



TTAD Employee Housing Survey Highlights

Compared to other TTWHA employers:

Demographics and Employment:

- Employees of the TTAD are more likely to be living alone, are less likely to have children in their household, and are less likely to have adults under 30 in their household (18% vs. 31% for TTWHA overall). This translates to more interest in 1- and 2-bedroom units on average than other TTWHA employees.
- A higher percentage of employees have children under 6 years old in their home (18%) than older children (11%). Child care support is of interest to these households, along with tutoring/home schooling assistance under current COVID conditions.
- Overall, TTAD employees are somewhat more satisfied with their housing and had less difficulty finding suitable housing the last time they moved than TTWHA employees overall. Despite this, 68% of employees had some difficulty finding housing.
- The TTAD is the only TTWHA employer that hires employees seasonally. Seasonal employees are typically repeat-seasonal employees, meaning they return to work for the District in successive summers and live in the area year-round.
- The TTAD has a much lower percentage of employees that are planning to retire within 5 years (4%) than the TTWHA overall (11%). TTAD fills many positions from within the organization or the Tahoe Truckee area, but top skilled positions often need to be recruited from elsewhere. The high cost and low availability of housing often affects the ability to attract out-of-area employees to the area.

Commuting:

- The TTAD has the lowest percentage of employees that do not live in the Truckee area (20%) (i.e., in-commuters); however, 80% of in-commuters would prefer to live in the Tahoe Truckee area if suitable housing was available that they could afford. Forty-four percent of in-commuting employees working for other TTWHA employers would prefer to live in the Tahoe Truckee area.

COVID-19 Impacts:

- Employees of the TTAD are less likely to have had COVID adversely affect employment in their household:
 - 64% experienced no employment changes.
 - 67% that experienced changes feel they can cover living expenses for 6-months or more if employment conditions do not improve.
 - 22% feel they will need assistance within 3-months absent improvement in employment conditions.

Considering Leaving Employment:

- A similar percentage of TTAD employees are considering leaving their employment in part due to the high cost of housing in the area (16%) than TTWHA employees overall. About 20% are “undecided.”

Programs:

- Ninety-two percent of TTAD employees support their employer investing in housing programs and opportunities for employees – higher than any other TTWHA employer. Only 4% are unsupportive.
- Based on potential program participation:
 - TTAD employees expressed a similar level of interest in either renting from their employer (28%) or purchasing a deed restricted home (32%) in the Tahoe Truckee area of all other TTWHA employers.
 - Of housing programs, monthly housing stipend (4.0 average on a 5-point scale), home repair/renovation assistance (3.8 average) and down payment assistance were of most interest.
 - Of other types of programs, mileage/commute reimbursement (3.0 average on a 5-point scale) and child care support (2.6 average) had the highest overall interest. Student loan forgiveness (2.0 average) ranked lowest, and well below TTWHA employees overall (3.1 average).

Employee Housing Needs and Preferences Survey - TTAD

1. Employment stats:

Are you employed by TTAD or a business at the airport?

	Total #	Total %
Employed by an airport business	4	14%
Employed by TTAD	25	86%
Grand Total	29	100%

Are you employed full-time, part-time or seasonally?

	TTAD	Airport business	TOTAL #	TOTAL %
Full Time	22	3	25	86%
Part Time		1	1	3%
Seasonal	3		3	10%
Grand Total	25	4	29	100%

NOTE: the rest of this document reports for TTAD employees only due to the small sample size of non-TTAD employees.

2. Please provide the zip code where your residence is located:

	N=25	TTAD Only	TTWHA Total
Other		0%	0%
Other CA		4%	4%
Other Lake Tahoe area		12%	19%
Other NV		0%	2%
Reno/Sparks area		4%	21%
Truckee area		80%	54%

3. Which of the following best describes your household?

	N=25	TTAD Only	TTWHA Total
Adult living alone		18%	10%
Couple with child(ren)		35%	44%
Couple, no child(ren)		25%	26%
Immediate and extended family		7%	6%
Single parent with child(ren)		0%	8%
Unrelated roommates		0%	5%
Other		4%	2%

4. Within which age categories do household members fall? (Check ALL that apply)

	N=25	TTAD Only	TTWHA Total
Age 5 or younger		18%	20%
6 to 17		11%	30%
18 to 29		18%	31%
30 to 64		77%	73%
65 and over		7%	6%

5. How many people live in your household? (Circle one)

	N=25	TTAD Only	TTWHA Total
1		20%	9%
2		28%	33%
3		24%	24%
4		24%	24%
5		0%	7%
6+		4%	4%
Average		2.7	3.0

6. Do you have pets?

	N=25	TTAD Only	TTWHA Total
Yes		76%	76%
Dog(s)		95%	86%
Cat(s)		26%	31%
Other		11%	12%

7. Do you own or rent your home?

	N=25	TTAD Only	TTWHA Total
Other		0%	1%
Own		68%	61%
Rent		32%	38%

8. In what type of residence do you live?

	N=25	TTAD Only	TTWHA Total
Apartment / Condominium / Townhome		12%	17%
Caretaker unit		4%	1%
Duplex/triplex/fourplex		0%	2%
Mobile home		4%	3%
Single-family home/cabin		80%	77%
Other - Write In		0%	1%

9. How many bedrooms are in your home? (Circle one)

N=24	TTAD Only	TTWHA Total
0 or 1	13%	9%
2 bedrms	29%	21%
3 bedrms	38%	49%
4 bedrms	13%	19%
5+	8%	2%

10. When you last moved, how difficult was it to find housing that met your needs and that you could afford?

N=25	TTAD Only	TTWHA Total
I have yet to find such housing	4%	4%
Not difficult	28%	19%
Moderately difficult	36%	34%
Very difficult	32%	43%

11. Which choice best describes your satisfaction with your current residence?

N=25	TTAD Only	TTWHA Total
Very Satisfied	36%	48%
Somewhat Satisfied	52%	32%
Somewhat Dissatisfied	8%	14%
Very Dissatisfied	4%	6%

12. If somewhat dissatisfied or very dissatisfied, why? (Check all that apply)

N=3	TTAD Only	TTWHA Total
Too small/overcrowded	33%	52%
Too expensive	33%	48%
Too far from work	0%	29%
Not in desirable location	0%	17%
Pets not allowed	33%	5%
Needs repairs/poor condition	33%	27%
Too far from transit	0%	4%
Currently rent, prefer to buy	33%	40%
Other	0%	12%

13. How has the COVID-19 outbreak affected employment of members of your household?

N=25	TTAD Only	TTWHA Total
No change OR	64%	47%
Work hours reduced for some/all household members	24%	32%
Some/all household members have been temporarily laid off	16%	17%
Some/all household members have been permanently laid off	0%	3%

14. If household members lost part or all of their employment, how long can you sustain your housing and other living expenses under reduced employment status?

N=9	TTAD Only	TTWHA Total
Less than 3 months	22%	31%
3 months to 6 months	11%	26%
6 months or more	67%	43%

ABOUT YOUR EMPLOYMENT

15. How long have you worked for (or been on contract with) your TTWHA employer?

N=25	TTAD Only	TTWHA Total
Less than one year	8%	12%
1 to 2 years	8%	13%
2 to 5 years	44%	27%
5 to 10 years	28%	18%
More than 10 years	12%	30%

16. When do you plan on retiring?

N=25	TTAD Only	TTWHA Total
Within 5 years	4%	11%
6 to 10 years	24%	17%
More than 10 years	72%	72%

17. Please rate the level to which you agree or disagree with the following statement:

I am considering leaving my employment in part because of the high cost of housing in the area.

N=25	TTAD Only	TTWHA Total
Strongly Agree	8%	5%
Agree	8%	11%
Undecided	20%	25%
Disagree	36%	28%
Strongly Disagree	28%	32%

HOUSING AND PROGRAM PREFERENCES

18. Within the next five (5) years, would you prefer to:

	TTAD Only	TTWHA Total
N=23		
Stay in your current residence	39%	43%
Move into a new or different home in the Tahoe Truckee area if suitable housing were available that you could afford to buy or rent.	57%	45%
Move into a new or different home outside of the Tahoe Truckee area.	4%	12%

Why are you not interested in moving into a home in the Tahoe Truckee area? (select all that apply)

	TTAD Only	TTWHA Total
N=1		
Too expensive/cannot afford	100%	53%
Prefer to live in a different community/area	0%	17%
Other	0%	20%

19. Please indicate which of the following types of help with housing you and your household would have an interest in, if available? (Use a scale of 1 = "Would not consider" to 5 = "Would definitely consider")

	TTAD Only	% unsure	TTWHA Total
N=22 to 24			
Down payment assistance	3.4	11%	3.6
Security deposit/first month rent	2.5	12%	2.7
Monthly rent or mortgage stipend	4.0	7%	3.5
Homebuyer education and/or financial counseling	3.0	7%	3.2
Home repair/renovation assistance	3.8	4%	3.6
Utility payment assistance	2.7	7%	3.1

20. In which of the following other types of assistance would you or your household have interest, if available? (Use a scale of 1 = "Would not consider" to 5 = "Would definitely consider")

	TTAD Only	% unsure	TTWHA Total
N=22 to 24			
Mileage/commute reimbursement	3.0	4%	3.6
Free transit pass	2.5	4%	2.4
Child care support	2.6	0%	2.8
Student loan forgiveness	2.0	4%	3.1
Moving expenses/relocation assistance	2.5	7%	3.1

21. Are there other types of assistance that you would consider that are not listed above? See comments in Appendix

22. How supportive are you of your employer investing resources in housing programs and opportunities for employees?

	TTAD Only	TTWHA Total
N=25		
Not at all supportive	0%	5%
Somewhat unsupportive	4%	4%
Neutral/No opinion	4%	18%
Somewhat supportive	20%	20%
Very supportive	72%	53%

Why do you feel your employer should or should not invest resources in housing programs and opportunities for employees? See comments in Appendix

23. If your employer invested in either purchasing, building or master-leasing rentals in the Tahoe Truckee area to lease to employees at rents affordable for your household (i.e., paying no more than 30% of household income for rent), would you be interested in renting a home from your employer?

	TTAD Only	TTWHA Total
N=25		
Maybe/would like more information	8%	28%
No	64%	47%
Yes	28%	25%

IF YOU ARE OR MIGHT BE INTERESTED IN RENTING FROM YOUR EMPLOYER: (respond to Q23 – Q25)

24. Would you be interested in renting a home in (Select ALL that apply):

	TTAD Only	TTWHA Total
N=9		
Truckee area	100%	87%
Kings Beach area	44%	30%
Incline Village area	0%	22%
Tahoe City area	56%	40%
Other Placer County	11%	6%
Other Nevada County	11%	9%
Other	22%	6%

25. How many bedrooms would your household need?

	TTAD Only	TTWHA Total
N=9		
1 bdrm	22%	13%
2 bdrm	56%	38%
3 bdrm	22%	40%
4+ bdrm	0%	9%

26. What maximum monthly rent (excluding utilities) would you be willing to pay for your needed bedroom size?

N=9	TTAD Only	TTWHA Total
\$500 or less	0%	1%
\$500 to \$599	0%	2%
\$600 to \$699	0%	2%
\$700 to \$799	11%	4%
\$800 to \$899	11%	6%
\$900 to \$999	0%	8%
\$1,000 to \$1,249	11%	18%
\$1,250 to \$1,499	22%	21%
\$1,500 to \$1,749	44%	18%
\$1,750 to \$1,999	0%	10%
\$2,000 to \$2,499	0%	8%
\$2,500 to \$2,999	0%	3%
\$3,000 or more	0%	0%
AVG prefer to pay	\$1,331	\$1,389
AVG able to pay	\$2,090	\$1,900

27. Would you have interest in purchasing a deed restricted home in the Tahoe Truckee area?

This is a home priced below market value so that it is affordable to purchase (affordable means that you pay no more than 30% of your income for mortgage). The resale price, however, is also limited so that it will be affordable for households that earn within a specified income range (e.g., typically no more than 3% increase in value permitted per year).

N=25	TTAD Only	TTWHA Total
Maybe/would like more information	20%	31%
No	48%	38%
Yes	32%	31%

IF YOU WANT TO OR MIGHT WANT TO PURCHASE A DEED RESTRICTED HOME: (respond to Q27 – Q31)

28. Would you be interested in purchasing deed restricted home in (Select ALL that apply):

N=13	TTAD Only	TTWHA Total
Truckee area	100%	88%
Kings Beach area	62%	35%
Incline Village area	15%	25%
Tahoe City area	54%	42%
Other Placer County	23%	8%
Other Nevada County	23%	11%
Other	15%	5%

29. How many bedrooms would your household need?

N=13	TTAD Only	TTWHA Total
1 bedroom	0%	5%
2 bedroom	62%	28%
3 bedroom	31%	54%
4+ bedroom	8%	12%

30. What type of home would you consider?

PLEASE RANK UP TO 3 CHOICES by inserting the number "1" for your first choice, "2" for your second, "3" for your third.

FIRST CHOICE (N=12)	TTAD Only	TTWHA Total
Single family home	100%	87%
Tiny house (less than 600 sq. ft.)	0%	3%
Townhome/Duplex (two-story, no one living above or below)	0%	4%
Condominium (stacked-flat style, one-story)	0%	4%
Manufactured home	0%	3%
Other	0%	0%

SECOND CHOICE (N=10)	TTAD Only	TTWHA Total
Single family home	0%	4%
Tiny house (less than 600 sq. ft.)	20%	12%
Townhome/Duplex (two-story, no one living above or below)	70%	57%
Condominium (stacked-flat style, one-story)	0%	12%
Manufactured home	10%	14%
Other	0%	1%

THIRD CHOICE (N=9)	TTAD Only	TTWHA Total
Single family home	0%	4%
Tiny house (less than 600 sq. ft.)	11%	11%
Townhome/Duplex (two-story, no one living above or below)	33%	19%
Condominium (stacked-flat style, one-story)	44%	45%
Manufactured home	0%	17%
Other	11%	5%

31. How much would you be willing to pay to purchase your FIRST preferred home?

N=12	TTAD Only	TTWHA Total
Less than \$150,000	0%	6%
\$150,000 - \$174,999	0%	5%
\$175,000 - \$199,999	0%	4%
\$200,000 - \$224,999	0%	6%
\$225,000 - \$249,999	0%	3%
\$250,000 - \$274,999	0%	6%
\$275,000 - \$299,999	0%	9%
\$300,000 - \$324,999	25%	15%
\$325,000 - \$349,999	25%	7%
\$350,000 - \$374,999	8%	8%
\$375,000 - \$399,999	0%	5%
\$400,000 - \$424,999	0%	11%
\$425,000 - \$449,999	17%	3%
\$450,000 - \$474,999	17%	3%
\$475,000 - \$499,999	0%	4%
\$500,000 or more	8%	6%
AVG prefer to pay	\$392,708	\$332,420
AVG able to pay	\$431,840	\$438,939

32. How much do you have available for a down payment? (Please include the portion of home equity you could spend on a down payment if you plan to sell a home you now own)

N=10	TTAD Only	TTWHA Total
None	40%	12%
Under \$5,000	0%	5%
\$5,000 to \$9,999	10%	11%
\$10,000 to \$24,999	20%	29%
\$25,000 to \$49,999	0%	11%
\$50,000 to \$74,999	20%	14%
\$75,000 to \$99,999	10%	5%
\$100,000 to \$199,999	0%	9%
\$200,000 or more	0%	5%
Average	\$22,800	\$42,294

33. Please indicate how important the following factors are to you when looking for a place to live. Use a scale where 1=Not At All Important and 5=Extremely Important.

HOME FEATURES

N=22 to 25	TTAD Only	TTWHA Total
Age - want new home	2.4	2.8
Energy efficiency	3.6	3.9
Garage/carport	4.5	4.3
Extra storage	3.7	3.9
In-unit washer/dryer	4.4	4.5
Allows pets	4.0	4.2

LOCATION CONSIDERATIONS

N=22 to 25	TTAD Only	TTWHA Total
Near to my place of work	4.0	3.8
Near to work of others in my household	3.2	3.2
Near to services (groceries, etc)	3.4	3.4
Near to day care	2.2	2.2
Near to bus service	2.0	1.9
Quality of schools	2.8	3.4
Access to outdoor recreation	4.4	4.0

34. How would you feel about living in a neighborhood or building (e.g., apartments or condominiums) that was home to a significant number of other TFHS employees?

N=25	TTAD Only	TTWHA Total
Feel very positive about living amongst fellow employees	12%	25%
Some coworkers would be fine, but mixed with other members of the local community would be preferable	56%	32%
It depends on the neighborhood environment / need more info	28%	32%
I do not want to live amongst other fellow employees	4%	11%

HOUSING COSTS

It is very important that we know some details about your household to fully understand your needs. Please remember that this survey is CONFIDENTIAL.

35. What is your household's average monthly cost of housing? (please enter "0" if you do not pay any of the below)

Average	TTAD Only	TTWHA Total	N=
Rent	\$1,461	\$1,547	7
Mortgage	\$2,097	\$1,938	16
HOA	\$73	\$140	7
Utilities	\$352	\$320	20
Child care	\$1,210	\$833	5

36. What is the gross annual income of all household members combined? This is critical to our analysis of housing affordability – your answer is confidential.

N=24	TTAD Only	TTWHA Total
Under \$25,000	0%	1%
\$25,000 to \$49,999	4%	7%
\$50,000 to \$74,999	8%	14%
\$75,000 to \$99,999	13%	17%
\$100,000 to \$149,999	50%	28%
\$150,000 to \$199,999	17%	18%
\$200,000 or more	8%	15%
Average	\$122,883	\$126,699

Households by Nevada County AMI (2020)

N=24	TTAD Only	TTWHA Total
Under 30%	0%	1%
30% to 50%	0%	3%
50% to 80%	8%	10%
80% to 100%	4%	13%
100% to 120%	13%	10%
120% to 150%	25%	17%
150% to 200%	33%	22%
Over 200%	17%	23%

Percent of Household Income Spent on Housing

N=22	TTAD Only	TTWHA Total
30% or less	86%	78%
30% to 50%	5%	17%
Over 50%	9%	5%

37. Do you have any additional comments or suggestions related to housing? **See comments in Appendix**

THANK YOU FOR YOUR RESPONSE