEMO:

007740 123103729 153395121848*

7740 Dec 19 3,115.50

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES - SEE BACK FOR DETAILS

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7737
92-372-1231 12/14/2023

PAY TO THE ORDER OF Ann Sandefer \$ **840.00

Eight hundred forty and 00/100 DOLLARS

Ann Sandefer
PO Box 6506
Ketchum, ID 83340

MEMO:

007737 123103729 153395121848*

7737* Dec 15 840.00

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES - SEE BACK FOR DETAILS

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7741
92-372-1231 12/14/2023

PAY TO THE ORDER OF Lawson & Laski, PLLC \$ **7,038.83

Seven thousand thirty-nine and 83/100 DOLLARS

Lawson & Laski, PLLC
PO Box 3310
Ketchum, ID 83340

MEMO:

007741 123103729 153395121848*

7741 Dec 29 7,039.83

* Gap in check sequence



BLAINE COUNTY HOUSING AUTHORITY
PO BOX 4045
KETCHUM ID 83340-4001

Business Statement

Account Number:
1 533 9512 1848
Statement Period:
Dec 1, 2023
through
Dec 31, 2023

Page 6 of 6



(CONTINUED)

Account Number 1-533-9512-1848

IMAGES FOR YOUR SILVER BUSINESS CHECKING ACCOUNT

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES. SEE BACK FOR DETAILS.

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7742

92-372-1231 12/14/2023

PAY TO THE ORDER OF Caryl Barnes \$ **3,083.33

Three thousand eighty-three and 33/100 DOLLARS

Caryl Barnes
8126 W State Street Suite 303
Boise, ID 83703

MEMO: AUTHORIZED SIGNATURE

#007742# 123103729 153395121848#

7742 Dec 19 3,083.33

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES. SEE BACK FOR DETAILS.

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7745

92-372-1231 12/20/2023

PAY TO THE ORDER OF High Country Motel \$ **23,400.00

Twenty-three thousand four hundred and 00/100 DOLLARS

High Country Motel

MEMO: AUTHORIZED SIGNATURE

#007745# 123103729 153395121848#

7745 Dec 26 23,400.00

THIS CHECK HAS A COLORED BACKGROUND AND CONTAINS MULTIPLE SECURITY FEATURES. SEE BACK FOR DETAILS.

BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID 83340
208-788-6102

US BANK 7744

92-372-1231 12/20/2023

PAY TO THE ORDER OF Ann Sandefer \$ **1,347.50

One thousand three hundred forty-seven and 50/100 DOLLARS

Ann Sandefer
PO Box 6806
Ketchum, ID 83340

MEMO: AUTHORIZED SIGNATURE

#007744# 123103729 153395121848#

7744* Dec 22 1,347.50

* Gap in check sequence

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BLAINE COUNTY HOUSING AUTHORITY

Balance Sheet Comparison

As of December 31, 2023

	TOTAL		
	AS OF DEC 31, 2023	AS OF DEC 31, 2022 (PY)	CHANGE
ASSETS			
Current Assets			
Bank Accounts			
Cash in Bank	4,085.47	0.00	4,085.47
BCHA - Operating Reserve 2478	342.33	340.38	1.95
Checking US BANK	888.38	39,032.43	-38,144.05
Petty Cash	0.00	0.00	0.00
Total Cash in Bank	5,316.18	39,372.81	-34,056.63
Restricted Cash	0.00	0.00	0.00
Capital Repl Reserve US Bank	1,850.00	5,850.00	-4,000.00
Restricted Cash-LGIP 3138	-14,962.38	-15,067.83	105.45
Restricted Cash - Capital	33,000.00	33,000.00	0.00
Restricted Cash-Earnings	0.00	0.00	0.00
Restricted-Comm Hsg Pres Fund	425.16	425.16	0.00
Restricted-Contingency Fund	25.00	25.00	0.00
Total Restricted Cash-LGIP 3138	18,487.78	18,382.33	105.45
Total Restricted Cash	20,337.78	24,232.33	-3,894.55
Total Bank Accounts	\$25,653.96	\$63,605.14	\$ -37,951.18
Accounts Receivable			
Fees Receivable	0.00	0.00	0.00
A/R - In-Lieu Fees			
Operating	0.00	0.00	0.00
Total A/R - In-Lieu Fees	0.00	0.00	0.00
Total Fees Receivable	0.00	0.00	0.00
Restricted Cash Receivable	0.00	0.00	0.00
Total Accounts Receivable	\$0.00	\$0.00	\$0.00
Other Current Assets			
Employee Advance	0.00	0.00	0.00
Prepaid Insurance	0.00	0.00	0.00
Receivable from Other	0.00	0.00	0.00
Receivable from Restricted Fund	0.00	0.00	0.00
Undeposited Funds	0.00	0.00	0.00
Total Other Current Assets	\$0.00	\$0.00	\$0.00
Total Current Assets	\$25,653.96	\$63,605.14	\$ -37,951.18

BLAINE COUNTY HOUSING AUTHORITY

Balance Sheet Comparison

As of December 31, 2023

	TOTAL		
	AS OF DEC 31, 2023	AS OF DEC 31, 2022 (PY)	CHANGE
Fixed Assets			
Accumulated Depr Lift Tower	-81,220.22	-81,220.22	0.00
Land Purchase	0.00	0.00	0.00
Office fixtures, furniture	0.00	0.00	0.00
Property Held for Development	0.00	0.00	0.00
Total Fixed Assets	\$ -81,220.22	\$ -81,220.22	\$0.00
Other Assets			
Earnest Money	0.00	0.00	0.00
Investment in Property/Housing	1,355,061.26	1,355,061.26	0.00
Rent - Deposit	0.00	0.00	0.00
Rent - Last Month	0.00	0.00	0.00
Total Other Assets	\$1,355,061.26	\$1,355,061.26	\$0.00
TOTAL ASSETS	\$1,299,495.00	\$1,337,446.18	\$ -37,951.18
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	0.00	23,030.79	-23,030.79
Total Accounts Payable	\$0.00	\$23,030.79	\$ -23,030.79
Other Current Liabilities			
Accrued Compensated Absences	63.05	63.05	0.00
Accrued Int. - City of Ketchum	0.00	0.00	0.00
Accrued Payroll Liabilities	269.37	437.52	-168.15
Accrued PR Liab SEP 2018 correc	0.00	0.00	0.00
Total Accrued Payroll Liabilities	269.37	437.52	-168.15
Deferred City Grants	0.00	0.00	0.00
Deferred County Support of BCHA	0.00	0.00	0.00
Deferred Housing In-Lieu Fees	0.00	0.00	0.00
Direct Deposit Liabilities	0.00	0.00	0.00
Herrera Lease Option	0.00	0.00	0.00
Loan From Blaine County	0.00	0.00	0.00
Note Payable-Ketchum	0.00	0.00	0.00
Restr Funds Payable to Op acct	0.00	0.00	0.00
Restricted Cash Payable	0.00	0.00	0.00
Security Deposit	1,150.00	1,150.00	0.00
US Bank Loan	0.00	0.00	0.00
Total Other Current Liabilities	\$1,482.42	\$1,650.57	\$ -168.15
Total Current Liabilities	\$1,482.42	\$24,681.36	\$ -23,198.94
Total Liabilities	\$1,482.42	\$24,681.36	\$ -23,198.94

BLAINE COUNTY HOUSING AUTHORITY

Balance Sheet Comparison

As of December 31, 2023

	TOTAL		
	AS OF DEC 31, 2023	AS OF DEC 31, 2022 (PY)	CHANGE
Equity			
Net Assets			
Restricted to Housing Costs	0.00	0.00	0.00
Unrestricted	0.00	0.00	0.00
Total Net Assets	0.00	0.00	0.00
Opening Bal Equity	155.82	155.82	0.00
Reserved Fund Balance	0.00	0.00	0.00
Retained Earnings	1,270,818.04	1,289,769.04	-18,951.00
Transfer Out	0.00	0.00	0.00
Unreserved Fund Balance	46,680.39	46,680.39	0.00
Net Income	-19,641.67	-23,840.43	4,198.76
Total Equity	\$1,298,012.58	\$1,312,764.82	\$ -14,752.24
TOTAL LIABILITIES AND EQUITY	\$1,299,495.00	\$1,337,446.18	\$ -37,951.18



BLAINE COUNTY HOUSING AUTHORITY

BOARD MEETING AGENDA MEMO

Meeting Date:

 Staff Member:

Agenda Item:

Recommended Motion:

I move to approve contract work with Glass Masters to build out partitions for our Merriweather office.

Reasons for Recommendation:

The office currently lacks partitions to reduce noise and provide adequate privacy. Staff advised the Board during lease-up that there would likely be build-out costs. As with rent, BCHA would split the costs with BCCF 40/60. The total cost for glasswork and installation is \$10,712.81, so BCHA's part would be \$4,285.12.

Financial Impact:

Glass work and installation	\$4,285.12
-----------------------------	------------

Attachments:

1. Glass Masters Quote



118 Lewis Street
P. O Box 4734
Ketchum, ID, 83340
P: 208.726.1420
F: 208.726.3301

Work Order

WO Number: WO-23-3041
Date: Sep 01, 2023
Project Manager: Amelia Madsen

Customer: BLAINE COUNTY HOUSING AUTHORITY
P.O. BOX 4045
KETCHUM, ID, 83340

Contact: EMILY/ TESLA CAMPELL
Phone: 788-6102

Job Name: 111 NORTH 1ST AVE

Site Address: 111 NORTH 1ST AVE
MAYWEATHER BUILDING
SUITE 2J
HAILEY, ID,

Description: MEASURE/DESIGN/INSTALL
-GLASS WALLS
-GLASS WINDOWS
FOR OFFICE SPACE
QUOTE INCLUDES: Installation & Tax

Qty	Description	Part#/ Size	Total Price	Tax
	3/8 Clear Glass Chrome finish	Right Office	\$4,675.84	T
1	3/8 Clear Glass Chrome	Left Office	\$5,406.40	T
			Subtotal:	\$10,082.24
			SALES TAX & CITY TAX@ 8.00%:	\$630.57
			Total:	\$10,712.81

This is a Work Order on Invoice to follow

Note:

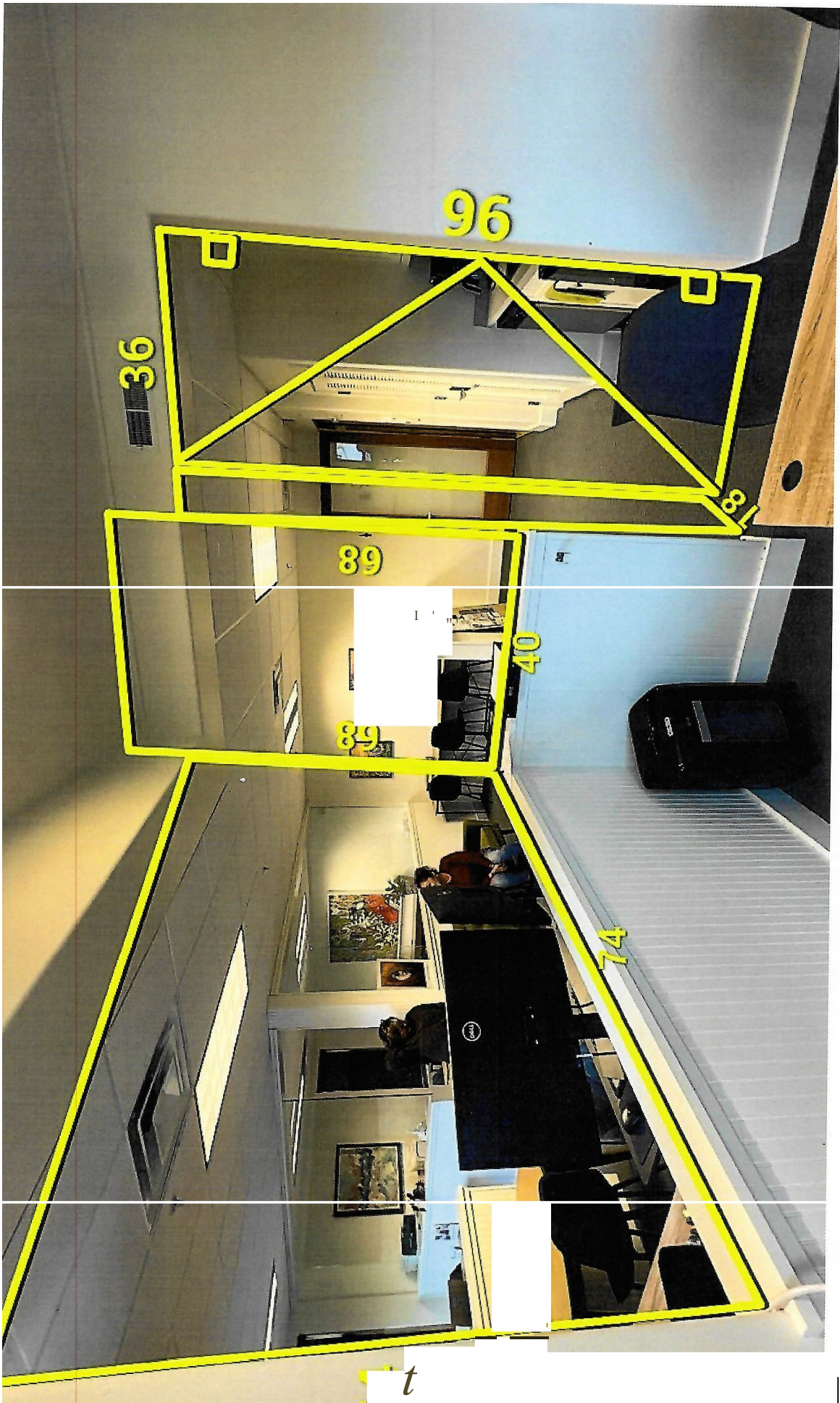
Customer Acceptance and Approval

Authorized Signature

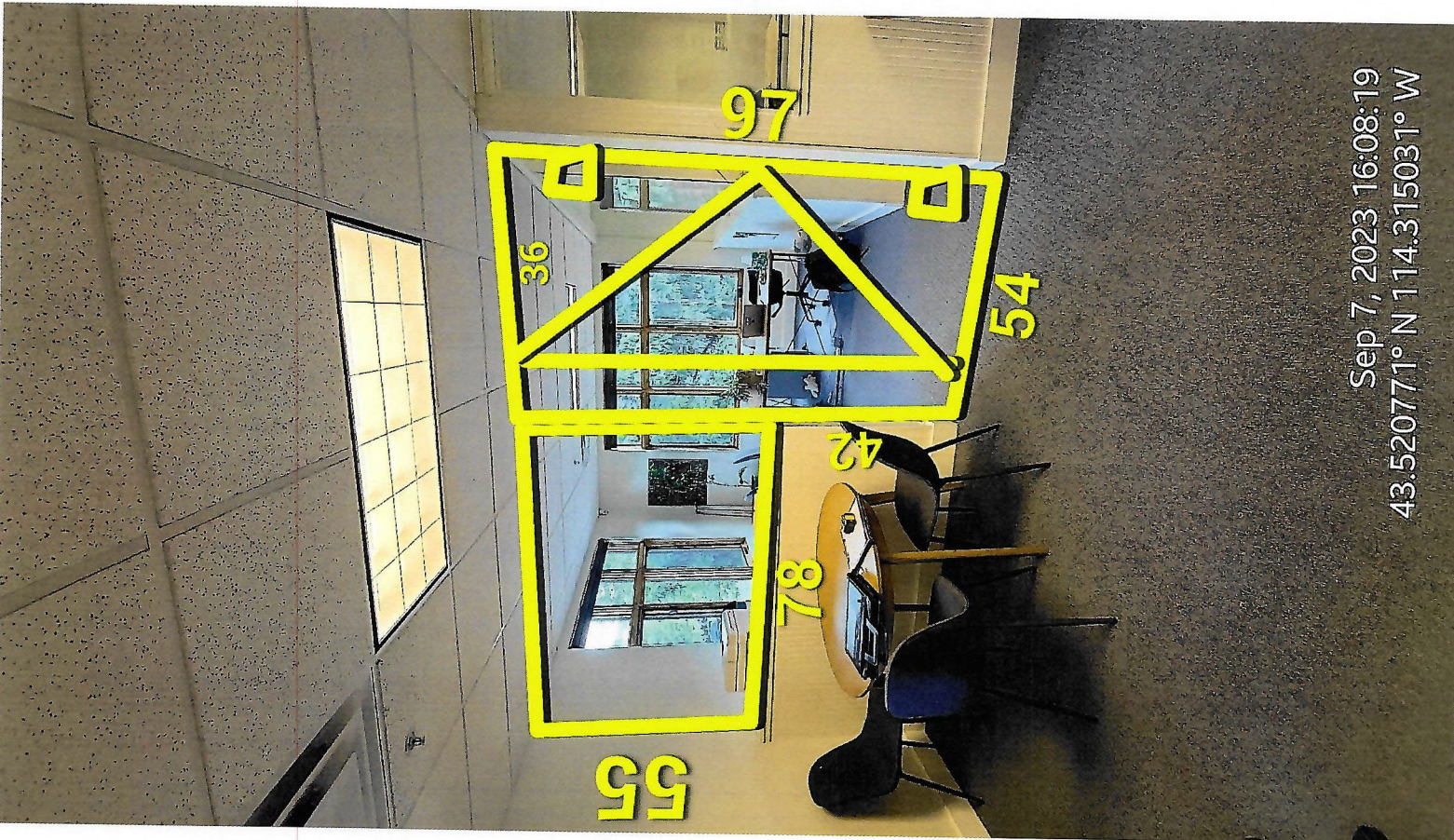
Date

Authorized Name

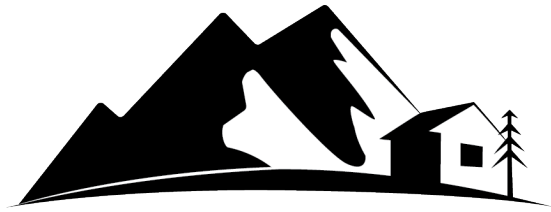
Please return this form via email to: Info@glassmasters.biz



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Sep 7, 2023 16:08:19
43.520771° N 114.315031° W



BLAINE COUNTY HOUSING AUTHORITY

BOARD MEETING AGENDA MEMO

Meeting Date: Staff Member:

Agenda Item:

Recommended Motion:

I move to approve contract with EPS to conduct an employee generation nexus study.

Reasons for Recommendation:

- The impacts of market rate development on community housing is controversial. Limited local, current data is a significant gap in community education and stakeholder decision making.
- Regional coordination around housing continues to be a challenge while also a top priority. Stakeholder engagement around this nexus study is a boundaried, narrow opportunity to further rapport, improve communication and collaboration.
- EPS has extensive experience in conducting employee generation nexus studies in mountain towns.

Policy Analysis and Background (non-consent items only):

GOAL 2: RECOMMEND + ADVOCATE FOR POLICY THAT PROMOTES HOUSING

OBJECTIVE 1. RECOMMEND POLICIES TO PROMOTE HOUSING AT THE LOCAL LEVEL

OBJECTIVE 2: SERVE AS A SIGNLE SOURCE OF HOUSING DATA, HOUSING NEEDS, HOUSING LISTS TO SUPPORT DATA-DRIVEN DECISION MAKING, ACTION AND INVESTMENTS

GOAL 4: INFORM, ENGAGE, COLLABORATE

OBJECTIVE 5. SERVE AS THE HUB FOR REGIONAL HOUSING DATA

New residential and commercial developments sometimes create jobs, then exacerbate the need for local community housing— three relevant studies demonstrate this precedence: the 2002 Blaine County Residential Job Generation Study, the 2023 Land Use and Employee Generation Study for Teton County Idaho, and the Affordable Housing Nexus Study completed by the Town of Jackson and Teton County, Wyoming.

The nexus between development, employee generation, and housing has not been studied in Blaine County for 21 years, since 2002. Now, the Blaine County Housing Foundation (BCHF)—the fiscal sponsor of the Blaine County Housing Authority (BCHA) — received \$25,800 in funding from Spur Community Fund to clarify the nexus and use the data to advise planning and zoning efforts, build consensus across jurisdictions, and educate the community and stakeholders so that there's better understanding of – and support for – policy, zoning, and program changes.

While many community housing solutions require funding to develop, buy-down, or subsidize units, planning and zoning laws and policies can efficiently and inexpensively increase local supply. The BCHA and WRLT will leverage the nexus study findings to advise beneficial planning and zoning efforts, regional coordination and community education.

After BCHA’s budget development and approval, stakeholder feedback emphasized the need to increase housing-related education efforts and data-informed decision-making of local governments. Due to the timing and receipt of an updated, more cost-effective quote, BCHA did not adequately budget for this effort this fiscal year. In the meantime, two jurisdictions are beginning updating their comprehensive plans: BCHA and WRLT aim to complete this study in advance of those efforts’ initial analysis and community engagement. This study will inform the scope of WRLT’s investment in housing solutions. Seeking letters of support for this grant already catalyzed informative dialogue with local governments and presents a clear engagement timeline.

As the recipient of the Spur Community Foundation grant grant, the Blaine County Housing Foundation will fiscally support the BCHA to lead the study contract and community engagement— under the guidance of Carissa Connelly, Housing Director of Ketchum and acting Executive Director of Blaine County Housing Authority. As a primary project partner, The Wood River Land Trust (WRLT), is keen to better understand the dynamics between development trends, community housing needs, and quality of life in the Wood River Valley.

Staff believe that - with current staffing considerations – Housing Director will have adequate capacity to manage this contract. The contract is pending final, minor legal revisions.

Financial Impact:

None OR Adequate funds exist in account:	Spur grant received of \$25,800. WRLT committed \$2,500. BCHA’s remaining responsibility is \$2,500. There are adequate funds in the budget.
------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------

Attachments:

1. Resolution 2024-01
2. Agreement for Consulting Services
3. Grant Application
4. Blaine County’s 2002 study
5. Teton County, Idaho’s 2023 study

RESOLUTION 2024-01
BEFORE THE BOARD OF COMMISSIONERS
OF THE BLAINE COUNTY HOUSING AUTHORITY
BLAINE COUNTY, IDAHO

A RESOLUTION OF THE BLAINE COUNTY HOUSING AUTHORITY BOARD OF COMMISSIONERS
AUTHORIZING THE CONTRACT FOR SERVICES WITH ENVIRONMENTAL & PLANNING SYSTEMS INC.

WHEREAS, BCHA's 2022 Strategic Plan includes serving as a hub for regional housing data and recommending policies to promote community housing; and

WHEREAS, the BCHA administrative staff recognize a knowledge and data gap of the impact of market development on need for community housing; and

WHEREAS, Environmental & Planning Systems Inc. has extensive experience in generating nexus studies of employee generation in mountain communities; and

WHEREAS, two local governments are beginning the process of updating their comprehensive plans which would be better informed with adequate data; and

NOW, THEREFORE, be it resolved by the Board of Commissioners of the Blaine County Housing Authority, Blaine County, Idaho, as follows:

Section 1. The Blaine County Housing Authority Board of Commissioners approves execution of the Agreement for Consulting Services with EPS.

Section 2. The Blaine County Housing Authority Board of Commissioners authorizes the BCHA administrative staff to manage such contract and promote the report's findings.

[This space left intentionally blank]

DATED this ____ day of _____, 2024

ATTEST:

BLAINE COUNTY HOUSING AUTHORITY
BOARD OF COMMISSIONERS

Executive Director

Vice Chair

AGREEMENT FOR CONSULTING SERVICES

EPS # 231068

1. Parties

The parties to this Agreement are:

CLIENTS: Blaine County Housing Authority (BCHA)

CONSULTANT: Economic & Planning Systems Inc.

2. Scope of Service

CONSULTANT shall prepare an employee generation nexus study for CLIENT in conformance with the Scope of Services attached as **Attachment B**.

3. Budget

CONSULTANT shall be entitled to fees and expenses set forth in **Attachment B** provided that CONSULTANT shall complete its work for \$28,000 with a contingency of 10%, for a total authorization of \$30,800. CLIENT agrees that in the event of a delay or work stoppage of 90 days or more, EPS, in its sole discretion, may submit a revised budget to CLIENT for its approval and that the parties shall negotiate the terms of any such revised budget in good faith.

4. Payment

CONSULTANT shall be compensated in the manner indicated in **Attachment B**. Invoices are due and payable upon receipt. CONSULTANT may charge interest on the unpaid amount for invoices that are more than 30 days' delinquent.

5. Time for Performance

CONSULTANT shall commence work upon mutual approval of this agreement. Thereafter the work shall be completed as specified in **Attachment B** unless the time is extended by mutual agreement.

6. Standard Terms and Conditions

Attachment A is the Standard Terms and Conditions that are incorporated by reference as though set out in full.

7. Approved: Dated this 7th day of December, 2023.

The Economics of Land Use



Economic & Planning Systems, Inc.
1330 Broadway
Suite 450
Oakland, CA 94612
510 841 9190 tel

Oakland
Sacramento
Denver
Los Angeles

www.epsys.com

--Signature page follows--

Executed as of the day stated above.

Accepted:

Blaine County Housing Authority (BCHA)

Economic & Planning Systems Inc.
A California Corporation

Name, Title

Ashleigh Kanat, Principal

Signature

Attachment A

Standard Terms and Conditions for Consulting Services

1. Authority

Each party has full power and authority to enter into and perform this contract, and the person signing this contract on behalf of each has been properly authorized and empowered to enter into this contract. Each party further acknowledges that it has read this agreement, understands it, and agrees to be bound by it.

2. Independent Contractor

It is specifically understood and agreed that in the creation and performance of this Agreement, CONSULTANT is an independent contractor, and is not and shall not be construed to be an employee or agent of the CLIENT.

3. Insurance

CONSULTANT shall maintain the following insurance:

- 3.1. Workers Compensation as required by law.
- 3.2. General Liability insurance of \$2,000,000 each occurrence, \$4,000,000 general aggregate.
- 3.3. Auto Liability insurance of \$1,000,000, combined single limit for bodily injury and property damage, covering non-owned and hired autos only.
- 3.4. Errors and Omissions/Professional Services Liability insurance in the amount of \$2,000,000 per claim/aggregate.
- 3.5. Excess/Umbrella Liability insurance of \$1,000,000.

4. Personnel

CONSULTANT represents that it is an equal opportunity employer and has, or will secure at its expense, all personnel required in performing the services under this Agreement. All personnel engaged in the work shall be authorized or permitted under State and Local law to perform such services.

5. Interest of CONSULTANT

CONSULTANT covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement.

6. Publication, Reproduction, and Use of Material

CLIENT may publish, distribute, or otherwise use any data, information, reports, or other materials prepared under this Agreement by CONSULTANT (CONSULTANT Work Product), in whole or in part, for purposes of this project. This authority does not apply to any computer models or software used or developed as a result of this contract, unless a separate agreement is signed concerning the disposition of such materials. CLIENT acknowledges that CONSULTANT Work Product was prepared by CONSULTANT solely for contemporaneous use by CLIENT for this Project and that it is not intended for use at any other time, location, purpose or by any other party. Accordingly, CLIENT shall not, without the prior written consent of CONSULTANT (which CONSULTANT may withhold in its sole discretion), (i) use CONSULTANT Work Product for purposes unrelated to the Project, (ii) modify CONSULTANT Work Product, or (iii) disclose or distribute any CONSULTANT Work Product to any other person, firm, or entity. CONSULTANT shall be entitled to indemnification by CLIENT, pursuant to paragraph 13 hereof, if CLIENT breaches this provision, in addition to all other available remedies at law or in equity.

7. Confidentiality

Any reports, information, or data given to or prepared or assembled by CONSULTANT under this Agreement shall not be made available to any individual or organization by CONSULTANT without the prior written approval of the CLIENT. CONSULTANT is entitled to retain copies of all data, working papers, interim documents, memoranda, and reports produced under this Agreement. However, nothing contained herein shall prevent the disclosure of such information if compelled by legal process, and in the event thereof, only after notice to CLIENT.

8. Amendments to the Contract

No amendment to this Agreement shall be effective unless it is in writing and signed by duly authorized representatives of both parties.

9. Disputed Invoices

In the event that CLIENT disputes any item on an invoice, CLIENT shall notify CONSULTANT of this disputed item within five working days of receipt of the invoice. CLIENT will approve payment of items on an invoice that are not in dispute and CLIENT and CONSULTANT will proceed to negotiate or arbitrate the disputed items as specified elsewhere in this Agreement.

10. Audits and Inspections

On reasonable notice, CLIENT may inspect any books, records, or other materials that pertain directly to this Agreement.

11. Compensation for Testimony and Preparation Thereof

If any legal action is brought in connection with the Agreement, other than an action that is solely the result of the incompetence or malfeasance by CONSULTANT, by or against a third party, and CLIENT requests that CONSULTANT or a SUBCONSULTANT, (or if CONSULTANT or a SUBCONSULTANT is otherwise required) to testify, provide information, produce materials, or otherwise spend time on such action, then CLIENT shall pay CONSULTANT or SUBCONSULTANT for time expended at their standard rates then in effect, plus advance all related expenses and costs, including, but not limited to, reasonable attorneys' fees. Such compensation shall be in addition to the maximum charge for services defined in the Agreement.

12. Termination of Agreement

The CLIENT may, at its option, elect to cancel the contract at any time, by notice to CONSULTANT, on completion of any task described in the scope of services. In such event the CLIENT will pay to CONSULTANT the amount due by virtue of completion of the products therefore delivered. If such cancellation is not based on any claim of CONSULTANT default, such payment shall include any sums withheld pursuant to this Agreement. In addition, CONSULTANT shall be reimbursed (in addition to the payment) for that portion of the actual out-of-pocket costs not otherwise reimbursed under this Agreement previously incurred by CONSULTANT during the period of the Agreement, which are directly attributable to the incomplete portion of the services covered by this Agreement.

13. Indemnification/Limitation of Liability

- 13.1. CLIENT agrees to release, indemnify, hold harmless, and defend CONSULTANT and all of its partners, employees, agents, and representatives of all types from and against all claims, liability, loss, cost, damage, expense, or obligation, including, but not limited to reasonable attorneys' and experts' fees and costs, which any of them may hereafter incur, suffer, or be required to pay by reason of any actions in connection with this Agreement or the performance thereof except as to claims which are finally adjudicated or arbitrated to have resulted from the sole negligence or willful misconduct of CONSULTANT.
- 13.2. CLIENT agrees that CONSULTANT is not responsible for the identification of hazardous or toxic substances, waste or materials, or petroleum products and/or petroleum components or constituents and is not liable for any conditions that stem from contamination from hazardous or toxic substances, waste or materials, or petroleum products and/or petroleum components or constituents.

14. Nondiscrimination and Equal Opportunity

CONSULTANT and its SUBCONSULTANTS shall not unlawfully discriminate against any employee, applicant for employment, subcontractor, bidder for a subcontract, or participant in, recipient of, or applicant for any services or programs provided by CONSULTANT under this Agreement because of race, religion, color, national origin, ancestry, physical disability, medical condition, marital status, age (over 40), gender, or gender orientation. CONSULTANT shall comply with all applicable federal, state, and local laws, policies, rules, and requirements related to equal opportunity and nondiscrimination in employment, contracting, and the provision of any services that are the subject of this Agreement, including but not limited to the satisfaction of any positive obligations required of CONSULTANT thereby.

15. Standard of Performance

All work performed by CONSULTANT for CLIENT pursuant to this Agreement shall be performed by qualified persons and shall be performed in accordance with standards of performance generally applicable to the work in the community in which the work is performed.

As in all projects of this type, the estimated results are based on the continued competent and efficient management by CLIENT. In addition, the conclusions reached by CONSULTANT are based on the assumption that no significant changes in project conditions will occur beyond those expressly discussed in CONSULTANT Work Product. CONSULTANT shall be able to rely on information provided to it by the CLIENT, and CONSULTANT shall have no responsibility to audit or otherwise verify such information.

16. Force Majeure

Neither party shall be responsible for delays or failures in performance resulting from acts beyond the control of such party. Such acts shall include, but not be limited to, acts of God, strikes, lockouts, riots, acts of war, epidemics, governmental regulations superimposed after the fact, fire, power failures, earthquakes, or other disasters.

17. Arbitration and Attorneys' Fees

In the event of a dispute in any manner relating to or arising out of this Agreement, the parties shall meet, confer, and negotiate in good faith in an attempt to resolve the dispute. In the event the parties are unable to resolve the dispute themselves, the dispute shall be resolved through binding arbitration in Sacramento County, State of California, under the Construction Industry Arbitration Rules of the Judicial Arbitration and Mediation Services, Inc., (JAMS). In arbitrating any issue arising under this Agreement, the power and authority of the arbitrator shall include the power and authority to grant such equitable relief (including injunctive relief) as may be appropriate under the circumstances, in accordance with applicable law. The decision award of the arbitrator shall be

binding on the parties and shall be enforceable by judgment entered in a court having jurisdiction. In the event the arbitrator determines there is a prevailing party in the arbitration, the prevailing party shall recover from the losing party all costs of arbitration, including all fees of the arbitrator and all attorneys' fees reasonably incurred by the prevailing party. The arbitrator shall have authority to order such limited discovery as the arbitrator shall deem relevant and appropriate.

18. Governing Law

This contract will be governed by and construed in accordance with the laws of the State of California.

19. Notice

Notice given under the terms of this Agreement shall be in writing and shall be effective the day it is mailed, properly addressed, to the party to receive such notice. Notice delivered other than by mail shall be effective when received. Any change of address of either of the parties shall be effective on receipt of notice of such change by the opposite party.

Work Program

Land Use and Employee Generation Study Blaine County, Idaho

The Blaine County Housing Authority (BCHA) in partnership with the Wood River Land Trust, is seeking to understand and quantify the impacts that new commercial and residential development has on demand for affordable, workforce housing in the region through the preparation of an employee generation nexus study. This analysis will occur against the backdrop of the preparation of a Regional Vision for growth and change, which is underway. The Regional Vision addresses a range of important regional issues such as traffic, water quality, land use, and affordable housing. The goal of the employee generation study is to provide data to support informed discussions about land use decisions and their impacts on the need for affordable workforce housing.

The following work program outlines the technical and analytical tasks required to respond to this question but stops short of identifying mitigation program parameters. Rather, the information may be used to inform annexation and entitlement negotiations and discretionary decisions.

Note that this work program does not anticipate any targeted stakeholder outreach with members of the community or developers active in the region.

Tasks

Task 1: Project Initiation and Ongoing Project Management

(approx. budget: \$2,000)

This task includes an initial meeting to kick-off the study, introduce the team, and review the study objectives. EPS will review background materials prior to the kick-off meeting (housing needs study, etc.). During the meeting, we will finalize the scope, schedule, and timing of key deliverables, and begin a discussion about the study's data needs. We will aim to start establishing concurrence around key assumptions:

- Market-rate residential and nonresidential land use categories
- Household incomes of new market-rate, residential development
- Nonresidential employment density assumptions

Task 2: Residential Employee Generation

(approx. budget: \$13,000, includes purchase of IMPLAN data for Blaine County, ID)

This task is focused on quantifying the impact of new, market-rate residential development on the need for affordable, workforce housing in the County. Since home types and sale prices vary across the County, EPS will evaluate the employee generation impacts by distinct market area: Ketchum, Sun Valley, Hailey/Bellevue, and the rest of the County. For each market area, the following subtasks are involved:

- Identify market-rate residential development land use categories (e.g., single family detached, single family attached, multifamily)

- Resident spending and employee generation
- Employee households and income categories
- Summary of employee generation impacts

Task 3: Nonresidential Nexus Study

(approx. budget: \$8,000)

This task is focused on quantifying the impact of new, nonresidential development on the need for affordable, workforce housing in the County. The following subtasks are involved:

- Identify nonresidential land use categories
- Job density and employee generation
- Employee households and income categories
- Summary of employee generation impacts

Task 4: Summary PowerPoint and Presentation

(approx. budget: \$5,000)

EPS will summarize the results of the analysis into a PowerPoint format slide deck and present the study results at up to three (3) in-person public meetings during the course of one 3-day/2-night trip. Travel costs (current estimate of \$2,000) are included in the above referenced budget and include travel (round-trip flight from the Bay Area), accommodations, and meals.

Study Deliverables

- Draft and final versions of the Nexus Study. The Study will combine the results of Tasks 3 and 4. Following submittal of the Draft Nexus Study, EPS will incorporate one-round of consolidated comments from the client team and produce the Final Nexus Study.
- Draft and final versions of the PowerPoint presentation slide deck. Following submittal of the draft slide deck, EPS will incorporate one-round of consolidated comments from the client team and produce the final slide deck.

Budget and Schedule

- EPS anticipates that this work may begin in early 2024
- Study duration: approx. 3 mos.
- Approx. budget: \$28,000.
- Recommend contingency of 10%, for a total authorization of \$30,800.

Employee Generation and Housing Nexus Study

Standard Grant Application 2023 Fall Cycle

The Blaine County Housing Foundation

Nathan Harvill
111 N 1st Ave STE 2J
Hailey, ID 83333

cconnelly@ketchumidaho.org
O: 208-788-6102

Carissa Connelly

191 5th St W
Ketchum, ID 83340

cconnelly@ketchumidaho.org
O: 208-727-5088

Application Form

Organization Information

Year Organization Was Incorporated*

Please click on the blue "Copy GuideStar Profile" Button at the top of the page to copy answers from the GuideStar Profile.

2018

Organization's Mission Statement*

Please click on the blue "Copy GuideStar Profile" Button at the top of the page to copy answers from the GuideStar Profile.

Blaine County Housing Foundation is organized for the purposes of planning, financing, preserving, supporting, and educating on the need for long-term affordable and workforce housing for workers and full-time residents of Blaine County.

SG: It was set up to enable the Blaine County Housing Authority to more easily pursue charitable gifts and grants.

Contact Information

Organization Primary Contact*

(President/CEO/Executive Director)

Mason Frederickson

Request Primary Contact*

(if different than the Organization Primary Contact)

Carissa Connelly

Request Details

Project Name*

Write a short phrase that describes your project, such as "Volunteer Recruitment Support" or "After School Literacy Program."

**You do not need to include the name of your organization as that information is already linked to the application.*

***If awarded a grant, the project name will be shared in press releases.*

Employee Generation and Housing Nexus Study

Organization's Total Annual Operating Expenses*

Total operating expenses for your current fiscal year. Please do not enter decimals.

2000

What is the total budget related to this request?*

For General Operating Support this number is typically the same as your projected organizational operating expenses.

\$37,400.00

Amount Requested*

\$25,800.00

Percent of Budget*

Divide the "Amount Requested" by the "total budget" entered in the previous question and round to the nearest whole number. Do not enter a "%" sign.

69

How much money have you already secured?*

\$11,600.00

Type of support requested*

Please choose one of the following options after reviewing the grant opportunity guidelines (if you are unsure which type of support to select, please reach out to Spur).

Program Support

Program Support Application Questions

Statement of Need*

In the context of our community, what is the problem you plan to address or the opportunity you are pursuing? Why is it important? Be succinct with your answer. Clarity and brevity are appreciated.

New residential and commercial developments sometimes create jobs, then exacerbate the need for local community housing— three relevant studies demonstrate this precedence: the 2002 Blaine County Residential Job Generation Study, the 2023 Land Use and Employee Generation Study for Teton County Idaho, and the Affordable Housing Nexus Study completed by the Town of Jackson and Teton County, Wyoming.

The nexus between development, employee generation, and housing has not been studied in Blaine County for 21 years, since 2002. Now, the Blaine County Housing Foundation (BCHF)—the fiscal sponsor of the Blaine County Housing Authority (BCHA) — seeks funding to clarify the nexus and use the data to advise planning and zoning efforts, build consensus across jurisdictions, and educate the community and stakeholders so that there's better understanding of – and support for – policy, zoning, and program changes.

While many community housing solutions require funding to develop, buy-down, or subsidize units, planning and zoning laws and policies can efficiently and inexpensively increase local supply. The BCHA and WRLT will leverage the nexus study findings to advise beneficial planning and zoning efforts, regional coordination and community education.

After BCHA's budget development and approval, stakeholder feedback emphasized the need to increase housing-related education efforts and data-informed decision-making of local governments. Due to the timing and receipt of an updated, more cost-effective quote, BCHA did not adequately budget for this effort this fiscal year. In the meantime, two jurisdictions are beginning updating their comprehensive plans: BCHA and WRLT aim to complete this study in advance of those efforts' initial analysis and community engagement. This study will inform the scope of WRLT's investment in housing solutions. Seeking letters of support for this grant already catalyzed informative dialogue with local governments and presents a clear engagement timeline.

As the recipient of the grant, the Blaine County Housing Foundation will fiscally support the BCHA to lead the study contract and community engagement— under the guidance of Carissa Connelly, Housing Director of Ketchum and acting Executive Director of Blaine County Housing Authority. As a primary project partner, The Wood River Land Trust (WRLT), is keen to better understand the dynamics between development trends, community housing needs, and quality of life in the Wood River Valley.

Description of activities*

Describe the proposed activities and how they will address the need or opportunity described above.

The Blaine County Housing Foundation and Authority will hire a consultant to complete the study and facilitate the project partners' community engagement. Within the next six months, the consultant will:

1. Plan the scope of work by reviewing background materials and existing conditions, establishing the study's objectives and deliverables, then finalizing a contractual agreement.
2. Study and quantify the impact of new, market-rate commercial and residential development on the need for—affordable, workforce— community housing units countywide and distinctly across the Ketchum, Sun Valley, Hailey, and Bellevue markets.
3. Synthesize the findings in a visual presentation, to be shared virtually and at in-person events.

Throughout the process of the study and afterwards, the Blaine County Housing Authority (BCHA) will engage project partners about the implementation of planning and zoning ordinances that create new mechanisms for incentivizing developers to build community housing units. Aside from the Planned Unit Development (PUD) mechanism that local governments countywide currently use, municipal governments may employ waivers and/or bonuses when a development applicant is willing to deed-restrict community housing units or as a requirement of annexation. Currently, the City of Ketchum is the only municipality with such an incentive: Ketchum's density bonus program is a voluntary program where – if a developer requests density above the zoned maximum in certain areas – they will be approved if they include a certain proportion of community housing units.

Lastly, the BCHA intends for this study and community engagement process to encourage and solidify the municipalities' participation in quarterly housing meetings. The study will offer partners another data point to track, while the adoption and implementation of community housing incentives will create success stories for them to report.

Target population served by these activities*

Please identify the primary beneficiaries of the proposed activities (select all that apply.)

All ages & stages

Vulnerable/Disadvantaged populations

Other Target Population Served (please describe)**Primary area of impact for the proposed activities***

Housing

Other Primary Category of Impact (please describe)**Timeline for carrying out the proposed activities (Start and End Date)***The dates entered will serve as the default start and end dates for the grant, if one is awarded.***Start Date (Program Support)***

12/01/2023

End Date (Program Support)*

05/01/2024

Itemized Project Budget (attach)*

*Please include confirmed and projected sources of income. *Please note, if awarded a grant your final report will ask for a proposed vs actual budget comparison. We highly recommend structuring your budget for this application in a way that is consistent with your accounting systems and how you will report on expenditures.*

SpurApplication_Budget.pdf

Partnerships or Collaborations

If you plan to partner or collaborate with other organizations, please list those organizations here and describe how you will work together. If not applicable, type N/A.

The WRLT will donate half of the monetary local match, dedicate forty hours of in-kind staff time, participate in guiding the study, and facilitate regional coordination. This project falls within the scope of their budding planning effort and new Planning Director, Cece Osborn. Carissa and Cece will meet regularly with the consultants to review and guide the study; ensure that research questions and analytical tools produce useful data; and plan for community engagement.

A wider ring of partners will be key to building consensus across sectors and areas of expertise. Local government staff and those with a focus on economic development, land use planning, and housing needs will be invited to review and advise the study methods, in part to ensure ownership and application of the findings. BCHA's contract for services with the City of Ketchum means that BCHA receives adequate support for staffing, content expertise, communications, IT, HR, and finance.

Partnerships or Collaborations - Letters of Support

Please attach letters of support, partnership agreements, MOUs, or other evidence of your partnerships. (Please combine into one document before uploading).

BCHA+WRLT_SupportLetters.pdf

Supporting Materials (Program Support, optional)

If you would like to provide additional information or materials beyond what has been requested, you may upload documents here. Please combine multiple documents into one file (e.g. brochures, studies, photos, testimonials,

etc.).

Please note that such information is supplemental only, and is not guaranteed to be reviewed by grants committee members.

One document maximum, 5MB file size max, only .pdf, .xlsx file formats accepted.

231068_RevisedWorkProgram_2023Oct19.pdf

Evaluation & Measurable Goals

How does your organization evaluate and track its impact?*

Thanks the Spur's grant in 2022, BCHA now has an updated strategic plan that is setup to easily track progress. BCHA's board will review progress at it's next annual meeting and publicize results.

This grant request falls within Goal 2 of the Strategic Plan: Recommend + Advocate for policy that promotes policy. Objectives 1 and 2 of Goal 2 include the following strategies: "Develop incentive-based land use policies that result in long term deed restricted affordable housing" and "Serve as the single source of housing data, housing needs, housing lists to support data-driven decision making, action and investments." It also falls under Goal 4: Inform, Engage + Collaborate, which includes the strategy to create a regional housing action plan that reflects and tracks priorities in the region. Identifying and tracking key data is identified below as goal 2 for this grant. Receiving this grant furthers these efforts.

Measurable Goals

Please enter 1-3 specific outcomes by which you will measure the success of your work during the grant period.

Information is requested as:

- *1-line description of the outcome you hope to achieve (What's your goal? What is the change intended by the proposed activities or priorities?)*
- *1-line description of the indicator you will use to determine if you achieved your outcome (What would indicate to you that you have achieved your goal?)*
- *The target value*
- *The type of target (count, percentage, or dollars)*
- *Unit of measure that you define (such as people, students, meals, books, acres, satisfaction rating, etc.)*

If funding is awarded, you will be asked to report on these outcomes at the end of the grant period. Contact Spur if you have any questions about how to develop well-defined outcomes.

Program Support Example 1:

- Outcome sentence: to provide more individualized support and instruction leading to improved reading and writing skills
- Indicator sentence: 70% of participating students will show improvement in reading test scores
- Target value: 70

- Type of target: %
- Units of measure: students

Program Support Example 2:

- Outcome sentence: to create a more inclusive park experience for visitors
- Indicator sentence: 3000 people will visit the park this year
- Target value: 3000
- Type of target: #
- Units of measure: people
- Comment: Currently we average 1800 visitors per year

Capacity-Building Example:

- Outcome sentence: To better manage our donor relations so current donors feel appreciated
- Indicator sentence: We will increase our donor retention rate by 10%
- Target value: 10
- Type of target: %
- Units of measure: donors

General Support Example (*for general support, outcomes should be tied to your strategic or annual plan*):

- Outcome sentence: Our board members recognize the importance of building a culture of philanthropy.
- Indicator sentence: 100% of our board members make a financial contribution to the organization this fiscal year
- Target value: 100
- Type of target: #
- Units of measure: Board members

*In some cases, the outcome sentence may be the same for each measurable goal but the indicator must be different.

Goal One - Outcome Description*

Please provide a one-sentence description of the outcome you hope to achieve.

To advise planning and zoning ordinances, negotiations, and decisions.

Goal One - Indicator Description*

Please provide a one-sentence description of the indicator you will use to determine if you have achieved your goal.

Based on the study findings, the cities and county adopt policy mechanisms that incentivize development applicants to build long-term or permanent community housing units.

Goal One - Target Value*

5

Goal One - Target Type*

Select the type of target results. # for impact in quantity, % for impact in percentage, or \$ in resources

#

Goal One - Units*

What are the measurable units related to goal #1? (E.g. people, meals, pets, acres)

Jurisdictions with new or updated planning and zoning code ordinances

Goal One - Comments (optional)

Please provide additional information we may need to better understand this metric. I.e. if you used a percentage increase or decrease, please include relevant baseline numbers.

BCHA or project partners will provide City Staff with the expertise needed to draft effective ordinances and/or propose ordinances through the entitlement process.

Goal Two: Outcome Description

Please provide a one-sentence description of the outcome you hope to achieve.

To build consensus between community partners on the impact of commercial and residential development on needed community housing units in Blaine County.

Goal Two - Indicator Description

Please provide a one-sentence description of the indicator you will use to determine if you have achieved your goal.

All jurisdictions track and report market development impacts on community housing needs with BCHA at quarterly meetings.

Goal Two - Target Value

20

Goal Two - Target Type

Select the type of target results. # for impact in quantity, % for impact in percentage, or \$ in resources

#

Goal Two - Units

What are the measurable units related to goal #1? (E.g. people, meals, pets, acres)

reports

Goal Two - Comments (optional)

Please provide additional information we may need to better understand this metric. I.e. if you used a percentage increase or decrease, please include relevant baseline numbers.

The goal is to receive one written report from each of the five municipalities each quarter.

Goal Three - Outcome Description

Please provide a one-sentence description of the outcome you hope to achieve.

To inform public-facing education with data on the impact that new commercial and residential development has on the number of community housing units needed countywide.

Goal Three - Indicator Description

Please provide a one-sentence description of the indicator you will use to determine if you have achieved your goal.

With community partners, the BCHA will host 3 educational events that showcase the nexus study findings in the context of local housing needs assessments—in Bellevue, Hailey, and Ketchum/Sun Valley.

Goal Three - Target Value

3

Goal Three - Target Type

Select the type of target results. # for impact in quantity, % for impact in percentage, or \$ in resources

#

Goal Three - Units

What are the measurable units related to goal #1? (E.g. people, meals, pets, acres)

Events

Goal Three - Comments (optional)

Please provide additional information we may need to better understand this metric. I.e. if you used a percentage increase or decrease, please include relevant baseline numbers.

Events will be accompanied by a press release. Educating the general public and constituents of the municipalities may be key to the adoption of community housing incentives in municipal codes.

File Attachment Summary

Applicant File Uploads

- SpurApplication_Budget.pdf
- BCHA+WRLT_SupportLetters.pdf
- 231068_RevisedWorkProgram_2023Oct19.pdf

BLAINE COUNTY HOUSING FOUNDATION

EXPENSES

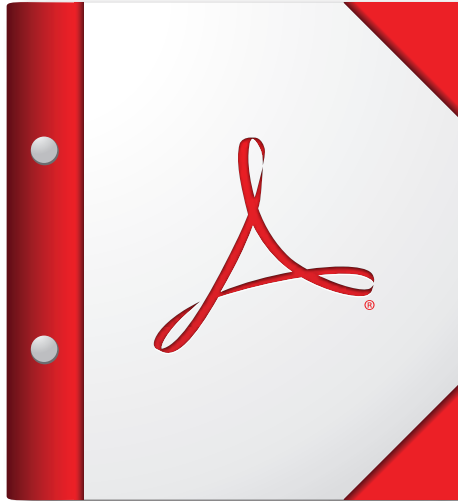
Staff time @ 80 hours	\$	6,600
Project initiation and ongoing Project Management	\$	2,200
Residential Employee Generation	\$	14,300
Nonresidential Nexus Study	\$	8,800
Powerpoint & Presentation	\$	5,500
TOTAL	\$	37,400

Per consultant recommendation, a 10% contingency has been integrat

REVENUE

BCHA fiscal contribution	\$	2,500
BCHA staff contribution - in kind	\$	3,300
WRLT contribution	\$	2,500
WRLT staff contribution - in kind	\$	3,300
TOTAL	\$	11,600

DIFFERENCE	\$	(25,800)
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Work Program

Land Use and Employee Generation Study Blaine County, Idaho

The Blaine County Housing Authority (BCHA) in partnership with the Wood River Land Trust, is seeking to understand and quantify the impacts that new commercial and residential development has on demand for affordable, workforce housing in the region through the preparation of an employee generation nexus study. This analysis will occur against the backdrop of the preparation of a Regional Vision for growth and change, which is underway. The Regional Vision addresses a range of important regional issues such as traffic, water quality, land use, and affordable housing. The goal of the employee generation study is to provide data to support informed discussions about land use decisions and their impacts on the need for affordable workforce housing.

The following work program outlines the technical and analytical tasks required to respond to this question but stops short of identifying mitigation program parameters. Rather, the information may be used to inform annexation and entitlement negotiations and discretionary decisions.

Note that this work program does not anticipate any targeted stakeholder outreach with members of the community or developers active in the region.

Tasks

Task 1: Project Initiation and Ongoing Project Management

(approx. budget: \$2,000)

This task includes an initial meeting to kick-off the study, introduce the team, and review the study objectives. EPS will review background materials prior to the kick-off meeting (housing needs study, etc.). During the meeting, we will finalize the scope, schedule, and timing of key deliverables, and begin a discussion about the study's data needs. We will aim to start establishing concurrence around key assumptions:

- Market-rate residential and nonresidential land use categories
- Household incomes of new market-rate, residential development
- Nonresidential employment density assumptions

Task 2: Residential Employee Generation

(approx. budget: \$13,000, includes purchase of IMPLAN data for Blaine County, ID)

This task is focused on quantifying the impact of new, market-rate residential development on the need for affordable, workforce housing in the County. Since home types and sale prices vary across the County, EPS will evaluate the employee generation impacts by distinct market area: Ketchum, Sun Valley, Hailey/Bellevue, and the rest of the County. For each market area, the following subtasks are involved:

- Identify market-rate residential development land use categories (e.g., single family detached, single family attached, multifamily)

- Resident spending and employee generation
- Employee households and income categories
- Summary of employee generation impacts

Task 3: Nonresidential Nexus Study

(approx. budget: \$8,000)

This task is focused on quantifying the impact of new, nonresidential development on the need for affordable, workforce housing in the County. The following subtasks are involved:

- Identify nonresidential land use categories
- Job density and employee generation
- Employee households and income categories
- Summary of employee generation impacts

Task 4: Summary PowerPoint and Presentation

(approx. budget: \$5,000)

EPS will summarize the results of the analysis into a PowerPoint format slide deck and present the study results at up to three (3) in-person public meetings during the course of one 3-day/2-night trip. Travel costs (current estimate of \$2,000) are included in the above referenced budget and include travel (round-trip flight from the Bay Area), accommodations, and meals.

Study Deliverables

- Draft and final versions of the Nexus Study. The Study will combine the results of Tasks 3 and 4. Following submittal of the Draft Nexus Study, EPS will incorporate one-round of consolidated comments from the client team and produce the Final Nexus Study.
- Draft and final versions of the PowerPoint presentation slide deck. Following submittal of the draft slide deck, EPS will incorporate one-round of consolidated comments from the client team and produce the final slide deck.

Budget and Schedule

- EPS anticipates that this work may begin in early 2024
- Study duration: approx. 3 mos.
- Approx. budget: \$28,000.
- Recommend contingency of 10%, for a total authorization of \$30,800.

Blaine County Residential Job Generation Study

March 2002

**Prepared by
The Housing Collaborative, LLC
Rees Consulting, Inc.**

INTRODUCTION

Purpose of the Study

This study provides quantitative estimates of the number of jobs associated with the on-going maintenance and operation of homes in Blaine County, Idaho. The residential employment generation rates are intended to help Blaine County determine the impacts on housing demand resulting from residential development and operations and how the impacts should be mitigated. The data can be used to support impact fees, residential linkage programs, inclusionary zoning, housing excise taxes or other programs that might be developed. Determining the impacts on affordable housing that need to be mitigated may vary by jurisdiction within the County. Factors that influence jurisdictional differences include the cost and availability of housing that exists, the number of units produced through other programs like commercial linkage, and public-sector housing efforts.

Organization of the Report

This report contains 8 sections:

1. Methodology / sample composition;
2. Residence usage levels;
3. Sources of workers for upkeep, maintenance and operations;
4. Workers hired directly by homeowners;
5. Use of property management firms;
6. Homeowners associations;
7. Total full-time equivalent employment; and
8. Conclusions and recommendations.

Use of the Report

This report is copyrighted by The Housing Collaborative, LLC. The entity that participated in this study was Blaine County. The Blaine County government has the right to:

- make copies for its unlimited use;
- excerpt information from the study for its reports, plans, ordinances, guidelines, codes or other forms of regulations; and,
- present the information to the general public through the provision of copies and through other media that may be used to display unaltered findings.

Discussion of the information contained herein is in no way restricted by this copyright. Persons or entities other than those specified above that may obtain copies of this report are prohibited from making additional copies or excerpting information from the report for their use without the written authorization of The Housing Collaborative, LLC.

METHODOLOGY / SAMPLE COMPOSITION

Residential job generation rates are largely based on information from primary research. Surveys of homeowners were conducted in Blaine County to estimate the number of jobs generated by residential use. County Assessor records were used to analyze the housing supply in each area of the County and to select addresses for distribution of the homeowner survey. Surveys were numbered to enable them to be linked to their corresponding Assessor's property data for quality control purposes. The homeowner survey covered property characteristics, usage patterns, and employee generation, including:

- Unit type;
- Square footage;
- Estimated market value of residence / quality of accommodations;
- Usage characteristics of the residence (number of weeks per year used as a second home, primary residence, rental property, business use, and/or vacant);
- Average number of workers employed by type of worker (including caretakers) and wages paid;
- Number of hours spent on the jobs by the workers employed; and,
- Dollar amounts paid to property management companies, caretakers, and other contract services that hire services on residents' behalf for maintenance, upkeep and operations. Estimates of number of hours spent by these services per unit were also collected.

Surveys were sent to a sample of 1,802 homeowners in Blaine County. The sample consisted of unduplicated owners of the following categories of units:

- 1) All units of 4,000+ square feet in size, excluding developments on commercial lots, including both properties owned by homeowners with a local mailing address (a proxy for local residents) and homeowners with an out-of-county mailing address (a rough proxy for second homeowners). This amounted to 773 unduplicated owners.
- 2) About one-half of the units between 3,000 – 3,999 square feet owned by locals and second homeowners. This amounted to 392 unduplicated owners.
- 3) A random sampling of units under 3,000 square feet, where one-half of the units were owned by locals and one-half by second homeowners. This amounted to 637 unduplicated owners.

It should be noted that this sampling scheme resulted in a disproportionately large sample of the County's bigger homes. However, this approach is consistent with the purpose of the survey, which is to understand employment levels associated with units of various sizes. Because very large units account for a small proportion of the County's total units, a deliberately large sample of these units was needed to ensure sufficient representation of larger units in the sample.

The total number of questionnaires completed was 513 out of 1,802 mailed, representing a better-than-average completion rate of 28 percent. Respondents who own more than one unit in Blaine County were asked to describe the characteristics and usage patterns of their unit with the largest square footage. The breakdown of responses by type, location, and size of residence is summarized in the next two tables.

Table 1
Type and Location of Residence

		Overall	Used as Primary Residence	Used as Second Home
WHAT TYPE OF PROPERTY DO YOU OWN IN BLAINE COUNTY	Single-family house	94%	96%	94%
	Duplex	1%	1%	1%
	Condo or townhome	3%	2%	3%
	Other	2%	1%	3%
TOTAL		100%	100%	100%
	n =	498	292	173
HOW WOULD YOU DESCRIBE YOUR PROPERTY	Economy	8%	7%	7%
	Average	45%	51%	34%
	Luxury	46%	42%	59%
TOTAL		100%	100%	100%
	n =	504	296	175
IS YOUR HOME A FORM OF A FRACTIONAL	Yes	1%		1%
	No	99%	100%	99%
TOTAL		100%	100%	100%
	n =	506	297	176
WHERE IN BLAINE COUNTY IS THIS PROPERTY LOCATED	Smiley Creek	2%	0%	6%
	Sun Valley	15%	13%	21%
	Ketchum	28%	24%	38%
	Triumph	1%	1%	
	Hailey	17%	19%	12%
	Bellevue	5%	7%	1%
	Gannett	1%	1%	1%
	Picabo	1%	1%	1%
	Carey	3%	4%	
	Other	26%	30%	21%
TOTAL		100%	100%	100%
	n =	502	297	172

Table 2
Finished Square Footage of Residence

		Overall	Used as Primary Residence	Used as Second Home
Approximate finished square footage of residence	500 thru 999	3%	2%	6%
	1,000 thru 1,499	6%	6%	4%
	1,500 thru 1,999	10%	8%	11%
	2,000 thru 2,499	11%	13%	6%
	2,500 thru 2,999	6%	6%	7%
	3,000 thru 3,499	12%	14%	10%
	3,500 thru 3,999	11%	10%	12%
	4,000 thru 4,499	13%	13%	13%
	4,500 thru 4,999	8%	10%	6%
	5,000 thru 5,499	5%	5%	6%
	5,500 thru 5,999	3%	4%	2%
	6,000 thru 6,499	4%	2%	6%
	6,500 thru 6,999	2%	2%	3%
	7,000 thru 7,499	2%	1%	3%
	8,000 thru 8,499	2%	1%	2%
	8,500 thru 8,999	0%		1%
	9,000 thru 9,499	1%	0%	1%
	9,500 thru 9,999	1%	1%	1%
TOTAL		100%	100%	100%
	Average	3585.0	3573.5	3813.4
	n =	513	298	176

Residence Usage Patterns

Table 3 illustrates the types of uses to which owners put their units, segmented by whether the respondent stated they use their residence as a primary or second home. Most responding owners use their home as their "primary residence" (60 percent), with 36 percent using it as a second home, 4 percent using it as a long-term rental to local residents, and 2 percent using it as a vacation rental. Not surprisingly, a majority of second homeowners (81 percent) report that their unit remains vacant for part of the year, where only 4 percent of primary residents state the same.

Table 3
Do you use your home for any of the following purposes?

		Overall	Used as Primary Residence	Used as Second Home
TYPE OF PROPERTY USAGE	PRIMARY RESIDENCE	60%	100%	
	SECOND HOME FOR OWNER	36%		100%
	VACATION RENTAL	2%	1%	5%
	LONG-TERM RENTAL TO LOCAL RESIDENT	4%		1%
	BUSINESS/CORPORATE FUNCTION	1%		1%
	VACANT - NOT USED	32%	4%	81%
TOTAL		134%	105%	188%
	n =	497	298	176

Table 4 summarizes the average number of weeks per year that homes are put to each type of use. Second homeowners stated that they occupy their homes an average of 16.1 weeks per year, use their home as a long-term rental for locals an average of 0.6 weeks per year, use their home as a vacation rental 0.5 weeks per year, and leave their homes vacant an average of 34.8 weeks per year.

Table 4
How Many Weeks is Your Home Used as the Following?

	Overall	Used as a Primary Residence	Used as a Second Home
Weeks used as primary residence	34.0	51.5	0.0
Weeks used as second home for owner	5.1	0.0	16.1
Weeks used as vacation rental	0.2	0.0	0.5
Weeks used as long-term rental to local resident	1.2	0.0	0.6
Weeks used for business/corporate functions	0	0	0
Weeks vacant / not used	11.4	0.5	34.8
Total Weeks	52.0	52.0	52.0
n=	451	298	144

Sources of Workers for Rental Arrangements, Upkeep, Maintenance and Operations

The table below summarizes responses to the question of who typically participates in the rental arrangements and of the property, as well as upkeep and operations of homeowners' property (including maintenance and cleaning).

Regarding rental arrangements, 20 percent of respondents indicate that their property is rented (including 29 percent of owners with a local address and 17 percent of owners with an out-of-county address). Among the 20 percent who rent their unit, approximately 10 percent handle rental arrangements themselves, 5 percent use a property management company, 3 percent hire workers directly and 1 percent use on-site caretakers or employees.

Regarding maintenance and cleaning, approximately 53 percent of respondents indicate that they or their family do the work themselves. An additional 50 percent hire workers directly, 13 percent use a property management company, 9 percent use a homeowners association, 7 percent use on-site caretakers or employees, and 3 percent use other methods. Local residents are more likely to do maintenance and cleaning themselves (62 percent) than out-of-county residents (43 percent) and are also somewhat more likely to hire workers themselves. Conversely, out-of-county residents are much more likely to use a property management company (24 percent) than locals (3 percent) and are also more likely than locals to use an on-site caretaker.

Table 5
Who Typically Takes Care of Rental Arrangements For Your Property?
Who Typically Participates in the Upkeep and Maintenance of Your Property?

		Overall	Used as Primary Residence	Used as Second Home
WHO TAKES CARE OF RENTAL ARRANGEMENTS FOR YOUR PROPERTY	No one - it is not rented	80%	82%	90%
	Myself/family members personally	10%		3%
	Myself/family members hire workers directly	3%	9%	1%
	On-site caretaker/employees	1%		1%
	Property management company	5%	9%	4%
	Others	0%		1%
TOTAL		100%	100%	100%
	n =	203	11	164
Who typically participates in the maintenance & cleaning of your property?	Myself/family members personally	53%	62%	43%
	Myself/family members hire workers directly	50%	53%	50%
	On-site caretaker/employees	7%	5%	10%
	Property management company	13%	3%	24%
	Homeowners association	9%	12%	7%
	Others	3%	1%	4%
TOTAL		135%	134%	138%
	n =	317	154	136

Types of Workers Hired Directly by Homeowners

As reported in the table above, 50 percent of the total respondents hire workers directly to maintain their property. As shown in Table 6, below, 85 percent hire workers for gardening/exterior maintenance/snow removal, 72 percent hire housekeepers, and 9 percent hire their own caretaker/concierge/butler. Additionally, 5 percent hire for child care/nanny and 2 percent each employ kitchen help/chef and personal trainer/administrative assistant.

Table 6
Do You Employ the Following Types of Workers at Your Residence?

		Overall	Used as Primary Residence	Used as Second Home
Do you employ the following types of workers at your residence?	GARDNERS/EXTERIOR MAINTENANCE/SNOW REMOVAL	85%	83%	88%
	HOUSEKEEPERS	72%	77%	67%
	KITCHEN HELP/CHEF	2%	3%	2%
	A CHILD CARE PROVIDER/NANNY	5%	8%	1%
	A CARETAKER/CONCIERGE/BUTLER	9%	4%	14%
	A PERSONAL TRAINER/ADMINISTRATIVE ASSISTANT	2%	2%	2%
	ANY OTHER EMPLOYEES	4%	4%	3%
TOTAL		178%	181%	176%
	n =	281	156	115

Use of Property Management Firms

As noted previously (Table 5), 13 percent of respondents indicated that they use property management firms for purposes of cleaning and maintenance. As indicated in Table 7, below, respondents pay property management firms an average of \$10,500 per unit annually for their services. Of those respondents that were able to estimate the annual number of hours spent by property management companies at their home, the average estimated hours spent was 450.5 hours.

It is worth noting that the sample size for these questions is rather small: a total of 35 overall (27 second homeowners and 4 primary residents). The particularly large in-county yearly cost average is attributed primarily to one owner that procures over \$90,000 and 3,700 hours per year in services. By not incorporating this record in the total responses, the average amount spent by all owners decreases to \$7,867 per year and 180 hours. The median cost changes only slightly, from \$4,500 per year to \$4,250.

Table 7
Use of Property Management Companies

		Overall	Used as Primary Residence	Used as Second Home
IF YOU OBTAIN SERVICES THROUGH PROPERTY MANAGEMENT COMPANIES, HOW MUCH IS SPENT EACH YEAR ON THESE SERVICES	\$1-500/per year	6%		7%
	\$501-1,000/per year	6%		4%
	\$1,001-2,000/per year	23%		22%
	\$2,001-3,000/per year	9%	25%	4%
	\$3,001-5,000/per year	14%	25%	15%
	\$5,001-10,000/per year	26%		33%
	More than \$10,000/per year	17%	50%	15%
TOTAL		100%	100%	100%
Average		\$10,500	\$39,125	\$7,570
Median		\$4,500	\$27,000	\$5,000
n =		35	4	27
APPROXIMATE NUMBER OF HOURS THESE SERVICE PROVIDERS SPEND ON YOUR HOME EACH YEAR	less than 25 hours per year	23%		25%
	76 to 100	15%		17%
	101 to 150	15%		17%
	151 to 200	8%		8%
	more than 200 hours per year	38%	100%	33%
TOTAL		100%	100%	100%
Average		450.5	3700.0	179.7
n =		13	1	12

Homeowners Associations

As noted previously (Table 5), 9 percent of respondents indicated that homeowners associations participate in cleaning and maintenance of their properties. As indicated in Table 8, respondents pay an average of \$2,158 per unit annually for their services. A significant proportion of respondents indicated that their HOA does not have an on-site caretaker (85 percent). The sample size for this set of questions is also small, though there is fair continuity between responses.

Table 8
Homeowners Associations Data

		Overall	Used as Primary Residence	Used as Second Home
WHAT ARE YOUR ANNUAL HOMEOWNER ASSOCIATION DUES	\$1-250/per year	4%		13%
	\$251-500/per year	20%	31%	
	\$501-1,000/per year	20%	19%	13%
	\$1,001-2,000/per year	24%	31%	13%
	\$2,001-3,000/per year	4%		13%
	More than \$3,000/per year	28%	19%	50%
TOTAL		100%	100%	100%
Average		\$2,158	\$1,695	\$3,261
Median		\$1,500	\$1,227	\$2,800
n =		25	16	8
DOES YOUR HOMEOWNERS ASSOCIATION HAVE AN ON-SITE CARETAKER	Yes	15%	13%	22%
	No	85%	88%	78%
TOTAL		100%	100%	100%
n =		26	16	9

Total Full Time Equivalent Employment (FTE)

Full time equivalent (FTE) employment was calculated from three sources, including:

- *Direct employment of workers by the homeowner:* Employment was calculated based on reported hours worked by these employees, extrapolated to an annual total.
- *Employment generated by homeowner payments to property management firms:* Employment was calculated based on annual payments to property management firms, assuming that 60 percent of these payments were used for labor at an average labor cost of \$11.60 per hour (per the Idaho Department of Labor).
- *Employment generated by homeowner association dues:* Employment was calculated based on annual payments to homeowner associations, assuming that 60 percent of these payments were used for labor at an average labor cost of \$11.60 per hour (per the Idaho Department of Labor).

Note that the jobs calculations do not include workers for reservations and bookings of properties that are rented. Reservations and front desk employment, which are typically handled off-site away from the unit, would be covered under commercial job generation. Also, all jobs calculations do not include hours worked by the homeowner him/herself on the property.

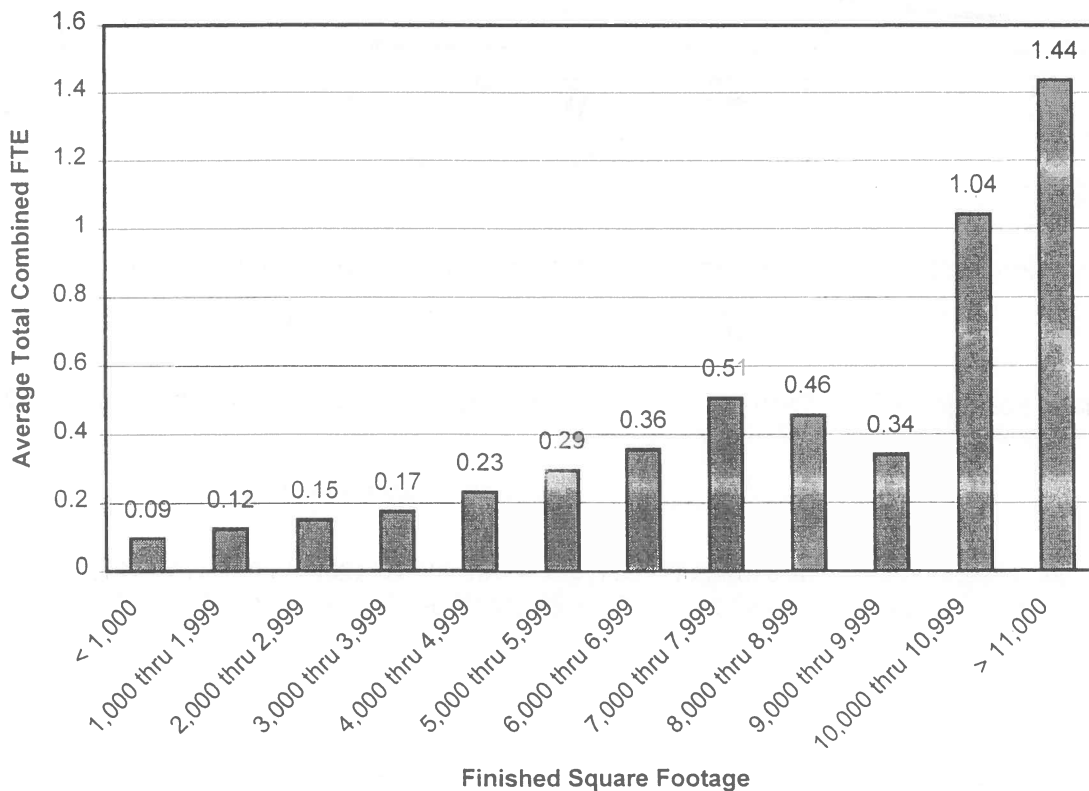
FTE by Size of Residence

Over the past few years, Rees Consulting, Inc. and RRC Associates, both members of the Housing Collaborative, LLC, have collected over 6,400 responses on homeowner surveys in the following mountain resort communities:

- Eagle County, Co.;
- Teton County, Wy.;
- Gunnison County, Co.;
- Breckenridge/Upper Blue, Co.;
- San Miguel County, Co.; and
- Blaine County, Id.

By graphing the data from the Homeowners Surveys in these communities, we see that FTE clearly varies by size of residence. Figure 1, below, shows that FTE generally increases with unit size.

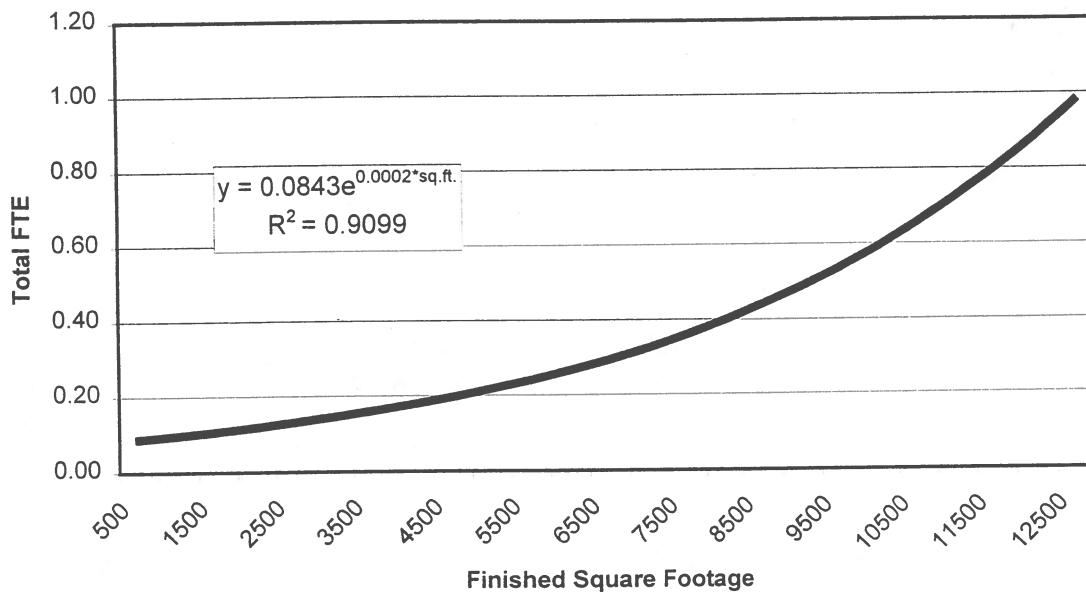
Figure 1
Total Full Time Equivalent (FTE) Employment
Per Unit Per Year By Size of Residence



The variable average FTE values for residences over 8,000 square feet in size may be attributed in part to the fact that there is limited data in the database on residences this size (only 2.9 percent of all records are for residences exceeding 8,000 square feet). However, by using a fixed non-linear regression analysis to measure the relationship between total combined

FTE and square footage, a significant exponential relationship between total combined FTE and square footage was revealed. This formula can be used to estimate FTE for property square footages beyond and in addition to those specifically represented in the database.

Figure 2
Exponential Relation: Full Time Equivalent (FTE) Employment
Per Unit Per Year By Size of Residence



As shown above, the resulting exponential function relating square footage to FTE is:

$$\text{Total Combined FTE} = 0.0843e^{(.0002)(\text{Square Footage})}$$

This same exercise was performed for the 513 responses from Blaine County, resulting in a slightly different exponential equation:

$$\text{Total Combined FTE} = 0.1072e^{(.0002)(\text{Square Footage})}$$

The following table shows the average FTE generated by residences in the corresponding square-footage categories, based on the formulas for both Blaine County and the merged database:

Table 9
Residential Employee Generation Rates by Home Size

Size of Residential Unit (Square Feet)	Blaine County FTE Employees	Merged Database FTE Employees
< 1,000 s.f.	0.12	0.09
1,000 – 1,999	0.14	0.11
2,000 – 2,999	0.18	0.14
3,000 – 3,999	0.22	0.17
4,000 – 4,999	0.26	0.21
5,000 – 5,999	0.32	0.25
6,000 – 6,999	0.39	0.31
7,000 – 7,999	0.48	0.38
8,000 – 8,999	0.59	0.46
9,000 – 9,999	0.72	0.56
10,000 – 10,999	0.88	0.69

The above table shows that residences in Blaine County tend to generate slightly higher FTE for each category than represented by the composite of the six communities. While these differences should be recognized, it is also important to acknowledge the somewhat larger sample size evaluated in the merged database than for Blaine County alone.

A closer look at the data for Blaine County also reveals that, on average, primary resident owners generate more employees than second homeowners. While the overall combined FTE generation indicates that primary residents generate twice as many FTE employees as second homeowners (0.4 FTE versus 0.2 FTE, respectively), a more realistic difference is represented by the resident generated FTE (0.4 FTE versus 0.3 FTE). This is mainly because of the small sample size reported for the property management and homeowners association generated FTE. However, given that primary resident owners occupy their residences year-round, higher FTE generation is generally expected.

Table 9
Residential Employee Generation on Average by
Owner Use of Residence

		Overall	Used as Primary Residence	Used as Second Home
Total adjusted resident generated FTE	Average	.3	.4	.3
	n =	115	69	46
Property Management Co., Caretakers, and other Contract Service generated FTE	Average	.2	.7	.2
	n =	26	2	21
Homeowners Association generated FTE	Average	.1	.0	.1
	n =	24	16	8
TOTAL COMBINED FTE	Average	.3	.4	.2
	n =	150	78	69

CONCLUSIONS AND RECOMMENDATIONS

This report provides detailed information on FTE jobs directly generated by the ongoing operation, upkeep, and maintenance of residential units. Most importantly, it shows an exponential relationship exists between residential size and the number of employees they generate for property maintenance and operation, on average. Because the potential methods for addressing employee housing needs and mitigating other impacts associated with residential development varies by community, this study provides a level of detail that may be more exact than appropriate for many purposes. Although the data presented herein shows that job generation rates tend to vary by community, it is recommended that land use codes or other forms of regulations that may be enacted using this information be based on aggregate job generation rates to the extent possible, mainly because of the larger volume of data upon which conclusions are based.

The Economics of Land Use



Final Report

Land Use and Employee Generation Study

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Teton County, Idaho

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May 12, 2023

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1.0 INTRODUCTION AND EXECUTIVE SUMMARY

This Land Use and Employee Generation Study (Study) documents current links between the construction of new commercial and residential development, the employees generated or induced by the development, and those employees' need for housing

Study Objectives

The goal of the study is to provide Teton County, Idaho (County) with a technically robust study that accurately reflects the impact of new development on the need for affordable, workforce housing. The study uses primarily publicly available and trusted data sources, tailored by local input and conditions. This approach allows for a transparent process and straightforward updates in the future.

It is important to recognize that while this Study estimates the employment generation impacts of new development, it is not intended to explain all new job growth. Job growth may also occur if existing businesses increase staffing or the number of remote "work from anywhere" positions increases.

Context and Rationale

The County is interested in understanding and quantifying the impacts that new development has on demand for affordable, workforce housing in the region. The 2022 Housing Needs Analysis identified that in Teton County, Idaho, the number of jobs increased 5 percent each year since 2015, while the housing supply increased by just 2.1 percent each year during the same period of time.

During this time, home prices increased significantly. Based on an analysis of Multiple Listings Service (MLS) data, the median home price of recently constructed homes that sold between 2018 through 2022 was \$668,000. Looking only at the past two years (2021 and 2022), the median price of newly constructed homes increased by 37 percent to \$918,000. This study uses the data from the past two years rather than the past five years to more accurately reflect current trends.

This study aims to quantify the number of employee households that are generated by new development. It does not identify mitigation program parameters. Rather, the information may be used by the County to inform annexation and entitlement negotiations and other discretionary planning decisions.

In this study "Affordable" is defined to mean that a household spends no more than 30 percent of its income on housing. Affordable homes are deed-restricted and intended to serve households earning up to 120 percent MFI. For the purposes of this study, "workforce" housing is defined as housing that is affordable to working households earning between 120 percent Median Family Income (MFI) and 298 percent MFI. Households earning above 298 percent MFI can afford "market rate" housing in Teton County as determined by the median home price of recently constructed homes.

Summary of Employee Generation

This section presents a summary of the employee households generated by new or expanded commercial and residential development in the County, as calculated in this study. The summary results are shown in **Table 1** and **Table 2**. The methodology used to establish the number of employee households generated is summarized below and described in detail in the subsequent chapters.

For new or additional commercial development, the employee generation varies depending on the land use category.

- For every 1,000 square feet of new **office** development, 1.31 employee households are generated.
- For every 1,000 square feet of new **industrial** development, 0.58 employee households are generated.
- For every 1,000 square feet of new **retail, service, or restaurant** development, 1.04 employee households is generated.
- For every 1,000 square feet of new **lodging** development, 0.58 employee households are generated.
- For every 1,000 square feet of new **institutional** development, 1.31 employee households are generated.

Appendix A provides a list of the land use categories used in this study and aligns each category with the type of development experienced in the County to help define the types of uses that fall into each land use category.

Table 1 Summary of Commercial Employee Generation Results

Households Generated by New Commercial Development	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional
Total Employee Households per 10,000 sq.ft.	13.1	5.8	10.4	5.8	13.1
Total Employee Households per 1,000 sq.ft.	1.31	0.58	1.04	0.58	1.31
≤ 50% MFI (Very Low)	0.04	0.06	0.02	0.41	0.00
> 50% MFI, ≤ 80% MFI (Low)	0.75	0.09	0.96	0.12	0.29
> 80% MFI, ≤ 120% MFI (Moderate)	0.20	0.36	0.03	0.05	0.83
> 120% MFI, ≤ 298% MFI (Workforce)	0.30	0.07	0.03	0.00	0.18
> 298% MFI (Market Rate)	<u>0.02</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Employee Households	1.31	0.58	1.04	0.58	1.31

Sources: Economic & Planning Systems

For new or expanded residential development, the employee generation results also vary by land use type. This study evaluates multifamily, single family, or resort residential. Multifamily includes rental apartments and attached ownership products (townhomes,

condominiums); single family includes detached single family residences; resort residential includes development in a high-amenity subdivision. **Appendix A** provides additional definition.

- For each 100 units of market-rate **multifamily** development, about 19.9 employee households are generated.
- For each 100 units of market-rate **single family development**, about 27.2 employee households are generated.
- For each 100 units of market-rate **resort residential development**, 48.5 employee households are generated.

Table 2 Summary of Residential Employee Generation Results

Households Generated per 100 Units	Multifamily	Single Family	Resort Residential
Total Households Generated	19.9	27.2	48.5
Target Income Range			
≤ 50% MFI (Very Low)	0.4	0.5	1.0
> 50% MFI, ≤ 80% MFI (Low)	12.3	16.9	30.0
> 80% MFI, ≤ 120% MFI (Moderate)	3.4	4.6	8.6
> 120% MFI, ≤ 298% MFI (Workforce)	3.8	5.1	8.8
> 298% MFI (Workforce)	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>
Total	19.9	27.2	48.5

Source: Economic & Planning Systems

Summary of Methodology

The methodology for commercial and residential employee generation is based on the premise that new commercial or residential development generates or induces additional worker households.

Commercial Employee Generation Methodology

As summarized in **Figure 1**, new commercial development brings in new jobs across a range of wages, which requires workers to fill those jobs. Workers need housing. The wage determines what income level relative to Teton County's Median Family Income (MFI) the employee household falls into.

The jobs and wages generated by new commercial development are determined directly by the land use type. New Retail/Service/Restaurant, Office, or Lodging developments generate different numbers of jobs per square foot of development, and wage levels also vary by the type of industry and occupation typical in these building types.

The nexus analysis uses employment density assumptions informed by national standards, the 2021 Housing Needs Assessment survey data, the 2022 Town of Jackson and Teton County, WY Commercial and Residential Employee Generation and Affordable Housing Nexus

Study, and input from the Teton County Joint Housing Authority to estimate the relationships between new development and job generation. The steps taken in the analysis are summarized below. For a more detailed explanation of the process, refer to **Chapter 2 Commercial Employee and Household Generation**.

Analysis Steps

- **Jobs generated by NAICS** – The analysis uses a 10,000 square foot prototype for each commercial land use. Based on assumed employment density ratios, the number of jobs created by each land use prototype is calculated. Next, the land uses and jobs are assigned North American Industrial Classification System (NAICS) codes.
- **Jobs to employees (multiple job holder adjustment)** – An adjustment is made to acknowledge that many workers have more than one job (e.g., two or more part-time jobs or a full-time and a part-time job). So as not to overestimate the number of unique *employees* generated, the number of jobs is reduced using a factor of 1.12 jobs per employee.
- **Employees by NAICS to occupation and wages** – Using the average wage by NAICS category would not yield enough detail on the spectrum of wages generated by each land use type to accurately portray household formation and income characteristics. The range of wages and occupations generated by new development is better represented by the 21 Standard Occupational Classifications defined by the Bureau of Labor Statistics (BLS). The National Industry by Occupation Matrix published by the BLS provides the estimated distribution of occupations for each NAICS category (2-Digit NAICS). Where appropriate, more detailed industries (i.e., 3-digit) are used to provide more precise information. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Idaho to the average wage in that industry for Teton County.
- **Household formation** – Another adjustment is made to account for the fact that many households are occupied by more than one earner. The additional earner also earns wages, and thus increases household income. In Teton County, there are an average of 1.7 earners per household. In this analysis, the first earner earns the wage generated from the economic impact analysis and allocation to occupations. The “second” 0.7 earners make the average wage in the same industry and occupation as the first 1.0 primary earner.
- **Tabulation of households by Median Family Income (MFI) Range** – The last step involves identifying the number of households generated in each income range. **Table 3** lists the household income ranges for Teton County, ID. The analysis identifies all employee households generated regardless of household income.

Table 3 Teton County, Idaho Household Income Levels (2022)

Income Category	Definition	Maximum Income (3-Person Household)
Very Low	≤50% MFI	\$38,450
Low	51% to ≤80% MFI	\$61,500
Median¹	100% MFI	\$77,000
Moderate	81% MFI to ≤120% MFI	\$92,400
Workforce²	120% MFI to ≤298% MFI	\$229,700
Market Rate	>298% MFI	n/a

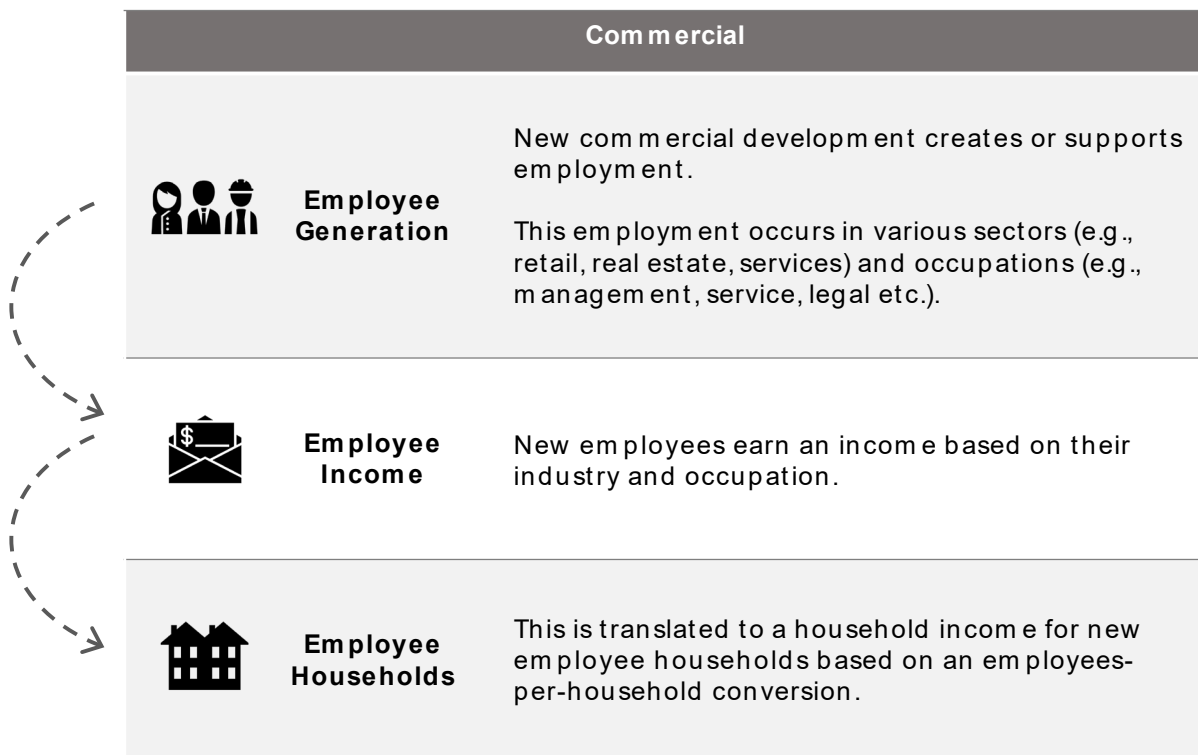
[1] The Median Family Income for a 3-person household is provided as a reference only.

Households earning the median income are included in the Moderate Income category.

[2] Based on data from MLS of Teton County home sales from 2021 and 2022. The 298 percent MFI was calculated using average home sale price of \$918,000 and a home price to income ratio of 4:1.

Sources: United States Department of Housing and Urban Development; Economic & Planning Systems

Figure 1 Commercial Employee Generation and Linkage Fee Methodology



Residential Employee Generation Methodology

For residential development, the same overall rationale holds except that the indirect impacts of household spending are used to determine the number of jobs. As summarized in **Figure 2**, new residential development houses residents with incomes that vary according to the price or rent of their home. These households spend disposable income on things such as retail purchases, eating out, and repair and maintenance services. This new household spending generates new jobs in the affected industries at various wages. For many workers, depending on wage and income levels, there will be a gap between what they can afford and the cost of housing.

The nexus analysis uses an economic impact model, Impact Analysis for Planning (IMPLAN), which estimates the relationships between new residential development and job generation. IMPLAN is widely used by state and federal agencies, academic researchers, and local economic development organizations to evaluate the economic impacts of proposed policies, new industries, and land use changes.

The steps taken in the analysis are summarized below. For a more detailed explanation of the process, please refer to **Chapter 3 Residential Employee and Household Generation**.

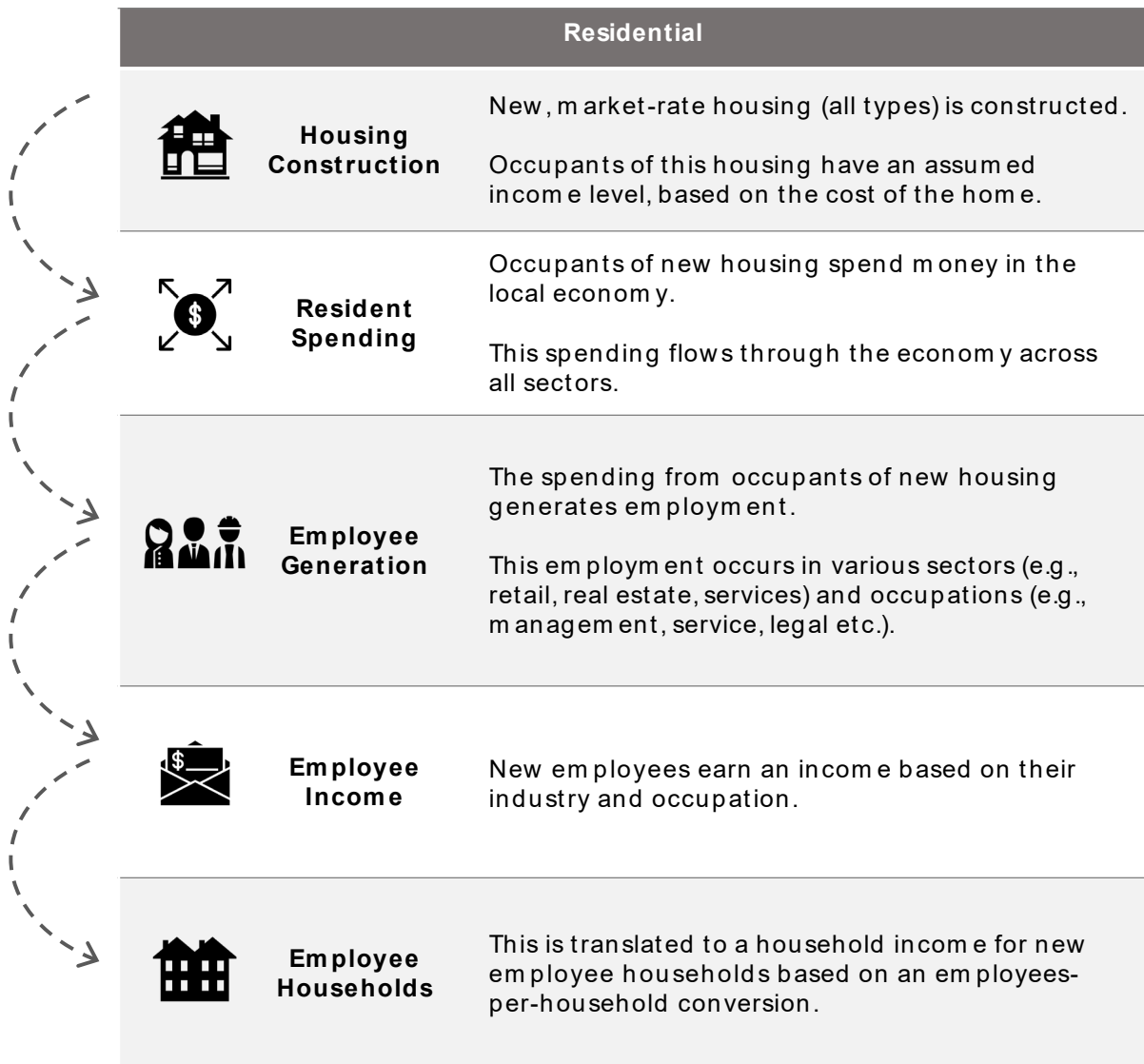
Analysis Steps

- **Household income** – The first step in the residential nexus analysis is calculating household income of residents occupying new market-rate residential development. Using MLS data, the sales prices of newly constructed homes (homes built between 2018 through 2022) and recently sold homes (homes sold in 2021 and 2022) in Teton County

are identified. A ratio of 4:1 is used as a rule-of-thumb to estimate household income based on sales prices, and assumes that monthly payments (including principle, interest, taxes, insurance, and HOA dues) do not exceed 30 percent of income. The underlying interest rate assumption is reflective of a long-term historical average.

- **Jobs generated by NAICS** – The household income associated with these new households is used as an input to the IMPLAN model. IMPLAN applies an expenditure profile specific to different household income ranges and estimates the spending in the local economy and the jobs generated in the 20 major industries in the North American Industrial Classification System (NAICS). IMPLAN data includes expenditures from households with remote workers to the extent that the rise in remote work has affected household spending patterns.
- **Jobs to employees (multiple job holder adjustment)** – An adjustment is made to acknowledge that many employees have more than one job, such as two part time jobs or a full time and a part time job. So as not to overestimate the number of *employees* generated, the number of jobs is reduced using a factor of 1.12 jobs per employee (this is the same factor used in the commercial nexus study).
- **Employees by NAICS to occupation and wages** – The IMPLAN model provides estimates on the number of jobs by NAICS category. Using the average wage by NAICS category would not yield enough detail on the spectrum of wages generated by each land use type to accurately portray household formation and income characteristics. The range of wages and occupations generated by new development is better represented by the 21 Standard Occupational Classifications defined by the Bureau of Labor Statistics (BLS). The National Industry by Occupation Matrix published by the BLS provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Idaho to the average wage in that industry for Teton County.
- **Household formation** – Another adjustment is made to account for the fact that many households are occupied by more than one earner. The additional earner also earns wages, and thus increases household income. In Teton County, there are an average of 1.7 earners per household. In this analysis, the first earner earns the wage generated from the economic impact analysis and allocation to occupations. The “second” 0.7 earners make the average wage in the same industry and occupation as the first 1.0 primary earner.
- **Tabulation of households by Median Family Income (MFI) Range** – The last step involves identifying the number of households generated in each income range. The analysis identifies all employee households generated regardless of household income.

Figure 2 Residential Employee Generation and Linkage Fee Methodology



Data Sources

To estimate the employee households generated, EPS relied on numerous sources of data, including the following:

- U.S. Bureau of Labor Statistics (BLS)
 - Teton County jobs and wages from “2021 Quarterly Census of Employment and Wages.”
 - National jobs and wages by occupation from “May 2021 Occupational Employment and Wage Statistics Research Estimates by State and Industry.”
- U.S. Census Bureau American Community Survey (ACS)
 - Persons per household in Teton County from 5-Year Estimates (2017-2021).
 - Total number of workers in Teton County from 5-Year Estimates (2017-2021).
- U.S. Census Bureau Longitudinal Employer-Household Dynamics (LEHD)
 - Jobs per employee in Teton County (2019).
- Multiple Listing Service (MLS)
 - Home price sales data for homes built in Teton County from 2018 – 2022 and sold in 2021 – 2022.
- IMPLAN
 - Comprehensive residential spending patterns and job generation, including traditional industries (e.g., housecleaning, home repair/maintenance) as well as services that may not require physical (i.e., “brick and mortar”) establishments (2021).
- U.S. Department of Housing and Urban Development (HUD)
 - Teton County annual income limits for FY 2021.
 - Maximum affordable rents based on 30 percent of the annual income limits.
- WSW Consulting 2021 Regional Housing Needs Assessment Employer Survey
 - Commercial employment densities (i.e., square feet of commercial usage per job).
 - Survey conducted by WSW Consulting on behalf of the Town of Jackson, Teton County, WY and Teton County, ID.
- Teton County Joint Housing Authority (TCJHA)
 - Input received and incorporated regarding nexus study methodology.

Organization of Report

Following this **Introduction and Executive Summary**, this study includes the following chapters:

- **Chapter 2** describes the methodology used to calculate the commercial employee generation results.
- **Chapter 3** describes the methodology used to calculate the residential employee generation results.

2.0 COMMERCIAL EMPLOYEE AND HOUSEHOLD GENERATION

This chapter describes the employee households generated by new commercial development in the County. As new commercial development takes place, local employment will be generated. These employees will form employee households. Based on estimated wages, the employee household income can be calculated. The households can then be sorted into income ranges to understand the types of employee households that are generated from new development.

Land Use Categories

The land use categories used in this Study were established with the goal of simplifying land use categories to the extent possible, while staying aligned with the County's land uses. While most businesses clearly require certain types of spaces, others may be interchangeable as tenants may shift between building types (e.g., a personal services business locating in retail space). In this way, an aggregated land use category, such as Retail/Service/Restaurant, reduces uncertainty about the end-user.

Appendix A provides a list of the land use categories used in this study and their definitions. In general, each land use category is associated with a particular type of built space, not necessarily the type of business that may occupy the space and which can change over time. Note that the tax status of a business does not affect the land use category. For example, a non-profit professional services business likely fits into the "Office" category, just as for a for-profit professional services business would.

Development Prototype and Job Density Assumptions

Employment requirements vary by land use category, with some categories showing more variation than others. Industrial uses, for example, often do not require a significant number of employees but do require a significant amount of building square footage. Office space, on the other hand, may not require a significant amount of square footage, but traditionally requires a significant number of employees. The number of building square feet anticipated per worker is termed the "job density" of each land use category.

The commercial nexus analysis begins with the job generation for each land use category, using job density assumptions informed by national standards, the 2021 Housing Needs Assessment survey data, the 2022 Town of Jackson and Teton County, WY Commercial and Residential Employee Generation and Affordable Housing Nexus Study, and input from the Teton County Joint Housing Authority. Commercial prototypical developments and job density assumptions are summarized in **Table 4**. As shown, office and institutional have the highest job density ratios, while industrial and lodging have the lowest ratios. To the extent a new office use or recreation use employs people onsite and offsite (i.e., non-bricks and mortar jobs), these non-bricks and mortar jobs are partially addressed through the induced employment from new residential spending as described in the next chapter.

Table 4 Commercial Prototypical Development

Description	Building Sq. Ft.	Jobs Generation	Total Jobs	
Office	10,000 sq. ft.	<table><tr><td>400</td></tr></table> sqft/job	400	25.0
400				
Industrial	10,000 sq. ft.	<table><tr><td>900</td></tr></table> sqft/job	900	11.1
900				
Retail/ Service/ Restaurant	10,000 sq. ft.	<table><tr><td>500</td></tr></table> sqft/job	500	20.0
500				
Lodging	10,000 sq. ft.	<table><tr><td>900</td></tr></table> sqft/job	900	11.1
900				
Institutional	10,000 sq. ft.	<table><tr><td>400</td></tr></table> sqft/job	400	25.0
400				

Source: Economic & Planning Systems

The first step is then to assign each land use type to a mix of industries. The land uses are assigned to one or more NAICS sectors as presented in U.S. Census LEHD Data. In cases where a 2-digit NAICS code is too broad to assign to a land use category, a 3-digit NAICS code is used to provide more detailed information about the industry.

Office employment is comprised of a mixture of information, financial, professional, and government services as shown in **Table 5**. Industrial employment is comprised of construction and trades, manufacturing, and transportation and warehousing firms. Lodging (including new residential development located in the short-term rental overlay zone) falls solely in the accommodations sector, and retail/service/restaurant development is in the retail trade and food services sectors. Institutional is a blend between educational and government sectors.

Table 5 Land Use to Industry Category Conversion

Description ¹	Land Use to NAICS Conversion				
	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional
Industrial Sectors					
11 Ag, Forestry, Fish & Hunting	0%	0%	0%	0%	0%
21 Mining	0%	0%	0%	0%	0%
22 Utilities	0%	0%	0%	0%	0%
23 Construction	0%	63%	0%	0%	0%
31-33 Manufacturing	0%	15%	0%	0%	0%
42 Wholesale Trade	0%	0%	0%	0%	0%
44-45 Retail trade	0%	0%	51%	0%	0%
48-49 Transportation & Warehousing	0%	10%	0%	0%	0%
51 Information	3%	0%	0%	0%	0%
52 Finance & insurance	3%	0%	0%	0%	0%
53 Real estate & rental	7%	0%	0%	0%	0%
54 Professional- scientific & tech svcs	13%	0%	0%	0%	0%
55 Management of companies	0%	0%	0%	0%	0%
56 Administrative & waste services	58%	8%	0%	0%	0%
61 Educational services	0%	0%	0%	0%	71%
621 Ambulatory health care services	6%	0%	0%	0%	0%
622 Hospitals	0%	0%	0%	0%	0%
623 Nursing and residential care facilities	0%	0%	0%	0%	0%
624 Social assistance	3%	0%	0%	0%	0%
71 Arts- entertainment & recreation	0%	0%	0%	0%	0%
721 Accommodation	0%	0%	0%	100%	0%
722 Food services and drinking places	0%	0%	49%	0%	0%
811 Repair and maintenance	0%	5%	0%	0%	0%
812 Personal and laundry services	0%	0%	0%	0%	0%
813 Membership associations and organizations	3%	0%	0%	0%	0%
91-99 Government & non NAICS	<u>3%</u>	<u>0%</u>	<u>0%</u>	<u>0%</u>	<u>29%</u>
Total	100%	100%	100%	100%	100%

[1] NAICS sector 814 "Private Households" is excluded because it is not tied to commercial land uses.

Source: LEHD; Economic & Planning Systems

Household Formation

To estimate the number of households generated, the jobs must first be converted to full time employees. In today's economy and in Teton County, it is not uncommon for people to hold more than one job. Without this adjustment, the analysis would potentially overestimate the affordable housing demand created from jobs. To step down from jobs to full time employees, jobs are divided by a factor of 1.12 jobs per employee. As shown in **Table 6**, the 25 jobs generated by the office, for example, result in 22.4 full time employees after adjusting for multiple jobs holders.

Table 6 Full Time Employees Generated per 10,000 Sq. Ft. by Industry

Description	Employees by Land Use				
	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional
Industrial Sectors					
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	6.28	0.00	0.00	0.00
31-33 Manufacturing	0.00	1.46	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	9.17	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.95	0.00	0.00	0.00
51 Information	0.73	0.00	0.00	0.00	0.00
52 Finance & insurance	0.71	0.00	0.00	0.00	0.00
53 Real estate & rental	1.50	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	2.82	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	13.00	0.75	0.00	0.00	0.00
61 Educational services	0.00	0.00	0.00	0.00	15.83
621 Ambulatory health care services	1.38	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.77	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	9.94	0.00
722 Food services and drinking places	0.00	0.00	8.72	0.00	0.00
811 Repair and maintenance	0.00	0.49	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.70	0.00	0.00	0.00	0.00
91-99 Government & non NAICS	<u>0.75</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>6.53</u>
Total	22.36	9.94	17.89	9.94	22.36

[1] NAICS sector 814 "Private Households" is excluded because it is not tied to commercial land uses.

Source: LEHD; Economic & Planning Systems

The next adjustment for estimating housing demand is to account for multiple earners per household. In other words, one new employee does not equate to demand for one new housing unit; rather, on average, there are 1.7 earners per household in Teton County. This adjustment takes the 22.4 employees generated from office development to 13.1 employee households, and so on for each prototype as shown on **Table 7**. At this point, the total number of households includes households from all income ranges. The next few sections will describe how household incomes are estimated.

Table 7 Commercial Employment and Household Generation

Item	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional
Prototype Size (sq.ft.)	10,000	10,000	10,000	10,000	10,000
Employment Density (sq.ft. per job)	400	900	500	900	1,300
Total Jobs per 10,000 sq.ft.¹	25.0	11.1	20.0	11.1	25.0
Total Employees per 10,000 sq.ft.²	22.4	9.9	17.9	9.9	22.4
Total Employee Households per 10,000 sq.ft.³	13.1	5.8	10.4	5.8	13.1

[1] Based on employment density assumptions informed by national standards and recent studies in Teton County, ID and neighboring regions.

[2] Based on a ratio of jobs to employee of 1.12 from 2019 U.S. Census Longitudinal Employer-Household Dynamics data.

[3] Assumes 1.71 earners per household based on 2017-2021 5-Year Estimate data from the U.S. Census American Community Survey. Includes households at all income levels.

Sources: U.S. Census American Community Survey; U.S. Census Longitudinal Employer-Household Dynamics; 2021 Regional Housing Needs Assessment Employer Survey; Economic & Planning Systems.

Occupational Category and Wage Distribution

Because using the average wage for a given industry would mask the upper and lower extremes, the jobs by NAICS classification are converted to more specific occupation categories to obtain a more detailed distribution of wage levels for the new jobs. As noted in the Data Sources section, the BLS National Industry by Occupation Matrix provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Idaho to the average wage in that industry for Teton County. See **Appendixes B and C** for more detail on the wages and occupations.

As displayed in **Table 8**, Teton County wages roughly match or are below national averages across almost all occupation categories. EPS applied these adjustment factors to the nationwide income level data by industry sector to estimate the wages for Teton County. In several industries, BLS suppressed data due to there being a very small number of employers in Teton County. In these cases, the County wage data was unavailable, and EPS used the average national wage instead.

Table 8 Adjustment Factors - Converting National Wages to Teton County Wages

Industry	Average National Wage	Average Teton County Wage	County- National Wage Index
Agriculture, Forestry, Fishing & Hunting ¹	\$41,862	\$41,862	1.00
Mining ¹	\$109,477	\$109,477	1.00
Utilities ¹	\$107,815	\$107,815	1.00
Construction	\$69,576	\$52,131	0.75
Manufacturing	\$76,628	\$37,085	0.48
Wholesale Trade ¹	\$90,347	\$90,347	1.00
Retail Trade	\$39,717	\$30,016	0.76
Transportation and Warehousing	\$59,344	\$62,289	1.05
Information	\$147,749	\$74,866	0.51
Finance and Insurance	\$131,448	\$69,814	0.53
Real Estate and Rental and Leasing	\$69,654	\$47,447	0.68
Professional and Technical Services	\$114,071	\$80,224	0.70
Management of Companies and Enterprises ¹	\$141,628	\$141,628	1.00
Administrative and Waste Services	\$50,200	\$40,604	0.81
Educational Services	\$58,191	\$42,618	0.73
Ambulatory health care services	\$70,441	\$41,627	0.59
Hospitals ¹	\$74,073	\$74,073	1.00
Nursing and residential care facilities ¹	\$39,862	\$39,862	1.00
Social Assistance	\$30,242	\$29,622	0.98
Arts, Entertainment, and Recreation	\$45,365	\$44,384	0.98
Accommodation	\$39,182	\$27,383	0.70
Food Services and Drinking Places	\$23,818	\$21,396	0.90
Repair and Maintenance	\$51,793	\$46,837	0.90
Personal and Laundry Services	\$33,788	\$21,594	0.64
Membership associations and organizations	\$55,466	\$43,529	0.78
Government & Non-NAICS	\$72,905	\$58,086	0.80
Unclassified ¹	\$70,265	\$70,265	1.00

[1] In cases where data is not reported by BLS, the average national wage is used. BLS suppresses data in cases where there are too few employers within an industry to protect data privacy.

Source: Bureau of Labor Statistics, Economic & Planning Systems

EPS also used BLS nationwide data regarding industries and occupation categories to estimate the proportion of occupations likely to be represented under each employment category. For jobs generated by commercial development, top occupations are: office and administrative support; sales; food preparation and service; business and financial operations; and management.

The next step in the employee and household generation analysis is to estimate household incomes (assuming 1.7 earners per household). For the purposes of this analysis, the primary earner is assigned the median wage in a given occupation. The second earner (the 0.7 of the 1.7 earners per household) is assumed to make the same wage as the primary earner. The resulting figure is assumed to represent the annual household income assuming workers form households with those of similar earning potential. While certainly there will be some variation in wages per employee within a household, in the absence of more specific data, this analysis assumes comparable levels of education and training among all workers in a household.

For example, EPS evaluated the occupation categories for the lodging industry to determine the proportional distribution of occupations for the employment category "Lodging." **Table 9** presents an example of this calculation, and **Appendix C** contains the full detail of household incomes for each occupation by industry.

Commercial Employee Household Generation

The last step is to tabulate the employee households and categorize them by income level. In addition to the Very Low, Low, and Moderate-income categories, households earning above 120 percent MFI (Above Moderate) but less than 298 percent MFI are labeled as Workforce. Households earning above 298 percent MFI are labeled as Market-Rate as a household earning 298 percent MFI is estimated to be able to afford the average Teton County home sold in Teton County in 2021 and 2022 (\$918,000) as reported by MLS.¹

At this step, the prototype moves from 10,000 square feet to 1,000 square feet to account for the typical size of developments in the region. For 1,000 square feet of office development, there are 1.3 employee households generated, as shown in **Table 10**. For 1,000 square feet of Retail/ Service/ Restaurant development, about one employee household is generated. Industrial and Lodging development both generate 0.58 employee households, and Institutional generates 1.3 employee households.

¹ Based on data from MLS of Teton County home sales from 2021 and 2022. The 298 percent MFI was calculated using average home sale price of \$918,000 and a home price to income ratio of 4:1 as discussed in Chapter 1.

Table 9 Illustration of Employees' Household Income Calculation

Item	Example	Source
Land Use Category	Lodging	Teton County and EPS
Industry	Accommodation (NAICS Code 721000)	BLS
Nationwide Average Wage for Industry	\$39,182	BLS
County Average Wage for Industry	\$27,383	BLS
Regional Wage Adjustment Factor for Industry	70%	BLS and EPS
Occupation Category	Buildings & Grounds Cleaning & Maintenance	BLS
Nationwide Average Income for Occupation	\$28,695	BLS
County Adjusted Average Income for Occupation	\$20,054	
Workers per Household with Earnings	1.71	US Census ACS
Average Income per Household	\$34,327	BLS and EPS
Income Category for 3-Person Household	Very Low Income (\leq 50% MFI)	EPS and HUD

Source: Bureau of Labor Statistics, U.S. Census American Community Survey, United States Department of Housing and Urban Development, Economic & Planning Systems

Table 10 Households by MFI Generated by New Commercial Development

Households Generated by New Commercial Development	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional
Total Employee Households per 10,000 sq.ft.³	13.1	5.8	10.4	5.8	13.1
Total Employee Households per 1,000 sq.ft.	1.31	0.58	1.04	0.58	1.31
≤ 50% MFI (Very Low)	0.04	0.06	0.02	0.41	0.00
> 50% MFI, ≤ 80% MFI (Low)	0.75	0.09	0.96	0.12	0.29
> 80% MFI, ≤ 120% MFI (Moderate)	0.20	0.36	0.03	0.05	0.83
> 120% MFI, ≤ 298% MFI (Workforce)	0.30	0.07	0.03	0.00	0.18
> 298% MFI (Market Rate)	<u>0.02</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Employee Households	1.31	0.58	1.04	0.58	1.31

Sources: Economic & Planning Systems

3.0 RESIDENTIAL EMPLOYEE AND HOUSEHOLD GENERATION

This chapter describes the employee households generated by the development of market-rate housing in the County. As new market-rate households are added to the community, local employment also will grow to provide the goods and services required by the new households. These employees will form employee households. Based on estimated wages, the employee household income can be calculated. The households can then be sorted into income ranges to understand the types of employee households that are generated from new development.

Development Prototypes and Household Income

To estimate typical household incomes of different types of market-rate residential development, three development prototypes were modeled: new single-family homes in the Town, new single-family homes in the County, and new multifamily units. Key assumptions regarding unit size and value are based on Multiple Listings Service (MLS) data and reflect the sales prices of newly constructed homes (homes built between 2018 through 2022) in Teton County. This data is used as an indication of future residential development patterns and potential values.

For multifamily homes, a household income is estimated using rents for newer apartments in Teton County and the assumption that housing costs (rent and utilities) do not exceed 30 percent of income. For single family and resort residential homes, a ratio of 4:1 is used to estimate household income based on sales prices, and assumes that monthly payments (including principle, interest, taxes, insurance and HOA dues) do not exceed 30 percent of income. The ratio of 4:1 is conservative in that it acknowledges home prices have increased more quickly than incomes, and it leaves room for interest rates to rise above current rates. These calculations are shown on **Table 11**.

- **Multifamily** – The multifamily prototype assumes a unit with a monthly rent of \$2,800. This requires a monthly household income of at least \$9,300 to afford and results in a annual gross household income of \$112,000. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be approximately \$92,000.
- **Single Family** – This prototype has a market value of \$953,600. Residents of this home would have an annual gross household income of at least \$238,000, as shown. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be \$139,900.
- **Resort Residential** – This prototype has a market value of \$2,735,000. Residents of this home would have an annual gross household income of at least \$684,000, as shown. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be \$423,400.

For each prototype the disposable household income is an input to the IMPLAN model. To avoid small decimal figures in the results, 100 units of each prototype are modeled. This does

not affect the employee household generation results, as a per unit adjustment is made to calculate the final results.

Table 11 Residential Development Prototypes

Description	Multifamily	Single Family	Resort Residential
Average Rent ¹	\$2,800	n/a	n/a
Estimated Monthly Income	\$9,333	n/a	n/a
Average Value per Unit	n/a	\$953,600	\$2,735,000
Gross Household Income per Unit²	\$112,000	\$238,000	\$684,000
Minus Payroll Tax³			
Federal	\$12,852	\$84,327	\$208,287
FICA	\$5,803	\$9,932	\$42,408
Medicare	\$1,357	\$3,793	\$9,918
State	\$0	\$0	\$0
Total Deductions	\$20,013	\$98,053	\$260,613
Net Pay (Disposable Income)	\$91,987	\$139,947	\$423,387
Disposable Income per 100 Units	\$9,198,712	\$13,994,731	\$42,762,039

[1] Average rents of new units based on data from the Community Resource Center of Teton Valley.

[2] For multifamily, gross household income assumes a household spends 30 percent of its gross household income on rent. For single family, gross household income estimated at a value to income ratio of approximately 4:1. Household income is used to establish household income category for IMPLAN.

[3] Payroll tax amounts estimated by ADP Salary Paycheck Calculator.

Source: ADP, Community Resource Center of Teton Valley, Economic & Planning Systems

Household Expenditures and Job Creation by Income Level

Having established typical income requirements for purchasing single family, resort residential, and multifamily homes in the region, the employee household calculation then requires an analysis of the household spending patterns at those income levels. This section summarizes the jobs and employees generated by new residential development, based on household spending calculated in the preceding section.

The household income generated from the new households in each 100-unit prototype is input to the IMPLAN model to estimate the jobs supported by the new spending, as shown in **Table 12**. Using IMPLAN allows for a comprehensive analysis of residential spending patterns, including in traditional industries like housecleaning, home repair/maintenance, landscaping, and construction but also on services that may not require physical (i.e., “brick and mortar”) establishments.

The industries with the most jobs include health care, accommodations and food services (mostly restaurants and bars); finance and insurance; and real estate (including property management). The pattern of job generation depends on the household income level.

Table 12 Jobs by Industry Generated from Household Spending

Description	Jobs by Land Use (IMPLAN Results)		
	Multifamily	Single Family	Resort Residential
Industrial Sectors			
11 Ag, Forestry, Fish & Hunting	0.31	0.49	0.70
21 Mining	0.01	0.01	0.01
22 Utilities	0.08	0.11	0.18
23 Construction	0.49	0.69	1.12
31-33 Manufacturing	0.10	0.14	0.23
42 Wholesale Trade	0.48	0.68	1.07
44-45 Retail trade	7.10	9.49	15.69
48-49 Transportation & Warehousing	1.01	1.48	2.85
51 Information	0.52	0.71	1.32
52 Finance & insurance	1.12	1.50	3.47
53 Real estate & rental	4.46	7.01	12.60
54 Professional- scientific & tech services	1.93	2.46	4.55
55 Management of companies	0.00	0.00	0.01
56 Administrative & waste services	1.13	1.68	3.71
61 Educational services	0.91	1.19	2.77
62 Health & social services	8.51	10.88	16.93
71 Arts- entertainment & recreation	1.26	2.02	4.17
72 Accommodation & food services	4.46	6.52	12.07
81 Other services	3.96	4.64	8.95
91-99 Government & non NAICs	<u>0.20</u>	<u>0.30</u>	<u>0.42</u>
Total	38.05	51.98	92.81

Source: IMPLAN, Economic & Planning Systems

Household Formation

To estimate the number of households generated, the jobs must first be converted to employees. In today's economy, and in Teton County in particular, it is not uncommon for people to hold more than one job. Without this adjustment, the analysis would potentially overestimate the affordable housing demand created from jobs. To step down from jobs to employees, jobs are divided by a factor of 1.12 jobs per employee. As shown in **Table 13**, the 38.05 jobs generated by the multifamily prototype, for example, results in 34.03 unique employees after adjusting for multiple jobs holders.

Table 13 Employees by Industry Generated from Household Spending

Description	Employees by Land Use		
	Multifamily	Single Family	Resort Residential
Jobs to Employee Conversion Factor	1.12	1.12	1.12
Industrial Sectors			
11 Ag, Forestry, Fish & Hunting	0.27	0.43	0.63
21 Mining	0.00	0.01	0.01
22 Utilities	0.08	0.10	0.16
23 Construction	0.44	0.62	1.00
31-33 Manufacturing	0.09	0.12	0.20
42 Wholesale Trade	0.43	0.60	0.96
44-45 Retail trade	6.35	8.49	14.03
48-49 Transportation & Warehousing	0.90	1.32	2.55
51 Information	0.47	0.64	1.18
52 Finance & insurance	1.00	1.34	3.11
53 Real estate & rental	3.99	6.27	11.27
54 Professional- scientific & tech services	1.73	2.20	4.07
55 Management of companies	0.00	0.00	0.01
56 Administrative & waste services	1.01	1.50	3.31
61 Educational services	0.81	1.06	2.47
62 Health & social services	7.61	9.73	15.14
71 Arts- entertainment & recreation	1.13	1.80	3.73
72 Accommodation & food services	3.99	5.83	10.80
81 Other services	3.54	4.15	8.00
91-99 Government & non NAICs	0.18	0.27	0.38
Total	34.03	46.49	83.00

Source: IMPLAN, Economic & Planning Systems

The next adjustment for estimating housing demand is to account for multiple earners per household. In other words, one new employee does not equate to demand for one new housing unit; rather, on average, there are 1.7 earners per household in Teton County. This adjustment takes the 34 employees generated from multifamily development, for example, to 19.9 employee households, and so on for each prototype as shown on **Table 14**. At this point, the total number of households includes households from all income ranges. The next few sections will describe how household incomes are estimated and which households require a subsidy to afford housing.

Table 14 Employment and Households Generated by Residential Development

Item	Multifamily	Single Family	Resort Residential
Jobs per 100 Units ¹	38.05	51.98	92.81
Employees per 100 Units ²	34.0	46.5	83.0
Employee Households per 100 Units ³	19.9	27.2	48.5

[1] Based on IMPLAN output, which estimates the jobs supported by new resident spending.

[2] Based on a ratio of jobs to employee of 1.12 from 2019 U.S. Census Longitudinal Employer-Household Dynamics data, reflecting that workers may hold more than one job.

[3] Assumes 1.71 earners per household based on 2017-2021 5-Year Estimate data from the U.S. Census American Community Survey. Includes households at all income levels (i.e., both below and above 150% MFI).

Sources: IMPLAN; U.S. Census American Community Survey; U.S. Census Longitudinal Employer-Household Dynamics; Economic & Planning Systems.

Potential for Overlap

The employee generation induced by the spending of new resident households reflects spending on goods and services at local businesses. It is theoretically possible that some of these businesses may occupy newly-constructed space, which, at the time of development, would be required to mitigate for the new employees that would work in that space. However, there is a temporal disconnect that reduces concern about potential overlap. Spending from new residents at existing businesses may require that businesses “staff up” to meet immediate demand but will not necessarily result in real-time construction of new commercial space. Rather, new commercial space is developed when developers or business owners see sustained demand and an emerging business opportunity or when the rents that a developer can achieve justify the development costs.

Occupational Category and Wage Distribution

Because using the average wage for a given industry would mask the upper and lower extremes, the jobs by NAICS classification are converted to more specific occupation categories to obtain a more detailed distribution of wage levels for the new jobs. As noted in the Data section, the BLS National Industry by Occupation Matrix provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Idaho to the average wage in that industry for Teton County. In several industries, BLS suppressed data due to there being a very small number of employers in Teton County. In these cases, the County wage data was unavailable, and EPS used the average national wage instead.

As displayed in **Table 15**, Teton County wages roughly match or are lower than national averages across almost all occupation categories. EPS applied these adjustment factors to the nationwide income level data by industry sector to estimate the wages for Teton County. See **Appendixes B and C** for more detail on the wages and occupations.

Table 15 Adjustment Factors - Converting National Wages to Teton County Wages

Industry	Average National Wage	Average Teton County Wage	County-National Wage Index
Agriculture, Forestry, Fishing & Hunting ¹	\$41,862	\$41,862	1.00
Mining ¹	\$109,477	\$109,477	1.00
Utilities ¹	\$107,815	\$107,815	1.00
Construction	\$69,576	\$52,131	0.75
Manufacturing	\$76,628	\$37,085	0.48
Wholesale Trade ¹	\$90,347	\$90,347	1.00
Retail Trade	\$39,717	\$30,016	0.76
Transportation and Warehousing	\$59,344	\$62,289	1.05
Information	\$147,749	\$74,866	0.51
Finance and Insurance	\$131,448	\$69,814	0.53
Real Estate and Rental and Leasing	\$69,654	\$47,447	0.68
Professional and Technical Services	\$114,071	\$80,224	0.70
Management of Companies and Enterprises ¹	\$141,628	\$141,628	1.00
Administrative and Waste Services	\$50,200	\$40,604	0.81
Educational Services	\$58,191	\$42,618	0.73
Health Care and Social Assistance	\$59,364	\$48,968	0.82
Arts, Entertainment, and Recreation	\$45,365	\$44,384	0.98
Accommodation and Food Services	\$25,798	\$23,039	0.89
Other Services, Ex. Public Admin	\$46,174	\$37,513	0.81
Government & Non-NAICS	\$72,905	\$58,086	0.80
Unclassified ¹	\$70,265	\$70,265	1.00

[1] In cases where data is not reported by BLS, the average national wage is used. BLS suppresses data in cases where there are too few employers within an industry to protect data privacy.

Source: Bureau of Labor Statistics, Economic & Planning Systems

EPS also used BLS nationwide data regarding industries and occupation categories to estimate the proportion of occupations likely to be represented under each employment category. For jobs generated by commercial development, top occupations are office and administrative support; sales; food preparation and service; business and financial operations; and management.

The next step in the employee and household generation analysis is to estimate household incomes (assuming 1.7 earners per household). For purposes of this analysis, the primary earner is the IMPLAN-calculated employee and this earner is assigned the median wage in a given occupation. The second earner (the 0.7 of the 1.7 earners per household) is assumed to make the same wage as the primary earner. The resulting figure is assumed to represent the annual household income assuming workers form households with those of similar earning potential. While certainly there will be some variation in wages per employee within a household, in the absence of more specific data, this analysis assumes comparable levels of education and training among all workers in a household.

For example, EPS evaluated the occupation categories for the lodging industry to determine the proportional distribution of occupations for the employment category "Lodging." **Table 16** presents an example of this calculation, and **Appendix C** contains the full detail of household incomes for each occupation by industry.

Table 16 Illustration of Employees' Household Income Calculation

Item	Example	Source
Land Use Category	Lodging	Teton County and EPS
Industry	Accommodation (NAICS Code 721000)	BLS
Nationwide Average Wage for Industry	\$39,182	BLS
County Average Wage for Industry	\$27,383	BLS
Regional Wage Adjustment Factor for Industry	70%	BLS and EPS
Occupation Category	Buildings & Grounds Cleaning & Maintenance	BLS
Nationwide Average Income for Occupation	\$28,695	BLS
County Adjusted Average Income for Occupation	\$20,054	
Workers per Household with Earnings	1.71	US Census ACS
Average Income per Household	\$34,327	BLS and EPS
Income Category for 3-Person Household	Very Low Income (\leq 50% MFI)	EPS and HUD

Source: Bureau of Labor Statistics, U.S. Census American Community Survey, United States Department of Housing and Urban Development, Economic & Planning Systems

Residential Employee Household Generation

The last step is to tabulate the employee-households at income levels. Each occupation, wage, and household income category is categorized by MFI level. In addition to the Very Low, Low, and Moderate categories, households earning above 120 percent MFI (Above Moderate) but less than 298 percent MFI are labeled as Workforce. Households earning above 298 percent MFI are labeled as Market-Rate as a household earning 298 percent MFI can afford the average Teton County home (\$918,800) sold in Teton County in 2021 and 2022 as reported by MLS.²

For 100 units of multifamily development, there are about 20 employee households generated, as shown in **Table 17**. For 100 units of single family development, there are about 27 employee households generated. For 100 units of resort residential development, there are about 48 employee households generated.

The total number of employee households required to support the expenditures of new market-rate units and requiring subsidized housing is summarized below.

Table 17 Households by MFI Generated by New Household Spending

Households Generated per 100 Units	Multifamily	Single Family	Resort Residential
Total Households Generated	19.9	27.2	48.5
Target Income Range			
≤ 50% MFI (Very Low)	0.4	0.5	1.0
> 50% MFI, ≤ 80% MFI (Low)	12.3	16.9	30.0
> 80% MFI, ≤ 120% MFI (Moderate)	3.4	4.6	8.6
> 120% MFI, ≤ 298% MFI (Workforce)	3.8	5.1	8.8
> 298% MFI (Workforce)	<u>0.0</u>	<u>0.0</u>	<u>0.0</u>
Total	19.9	27.2	48.5

Source: Economic & Planning Systems

² Based on MLS data for recently-constructed homes in Teton County, Idaho in 2021 and 2022, reflecting current trends in home price appreciation. The 298 percent MFI was calculated using average home sale price of \$918,000 and a home price to income ratio of 4:1 as discussed in Chapter 1.



APPENDICES:

- Appendix A: Land Use Definitions
- Appendix B: Occupation Distribution by Industry
- Appendix C: Wages and Household Income by
Occupation and Industry



APPENDIX A: Land Use Definitions

Appendix Table A-1
Land Use Category Descriptions
Teton County, ID; EPS #221023

Land Use Category	NAICS Codes	Description and "Business Type" Examples
Residential		
Single Family	n/a	Single family detached dwelling units
Resort Residential	n/a	Single family detached dwelling units in a high-amenity subdivision with golf, skiing, spas, or other facilities oriented toward residents of the subdivision.
Multifamily	n/a	Attached dwelling units, including apartments, condominiums, and townhomes. Also includes single family manufactured homes, mobile homes, and accessory residential units (ARUs).
Nonresidential		
Retail/Service/Restaurant	44-45 Retail trade 722 Food services and drinking places	Uses include regional-, community-, and neighborhood-serving retail, restaurant, and service commercial establishments, including such uses that are part of mixed-use developments. Specific uses include big-box warehouse stores, department stores, grocery stores, other establishments whose primary purpose is the sale of retail goods or services, and casual and fine dining restaurants and bars. Restaurant/bar uses may also include micro-brewery, micro-distillery or micro-winery uses that serve food or drink for onsite consumption. Businesses that provide services, as opposed to primarily selling retail goods, may include beauty/barber shops, salons, banks, pet grooming, and the storefronts for outdoor recreation guides and tour outfitters.
Office	51 Information 52 Finance & insurance 53 Real estate & rental 54 Professional- scientific & tech svcs 55 Management of companies 561 Administrative & support services 621 Ambulatory health care services 624 Social assistance 813 Membership associations and organizations	Uses include general office as well as medical or dental office. Specific uses include professional services, finance/insurance/real estate uses (not including customer-serving banks), legal, accounting, engineering, architectural, and other design services, administration-type uses, and offices and clinics of counseling and social services.
Lodging	721 Accommodation	Uses include resorts, hotels, motels, bed and breakfast inns, and short-term rentals.
Industrial	11 Ag, Forestry, Fish & Hunting 23 Construction 31-33 Manufacturing 48-49 Transportation & Warehousing 562 Waste management and remediation services 811 Repair and maintenance	Uses include construction, manufacturing, processing, transportation/ infrastructure uses, gas stations, general repair shops (including auto repair), warehousing, distribution, and storage uses, as well as food/beverage processing facilities and nurseries. Ancillary office space included as part of industrial development is included.
Institutional	61 Educational Services 91-99 Government & non NAICS	Institutional uses include educational and government uses (e.g., libraries). Education includes schools and adult/child daycare centers.

Sources: Teton County, ID; Economic & Planning Systems, Inc.

APPENDIX B:

Occupation Distribution by Industry

Employees by Occupation and Industry

Table B-1	Commercial – Office
Table B-2	Commercial - Industrial
Table B-3	Commercial - Retail/ Service/ Restaurant
Table B-4	Commercial - Lodging
Table B-5	Commercial - Institutional
Table B-6	Residential - Multifamily
Table B-7	Residential – Single Family
Table B-8	Residential – Resort Residential

Households by Occupation and Industry

Table B-9	Commercial - Office
Table B-10	Commercial - Industrial
Table B-11	Commercial - Retail/ Service/ Restaurant
Table B-12	Commercial - Lodging
Table B-13	Commercial - Institutional
Table B-14	Residential - Multifamily
Table B-15	Residential – Single Family
Table B-16	Residential – Resort Residential



Appendix Table B-1
Employees by Occupation and Industry
Land Use Type

Office																							
	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.73	0.08	0.08	0.17	0.01	0.00	0.00	0.00	0.00	0.11	0.00	0.00	0.00	0.00	0.00	0.01	0.08	0.10	0.00	0.00	0.06	0.01	0.01
52 Finance & insurance	0.71	0.07	0.20	0.05	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.11	0.25	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.50	0.24	0.10	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.01	0.09	0.01	0.31	0.28	0.00	0.02	0.30	0.01	0.09
54 Professional- scientific & tech services	2.82	0.33	0.51	0.50	0.27	0.10	0.00	0.22	0.00	0.10	0.07	0.03	0.00	0.00	0.01	0.01	0.12	0.43	0.00	0.03	0.03	0.04	0.03
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	13.00	0.55	0.76	0.38	0.11	0.05	0.04	0.02	0.03	0.08	0.27	0.21	1.23	0.10	2.78	0.04	0.57	2.27	0.02	0.38	0.39	0.94	1.78
61 Educational services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.38	0.05	0.02	0.01	0.00	0.01	0.06	0.00	0.00	0.00	0.51	0.39	0.00	0.00	0.01	0.00	0.01	0.30	0.00	0.00	0.00	0.00	0.01
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.77	0.04	0.02	0.00	0.00	0.00	0.10	0.00	0.09	0.00	0.01	0.35	0.00	0.01	0.01	0.07	0.00	0.05	0.00	0.00	0.00	0.00	0.01
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.70	0.10	0.13	0.02	0.00	0.01	0.06	0.00	0.03	0.04	0.00	0.00	0.02	0.03	0.02	0.06	0.01	0.13	0.00	0.00	0.02	0.00	0.01
91-99 Government & non NAICs	0.75	0.05	0.08	0.02	0.02	0.03	0.04	0.02	0.02	0.01	0.04	0.01	0.15	0.00	0.02	0.01	0.00	0.12	0.00	0.04	0.03	0.01	0.03
Total	22.36	1.50	1.91	1.16	0.42	0.20	0.30	0.28	0.18	0.35	0.92	0.99	1.42	0.17	2.94	0.22	1.22	3.91	0.02	0.47	0.83	1.00	1.96

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-2
Employees by Occupation and Industry
Land Use Type

Industrial																							
	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	6.28	0.46	0.34	0.02	0.08	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.03	0.00	0.13	0.58	0.00	3.75	0.56	0.10	0.20
31-33 Manufacturing	1.46	0.09	0.07	0.03	0.09	0.02	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.01	0.01	0.00	0.05	0.12	0.00	0.02	0.07	0.73	0.13
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.95	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.21	0.00	0.00	0.05	0.01	0.63
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.75	0.03	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.01	0.07	0.01	0.16	0.00	0.03	0.13	0.00	0.02	0.02	0.05	0.10
61 Educational services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.49	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.06	0.00	0.00	0.23	0.03	0.09
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	9.94	0.63	0.46	0.08	0.18	0.03	0.00	0.00	0.00	0.02	0.02	0.01	0.08	0.02	0.21	0.00	0.25	1.09	0.01	3.81	0.93	0.93	1.16

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-3
Employees by Occupation and Industry
Land Use Type

Retail/ Service/ Restaurant																								
	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000	
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
44-45 Retail trade	9.17	0.32	0.12	0.03	0.00	0.00	0.00	0.00	0.00	0.09	0.33	0.02	0.03	0.33	0.07	0.05	4.71	0.81	0.02	0.02	0.43	0.22	1.56	
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
54 Professional- scientific & tech services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
61 Educational services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
722 Food services and drinking places	8.72	0.28	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	7.62	0.04	0.00	0.35	0.07	0.00	0.00	0.02	0.05	0.23	
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
813 Membership associations and organizations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	17.89	0.60	0.16	0.03	0.00	0.00	0.00	0.00	0.00	0.09	0.33	0.02	0.05	7.95	0.11	0.05	5.06	0.88	0.02	0.02	0.45	0.27	1.79	

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-4
Employees by Occupation and Industry
Land Use Type

Lodging																							
	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
54 Professional- scientific & tech services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
61 Educational services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
721 Accommodation	9.94	0.66	0.22	0.03	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.03	0.28	1.86	2.74	0.68	0.30	2.07	0.01	0.02	0.70	0.21	0.09
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
813 Membership associations and organizations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total	9.94	0.66	0.22	0.03	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.03	0.28	1.86	2.74	0.68	0.30	2.07	0.01	0.02	0.70	0.21	0.09

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-5
Employees by Occupation and Industry
Land Use Type

Institutional																							
	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational services	15.83	0.91	0.47	0.28	0.02	0.20	0.48	0.01	9.30	0.30	0.34	0.06	0.22	0.44	0.56	0.23	0.04	1.37	0.00	0.05	0.22	0.02	0.30
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	6.53	0.40	0.73	0.18	0.19	0.22	0.36	0.17	0.13	0.05	0.31	0.09	1.31	0.04	0.14	0.12	0.04	1.06	0.01	0.31	0.28	0.11	0.26
Total	22.36	1.32	1.20	0.46	0.21	0.42	0.84	0.18	9.43	0.35	0.65	0.15	1.54	0.49	0.70	0.36	0.08	2.43	0.02	0.35	0.50	0.13	0.56

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-6
Employees by Occupation and Industry
Land Use Type

Multifamily

Industry	Total Employees	<div>Transportation and Material Moving Occupations</div> <div>Production Occupations</div> <div>Installation, Maintenance, and Repair Occupations</div> <div>Construction and Extraction Occupations</div> <div>Farming, Fishing, and Forestry Occupations</div> <div>Office and Administrative Support Occupations</div> <div>Sales and Related Occupations</div> <div>Personal Care and Service Occupations</div> <div>Building and Grounds Cleaning and Maintenance Occupations</div> <div>Food Preparation and Serving Related Occupations</div> <div>Protective Service Occupations</div> <div>Healthcare Support Occupations</div> <div>Healthcare Practitioners and Technical Occupations</div> <div>Arts, Design, Entertainment, Sports, and Media Occupations</div> <div>Education, Training, and Library Occupations</div> <div>Legal Occupations</div> <div>Community and Social Service Occupations</div> <div>Life, Physical, and Social Science Occupations</div> <div>Architecture and Engineering Occupations</div> <div>Computer and Mathematical Occupations</div> <div>Business and Financial Operations Occupations</div> <div>Management Occupations</div>																				
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000
11 Ag, Forestry, Fish & Hunting	0.27	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.20	0.00	0.01	0.01	0.03
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.08	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.01	0.00
23 Construction	0.44	0.03	0.02	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.26	0.04	0.01	0.01
31-33 Manufacturing	0.09	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.04	0.01
42 Wholesale Trade	0.43	0.04	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.10	0.07	0.00	0.00	0.03	0.02	0.11
44-45 Retail trade	6.35	0.22	0.08	0.02	0.00	0.00	0.00	0.00	0.00	0.06	0.23	0.02	0.02	0.23	0.05	0.04	3.26	0.56	0.01	0.02	0.29	0.15
48-49 Transportation & Warehousing	0.90	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.20	0.00	0.00	0.05	0.01	0.60
51 Information	0.47	0.05	0.05	0.11	0.01	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.06	0.00	0.00	0.04	0.00
52 Finance & insurance	1.00	0.11	0.28	0.08	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.16	0.35	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	3.99	0.64	0.27	0.03	0.01	0.00	0.00	0.01	0.00	0.03	0.00	0.00	0.04	0.03	0.23	0.03	0.83	0.74	0.00	0.06	0.79	0.02
54 Professional- scientific & tech services	1.73	0.20	0.31	0.30	0.16	0.06	0.00	0.13	0.00	0.06	0.04	0.02	0.00	0.00	0.01	0.07	0.26	0.00	0.02	0.02	0.02	0.02
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.01	0.04	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.02	0.02	0.09	0.01	0.22	0.00	0.04	0.18	0.00	0.03	0.03	0.07
61 Educational services	0.81	0.05	0.02	0.01	0.00	0.01	0.02	0.00	0.48	0.02	0.02	0.00	0.01	0.02	0.03	0.01	0.00	0.07	0.00	0.00	0.01	0.00
62 Health & social services	7.61	0.30	0.15	0.05	0.00	0.04	0.42	0.00	0.18	0.01	2.52	2.20	0.03	0.18	0.15	0.20	0.03	0.99	0.00	0.01	0.06	0.03
71 Arts- entertainment & recreation	1.13	0.07	0.05	0.01	0.00	0.00	0.00	0.00	0.03	0.08	0.00	0.00	0.05	0.15	0.09	0.32	0.08	0.12	0.00	0.00	0.05	0.00
72 Accomodation & food services	3.99	0.14	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	3.15	0.15	0.04	0.16	0.13	0.00	0.00	0.04	0.03
81 Other services	3.54	0.28	0.26	0.04	0.01	0.01	0.10	0.01	0.05	0.07	0.01	0.05	0.03	0.06	0.08	0.70	0.14	0.50	0.00	0.01	0.61	0.20
91-99 Government & non NAICs	0.18	0.01	0.02	0.00	0.01	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.04	0.00	0.00	0.00	0.00	0.03	0.00	0.01	0.01	0.00
Total	34.03	2.23	1.65	0.71	0.23	0.15	0.56	0.18	0.75	0.43	2.87	2.32	0.35	3.83	1.02	1.37	4.94	4.33	0.22	0.43	2.09	0.63

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-7
Employees by Occupation and Industry
Land Use Type
Single Family

Industry	Total Employees	<div>Transportation and Material Moving Occupations</div> <div>Production Occupations</div> <div>Installation, Maintenance, and Repair Occupations</div> <div>Construction and Extraction Occupations</div> <div>Farming, Fishing, and Forestry Occupations</div> <div>Office and Administrative Support Occupations</div> <div>Sales and Related Occupations</div> <div>Personal Care and Service Occupations</div> <div>Building and Grounds Cleaning and Maintenance Occupations</div> <div>Food Preparation and Serving Related Occupations</div> <div>Protective Service Occupations</div> <div>Healthcare Support Occupations</div> <div>Healthcare Practitioners and Technical Occupations</div> <div>Arts, Design, Entertainment, Sports, and Media Occupations</div> <div>Education, Training, and Library Occupations</div> <div>Legal Occupations</div> <div>Community and Social Service Occupations</div> <div>Life, Physical, and Social Science Occupations</div> <div>Architecture and Engineering Occupations</div> <div>Computer and Mathematical Occupations</div> <div>Business and Financial Operations Occupations</div> <div>Management Occupations</div>																					
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	0.43	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.02	0.31	0.00	0.01	0.01	0.05
21 Mining	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.10	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.03	0.01	0.00
23 Construction	0.62	0.04	0.03	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.00	0.37	0.05	0.01	0.02
31-33 Manufacturing	0.12	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.06	0.01
42 Wholesale Trade	0.60	0.05	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.14	0.10	0.00	0.00	0.04	0.03	0.15
44-45 Retail trade	8.49	0.29	0.11	0.03	0.00	0.00	0.00	0.00	0.00	0.08	0.30	0.02	0.03	0.30	0.06	0.05	4.36	0.75	0.01	0.02	0.39	0.20	1.45
48-49 Transportation & Warehousing	1.32	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.29	0.00	0.01	0.07	0.02	0.88
51 Information	0.64	0.07	0.07	0.15	0.01	0.00	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.01	0.07	0.08	0.00	0.00	0.05	0.00	0.01
52 Finance & insurance	1.34	0.14	0.38	0.10	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.21	0.47	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	6.27	1.00	0.42	0.05	0.01	0.00	0.00	0.02	0.00	0.05	0.01	0.00	0.07	0.05	0.36	0.05	1.31	1.16	0.00	0.09	1.24	0.02	0.36
54 Professional- scientific & tech services	2.20	0.26	0.40	0.39	0.21	0.08	0.00	0.17	0.00	0.08	0.05	0.02	0.00	0.00	0.01	0.01	0.09	0.34	0.00	0.02	0.02	0.03	0.02
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.50	0.06	0.09	0.04	0.01	0.01	0.00	0.00	0.00	0.01	0.03	0.02	0.14	0.01	0.32	0.00	0.07	0.26	0.00	0.04	0.04	0.11	0.21
61 Educational services	1.06	0.06	0.03	0.02	0.00	0.01	0.03	0.00	0.62	0.02	0.02	0.00	0.02	0.03	0.04	0.02	0.00	0.09	0.00	0.00	0.01	0.00	0.02
62 Health & social services	9.73	0.38	0.19	0.06	0.00	0.05	0.53	0.00	0.23	0.02	3.22	2.81	0.04	0.24	0.19	0.26	0.03	1.27	0.00	0.01	0.07	0.03	0.07
71 Arts- entertainment & recreation	1.80	0.12	0.07	0.01	0.00	0.00	0.00	0.00	0.04	0.14	0.00	0.00	0.09	0.24	0.15	0.52	0.12	0.19	0.00	0.00	0.08	0.00	0.03
72 Accomodation & food services	5.83	0.21	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	4.59	0.22	0.05	0.23	0.19	0.00	0.00	0.06	0.05	0.14
81 Other services	4.15	0.33	0.30	0.04	0.01	0.02	0.12	0.01	0.06	0.09	0.01	0.06	0.03	0.07	0.09	0.82	0.16	0.59	0.00	0.02	0.71	0.23	0.38
91-99 Government & non NAICs	<u>0.27</u>	<u>0.02</u>	<u>0.03</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>	<u>0.00</u>	<u>0.01</u>	<u>0.00</u>	<u>0.05</u>	<u>0.00</u>	<u>0.01</u>	<u>0.01</u>	<u>0.00</u>	<u>0.04</u>	<u>0.00</u>	<u>0.01</u>	<u>0.01</u>	<u>0.00</u>	<u>0.01</u>
Total	46.49	3.11	2.23	0.93	0.30	0.19	0.71	0.23	0.98	0.59	3.69	2.96	0.51	5.53	1.47	1.80	6.83	5.91	0.34	0.61	2.92	0.84	3.81

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-8
Employees by Occupation and Industry
Land Use Type
Resort Residential

Industry	Total Employees	<div>Transportation and Material Moving Occupations</div> <div>Production Occupations</div> <div>Installation, Maintenance, and Repair Occupations</div> <div>Construction and Extraction Occupations</div> <div>Farming, Fishing, and Forestry Occupations</div> <div>Office and Administrative Support Occupations</div> <div>Sales and Related Occupations</div> <div>Personal Care and Service Occupations</div> <div>Building and Grounds Cleaning and Maintenance Occupations</div> <div>Food Preparation and Serving Related Occupations</div> <div>Protective Service Occupations</div> <div>Healthcare Support Occupations</div> <div>Healthcare Practitioners and Technical Occupations</div> <div>Arts, Design, Entertainment, Sports, and Media Occupations</div> <div>Education, Training, and Library Occupations</div> <div>Legal Occupations</div> <div>Community and Social Service Occupations</div> <div>Life, Physical, and Social Science Occupations</div> <div>Architecture and Engineering Occupations</div> <div>Computer and Mathematical Occupations</div> <div>Business and Financial Operations Occupations</div> <div>Management Occupations</div>																					
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	0.63	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.03	0.45	0.00	0.01	0.02	0.07
21 Mining	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.16	0.01	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.01	0.05	0.02	0.00
23 Construction	1.00	0.07	0.05	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.09	0.00	0.60	0.09	0.02	0.03
31-33 Manufacturing	0.20	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.01	0.10	0.02
42 Wholesale Trade	0.96	0.09	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.22	0.16	0.01	0.00	0.07	0.05	0.24
44-45 Retail trade	14.03	0.49	0.19	0.05	0.00	0.00	0.00	0.00	0.01	0.14	0.50	0.04	0.05	0.50	0.10	0.08	7.20	1.25	0.02	0.03	0.65	0.34	2.39
48-49 Transportation & Warehousing	2.55	0.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.03	0.55	0.00	0.01	0.13	0.03	1.69
51 Information	1.18	0.13	0.13	0.28	0.02	0.00	0.00	0.01	0.01	0.18	0.00	0.00	0.00	0.01	0.00	0.01	0.13	0.15	0.00	0.00	0.09	0.01	0.01
52 Finance & insurance	3.11	0.33	0.87	0.24	0.00	0.00	0.01	0.03	0.00	0.01	0.03	0.00	0.01	0.00	0.00	0.00	0.48	1.08	0.00	0.00	0.01	0.00	0.00
53 Real estate & rental	11.27	1.80	0.76	0.08	0.02	0.00	0.01	0.03	0.00	0.08	0.01	0.01	0.12	0.08	0.65	0.09	2.35	2.08	0.00	0.16	2.24	0.04	0.65
54 Professional- scientific & tech services	4.07	0.47	0.74	0.72	0.39	0.15	0.00	0.31	0.00	0.14	0.10	0.04	0.01	0.00	0.01	0.02	0.17	0.62	0.00	0.04	0.04	0.05	0.04
55 Management of companies	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	3.31	0.14	0.19	0.10	0.03	0.01	0.01	0.01	0.01	0.02	0.07	0.05	0.31	0.03	0.71	0.01	0.15	0.58	0.01	0.10	0.10	0.24	0.45
61 Educational services	2.47	0.14	0.07	0.04	0.00	0.03	0.08	0.00	1.45	0.05	0.05	0.01	0.04	0.07	0.09	0.04	0.01	0.21	0.00	0.01	0.03	0.00	0.05
62 Health & social services	15.14	0.60	0.30	0.10	0.00	0.08	0.83	0.00	0.36	0.03	5.02	4.38	0.06	0.37	0.30	0.40	0.05	1.97	0.00	0.01	0.11	0.05	0.11
71 Arts- entertainment & recreation	3.73	0.24	0.15	0.02	0.00	0.00	0.00	0.00	0.09	0.28	0.01	0.00	0.18	0.49	0.30	1.07	0.25	0.38	0.00	0.01	0.16	0.01	0.07
72 Accomodation & food services	10.80	0.39	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.05	8.51	0.41	0.10	0.42	0.35	0.00	0.00	0.12	0.09	0.26
81 Other services	8.00	0.63	0.59	0.09	0.02	0.03	0.22	0.02	0.11	0.16	0.03	0.12	0.07	0.13	0.17	1.59	0.32	1.14	0.00	0.03	1.37	0.45	0.73
91-99 Government & non NAICs	<u>0.38</u>	<u>0.02</u>	<u>0.04</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>	<u>0.02</u>	<u>0.01</u>	<u>0.01</u>	<u>0.00</u>	<u>0.02</u>	<u>0.01</u>	<u>0.08</u>	<u>0.00</u>	<u>0.01</u>	<u>0.01</u>	<u>0.00</u>	<u>0.06</u>	<u>0.00</u>	<u>0.02</u>	<u>0.02</u>	<u>0.01</u>	<u>0.02</u>
Total	83.00	5.66	4.25	1.77	0.55	0.35	1.18	0.43	2.05	1.12	5.85	4.66	0.97	10.19	2.79	3.43	11.82	10.75	0.50	1.04	5.29	1.52	6.84

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-9
Households by Occupation and Industry
Land Use Type

Office																							
	Earners per Household	Transportation and Material Moving Occupations	Production Occupations	Installation, Maintenance, and Repair Occupations	Construction and Extraction Occupations	Farming, Fishing, and Forestry Occupations	Office and Administrative Support Occupations	Sales and Related Occupations	Personal Care and Service Occupations	Building and Grounds Cleaning and Maintenance Occupations	Food Preparation and Serving Related Occupations	Protective Service Occupations	Healthcare Support Occupations	Healthcare Practitioners and Technical Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Education, Training, and Library Occupations	Legal Occupations	Community and Social Service Occupations	Life, Physical, and Social Science Occupations	Architecture and Engineering Occupations	Computer and Mathematical Occupations	Business and Financial Operations Occupations	Management Occupations
		53-0000	51-0000	49-0000	47-0000	45-0000	43-0000	41-0000	39-0000	37-0000	35-0000	33-0000	31-0000	29-0000	27-0000	25-0000	23-0000	21-0000	19-0000	17-0000	15-0000	13-0000	11-0000
11 Ag, Forestry, Fish & Hunting	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.71	0.05	0.05	0.10	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00
52 Finance & insurance	1.71	0.04	0.12	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.71	0.14	0.06	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.01	0.05	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	1.71	0.19	0.30	0.29	0.16	0.06	0.00	0.13	0.00	0.06	0.04	0.02	0.00	0.00	0.06	0.00	0.13	0.00	0.06	0.16	0.29	0.30	0.19
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.71	0.32	0.44	0.22	0.07	0.03	0.02	0.01	0.02	0.04	0.16	0.12	0.72	0.06	0.06	1.63	0.02	0.33	0.01	0.22	0.01	0.44	0.32
61 Educational services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.71	0.03	0.01	0.00	0.00	0.01	0.03	0.00	0.00	0.00	0.30	0.23	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.03
622 Hospitals	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.71	0.02	0.01	0.00	0.00	0.00	0.06	0.00	0.05	0.00	0.01	0.20	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.02
71 Arts- entertainment & recreation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.71	0.06	0.08	0.01	0.00	0.00	0.04	0.00	0.02	0.02	0.00	0.01	0.00	0.00	0.02	0.02	0.00	0.01	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.71	0.03	0.05	0.01	0.01	0.01	0.02	0.01	0.01	0.00	0.02	0.09	0.01	0.02	0.02	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00
Total		0.88	1.11	0.68	0.24	0.12	0.18	0.16	0.10	0.20	0.54	0.58	0.83	0.10	1.71	0.13	0.71	2.28	0.01	0.27	0.49	0.59	1.14

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-10
Households by Occupation and Industry
Land Use Type

Industrial																							
	Earners per Household	Transportation and Material Moving Occupations	Production Occupations	Installation, Maintenance, and Repair Occupations	Construction and Extraction Occupations	Farming, Fishing, and Forestry Occupations	Office and Administrative Support Occupations	Sales and Related Occupations	Personal Care and Service Occupations	Building and Grounds Cleaning and Maintenance Occupations	Food Preparation and Serving Related Occupations	Protective Service Occupations	Healthcare Support Occupations	Healthcare Practitioners and Technical Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Education, Training, and Library Occupations	Legal Occupations	Community and Social Service Occupations	Life, Physical, and Social Science Occupations	Architecture and Engineering Occupations	Computer and Mathematical Occupations	Business and Financial Operations Occupations	Management Occupations
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.71	0.27	0.20	0.01	0.05	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.08	0.34	0.00	2.19	0.33	0.06	0.12
31-33 Manufacturing	1.71	0.05	0.04	0.02	0.05	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.01	0.01	0.00	0.03	0.07	0.00	0.01	0.04	0.43	0.08
42 Wholesale Trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.71	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.12	0.00	0.00	0.03	0.01	0.37
51 Information	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.71	0.02	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.04	0.00	0.09	0.00	0.02	0.08	0.00	0.01	0.01	0.03	0.06
61 Educational services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.71	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.00	0.13	0.02	0.05
812 Personal and laundry services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		0.37	0.27	0.05	0.11	0.02	0.00	0.00	0.00	0.01	0.01	0.01	0.05	0.01	0.12	0.00	0.15	0.64	0.00	2.23	0.54	0.54	0.68

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-11
Households by Occupation and Industry
Land Use Type

Retail/ Service/ Restaurant																							
	Earners per Household	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.71	0.19	0.07	0.02	0.00	0.00	0.00	0.00	0.00	0.05	0.19	0.01	0.02	0.19	0.04	0.03	2.75	0.48	0.01	0.01	0.25	0.13	0.91
48-49 Transportation & Warehousing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.71	0.16	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	4.45	0.02	0.00	0.20	0.04	0.00	0.00	0.01	0.03	0.13
811 Repair and maintenance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		0.35	0.09	0.02	0.00	0.00	0.00	0.00	0.00	0.05	0.19	0.01	0.03	4.65	0.06	0.03	2.95	0.52	0.01	0.01	0.26	0.16	1.05

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-12
Households by Occupation and Industry
Land Use Type

Lodging																							
	Earners per Household	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.71	0.38	0.13	0.02	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02	0.17	1.09	1.60	0.40	0.18	1.21	0.00	0.01	0.41	0.12	0.06
722 Food services and drinking places	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		0.38	0.13	0.02	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.02	0.17	1.09	1.60	0.40	0.18	1.21	0.00	0.01	0.41	0.12	0.06

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-13
Households by Occupation and Industry
Land Use Type

Institutional																							
	Earners per Household	Transportation and Material Moving Occupations	Production Occupations	Installation, Maintenance, and Repair Occupations	Construction and Extraction Occupations	Farming, Fishing, and Forestry Occupations	Office and Administrative Support Occupations	Sales and Related Occupations	Personal Care and Service Occupations	Building and Grounds Cleaning and Maintenance Occupations	Food Preparation and Serving Related Occupations	Protective Service Occupations	Healthcare Support Occupations	Healthcare Practitioners and Technical Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Education, Training, and Library Occupations	Legal Occupations	Community and Social Service Occupations	Life, Physical, and Social Science Occupations	Architecture and Engineering Occupations	Computer and Mathematical Occupations	Business and Financial Operations Occupations	Management Occupations
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational services	1.71	0.53	0.27	0.16	0.01	0.12	0.28	0.00	5.43	0.18	0.20	0.03	0.13	0.26	0.33	0.14	0.02	0.80	0.00	0.03	0.13	0.01	0.17
621 Ambulatory health care services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.71	0.23	0.43	0.11	0.11	0.13	0.21	0.10	0.08	0.03	0.18	0.05	0.77	0.02	0.08	0.07	0.02	0.62	0.01	0.18	0.16	0.07	0.15
Total		0.77	0.70	0.27	0.12	0.25	0.49	0.10	5.51	0.20	0.38	0.09	0.90	0.28	0.41	0.21	0.04	1.42	0.01	0.21	0.29	0.08	0.33

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-14
Households by Occupation and Industry
Land Use Type:
Multifamily

Industry	Earners per Household																								Total
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000		
11 Ag, Forestry, Fish & Hunting	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.11	0.00	0.00	0.00	0.02	0.16	
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
22 Utilities	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.01	0.00	0.04	
23 Construction	1.71	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.15	0.02	0.00	0.01	0.26	
31-33 Manufacturing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.05	
42 Wholesale Trade	1.71	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.04	0.00	0.00	0.02	0.01	0.06	0.25	
44-45 Retail trade	1.71	0.13	0.05	0.01	0.00	0.00	0.00	0.00	0.00	0.04	0.13	0.01	0.01	0.13	0.03	0.02	1.90	0.33	0.01	0.01	0.17	0.09	0.63	3.71	
48-49 Transportation & Warehousing	1.71	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.11	0.00	0.00	0.03	0.01	0.35	0.53	
51 Information	1.71	0.03	0.03	0.07	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.04	0.00	0.00	0.02	0.00	0.00	0.27	
52 Finance & insurance	1.71	0.06	0.17	0.04	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.09	0.20	0.00	0.00	0.00	0.00	0.00	0.59	
53 Real estate & rental	1.71	0.37	0.16	0.02	0.00	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.02	0.02	0.13	0.02	0.49	0.43	0.00	0.03	0.46	0.01	0.14	2.33	
54 Professional- scientific & tech services	1.71	0.12	0.18	0.18	0.10	0.04	0.00	0.08	0.00	0.04	0.03	0.01	0.00	0.00	0.00	0.00	0.04	0.15	0.00	0.01	0.01	0.01	0.01	1.01	
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
56 Administrative & waste services	1.71	0.02	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.06	0.00	0.13	0.00	0.03	0.10	0.00	0.02	0.02	0.04	0.08	0.59	
61 Educational services	1.71	0.03	0.01	0.01	0.00	0.01	0.01	0.00	0.28	0.01	0.01	0.00	0.01	0.01	0.02	0.01	0.00	0.04	0.00	0.00	0.01	0.00	0.01	0.47	
62 Health & social services	1.71	0.18	0.09	0.03	0.00	0.02	0.24	0.00	0.11	0.01	1.47	1.29	0.02	0.11	0.09	0.12	0.02	0.58	0.00	0.00	0.03	0.02	0.03	4.45	
71 Arts- entertainment & recreation	1.71	0.04	0.03	0.00	0.00	0.00	0.00	0.00	0.02	0.05	0.00	0.00	0.03	0.09	0.05	0.19	0.04	0.07	0.00	0.00	0.03	0.00	0.01	0.66	
72 Accomodation & food services	1.71	0.08	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	1.84	0.09	0.02	0.09	0.08	0.00	0.00	0.03	0.02	0.06	2.33	
81 Other services	1.71	0.16	0.15	0.02	0.01	0.01	0.06	0.00	0.03	0.04	0.01	0.03	0.02	0.03	0.05	0.41	0.08	0.29	0.00	0.01	0.35	0.12	0.19	2.07	
91-99 Government & non NAICs	1.71	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.10	
Total		1.30	0.96	0.41	0.13	0.09	0.33	0.10	0.44	0.25	1.68	1.35	0.20	2.24	0.59	0.80	2.89	2.53	0.13	0.25	1.22	0.37	1.61	19.88	

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-15
Households by Occupation and Industry
Land Use Type:
Single Family

Industry	Earners per Household	<div>Transportation and Material Moving Occupations</div> <div>Production Occupations</div> <div>Installation, Maintenance, and Repair Occupations</div> <div>Construction and Extraction Occupations</div> <div>Farming, Fishing, and Forestry Occupations</div> <div>Office and Administrative Support Occupations</div> <div>Sales and Related Occupations</div> <div>Personal Care and Service Occupations</div> <div>Building and Grounds Cleaning and Maintenance Occupations</div> <div>Food Preparation and Serving Related Occupations</div> <div>Protective Service Occupations</div> <div>Healthcare Support Occupations</div> <div>Healthcare Practitioners and Technical Occupations</div> <div>Arts, Design, Entertainment, Sports, and Media Occupations</div> <div>Education, Training, and Library Occupations</div> <div>Legal Occupations</div> <div>Community and Social Service Occupations</div> <div>Life, Physical, and Social Science Occupations</div> <div>Architecture and Engineering Occupations</div> <div>Computer and Mathematical Occupations</div> <div>Business and Financial Operations Occupations</div> <div>Management Occupations</div>																						Total
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000	
11 Ag, Forestry, Fish & Hunting	1.71	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.18	0.00	0.01	0.01	0.03	0.25
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.71	0.00	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.01	0.00	0.06
23 Construction	1.71	0.03	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.21	0.03	0.01	0.01	0.36
31-33 Manufacturing	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.04	0.01	0.07
42 Wholesale Trade	1.71	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.08	0.06	0.00	0.00	0.03	0.02	0.09	0.35
44-45 Retail trade	1.71	0.17	0.07	0.02	0.00	0.00	0.00	0.00	0.00	0.05	0.18	0.01	0.02	0.18	0.04	0.03	2.55	0.44	0.01	0.01	0.23	0.12	0.84	4.96
48-49 Transportation & Warehousing	1.71	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.17	0.00	0.00	0.04	0.01	0.51	0.77
51 Information	1.71	0.04	0.04	0.09	0.01	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.05	0.00	0.00	0.03	0.00	0.00	0.37
52 Finance & insurance	1.71	0.08	0.22	0.06	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.12	0.27	0.00	0.00	0.00	0.00	0.00	0.78
53 Real estate & rental	1.71	0.58	0.25	0.03	0.01	0.00	0.00	0.01	0.00	0.03	0.00	0.00	0.04	0.03	0.21	0.03	0.76	0.68	0.00	0.05	0.73	0.01	0.21	3.66
54 Professional- scientific & tech services	1.71	0.15	0.23	0.23	0.12	0.05	0.00	0.10	0.00	0.05	0.03	0.01	0.00	0.00	0.00	0.01	0.05	0.20	0.00	0.01	0.01	0.02	0.01	1.29
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.71	0.04	0.05	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.02	0.01	0.08	0.01	0.19	0.00	0.04	0.15	0.00	0.03	0.03	0.06	0.12	0.88
61 Educational services	1.71	0.04	0.02	0.01	0.00	0.01	0.02	0.00	0.36	0.01	0.01	0.00	0.01	0.02	0.02	0.01	0.00	0.05	0.00	0.00	0.01	0.00	0.01	0.62
62 Health & social services	1.71	0.22	0.11	0.04	0.00	0.03	0.31	0.00	0.14	0.01	1.88	1.64	0.02	0.14	0.11	0.15	0.02	0.74	0.00	0.00	0.04	0.02	0.04	5.68
71 Arts- entertainment & recreation	1.71	0.07	0.04	0.01	0.00	0.00	0.00	0.00	0.02	0.08	0.00	0.00	0.05	0.14	0.09	0.30	0.07	0.11	0.00	0.00	0.04	0.00	0.02	1.05
72 Accomodation & food services	1.71	0.12	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	2.68	0.13	0.03	0.13	0.11	0.00	0.00	0.04	0.03	0.08	3.41
81 Other services	1.71	0.19	0.18	0.03	0.01	0.01	0.07	0.01	0.03	0.05	0.01	0.03	0.02	0.04	0.05	0.48	0.10	0.34	0.00	0.01	0.41	0.14	0.22	2.43
91-99 Government & non NAICs	1.71	0.01	0.02	0.00	0.00	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.03	0.00	0.00	0.00	0.00	0.03	0.00	0.01	0.01	0.00	0.01	0.16
Total		1.82	1.30	0.55	0.18	0.11	0.42	0.13	0.57	0.35	2.16	1.73	0.30	3.23	0.86	1.05	3.99	3.45	0.20	0.36	1.70	0.49	2.22	27.16

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-16
Households by Occupation and Industry
Land Use Type:
Resort Residential

Industry	Earners per Household																								Total
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000		
11 Ag, Forestry, Fish & Hunting	1.71	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.26	0.00	0.01	0.01	0.04	0.37	
21 Mining	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	
22 Utilities	1.71	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.03	0.01	0.00	0.09	
23 Construction	1.71	0.04	0.03	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.00	0.35	0.05	0.01	0.02	0.58	
31-33 Manufacturing	1.71	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.06	0.01	0.12	
42 Wholesale Trade	1.71	0.05	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.09	0.00	0.00	0.04	0.03	0.14	0.56	
44-45 Retail trade	1.71	0.28	0.11	0.03	0.00	0.00	0.00	0.00	0.00	0.08	0.29	0.02	0.03	0.29	0.06	0.05	4.21	0.73	0.01	0.02	0.38	0.20	1.40	8.20	
48-49 Transportation & Warehousing	1.71	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.32	0.00	0.01	0.08	0.02	0.99	1.49	
51 Information	1.71	0.08	0.08	0.16	0.01	0.00	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.00	0.00	0.01	0.08	0.09	0.00	0.00	0.05	0.00	0.01	0.69	
52 Finance & insurance	1.71	0.19	0.51	0.14	0.00	0.00	0.01	0.02	0.00	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.28	0.63	0.00	0.00	0.00	0.00	0.00	1.81	
53 Real estate & rental	1.71	1.05	0.44	0.05	0.01	0.00	0.00	0.02	0.00	0.05	0.01	0.00	0.07	0.05	0.38	0.05	1.37	1.21	0.00	0.09	1.31	0.03	0.38	6.58	
54 Professional- scientific & tech services	1.71	0.28	0.43	0.42	0.23	0.09	0.00	0.18	0.00	0.08	0.06	0.03	0.00	0.00	0.01	0.01	0.10	0.36	0.00	0.02	0.02	0.03	0.02	2.38	
55 Management of companies	1.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
56 Administrative & waste services	1.71	0.08	0.11	0.06	0.02	0.01	0.01	0.00	0.00	0.01	0.04	0.03	0.18	0.02	0.41	0.01	0.09	0.34	0.00	0.06	0.06	0.14	0.27	1.94	
61 Educational services	1.71	0.08	0.04	0.03	0.00	0.02	0.04	0.00	0.85	0.03	0.03	0.01	0.02	0.04	0.05	0.02	0.00	0.12	0.00	0.00	0.02	0.00	0.03	1.45	
62 Health & social services	1.71	0.35	0.18	0.06	0.00	0.05	0.48	0.00	0.21	0.02	2.93	2.56	0.03	0.21	0.17	0.23	0.03	1.15	0.00	0.01	0.07	0.03	0.06	8.84	
71 Arts- entertainment & recreation	1.71	0.14	0.09	0.01	0.00	0.00	0.00	0.00	0.05	0.16	0.01	0.00	0.10	0.29	0.18	0.63	0.15	0.22	0.00	0.01	0.09	0.00	0.04	2.18	
72 Accomodation & food services	1.71	0.23	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	4.97	0.24	0.06	0.25	0.20	0.00	0.00	0.07	0.05	0.15	6.31	
81 Other services	1.71	0.37	0.34	0.05	0.01	0.02	0.13	0.01	0.07	0.10	0.02	0.07	0.04	0.08	0.10	0.93	0.18	0.66	0.00	0.02	0.80	0.26	0.43	4.67	
91-99 Government & non NAICs	1.71	0.01	0.02	0.01	0.01	0.01	0.01	0.01	0.00	0.00	0.01	0.00	0.04	0.00	0.00	0.00	0.00	0.04	0.00	0.01	0.01	0.00	0.01	0.22	
Total		3.31	2.48	1.03	0.32	0.20	0.69	0.25	1.20	0.66	3.42	2.72	0.57	5.95	1.63	2.00	6.90	6.28	0.29	0.61	3.09	0.89	3.99	48.49	

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems



APPENDIX C:

Wages and Household Income by Occupation and Industry

Table C-1 Wages by Occupation and Industry (Commercial)

Table C-2 Wages by Occupation and Industry (Residential)

Table C-3 Household Income by Occupation and Industry (Commercial)

Table C-4 Household Income by Occupation and Industry (Residential)

Appendix Table C-1
Wages by Occupation and Industry
Land Use Type:

Commercial																										
			NAICS		Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
Avg. Wage		COUNTY																								
11 Ag, Forestry, Fish & Hunting	11	\$41,862		\$93,046	\$68,947	\$85,310	\$73,460	\$59,319	\$0	\$0	\$38,473	\$0	\$141,720	\$0	\$31,720	\$0	\$34,744	\$34,838	\$70,117	\$37,591	\$36,845	\$50,240	\$43,953	\$35,944	\$42,884	
21 Mining	21	\$109,477		\$126,792	\$82,652	\$98,267	\$99,100	\$81,778	\$0	\$136,324	\$0	\$86,015	\$0	\$39,906	\$32,500	\$38,902	\$0	\$89,169	\$46,565	\$0	\$54,775	\$59,921	\$57,528	\$50,013		
22 Utilities	22	\$107,815		\$141,460	\$92,198	\$97,286	\$97,285	\$96,897	\$0	\$147,654	\$0	\$90,677	\$0	\$63,726	\$0	\$49,365	\$0	\$83,326	\$58,566	\$44,690	\$76,287	\$85,193	\$81,450	\$65,803		
23 Construction	23	\$52,131		\$81,025	\$57,744	\$57,492	\$56,576	\$56,412	\$36,868	\$104,466	\$0	\$44,509	\$0	\$31,696	\$24,618	\$27,908	\$27,339	\$51,749	\$32,512	\$29,741	\$40,206	\$41,227	\$39,670	\$36,750		
31-33 Manufacturing	31-33	\$37,085		\$62,235	\$37,665	\$45,503	\$42,566	\$34,868	\$22,311	\$80,710	\$32,687	\$26,262	\$38,684	\$19,952	\$23,101	\$14,944	\$16,495	\$19,187	\$31,768	\$21,911	\$17,593	\$26,027	\$28,188	\$21,005	\$19,605	
42 Wholesale Trade	42	\$90,347		\$123,984	\$73,119	\$81,964	\$86,990	\$82,328	\$98,913	\$144,769	\$56,903	\$46,662	\$77,037	\$50,363	\$38,367	\$32,866	\$34,692	\$42,432	\$69,245	\$42,957	\$33,781	\$50,522	\$53,177	\$41,800	\$40,205	
44-45 Retail trade	44-45	\$30,016		\$67,162	\$45,498	\$49,644	\$58,314	\$45,435	\$28,432	\$61,163	\$33,094	\$28,327	\$49,032	\$23,132	\$30,531	\$22,241	\$22,608	\$23,856	\$24,377	\$27,101	\$23,639	\$34,767	\$33,971	\$27,145	\$23,487	
48-49 Transportation & Warehousing	48-49	\$62,289		\$110,481	\$0	\$82,617	\$84,034	\$0	\$0	\$126,649	\$67,303	\$44,712	\$0	\$38,658	\$43,056	\$46,688	\$34,112	\$68,373	\$50,441	\$42,080	\$65,989	\$63,306	\$58,063	\$52,256		
51 Information	51	\$74,866		\$68,547	\$40,793	\$45,069	\$48,425	\$45,582	\$28,308	\$77,771	\$25,818	\$29,692	\$33,367	\$0	\$26,217	\$13,462	\$16,040	\$15,030	\$32,935	\$22,408	\$0	\$30,777	\$32,465	\$21,721	\$19,522	
52 Finance & insurance	52	\$69,814		\$76,629	\$44,301	\$49,902	\$60,978	\$57,241	\$34,203	\$53,523	\$43,707	\$40,311	\$43,334	\$23,605	\$32,496	\$27,859	\$17,670	\$28,425	\$37,762	\$23,245	\$23,651	\$47,210	\$27,371	\$30,089	\$33,530	
53 Real estate & rental	53	\$47,447		\$54,905	\$46,797	\$49,142	\$55,742	\$53,976	\$30,217	\$81,698	\$20,606	\$35,478	\$38,668	\$20,497	\$23,572	\$21,319	\$22,158	\$23,345	\$33,648	\$26,374	\$25,749	\$33,322	\$29,666	\$28,808	\$24,824	
54 Professional- scientific & tech services	54	\$80,224		\$97,676	\$57,120	\$62,966	\$59,566	\$52,873	\$40,338	\$67,581	\$51,216	\$43,867	\$47,137	\$21,934	\$39,221	\$27,700	\$24,094	\$20,259	\$54,475	\$30,711	\$30,168	\$44,410	\$38,389	\$34,874	\$32,058	
55 Management of companies	55	\$141,628		\$148,512	\$81,349	\$92,723	\$100,603	\$95,625	\$50,572	\$151,468	\$54,170	\$74,479	\$78,446	\$37,908	\$56,806	\$42,854	\$36,557	\$41,537	\$79,916	\$48,448	\$51,828	\$66,783	\$59,726	\$62,341	\$46,267	
56 Administrative & waste services	56	\$40,604		\$86,815	\$55,662	\$66,675	\$66,091	\$52,996	\$41,135	\$72,289	\$37,271	\$48,906	\$57,398	\$27,082	\$27,808	\$24,830	\$26,718	\$26,997	\$38,439	\$30,758	\$27,933	\$37,536	\$39,120	\$28,054	\$28,832	
61 Educational services	61	\$42,618		\$74,075	\$46,825	\$48,553	\$55,723	\$48,251	\$43,449	\$93,524	\$43,605	\$38,180	\$49,220	\$28,882	\$30,120	\$23,136	\$25,750	\$24,634	\$33,898	\$30,213	\$30,289	\$41,633	\$35,092	\$37,970	\$29,635	
621 Ambulatory health care services	621	\$41,627		\$63,563	\$38,150	\$42,524	\$46,851	\$54,062	\$31,349	\$90,370	\$31,009	\$31,559	\$63,685	\$21,239	\$23,777	\$19,152	\$18,388	\$23,669	\$38,112	\$23,234	\$20,204	\$41,951	\$29,899	\$25,488	\$27,370	
622 Hospitals	622	\$74,073		\$127,115	\$70,626	\$78,968	\$77,810	\$83,604	\$60,080	\$155,057	\$81,774	\$60,962	\$83,997	\$36,306	\$42,069	\$34,464	\$32,928	\$38,502	\$37,502	\$41,204	\$0	\$60,829	\$54,964	\$43,680	\$37,564	
623 Nursing and residential care facilities	623	\$39,862		\$85,375	\$56,824	\$62,465	\$0	\$70,051	\$41,152	\$0	\$41,190	\$59,680	\$61,226	\$30,434	\$33,885	\$29,860	\$28,749	\$32,742	\$56,231	\$38,216	\$32,050	\$45,414	\$42,055	\$27,331	\$31,071	
624 Social assistance	624	\$29,622		\$67,123	\$51,931	\$57,430	\$57,918	\$77,029	\$41,541	\$59,387	\$30,083	\$47,939	\$62,993	\$27,731	\$32,564	\$28,758	\$26,656	\$26,972	\$31,053	\$35,939	\$30,493	\$45,576	\$37,860	\$26,986	\$29,190	
71 Arts- entertainment & recreation	71	\$44,384		\$83,636	\$56,612	\$61,891	\$87,176	\$61,054	\$40,388	\$163,197	\$44,224	\$58,285	\$56,626	\$57,260	\$29,768	\$29,700	\$31,141	\$32,976	\$30,625	\$32,622	\$36,824	\$52,261	\$40,051	\$39,858	\$34,041	
721 Accommodation	721	\$27,383		\$53,439	\$39,741	\$44,581	\$57,514	\$27,409	\$30,058	\$0	\$29,148	\$35,740	\$30,829	\$26,095	\$24,512	\$22,135	\$20,054	\$22,551	\$29,357	\$21,750	\$29,683	\$34,773	\$27,247	\$20,089	\$20,570	
722 Food services and drinking places	722	\$21,396		\$56,503	\$41,633	\$45,846	\$0	\$28,997	\$0	\$0	\$27,389	\$32,982	\$52,434	\$27,704	\$27,486	\$25,458	\$26,058	\$36,552	\$23,092	\$33,066	\$0	\$51,693	\$30,256	\$27,768	\$22,657	
811 Repair and maintenance	811	\$46,837		\$82,352	\$56,773	\$53,539	\$70,212	\$69,232	\$0	\$0	\$50,289	\$50,074	\$0	\$0	\$0	\$29,675	\$26,678	\$25,131	\$44,272	\$34,728	\$0	\$48,612	\$43,134	\$42,623	\$28,079	
812 Personal and laundry services	812	\$21,594		\$50,053	\$35,070	\$50,793	\$0	\$0	\$26,676	\$0	\$39,794	\$28,935	\$49,988	\$27,626	\$25,511	\$21,522	\$19,997	\$21,774	\$20,473	\$19,805	\$26,721	\$38,195	\$27,235	\$18,487	\$22,999	
813 Membership associations and organizations	813	\$43,529		\$80,576	\$51,971	\$56,494	\$75,694	\$50,900	\$35,354	\$80,337	\$31,813	\$48,420	\$50,035	\$22,666	\$24,389	\$22,329	\$25,013	\$24,661	\$36,075	\$31,890	\$29,727	\$37,854	\$31,986	\$40,474	\$27,847	
91-99 Government & non NAICS	92	\$58,086		\$78,599	\$59,508	\$65,237	\$67,040	\$56,752	\$43,027	\$73,903	\$41,741	\$50,589	\$69,992	\$30,604	\$47,792	\$28,722	\$29,139	\$26,939	\$34,510	\$35,214	\$35,916	\$40,815	\$44,459	\$45,284	\$41,253	

Source: Economic & Planning Systems

Appendix Table C-2
Wages by Occupation and Industry
Land Use Type:

Industry	NAICS	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000	
	COUNTY																							
Avg. Wage																								
11 Ag, Forestry, Fish & Hunting	11	\$41,862	\$93,046	\$68,947	\$85,310	\$73,460	\$59,319	\$0	\$0	\$38,473	\$0	\$141,720	\$0	\$31,720	\$0	\$34,744	\$34,838	\$70,117	\$37,591	\$36,845	\$50,240	\$43,953	\$35,944	\$42,884
21 Mining	21	\$109,477	\$126,792	\$82,652	\$98,267	\$99,100	\$81,778	\$0	\$136,324	\$0	\$86,015	\$0	\$39,906	\$32,500	\$38,902	\$0	\$89,169	\$46,565	\$0	\$54,775	\$59,921	\$57,528	\$50,013	
22 Utilities	22	\$107,815	\$141,460	\$92,198	\$97,286	\$97,285	\$96,897	\$0	\$147,654	\$0	\$90,677	\$0	\$63,726	\$0	\$49,365	\$0	\$83,326	\$58,566	\$44,690	\$76,287	\$85,193	\$81,450	\$65,803	
23 Construction	23	\$52,131	\$81,025	\$57,744	\$57,492	\$56,576	\$56,412	\$36,868	\$104,466	\$0	\$44,509	\$0	\$31,696	\$24,618	\$27,908	\$27,339	\$51,749	\$32,512	\$29,741	\$40,206	\$41,227	\$39,670	\$36,750	
31-33 Manufacturing	31-33	\$37,085	\$62,235	\$37,665	\$45,503	\$42,566	\$34,868	\$22,311	\$80,710	\$32,687	\$26,262	\$38,684	\$19,952	\$23,101	\$14,944	\$16,495	\$19,187	\$31,768	\$21,911	\$17,593	\$26,027	\$28,188	\$21,005	\$19,605
42 Wholesale Trade	42	\$90,347	\$123,984	\$73,119	\$81,964	\$86,990	\$82,328	\$98,913	\$144,769	\$56,903	\$46,662	\$77,037	\$50,363	\$38,367	\$32,866	\$34,692	\$42,432	\$69,245	\$42,957	\$33,781	\$50,522	\$53,177	\$41,800	\$40,205
44-45 Retail trade	44-45	\$30,016	\$67,162	\$45,498	\$49,644	\$58,314	\$45,435	\$28,432	\$61,163	\$33,094	\$28,327	\$49,032	\$23,132	\$30,531	\$22,241	\$22,608	\$23,856	\$24,377	\$27,101	\$23,639	\$34,767	\$33,971	\$27,145	\$23,487
48-49 Transportation & Warehousing	48-49	\$62,289	\$105,256	\$0	\$78,710	\$80,060	\$0	\$0	\$120,660	\$64,120	\$42,598	\$0	\$0	\$36,830	\$41,020	\$44,480	\$32,499	\$65,140	\$48,056	\$40,090	\$62,868	\$60,312	\$55,318	\$49,784
51 Information	51	\$74,866	\$68,547	\$40,793	\$45,069	\$48,425	\$45,582	\$28,308	\$77,771	\$25,818	\$29,692	\$33,367	\$0	\$26,217	\$13,462	\$16,040	\$15,030	\$32,935	\$22,408	\$0	\$30,777	\$32,465	\$21,721	\$19,522
52 Finance & insurance	52	\$69,814	\$76,629	\$44,301	\$49,902	\$60,978	\$57,241	\$34,203	\$53,523	\$43,707	\$40,311	\$43,334	\$23,605	\$32,496	\$27,859	\$17,670	\$28,425	\$37,762	\$23,245	\$23,651	\$47,210	\$27,371	\$30,089	\$33,530
53 Real estate & rental	53	\$47,447	\$54,905	\$46,797	\$49,142	\$55,742	\$53,976	\$30,217	\$81,698	\$20,606	\$35,478	\$38,668	\$20,497	\$23,572	\$21,319	\$22,158	\$23,345	\$33,648	\$26,374	\$25,749	\$33,322	\$29,666	\$28,808	\$24,824
54 Professional- scientific & tech services	54	\$80,224	\$97,676	\$57,120	\$62,966	\$59,566	\$52,873	\$40,338	\$67,581	\$51,216	\$43,867	\$47,137	\$21,934	\$39,221	\$27,700	\$24,094	\$20,259	\$54,475	\$30,711	\$30,168	\$44,410	\$38,389	\$34,874	\$32,058
55 Management of companies	55	\$141,628	\$148,512	\$81,349	\$92,723	\$100,603	\$95,625	\$50,572	\$151,468	\$54,170	\$74,479	\$78,446	\$37,908	\$56,806	\$42,854	\$36,557	\$41,537	\$79,916	\$48,448	\$51,828	\$66,783	\$59,726	\$62,341	\$46,267
56 Administrative & waste services	56	\$40,604	\$86,815	\$55,662	\$66,675	\$66,091	\$52,996	\$41,135	\$72,289	\$37,271	\$48,906	\$57,398	\$27,082	\$27,808	\$24,830	\$26,718	\$26,997	\$38,439	\$30,758	\$27,933	\$37,536	\$39,120	\$28,054	\$28,832
61 Educational services	61	\$42,618	\$74,075	\$46,825	\$48,553	\$55,723	\$48,251	\$43,449	\$93,524	\$43,605	\$38,180	\$49,220	\$28,882	\$30,120	\$23,136	\$25,750	\$24,634	\$33,898	\$30,213	\$30,289	\$41,633	\$35,092	\$37,970	\$29,635
62 Health & social services	62	\$48,968	\$82,731	\$51,728	\$61,535	\$63,196	\$70,768	\$38,893	\$89,909	\$28,779	\$44,679	\$75,665	\$26,860	\$32,453	\$25,656	\$25,395	\$24,567	\$37,192	\$32,525	\$26,213	\$45,908	\$38,813	\$28,949	\$29,017
71 Arts- entertainment & recreation	71	\$44,384	\$83,636	\$56,612	\$61,891	\$87,176	\$61,054	\$40,388	\$163,197	\$44,224	\$58,285	\$56,626	\$57,260	\$29,768	\$29,700	\$31,141	\$32,976	\$30,625	\$32,622	\$36,824	\$52,261	\$40,051	\$39,858	\$34,041
72 Accomodation & food services	72	\$23,039	\$59,923	\$45,213	\$53,826	\$73,495	\$31,332	\$46,660	\$0	\$35,978	\$40,510	\$50,563	\$33,063	\$30,008	\$25,445	\$25,608	\$28,571	\$24,913	\$28,630	\$35,445	\$45,298	\$33,899	\$26,767	\$22,864
81 Other services	81	\$37,513	\$77,184	\$52,737	\$56,629	\$63,406	\$52,400	\$36,461	\$83,599	\$32,996	\$48,885	\$55,479	\$33,140	\$25,572	\$23,107	\$25,575	\$27,301	\$33,507	\$30,412	\$30,617	\$41,971	\$38,271	\$30,167	\$26,170
91-99 Government & non NAICS	92	\$58,086	\$78,599	\$59,508	\$65,237	\$67,040	\$56,752	\$43,027	\$73,903	\$41,741	\$50,589	\$69,992	\$30,604	\$47,792	\$28,722	\$29,139	\$26,939	\$34,510	\$35,214	\$35,916	\$40,815	\$44,459	\$45,284	\$41,253

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table C-3
Wages by Occupation and Industry
Land Use Type:

Commercial																										
	Earners per Household	Average Wage	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000		
11 Ag, Forestry, Fish & Hunting	1.71	\$41,862	\$159,269	\$118,018	\$146,027	\$125,743	\$101,537	\$0	\$0	\$65,856	\$0	\$242,586	\$0	\$54,296	\$0	\$59,473	\$59,634	\$120,021	\$64,345	\$63,069	\$85,997	\$75,235	\$61,527	\$73,405		
21 Mining	1.71	\$109,477	\$217,034	\$141,477	\$168,206	\$169,632	\$139,981	\$0	\$233,349	\$0	\$147,234	\$0	\$0	\$68,307	\$55,631	\$66,589	\$0	\$152,633	\$79,706	\$0	\$93,761	\$102,568	\$98,472	\$85,609		
22 Utilities	1.71	\$107,815	\$242,142	\$157,818	\$166,527	\$166,525	\$165,862	\$0	\$252,744	\$0	\$155,214	\$0	\$0	\$109,082	\$0	\$84,500	\$0	\$142,631	\$100,249	\$76,497	\$130,583	\$145,828	\$139,420	\$112,636		
23 Construction	1.71	\$52,131	\$138,693	\$98,843	\$98,411	\$96,843	\$96,563	\$63,108	\$178,816	\$0	\$76,188	\$0	\$0	\$54,255	\$42,139	\$47,771	\$46,797	\$88,581	\$55,651	\$50,908	\$68,822	\$70,570	\$67,904	\$62,907		
31-33 Manufacturing	1.71	\$37,085	\$106,529	\$64,472	\$77,889	\$72,861	\$59,684	\$38,190	\$138,154	\$55,952	\$44,953	\$66,217	\$34,152	\$39,543	\$25,581	\$28,235	\$32,842	\$54,378	\$37,506	\$30,114	\$44,552	\$48,250	\$35,955	\$33,559		
42 Wholesale Trade	1.71	\$90,347	\$212,227	\$125,160	\$140,300	\$148,902	\$140,923	\$169,313	\$247,805	\$97,403	\$79,872	\$131,867	\$86,208	\$65,674	\$56,257	\$59,383	\$72,631	\$118,528	\$73,531	\$57,824	\$86,480	\$91,025	\$71,550	\$68,819		
44-45 Retail trade	1.71	\$30,016	\$114,962	\$77,880	\$84,977	\$99,818	\$77,773	\$48,667	\$104,694	\$56,648	\$48,488	\$83,929	\$39,596	\$52,261	\$38,071	\$38,699	\$40,835	\$41,727	\$46,389	\$40,464	\$59,512	\$58,149	\$46,465	\$40,203		
48-49 Transportation & Warehousing	1.71	\$62,289	\$189,114	\$0	\$141,418	\$143,843	\$0	\$0	\$216,789	\$115,204	\$76,535	\$0	\$0	\$66,172	\$73,700	\$79,917	\$58,391	\$117,036	\$86,341	\$72,029	\$112,955	\$108,362	\$99,389	\$89,447		
51 Information	1.71	\$74,866	\$117,335	\$69,826	\$77,147	\$82,890	\$78,024	\$48,456	\$133,123	\$44,193	\$50,825	\$57,115	\$0	\$44,877	\$23,043	\$27,456	\$25,727	\$56,376	\$38,356	\$0	\$52,682	\$55,572	\$37,181	\$33,417		
52 Finance & insurance	1.71	\$69,814	\$131,168	\$75,831	\$85,419	\$104,377	\$97,981	\$58,547	\$91,616	\$74,814	\$69,001	\$74,176	\$40,405	\$55,625	\$47,687	\$30,246	\$48,656	\$64,638	\$39,789	\$40,483	\$80,810	\$46,852	\$51,505	\$57,394		
53 Real estate & rental	1.71	\$47,447	\$93,983	\$80,103	\$84,117	\$95,416	\$92,392	\$51,723	\$139,844	\$35,271	\$60,729	\$66,188	\$35,086	\$40,349	\$36,493	\$37,928	\$39,960	\$57,596	\$45,146	\$44,075	\$57,038	\$50,780	\$49,312	\$42,493		
54 Professional- scientific & tech services	1.71	\$80,224	\$167,195	\$97,774	\$107,781	\$101,961	\$90,504	\$69,048	\$115,680	\$87,669	\$75,089	\$80,686	\$37,545	\$67,136	\$47,415	\$41,242	\$34,678	\$93,247	\$52,569	\$51,639	\$76,018	\$65,712	\$59,695	\$54,874		
55 Management of companies	1.71	\$141,628	\$254,213	\$139,247	\$158,717	\$172,204	\$163,684	\$86,565	\$259,273	\$92,724	\$127,488	\$134,278	\$64,888	\$97,237	\$73,354	\$62,575	\$71,100	\$136,794	\$82,930	\$88,715	\$114,314	\$102,234	\$106,710	\$79,197		
56 Administrative & waste services	1.71	\$40,604	\$148,603	\$95,278	\$114,130	\$113,129	\$90,715	\$70,412	\$123,739	\$63,798	\$83,713	\$98,249	\$46,357	\$47,599	\$42,502	\$45,735	\$46,212	\$65,797	\$52,648	\$47,813	\$64,252	\$66,963	\$48,020	\$49,352		
61 Educational services	1.71	\$42,618	\$126,797	\$80,152	\$83,109	\$95,382	\$82,593	\$74,374	\$160,087	\$74,639	\$65,353	\$84,251	\$49,439	\$51,557	\$39,603	\$44,076	\$42,166	\$58,024	\$51,717	\$51,846	\$71,264	\$60,067	\$64,993	\$50,728		
621 Ambulatory health care services	1.71	\$41,627	\$108,803	\$65,303	\$72,789	\$80,196	\$92,539	\$53,661	\$154,688	\$53,079	\$54,021	\$109,012	\$36,355	\$40,699	\$32,783	\$31,475	\$40,515	\$65,237	\$39,770	\$34,584	\$71,809	\$51,179	\$43,629	\$46,849		
622 Hospitals	1.71	\$74,073	\$217,585	\$120,892	\$135,172	\$133,189	\$143,107	\$102,840	\$265,415	\$139,974	\$104,350	\$143,779	\$62,146	\$72,011	\$58,993	\$56,363	\$65,905	\$64,193	\$70,529	\$0	\$104,123	\$94,083	\$74,768	\$64,300		
623 Nursing and residential care facilities	1.71	\$39,862	\$146,139	\$97,266	\$106,924	\$0	\$119,909	\$70,442	\$0	\$70,506	\$102,155	\$104,802	\$52,095	\$58,001	\$51,112	\$49,211	\$56,045	\$96,253	\$65,415	\$54,861	\$77,737	\$71,986	\$46,783	\$53,184		
624 Social assistance	1.71	\$29,622	\$114,896	\$88,892	\$98,304	\$99,140	\$131,853	\$71,107	\$101,654	\$51,493	\$82,059	\$107,827	\$47,467	\$55,741	\$49,225	\$45,628	\$46,168	\$53,155	\$61,518	\$52,196	\$78,013	\$64,805	\$46,193	\$49,966		
71 Arts- entertainment & recreation	1.71	\$44,384	\$143,162	\$96,905	\$105,940	\$149,221	\$104,508	\$69,133	\$279,349	\$75,700	\$99,769	\$96,928	\$98,013	\$50,955	\$50,839	\$53,304	\$56,447	\$52,422	\$55,841	\$63,033	\$89,456	\$68,557	\$68,226	\$58,268		
721 Accommodation	1.71	\$27,383	\$91,473	\$68,026	\$76,311	\$98,447	\$46,917	\$51,451	\$0	\$49,894	\$61,177	\$52,771	\$44,667	\$41,957	\$37,890	\$34,327	\$38,602	\$50,251	\$37,231	\$50,809	\$59,522	\$46,640	\$34,387	\$35,210		
722 Food services and drinking places	1.71	\$21,396	\$96,718	\$71,264	\$78,477	\$0	\$49,635	\$0	\$0	\$46,883	\$56,456	\$89,753	\$47,421	\$47,048	\$43,577	\$44,605	\$62,567	\$39,527	\$56,599	\$0	\$88,484	\$51,790	\$47,532	\$38,783		
811 Repair and maintenance	1.71	\$46,837	\$140,964	\$97,180	\$91,645	\$120,183	\$118,506	\$0	\$0	\$86,082	\$85,713	\$0	\$0	\$50,796	\$45,665	\$43,018	\$75,782	\$59,445	\$0	\$83,211	\$73,833	\$72,960	\$48,063			
812 Personal and laundry services	1.71	\$21,594	\$85,677	\$60,030	\$86,944	\$0	\$0	\$45,662	\$0	\$68,117	\$49,529	\$85,565	\$47,289	\$43,668	\$36,840	\$34,230	\$37,272	\$35,044	\$33,901	\$45,739	\$65,379	\$46,619	\$31,644	\$39,368		
813 Membership associations and organizations	1.71	\$43,529	\$137,924	\$88,961	\$96,703	\$129,568	\$87,126	\$60,517	\$137,516	\$54,455	\$82,882	\$85,645	\$38,798	\$41,747	\$38,220	\$42,815	\$42,212	\$61,751	\$54,588	\$50,884	\$64,796	\$54,752	\$69,280	\$47,667		
91-99 Government & non NAICs	1.71	\$58,086	\$134,540	\$101,862	\$111,668	\$114,754	\$97,143	\$73,651	\$126,501	\$71,450	\$86,594	\$119,806	\$52,386	\$81,807	\$49,164	\$49,878	\$46,112	\$59,072	\$60,276	\$61,478	\$69,865	\$76,101	\$77,513	\$70,613		

Source: U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table C-4
Household Income by Occupation and Industry
Land Use Type:

Residential																									
Industry			Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000	
	Earners per Household	Average Wage																							
11 Ag, Forestry, Fish & Hunting	1.71	\$41,862	\$159,269	\$118,018	\$146,027	\$125,743	\$101,537	\$0	\$0	\$65,856	\$0	\$242,586	\$0	\$54,296	\$0	\$59,473	\$59,634	\$120,021	\$64,345	\$63,069	\$85,997	\$75,235	\$61,527	\$73,405	
21 Mining	1.71	\$109,477	\$217,034	\$141,477	\$168,206	\$169,632	\$139,981	\$0	\$233,349	\$0	\$147,234	\$0	\$68,307	\$55,631	\$66,589	\$0	\$152,633	\$79,706	\$0	\$93,761	\$102,568	\$98,472	\$85,609		
22 Utilities	1.71	\$107,815	\$242,142	\$157,818	\$166,527	\$166,525	\$165,862	\$0	\$252,744	\$0	\$155,214	\$0	\$0	\$109,082	\$0	\$84,500	\$0	\$142,631	\$100,249	\$76,497	\$130,583	\$145,828	\$139,420	\$112,636	
23 Construction	1.71	\$52,131	\$138,693	\$98,843	\$98,411	\$96,843	\$96,563	\$63,108	\$178,816	\$0	\$76,188	\$0	\$54,255	\$42,139	\$47,771	\$46,797	\$88,581	\$55,651	\$50,908	\$68,822	\$70,570	\$67,904	\$62,907		
31-33 Manufacturing	1.71	\$37,085	\$106,529	\$64,472	\$77,889	\$72,861	\$59,684	\$38,190	\$138,154	\$55,952	\$44,953	\$66,217	\$34,152	\$39,543	\$25,581	\$28,235	\$32,842	\$54,378	\$37,506	\$30,114	\$44,552	\$48,250	\$35,955	\$33,559	
42 Wholesale Trade	1.71	\$90,347	\$212,227	\$125,160	\$140,300	\$148,902	\$140,923	\$169,313	\$247,805	\$97,403	\$79,872	\$131,867	\$86,208	\$65,674	\$56,257	\$59,383	\$72,631	\$118,528	\$73,531	\$57,824	\$86,480	\$91,025	\$71,550	\$68,819	
44-45 Retail trade	1.71	\$30,016	\$114,962	\$77,880	\$84,977	\$99,818	\$77,773	\$48,667	\$104,694	\$56,648	\$48,488	\$83,929	\$39,596	\$52,261	\$38,071	\$38,699	\$40,835	\$41,727	\$46,389	\$40,464	\$59,512	\$58,149	\$46,465	\$40,203	
48-49 Transportation & Warehousing	1.71	\$62,289	\$180,170	\$0	\$134,730	\$137,041	\$0	\$0	\$206,537	\$109,756	\$72,915	\$0	\$0	\$63,043	\$70,215	\$76,138	\$55,629	\$111,502	\$82,258	\$68,623	\$107,613	\$103,238	\$94,689	\$85,217	
51 Information	1.71	\$74,866	\$117,335	\$69,826	\$77,147	\$82,890	\$78,024	\$48,456	\$133,123	\$44,193	\$50,825	\$57,115	\$0	\$44,877	\$23,043	\$27,456	\$25,727	\$56,376	\$38,356	\$0	\$52,682	\$55,572	\$37,181	\$33,417	
52 Finance & insurance	1.71	\$69,814	\$131,168	\$75,831	\$85,419	\$104,377	\$97,981	\$58,547	\$91,616	\$74,814	\$69,001	\$74,176	\$40,405	\$55,625	\$47,687	\$30,246	\$48,656	\$64,638	\$39,789	\$40,483	\$80,810	\$46,852	\$51,505	\$57,394	
53 Real estate & rental	1.71	\$47,447	\$93,983	\$80,103	\$84,117	\$95,416	\$92,392	\$51,723	\$139,844	\$35,271	\$60,729	\$66,188	\$35,086	\$40,349	\$36,493	\$37,928	\$39,960	\$57,596	\$45,146	\$44,075	\$57,038	\$50,780	\$49,312	\$42,493	
54 Professional- scientific & tech services	1.71	\$80,224	\$167,195	\$97,774	\$107,781	\$101,961	\$90,504	\$69,048	\$115,680	\$87,669	\$75,089	\$80,686	\$37,545	\$67,136	\$47,415	\$41,242	\$34,678	\$93,247	\$52,569	\$51,639	\$76,018	\$65,712	\$59,695	\$54,874	
55 Management of companies	1.71	\$141,628	\$254,213	\$139,247	\$158,717	\$172,204	\$163,684	\$86,565	\$259,273	\$92,724	\$127,488	\$134,278	\$64,888	\$97,237	\$73,354	\$62,575	\$71,100	\$136,794	\$82,930	\$88,715	\$114,314	\$102,234	\$106,710	\$79,197	
56 Administrative & waste services	1.71	\$40,604	\$148,603	\$95,278	\$114,130	\$113,129	\$90,715	\$70,412	\$123,739	\$63,798	\$83,713	\$98,249	\$46,357	\$47,599	\$42,502	\$45,735	\$46,212	\$65,797	\$52,648	\$47,813	\$64,252	\$66,963	\$48,020	\$49,352	
61 Educational services	1.71	\$42,618	\$126,797	\$80,152	\$83,109	\$95,382	\$82,593	\$74,374	\$160,087	\$74,639	\$65,353	\$84,251	\$49,439	\$51,557	\$39,603	\$44,076	\$42,166	\$58,024	\$51,717	\$51,846	\$71,264	\$60,067	\$64,993	\$50,728	
62 Health & social services	1.71	\$48,968	\$141,612	\$88,544	\$105,331	\$108,175	\$121,135	\$66,573	\$153,900	\$49,261	\$76,479	\$129,518	\$45,977	\$55,550	\$43,917	\$43,470	\$42,052	\$63,662	\$55,674	\$44,870	\$78,581	\$66,437	\$49,552	\$49,670	
71 Arts- entertainment & recreation	1.71	\$44,384	\$143,162	\$96,905	\$105,940	\$149,221	\$104,508	\$69,133	\$279,349	\$75,700	\$99,769	\$96,928	\$98,013	\$50,955	\$50,839	\$53,304	\$56,447	\$52,422	\$55,841	\$63,033	\$89,456	\$68,557	\$68,226	\$58,268	
72 Accommodation & food services	1.71	\$23,039	\$102,572	\$77,393	\$92,135	\$125,804	\$53,631	\$79,868	\$0	\$61,584	\$69,342	\$86,551	\$56,594	\$51,365	\$43,554	\$43,834	\$48,906	\$42,645	\$49,007	\$60,671	\$77,538	\$58,025	\$45,818	\$39,137	
81 Other services	1.71	\$37,513	\$132,117	\$90,271	\$96,933	\$108,534	\$89,695	\$62,412	\$143,099	\$56,479	\$83,678	\$94,965	\$56,726	\$43,772	\$39,553	\$43,777	\$46,731	\$57,355	\$52,057	\$71,843	\$65,509	\$51,638	\$44,796		
91-99 Government & non NAICs	1.71	\$58,086	\$134,540	\$101,862	\$111,668	\$114,754	\$97,143	\$73,651	\$126,501	\$71,450	\$86,594	\$119,806	\$52,386	\$81,807	\$49,164	\$49,878	\$46,112	\$59,072	\$60,276	\$61,478	\$69,865	\$76,101	\$77,513	\$70,613	

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems



BLAINE COUNTY HOUSING AUTHORITY

BOARD MEETING AGENDA MEMO

Meeting Date: January 10, 2024 Staff Member: Thecla Campbell + Carissa Connelly

Agenda Item: Recommendation to approve contract for services with Public House + Data System Update

Recommended Motion:

I move to approve contract with Public House.

Reasons for Recommendation:

- Transitioning data management to Homekeeper/Salesforce will have limited impact without also transitioning the Application and Compliance Review forms and processes.
- Upon staff interviews and reviews of Application and Compliance Review services that run off Homekeeper, Public House is the most efficient and user friendly for BCHA applicants, renters, and owners as well as staff.

Policy Analysis and Background (non-consent items only):

GOAL 2: RECOMMEND + ADVOCATE FOR POLICY THAT PROMOTES HOUSING
OBJECTIVE 2. SERVE AS THE SINGLE SOURCE OF HOUSING DATA, HOUSING NEEDS, HOUSING LISTS TO SUPPORT DATA-DRIVEN DECISION MAKING, ACTION AND INVESTMENTS.

GOAL 3: EXPAND, COORDINATE + IMPROVE SERVICES TO CREATE HOUSING STABILITY
OBJECTIVE 1. ESTABLISH A ONE-STOP-SHOP FOR PROVIDING RESOURCES, SERVICES AND APPLICATION ASSISTANCE AT BCHA/5B HOUSING OFFICE IN ENGLISH AND SPANISH AND SUPPORT COORDINATION WITH OTHER PARTNERS.
OBJECTIVE 3. WORK WITH PARTNERS TO DEVELOP STRATEGY FOR A SINGLE-POINT OF ENTRY SYSTEM OF CARE OR OTHER TYPE APPROACH TO SUPPORT COMMUNITY NEEDS.

GOAL 4: INFORM, ENGAGE, COLLABORATE
OBJECTIVE 5. SERVE AS THE HUB FOR REGIONAL HOUSING DATA.

GOAL 5: STEWARD/PRESERVE + EXPAND PORTFOLIO OF DEED RESTRICTED HOMES (CURRENT BCHA ROLE)
OBJECTIVE 2. CONTINUE TO STEWARD INVENTORY OF EXISTING DEED-RESTRICTED HOMES IN BCHA INVENTORY, INCLUDING ON-GOING COMPLIANCE.

The data system upgrade for BCHA/BCHF is a partnership with three organizations providing services: Homekeeper, Public House and Salesforce. Homekeeper is the main program from which the system will operate from, Salesforce is required for operating Homekeeper and Public House supports the HomeKeeper operations by generating forms (ex. Intake and compliance) and data analysis. Homekeeper was acquired in

the Fall and will provide both data migration and training in the next couple of months.

Acquiring Salesforce licenses has been the lynchpin to moving this process forward. After meeting with Salesforce representatives, data migration consultants, Homekeeper contacts, enlisting our CPA's recommendation, applying multiple times, and receiving limited support only via email, we were able to acquire ten free licenses with our non-profit status as Blaine County Housing Foundation. BCHF was deemed the appropriate entity since funding through the IHFA Grant would be dedicated to any costs for the system. With licenses acquired we are able to move forward with the data migration, and trainings with HomeKeeper.

Staff reviewed a number of add-on services to Homekeeper to build out the Application and Compliance Review process. Public House stood out because of their pre-existing forms tailored for BCHA's purposes, their capacity to take on this project and maintain it going forward, and their impressive list of clientele. Their user interface for BCHA's users and staff is clear and efficient.

Staff recommend approving the Public House contract for services, pending legal review. If legal counsel recommend substantial changes, the Board will re-review the contract.

Financial Impact:

HomeKeeper Services	Setup Fee \$6,000.00, Annual Fee \$5,250.00, HUD Connect Annual Fee \$1,550.00. Paid \$12,800.00
Salesforce Licenses	10 free licenses with qualification of Non-profit status. (Formerly quoted \$ ~ \$7600/year)
Public House Services	Potentially, \$8K (first year with setup fees) then annual ~ \$5K. Currently under review with legal counsel.

Attachments:

1. Resolution 2024-03
2. Public House Contract

RESOLUTION No. 2024-03

**BEFORE THE BOARD OF COMMISSIONERS
OF THE BLAINE COUNTY HOUSING AUTHORITY
BLAINE COUNTY, IDAHO**

**A RESOLUTION OF THE BLAINE COUNTY HOUSING AUTHORITY BOARD OF COMMISSIONERS TO
IMPLEMENT A NEW DATA & APPLICATION SYSTEM WITH THE REQUIRED CONTRACTS WITH PUBLIC HOUSE**

WHEREAS, the primary responsibility of the Blaine County Housing Authority is to steward preservation of existing deed-restricted units and expand it's portfolio; and

WHEREAS, in order to adequately fulfill this responsibility, a new data, application, and compliance system must be acquired, setup, and managed; and

WHEREAS, staff researched and found the most suitable application and compliance review product for BCHA's responsibilities; and

WHEREAS, the BCHA administrative staff will not be able to transition to the new data system without also transferring application and compliance review; and

NOW, THEREFORE, be it resolved by the Board of Commissioners of the Blaine County Housing Authority, Blaine County, Idaho, as follows:

Section 1. The Blaine County Housing Authority Board of Commissioners approves execution of the Subscription Agreement with Public House.

Section 2. The Blaine County Housing Authority Board of Commissioners authorizes the BCHA administrative staff to manage such contract.

DATED this ____ day of _____, 2024

ATTEST:

BLAINE COUNTY HOUSING AUTHORITY
BOARD OF COMMISSIONERS

Executive Director

Chair



Public House Subscription Agreement

SUBSCRIPTION AGREEMENT

THIS SUBSCRIPTION AGREEMENT (the "**Agreement**") is made as of [REDACTED], 2023 (the "**Effective Date**"), by and between **Electricbaby, Inc.**, a Colorado corporation with its principal place of business at 490B Hammerstone Lane, Frisco CO 80443 ("**Electricbaby**"), and Blaine County Housing Authority, an Idaho corporation with its principal place of business at 111 N 1st Ave STE 2J, Hailey, ID 83333 ("**Customer**"). Electricbaby and Customer are each referred to herein as a "**Party**" and are collectively referred to as the "**Parties**".

PURPOSE

Electricbaby is the owner of a hosted solution known commercially by the name "Public House Affordable Housing Applications," which is designed to provide online housing applications and facilitate staff review and determination of eligibility.

Customer is a provider of affordable housing services and desires to access and utilize the Solution (as defined below) to support its affordable housing processes.

Electricbaby and the Customer are entering into this agreement so that Electricbaby can provide Solution access and professional services related to implementation, development, and support to the Customer.

This Agreement shall govern the relationship between Electricbaby and Customer in connection with the Services, as defined below.

TERMS

In consideration of the mutual covenants and conditions set forth below, and other good and valid consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1 Electricbaby Solution Subscription and Custom Development Services

- 1.1 *Solution and Access to Solution.* The Solution is a web-based, software as a service, online housing application and service known commercially as "Public House" that is designed to provide online housing application management and facilitate staff review and determination of eligibility, including all custom configurations, updates, bug fixes, new releases and/or maintenance releases of such service that are released by Electricbaby to Customer pursuant to this Agreement ("Solution"). Applicant refers to end users of the Public House authentication and application portals ("Applicant"). The Solution features dual





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factor Applicant authentication, application interface, supporting document upload management, staff tools for document review, and program eligibility determination. Customer has specific capabilities to customize and brand the online housing application experience. Customer's configuration will be saved in the Solution. The Public House Online Housing Application consists of externally hosted authentication and application portals that integrates with a Salesforce Managed Package installed in Customer's Salesforce account, a Salesforce unmanaged package that contains the declarative functionality customized for Customer's specific application process and all updates, bug fixes, and new releases of the Public Housing Online Housing Application that are released by Electricbaby. General details can be found in [this article on the support site](#).

The Solution is designed to work specifically with the Homekeeper affordable housing app for Salesforce. The Solution does not retain any Applicant data. All Application and applicant household information is stored in the Homekeeper data structures, inside Salesforce. Customer is solely responsible for procuring and maintaining licenses with Salesforce, Homekeeper, and a document storage solution.

The Solution requests Applicant data from Customer's Salesforce instance for Applicant identity authentication and to load Applicant's existing application data into the solution's Application Portal. The solution updates application data in Customer's Salesforce instance when an Applicant saves/updates its application. Supporting documents uploaded by Applicant are delivered directly to the Customer's cloud storage. No Applicant data or application data is stored in the Solution. The Solution integrates with external services. Additional information about these services can be found on the support site, <https://support.public.house>.

- 1.1.1. **Access Grant.** Subject to Customer's compliance with the terms and conditions of this Agreement, Electricbaby grants to Customer, Support Users, and Applicants the non-exclusive and non-transferable right and subscription during the Term to access and use the Solution only for the purposes of Customer, and its affiliates and Support Users. Support User means an employee, independent contractor or consultant of Customer and licensed Customer Salesforce user that accesses the Solution internally via authorized links from Salesforce ("Support User"). Customer assumes responsibility for the Customer-authorized actions of all Support Users that would be a breach of this Agreement if such action were taken by Customer will be deemed a breach by Customer of the applicable term of this Agreement.
- 1.1.2. **Solution Services.** Electricbaby will provide Customer the implementation





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and configuration necessary to access the Solution (collectively the “Solution Services”) pursuant to Section 1 of this Agreement. Customer is solely responsible for procuring and maintaining licenses with Salesforce, Homekeeper, and the Customer’s preferred cloud storage. Electricbaby retains directly external services for all other integrations, hosting, and tools used in the Solution.

- 1.1.3. *Support.* Electricbaby will maintain the Solution and provide support services (“Support”) in accordance with the service levels set forth in this Agreement.
- 1.1.4. *Prohibited Uses.* Customer and each Support User will not: (a) create adaptations or derivative works of the Solution; (b) use the Solution for any uses other than those specified in this Agreement; or (c) attempt to reverse engineer, disassemble, reverse translate, decompile or in any other manner decode any portion of the Solution or its underlying software code.
- 1.1.5. *Availability.* Electricbaby designed the Solution to be Available on a continuous basis, not including Scheduled Down Time, as defined below. The Solution is not considered “Available” if Customer or Applicants cannot successfully access the Solution due to a malfunction within Electricbaby’s reasonable control. This includes:
 - 1.1.5.1. Authorization Portal access and the ability to retrieve and authenticate applicants.
 - 1.1.5.2. Application Portal access and the ability to retrieve, update and save applicant data, upload and review supporting documents, digitally sign applications, and create PDFs of completed applications.
- 1.1.6. *Scheduled Downtime.* Occasionally Electricbaby will perform routine maintenance and feature, service and performance updates to the Solution. Such periods are known as “Scheduled Down Time.” These updates typically happen every 30 days, last on average less than thirty-two (32) hours, and usually occur after business hours (PST). Electricbaby will send an email notice of Scheduled Down Time to Customer at least two (2) days in advance. If Electricbaby is responsible for the Solution being Available less than 99% of the time over the course of a calendar month, excluding Scheduled Down Time, Electricbaby will credit Customer’s account the value of one (1) day’s access fees for any partial day the Solution is not Available during that month, not including Scheduled Down Time, up to a maximum credit of one (1) month’s total access fees per month, which credit may not be carried over or applied to any month other than the month following the month in which the credit was accrued.
- 1.1.7. *Maintenance.* Electricbaby will be responsible for preserving the functionality of the solution. This includes modifying the system to adapt to





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any future changes in Salesforce, Homekeeper, Google Drive, AWS, Dropbox, Zoho Sign, Twilio or any of the development technologies used in the operations of the solutions for the client. Electricbaby is also responsible for the upkeep of any improvements or new features introduced to the solution in the future.

- 1.2 *Solution Subscription Services.* Customer is subscribing to the Solution which includes Electricbaby providing maintenance, hosting, integration, and other professional services related to the Solution, as such services are more fully described in this Agreement and its Exhibits (all of which also constitutes the “Services”). Electricbaby will complete the Services in accordance with the specifications set forth in this Agreement and its Exhibits. If either Party desires to make changes to such specifications during the Term, such Party will notify the other Party and the Parties may mutually agree in writing on requested adjustments, if any, to the other terms of this Agreement required to accommodate such changes.
 - 1.2.1. *Feature Set.* Customer acknowledges that all configurations of the Solution are based on the feature set and configurability available in the then-current production environment. This is a hosted solution that loads each client’s specific configuration to customize the environment to their specifications. Using in part information provided by Customer, Electricbaby will configure the Solution.
 - 1.2.2. *Customer Support Coordinator.* Customer will designate a primary contact person who will coordinate development of the configured Solution, such Customer designee to be known as the “Customer Support Coordinator.”
 - 1.2.3. *Implementation.* Parties agree to devote the necessary resources to complete the initial system configuration in a timely manner. If Customer fails to perform its assigned tasks in a timely manner, Electricbaby has the right to charge Customer an hourly rate for additional time required to complete the tasks in the schedule on behalf of the Customer or the time required to re-review tasks and remind client of completion deadlines.
 - 1.2.4. *Training.* Electricbaby will provide training to the Customer Support Coordinator as described on the support site. The Customer Support Coordinator will provide training and support to all Support Users. In the event that a Support User has a question that the Customer Support Coordinator cannot answer, the Customer Support Coordinator may contact Electricbaby for support.
 - 1.2.5. *Support Services.* Customer will have access to the Public House Support Site for self-service level support. The site can be found at <https://support.public.house>.





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- 1.2.5.1. Technical support questions, reporting of errors or defects, and questions regarding invoicing procedures may be submitted by the Customer Support Coordinator via email to support@public.house where they will be tracked as a support request case.
 - 1.2.5.2. Responses to cases will be provided via email, phone, or video conference. Customer support cases will be responded to within 24 hours between the hours of 8am and 5pm Mountain Time, excluding Federal holidays and weekends. Public House platform-wide issues are addressed immediately upon identification, 24 hours per day, 7 days per week.
 - 1.2.5.3. End Users are able to log Cases to the Customer's Salesforce database directly through the application portal. The Customer is responsible for responses to these cases. If these cases are related to technical functionality of the Application the Customer must submit a case via the process outlined in the first paragraph of this section.
- 1.3 *Custom Development Services.* Customer engages Electricbaby to furnish, and Electricbaby agrees to furnish, the consulting and software development services specifically described in Exhibit B - Statement of Work, which is incorporated herein for reference, and for such other tasks as may be mutually agreed upon in writing between Electricbaby and Customer ("Custom Services") pursuant to any future agreed upon and executed statements of work.
- 1.3.1. *Future Custom Development Services.* Electricbaby will provide additional services, future customizations and additional configurations upon Customer request. Such services must be provided pursuant to a separate approved written agreement by an authorized representative of each Party.
 - 1.3.2. *Ownership of Work Product.* Electricbaby will perform three different types of Custom Development Services under this Agreement, when complete, shall be owned as follows:
 - 1.3.2.1. *Salesforce Configuration –* Salesforce Configuration includes work performed to configure Customer's Salesforce instance using built in "declarative" or point-and-click tools, which do not require programming skills. This work involves set up and utilization of Salesforce configuration tools and does not involve custom development. Upon completion, this work shall not be owned by either party because it is not possible to transfer or sell this work.
 - 1.3.2.2. *Public House Platform Customization –* Some Deliverables or Products require Electricbaby to develop custom solutions for Customer which require development and programming. Any customization and development, including but not limited to the





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code used to create such Deliverable or Product, shall be owned by Electricbaby. Customer shall own the implementation of any customization in Customer's Salesforce instance.

- 1.3.2.3. Custom Programming Outside of Public House – Some Deliverables or Products require Electricbaby to develop custom solutions for Customer which require development and programming separate from Public House. Any such custom programming and development shall be owned by Customer.
- 1.3.3. *Custom Development Support.* Electricbaby provides support services ("Support") in accordance with the service levels set forth in this Agreement. Custom development support will be billed at a hourly rate. The cost of custom development support is not included in Solution support.
- 1.4 *Conformity to Schedule.* Electricbaby has sole discretion and control over Electricbaby's Services and the manner in which it is performed, so long as the requirements of all Services as set out in this Agreement are met, and further so long as all such Services are performed in a professional and workmanlike manner.
 - 1.4.1. Electricbaby will arrange the schedule for its performance of the Services and will handle all details and logistics of its performance
 - 1.4.2. Customer will, within seven (7) days of receipt of each deliverable, advise Electricbaby of Customer acceptance or rejection of the deliverable. Any rejection will state the nature and scope of the deficiencies, and Electricbaby will, upon receipt of such rejection, act diligently to correct such deficiencies. After seven (7) days of receipt, Customer is deemed to accept any deliverable for which it does not provide notice of rejection.
- 1.5 *Direction.* Customer will not exercise direct control over the time and methods that Electricbaby used to perform the Solution Services or Custom Development Services. Electricbaby will, however, report to and receive direction from Customer.
- 1.6 *Rights Granted to Customer.* Except for the rights expressly granted in Section 1, Electricbaby expressly reserves all right, title, and interest in and to the Solution, Documentation, and the Services. Customer agrees that Electricbaby does not, directly or by implication, estoppel or otherwise, grant any other rights to Customer other than those expressly set forth in this Agreement. As between Customer and Electricbaby, the Documentation, the Services, the Solution and its database schema, and all intellectual property rights associated with the Documentation, the Services, the Solution and its database schema, are and shall be the sole and





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exclusive property of Electricbaby, subject only to the limited, non-exclusive licenses granted in this Agreement to Customer.

2 Pricing and Payments

- 2.1 *Pricing.* Customer shall pay Electricbaby for access to the Solution and Services pursuant to the fee schedule set forth in Exhibit A.
- 2.2 *Payment on Invoice.* Electricbaby will invoice Customer on an annual basis for the Solution access rights for the upcoming annual term. Electricbaby will invoice Customer on a monthly basis for Services completed. Customer will pay such invoices within thirty (30) days after the date of the invoice. All fees are nonrefundable. Past due balances are subject to one and one-half percent (1.5%) per month interest or the maximum rate allowed by law, whichever is smaller. If payment is overdue, Electricbaby reserves the right to suspend access to the Solution until invoices are current.
- 2.3 *Taxes.* Any taxes that: (a) are owed by Electricbaby with respect to this Agreement and the payment of the fees hereunder; (b) are required or permitted to be collected from Customer by Electricbaby under applicable law; and (c) are based upon the amounts payable under this Agreement, shall be remitted by Customer to Electricbaby.

3 Warranties and Disclaimers

- 3.1 Electricbaby represents and warrants that:
 - 3.1.1. Electricbaby has the requisite ownership, rights and licenses to perform its obligations under this Agreement fully as contemplated hereby and to grant to the Customer all rights with respect to the software and services free and clear from any and all liens, adverse claims, encumbrances and interests of any Third Party;
 - 3.1.2. There are no pending or threatened lawsuits, claims, disputes or actions: (i) alleging that any software or service infringes, violates or misappropriates any Third Party rights; or (ii) adversely affecting any software, service or supplier's ability to perform its obligations hereunder;
- 3.2 *Warranty Disclaimer.* EXCEPT FOR THE EXPRESS WARRANTIES STATED IN SECTION 3.1, ELECTRICBABY DISCLAIMS ALL WARRANTIES AND DUTIES, WHETHER EXPRESS, IMPLIED, STATUTORY OR OTHERWISE, INCLUDING BUT NOT LIMITED TO IMPLIED WARRANTIES AND DUTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, REASONABLE CARE, RESULTS, LACK OF NEGLIGENCE, LACK OF VIRUSES,





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ACCURACY OR COMPLETENESS, TITLE, OR NON-INFRINGEMENT.

4 Non-Disclosure

- 4.1 *Confidential Information.* “Confidential Information” means all nonpublic information that the Disclosing Party designates as confidential at the time of the disclosure or that, based on the nature of the information or circumstances surrounding its disclosure, the Receiving Party should in good faith treat as confidential. Confidential Information includes, without limitation, the Solution and Documentation. “Disclosing Party” means either Electricbaby or Customer when such Party is disclosing Confidential Information to the other Party under this Agreement. “Receiving Party” means either Electricbaby or Customer when such Party is receiving Confidential Information from the Disclosing Party under this Agreement. Confidential Information does not include information that: (a) was generally known to the public at the time disclosed by the Disclosing Party; (b) became generally known to the public other than through a breach of this Agreement by the Receiving Party after the time of disclosure to the Receiving Party by the Disclosing Party; (c) was in the Receiving Party’s possession free of any obligation of confidentiality at the time of disclosure to the Receiving Party by the Disclosing Party; (d) was rightfully received by the Receiving Party from a third party that was free of any obligation of confidentiality after disclosure by the Disclosing Party to the Receiving Party; or (e) was independently developed by the Receiving Party without reference to or use of Confidential Information disclosed by the Disclosing Party.
- 4.2 *Permitted Use.* The Receiving Party will only use the Disclosing Party’s Confidential Information to fulfill its obligations under this Agreement. Each Party expressly agrees that the Receiving Party shall have the right to disclose, give access to, or distribute the Disclosing Party’s Confidential Information to Receiving Party’s consultants and contractors as necessary to fulfill its obligations under this Agreement. Except as expressly agreed in this section, the Receiving Party will not disclose, give access to, or distribute any of the Disclosing Party’s Confidential Information to any third party, except as expressly authorized in this Agreement. The Receiving Party will take reasonable security precautions (at least as protective as the precautions it takes to preserve its own confidential information of a similar nature) to keep the Disclosing Party’s Confidential Information confidential.
- 4.3 *Government Orders.* The Receiving Party may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it or as otherwise required by law. In such cases, however, the





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Receiving Party will (a) give the Disclosing Party reasonable written notice to allow the Disclosing Party to seek a protective order or other appropriate remedy (except to the extent the Receiving Party's compliance with the foregoing would cause it to violate a court order or other legal requirement); (b) disclose only such portion of information as is required by the governmental entity or otherwise required by law, and protect the remainder of the Confidential Information; and (c) at the Disclosing Party's request and expense, use commercially reasonable efforts to obtain confidential treatment (e.g., by protective order or equivalent) for any Confidential Information so disclosed.

- 4.4 *No Implied Rights.* By disclosing Confidential Information to the Receiving Party, the Disclosing Party does not grant any express or implied rights to the Receiving Party to or under any of the Disclosing Party's (or any third party's) patents, copyrights, or trademarks.

5 Security and Data Breach

- 5.1 *Security.* Electricbaby has a third-party security firm perform yearly Penetration Tests against Solution website and applications. These penetration tests also include a Vulnerability Analysis of Solution websites and applications. Public House reviews the penetration tests, and immediately rectifies any issues that allow unauthorized access or entry. Public House reviews the vulnerability analysis which reports potential vulnerabilities which could potentially make Solution Services less secure, and creates a prioritized task list and timeline to address any critical, high, or medium vulnerabilities.
- 5.2 *Data Protection.* Solution does not save or persist any applicant data. Solution is capable of operating without Electricbaby's direct access to the Customer's Salesforce and Cloud Storage. Electricbaby only requires access to the Customer's Salesforce and Cloud Storage: during implementation, in response to service or technical issues, for proactive service and problem resolution, or at the Customer's request for *Custom Development Services*. Electricbaby agrees to keep confidential all Customer Data, and agrees not to sell, assign, distribute, or disclose any such information to any other person or entity. For purposes of this section, Customer Data means all information, whether in oral, written, or electronic.
- 5.3 *Data Breach.* Electricbaby will respond to, contain and remediate Solution Security Incidents, using commercially reasonable efforts, on a 24/7 basis. A Solution Security Incident is a breach of data protection, confidentiality, data integrity or a security compromise resulting in the unauthorized access, use, transfer or acquisition of Customer or Customer's Data via Public House Authorization Portal





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or Application Portal ("Solution Security Incident"). Electricbaby shall notify Customer of a Solution Security Incident within 24 hours of becoming aware of an actual incident involving Customer or Customer's Data. Electricbaby shall inform Customer about incident response activities in reasonable intervals until the incident is resolved, which may include documenting and keeping Customer reasonably informed of all investigative and recovery efforts related to any such incidents, including discovery, investigation and containment, recovery, use of data and experience for gap identification and process improvement, mitigation plans, and cooperation with law enforcement, if legally permissible, as reasonably appropriate.

- 5.4 *Data Breach Responsibilities.* Unless otherwise stipulated, if a data breach is a direct result of Electricbaby's breach of its contractual obligation to prevent the unauthorized release of Customer or Customer's Data (a "Data Breach"), Electricbaby shall bear the reasonable and documented costs associated with (a) the investigation and resolution of the Data Breach; (b) Customer's notifications to individuals, regulators or others as may be required by applicable state law; (c) a credit monitoring service as may be required by applicable state (or federal) law; (d) a website or a toll-free number and call center for affected individuals as may be required by applicable state law; and (e) all corrective actions based on root cause. In the case of a breach originating from Customer, Electricbaby will provide reasonable assistance to Customer for identification and resolution, but Customer will have sole responsibility for any remediation actions, costs and expenses necessary as a result of the Data Breach.

6 Limitation of Liability and Indemnity

6.1 *Limitation of Liability.*

Except as described in Sections 1.1.4, 4.1, 5.3, 5.4, in no event shall either party hereto be liable for any indirect, special, incidental or consequential damages (including lost profits) arising out of or in connection with this Agreement, even if the remedies otherwise provided under this Agreement, at law or in equity fail of their essential purpose, regardless of the form or cause of action or the alleged basis of the claim, and even if such party had been advised of the possibility of such damages. Notwithstanding any other provision contained in this Agreement, Electricbaby's maximum aggregate liability for any and all claims arising out of or in connection with this agreement, whether such liability arises from any claim based upon contract, warranty, tort, failure of essential purpose, trade usage, or otherwise, will in no case exceed the aggregate amount actually received by Electricbaby from customer during the twelve (12) month period immediately





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preceding the date such liability arose.

6.2 *Electricbaby Indemnification.*

Electricbaby will indemnify, hold harmless, and defend Customer and its officers, directors, and subsidiaries (the "Customer Indemnified Parties") from any and all claims by third-parties arising from Electricbaby's gross negligence or willful misconduct. Electricbaby's obligations to indemnify and hold harmless the Customer Indemnified Parties under this Section will be reduced to the extent that such claim arises from Customer's negligence or willful misconduct. Electricbaby will be entitled to control the defense or settlement of any third-party claim, provided that Electricbaby will permit the Customer Indemnified Parties to participate in the defense and settlement of any such claim, at the Customer Indemnified Party's expense and not subject to indemnification hereunder, with counsel of the Customer Indemnified Parties' choosing. This paragraph shall survive expiration or termination hereof.

6.3 *Customer Indemnification.*

Customer will indemnify, hold harmless, and defend Electricbaby and its officers, directors, and subsidiaries (the "Electricbaby Indemnified Parties") from any and all claims by third-parties arising from Customer's gross negligence or willful misconduct. Customer's obligations to indemnify and hold harmless the Electricbaby Indemnified Parties under this Section will be reduced to the extent that such claim arises from Electricbaby's negligence or willful misconduct. Customer will be entitled to control the defense or settlement of any third-party claim, provided that Customer will permit the Electricbaby Indemnified Parties to participate in the defense and settlement of any such claim, at the Electricbaby Indemnified Party's expense and not subject to indemnification hereunder, with counsel of the Electricbaby Indemnified Parties' choosing. This paragraph shall survive expiration or termination hereof.

7 Term and Termination

7.1 *Term.* This Agreement will be effective as of the Effective Date and will continue in effect for one year ("Initial Term") unless the Agreement is earlier terminated as provided herein. This Agreement shall automatically renew for additional one-year periods (each a "Renewal Term") unless either Party provides the other with written notice of non-renewal at least 60 days prior to the end of the Initial Term or any Renewal Term. The Initial Term together with any Renewal Terms is the "Term."





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- 7.2 *Solution Fees.* Ninety (90) days prior to the conclusion of the Initial or any Renewal Term, Electricbaby will notify Customer of the upcoming expiration and of any change in the fees. Fees will not increase during the Initial Term. If any increase in fees occurs during a Renewal Term, the increase may not exceed 5% of the net price annually.
- 7.3 *Termination by Either Party.* Either party may terminate this agreement with 30 days' written notice. All fees for work performed or unpaid subscriptions will be calculated and billed based on termination date, and must be paid within standard payment terms agreed to herein. Upon termination Electricbaby will make a reasonable effort to wrap up open work, provide documentation to the Customer to position the Customer for completion of work, and return or destroy any materials belonging to the Customer ("Project Hand Off"). Customer agrees to pay Electricbaby for all Project Hand Off . Decisions about returning or destroying materials or documentation will be made with the Customer.
- 7.4 *Post Termination Return and Destruction of Confidential Information.* Upon termination, all rights and licenses granted to Customer hereunder will cease and Electricbaby will issue a final invoice to Customer for all Services performed up to the date of termination. Customer will pay such invoice pursuant to Section 2 of this Agreement. Electricbaby does not store any Applicant data. As such, there is no data to return to Customer at termination of this Agreement. Applicant Data is the sole responsibility of the Customer. Post termination, the Customer should deactivate any Salesforce licensed users employed by Electricbaby and change its Dropbox / Google Team Drive / AWS credentials.
- 7.5 *Survival.* The following Sections will survive any termination or expiration of this Agreement: 1.4.4, 1.6, 2 , 3, 4, 5, 6, 7, 9, 11.

8 Insurance

- 8.1 Each party will maintain, at its own expense during the term of this Agreement, insurance appropriate to its obligations under this Agreement, including as applicable general commercial liability, errors and omissions, employer liability, and worker's compensation insurance as required by applicable law.

9 No Agency

- 9.1 Nothing in this Agreement will be construed as creating an agency, partnership, joint venture, franchise, or employment relationship between the Parties. Neither Party will have the authority to make any statements, representations or commitments of any kind, or to take any action, binding on the other except to the





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limited extent (if any) provided for in this Agreement.

10 Marketing

- 10.1 Unless expressly advised otherwise by the Customer, the Customer grants Electricbaby the right to make reference to the existence of this Agreement and to otherwise reference the Customer's name on Electricbaby's website.

11 Miscellaneous

- 11.1 *Validity.* Each Party represents and warrants that: (a) this Agreement has been duly and validly executed and delivered by such Party and constitutes a legal and binding obligation of such Party, enforceable against such Party in accordance with its terms; and (b) to its knowledge, such Party's execution, delivery and performance of this Agreement will not conflict with or violate any provision of law, rule or regulation to which such Party is subject, or any agreement or other obligation directly or indirectly applicable to such Party or binding upon its assets.
- 11.2 *Governing Law, Jurisdiction and Venue.* This Agreement, and all claims arising under or related to this Agreement, will be governed by and construed in accordance with the laws of the State of Colorado without regard to the conflict of laws provisions thereof. Any dispute arising under, in connection with, or incident to this Agreement or concerning its interpretation will be resolved exclusively in the state or federal courts located in Summit County, Colorado, and the Parties irrevocably consent to the jurisdiction by said courts over them and waive any objection regarding subject matter jurisdiction, personal jurisdiction, or venue.
- 11.3 *Severability.* If a court of competent jurisdiction holds any term, covenant or restriction of this Agreement to be illegal, invalid or unenforceable, in whole or in part, the remaining terms, covenants and provisions will remain in full force and effect and will in no way be affected, impaired or invalidated. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision, it would become valid and enforceable, then such provision will be deemed to be written, construed, and enforced as so limited.
- 11.4 *No Waiver.* No waiver of any provision of this Agreement will be effective unless it is in a signed writing, and no such waiver will constitute a waiver of any other provision(s) or of the same provision on another occasion.
- 11.5 *Assignment.* Neither Party will assign this Agreement or any of its rights or obligations hereunder without the prior written consent of the other Party, which consent shall not be unreasonably withheld. Notwithstanding the immediately preceding sentence, either Party may assign this Agreement without the other





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Party's prior written consent as part of a merger, consolidation, or a sale or transfer of all or substantially all of the assigning Party's assets. The assigning Party shall provide the non-assigning Party notice of any attempted assignment. Any attempted assignment in violation of this Section will be voidable at the option of the non-assigning Party within sixty (60) days following receipt of notice of such assignment. This Agreement will be binding upon, enforceable by, and inure to the benefit of the Parties and their respective and permitted assignees.

- 11.6 **Notices.** All notices issued under this Agreement: shall be in writing and delivered by email. It will be deemed to have been received when sent, even if the sender receives a machine-generated message that delivery has failed. If a party sending an email notice under this agreement receives a machine-generated message that delivery has failed, for that notice to be valid the sender must no later than ten business days after sending the email message deliver a tangible copy of that notice with end-to-end tracking and all fees prepaid. Notices shall be sent to each Party as follows:

Electricbaby,
PO Box 94 Frisco, CO 80443
Franklin Joyce, President, franklin@public.house (970) 281-7375

Blaine County Housing Authority
111 N 1st Ave STE 2J, Hailey, ID 83333
Person to Notify, Title, Email, Phone

Either Party may change the address above by giving notice to the other Party pursuant to this Section 11.6.

- 11.7 **Force Majeure.** Except for payment obligations, neither Party will be liable for any delays to its performance hereunder resulting from circumstances beyond reasonable control including without limitation fire or other casualty, act of God, strike or labor dispute, war or other violence, or any law, order or requirement of any governmental agency or authority.
- 11.8 **Entire Agreement.** This Agreement is not an offer by either Party and it is not effective until signed by both Parties. This Agreement, including the Exhibits attached hereto, is the entire agreement of the Parties with respect to the Solution and performance of the Services by Electricbaby for and on behalf of Customer and supersedes all prior and contemporaneous communications and proposals, whether electronic, oral or written, between the Parties with respect to the Solution and the Services. This Agreement shall not be modified except by written





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agreement dated subsequent to the date of this Agreement and signed on behalf of the Parties by their respective duly authorized representatives.

IN WITNESS HEREOF, the Parties hereto, each acting with proper authority, have executed this Agreement as of the date set forth below.

Electricbaby:

Blaine County Housing Authority:

Franklin Joyce
President, Electricbaby, Inc.
PO Box 94
Frisco, CO 80443
franklin@public.house (970) 281-7375

Name: AuthorizedName
Title: AuthorizedTitle, BCOHA
111 N 1st Ave STE 2J
Hailey, ID 83333
AuthorizedEmail AuthorizedPhone





Public House Subscription Agreement

Exhibit A Solution Subscription Fees

Public House Annual Subscription

Public House is a subscription based Solution. The Customer will be billed the Public House Annual Subscription fee of \$5,000.00 as of the Effective Date of this agreement and each following year at the beginning of the calendar quarter following the Effective Date.

The Public House Annual subscription fee includes 250 Applicant Subscription Credits. Additional Applicant Subscriptions are \$20.00.

Please see the support article [Annual Subscription and Billing](#) for complete details on the services granted to Customer by the Public House Annual Subscriptions and the services granted to applicants by the Applicant Subscriptions.

<https://support.public.house/docs/annual-subscription-billing/>

Volume discounts may apply for 500+ Applicant Subscriptions per year.

Electronic Signatures

Optionally, [electronic signatures](#) can be integrated into applications, occupancy certification and recertifications. The electronic signatures are legally valid and enforceable based on the E-SIGN Act in the United States and the eIDAS in Europe. The cost is \$2.50 for each signed document (up to 5 signers).

<https://support.public.house/docs/digital-signatures/>

Quarterly Billing

Customers receive quarterly usage reports for additional Applicant Subscriptions and Electronic Signatures.





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Exhibit B Solution Implementation Services and Fees Statement of Work

Solution Implementation Fees: \$3,000

The Customer will be billed for implementation fees upon the Effective Date of this agreement.

Public House implementation is a 6 week program. Customer is committing to attending two implementation meetings per week lasting between 30 minutes and one hour. Customer commits to completing tasks within the timeframe assigned. If the Customer does not complete tasks in a timely manner causing the implementation period to last longer than the planned number of weeks, the Customer may be billed at the hourly support rate outlined in this agreement. The Customer will be made aware of issues with timeliness before incurring billable hours.

Please see the support articles [Implementation Overview](#) and [Implementation Flow](#) for implementation details and schedule.

Implementation Prerequisites

In advance of signing the contract, clients must complete the tasks outlined on the [Implementation Prerequisites](#) section of our support site.

Review [What can we Change?](#) for details on included customizations.

Training

Staff participating in the implementation receive comprehensive training over the course of the implementation. For larger organizations, implementation includes one customer support coordinator's orientation & training or a two one-hour hands-on staff training sessions limited to 10 users.

Resident Portal & Occupancy Certification Implementation Fees: \$1,500

Configuration of the Resident Portal & Occupancy Certification forms/notifications is a 3 week program that can be run in parallel with the Public House Implementation or subsequently.

Please see the support article [Resident Portal](#) for implementation details and schedule.





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Exhibit C Custom Development Services

Custom Development Support

Customer development support that is outside of Public House's standard implementation, functionality or customer support is available at the Customer's request.

Customer grants staff authorization to submit custom development support requests and agrees to pay the fees associated with the custom development work. The customer will be billed \$125.00 per hour in 15 minute increments. There is a one hour minimum charge. Any request estimated at 20 or more hours will be quoted in the form of a Statement of Work, see Exhibit C.

Custom development requests exceeding 15 hours will be invoiced upon customer acceptance. All other custom development requests will appear on the quarterly invoices.

If Customer would like to specify staff members who are authorized to approve custom development support requests they may do so in writing outside of this agreement.

Please see the support article [Custom Development](https://support.public.house/docs/custom-development/) for types of custom development and details on requesting/accepting custom development requests.
<https://support.public.house/docs/custom-development/>





Public House Subscription Agreement

Exhibit C.1 Custom Development Services: STATEMENT OF WORK *Template for custom development that exceeds 20 hours*

THIS STATEMENT OF WORK (the "SOW") is made as of _____, 2022 (the "Effective Date"), by and between Electricbaby, Inc., a Colorado corporation with its principal place of business at _____ ("Electricbaby"), and CUSTOMER NAME, a STATE corporation with its principal place of business at _____ ("Customer"). Electricbaby and Customer are each referred to herein as a "Party" and are collectively referred to as the "Parties."

Statement of Work

This SOW is entered into pursuant to the Subscription Agreement dated the ____ day of the Month of _____, as amended by the Parties. Pursuant to the Subscription Agreement, Electricbaby shall perform specified Services in accordance with written Statements of Work entered into periodically. This SOW and the Services contemplated herein are subject to all provisions of the Subscription Agreement. Capitalized terms used herein shall have the same meanings ascribed to them in the Subscription Agreement.

Services. The Services to be performed and responsibilities to be discharged under this SOW and the related payment terms and obligations are set forth as follows:

Services Project Title:

Services Objective:

Scope of Work

Project deliverables, material, and data requirements: (define the output of the work, i.e. report, etc.)

Acceptance Criteria

Customer shall have the right to review and/or test deliverable for the functional requirements or acceptance criteria specified for such deliverable and shall notify Electricbaby if there are any deficiencies. Electricbaby shall use its best efforts to promptly cure any such deficiencies, and after completing any such cure, Electricbaby shall resubmit the deliverable for review and/or testing as set forth above.

Project Managers





Public House Subscription Agreement

Electricbaby, Franklinlin Joyce, franklin@public.house (970) 281-7375
Customer, Project Manager, Email, Phone

Invoicing

Electricbaby shall submit invoices electronically to:
Customer, Person to Notify, Title, Email, Phone

Budget.

The Services are established on a **per hour basis** of Electricbaby, which is \$125. Electricbaby shall invoice Customer monthly for its Services hereunder, including any reimbursable expenses in accordance with this SOW, and shall provide a summary of the work completed. In no event shall the total cost for all work associated with the Services hereunder exceed \$_____.

Term. This Statement of Work shall commence as of the SOW Effective Date and shall continue until the Services described herein are completed and discharged, unless this Statement of Work is terminated in accordance with the Subscription Agreement.

Amendment. No modification, amendment or waiver of this Statement of Work shall be effective unless in writing and duly executed and delivered by each Party to the other.

Conflict. To the extent that this Statement of Work conflicts with the Subscription Agreement, the terms and conditions of the Subscription Agreement shall control the rights and obligations of the Parties.





Public House Subscription Agreement

IN WITNESS WHEREOF, the parties hereto have caused this Statement of Work to be executed in duplicate counterpart original by their duly authorized representatives, as evidenced by signature below, effective as of the date first written above.

Electricbaby:

Customer:

Franklin Joyce
President, Electricbaby, Inc.
PO Box 94
Frisco, CO 80443
franklin@public.house (970) 281-7375

Name: AuthorizedName
Title: AuthorizedTitle
AuthorizedOrganization
AuthorizedAddress
AuthorizedEmail AuthorizedPhone



Cost of Ownership			
	Year 1	Year 2	Year 3
Annual Upfront Costs			
Implementation (Ownership, Rental, Recertification)	\$3,000	--	--
Implementation Homeowner Portal/Occupancy Surveys	\$1,500		
Annual Subscription	\$5,000	\$5,000	\$5,000
Includes 250 Applicant Subscriptions Annually			
Annual Upfront Costs	\$9,500	\$5,000	\$5,000
Applicant Usage Costs			
Annual subscriptions include 250 Applicant Subscriptions. Additional Applicant subscriptions are billed at \$20			
	\$20.00		
New Rental & Homeownership Applicants	120	100	100
Current Renter Recertifications	33	43	43
Homeowner Annual Surveys	87	87	92
Ratio of New Applicants to Current Residents	50% : 50%	70% : 30%	70% : 30%
Total Applicant Subscriptions	240	230	235
Included Applicant Subscriptions	250	250	250
Additional Applicant Subscriptions	0	0	0
Additional Applicant Subscription Costs	\$0	\$0	\$0
Digital Signatures (optional)			
\$1.50/signed document via ZohoSign Applications and annual occupancy surveys each are a single signed document.	\$360	\$345	\$353
Public House Total Costs	\$8,360	\$5,345	\$5,353
Document Cloud Storage (annual)	\$414	\$414	\$414
Dropbox or Google Drive 3 users @ \$11.50 / month			
Application Costs Comparison Worksheet			
Current approach - 10 applications per housing opportunity	360	300	300
With Public House - estimated 4 applications per housing opportunity	120	100	100
Value considerations			
The business case is justified when:			
The time required to process this number of applications is			
Public House Features	\$5,000/year		
Screening Forms	✓		
Online Application Portal*	✓		
Homeowner Portal	✓		
Home Repair	✓		
Certification of Completion (digital signature)	✓		
Application Payment Processing	✓		
Electronic Signature	✓		
Wait List, Preference Pool & Lottery Management	✓		



BLAINE COUNTY HOUSING AUTHORITY

BOARD MEETING AGENDA MEMO

Meeting Date: Staff Member:

Agenda Item:

Recommended Motion:

I move to deny exception requests 1, 2, and 3 submitted by homeowner Pharris.

Reasons for Recommendation:

- Russell's employment does not qualify him as a homeowner, given that he is not physically in Blaine County to work nor serving a Blaine County employer.
- The nature of Russell's work means that he does not physically reside in the unit for at least nine months of the year.
- The Pharris's own three other homes in addition to their community home.

Policy Analysis and Background:

EXCEPTION REQUEST PROCESS

Exceptions to any provision of these Policies may be granted by the BCHA Board when, because of unique circumstances, the strict application of the policy places an undue hardship or burden on a particular Applicant, Tenant, or owner. An undue hardship or burden is not merely an inconvenience or issue of preference but must be burdensome or restrictive enough to create a significant difficulty or expense for the Applicant, Tenant, or Owner.

At the meeting, the Board shall review the request and any additional information and evidence presented by the person making the request and any other person present at the meeting. Prior to making a decision on the request, the Board may continue the meeting as it deems necessary to obtain additional information or for further deliberations, but in no event shall the Board delay a decision by more than thirty (30) days absent exigent circumstances.

The Board may approve, approve with conditions or alterations, or deny a request for an Exception. and such decision shall be issued in writing, and delivered to all parties involved. The decision of the Board shall be supported by written explanation and findings. A decision to approve a request for an Exception shall be based on the following findings:

Based on the request for Exception and any supplemental documents or information considered, the strict application of the BCHA Community Housing Administrative Policies to the Applicant, Tenant,

or Owner causes an undue hardship or burden, and not merely an inconvenience or issue of preference, which is unique to the person and circumstances for which the request is made;

The strict application of the BCHA Community Housing Administrative Policies to the Applicant, Tenant, Owner is the primary cause of the undue hardship or burden, such that the remedy of any other contributing factors would not relieve the Applicant, Tenant, or Owner of the undue hardship or burden.

- a) Approval of the request is consistent with the spirit, purpose, and intent of the Policies;
- b) Approval of the request will not give the person requesting the Exception an undue or unfair advantage over another person, but will merely relieve them of the undue hardship or burden;
- c) Approval of the request will not conflict with any provisions of the BCHA Deed Covenant on the property subject to the request; and
- d) Approval of the request of Exception is the only reasonably available remedy to the undue hardship or burden, and the exception is not overly broad in its scope.

BROAD CONTEXT + INTENT OF POLICIES

The Blaine County Housing Authority's mission is to advocate for, promote, plan, and preserve the long-term supply of desirable and affordable housing choices in all areas of Blaine County to maintain an economically diverse, vibrant, and sustainable community. The Pharris household does not meet the requirements of their deed restriction nor of the Community Housing Guidelines given their employment outside of Blaine County and their ownership of three other homes. This contradicts the mission of BCHA and the efforts to house people who live and work in Blaine County.

EXCEPTION REQUESTS

VIOLATION 1: "is physically present on and residing in the Property for not less than nine (9) months in every twelve (12) month period (deed covenant 4.1.b)"

Staff analysis: Tessie Pharris's LinkedIn lists her home location as Boise, Idaho with work in Hagerman. Tessie's employment was not listed on their 2023 annual certification.

Russell Pharris's LinkedIn confirms employment with NetJets and lists Sun Valley as his location. Given the nature of Russell Pharris's work, as an airline pilot, it is impossible for him to meet the criteria of a living in Sun Valley for nine months a year or being a qualified Full Time Employee.

"Full Time Employee - A person who is employed by one or more Blaine County Employers and physically working in Blaine County for a minimum of 1,500 hours worked per calendar year. (Community Housing Guidelines 1.F.12)"

If Russell were to meet the minimum hours of 1,500 (30 hours per week), he would not also be able to also be in Blaine County for nine months of the year. 1,500 hours of non-stop work would equal about nine weeks.

In addition, the updated Guidelines specify that one adult must be physically working in Blaine County for those hours with a Blaine County employer. Russell isn't physically in Blaine County when he works. A qualified employer is "A business whose business activity is located within Blaine County and whose business employs persons within Blaine County." Flying luxury planes is not an activity that is located in Blaine County for 35 hours a week or nine months a year.

In addition, Russell Pharris explicitly told staff over the phone that this unit is his retirement plan.

Pharris's exception request:

- This accusation is completely false as I have been living continuously or at least the minimum of 9 months of 12 months running since the purchase of the property. I work out of Hailey, Id (KSUN).
- No action is required here to resolve this non-issue. I'm sure the new management has misinterpreted or misunderstood this issue. If it's a must then please issue me a full waiver. This matter was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022.

Staff recommend denying exception request 1.

VIOLATION 2: "has not accepted employment outside of Blaine County (district and isolated projects outside of Blaine County not exceeding (90) days in duration shall not constitute a violation of this section) (deed covenant 4.1.c)"

Staff analysis: As described under Violation 1, a pilot for NetJets is technically and physically outside of Blaine County for the bulk of their work hours. While Russell was initially qualified to purchase a home with this employment, the intent of the policy remains clear – that qualified owners must continue to work in Blaine County.

Pharris's exception request:

- I have not accepted any employment since my purchase of this condo 8 years ago let alone outside Blaine County. I work for NetJets Aviation Inc. The corporate headquarters is in Columbus, Ohio, but I rarely go there. I have worked for NetJets for 16 years now. This is the job that I held for 8 years prior to purchasing the Angani Way condo in January of 2016; with the complete concurrence of BCHA. KSUN (Freidman Memorial) is my home base for NetJets, and I live and work in the valley. My work schedule can be anywhere from 1 to 7 days flying anywhere, to include out and back to KSUN. I certainly never leave Blaine County for over 90 days. I plan to continue my employment with them until I retire sometime this decade. Resigning would be an "undue hardship" and totally uncalled for.
- My employment has never been an issue for BCHA until just recently. I am in complete compliance with the Community Housing Covenant. The action requested is to continue to accept my employment just as in the last 8 years or issue a Full Waiver. This was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022.

Staff recommend denying this exception request 2.

VIOLATION 3: "The owner and household members must not own developed residential real estate (Community Housing Guidelines 2023 4.D.4)"

Staff analysis: Russell and Tessie Pharris own four homes, one of which is the deed restricted unit in question.

1. Residential home in Custer County, Idaho. Mailing address is listed as Bliss, Idaho. Assessed value of \$194,750.
2. Residential home in Ada County, Idaho. 2023 Assessment shows the homeowner's exemption applied to this unit. Mailing address is Boise, Idaho. Assessed value of \$852,400. The reason for a hardship that might be cause for an exception regarding this home is no longer applicable today.
3. Residential home in Gooding County, Idaho. Mailing address listed as Sun Valley, Idaho. Assessed value of \$629,457.

Pharris's exception request:

- Late 2018 my oldest son, Blake (37) was diagnosed with ALS (Lou Gehrig's Disease). He was currently living in Shoshone ID and working at Glanbia Foods Inc. His long-term options were to be either cared for in Salt Lake City, UT or Boise, ID. Boise was the obvious choice, so we prepared for him a place where he could easily be seen by his many doctors, have access to St Lukes by ambulance and deal with the many things required from a degenerative and fatal disease while surviving as long and as easily as possible for him.
- I converted my inherited family farm at Hazelton, Idaho to a suitable home in Boise, 5068 N Greyloch Way for his benefit and reduce the horrific hardship on the rest of my family, as you can only imagine. I am requesting an exception for this residence as this situation was a hardship on my whole family and a necessary home was needed for my son to live out his final days.
- I request a complete waiver for the home purchase in Boise. This house was purchased in October 2018 for the benefit of my son and family hardship that was coming. My Community Housing Covenant states in Section 4, 4.1, (d) does not own other residential property in Blaine County. Boise is in Ada County so would not constitute a problem with my community home at 109 Angani Way. This was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022.

Staff recommend denying homeowner's exception request for Violation 3.

VIOLATION 4: "The Homeowner's Exemption must be utilized on the community home. (Community Housing Guidelines 2023 4.D.5)"

Staff analysis: While Boise's tax assessment shows a homeowner's exception for 2023 so does Blaine County's.

Pharris's exception request:

- The Homeowners Exemption is utilized on the community home. When Sarah Michaels discovered that our homeowner's exemption was not on the Condo, she notified me of her problem with this fact. After some discussion, I obliged her to apply for and received the homeowner's exemption on the condo 1 December 2022. I have supplied BCHA with a copy of the 2023 Blaine County Assessor notice showing this fact but to no avail. This was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022. This is a non-issue that has already been remedied within the 30-day remedy period last year.
- I request a complete waiver if BCHA continues to press this issue that is not really an issue.

Staff recommend waiting for 2023's taxes to be filed to determine which home the homeowner's exception is applied to.

Attachments:

- | |
|----------------------------------------------------------------------------------------------------|
| 1. Resolution 2024-02 |
| 2. Pharris's Exception Filing November 9, 2023 |
| 3. BCHA's non-compliance letter to Pharris, November 9, 2023 |
| 4. Community Housing Covenant Running with the Land, Instrument #632525, recorded January 20, 2016 |

BEFORE THE BOARD OF COMMISSIONERS
OF THE BLAINE COUNTY HOUSING AUTHORITY
BLAINE COUNTY, IDAHO

A RESOLUTION OF THE BLAINE COUNTY HOUSING AUTHORITY BOARD OF COMMISSIONERS
AUTHORIZING THE DENIAL OF THREE EXCEPTION REQUESTS SUBMITTED BY HOMEOWNER RUSSEL PHARRIS.

WHEREAS, The Blaine County Housing Authority's mission is to advocate for, promote, plan, and preserve the long-term supply of desirable and affordable housing choices in all areas of Blaine County to maintain an economically diverse, vibrant, and sustainable community.; and

WHEREAS, the intent of BCHA's deed restrictions on ownership units and BCHA's Community Housing Guidelines are to uphold that mission and outline clear requirements and restrictions on those ownership units; and

WHEREAS, homeowner Pharris's use of the community home contradicts with the intent and application of the deed restriction on their unit as well as the Community Housing Guidelines; and

WHEREAS, the role of BCHA is to monitor compliance with and enforcement of these Guidelines and deed covenants, as is outlined Pharris's deed restriction and the Community Housing Guidelines; and

WHEREAS, the role of BCHA Board of Commissioners includes deciding on exception requests; and

NOW, THEREFORE, be it resolved by the Board of Commissioners of the Blaine County Housing Authority, Blaine County, Idaho, as follows:

Section 1. The Blaine County Housing Authority Board of Commissioners approves denying three exception requests submitted by Russell Pharris: (1) "is physically present on and residing in the Property for not less than nine (9) months in every twelve (12) month period (deed covenant 4.1.b)"; (2) "has not accepted employment outside of Blaine County (district and isolated projects outside of Blaine County not exceeding (90) days in duration shall not constitute a violation of this section) (deed covenant 4.1.c)"; and (3) "The owner and household members must not own developed residential real estate (Community Housing Guidelines 2023 4.D.4)".

Section 2. The Blaine County Housing Authority Board of Commissioners authorizes the BCHA administrative staff to enforce compliance on the unit, including forcing the sale to a qualified buyer (12.1.d. Community Housing Covenant Running with the Land, Instrument #632525, recorded January 20, 2016).

[This space left intentionally blank]

DATED this ____ day of _____, 2024

ATTEST:

BLAINE COUNTY HOUSING AUTHORITY
BOARD OF COMMISSIONERS

Executive Director

Vice Chair

November 9, 2023
Blaine County Housing Authority
PO Box 4045
Ketchum, ID 83340

SUBJ: EXCEPTION FILING 109 ANGANI WAY D4

RE: BCHA Letter dated 10 October 2023, email and US Mail 16 October 2023.

BCHA Letter dated 7 September 2023, email and US Mail 7 September 2023.

Dear BCHA staff,

I think a little background is required before addressing the 4 allegations of violations below. During November and December 2022, Sarah Michael, Executive Director of BCHA, discussed with me many topics to include these after I submitted my Annual Report on Compliance requested by her then. I corrected the homeowner's exemption, which was the only real area of concern with Sarah, back to 109 Angani Way on 1 December 2022. On 6 December 2022 an email from Sarah Michael stated, "**you meet the requirements of the Blaine County Housing Authority's Deed Covenant on your Elkhorn condominium**". There have been no changes regarding my activities since that time. I am surprised that we are here again. Now I'm being told that I need to file for exceptions for the 4 allegations below or be in default. Here are my responses to the following allegations.

Violation 1: Community Housing Covenant; Section 4: Use, Occupancy, Maintenance and Repair Requirements, Subsection 4.1(b):

Owner shall use the Property as the Owner's primary place of residence. For Purposes of the preceding sentence, the Property shall be deemed the Owner's primary place of residence if the Owner [...] (b) is physically present on and residing in the Property for not less than nine (9) months in every twelve (12) month period, [...]

- a) Community Housing Covenant, Section 4, 4.1, (b).
- b) This accusation is completely false as I have been living continuously or at least the minimum of 9 months of 12 months running since the purchase of the property. I work out of Hailey, Id (KSUN).
- c) No action is required here to resolve this non-issue. I'm sure the new management has misinterpreted or misunderstood this issue. If it's a must then please issue me a full waiver. This matter was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022.
- d) Russell Pharris, PO Box 1900, Sun Valley, Idaho 83353, 208-404-3646

Violation 2: Community Housing Covenant; Section 4: Use, Occupancy, Maintenance and Repair Requirements, Subsection 4.1(c):

Owner shall use the Property as the Owner's primary place of residence. For Purposes of the preceding sentence, the Property shall be deemed the Owner's primary place of residence if the Owner [...] (c) has not accepted employment outside of Blaine County (district and isolated projects outside of Blaine County not exceeding (90) days in duration shall not constitute a violation of this section), [...]

- a) Community Housing Covenant, Section 4, 4.1, (C).
- b) I have not accepted any employment since my purchase of this condo 8 years ago let alone outside Blaine County. I work for NetJets Aviation Inc. The corporate headquarters is in Columbus, Ohio, but I rarely go there. I have worked for NetJets for 16 years now. This is the job that I held for 8 years prior to purchasing the Angani Way condo in January of 2016; with the complete concurrence of BCHA. KSUN (Freidman Memorial) is my home base for NetJets, and I live and work in the valley. My work schedule can be anywhere from 1 to 7 days flying anywhere, to include out and back to KSUN. I certainly never

leave Blaine County for over 90 days. I plan to continue my employment with them until I retire sometime this decade. Resigning would be an “undue hardship” and totally uncalled for.

- c) My employment has never been an issue for BCHA until just recently. I am in complete compliance with the Community Housing Covenant. The action requested is to continue to accept my employment just as in the last 8 years or issue a Full Waiver. This was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022.
- d) Russell Pharris, PO Box 1900, Sun Valley, Idaho 83353, 208-404-3646

Violation 3: BCHA Community Housing Administrative Guidelines Adopted June 14, 2023, Section 4. Purchasing Community Housing, D. Ongoing Obligations/Requirements for Community Home Ownership, Subsection (4):

Once an Applicant successfully purchases a Community Home through BCHA, a copy of the executed Purchase and Sale Agreement and closing documents must be filed with BCHA. The Applicant/Applicant Household must use the Community Home as their Primary Residence, comply with all provisions of the applicable Deed Covenant, and must adhere to the following additional requirements [. . .] **4)** The owner and household members must not acquire new residential real estate (excluding shared inheritance).

- a) BCHA Guidelines Adopted June 14, 2023, Section 4, D, 4:
- b) Late 2018 my oldest son, Blake (37) was diagnosed with ALS (Lou Gehrig’s Disease). He was currently living in Shoshone ID and working at Glanbia Foods Inc. His long-term options were to be either cared for in Salt Lake City, UT or Boise, ID. Boise was the obvious choice, so we prepared for him a place where he could easily be seen by his many doctors, have access to St Lukes by ambulance and deal with the many things required from a degenerative and fatal disease while surviving as long and as easily as possible for him.
I converted my inherited family farm at Hazelton, Idaho to a suitable home in Boise, 5068 N Greyloch Way for his benefit and reduce the horrific hardship on the rest of my family, as you can only imagine. I am requesting an exception for this residence as this situation was a hardship on my whole family and a necessary home was needed for my son to live out his final days.
- c) I request a complete waiver for the home purchase in Boise. This house was purchased in October 2018 for the benefit of my son and family hardship that was coming. My **Community Housing Covenant states in Section 4, 4.1, (d) does not own other residential property in Blaine County**. Boise is in Ada County so would not constitute a problem with my community home at 109 Angani Way. This was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022.
- d) Russell Pharris, PO Box 1900, Sun Valley, Idaho 83353, 208-404-3646

Violation 4: BCHA Community Housing Administrative Guidelines Adopted June 14, 2023, Section 4. Purchasing Community Housing, D. Ongoing Obligations/Requirements for Community Home Ownership, Subsection (5):

Once an Applicant successfully purchases a Community Home through BCHA, a copy of the executed Purchase and Sale Agreement and closing documents must be filed with BCHA. The Applicant/Applicant Household must use the Community Home as their Primary Residence, comply with all provisions of the applicable Deed Covenant, and must adhere to the following additional requirements [. . .] **5)** The Homeowner’s Exemption must be utilized on the community home.

- a) BCHA Guidelines adopted June 14, 2023, Section 4, D, 5:

- b) The Homeowners Exemption is utilized on the community home. When Sarah Michaels discovered that our homeowner's exemption was not on the Condo, she notified me of her problem with this fact. After some discussion, I obliged her to apply for and received the homeowner's exemption on the condo 1 December 2022. I have supplied BCHA with a copy of the 2023 Blaine County Assessor notice showing this fact but to no avail. This was investigated/approved previously by Sarah Michaels, Director BCHA, 6 December 2022. This is a non-issue that has already been remedied within the 30-day remedy period last year.
- c) I request a complete waiver if BCHA continues to press this issue that is not really an issue.
- d) Russell Pharris, PO Box 1900, Sun Valley, Idaho 83353, 208-404-3646

Let me discuss the enforcement of **BCHA Community Housing Administrative Guidelines Adopted June 14, 2023**. The Community Housing Covenant Running with the Land document addresses new and adopted Guidelines as they may be updated from time to time. **Community Housing Covenant Running with the Land Section 2: Definitions 2.2** The "Guidelines" are the Community Housing Guidelines adopted by BCHA and in effect as of the applicable date for reference to such Guidelines, as such Guidelines may be amended from time to time. The most current Guidelines recorded in the official records of Blaine County, Idaho are recorded as Instrument **No. 613294**. Amendments to these most current recorded **Guidelines will not affect the rights** of the holder of a mortgage or deed of trust on the Property recorded prior to the date of recordation of the amendments. Therefore, I am not subject to June 14, 2023, BCHA Guidelines. **Instrument No. 613294 contains September 2013 BCHA Guidelines** and are the applicable BCHA Guidelines that I abide by. Both the Deed Covenant and the September 2013 BCHA Guidelines specifically state the Owner **"cannot own other residential real estate in Blaine County"**. BCHA Guidelines have not changed with regard to my 109 Angani Way home making the alleged Violation 3 and 4 invalid. I have been unable to find a "homeowners exemption requirement" in either applicable document. I understand the meaning associated with having the exemption on the community home. I will concede this. The Homeowners Exemption is listed on the Angani home.

We probably need to clarify some important dates. BCHA requested my annual Compliance form on August 14, 2023, I completed the form August 15, 2023. BCHA sent a non-compliance letter to me September 7, 2023, and I responded with an Exception and Grievance request September 20, 2023. BCHA sent a second letter with these 4 allegations dated October 10, 2023, on October 16, 2023. My response/request is this letter dated November 9, 2023.

Enclosures:

-2023 Blaine County Assessment Notice

-Sarah Michael email dated 6 Dec 2022, BCHA Compliance Report 109 Angani Way

Regards,

Russell J Pharris
109 Angani Way #4
Sun Valley, Idaho 83353

PO Box 1900
Sun Valley, Idaho 83353



208.788.6102 | INFO@BCOHA.ORG | WWW.BCOHA.ORG | 111 N. 1ST AVE SUITE 2J, HAILEY, ID, 83333

November 09, 2023

Russell and Tessie Pharris
PO Box 1900
Sun Valley, ID 83353

RE: Community Home at 109 Angani Way, Unit D4– Non-Receipt of Exception and Grievance Filings

Sent: Via U.S. Certified Mail, return receipt requested, and emailed

Dear Russell and Tessie:

On October 10, 2023, you were sent the following letter:

We received your September 20th Exception Filing, and your September 22nd Grievance Filing. For the following reasons, the respective filings are not ready for the Board of the Blaine County Housing Authority's consideration. The BCHA letter of Non-Compliance sent on August 25th outlined several violations of the Community Housing Covenant and BCHA Community Housing Administrative Guidelines. As you are aware, these violations were discovered upon review of your 2023 Compliance Form and upon admissions made by Mr. Pharris to BCHA staff. They are as follows:

Violation 1: Community Housing Covenant; Section 4: Use, Occupancy, Maintenance and Repair Requirements, Subjection 4.1(b).

Owner shall use the Property as the Owner's primary place of residence. For Purposes of the preceding sentence, the Property shall be deemed the Owner's primary place of residence if the Owner [...] (b) is physically present on and residing in the Property for not less than nine (9) months in every twelve (12) month period, [...]

Violation 2: Community Housing Covenant; Section 4: Use, Occupancy, Maintenance and Repair Requirements, Subsection 4.1(c):

Owner shall use the Property as the Owner's primary place of residence. For Purposes of the preceding sentence, the Property shall be deemed the Owner's primary place of residence if the Owner [...] (c) has not accepted employment outside of Blaine County (district and isolated projects outside of Blaine County not exceeding (90) days in duration shall not constitute a violation of this section), [...]



208.788.6102 | INFO@BCOHA.ORG | WWW.BCOHA.ORG | 111 N. 1ST AVE SUITE 2J, HAILEY, ID, 83333

Violation 3: BCHA Community Housing Administrative Guidelines Adopted June 14, 2023, Section 4. Purchasing Community Housing, D. Ongoing Obligations/Requirements for Community Home Ownership, Subsection (4):

Once an Applicant successfully purchases a Community Home through BCHA, a copy of the executed Purchase and Sale Agreement and closing documents must be filed with BCHA. The Applicant/Applicant Household must use the Community Home as their Primary Residence, comply with all provisions of the applicable Deed Covenant, and must adhere to the following additional requirements [. . .] **4)** The owner and household members must not acquire new residential real estate (excluding shared inheritance).

Violation 4: BCHA Community Housing Administrative Guidelines Adopted June 14, 2023, Section 4. Purchasing Community Housing, D. Ongoing Obligations/Requirements for Community Home Ownership, Subsection (5):

Once an Applicant successfully purchases a Community Home through BCHA, a copy of the executed Purchase and Sale Agreement and closing documents must be filed with BCHA. The Applicant/Applicant Household must use the Community Home as their Primary Residence, comply with all provisions of the applicable Deed Covenant, and must adhere to the following additional requirements [. . .] **5)** The Homeowner's Exemption must be utilized on the community home.

Together these account for four separate violations. However, in your Exception Filing, you state that you are requesting an exception for Section 4(D) of Community Housing Covenant. Such section does not exist. It is also not clear from your letter which violation you are requesting an exception for. As such, please re-submit your Exception Filing clearly indicating the undue hardship that exists for each violation. For specific rules governing requests for exceptions, please see Section 8(A) of the BCHA Guidelines.

Once your complete Exception Filing has been received, the matter will be set for hearing in front of the BCHA Board in accordance with the Guidelines. Pursuant to Section 8(B) of the Guidelines and Section 11.3 of the Community Housing Covenant, you may file a Grievance with the Board should they deny your exception requests and pursue default under the Community Housing Covenant.

If a completed Exception Filing is not received by staff within thirty (30) days of the date of this letter, BCHA will proceed with default and sale pursuant to the Community Housing Covenant and Idaho law. Thank you for your cooperation.



208.788.6102 | INFO@BCOHA.ORG | WWW.BCOHA.ORG | 111 N. 1ST AVE SUITE 2J, HAILEY, ID, 83333

To date staff has not received a completed Exception Filing and will proceed with default and sale pursuant to the Community Housing Covenant and Idaho law.

Carissa Connelly
Housing Director
City of Ketchum-BCHA

Recording Requested By and
When Recorded Return to:

Blaine County Housing Authority
P.O. Box 4045
Ketchum, ID 83340

SPACE ABOVE THIS LINE FOR RECORDER'S USE ONLY

COMMUNITY HOUSING COVENANT RUNNING WITH THE LAND

This Agreement for Community Housing Covenant Running with the Land is made and is effective as of the first day of recording of this Covenant ("**Effective Date**"), by and between Russell and Teresa Pharris, a(n) husband and wife ("**Declarant**") and the BLAINE COUNTY HOUSING AUTHORITY, an Idaho independent public body corporate and politic ("**BCHA**").

Section 1: Background.

1.1 To satisfy a condition of approval, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Declarant and BCHA are entering into Covenant.

1.2 Pursuant to the terms and conditions of Covenant, Declarant hereby grants to BCHA an interest in the Property. This interest shall allow the BCHA to administer the terms and conditions of this Covenant and of the Guidelines, but shall not be construed to impair the ability of a mortgagee to remedy a default or foreclose under the terms of a mortgage and/or deed of trust. Notwithstanding BCHA's interest in the Property, the Declarant is the sole owner of a fee simple estate in the Property.

1.3 Declarant and BCHA hereby agree the Property shall be exclusively and permanently dedicated for use and occupancy by an Owner as outlined in the Guidelines and in this Covenant.

1.4 Capitalized terms not otherwise defined in this Covenant shall have the meaning ascribed to such terms in Section 2.

Section 2: Definitions.

2.1 "BCHA" is the Blaine County Housing Authority, an Idaho independent public body corporate and politic, and its successors and assigns.

2.2 The "Guidelines" are the Community Housing Guidelines adopted by BCHA and in effect as of the applicable date for reference to such Guidelines, as such

Recording Requested By and
When Recorded Return to:

Blaine County Housing Authority
P.O. Box 4045
Ketchum, ID 83340

583899 ITB

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Guidelines may be amended from time to time. The most current Guidelines recorded in the official records of Blaine County, Idaho are recorded as Instrument No. 613294. Amendments to these most current recorded Guidelines will not affect the rights of the holder of a mortgage or deed of trust on the Property recorded prior to the date of recordation of the amendments.

2.3 An "Owner" is either Declarant during Declarant's initial ownership of the Property, a Qualified Buyer who acquires fee simple absolute title to the Property or a Qualified Occupant who rents all or any portion of the Property.

2.4 "Permitted Capital Improvements" are those certain capital improvements described in the Guidelines made to the Property for which written approval of BCHA had been obtained prior to installation of such improvements on the Property. Permitted Capital Improvements do not include the initial construction costs incurred by Declarant. Permitted Capital Improvements shall not include any changes or additions to the Property made after a casualty pursuant to Section 7.2. Permitted Capital Improvements do not include improvements made to the Property without BCHA approval prior to their installation on the Property.

2.5 The "Property" is that certain real property described in Exhibit "A" attached hereto and incorporated herein. For purposes of this Covenant, the Property shall include, without limitation, all estates, rights, title and interest in and to the Property, at law and in equity, and all buildings, structures, appurtenances, improvements and fixtures associated therewith or attached thereto from time to time.

2.6 A "Qualified Buyer" is a person or group of people meeting and in full compliance with the qualifications and conditions set forth in the Guidelines in effect at the date a contract between an Owner and a Qualified Buyer is entered into for the Sale of the Property, including, without limitation, the income requirements applicable to the Property, and who has a complete and current application on file with BCHA at the time a contract for the Sale of the Property is entered into between an Owner and the Qualified Buyer.

2.7 A "Qualified Occupant" is a person or group of people who at the time a lease or rental agreement is entered into between the Owner and Qualified Occupant meet and is in full compliance with the qualifications and conditions set forth in the Guidelines and who has a complete and current application on file with BCHA.

2.8 The terms "Sale," "Sale of" or "to Sell" the Property shall include, without limitation, any transfer, purchase, sale, conveyance, grant, gift, bequest or devise, by merger, consolidation, dissolution, operation of law or otherwise, of the Property or any interest therein, in whole or in part. The terms Sale, Sale of or to Sell the Property shall not include any grant of easement or partial conveyance for utility or public right-of-way purposes. The terms Sale, Sale of or to Sell the Property shall not include any grant of a security interest in the Property either by mortgage, deed of trust or otherwise, but shall include a Sale due to foreclosure or acceptance of a deed in-lieu of foreclosure.

Section 3: Transfer

3.1 Except as expressly set forth in this Covenant, Owner may only Sell the Property to a Qualified Buyer. Any Sale of the Property must comply with this Covenant. Any Sale of the Property not in compliance with this Covenant is void.

3.2 At such time as an Owner seeks to sell the Property, Owner shall complete, execute and deliver to BCHA a Notice of Intent to Sell as set forth in the Guidelines. Upon receipt of the Notice of Intent to Sell and Owner's compliance with the terms of the Notice of Intent to Sell, BCHA shall notify Owner of the Maximum Sales Price, as determined in accordance with Sections 5, 9.1, 12.3 and 12.4, and provide Owner with Qualified Buyers in accordance with the Guidelines. Owner shall then, in accordance with the Guidelines, offer the Property for Sale for not more than the Maximum Sales Price to the Qualified Buyers provided by BCHA, until an agreement is reached with a Qualified Buyer for the Sale of the Property. Such agreement must comply with the Guidelines. The selling Owner shall not accept or otherwise receive any consideration in excess of the Maximum Sales Price except as otherwise permitted in this Covenant or in the Guidelines.

3.3 In the event Owner, in good faith compliance with the procedures set forth in the Guidelines, exhausts the pool of Qualified Buyers provided by BCHA without entering into an agreement for the Sale of the Property, Owner shall notify BCHA of such occurrence. BCHA may then provide Owner with a supplemental pool of Qualified Buyers and Owner shall proceed with the supplemental pool of Qualified Buyers according to Section 3.2. In the event Owner exhausts the pool of Qualified Buyers, as supplemented, without entering into an agreement for the Sale of the Property, within sixty (60) days after receipt of written notice from Owner of such occurrence, BCHA may purchase the Property for the Previous Sales Price (as defined in Section 5.1) plus any increase for Permitted Capital Improvements, according to the terms and conditions set forth in the Guidelines, or continue to provide Owner with lists of Qualified Buyers until an agreement for the Sale of the Property is reached. Owner's inability to reach an agreement with a Qualified Buyer shall not be grounds to terminate or modify this Covenant. Rather, Owner will need to further compromise in order to reach an agreement with a Qualified Buyer.

3.4 In the event BCHA determines the Property has reached its functional obsolescence or other just reasons exist, at such time as an Owner seeks to Sell the Property, BCHA may, to the exclusion of a Qualified Buyer, purchase the Property for the Maximum Sales Price plus any increase for Permitted Capital Improvements, in accordance with the Guidelines.

3.5 In the event BCHA becomes the fee owner of the Property, such conveyance of the fee interest to BCHA shall not work a merger of the interests of BCHA as to the Property and this Covenant shall continue to be in full force and effect unless an express written agreement to the contrary signed and acknowledged by BCHA is recorded in the official records of Blaine County, Idaho.

3.6 At such time as an Owner seeks to rent all or any portion of the Property, Owner shall complete, execute and deliver to BCHA a Notice of Intent to Rent as set forth in the Guidelines. Upon receipt of the Notice of Intent to Rent and Owner's compliance with the terms of the Notice of Intent to Rent, BCHA shall notify Owner of the Maximum Rental Amount, as determined in accordance with Section 5.6. Owner shall then, in accordance with the Guidelines, offer the Property for rent for not more than the Maximum Rental Amount to any Qualified Occupant. Such agreement must comply with the Guidelines. Owner shall not accept or otherwise receive any consideration in excess of the Maximum Rental Amount, except as otherwise permitted in the Guidelines. If the Property is financed through the Idaho Housing and Finance Association, further and more restrictive requirements with respect to rental of the Property to non-owner Occupants may be required.

3.7 In the event Owner, in good faith compliance with the procedures set forth in the Guidelines, is unable to find a Qualified Occupant with whom to enter into an agreement for the rental of the Property, Owner shall notify BCHA of such occurrence. BCHA may then provide Owner with a list of Qualified Occupants from which Owner might seek to enter into a rental agreement with in accordance with Section 3.6. In the event Owner exhausts the list of Qualified Occupants, as supplemented, without entering into an agreement for the rental of the Property, BCHA may, at the request of the Owner, continue to provide Owner with lists of Qualified Occupants (if available) until an agreement for the rental of the Property is reached. If the pool of Qualified Occupants is exhausted, Owner's inability to reach an agreement with a Qualified Occupant shall not be grounds to terminate or modify this Covenant. Rather, Owner will need to further compromise in order to reach an agreement with a Qualified Occupant. By providing a list of Qualified Occupants, BCHA does not warrant, represent or guarantee the Qualified Occupant's ability to perform its duties or obligations under the rental agreement. The selection of any Qualified Occupant is at the sole risk of the Owner.

3.8 Owner is advised to seek professional assistance from a lawyer, accountant, licensed real estate salesperson or broker and/or other professionals with regard to the Sale or rental of the Property. BCHA does not represent and is not acting on behalf of Owner, the Qualified Buyer or the Qualified Occupant in the Sale or rental of the Property. BCHA is acting on its own account as to its interest in the Property pursuant to this Covenant and any assistance, forms or directions provided by BCHA or as set forth in the Guidelines are to further BCHA's interest in the Property.

3.9 Transfer to a "qualified heir". Upon receipt of a written request from the Home Owner at any time or upon notice from the personal representative of the Home Owner's estate given within ninety (90) days after the death of Home Owner, BCHA may, in its sole and absolute discretion, consent to a transfer of the Home Owner's interest in the Property to one or more of the heirs of Home Owner listed below ("Qualified Heirs") provided that such heir and such heir's legal counsel executes an Acknowledgement and Acceptance of the Terms and Restrictions set forth in these Covenants. The Qualified Heirs are the following: (a) the spouse, common law partner or same-sex partner of the Home Owner; (b) the dependent child or dependent children

of the Home Owner; or (c) other member(s) of the Home Owner's household who have resided in the Property for at least twelve (12) months immediately prior to Home Owner's death.

3.9.1 Any Qualified Heir must, in addition to submitting the Acknowledgment and Acceptance of the Terms and Restrictions set forth in these Covenants, be a Qualified Person as defined in Section 2.6. If they are not, the heir or the estate of the decedent Home Owner shall proceed to sell the Property in accordance with the provisions of this covenant.

Section 4: Use, Occupancy, Maintenance and Repair Requirements.

4.1 Owner shall use the Property as the Owner's primary place of residence. For purposes of the preceding sentence, the Property shall be deemed the Owner's primary place of residence if the Owner (a) occupies more than thirty percent (30%) of the interior floor space (85% if the Property is financed by the Idaho Housing and Finance Association), (b) is physically present on and residing in the Property for not less than nine (9) months in every twelve (12) month period, (c) has not accepted employment outside of Blaine County (distinct and isolated projects outside of Blaine County not exceeding ninety (90) days in duration shall not constitute a violation of this section), and (d) does not own other residential property in Blaine County (an Owner whose business is the construction and sale of residential properties or the purchase and resale of residential properties shall not be in violation of this section provided such Owner does not reside in the properties for any length of time). For purposes of the preceding sentence, an Owner is deemed to own other residential property if the Owner controls, directs or appoints or has the ability to control, direct or appoint the occupancy of the residential property or owns, either directly or indirectly, more than a thirty percent (30%) interest in the residential property. In the event an Owner rents all of the Property to a Qualified Occupant, BCHA may, but shall not be obligated to, waive this section provided Owner requests such waiver when delivering the Notice of Intent to Rent.

4.2 Owner shall not use or allow the Property to be used for any business or commercial operation without first obtaining a home occupation permit or otherwise complying with all laws, rules, regulations and permits pertaining to such activities. Owner shall not seek consent to change the zoning designation of the Property without the prior written consent of BCHA, which consent may be granted, conditioned or withheld in BCHA's sole and absolute discretion. Furthermore, no business or commercial operation shall be conducted on the Property which materially interferes with or precludes the Property's use and occupancy as a residence. The property shall not be used as a "recreational" or "second home".

4.3 Owner shall at all times, and at its own cost and expense, maintain, repair and/or replace in good, clean and habitable condition the Property and every part thereof, including, without limitation, any home, building or improvement on the Property, the roof, foundation, walls, siding, trim, floors, doors and windows, all electrical, plumbing, sewer, septic and HVAC components, lines and fixtures, all appliances, equipment and systems on the Property, all paved surfaces, all landscaped

areas, and any sprinkler systems and water lines, reasonable wear and tear excepted. Such work must be performed in a good and workmanlike manner. Owner shall maintain the landscaped areas of the Property in a neat, clean and healthy condition. Owner shall replace all dead, dying or diseased plants, shrubs and trees. Owner shall provide adequate watering for the landscaped areas, shall mow, trim and prune the landscaped areas as needed for a neat and presentable appearance and shall otherwise keep the Property free of harmful pests, insects and noxious weeds and plants. If Owner refuses or neglects to maintain, repair or replace the Property, or any part thereof, in accordance with this Section, according to the provisions of Sections 11 and 12, BCHA shall have the right, but not the obligation, to perform such maintenance, repair or replacement obligations on behalf of and for the account of Owner. In such event, any costs incurred by BCHA shall be immediately due and payable upon receipt of an invoice therefore according to the terms of Section 12.5.

4.4 Owner shall make or cause to be made all repairs to the Property and perform or cause to be performed all work thereon so as not to permit any waste or deterioration of the Property. Upon the Sale of the Property, Owner shall remove all of Owner's belongings not sold to the Qualified Buyer and leave the Property in a good and clean condition, reasonable wear and tear excepted.

4.5 Owner shall comply with all laws, rules, regulations, and ordinances pertaining to the Property or the use or occupancy of the Property. Owner shall comply with any covenants, restrictions, rules or regulations encumbering the Property, including, without limitation, any covenants, conditions or restrictions imposed by any homeowner's association of which the Property is a part.

4.6 Any post-purchase construction on, alteration of, or change to the existing state of the Property, including the addition of a new structure, expansion of an existing structure, or the substantial alteration of existing interior or exterior improvements, including landscaping, is subject to the following conditions: (a) all costs shall be borne and paid for by the Owner; (b) all work shall be performed in a manner consistent with the highest construction standards and shall comply with all applicable laws and regulations; (c) all work shall be consistent with the permitted uses set forth in this section; (d) Owner shall furnish to BCHA a copy of the plans for such work and all building permits for such construction at least thirty (30) days prior to such work and, upon completion, certificates of completion and evidence of lien free completion; and (e) such work shall not commence without the prior written consent of the BCHA. Such consent may be reasonably withheld if the BCHA determines that the value will not be increased proportionate to the amount of the proposed expenditure, or that the expenditure will make the home unaffordable for a Qualified Buyer.

Section 5: Maximum Sales Price & Maximum Rental Amount.

5.1 Except in the case of the Declarant, the "Previous Sales Price" is the amount paid, including any debt assumed, by the Owner towards the purchase price for the Property at the time the Owner purchased the Property. The Previous Sales Price shall not include any fees, interest, points, origination costs, or premiums associated with or

arising from any loan on the Property; title insurance premiums, recording fees, or escrow fees; taxes or assessments; utilities; courier, delivery or wire transfer fees; brokerage or real estate sales person commissions; appraisal fees; inspection fees; legal or accounting costs or fees; document preparation fees; or moving costs. For purposes of Declarant, the Previous Sales Price is the amount agreed to between BCHA and Declarant that Declarant may sell the Property for upon completion and issuance of a certificate of occupancy for the Property. The price agreed to by Declarant and BCHA shall not be subject to increase according to Sections 5.2 or 5.3.

5.2 Except as otherwise set forth in Sections 6.1, 8.4 and 8.5, in no event shall the Property be sold for an amount ("Maximum Sales Price") in excess of the LESSER of:

The Previous Sales Price plus four percent (4%) interest per annum from the date the selling Owner purchased the Property to the date the selling Owner delivers the Notice of Intent to Sell to BCHA (prorated at the rate of 0.33 percent for each whole calendar month in any partial year); or

The Previous Sales Price plus an amount equal to any increase in the cost of living during Owner's ownership of the Property as determined by the Consumer Price Index, Wage Earners and Clerical Workers, United States City Average, All Items (1982-84 = 100) published by the Bureau of Labor Statistics, United States Department of Labor ("Index"). The Previous Sales Price shall be increased by the CPI Increase. The Maximum Sales Price shall be determined according to the following formula:

I_1 = Index for the month in which the Owner purchased the Property

I_2 = Index published in or prior to the month such Owner delivers the Notice of Intent to sell to BCHA

C = Number of whole calendar months between the date the Owner purchased the Property and the date the Owner delivers the Notice of Intent to sell to BCHA

Maximum Sales Price = Previous Sales Price + (Previous Sales Price \div (I_1 / I_2) - Previous Sales Price) \times ($\frac{C+1}{C}$)

In no event shall the Maximum Sales Price ever decrease below the Previous Sales Price due to this calculation. In the event the Bureau of Labor Statistics shall cease to publish the Index, then there shall be substituted for the Index another index published by a nationally recognized financial authority which most accurately approximates the Index as determined in the sole discretion of BCHA. In the event the Index shall be converted to a different standard reference base or otherwise revised, the determination of the Percentage Increase shall be made with the use of such conversion factor, formula or table for converting the Index as may be published by the Bureau of labor Statistics or, if the Bureau shall not publish the same, then with the use of a conversion

factor, formula or table as may be published by any other governmental agency of the United States or nationally recognized publisher of comparable statistical information.

Any debt or other obligation of the Owner assumed by the Qualified Buyer shall be credited against the Maximum Sales Price.

5.3 Notwithstanding Section 5.2 to the contrary, the Maximum Sales Price may be increased by the selling Owner's out-of-pocket cost of Permitted Capital Improvements made during the selling Owner's ownership of the Property, provided that such increase shall not exceed ten percent (10%) of the Previous Sales Price. The selling Owner's out-of-pocket cost of Permitted Capital Improvements is a fixed amount and the selling Owner shall not receive a percentage increase on such amount pursuant to Section 5.2. Upon Sale of the Property, the out-of-pocket cost of Permitted Capital Improvements shall be incorporated into the Maximum Sales Price for purposes of determining the next Owner's Previous Sales Price.

5.4 In calculating the costs incurred for Permitted Capital Improvements, only the Owner's actual out-of-pocket costs and expenses for materials and labor applied to the Property shall be eligible for inclusion. Such amount shall not include costs attributable to the Owner's or occupant's personal labor, loan fees, interest, closing costs, fines, penalties, alternative or temporary housing costs or rent, tools, depreciation, consumables, utilities, and other similar costs and expenses.

5.5 To substantiate the cost of qualifying Permitted Capital Improvements, the Owner must furnish to BCHA along with the Notice of Intent to Sell, original or duplicate receipts, invoices or statements verifying the out-of-pocket costs and expenses, true and correct copies of any building permit or certificate of occupancy, if required, to be issued by the appropriate building department or governmental agency having jurisdiction over the Property with respect to the Permitted Capital Improvements and the written approval of BCHA obtained prior to the installation of the Permitted Capital Improvements.

5.6 In no event shall all or any portion of the Property be rented for a monthly rental amount ("Maximum Rental Amount") in excess of the sum of the Owner's monthly mortgage payment (including principal, interest and insurance), ad valorem taxes (prorated on a monthly basis), insurance premiums in accordance with section 7.1 (prorated on a monthly basis), homeowner or condominium association dues or fees (prorated on a monthly basis), and the administration rental fee set forth in the Guidelines. In the event only a portion of the Property will be rented, the Maximum Rental Amount will be multiplied by the percentage derived from the number of bedrooms rented by the Qualified Occupant divided by the number of bedrooms on the Property and the result shall be the Maximum Rental Amount payable by the Qualified Occupant. The terms and conditions of the rental, lease or occupancy agreement must comply with the Guidelines. If the Property is financed through the Idaho Housing and Finance Association, further and more restrictive requirements with respect to rental of the Property to non-owner Occupants may be required.

5.7 In order to conform to HUD requirements, the limitation on resale price shall not be construed to limit the Owner to accept a sale price at which reasonable costs of sale and improvements, together with the original purchase price, are not recovered.

5.8 There can be no refinancing of the purchase money loan nor the use of any secondary or home equity financing without the prior written approval of the BCHA, which approval will not be unreasonably withheld, provided that any such refinancing or the total of any primary financing plus any secondary financing does not exceed a one-hundred percent (100%) loan-to-value ratio where the value is based on the maximum price for which the property may be sold pursuant to Section 5 of this covenant.

Section 6: Closing

6.1 Except in the event of a foreclosure sale, at the closing of any Sale of the Property, the Owner and the Qualified Buyer shall each pay one-half of all escrow fees. Ad valorem taxes and assessments, homeowner association assessments and fees, rents, and utilities shall be prorated as of the date of closing. Owner shall pay the cost to release any monetary liens or encumbrances granted or caused by Owner and all premiums for a standard owner's policy of title insurance in the amount of the purchase price. In the event the Owner agrees to pay the closing costs to be paid by the Qualified Buyer pursuant to this Section 6.1 or any other closing costs to be incurred by the Qualified Buyer as permitted by the Guidelines, the price at which the property sale occurs may be increased to cover the actual expenses paid by the Owner on behalf of the Qualified Buyer provided that such amount shall not exceed three percent (3%) of the Maximum Sales Price.

6.2 The selling Owner shall, at closing, pay an administrative fee to BCHA in an amount equal to three percent (3%) of the actual sales price. Any debt assumed by the Qualified Buyer and the cash value of any services performed or goods delivered shall be included in determining the administrative fee payable to BCHA. The administrative fee is earned by BCHA during the term of Owner's ownership of the Property and helps to support BCHA's activities in monitoring, development, and oversight of the Community Housing program in Blaine County. This fee is independent of any fees required to be paid to licensed real estate brokers or attorneys who may be engaged by Owner or the Qualified Buyer in the Sale of the Property. BCHA may instruct the escrow company to pay the administrative fee directly to BCHA from the selling Owner's proceeds. If FNMA or FHA financing is used, there may be an additional fee charged by BCHA based on the amount financed. The amount of the administrative fee to be paid by the subsequent Owner shall be as set forth in the then current Guidelines and will be distributed to BCHA for its operating account.

6.3 At Closing, the Qualified Buyer shall execute and deliver to BCHA an Acknowledgment of Covenant in accordance with the Guidelines indicating Owner has read and is aware of the terms of this Covenant and the Guidelines and agrees to be bound thereby. A Qualified Buyer's failure to execute or deliver to BCHA an Acknowledgment of Covenant shall not compromise, minimize or in any way affect the

terms, covenants or conditions of this Covenant or BCHA's interest herein and the Qualified Buyer shall nonetheless be bound by and subject to this Covenant.

Section 7: Insurance & Casualty

7.1 Owner shall at all times during Owner's ownership of the Property cause the Property to be insured with Causes of Loss – Special Form (formerly known as "All Risk") property insurance in an amount not less than the full replacement cost of all improvements on the Property at the time of loss with like kind and quality (such amount may exceed the Previous Sales Price or Maximum Sales Price of the Property). Such insurance shall be provided by a carrier admitted to engage in the business of insurance in the state of Idaho. No policy will contain a deductible or self-insured retention in excess of three percent (3%) of the Previous Sales Price unless otherwise approved by BCHA. If requested by BCHA, Owner shall cause BCHA to be named as an additional insured as its interests may appear by endorsement acceptable to BCHA and shall promptly deliver to BCHA a copy of Owner's insurance policy in conformance with this section. If the forms of policies required by this section are superseded or no longer available, BCHA will have the right to require other equivalent or better forms.

7.2 If the Property is damaged or destroyed, Owner shall promptly notify BCHA in writing. Owner shall thereafter promptly make a claim on any insurance policy covering such damage or destruction. The mortgagee shall have first claim on such proceeds to the extent necessary to pay mortgage principal and any accrued interest. Owner shall thereafter have the option to either a) utilize the remaining proceeds of any insurance settlement, together with a new mortgage not to exceed the balance (except with written approval of the BCHA) of any mortgages paid from said settlement to repair or restore the Property to its condition prior to such damage or destruction, unless Owner obtains BCHA's prior written approval to repair or restore the Property to some other condition or state, or b) to take such proceeds from the insurance settlement as would have been generated from a Sale per the terms of Section 5 of this Covenant (net of mortgages or other obligations paid from the proceeds from the proceeds of the insurance settlement), and assign the balance of the insurance proceeds, together with title to the Property, to the BCHA.

Section 8: Encumbrances

8.1 Owner shall promptly pay when due all monetary liens, taxes, assessments, and encumbrances on the Property and otherwise comply with the terms and provisions of any deed of trust, mortgage or other loan documents pertaining to the Property. Owner shall instruct all lenders and their assigns to copy BCHA on all communications relating to any loan on the Property and within five (5) days after Owner's receipt, Owner shall provide BCHA with copies of any written communications from any lender not delivered to BCHA. In the event that BCHA initiates any enforcement or default action against the Owner, the BCHA shall, within five (5) days after commencement of such action, notify the mortgage holder of such action.

8.2 After any default, late payment, or missed payment on any loan or encumbrance on the Property, or if a nonconsensual lien is filed upon the Property, Owner shall, upon the request of BCHA, participate in loan counseling, budgeting, financing or distressed loan services, classes or programs.

8.3 Any breach of this Covenant shall not defeat or render invalid the lien of any mortgage or deed of trust made in good faith for value, but, except as otherwise provided in Sections 8.4 and 8.5, this Covenant shall be binding upon and be effective against any Owner whose title is acquired by foreclosure, trustee's sale or otherwise.

8.4 In the event of any foreclosure of a purchase money mortgage or deed of trust in a first priority position on the Property (but subject to this Covenant), such foreclosing party ("Foreclosing Party") may sell the Property through a duly called and noticed foreclosure sale to any person or entity for more than the Maximum Sales Price provided that the foreclosing party strictly adheres to the provisions of this Section 8.4 and Section 8.5.

- (a) The Foreclosing Party shall notify BCHA in writing of any pending foreclosure concurrent with the date the trustee or beneficiary files for record the notice of default as required by Idaho Code Section 45-1505 as may be amended or the mortgagee serves upon the mortgagor an action for foreclosure and thereafter the Foreclosing Party shall send a copy of all notices sent to the Owner to BCHA; and
- (b) Within 90 days of receiving notification of the borrower default or the property foreclosure, the Foreclosing Party shall agree to sell, transfer and convey to BCHA the entire debt obligation owed to the Foreclosing Party and take full assignment of the debt obligation, promissory note, and other loan documentation, including foreclosure rights, for the lesser of the Foreclosing Party's gross investment or the estimated net recovery value of the security property. Notwithstanding the aforesaid, and in order to safeguard the Community Housing program, the Owner, and the BCHA from predatory lending practices, no obligation of mortgage principal which exceeded 103% of the Maximum Sales Price of the property at the date said principal obligation was incurred shall be recoverable by any foreclosing party.¹ The BCHA may, but shall not be obligated to, purchase the debt obligation for less than the amount calculated if BCHA and the Foreclosing Party so agree.

8.5 In the event BCHA does not elect to purchase the debt obligation pursuant to Section 8.4(b) and the Foreclosing Party has strictly adhered to Section 8.4, or in the event BCHA has taken assignment of the debt obligation and is the Foreclosing Party,

¹ In the event that the Buyer purchased or refinanced the property using certified United States Department of Agriculture—Rural Development (hereinafter cited as USDA RD) funds, subsidies, vouchers or other mortgage assistance products created by USDA RD, that constitute an addition to the principal amount of the original loan, then the foreclosing party may recover up to 100% of the original loan and also the additions of principal created by said USDA-RD products.

the Foreclosing Party may proceed with the foreclosure action and the Property may be sold for more than the Maximum Sales Price to a person other than a Qualified Buyer. Proceeds, if any, from the foreclosure sale shall be distributed in accordance with this paragraph. Costs of foreclosure, including trustee services, sheriff's fees, and similar costs, and all amounts due the Foreclosing Party shall have first priority to the sale proceeds. Next, Owner shall be entitled to any amount in excess of the amounts paid in the preceding sentence up to the Maximum Sales Price less the administrative fee due BCHA pursuant to Section 6.2. Provided that the Foreclosing Party has strictly adhered to the requirements of Sections 8.4 and 8.5 and all rights of redemption or challenges to the validity or enforceability of the foreclosure sale have expired, this Covenant, and the rights of the BCHA hereunder, shall terminate.

8.6 Any deed in lieu of foreclosure shall be subject to the requirements of paragraphs 8.4 and 8.5 with respect to notice to the BCHA, option and rights of the BCHA to purchase or take assignment of the debt obligation, and limitation of the recoverable mortgage principal amount. Provided that party acquiring title through a deed in lieu of foreclosure has strictly adhered to the requirements of Sections 8.4 and 8.5 and all rights of redemption or challenges to the validity or enforceability of said action have expired, this Covenant, and the rights of the BCHA hereunder, shall terminate.

8.7 If the Property is financed under the Mortgage Revenue Bond program administered by the Idaho Housing and Finance Association, the parties to this Covenant understand that various requirements of that program may be more stringent than those set forth in this Covenant and, in such case; the parties agree that those more stringent requirements shall prevail.

8.8 Any encumbrance other than a First Mortgage must have the prior written approval of BCHA.

Section 9: Condemnation.

9.1 Within ten (10) days after Owner receives any notice that all or any portion of the Property is sought by condemnation, Owner shall notify BCHA. If all or any portion of the Property is taken by eminent domain or conveyed by Owner under threat of condemnation, the Maximum Sales Price, determined as of the date all or any portion of the Property is conveyed to the condemning authority or the valuation date for purposes of the condemnation proceeding, whichever is earlier ("Valuation Date"), shall be decreased by the assessment of damages paid to Owner for the value of or damages to the Property. Thereafter, the adjusted Maximum Sales Price, for purposes of Section 5.2, shall accrue appreciation from the Valuation Date.

9.2 Any assessment of damages paid by the condemning authority for the value of or damages to the Property shall be first utilized to pay the full amount of any existing mortgages, together with any accrued interest thereon. The balance of damage payment proceeds shall be shared between Owner (and secured mortgagees) and BCHA. The amount of the assessment payable to Owner shall be that percentage of the

assessment of damages determined by dividing the Maximum Sales Price as of the Valuation Date by the fair market value of the Property as of the Valuation Date less the product of that same percentage and three percent (3%) of the Maximum Sales Price as of the Valuation Date.² The remainder of the assessment shall be payable to BCHA. In the event BCHA and Owner are unable to agree on the fair market value of the Property, within thirty (30) days after receipt of a request by either BCHA or Owner, BCHA and Owner shall each appoint an appraiser who shall be a member of the Appraisal Institute (or substitute organization which certifies and trains appraisers) with at least three (3) years experience in appraising residential real property in the county in which the Property is located. The appointed appraisers shall diligently proceed to appraise the fair market value of the Property, without regard to this Covenant, as of the Valuation Date. If the higher of the two appraisals is more than five percent (5%) of the lower appraisal and the parties cannot agree upon the fair market value of Property, the two appraisers shall together appoint a similarly qualified third appraiser within twenty (20) days after receipt of written demand made by either party. Such third appraiser shall select one of the prior two appraisals which most closely approximates the third appraiser's opinion of the Property's fair market value and the selected appraisal shall conclusively establish the fair market value of the Property as of the Valuation Date. In the event the difference between the first two appraisals is less than five percent (5%), the amount obtained by averaging the respective appraisals shall constitute the fair market value. Each party agrees to pay its respective appraiser's fee plus one-half of the third appraiser's fee. For purposes of this Section, "fair market value" shall mean the amount at which the Property would change hands between a willing buyer and a willing seller, neither being under a compulsion to buy or sell and both having reasonable knowledge of the relevant facts. Furthermore, the existence of any encumbrances on Property (other than this Covenant) and the benefit of putting the Property to its highest and best use considering all factors, shall be taken into consideration when determining the fair market value of the Property.

Section 10: Indemnity, Waiver and Release.

10.1 Owner acknowledges and agrees that BCHA, its agents, employees and contractors, are not making, have not made and expressly disclaim any representations or warranties, express or implied, with respect to any qualified buyer or qualified occupant and/or with respect to any aspect, feature or condition of the property including, without limitation, the existence of hazardous waste, the suitability of the property for owner's intended use, owner's ability to sell the property for the maximum sales price or in a timely fashion or to rent the property to a qualified occupant at the maximum rental amount, for any length of time or in a timely fashion. Owner, qualified buyer and qualified occupant shall independently verify all information and reports regarding any aspect or feature of the property, an owner, a qualified buyer or a

² Amount payable to Owner = Assessment x $\frac{MSP - (.03 \times MSP)}{FMV}$ minus balance(s) payable to mortgagee(s).

qualified occupant provided by BCHA. BCHA does not guaranty the accuracy of any information or reports provided by BCHA, its agents, employees or contractors. To the fullest extent permitted by law, owner and qualified buyer release BCHA from any and all liability relating to any aspect or condition of the property, known or unknown, foreseeable or unforeseeable, actual or contingent, arising by statute, common law or otherwise. As used herein "hazardous waste" shall mean any hazardous waste or pollutants, contaminants or hazardous waste as defined by the federal water pollution control act, the comprehensive environmental response, compensation and liability act of 1990 and any amendments thereto, the resource conservation and recovery act and any amendments thereto or any similar state, local or federal law, rule or regulation, including, without limitation, asbestos or asbestos containing materials, PCB's, petroleum and petroleum products and urea-formaldehyde.

10.2 Owner hereby releases and shall indemnify, defend and hold harmless BCHA, its Commission, and employees from and against any and all claims, damages, liability, causes of action, judgments, expenses (including attorney fees and attorney fees on any appeal) (collectively "claims") arising from owner's use or occupancy of the property, and shall further indemnify, defend and hold BCHA, its Commission and employees harmless from and against any and all claims arising from any breach or default in the performance of any obligation on owner's part to be performed under the terms of this covenant, or arising from any act, omission or negligence of owner, or any of its agents, contractors, tenants, occupants or invitees, and from and against all claims or any action or proceeding brought thereon; and in case any action or proceeding be brought against BCHA by reason of any such claim, owner, upon notice from BCHA, shall defend the same at owner's expense by counsel reasonably satisfactory to BCHA. Owner, as a material part of the consideration to BCHA, hereby assumes all risk of damage to property or injury to persons in, upon or about the property from any cause and owner hereby waives all claims in respect thereof against BCHA, its Commission and employees except those claims solely caused by BCHA's negligence or willful misconduct.

10.3 BCHA shall not be liable for injury or damage which may be sustained by the person, goods, wares, merchandise or property of owner, or any occupants or invitees to the property, or any other person in or about the property caused by or resulting from fire, steam, electricity, gas, water or rain, freezing, or leakage, obstruction or other defects of the pipes, sprinklers, wires, appliances, plumbing, air condition, lighting fixtures or other aspect or features of the property.

Section 11: Default.

11.1 Upon the expiration of thirty (30) days' (ten [10] days' for the failure to pay money) written notice from any party bound or benefited by this Covenant stating the other party has failed to perform its obligations hereunder, such party shall be deemed to be in default unless such failure to perform is cured within the thirty (30) days (ten [10] days' for the failure to pay money) period, in which case no default shall be deemed to have occurred. Notwithstanding the foregoing sentence, if such default (other than the failure to pay money) cannot be cured within the thirty (30) day period and the defaulting party is diligently working to remedy the default, the cure period shall be extended for such time as is reasonably necessary to cure the default.

11.2 In order to ensure compliance with the provisions of this Covenant, BCHA, by its authorized representative, may inspect the Property between the hours of 8:00 AM and 5:00 PM, Monday through Friday, or at such other time as may be agreed to by Owner and BCHA, after providing the Owner with not less than twenty-four (24) hours' prior written notice.

11.3 Upon receipt of a notice of default and prior to the expiration of the applicable cure period, an Owner may request in writing a hearing before the BCHA Board of Commissioners to determine the merits of the allegations. Upon BCHA's receipt of a hearing request, the remainder of the applicable cure period shall be tolled pending the outcome of the hearing, and a hearing shall be held at the next regularly scheduled meeting of the BCHA Board of Commissioners. If no hearing is requested in writing during such time period and the violation is not cured within the applicable period, the Owner shall be in default of this Covenant. If a hearing is held before the BCHA Board of Commissioners, the decision of the BCHA Board of Commissioners shall be final for purposes of determining if a violation has occurred.

11.4 It is expressly agreed that no breach of this Covenant shall entitle any Owner, Qualified Buyer, Qualified Occupant, BCHA or any other party affected by this Covenant to terminate this Covenant, but such limitation shall not affect in any manner any other rights or remedies which such persons or entities may have hereunder by reason of any breach of this Covenant.

Section 12: Remedies.

12.1 In the event of a default or breach of any term, covenant, warranty or provision of this Covenant, the non-defaulting party may at any time thereafter without limiting the exercise of any right or remedy at law or in equity which the non-defaulting party may have by reason of such default or breach;

- a) Seek specific performance of this Covenant;
- b) Perform any work, pay any amounts due, or complete any duties or obligations of Owner and otherwise exercise any self-help remedies;

c) Enjoin any Sale of or proposed Sale of the Property; and

d) Require the immediate Sale of the Property to a Qualified Buyer in accordance with Section 3.2.

12.2 Without limiting any other remedy available to BCHA, in the event an Owner shall accept or otherwise receive consideration in excess of the Maximum Sales Price or Maximum Rental Amount in violation of this Covenant or the Guidelines, such Owner shall immediately pay such amount or the cash equivalent of such amount to BCHA. Such amount shall accrue interest from the date such consideration was received by the Owner to the date paid to BCHA at the rate of eighteen percent (18%) per annum, compounded on an annual basis. Furthermore, Section 14.2 shall apply to any recovery or enforcement action commenced pursuant to this Section.

12.3 In the event of a default by Owner, the Maximum Sales Price shall, upon the date such default first occurred, automatically cease to increase as set out in Section 5.1, and shall remain fixed until the date Owner cures the default.

12.4 In the event that significant damage or reduction in the utility of the Property has occurred during the term of Owner's ownership (other than ordinary wear and tear and functional obsolescence due only to the passage of time), BCHA may reduce the Maximum Sale Price by an amount sufficient to repair the damage or restore the Property's utility as a residence as determined necessary by BCHA in its sole and absolute discretion.

12.5 In the event BCHA pays any amount payable by Owner or incurs any expense due to the default of Owner, such amount shall be immediately due and payable by Owner upon receipt of an invoice from BCHA. Interest shall accrue from the date the invoice is received by Owner to and including the date BCHA receives payment in full at a rate equal to the lesser of (i) the highest rate allowed by law, and (ii) twelve percent (12%) per annum. Furthermore, in the event the Owner does not pay the invoice in full within ten (10) days after receipt, BCHA may file a lien on the Property for the amount of said expenses plus accrued interest as set forth above and such lien shall be effective upon recording in the county in which the Property is located. Upon any Sale of the Property, if the Owner has not previously paid all amounts due BCHA, BCHA shall be paid the amounts it is due from the sale proceeds and any escrow company or closing agent handling the transaction shall be bound to pay such amounts due as though specifically instructed by Owner and Owner agrees to and acknowledges the same. Notwithstanding the foregoing sentence, BCHA's right to the sale proceeds shall not have priority over any lien on the Property recorded prior to any lien filed by BCHA. In the event BCHA does not file a lien for the amounts it is due, BCHA's claim shall be subordinate to any recorded lien on the Property.

Section 13: Notices.

13.1 All notices given pursuant to this Covenant shall be in writing and shall be given by personal service, by United States certified mail or by United States express mail or other established express delivery service (such as Federal Express) with signature confirmation required, postage or delivery charge prepaid, addressed to the appropriate party at the address set forth below. If a notice is delivered to Owner by personal service or by United States express mail or other established express delivery service (such as Federal Express), such notice may be delivered to the Property. If a notice must be given to a person other than one designated below or otherwise sent to Owner, such notice shall be sent to the person and address shown on the then current real property tax rolls of the county in which the Property is located. All notices given to the appropriate party shall be sent to the address set forth below:

To Declarant: **Russell and Teresa Pharris**
360 Aspen Drive
Bliss, ID 83314

To BCHA: Executive Director
BLAINE COUNTY HOUSING AUTHORITY
P.O. Box 4045
Ketchum, ID 83340

The person and address to which notices are to be given may be changed at any time by such party upon written notice to the other party. All notices given pursuant to this Covenant shall be deemed given upon receipt.

13.2 For the purpose of this Covenant, the term "receipt" shall mean the earlier of any of the following: (i) the date of delivery of the notice or other document to the address specified pursuant to Section 13.1 as shown on the return receipt, (ii) the date of actual receipt of the notice or other document by the person or entity specified pursuant to 13.1, or (iii) in the case of refusal to accept delivery or inability to deliver the notice or other document, the earlier of (a) the date of the attempted delivery or refusal to accept delivery, (b) the date of the postmark on the return receipt, or (c) the date of receipt of notice of refusal or notice of non-delivery by the sending party.

Section 14: General Provisions

14.1 Runs with the Land; Termination. The covenants, conditions and restrictions of this Covenant shall run with and bind the Property and shall inure to the benefit of and shall be enforceable by the BCHA, its legal representatives, successors and assigns until January 1, 2099 after which time, these covenants, conditions and restrictions shall be automatically extended for successive periods of ten (10) years, unless an instrument in writing (Notice of Termination of Covenant), signed by then Owners of the Property and the jurisdiction in which the Property is located has been recorded certifying that there is no successor in interest to BCHA or any successor in

interest. The termination shall be effective upon recordation of the Notice of Termination of Covenant.

14.2 In the event any party bound or affected by this Covenant initiates or defends any legal action or proceeding in any way connected with this Covenant, the prevailing party in any such action or proceeding (in addition to any other relief which may be granted, whether legal or equitable), shall be entitled to recover from the losing party in any such action its reasonable costs and attorneys' fees (including, without limitation, its reasonable costs and attorneys' fees on any appeal). All such costs and attorneys' fees shall be deemed to have accrued on commencement of any legal action or proceeding and shall be enforceable whether or not such legal action or proceeding is prosecuted to judgment.

14.3 Whenever possible, each provision of this Covenant and any other related document shall be interpreted in such a manner as to be valid under applicable law; but if any provision of any of the foregoing shall be invalid or prohibited under said applicable law, such provisions shall be ineffective to the extent of such invalidity or prohibition without invalidating the remaining provisions of this Covenant or related document.

14.4 The laws of Idaho, without giving effect to its choice of law principles, govern all matters with respect to this Covenant, including all tort claims.

14.5 This Covenant shall inure to the benefit of and be binding upon the Owners, their heirs, personal representatives, successors and assigns, and upon any person or entity acquiring the Property, or any portion thereof, or any interest therein, whether by merger, consolidation, dissolution, operation of law or otherwise; provided, however, that if any Owner Sells all or any portion of the Property in accordance with this Covenant, such Owner shall thereupon be released and discharged from any and all obligations as Owner in connection with the Property arising under this Covenant after the Sale but shall remain liable for all obligations arising under this Covenant prior to the Sale. The new Owner of the Property or any portion thereof (including, without limitation, any Owner who acquires its interest by foreclosure, trustee's sale or otherwise) shall be liable for all obligations arising under this Covenant with respect to the Property or portion thereof after the date of Sale.

14.6 This Covenant may only be amended by a written agreement signed by Owner and BCHA that identifies itself as an amendment to this Covenant.

14.7 Paragraph or section headings within this Covenant are inserted solely for convenience of reference, and are not intended to, and shall not govern, limit or aid in the construction of any terms or provisions contained herein.

14.8 The parties to this Covenant, and Owners, agree to execute such further documents and take such further actions as may be reasonably required to carry out the provisions and intent of this Covenant or any agreement or document relating hereto or entered into in connection herewith.

14.9 BCHA may amend the Guidelines at any time in its sole and exclusive discretion.

14.10 The failure of BCHA to insist upon strict performance of any terms, covenants or conditions of this Covenant shall not be deemed a waiver of any rights or remedies BCHA may have, and shall not be deemed a waiver of any subsequent breach or default in the performance of any terms, covenants or conditions of this Covenant by the same or any other person or entity. A party for whose benefit a condition is inserted herein shall have the unilateral right to waive such condition.

14.11 This Deed Covenant shall restate and supersede in every respect any and all prior Deed Covenants by and between BCHA and its predecessors in interest, and Owner and its predecessors in interest, including the Community Housing Covenants Running With The Land, recorded on July 3, 2007, as Instrument No. 549301, records of Blaine County, regardless of whether such prior Deed Covenants have been terminated or released in writing.

IN WITNESS WHEREOF, the parties hereto have executed this instrument on the day and year above first written.

THE BLAINE COUNTY HOUSING
AUTHORITY

By: 
Title: Executive Director

DECLARANT:

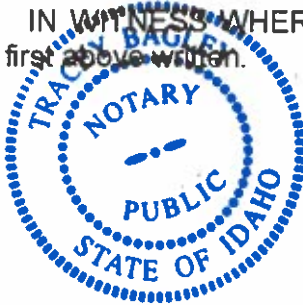

Russell Pharris


Teresa Pharris

STATE OF Idaho)
County of Ada) ss

On this 14th day of January, 2016, before me, the undersigned, a notary public in and for the State of Idaho, personally appeared Russell Pharris + Teresa Pharris the _____ of _____, a(n) _____, known to me, or proven to me by oath and identification, to be the person whose name is subscribed to this instrument, and acknowledged to me under oath that he/she executed the same on behalf of said company.

IN WITNESS WHEREOF, I have hereunto set my hand and seal the day and year first above written.

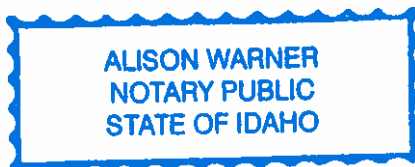


Name: Tracy Bagley
Notary Public for Idaho
Residing at Mendocino, ed.
My commission expires 11/4/2020

STATE OF Idaho)
County of Blaine) ss.

On this 16th day of December, in the year 2015 before me, the undersigned Notary Public, personally appeared David Patrie, known or identified to me to be the Executive Director of the Blaine County Housing Authority, an Idaho independent public body, corporate and politic, that executed the within instrument or the person(s) who executed the instrument on behalf of said body, and acknowledged to me that such body executed the same.

Witness by hand and official seal



Name: _____
Notary Public for Idaho
Residing at Ketchum ID
My commission expires 9-18-18

Exhibit "A"

Legal Description of Property

Unit 4 of Elkhorn Springs: Hillside Terrace South, according to the official plat thereof, recorded as Instrument No. 541206, records Blaine County, Idaho, and as defined and described in the Condominium Declaration for Elkhorn Springs: Hillside Terrace South, recorded as Instrument No. 536011 and Supplemental recorded as Instrument No. 541207 and supplemental recorded as Instrument No. 542700, records of Blaine County, Idaho.



BLAINE COUNTY HOUSING AUTHORITY

BOARD MEETING AGENDA MEMO

Meeting Date: Staff Member/Dept:

Agenda Item:

Recommended Motion:

"I move to approve the contract for services with Interim Housing Manager"

Reasons for Recommendation:

- Courtney's expertise and experience in homelessness, transitional housing, and coordination make her ideally suited for the Interim Manager role.
- Housing Director does not have the capacity to assist Program Administrator in setting up infrastructure for transitional housing programs or leasing and selling units from BCHA's portfolio while also managing staff, overseeing the implementation of BCHA's Strategic Plan, and Ketchum's Housing Action Plan.

Policy Analysis and Background:

GOAL 3: EXPAND, COORDINATE + IMPROVE SERVICES TO CREATE HOUSING STABILITY

GOAL 5: STEWARD/PRESERVE + EXPAND PORTFOLIO OF DEED RESTRICTED HOMES (CURRENT BCHA ROLE) OBJECTIVE 2. CONTINUE TO STEWARD INVENTORY OF EXISTING DEED-RESTRICTED HOMES IN BCHA INVENTORY, INCLUDING ON-GOING COMPLIANCE.

Background and ask: In August, the BCHA Board approved a contract for services with Courtney Noble to establish a Housing Navigation System. Since then, Courtney's offered to both serve as Interim Housing Manager until that role is filled and take on more of those duties. The contract amount for establishing the Housing Navigation System is fully drawn due to the absence of a Housing Manager.

Courtney is positioned to take over management of Frances's role as Program Administrator, currently restricted to management and placement in BCHA's transitional housing units and Lift Tower Lodge. She is also willing and capable of overseeing BCHA's application review process and placement in BCHA's rental and ownership units.

Staff are working with an HR advisor to clarify roles and expectations. The five hour retreat this Thursday, the 11th will assist the Housing Director and HR advisor in rewriting the Housing Manager job description. The position will be reposted after this. Once that position is filled, Courtney would be a great resource for onboarding and training.

Given the current staffing and the community's needs, staff recommend approving the attached contract for services.

About Courtney: Courtney Noble has 15 years of experience in coordinating similar efforts and in housing systems. In many communities, United Way takes on these coordination initiatives. Courtney worked for United Way in King County, Washington overseeing a countywide housing stability initiative. She continues to consult on housing systems nationwide.

Courtney lives in the Wood River Valley and has already established relationships with primary partners through her work on the Shelter Plan. Courtney will project manage setting up the infrastructure, with the Housing Coordinator as support and guidance from the City's Housing Director.

Financial Impact:

None OR Adequate funds exist in account:

Adequate funds

Attachments:

1. Resolution No. 2024-04
2. New Contract for Services
3. Scope of Work
4. Courtney Noble's resume

RESOLUTION 2024-04
BEFORE THE BOARD OF COMMISSIONERS
OF THE BLAINE COUNTY HOUSING AUTHORITY
BLAINE COUNTY, IDAHO

A RESOLUTION OF THE BLAINE COUNTY HOUSING AUTHORITY BOARD OF COMMISSIONERS
AUTHORIZING THE CONTRACT FOR SERVICES WITH COURTNEY NOBLE.

WHEREAS, BCHA's primary role is to steward its existing portfolio, add new inventory, and now implement the Transitional Housing Plan; and

WHEREAS, the Housing Manager position remains vacant, pending future revisions and salary adjustments; and

WHEREAS, Courtney Noble has ample experience and skills to be the Interim Housing Manager, including working with BCHA for the previous ten months; and

NOW, THEREFORE, be it resolved by the Board of Commissioners of the Blaine County Housing Authority, Blaine County, Idaho, as follows:

Section 1. The Blaine County Housing Authority Board of Commissioners approves execution of the Agreement for Consulting Services with Courtney Noble.

Section 2. The Blaine County Housing Authority Board of Commissioners authorizes the BCHA administrative staff to manage such contract.

[This space left intentionally blank]

DATED this ____ day of _____, 2024

ATTEST:

BLAINE COUNTY HOUSING AUTHORITY
BOARD OF COMMISSIONERS

Executive Director

Vice Chair

**INDEPENDENT CONTRACTOR AGREEMENT WITH COURTNEY NOBLE
FOR SERVICES**

This Independent Contractor Agreement ("Agreement") is made and entered effective to the _ day of January, 2024, by and between the Blaine County Housing Authority ("BCHA"), and Courtney Noble ("Contractor").

FINDINGS

- A. The BCHA is a municipal corporation duly organized and existing under the laws of the State of Idaho.
- B. the BCHA is duly authorized and empowered to enter into such an agreement;
- C. Contractor independently provides certain professional services which may be beneficial and of use for the general welfare of the City.
- D. The BCHA finds that it is economical and efficient and that is in the best interests of the City to contract with Contractor for certain services as set forth herein ("Services").

NOW, THEREFORE, the Parties enter into this Agreement according to the following terms and conditions:

- 1. **Description of Services.** Please refer to the scope of services as proposed in the City of Ketchum Pre-Litigation Mediation proposal submitted with this contract.
- 2. **Payment for Services.** *In exchange for Services, the City shall pay Contractor \$10,000, to be invoiced monthly.* Invoices for payment will be submitted monthly and payment made by City upon City review and approval within approximately thirty days. Contractor and City staff will meet bi-weekly, when the Contractor will report to the City as to the Service activities.
- 3. **Term.** The term of this Agreement shall be through the duration and conclusion of the Services, not to exceed one year from the date of this Agreement. This term may be renewed or extended upon further written agreement between the parties.
- 4. **Independent Contractor.** Contractor performs the Services hereunder solely and exclusively as an independent contractor. Contractor is not an employee, servant, agent, partner, or joint venture of the City. The City will determine the projects or Services to be done by Contractor, but Contractor will determine the legal means by which it accomplishes the work specified by the City. This Agreement shall not be construed to create or establish any employee-employee relationship between the City and Contractor or make Contractor eligible for any City employment benefits. Contractor is solely responsible for all withholding and payment of all applicable federal, state, and local income or payroll taxes of any kind.
- 5. **Performance and Warranty.** Contractor will provide its own tools and equipment as needed to perform the Services. Contractor warrants that all equipment used to perform this Agreement will function safely, properly, and efficiently. Contractor warrants that all services will be timely performed in a safe, professional, and workmanlike manner.
- 6. **Indemnification.** Contractor releases, holds harmless, and agrees to indemnify City from and against all claims, suits, damages (including, without limitation, damages to persons and property including deaths, and all tax responsibilities), costs, losses, and expenses, in any manner related to or arising from the acts or omissions of Contractor, its managers, members, directors, officers, shareholders, agents, and employees.
- 7. **Licensing.** Contractor represents that Contractors possesses the requisite skill, knowledge, and experience necessary to perform the Services. Contractor represents it has or agrees to obtain and maintain all necessary

registrations, licenses, and insurance as may be required by the State of Idaho for the performance of the Services under this Agreement.

8. **Insurance.** Contractor is not covered by the City's liability insurance policy. Contractor shall carry and maintain liability insurance in the following minimum amounts:

General liability	\$2,000,000 aggregate
Each Occurrence	\$1,000,000
Products/Completed Operations	\$2,000,000
Personal and Advertising Injury	\$1,000,000
Fire Damage	\$1,000,000
Medical Expense	\$15,000

Proof of said insurance shall be provided to City. Each policy of insurance required shall provide for no less than thirty-day advance notice to City prior to cancellation. In addition, the City shall be named a "Additional Insured" by all contractors and subcontractors.

9. **Notice.** All notices under this Agreement shall be in writing and addressed as follows:

BCHA:	CONTRACTOR:
Blaine County Housing Authority	Courtney Noble
Attn: Housing Director	50 Greens End Lane
P.O. Box 4045	Hailey, ID 83333
Ketchum, ID 83340	

10. **Compliance with Laws/Public Records.** Contractor, its managers, members, directors, officers, shareholders, agents, and employees shall comply with all federal, state and local laws, rules, and ordinances. This Agreement does not relieve Contractor of any obligation or responsibility imposed upon Contractor by law. Without limitation, Contractor hereby acknowledges that all writings and documents, including without limitation email, containing information relating to the conduct or administration of the public's business prepared by Contractor for City regardless of physical form or characteristics may be public records pursuant to the Idaho Public Records Act. Contractor further acknowledges that, subject to certain limitations, the public may examine and take a copy of all such public writings and records. Accordingly, Contractor shall maintain such writings and records in such a manner that they may readily identified, retrieved and made available for such inspection and copying. Should Contractor wish to claim an exemption to disclosure on any record, Contractor shall identify such in advance and assume all costs of defense on any associated legal action to defend such claimed exemption from disclosure.
11. **Non-Assignment.** Contractor hereby acknowledges that City has agreed to enter this Agreement based in part on Contractor's unique skills and reputation for professional work. Accordingly, Contractor may not assign, subcontract, or transfer in any manner this Agreement or any of Contractor's right, title or interest in or to this Agreement without the prior written consent of City.
12. **Amendments.** This Agreement may only be changed, modified, or amended in writing executed by all parties.
13. **Non-Waiver.** The failure of either party to exercise any of its rights under this Agreement at any time does not constitute a breach of this Agreement and shall not be deemed to be a waiver of such rights or a waiver of any subsequent breach.
14. **Headings.** The headings in the Agreement are inserted for convenience and identification only and are in no way intended to describe, interpret, define, or limit the scope, extent, or intent of this Agreement or any provision hereof.
15. **Attorney Fees and Costs.** In the event that either party hereto is required to retain the services of an attorney to enforce any of its rights hereunder, the non-prevailing party shall pay to the prevailing party all reasonable costs and

attorney fees incurred in such enforcement, whether or not litigation is commenced and including reasonable costs and attorney fees on appeal. Prior to any litigation, the parties agree to first attend mediation as a means of resolving any disputes.

16. Governing Law. This Agreement shall be governed by the laws of the State of Idaho. Venue shall be in the Fifth Judicial District, Blaine County, Idaho.
17. Entire Agreement. This Agreement contains the entire Agreement between the parties respecting the matters herein set forth and supersedes any and all prior Agreements between the parties hereto respecting such matter.
18. Severability. If any part of this Agreement is held to be invalid or unenforceable, such part shall be considered as stricken and the rest of this Agreement shall continue in full force and effect and so as to preserve the agreement and intent to the fullest possible extent.
19. Execution and Signatures. This Agreement may be executed simultaneously in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.
20. Authority. The parties executing this Agreement warrant, state, acknowledge, and affirm that they have the authority to sign the same and to bind themselves to the terms contained herein.

IN WITNESS WHEREOF, the Parties execute this Agreement.

BLAINE COUNTY HOUSING AUTHORITY

COURTNEY NOBLE, CONTRACTOR

Keith Perry, Board Chair

Courtney Noble

ATTEST:

[Name]

Ketchum City Clerk

Proposed Statement of Work
Noble/ BCHA

Project Purpose: Support BCHA to ensure that all people experiencing housing instability in Blaine County have access to a continuum of housing and services.

Background: Contractor has been supporting BCHA for the last ten months on individual projects addressing housing instability. Due to the recent adoption of the Silvercreek Living Master Lease and due to ongoing staffing vacancies, BCHA would like to engage Contractor to provide ongoing support and expand responsibilities.

Proposed Scope: BCHA is seeking a professional independent contractor to assist with the following priorities:

- 1. Manage the transition of Silvercreek Living to BCHA.** This work will be done in partnership with BCHA staff.
 - This will include oversight of BCHA’s adoption of financial, operational and support services functions at Silvercreek.
- 2. Support application, waitlist, sale and lease-up functions for affordable units.**
- 3. Explore and pursue funding opportunities to support housing stability in Blaine County.** This may include:
 - HUD funding (including the Emergency Services Grant and HOME-ARP) distributed through Idaho Housing and Finance Association
 - HUD funding including Rapid Rehousing funds distributed through our Continuum of Care and the Idaho Housing and Finance Association
 - FEMA funding
 - Private funding
- 4. Manage reporting on existing federal and state funds.**
- 5. Provide ongoing support to identify emergency housing and implement community Emergency and Transitional Housing Plan.** This may include establishing community eligibility for the funding streams noted above, convening an emergency housing planning team, participating in the Region 4 Continuum of Care (COC) projects, etc.

Approach: The consultant will work closely with city and BCHA staff and other partner agencies.

Project Budget: Consultant will provide no less than 25 hours per week of services to BCHA. The consultant’s typical hourly rate is \$140/hour, but will provide these services for a monthly rate of \$10,000.

COURTNEY NOBLE

50 Greens End Lane, Hailey ID 83333 | (206) 618-3265 | courtneyehnable@gmail.com

EXPERIENCE

FJORD STRATEGIES | Hailey, Idaho

Principal Consultant / October 2015 to present

Advise nonprofit and philanthropic clients on strategy, program evaluation, communications, advocacy and operational effectiveness to help them achieve meaningful and sustainable progress for target populations. Proven skills include:

- *Strategic planning.* Gathering and assessing data and research; summarizing and incorporating these findings into initiatives to meet long-term goals.
- *Metrics and policy analysis.* Creating instruments to measure progress and establish data-driven benchmarks. Advising on policy and programmatic changes that are evidence-informed. Redesigning strategies to achieve more equitable outcomes.
- *Data visualization.* Creating dashboards to monitor results and communicate with senior leadership.
- *Grant management.* Providing insight on grant procurement and management; funding scans; grantee coordination and communication.

Expertise in homelessness, child welfare, youth development and inequality. Affiliated with Bright Spring Strategy Consulting on projects servicing global health and vaccine delivery clients. Sample clients include the Raikes Foundation, Youth Villages, Accelerator YMCA, Washington Department of Commerce and the Houston Homeless Youth Network.

UNITED WAY OF KING COUNTY | Seattle, Washington

Impact Manager, Ending Homelessness / June 2012 to October 2015

Oversaw strategic planning and grant-making for county-wide housing stability initiative. Managed a portfolio of \$10.8 million annually allocated to service providers and advocates supporting homeless and low-income individuals. Primary author of logic models, theories of change and outcome measurement tools for United Way's ending homelessness strategy. Led competitive funding processes, reviewed applications and conducted evaluations of grantee progress. Participated in the design of academic studies and managed contracts with external evaluators. Additionally served as Project Director on federal grant addressing the intersection of foster care and youth homelessness in Washington State, uniting a diverse team of public and private stakeholders in a two-year strategic planning process.

Manager of Basic Needs Programs | March 2010 to May 2012

Free Tax Campaign Manager | August 2007 to March 2010

Designed, executed and evaluated county-wide poverty alleviation programs. Managed two full time and 25 seasonal staff. Crafted annual communications and advocacy campaign to reach low income individuals in need of tax help; monitored penetration and effectiveness of print and social media outreach efforts. Mobilized and maintained relationships with community partners, developed asset building strategies and participated in city, state and national anti-poverty coalitions. Solicited and managed program grants, and supported United Way's distribution of grants targeting poverty and hunger.

SHARTSIS FRIESE LLP | San Francisco, California

Associate Attorney | November 2004 to July 2007

Negotiated and closed mergers and acquisitions, advised companies on entity formation, researched and drafted various commercial agreements and registered intellectual property for clients at small, full-service law firm. Served as regular *pro bono* attorney for Legal Services for Entrepreneurs and California Lawyers for the Arts and as outside general counsel for the International Tibet Support Network and the Society of Vascular and Interventional Neurologists, advising on formation, fiduciary duties, board activities, tax exemption, and ongoing reporting and compliance.

EDUCATION

NEW YORK UNIVERSITY SCHOOL OF LAW | New York, New York

Juris Doctor | May 2004

Honors: Dean's Scholarship Recipient

YALE UNIVERSITY | New Haven, Connecticut

Bachelor of Arts | Women's and Gender Studies, *cum laude* | May 2000

Honors: Distinction in the Women's and Gender Studies Major

ADDITIONAL INFORMATION

Certified Tableau data visualization software user. Comfortable analyzing large-scale, complex datasets in Excel and Access. Admitted to practice law in the State of California. Proficient in spoken and written French. Enjoy politics, skiing, science fiction, nonfiction about social policy, and coffee. Raised in Canada.



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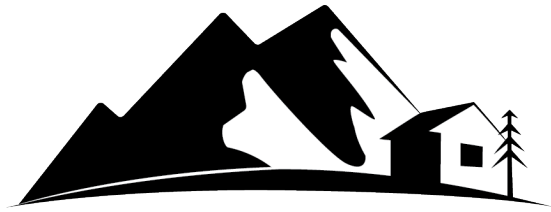
2024 Schedule for Approval **Blaine County Housing Authority Board Meetings**

Below are the potential meetings dates for the second Wednesday for the calendar year 2024. All meetings begin at 12:00 pm, unless otherwise noted. All *Scheduled Meetings* will be noticed a minimum of five (5) business days prior to the meeting date. All *Special meetings* will be noticed a minimum of twenty-four (24) hours prior to the meeting date. The meetings will be held in person in either Ketchum or Hailey and via Zoom.

Scheduled Meetings:

- January 10, 2024 – 12 p.m. (Annual Meeting) Hailey
- February 14, 2024 – 12 p.m. (Monthly Meeting) Ketchum
- March 13, 2024 – 12 p.m. (Monthly Meeting) Hailey
- April 10, 2024 – 12 p.m. (Quarterly Meeting) Ketchum
- May 8, 2024 – 12 p.m. (Monthly Meeting) Hailey
- June 12, 2024 – 12 p.m. (Monthly Meeting) Ketchum
- July 10, 2024 – 12 p.m. (Quarterly Meeting) Hailey
- August 14, 2024 – 12 p.m. (Monthly Meeting) Ketchum
- September 11, 2024 – 12 p.m. (Monthly Meeting) Hailey
- October 9, 2024 – 12 p.m. (Quarterly Meeting) Ketchum
- November 13, 2024 – 12 p.m. (Monthly Meeting) Hailey
- December 11, 2024 – 12 p.m. (Monthly Meeting) Ketchum

The Blaine County Housing Authority's mission is to advocate, promote, plan and preserve the long-term supply of desirable and affordable housing choices in all areas of Blaine County in order to maintain an economically diverse and vibrant community.



BLAINE COUNTY HOUSING AUTHORITY

BOARD MEETING AGENDA MEMO

Meeting Date: Staff Member:

Agenda Item:

Recommended Motion:

We approve the ongoing transition of management of Silvercreek Living to BCHA staff.

Reasons for Recommendation:

- The Silvercreek purchase transaction closed on December 15th and, pursuant to the terms of the master lease, BCHA begins management of Silver Creek Living on January 15th

Policy Analysis and Background (non-consent items only):

The sale of Silvercreek Living to BearRock Investments LLC closed on December 15th. BCHA has begun taking steps to assume management of the building on January 15th. Activities currently underway include:

- Transfer of subcontracts, keys, door codes, utilities, etc. to BCHA
- Removal of unused equipment
- Procurement of additional beds
- Engagement of volunteers
- Transfer of rent rolls

To date the transition has been going smoothly without surprises. We anticipate that switching clients to non-cash rent payments may be one of our most significant initial hurdles, as currently about 75% of rent payments are made in cash.

Additional steps currently being planned that will be executed within the first six months of the master lease include:

- Client engagement, lease up, completion of BCHA applications and case management
- Conversion of community rooms to bedrooms
- Communications/PR campaign
- Transition of residents to income-based rent
- Potential introduction of property management software

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Sustainability Impact:

Financial Impact:

None OR Adequate funds exist in account:	Adequate funds exist in budget for transitional housing
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Attachments:

1.
2.

DRAFT COMMON AFFORDABLE HOUSING PRE-APPLICATION

Basic Information

- Are you comfortable conversing in English? If not, what is your preferred language?
- Contact information
- Primary language
- Household size and ages
- Do you require an ADA or audio/visual accommodation?
- Are you a veteran?
- Does everyone in the household have a SSN?
- Are you currently experiencing or at risk of any of the following in the next 45 days?
 - Living outside or in your car or in a place not meant for habitation (like an unheated garage)
 - Couch-surfing
 - Doubling up with another family
 - Experiencing domestic violence
- Are you interested in living South (Bellevue and Hailey), North (Ketchum and Sun Valley) or either?
- Local preference: check if one applies:
 - At least one household member works in Blaine County or for an entity that serves Blaine County for an average of 30 hours per week
 - Household member has a job offer in Blaine County
 - Household member is retired and over 65 and was a full-time employee in Blaine County for an entity that serviced Blaine County for not less than ten out of the previous 15 years, and lived continuously in Blaine County following retirement
 - Household member works as a critical service provider (firefighter, EMS, snowplow driver)?
 - If yes, please describe
 - Household member works for a public entity, such as Blaine County School District, U.S. Forest Service, or local government for a minimum of 1,000 hours worked per calendar year (or a minimum of 20 hours per week)?
 - If yes, please describe
- Do you currently own a home (including mobile home)?
 - If yes, describe ownership scenario (own independently, co-own, shared inheritance)
- Is anyone in the household a registered sex offender?

Financial Information

- What is your household's gross monthly income, from all sources?
- What are your household's total assets (bank accounts, retirement/investment accounts, property)?

Certification

Authorization and consent to share information with other organizations providing housing and supportive services.

Model:

- Property manager defines the fields they want (for example, seniors with Social Security Numbers reporting less than \$40,000 for households of 1).
- BCHA will sort applicants by those fields and either:
 - Send a list of potentially qualified applicants to the property manager on a regular basis, so property manager can add the applicants to their waitlist; OR
 - Send the name of the applicant or applicants at the top of the pool to a property manager when a unit becomes available
- Property manager continues to do their full screening process