



2023 Jackson & Teton County Annual Housing Supply Plan

*Approved by the Jackson Town Council & Teton County Board of
County Commissioners on April 10, 2023*



Pictured: Jackson Street Apartments: 57 homes for local workers and their families, partnership with the Cumming Foundation & Community Foundation of Jackson Hole.

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Background

The 2012 Jackson/Teton County Comprehensive Plan set a 65% resident workforce goal for our community. The Comprehensive Plan directed staff and the elected officials to take “corrective actions” when the percentage of the workforce living locally dipped below 65%.

In 2015, work on the [Workforce Housing Action Plan](#) began and the plan was officially adopted in November of that year. The plan identified new tactics and specific actions for addressing the decline in resident workforce. It also reorganized the way the Town and County participate in the creation of affordable workforce housing, focusing on a partnership model and creating the Jackson/Teton County Affordable Housing Department. The Jackson/Teton County Housing Authority is staffed by the Housing Department and no longer develops housing.

The first Housing Director was hired in July 2016. The Workforce Housing Action Plan directs the Housing Director to annually present a Housing Supply Plan that serves as a five-year look ahead at the Housing Supply Program.



Introduction

The mandate is clear: build housing, keep Jackson a community first.

In November 2022, the voters supported five Specific Purpose Excise Tax (SPET) initiatives, totaling \$80,000,000, to build housing for local workers and their families. Four of those initiatives were for employers to build housing for their own employees – Teton County School District, St. John's Health, Teton County Government, and Town of Jackson. The fifth initiative was for Community Housing – housing that is not tied to a specific employer, but that does require the household to work full-time locally. The \$20,000,000 approved for Community Housing is allocated to the Jackson/Teton County Housing Authority and will be invested through the Housing Supply Program.

As we consider how to invest the SPET and other funds committed towards permanently protecting housing for our local workers and their families, the time is ripe to assess the successes and opportunities related to the Housing Supply Program and how we are meeting current and future demand for housing for local workers and their families.

Demand for Deed Restricted Housing

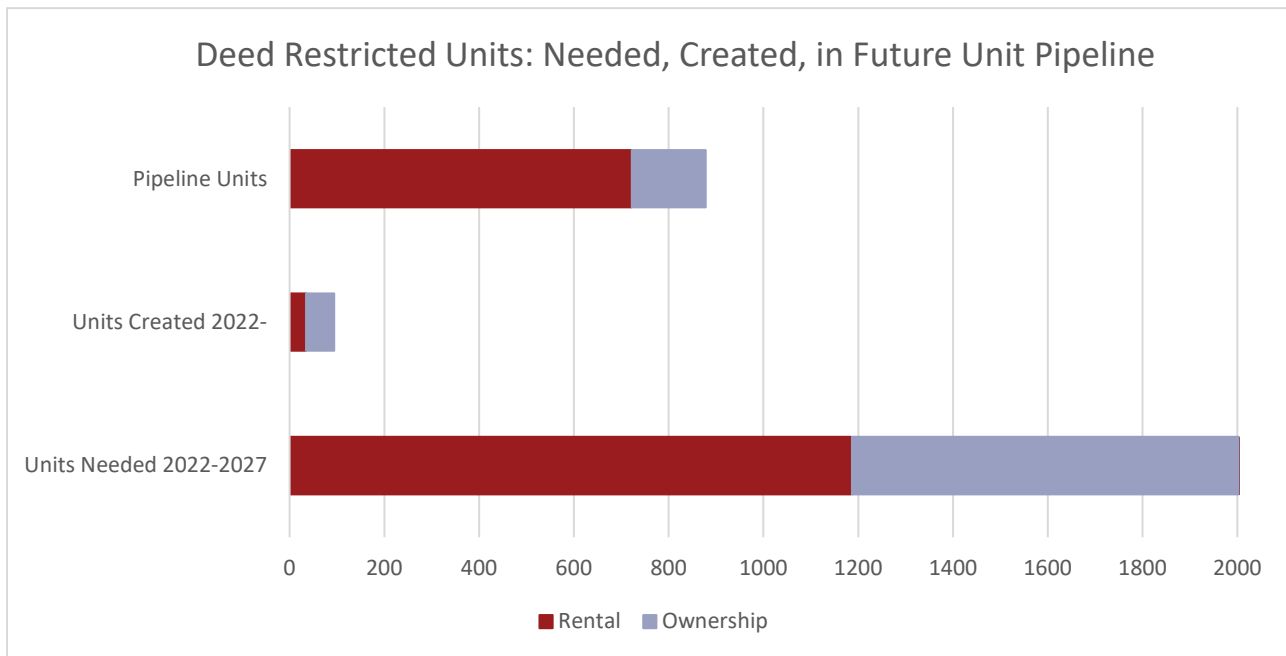
- There are more Affordable homes in the pipeline than ever before.
- While the rate of deed restricted housing production is growing exponentially, increased investment via funding and incentives continues to be necessary to meet the projected demand based on employment growth and retirement rate.

Today, there are over 1,300 households seeking housing through Housing Department programs. More than half of all Sheriff and Lower Valley Energy employees commute from outside Teton County, Wyoming. More than a quarter of all Teton County School District, St. John's Health, Town Police, and JH Fire/EMS employees commute. [See Appendix H: Core Services Commuter Stats for more information.](#)

Last year, the median home sold for \$2.6 million and the median condominium sold for \$1.84 million. Apartments rented for around \$2,000 per bedroom per month. As the free market continues to move farther out of reach for workers earning their money locally, the risk that our teachers, first responders, dental hygienists, grocery store clerks, volunteer coaches, plow drivers, and many others will move away continually increases, threatening our community's ability to function.

The 2022 Teton Region Housing Needs Assessment tells us that we need to build 2,000 new below market homes in the next five years to maintain our current commuter patterns (about 40% of employees commute to Teton County). This number accounts for the anticipated retirement of about 13% of the workforce over the next five years and job growth. The chart below shows the units needed by income range and type, the units created since the needs assessment was finished, and the units in the future unit pipeline, which includes all known developments with deed restricted housing that are in the process of planning or construction as of January 1, 2023. [See Appendix D: Future Unit Pipeline for more information about the units we are currently tracking.](#)





Housing Supply: Workforce Housing Action Plan

In response to the resident workforce dropping below 65%, the Housing Action Plan was adopted in November 2015 to create new strategies and structures to address the need for more affordable workforce housing. Implementation began the following year with the creation of the Jackson/Teton County Affordable Housing Department and the hiring of the Housing Director. The plan directed staff to purchase land for housing, partner with the private sector to build housing, preserve existing housing for the workforce, provide zoning allowances and incentives to catalyze new workforce housing development, and provide funding for housing. [You can learn more about the plan in Appendix K: Housing Action Plan Progress Report.](#)

Purchase Land, Partner with Private Sector Developers

- Since shifting to a partnership model, we have seen a 50% increase in production of deed restricted housing via Public-Private Partnerships.
- In 2024 and 2025 an additional 132 units will be constructed via Public-Private Partnerships.

From 2017 to 2023, 118 homes have been built for local workers and their families through Housing Department public-private partnerships. 76 of these are Affordable and 42 are Workforce restricted. In the seven years prior to Housing Action Plan implementation, 2010-2016, nonprofit and public developers built a combined 79 deed restricted homes, 67 of which are Affordable and 12 of which are Workforce (“Employment Based”). Looking ahead, we anticipate four new public-private developments to come online over the next 36 months, consisting of 105 apartments, 18 townhomes, and 12 condominiums (122 Affordable and 13 Workforce).

The chart below shows the number of deed restricted units built by year through Public-Private Partnerships (post Housing Action Plan adoption) and by nonprofit and public developers (pre-Housing



Action Plan adoption). The units built after Housing Action Plan adoption include four partnership projects with nonprofit developers (Community Housing Trust and Habitat for Humanity) and five partnerships with private developers. One of the biggest differences in pre versus post Housing Action Plan production is that shifting to a partnership structure allows the Town and County via the Housing Department to invest in multiple developments at a time, which results in a more consistent rate of deed restricted housing production (fewer years devoid of affordable workforce homes being built).

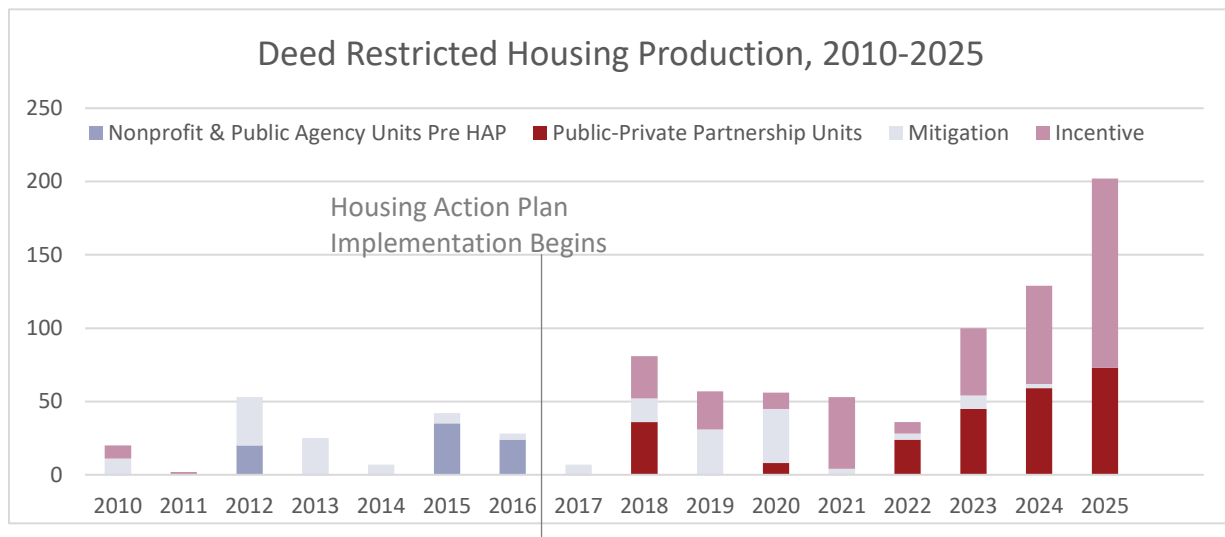


Note: Required (“mitigation”) deed restricted units or those built by the private sector using incentive tools like the 2:1 Workforce Housing Bonus or fourth story bonus are not included in this graph.

Zone for Housing

- Incentive tools for deed restricted housing are creating a growing number of new units with little to no public subsidy.
- Lower mitigation rates have reduced the number of required units created by the private sector.

In 2018 after a 12-month public-process, the Town of Jackson adopted zoning and incentives to encourage development of permanently deed restricted homes without public subsidy. These homes are mostly Workforce restricted, which means that for ownership units the initial sales price is set by the developer and for rental units there are no caps on monthly rent rates. The owners or tenants must earn 75% of their household income locally and at least one person in the household must work full-time locally. Also in 2018, the Town and County adopted new, higher housing mitigation rates. However, those rates were cut in half in 2021, leading to a significant reduction in deed restricted housing stock created through housing mitigation. [Learn more about the 2:1 Workforce Housing Bonus Tool in Appendix I.](#)



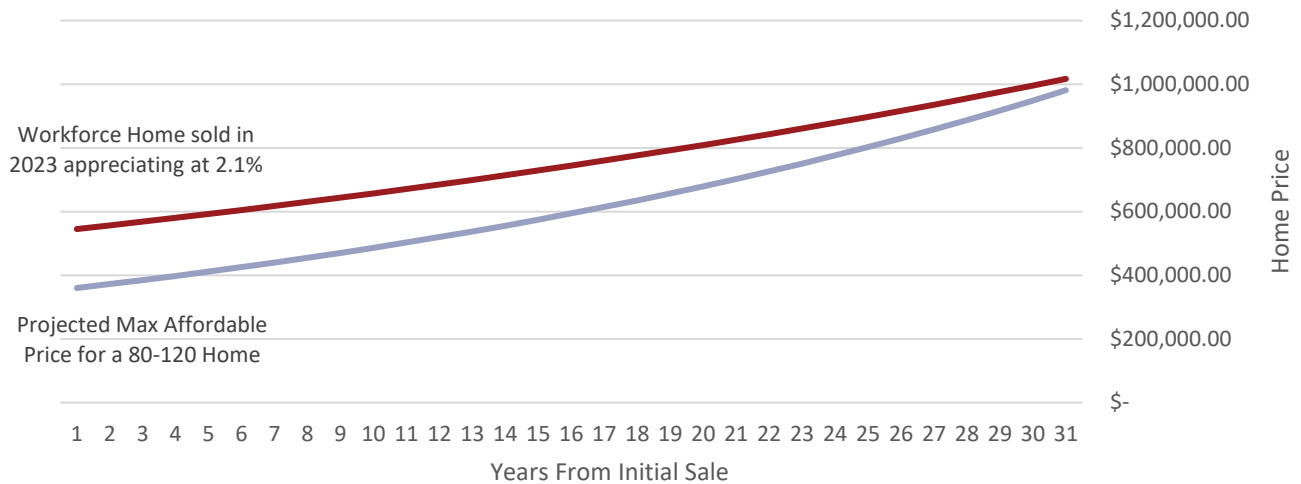
Note: All public-private partnerships are also utilizing incentive tools to create more housing units than allowed by base zoning.

Workforce Program

- Over time, Workforce Ownership homes become more affordable to households earning their money locally.
- Workforce Rentals cost less than market rentals and rent rates appear to be more stable than market rentals based on a small sample size.

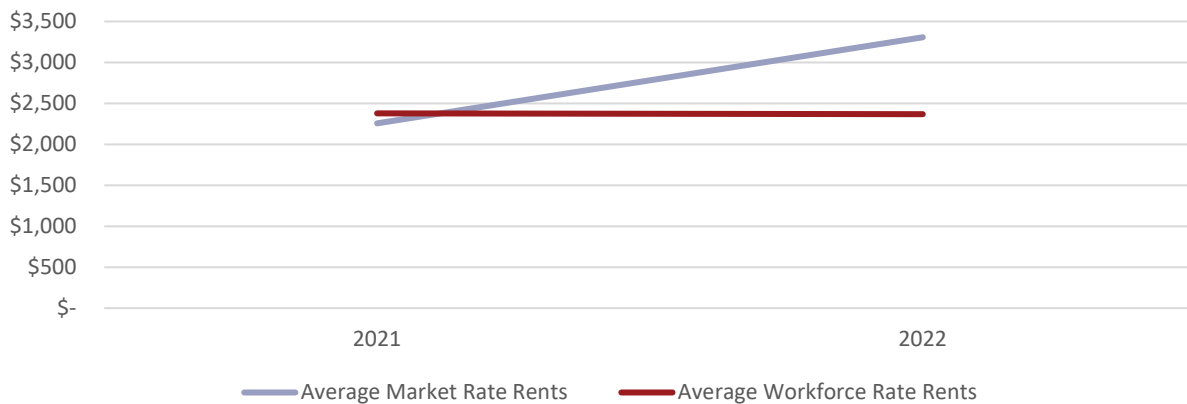
Take, for example, the median priced two-bedroom Workforce condo at the public-private partnership, Mercill Condos. At \$545,000 today it is priced to be affordable to households earning more than \$130,000 or 135% of median income for a 2-person household. But over time, assuming historical trends in CPI appreciation (2.1%), interest rates (5.5%), and wage growth (3.4%), the home will gradually become more affordable to households earning 80-120% of median income. Projected in the graph below, this unit would move from the Workforce Program to the Affordable Program in about 30 years. If interest rates rise or fall the home becomes more affordable to local earners less or more quickly. (Higher interest rates = slower increase in affordability. Lower interest rates = quicker increase in affordability.)

Housing Affordability Over Time Based on 20-Year Average Interest Rates, Wage Growth, and CPI Appreciation



Looking at Workforce Rentals, we have less data to analyze, but some encouraging trends to consider. Over the past two years, as more Workforce Rental units have come online, we have seen rent rates stabilize while market rent rates have increased dramatically. This data set will continue to be refined and tracked for several years before solid conclusions about the Workforce Rental Program can be drawn, but the graph below shows preliminary trends. [Learn more in Appendix F: Workforce Housing Program.](#)

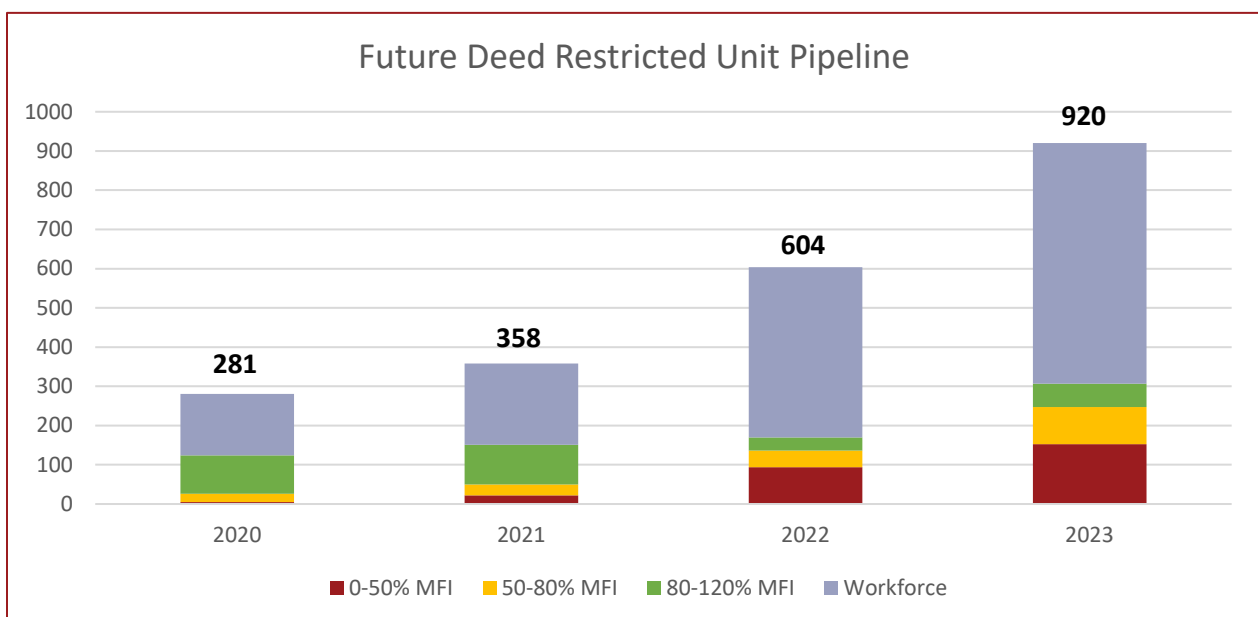
Average Market Rent Rates vs. Average Workforce Rent Rates for All Reporting Units



Five-Year Program and Project Portfolio

The January 2023 pipeline of deed restricted units that are in some phase of the planning or building process has increased 34% (316 units) from the January 2022 pipeline while the number of households with active Intake Forms with the Housing Department has decreased 12% (167 households) from the 2022 number. [Learn more about households actively looking for housing through the Housing Department in Appendix C: Intake Form Data.](#)

- In 2023, we anticipate the creation of 100 permanently restricted homes. Of these, 45 are being built with support from the Town and County through public-private partnership developments (Kelly Place, Mercill Condos, Parkside at Benson & Brown Station Phase I). The others are being built by the private sector to meet their Housing Mitigation Requirements (9 units) or by using zoning incentive tools (46 units).
- Based on current planning applications, we anticipate the creation of over 350 deed restricted homes in 2024-2025. This includes at least 132 homes built with support from the Town and County through Public-Private Partnership developments (57 at Jackson Street Apartments, 48 at Flat Creek Apartments, 15 at Parkside at Benson & Brown Station Phases II and III, 12 at S4 Flats). The other units are being built by the private sector to meet their Housing Mitigation Requirements (3 units) or by using zoning incentive tools (216 units).



Note: The data above represents units in planning or construction at the time of reporting, not units completed.

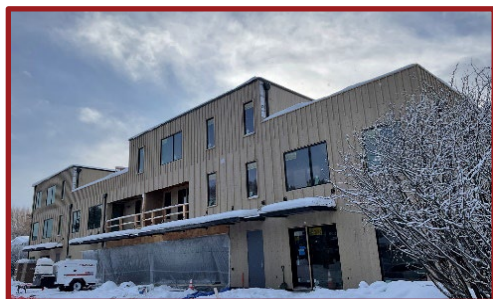
Public-Private Partnerships Portfolio

The Housing Action Plan directs staff to partner with the private sector to develop affordable workforce housing. Right now, the Town and County are partnering on six public-private partnerships with two more proposed for FY 23/24. [Read more about the Public-Private Partnerships Portfolio in Appendix A.](#)

These partnerships are split into three categories:

RFP Projects	Nonprofit Developer Projects	Opportunity Projects
<ul style="list-style-type: none">• Include a Request for Proposals (RFP) process.• Town or County seeks development partner for a specific location, unit type, and affordability.	<ul style="list-style-type: none">• Partnership developments with Habitat for Humanity or the Jackson Hole Community Housing Trust• Town and County have committed to regular nonprofit developer partnerships.	<ul style="list-style-type: none">• Typically leverage a unique situation or partnership opportunity such as working with an adjacent landowner to build housing.

Current Partnerships



Kelly Place Workforce Ownership – Complete Spring 2023

- RFP Project: Partnership with Roller Development & Studio Tack
- 12 Workforce Ownership Condos
- Public investment (land): \$141,951/unit
- 4 Town Employee Rights of First Purchase
- Average 1-bedroom price reduction from market¹: \$419,300
- Average 2-bedroom price reduction from market²: \$606,270



Mercill Condos Workforce Ownership – Complete Spring 2023

- RFP Project: Partnership with Mercill Partners
- 30 Workforce Ownership Condos
- Public investment (land + site prep): \$74,333/unit
- 5 County Employee Rights of First Purchase
- Average 1-bedroom price reduction from market: \$445,099³
- Average 2-bedroom price reduction from market: \$812,826⁴

¹ Average market price for 1-bed condos sold in Town in 2022 was \$831,800. Average 1-bed Kelly Place price is \$412,500.

² Average market price for 2-bed condos sold in Town in 2022 was \$1,389,270. Average 2-bed Kelly place price is \$783,000.

³ Average market price for 1-bed condos sold in Town in 2022 was \$831,800. Average 1-bed Mercill Condos price is \$386,701.

⁴ Average market price for 2-bed condos sold in Town in 2022 was \$1,389,270. Average 2-bed Mercill Condos price is \$576,444.





- Parkside at Benson & Brown Station** Affordable Ownership – Under Construction – Phase 1 Complete Fall 2023
- Nonprofit Developer Project: Partnership with Habitat for Humanity
 - 18 Affordable Ownership Townhomes (all <80% MFI)
 - Projected Public investment (land + horizontal infrastructure): \$183,000/unit



- Jackson Street Apartments** Affordable & Workforce Rentals – Under Construction – Phase 1 Complete 2024
- Opportunity Project: Partnership with Cumming Foundation
 - 48 Affordable Apartments (12, 0-50%; 28, 50-80%; 8, 80-120%)
 - 9 Workforce Rental Apartments
 - Projected Public investment (land + cash): \$253,000/unit
 - 15 County Employee Rights of First Rental



- Flat Creek Apartments** Affordable Rentals – Breaking Ground Spring 2023
- RFP Project: Partnership with BlueLine Development & Flat Creek Partners
 - 48 Affordable Rental Apartments (all <60% MFI)
 - Public investment (land + cash): \$151,042/unit
 - LIHTC, HOME, NHTF: \$15,187,075
 - 5 Town Employee Rights of First Rental



- S4 Flats** Affordable Ownership & Workforce Rentals – Breaking Ground 2023
- Opportunity Project: Partnership with Figure 9 Real Estate
 - 8 Affordable Ownership Condos (80-120% MFI)
 - 4 Workforce Rental Condos
 - Public investment (land + cash): \$242k/unit
 - 8 Town Employee Rights of First Purchase

Future Partnerships for FY 24-26

These partnerships are proposed to begin FY 24 and will likely take 3-5 years to complete.

RFP Partnership Development Affordable Ownership

- RFP Project
- Affordable Ownership homes
- Public investment & location TBD

Land Acquisition Affordable & Workforce

- RFP Project
- Affordable & Workforce homes – TBD rental or ownership
- Public investment & location TBD



Capital Programs Portfolio

The Housing Action Plan also directs staff to work to preserve existing housing stock, prioritize year-round, lower income households, and provide technical assistance to developers and others seeking to create affordable workforce housing. [Read more about the Capital Programs Portfolio in Appendix B.](#)

Current Capital Programs

Existing Program: Preservation Program Workforce Ownership, Workforce Rental

Permanent protection of existing housing stock for the local workforce through down payment assistance to new homebuyers, deed restriction purchase from existing homeowners, or funding to employers or other entities purchasing Workforce Rental units.

In Development: Accessory Residential Unit Program Workforce Rental

Accessory Residential Units (ARUs) provide an opportunity to create workforce housing in the Town of Jackson with limited public investment. However, the complexity of the planning and building application process and costs to construct the units are impediments to ARU production. This program facilitates private production of ARUs by providing technical assistance that includes a comprehensive guide providing information about the planning and building process, contact information for companies creating modular or pre-fabricated ARUs that meet local and international building code requirements, landlord resources, and clear explanation of the rules around renting an ARU.

Future Potential Capital Programs for FY 23/24

Senior Housing & Assisted Living Program TBD Unit Types

This program will focus on providing, through partnership, homes for community members who are older or are living with a disability and are seeking stable, safe housing. The Town Council directed staff to add this program to the Housing Department Work Plan at their December 19, 2022 workshop.

Employer Housing Partnership Pilot Program Affordable and Workforce Rentals

This program will focus on creating opportunities for private sector partnerships to create employer-owned employee housing.

Funding for Housing

The Housing Supply Program is funded by mitigation fees, general fund allocation, Specific Purpose Excise Tax dollars ("SPET"), the Jackson/Teton County Housing Authority ("JTCHA"), tax credits, and private philanthropy. In 2022, voters approved a \$20,000,000 Community Housing SPET Initiative to preserve and create permanent affordable and workforce homes for local workers and their families.

For FY 24, Housing staff requests \$1 million from the Town General Fund and \$1 million from the County General Fund for the Housing Supply Program. These funds will be used to fund the proposed Housing Supply Project and Program Portfolio. The mitigation fees identified for FY 24 are estimates that are provided by the Planning departments.

Proposed Housing Supply Program Budget

	FY 23 PROJECTED	FY 24 BUDGETED
Fiscal Year Starting Balance	\$10,880,829	\$12,338,587
Sources		
Mitigation Fees	\$1,500,000	\$1,500,000
General Fund	\$2,000,000	\$2,000,000
2019 SPET	\$2,124,815	\$1,865,343
2020 SPET	\$0	\$0
JTCHA	\$80,000	\$71,500
Total Sources	\$16,585,644	\$17,775,430
Uses		
Capital Projects	\$4,123,632	\$13,500,000
<i>Parkside at Benson & Brown Station</i>	<i>\$373,000</i>	<i>\$1,000,000*</i>
<i>Mercill Condos</i>	<i>\$0</i>	<i>\$0</i>
<i>Jackson Street Apartments</i>	<i>\$0</i>	<i>\$2,500,000**</i>
<i>Flat Creek Apartments</i>	<i>\$2,250,000</i>	<i>\$0</i>
<i>New Nonprofit Partner Project</i>	<i>\$0</i>	<i>\$0</i>
<i>S4 Flats</i>	<i>\$1,500,632</i>	<i>\$0</i>
<i>RFP Partnership Project</i>	<i>\$0</i>	<i>\$TBD</i>
<i>Land Acquisition</i>	<i>\$0</i>	<i>\$10,000,000</i>
Capital Programs	\$123,425	\$1,446,300
<i>Preservation Program</i>	<i>\$118,425</i>	<i>\$1,396,300*</i>
<i>ARU Program</i>	<i>\$5,000</i>	<i>\$5,000</i>
<i>Senior Housing & Assisted Living</i>	<i>\$0</i>	<i>\$25,000</i>
<i>Employer Housing Partnership Pilot</i>	<i>\$0</i>	<i>\$20,000</i>
Project Total Uses	\$4,247,057	\$14,946,300
Projected Fiscal Year Ending Balance	\$12,338,587	\$2,829,130

*Committed for horizontal infrastructure

**1:1 Match, committed



Appendix A: Public-Private Partnership Developments – Total Units: 253

9

Total Partnership
Developments since
2016

\$56k-\$144k

Public Investment per
Bedroom

54%

Rental
124 Affordable units
13 Workforce units

46%

Ownership
74 Affordable units
42 Workforce units

Since the adoption of the Housing Action Plan in 2015, the Town of Jackson and Teton County – via the Housing Department – have partnered on nine affordable workforce housing developments. Five of these developments are complete, including two that received certificates of occupancy in early 2023, two are phased developments that will receive certificates of occupancy in the next two to four years, and two developments will break ground in 2023. These nine developments represent 253 new homes, of which 198 are Affordable and 55 are Workforce, and 54% are rental and 46% are ownership.

Project	King St.	Kelly Pl.	Mercill	Parkside	Jackson St	Flat Creek	S4 Flats
Development Description							
Units	24	12	30	18	57	48	12
Beds	34	22	40	42	113	84	20
Site size	0.38 acres	0.32 acres	0.575 acres	1.08 acres	1.46 acres	1.00 acre	0.24 acres
DU/acre	63.16	37.5	52.17	16.67	39.04	48	50
Zoning	DC	NH-1	CR-2	NL-5	CR-2 & NH-1	NH-1	NH-1
Affordability	<175%	>200%	>200%	<80%	30-200%	<60%	80-200%
Rent/Own	20 Own 4 Rent	Own	18 Own 12 Rent	Own	Rent	Rent	8 Own 4 Rent
Months from Ground Lease to Completion	24 months	33 months	36 months	Estimate 48	Estimate Phase 1: 20 months	Estimate 26 months	Estimate 24 months
Development Projected Costs (King Street #s are final)							
Hard + Soft Costs	\$13,113,136	\$7,200,000	\$17,774,078	\$6,520,000	\$36,600,000	\$23,974,435	\$5,244,363
Land	\$3,660,000	\$1,703,416	\$2,100,000	\$2,225,383	\$17,100,000	\$5,000,000	\$2,400,000
Total Cost	\$16,773,136	\$8,903,416	\$19,874,078	\$9,995,383	\$53,700,000	\$28,974,435	\$8,207,563
Cost/unit	\$698,881	\$741,951	\$608,507	\$555,299	\$946,866	\$603,634	\$683,964
Cost/bed	\$493,328	\$404,701	\$456,380	\$237,985	\$477,622	\$344,934	\$410,378
Public \$	\$4,670,000	\$1,703,416	\$2,240,000	\$3,475,383	\$14,400,000	\$7,250,000	\$2,763,200
Public \$/unit	\$194,583	\$141,951	\$74,667	\$193,077	\$252,632	\$151,042	\$230,267
Public \$/bed	\$137,353	\$77,428	\$56,000	\$82,747	\$127,434	\$86,310	\$138,160



COMPLETED JANUARY 2022: 174 NORTH KING STREET

❖ Partnership with private nonprofit developer.



This partnership with the **Jackson Hole Community Housing Trust** created a mixed-use development that included 24 permanently deed-restricted Affordable ownership condominiums – 18 one-bedroom homes, 2 two-bedroom homes, and 4 three-bedroom homes – for households working in Teton County. Two commercial spaces are also part of the development. The Town of Jackson provided the land for the development, valued at \$3,360,000; \$1,250,000 in additional funding; plus, six off-site parking spaces valued at \$60,000. The Community Housing Trust raised \$2,151,250 from employers and community members.

In addition to the community benefits associated with permanently restricted Affordable housing, the Town of Jackson secured 5 employee rights of first purchase at 174 North King Street.

The Housing Trust sold four rights of first purchase for \$275,000/each to local employers to help fund this project.

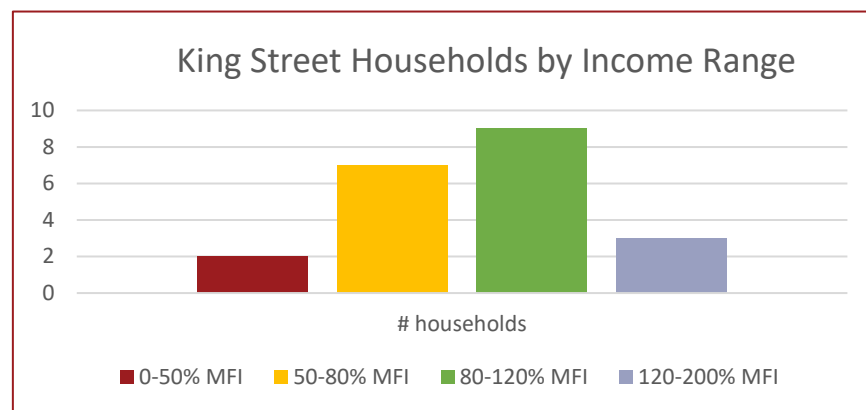
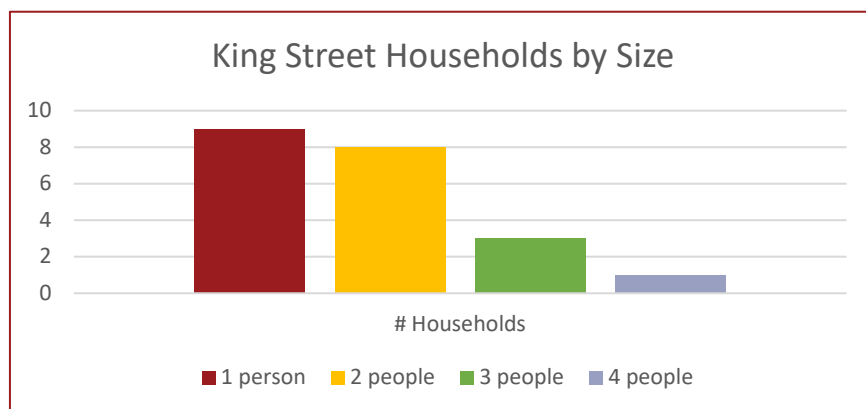
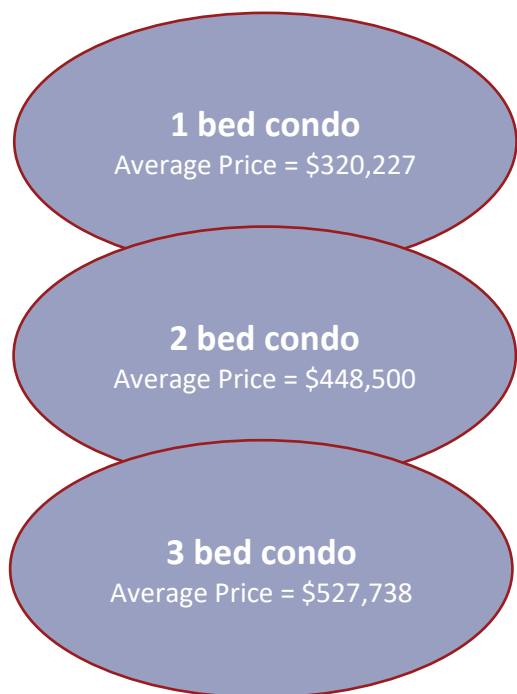
Local employers taking advantage of these rights include St. John's Health (3 units) and First Republic Bank (1 unit).

Sales prices ranged from \$267,750 to \$556,200. All homes will appreciate based on the WY Cost of Living Index not to exceed 4% annually.



Demographics: 174 North King Street Households

The Community Housing Trust sold 21 of the 24 homes to local working families. Three of the 1-bedroom homes were purchased by St. John's Health and are rented to St. John's Health employees.



Employers with Employees Living at King Street Condos

Antelope Trails Ranch
 Art Association of Jackson Hole
 Berlin Architects
 Club at 3 Creek Ranch
 C-V Ranches
 Excel Physical Therapy
 First Republic Bank
 JH Climate Action Collective
 Jackson Hole Mountain Resort (2)
 Nelson Engineering
 NY City Subs
 PSAV
 Private Residence

Ridgeline Operations LLC
 Self-employed (3)
 St. John's Health
 Snow King Mountain Resort
 Sudachi
 Teton County School District (5)
 Teton Adaptive Sports
 Teton County (2)
 Teton Heritage Builders
 Town of Jackson (2)
 Teton Youth and Family Services
 United States Forest Service (2)
 Wyoming Inn

COMPLETED MARCH 2023: KELLY PLACE CONDOS AT 430 & 440 W. KELLY AVENUE

❖ RFP partnership project with private developer.



This partnership with **Roller Development** and **Studio Tack** will create 12 Workforce Ownership units – 2 one-bedroom homes and 10 two-bedrooms homes – for households working in Teton County. The Town of Jackson is providing the land for this development, which was purchased for \$1,703,416.03.

In addition to creating permanently deed restricted homes for local workers, the Town of Jackson secured four employee first rights of purchase at Kelly Place Condos for contributing the land.

Development Description

12 units	22 bedrooms
0.32 acres	37.5 units per acre
Affordability: >120% MFI	Ownership
Months to Build: 33	2021-2023

The Town of Jackson and Teton County, via the Housing Authority, initially purchased the land for this development in January 2019. The Housing Department then released an RFP to develop 16 homes on the site. Three developers responded; the Town & County awarded the project to Roller/Tack in June 2019.

After a series of meetings, that delayed the groundbreaking for the development several months, the Town & County agreed to transfer ownership of the property to the Town of Jackson. The Town Council then reduced the unit count from 16 to 12.



COMPLETED MARCH 2023: MERCILL CONDOS AT 105 MERCILL AVENUE

❖ RFP partnership project with private developer.



This partnership with **Mercill Partners** will create 30 Workforce Ownership condominiums – 20 one-bedroom homes and 10 two-bedroom homes – for households working in our County. Teton County provided the land for this development, valued at \$2,100,000. The County also paid to move the existing historic structures for the Jackson Hole Historical Society & Museum (JHHS) and to prepare the site for development, an additional cost of \$130,000.

In February 2021, the Teton County Commissioners voted to exercise their option to purchase the 6,800 square feet of commercial space in the building for \$800/SF. The County is leasing this space to two childcare providers: the Jackson Hole Children’s Museum and Happy Kidz Daycare, thus investing in this development to address two key community needs – affordable housing and childcare.

In addition to creating 30 permanently restricted homes for the community, Teton County secured five employee first rights of purchase in this development.

Development Description

30 units	40 bedrooms
0.575 acres	52.17 units per acre
Affordability: >120% MFI	Workforce Ownership (18), Workforce Rental (12)
Months to Build: 20	2021-2023

Through a collaborative effort, JHHS, the Town of Jackson, and Teton County were able to safely remove and store the historic cabins that were located on the site until JHHS is ready to move them to their forever home on the Genevieve Block. Shacks on Racks relocated the remaining log structure to a private residence. Because of community collaboration, all historic buildings on this site were saved!



UNDER CONSTRUCTION: PARKSIDE AT BENSON & BROWN STATION AT 445 E. KELLY AVENUE

❖ Partnership project with private nonprofit developer.



This partnership with **Teton Habitat** will create 18 Affordable Ownership townhomes – 12 two-bedroom homes and 6 three-bedroom homes – for households working in Teton County. The County is providing the land for this development, valued at \$2,225,383.49, and horizontal infrastructure including rerouting the Cache Creek Ditch to Mike Yokel Park and on-site relocation of the historic Benson/Brown Residence.

Since 1994, the Town & County have partnered with Teton Habitat to create 47 units, plus these 18 townhomes currently being developed.

Development Description

18 units	42 bedrooms
1.08 acres	16.67 units per acre
Affordability: <80% MFI	Ownership
Projected Months to Build: 48	phased completion: 2023 to 2026

This development combines historic preservation with affordable housing and takes advantage of the new Town of Jackson historic preservation incentive tools.

The Benson/Brown Residence is the site of the first hydropower in the Town of Jackson. As part of this project, the historic water turbines will be brought above grade and restored for a future public exhibit.



UNDER CONSTRUCTION: JACKSON STREET APARTMENTS AT JACKSON STREET & KELLY AVENUE

❖ Opportunity project with private foundation.



This project is a partnership between the **Cumming Foundation** and Teton County that will create 57 apartments – 113 bedrooms – for local working families and individuals. The Cumming Foundation is contributing six lots, all of which are in the lodging overlay, valued at \$11,500,000, and is investing \$10,000,000 into the development. Teton County contributed four lots, valued at \$5,600,000, and \$5,000,000. The **Community Foundation of Jackson Hole** joined the project in June 2022, serving as a conduit for Teton County's land and financial investments through the creation of a Designated Fund and investment in the Development's multi-member limited liability company.

In addition to creating 57 permanently deed restricted apartments, Teton County will also receive 15 first rights of rental for its employees.

Development Description

57 units	113 bedrooms
1.46 acres	39.04 units per acre
Affordability: 30-200% MFI	Rental
Projected Months to Build: 36	2022-2025 (Phase I complete in 2024)

This innovative partnership combines public funds, philanthropy, and below market debt to finance the project.

Rent rates will range from \$607 to \$2,500 per month, depending on unit size and deed restriction type (Affordable or Workforce).



BREAKING GROUND IN 2023: FLAT CREEK APARTMENTS AT 400 WEST SNOW KING AVENUE

❖ RFP project with private developer.



This partnership with **BlueLine Development** and **Stealth FCA LLC** will create 48 Affordable Rental units. The Town of Jackson is providing the land, valued at \$5,000,000, and an additional \$2,250,000 in funding for the development. The developer secured Low Income Housing Tax Credits, HOME funds, and National Housing Trust funds to finance the project.

In addition to creating 48 Affordable Rentals, the Town of Jackson has also secured five employee rights of first rental in the development.

Development Description

48 units	84 bedrooms
1.00 acres	48 units per acre
Affordability: <60% MFI	Rental
Projected Months to Build: 24	2023-2025

This development is the first Teton County development to receive Low Income Housing Tax Credits (LIHTC) in over 20 years. By utilizing the LIHTC Program, the developer will be able to provide units to households earning <60% MFI.

Accessing LIHTC funding was one of the last action items remaining from the 2015 Workforce Housing Action Plan.



BREAKING GROUND IN 2023: S4 FLATS

❖ Opportunity Project with Private Developer



This partnership with **Figure 9 Development** will create 12 new homes. Eight of these homes will be Affordable Ownership and four of these homes will be Workforce Rental. The Town of Jackson is providing the land (910 Smith Lane and 915 Simon Lane) and an additional \$300,632 in funding for the development. (915 Simon Lane was owned by the Town of Jackson and appraised for \$1,200,000. 910 Smith Lane appraised for \$1,600,000; the Town purchased the lot for \$1,200,000.)

In addition to creating 12 new permanently deed restricted homes, the Town of Jackson has also secured eight employee rights of first purchase in the development.

Development Description

12 units	20 bedrooms
1.00 acres	48 units per acre
Affordability: 80-200%	8 Ownership, 4 Rental
Projected Months to Build: 18	2023-2024

This development combines a bargain sale (the Town purchased 910 Smith Lane for below-market value), parking that is covered and stacked, which allows for more residential space, and modular development to bring these units to market quicker than other developments.

In addition to the new housing being created, the Town of Jackson plans to invest in multi-modal improvements along this corridor.

Appendix B: Capital Programs

4

Homes Permanently
Protected for Local
Workers via *Housing
Preservation Program*

1

Existing Program
*Housing Preservation
Program*

1

Program in
Development
ARU Program

2

New Programs
*Sr. Housing &
Assisted Living +
Employer Pilot*

Existing Program: Housing Preservation Program

\$1,000,000 – Initial Funding Allocation (2019 SPET) – approved

\$1,000,000 – Additional Funding Allocation (2019 SPET) – approved

\$1,396,300 – Funding Balance

2023-2024 – Program Promotion

10 hours – Estimated Staff Time

Objective: Preserve existing homes for use by local Workforce through down payment assistance to new homebuyers, deed restriction purchase from existing homeowners, or funding to employers purchasing Workforce Rental units.

Operation:

Provides 20% of home's value (not to exceed \$200,000) to prospective or current homeowners in exchange for placing a permanent Workforce Ownership restriction on the home. Appreciation on homes is set at CPI capped at 3%.

- New owners must initially qualify under the Workforce Program and will be required to requalify annually as long as they own the home.
- Existing owners are not required to qualify under the Workforce Program but will be required to sell the home to a household that qualifies under the Workforce Program.

Or

Provides 10% of the home's value, not to exceed \$100,000, to employers or other entities purchasing Workforce Rental units. For these units, there is no appreciation cap nor is there a rental cap.

- Tenants must qualify under the Workforce Program.
- Units may not be empty for longer than 60 days in a calendar year.

Housing Preservation Program		
	Down Payment Assistance	Restriction of Existing Residence
Total Households Prequalified	20	1
Deed Restrictions Purchased	4	0
Funds Spent to Purchase Restrictions	\$ 603,700	\$ 0
Homes Under Contract	0	0
Homes Being Appraised & Inspected	0	0
Funds Reserved to Purchase Restrictions	\$ 0	\$ 0
Prior Home Use	1-retiree residence 3-long term rental	



In Development: Accessory Residential Unit Program

\$10,000 – Estimated Budget for consultant services (design, research)

2023 – Guide Development

25 hours – Estimated Staff Time (approximately 40 hours staff time invested in FY 23)

Objective: Accessory Residential Units (ARUs) provide an opportunity to create workforce housing in the Town of Jackson with limited public investment. However, the complexity of the planning and building application process and costs to construct the units are impediments to ARU production. This program facilitates private production of ARUs through guidance in the planning and development process.

Operation: The Housing Department, in coordination with the Town Planning and Building Department, will create a comprehensive guide that will provide information about the planning and building process, contact information for companies creating modular or pre-fabricated ARUs that meet local and international building code requirements, landlord resources, and clear explanation of the rules around renting an ARU.

Resources needed for this program are limited to staff and consultant research on available modular, prefabricated and kit-built units, coordination of select production companies, interdepartmental review of select units, and design and advertising of informational materials.

Deliverables:

- A resource guide that will be available online through the Housing Department. Unit options will be selected and represented based on the following criteria:
 - Meets applicable local and international building code
 - Meets ARU use standards in LDR Division 6 and for zone-specific standards
 - Production company delivers to Teton County, WY
 - Bonuses for energy efficient, low impact design
- The resource guide will provide:
 - Cost, design, and amenities for each selected unit type. These will be provided by the production company.
 - Estimated cost to deliver materials. This will be provided by the production company.
 - Estimated cost of site-specific plan preparation. This will be provided by the production company.
 - Process outline for submission and review of Building Permit.
 - Resources/contacts for site plan preparation and required on-site construction.
 - Resources for landlords.

Additional landowner resources: native planting list, Energy Conservation Works packages and contact, trout-friendly lawn practices, etc.

New Program: Senior Housing & Assisted Living Program

\$25,000 – Estimated Budget, Year One for consultant services

150 hours – Estimated Staff Time

Objective: This program will focus on providing, through partnership, homes for community members who are older or are living with a disability and are seeking stable, safe housing.

Operation: At their December 19, 2022 workshop, Town Council directed Housing staff to include a senior housing and assisted living program in the 2023 Housing Supply Plan. This direction came from the Town's Equity Taskforce recommendations.

Since the December 19 workshop, Housing staff have spent time better understanding the demand for assisted living for older and disabled members of the community by seeking out leaders working in this area. These community members are all ages – including youth and seniors. Initial findings are provided in the chart, below.

Adults in Teton County Living with a Disability*		3,200 people 13.8% of Total Population
Teton County Residents with a Cognitive Disability*		1,020 people
Teton County Residents with an Independent Living Disability (have difficulty doing errands such as visiting a doctor or shopping)*		910 people
Teton County Residents with a Self-Care Disability (have difficulty bathing or dressing)*		500 people
Young Adults with Intellectual or Developmental Disabilities (IDD) – most of these people are 18-30 years old and are being supported in all areas of life by their aging parents**		45+ people in 18-30 age range

*Based on an average of Census, University of New Hampshire, and CDC data

**Anecdotal listing from schools, Vertical Harvest, Community Entry Services, and State of Wyoming

Staff proposes to spend the next 12 months developing the program based on the timeline below.

Task	Timeline
Define the demand, identify the opportunities (funding, land, partners, expertise), identify barriers (funding, expertise, etc.)	July through November 2023
Progress Report to Town Council & BCC	December 2023 Joint Information Meeting
Draft Program Proposal – scope, timeline, funding, goals	January – February, 2024
Present Program Proposal	March 2024 Joint Information Meeting

New Program: Employer Housing Partnership Pilot Program

\$20,000 – Estimated Budget for consultant services

2023-2024 – Phase One (as described below)

20 hours – Estimated Staff Time

Objective: This program will focus on creating opportunities for private sector partnerships to create employer-owned employee housing.

Operation: The Workforce Housing Action Plan (HAP) directs staff to provide expertise to developers and employers as they produce/preserve workforce housing. The HAP states that this could include assistance on project design, grant application support, partnership building, and program start-up. The provision of expertise will be the preferred method for publicly supporting employers in their efforts to house employees.

Staff proposes contracting with a third-party to bring together local employers to help them jointly develop employee housing. Staff would participate by providing expertise for the group.

- The first phase of this work will be to build a collaborative framework with a small working group of 8-12 private-sector employers who are interested in providing housing for their employees. This is anticipated to take approximately 9 months.
- If the first phase is successful, some or all of the participating employers will jointly develop a small scale, multi-family residential building for their employees. These may or may not be deed restricted.

Appendix C: Intake Form Data

1,340 Households
(2,676 people) with
Active Intake Forms

1,338 Intake Forms
Archived in 2022

Most households
(75%) are 1 or 2
people

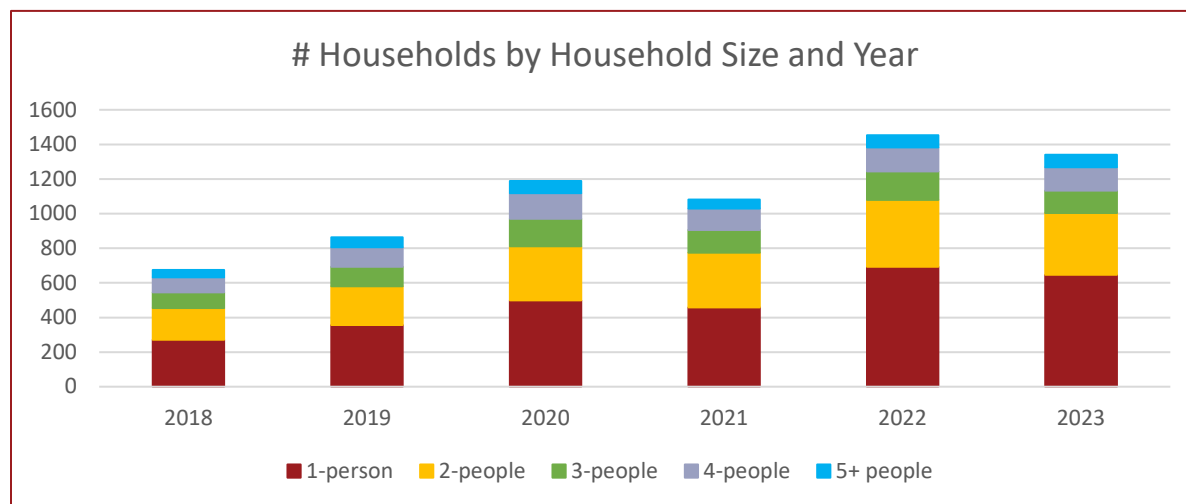
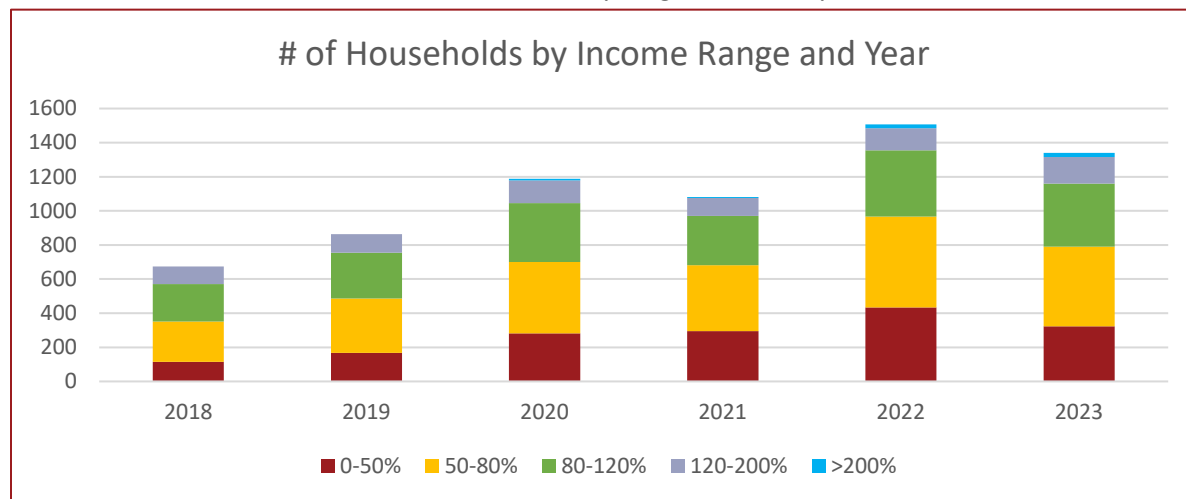
Most households
(62%) earn 50-120%
MFI

Consistent growth in
number of
households earning
>120% MFI & # of
commuters with
Intake Forms

One-fifth of all
households report
spending more than
30% of their income
on housing

To apply for housing through the Housing Department, households are required to complete an Intake Form and to keep the form updated annually. This form was created collaboratively with the Housing Department, Housing Trust, Habitat for Humanity, and Long-Range Planning staff.

The data from the Intake forms is self-reported by the applicants and is not verified for accuracy by the Housing Department until individual applicants are selected for available housing. As of February 1, 2022, there are 1,340 households with active Intake Forms, representing 2,676 people (includes adults and children). From February 1, 2022 to February 1, 2023, 638 new Intake Forms were created and 1,338 Intake Forms were archived due to inactivity longer than one year.



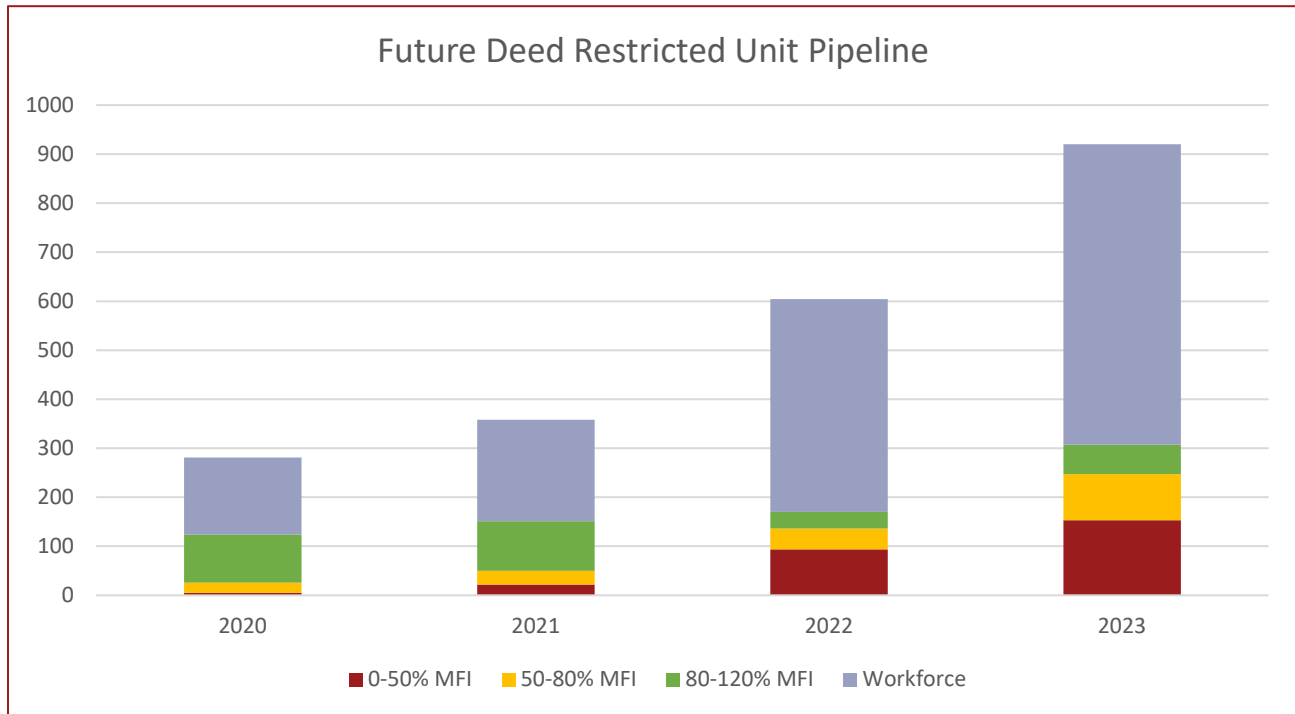
February 2023 Intake Form Data by Income Range

Income Range (% Median Income)	0-50	50-80	80-120	120-200	>200	Total
Total People	693	837	755	339	59	2683
Adults	425	599	583	271	42	1920
Children	223	214	147	61	11	656
Adult Dependents	39	23	19	7	6	94
Senior Dependents	6	1	6	0	0	13
Critical Services Providers (People)	5	28	36	16	0	85
# Jobs Per Adult	1.18	1.24	1.23	1.16	0.98	1.20
Total Households	324	466	370	155	25	1340
<i>Percent of Total Households</i>	<i>24.18%</i>	<i>34.78%</i>	<i>27.61%</i>	<i>11.57%</i>	<i>1.87%</i>	<i>100.00%</i>
1-Person Households	165	292	148	36	6	647
<i>Percent of Total Households</i>	<i>12.31%</i>	<i>21.79%</i>	<i>11.04%</i>	<i>2.69%</i>	<i>0.45%</i>	<i>48.28%</i>
2-Person Households	55	79	128	82	13	357
<i>Percent of Total Households</i>	<i>4.10%</i>	<i>5.90%</i>	<i>9.55%</i>	<i>6.12%</i>	<i>0.97%</i>	<i>26.64%</i>
3-Person Households	40	31	40	15	4	130
<i>Percent of Total Households</i>	<i>2.99%</i>	<i>2.31%</i>	<i>2.99%</i>	<i>1.12%</i>	<i>0.30%</i>	<i>9.70%</i>
4-Person Households	38	36	41	19	1	135
<i>Percent of Total Households</i>	<i>2.84%</i>	<i>2.69%</i>	<i>3.06%</i>	<i>1.42%</i>	<i>0.07%</i>	<i>10.07%</i>
5-Person Households	16	21	10	2	1	50
<i>Percent of Total Households</i>	<i>1.19%</i>	<i>1.57%</i>	<i>0.75%</i>	<i>0.15%</i>	<i>0.07%</i>	<i>3.73%</i>
6+ Person Households	10	7	3	1	0	21
<i>Percent of Total Households</i>	<i>0.75%</i>	<i>0.52%</i>	<i>0.22%</i>	<i>0.07%</i>	<i>0.00%</i>	<i>1.57%</i>
Single-Parent Households	62	40	5	1	2	110
<i>Percent of Total Households</i>	<i>4.63%</i>	<i>2.99%</i>	<i>0.37%</i>	<i>0.07%</i>	<i>0.15%</i>	<i>8.21%</i>
Paying >30% of Income Towards Housing	115	107	48	6	0	276
<i>Percent of Total Households</i>	<i>8.58%</i>	<i>7.99%</i>	<i>3.58%</i>	<i>0.45%</i>	<i>0.00%</i>	<i>20.60%</i>
Overcrowded (>2 people per bedroom)	28	49	25	5	0	107
<i>Percent of Total Households</i>	<i>2.09%</i>	<i>3.66%</i>	<i>1.87%</i>	<i>0.37%</i>	<i>0.00%</i>	<i>7.99%</i>
Households Currently Commuting	128	127	62	22	4	343
<i>Percent of Total Households</i>	<i>9.55%</i>	<i>9.48%</i>	<i>4.63%</i>	<i>1.64%</i>	<i>0.30%</i>	<i>25.60%</i>
People in Commuter Households	303	263	118	50	10	744
Adults in Commuter Households	182	179	98	40	7	506
Children in Commuter Households	121	84	20	10	3	238
Jobs Held by Commuters	167	198	107	37	6	515
Jobs Per Commuting Adult	0.92	1.11	1.09	0.93	0.86	1.02
Type of Housing Desired	246	406	342	144	23	1161
Rental	66	62	34	5	2	169
Ownership	31	116	146	75	12	380
Either	149	228	162	64	9	612



Appendix D: Future Unit Pipeline

To understand the amount and type of deed restricted housing units expected to be produced in the next 3-5 years, the Housing Department tracks Planning and Building permit applications in the form of a “Future Unit Pipeline”. The data shown below represents all known developments that include deed restricted housing and are in the process of planning or construction (from submission of a pre-application conference request to issuance of a Building Permit) as of January 1, 2023. Once construction is complete, units shown here are moved to the [Existing Housing Stock](#) data table.



Note: The data above represents units in planning or construction at the time of reporting, not units completed.

Deed Restricted Housing Pipeline Data Table					
Income Range (% MFI)	0-50%	50-80%	80-120%	Workforce	Total
Total Deed Restricted Units in Pipeline	153	94	60	613	920
% of Total Deed Restricted Units	17%	10%	7%	67%	100%
In Preapplication phase	30	0	1	114	145
In Planning phase	1	0	29	291	321
In Building phase	61	47	15	104	227
<i>Dorm</i>	0	0	0	0	0
<i>Studio</i>	0	0	0	0	0
<i>1-Bedroom</i>	28	4	5	45	82
<i>2-Bedroom</i>	19	34	8	39	100
<i>3-Bedroom</i>	14	9	2	2	27
<i>4+-Bedroom</i>	0	0	0	18	18
Deed Restricted Rental Units in Pipeline	153	58	50	473	734
% of Total Deed Restricted Units	17%	6%	5%	51%	80%
In Preapplication phase	30	0	1	114	145
In Planning phase	1	0	19	241	261
In Building phase	61	29	15	59	193
<i>Dorm</i>	0	0	0	0	0
<i>Studio</i>	0	0	0	0	0
<i>1-Bedroom</i>	28	4	5	23	60
<i>2-Bedroom</i>	19	22	8	16	65
<i>3-Bedroom</i>	14	3	2	2	21
<i>4+-Bedroom</i>	0	0	0	18	18
Deed Restricted Ownership Units in Pipeline	0	36	10	140	186
% of Total Deed Restricted Units	0%	4%	1%	15%	20%
In Preapplication phase	0	0	0	0	0
In Planning phase	0	0	10	50	60
In Building phase	0	18	0	45	63
<i>Dorm</i>	0	0	0	0	0
<i>Studio</i>	0	0	0	0	0
<i>1-Bedroom</i>	0	0	0	22	22
<i>2-Bedroom</i>	0	12	0	23	35
<i>3-Bedroom</i>	0	6	0	0	6
<i>4+-Bedroom</i>	0	0	0	0	0



Although not deed restricted, the Pipeline also tracks proposed market-rate multi-family/attached housing units since they typically are on the lower end of the spectrum of market housing costs and may serve as a stepping stone from deed restricted to market homes.

Future Multi-Family Market Rate Housing			
	Rental Units	Ownership Units	Total Units
Total Units	320	113	433
In Preapplication phase	148	0	148
In Planning phase	80	41	121
In Building phase	46	36	82
<i>Dorm</i>	0	0	0
<i>Studio</i>	0	0	0
<i>1-Bedroom</i>	33	0	33
<i>2-Bedroom</i>	13	9	22
<i>3-Bedroom</i>	0	11	11
<i>4+-Bedroom</i>	0	16	16

Since criteria for the Pipeline is that, at a minimum, a Pre-application request for physical development or use has been submitted, developments only as far along as amending zoning are not included, but are tracked internally by the Housing Department. Notably, two significant rezones are currently underway to facilitate future housing: Teton County's rezone of Northern South Park and St. John's Hospital rezone of the Hitching Post site.

For a comparison of how anticipated Pipeline Affordable and Workforce units compare to anticipated future Market-rate homes over time, refer to the Workforce Housing Pipeline indicator in the [2023 Joint Jackson/Teton County Indicator Report](#).

Appendix E: Existing Housing Stock

The Existing Housing Stock is comprised of restricted units managed by Teton County and the Town of Jackson via the joint Housing Department and Planning Departments, as well as those managed by Habitat for Humanity, Jackson Hole Community Housing Trust, or State/Federal entities in Low-Income Housing Tax Credit or USDA programs. The values represented below include all units built and restricted through December 31, 2022. Units owned by employers for employee housing, without permanent deed restrictions or other restrictions are not included in these numbers.

36 new units and 16 dorm beds were added to the Housing Stock in 2022.

2022 End-of-Year Housing Stock	
Total Units	1,508
Rental Units	910
<50% MFI	6
50-80% MFI	19
80-120% MFI	241
Workforce	288
LDR Restricted (non-res ARUs w/o deed rest.)	177*
State/Federal Programs (USDA, LIHTC)	179**
Ownership Units	598
<50% MFI	2
50-80% MFI	153
80-120% MFI	362
Workforce	81
Total Dorm Beds	257

*based on Indicator Report data

**based on 2015 Housing Action Plan data

This year's Housing Stock data underwent an audit by Housing Staff to verify tracked units and include those managed by other organizations and restriction types to provide a more comprehensive analysis of community-wide resources.

Since January 1, 2023, 42 units have been added to Housing Stock with completion of Kelly Place Condos (12) and Mercill Condos (30). Both developments are Public-Private Partnerships with the Housing Department and a private developer.

Housing Stock Added in 2023	
Total Units	42
Rental Units	
Workforce	12
Ownership Units	
Workforce	30



Appendix F: Workforce Housing Program

75% Income Earned
Locally

No Max Income or
Assets

Employment:
Minimum 1,560
hours per year for a
local business

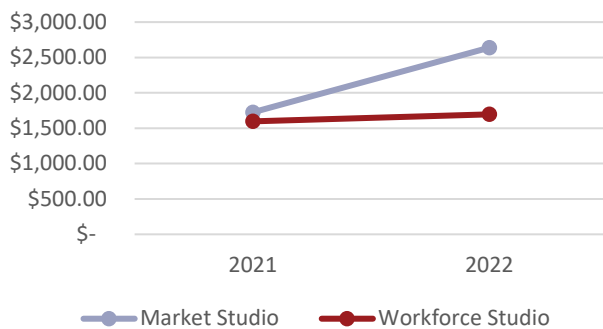
Annual
Requalification for All
Units

No Cap on Rent Rates

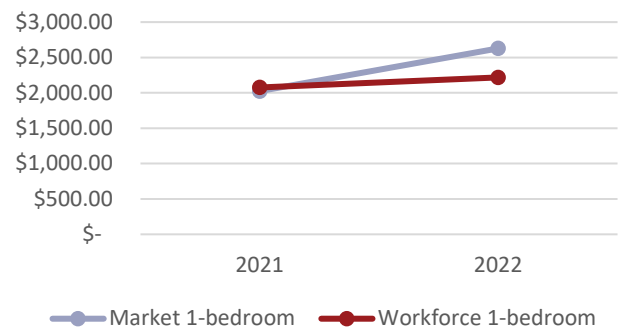
No Cap on Initial
Sales Price

Appreciation Cap on
Ownership Homes

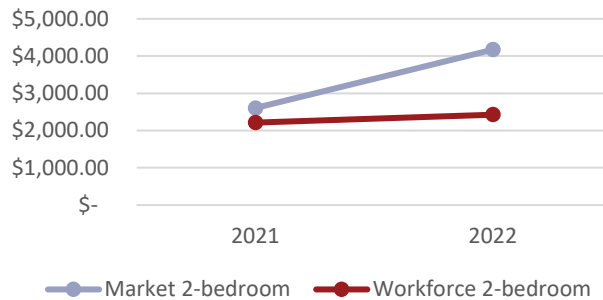
Average Studio Rental Rate



Average 1-Bedroom Rental Rates



Average 2-Bedroom Rental Rates

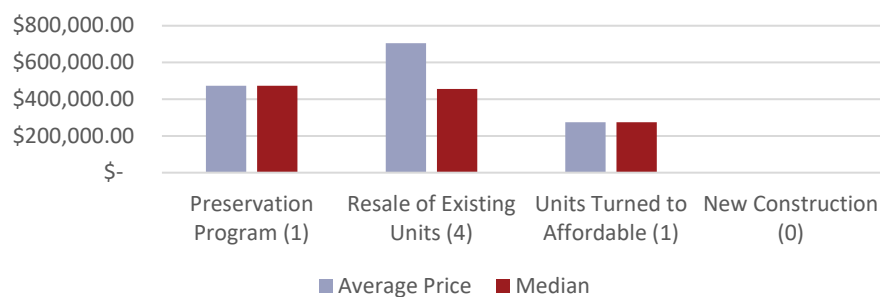


Average 3-Bedroom Rental Rate



(Average market rent rates based on reported rates from Hidden Hollow, Sagebrush Apartments, Aspen Meadows, The Timbers, and Blair Place Apartments. Average Workforce rent rates based on compliance tracking of Workforce restrictions managed by Housing Dept.)

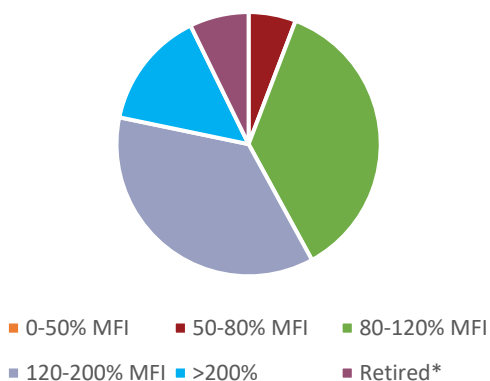
Workforce Ownership Units Sold in 2022



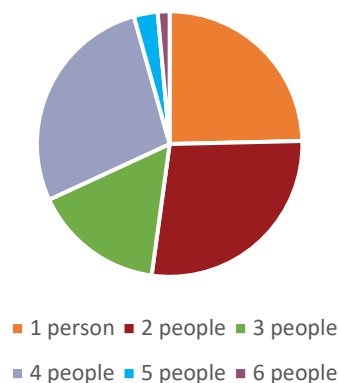
Workforce Ownership

Total includes Workforce Ownership homes and homes that were created under the legacy Employment-Based program. These homes are owner-occupied and the household that owns and occupies must meet Workforce standards.

Workforce Ownership Households
by Income Range

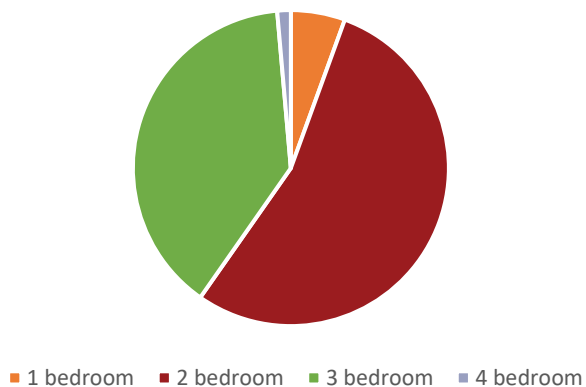


Workforce Ownership Households
by Household Size

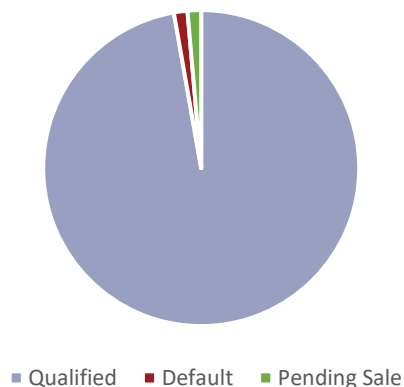


*Represents retired households. Two other households have one person who is retired and another person who is working full-time locally.

Workforce Ownership Homes
by Size



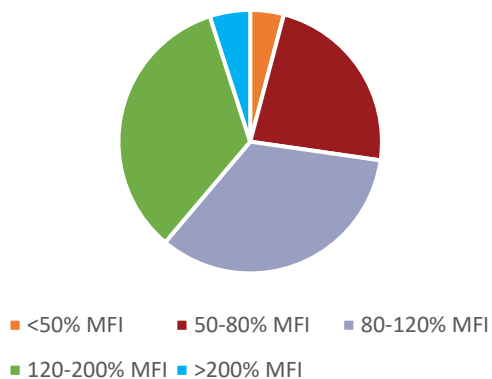
Workforce Ownership Homes -
Compliance Rate



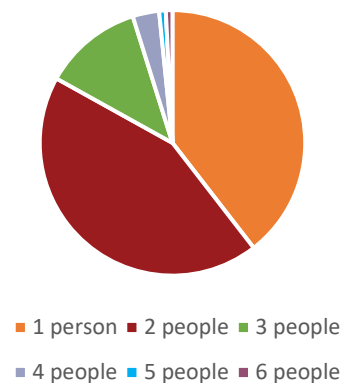
Workforce Rentals

These units cannot not be owner-occupied and there is no appreciation cap on resale value. These homes are typically owned by an employer or investor and rented to an occupant household that meets Workforce Housing standards and program requirements.

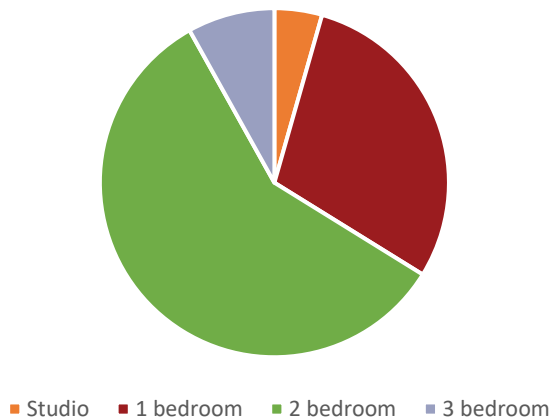
Workforce Rental Households by Income Range



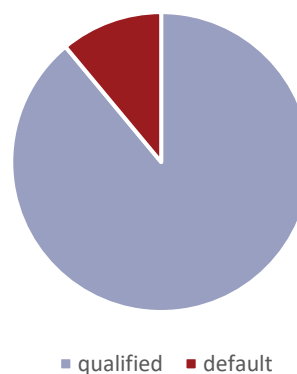
Workforce Rental Households by Household Size



Workforce Rental Homes by Size



Workforce Rental Homes - Compliance Rate



Employer Information

All employers with employees who live in Workforce Housing are listed below.

Employers with the Most Employees Living in Workforce Housing

St. John's Health (16), Teton County School District
(14), Jackson Hole Mountain Resort (10), Four
Seasons (10), Teton County (9)

Annual Hours Worked Per Adult

Owners: 40 hours per week or
2,080 hours per year

22 Tattoo
307 Architects
A1 Cleaners
ACLU
Amangani
Annie's
Anvil Hotel Partners
Art Association of Jackson Hole
Aspen Auto Parts (NAPA)
Bank of Jackson
Baxter Design Studio
Berlin Architects
Blue Collar Restaurant Grp
Bunnery
Caldera House
Calico Restaurant
Chamber
Champu Salon
Children's Learning Center
Cirque Innovations
Clear Creek Group
Community Counseling Center
Community Entry Services
Community Foundation of Jackson
Hole
Compass Real Estate
Continuum
Cowboy Bar
Cowboy Coffee
Crystal Springs Ranch/Shooting Star
(Contracted Real Estate Sales)
Cultivate

Cutty's Bar and Grill
C-V
Design Associates Architects
DMJH Design
Dornan's
Edge Construction
Epsilon Tech
ER Office Express
Evable Social
Fireside Resort Inc
First Baptist Church
First Republic Bank
First Western Trust
Four Season
Frederick Mountain Group
Frost Salon
Gateway Church
GE Johnson
Grand Teton Association
Grand Teton Music Festival
Grand Teton National Park
Grand Tour Transportation
Great Northern Coffee
Gros Ventre OBGYN
Habitat for Humanity
High Country Linen
Hotel Jackson
Hotel Terra
J Aviation
Jackson Hole Adventure Center
Jackson Hole Airport

Jackson Hole Anglers
Jackson Hole Health and Fitness
Jackson Hole Nannies
Jackson Hole Ski & Snowboard Club
Jackson Hole Trust Company
Jackson Hole Vintage Adventures
Jackson Hole Wildlife Safaris
Jackson Hole Winery
Jackson Lumber
JH Antler Shop
JH Ecotour Adventures
JH Hotel Management- The Hostel
JH Lacrosse
JH Law
JH Playhouse
JHMR
Johnson Resort Properties
Kampai
Katie Murphy Insurance
KGB Productions
Kismet Rug
KT814 Architecture
Lodge at Jackson Hole
Lulu Lemon
Lyft
Lyon Masonry
Mateosky Construction
Matoska Trading Company
Moose Children Academy
Mountain land Design
Nada Risto



National Museum of Wildlife Art
 New West Builders
 Northern Title Company of Wyoming,
 Northview Building Group
 Northworks
 OFG Construction
 One 22
 Outpost
 Pacific Marine,
 Pain Care Center
 Paustenbach and Associates
 Penny Lane
 Perfectus Biomed
 Persephone Bakery
 Piste Mountain Bistro
 Presbyterian Church of JH
 Prospect Studio
 Provisions
 Ranch Inn
 Remede Hydrotherapy
 Rendezvous Mountain Rentals
 Ridgeline Excavation
 Roadhouse Pub
 Robinson Welch Bramlet
 Rocky Mountain Yeti
 Shooting Star
 Skinny Skis and
 Skye Photography
 Smiths Food and Drug
 Snake River Brewery
 Snake River Sporting Club
 Snake River Tours
 Snow King Mountain Resort
 Spring Creek Animal Hospital
 Springhill Suites
 St Johns Health
 Standard Drywall
 Town of Jackson
 State Farm
 State Of Wyoming Dept of Workforce Services
 Stelting and Gross LLC
 Stillwest Brewery

Stio
 Suda Izakaia
 Sudachi
 Summit Insurance
 T2BB
 Target
 Teton Behavior Therapy
 Teton Club
 Teton Conservation District
 Teton County
 Teton County School District
 Teton Gravity Research
 Teton Mountain Lodge
 Teton Oasis
 Teton Outpatient services
 Teton Science Schools
 Teton Thai- Jackson Location
 Teton Tile
 Teton Trash Removal
 Teton Youth and Family Services
 The Caretaker LLC
 The Clear Creek Group
 The Cloudveil
 The Liquor Store of Jackson Hole
 The Spence Law Firm
 THL II
 TOPS
 Toran Accounting
 Tram Bar LLC
 Turo
 U.S Bank
 Uber
 United Ground Express
 UPS
 US Forest Service
 Ward Blake Architects
 West Group Teton Employer
 Whiskey Barber
 Whole Foods
 William Wecker & Associates
 Willow Street Group
 Wilson Heating and Air
 Wonder Institute
 Worker Compensation

WRJ Design Architects
 Wyoming Department of Transportation
 Wyoming Game and Fish Dept
 Wyoming Property Management
 Wyoming Stargazing
 Wyoming Title and Escrow



Appendix G: Affordable Housing Program

Income & Asset Limits

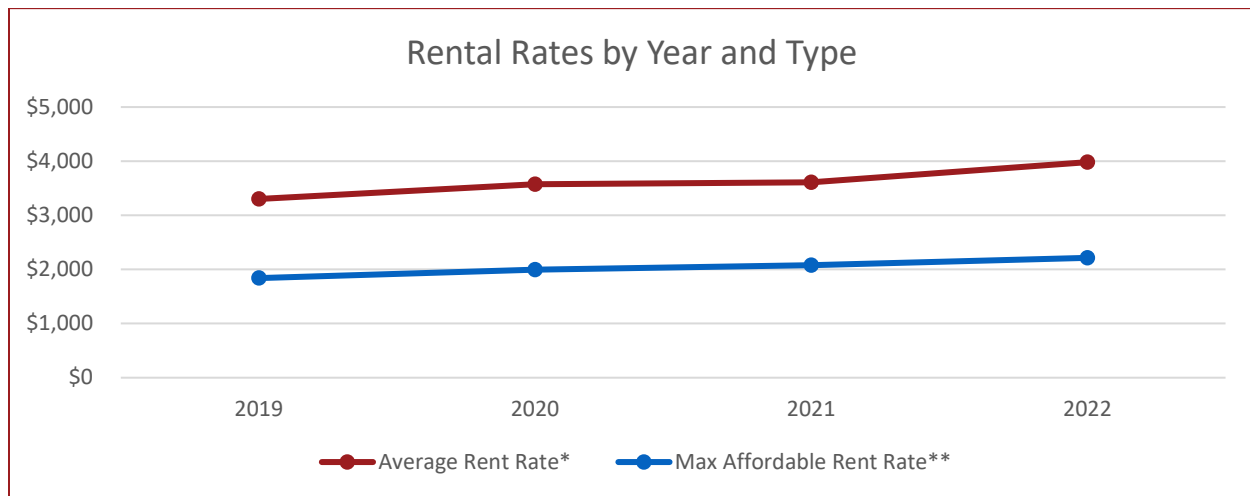
Three Income Ranges: 0-50%, 50-80%, 80-120% MFI

Employment:
Minimum 1,560
hours per year for a
local business

Annual
Requalification for All
Rental Units
Annual Check-In for
All Ownership Units
Sold Since July 2018

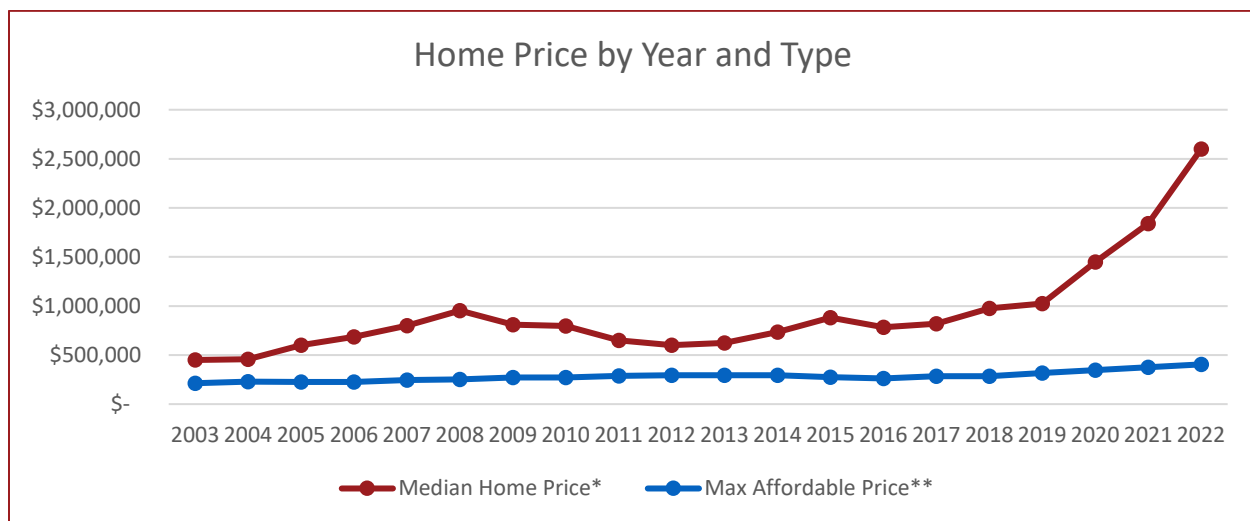
Rent Rates and Sales
Prices Based on
Income Range

Appreciation Cap on
Ownership Homes



*Average Market Monthly Rent Rate for a 3-bedroom unit. Based on reported rates from Aspen Meadows, Blair Place Apartments, Hidden Hollow, Sagebrush Apartments (new 2021), and The Timbers.

**Maximum Affordable Monthly Rent Rate for a 3-bedroom unit in the 80-120% income range.



*Median Home Price as reported by the Teton County Assessor.

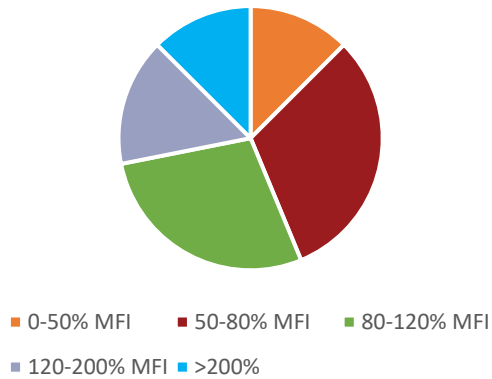
**Max Affordable Price for a 3-bedroom home in the 80-120% income range



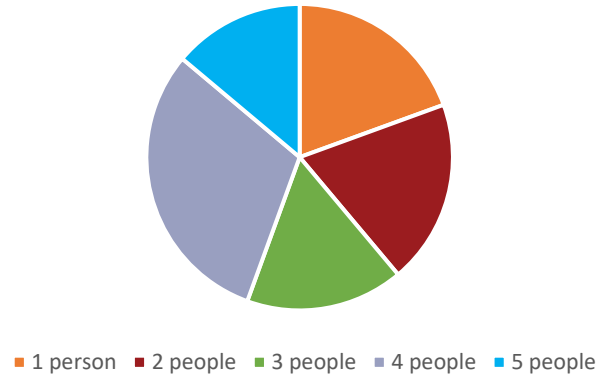
Affordable Ownership: 38 Homes

Total includes Affordable Ownership homes that have been sold since 2018. Owners must provide proof of local employment annually.

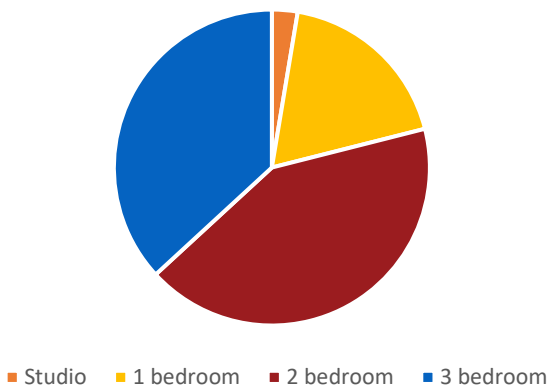
Affordable Ownership Households
by Income Range



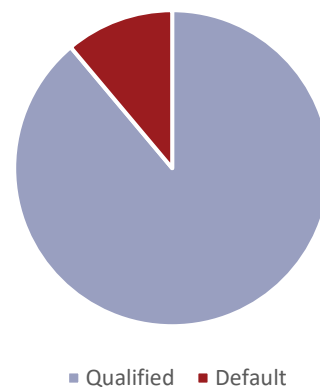
Affordable Ownership Households
by Household Size



Affordable Ownership Homes
by Size



Affordable Ownership Homes -
Compliance Rate



Employer Information:

All employers with employees who live in Affordable Ownership homes sold since 2018 are listed below.

Employers with the Most Employees Living in Affordable Ownership Housing

Teton County School District (5), Jackson Hole
Mountain Resort (4), St. John's Health (3), Teton
County (3)

Annual Hours Worked Per Adult

Owners: 33 hours per week or
1,733 hours per year

Annie's Gardening
Avis Car Rental
Children's Learning Center
Cirq Design
Community Bible Church
Cowboy Coffee
Eidelweiss Engineering
Elevated Living
Epsilon Technology
First Interstate Bank
Flynn Irrigation Inc
Four Seasons
Geittman Larson Swift LLP
Habitat for Humanity
Harmony Design & Engineering
Hershberger Design
Homeschool Teacher
Inspiration Point
Jackson Hole AV
Jackson Hole Car Detailing
Jackson Hole Christian Academy
Jackson Hole Contracting Inc.
Jackson Hole Paragliding
Jackson Hole Wildlife Foundation
Jackson Hole Mountain Resort

Mangy Moose
Maverik
Mike Heating and Sheet Metal
Off Grid Experience
Osprey Beverages
PRA Jackson Hole
Rendezvous River Sports Inc.
Scenic Safaris
Self-Employed
Snow King Resort
St. John's Hospital
Atelier Ortega
Tautwood, LLC
Teton County School District
Teton Art Services
Teton Behavior Therapy
Teton County
Teton County Library
Teton County Weed and Pest
Teton Pines Club
The Painters
Vertical Harvest
Workshop



Appendix H: Core Services Commuter Stats

Teton County Sheriff

73 staff
58% (42) commute
8% (6) live in local employer-provided housing

Town of Jackson Police Department

49 staff
37% (18) commute
18% (9) live in local employer-provided housing

Teton County School District #1

571 staff
28% (162) commute
3% (18) live in local employer-provided housing

Lower Valley Energy

32 Jackson office staff
66% (21) commute
0% live in employee housing

Town of Jackson Plow Drivers

9 staff
22% (2) commute
56% (5) live in local employer-provided housing

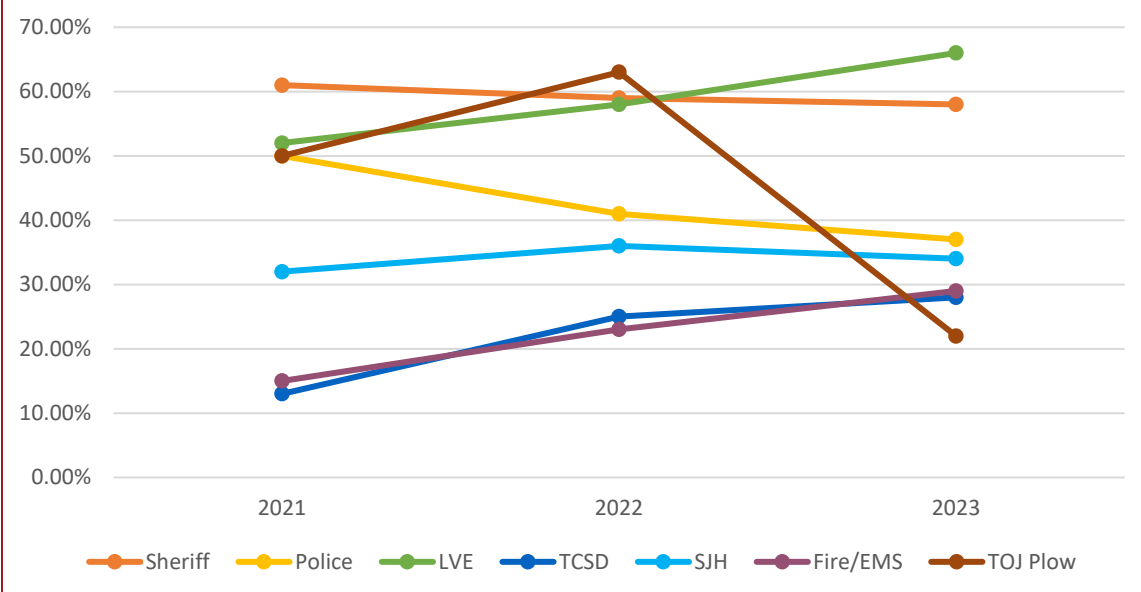
St. John's Health

890 staff
34% (299) commute
6% (51) live in local employer-provided housing

Jackson Hole Fire / EMS

38 staff
29% (11) commute

Core Services Commuters by Year and Employer



Appendix I: 2:1 Workforce Housing Density Bonus Tool

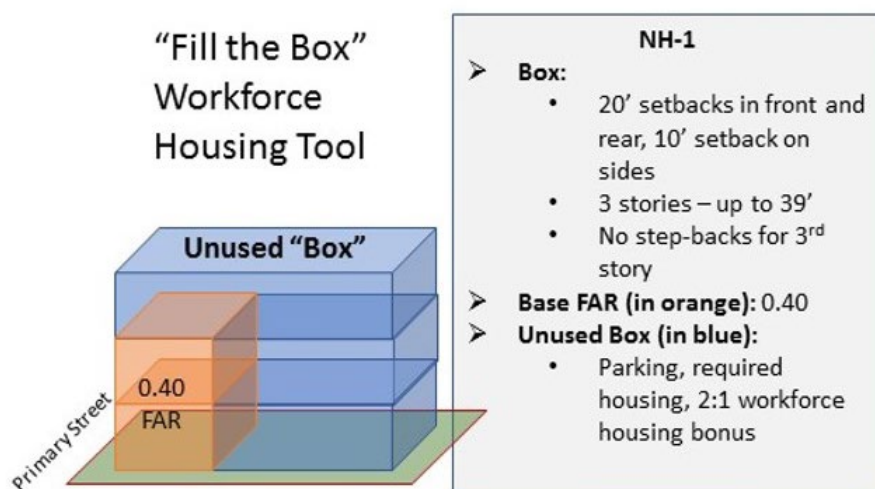
Density Bonus Tool Created in 2018 “2:1” = 2 Market Square Feet:1 Deed Restricted Square Foot	57 New Units Created	49 New Units Under Construction	178 New Units in Planning
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The 2:1 Workforce Housing Density Bonus Tool was created as part of the 2018 zoning update to the Town of Jackson Land Development Regulations. The purpose of the 2:1 Workforce Housing Density Bonus Tool is to encourage development, especially by the private sector, of additional Affordable or Workforce housing units by allowing additional unrestricted floor area. It is a very important tool for the Housing Department and local non-profit housing developers to maximize the number of units allowed on a site for a 100% deed restricted housing development.

This tool may be utilized in the following zones: CR-1, CR-2, CR-3, DC, NH-1, NM-2, OR.

How it works: Developer starts with a base floor area (FAR) for the site on which they would like to build. Based on the zoning, the developer must meet maximum height limits, setback requirements, parking requirements, landscaping requirements, etc. for the project they wish to build. In most cases, the volume of building allowed by the minimum setbacks and maximum height exceeds the volume of building allowed by the FAR.

The 2:1 tool allows the developer to expand the base FAR to the maximum they can build within the allowed height, setbacks, parking, etc. For a developer to use the tool, they must provide 1 square foot of deed restricted Workforce or Affordable housing for every 2 feet of “bonus” market housing created (2:1 = 2 Market Square Feet:1 Deed Restricted Square Foot).



Project	Status	Unit Type	Unit Size(s)	Resulting Restricted Units
160 E Broadway	Complete 2019	Workforce Rental	3-bedroom	1 unit
South Park Loop	Complete 2021	Workforce Rental	2-bedroom	5 units
645 Cache Condos	Complete 2021	Workforce Own	2-bedroom	1 unit
445 Vine	Complete 2021	Workforce Rental	1-bedroom	1 unit
King St Condos*	Complete 2022	Affordable (JHCHT) Own	1,2,3-bedrooms	6 units
Glenwood I	Complete 2022	Workforce Own	1,3-bedrooms	4 units
10 E Simpson	Complete 2022	Workforce Rental	1-bedroom	1 unit
367 Willow	Complete 2022	Workforce Rental	2-bedroom	1 unit
Mercill Condos*	Complete 2023	Workforce Own & Workforce Rental	1,2-bedrooms	30 units
Kelly Place Condos*	Complete 2023	Workforce Own	1,2-bedrooms	7 units
Gables Apartments	In construction	Workforce Rental	1-bedroom	7 units
235 Veronica	In construction	Workforce Rental	1-bedroom	9 units
Glenwood II	In construction	Workforce Own	2-bedroom	3 units
Jackson St Apts*	In construction	Work/Aff Rental	1,2,3-bedrooms	30 units
S4 Flats*	In planning	Work/Aff Own	1,2-bedrooms	8 units
Cache & Snow King Mixed Use	In planning	Workforce Rental	1,2-bedrooms	18 units
The Loop	In planning	Workforce Rental	1-bedroom	50 units (+55 units for height bonus)
N Millward Mixed Use	In planning	Workforce Rental	Unknown	15 units
80 E. Karns	In planning	Workforce Rental	1,2-bedrooms	3 units
1400 S Hwy 89	In planning	Workforce Rental	studio	64 units
Shervins Housing	In planning	Workforce Rental	1-bedroom, studio	20 units
Total		216 Workforce Rental 37 Workforce Ownership 10 Affordable Ownership 21 Affordable Rental		284 units

*Public-Private Partnership with the Town and/or County, via the Housing Department, and a private sector developer.

Appendix J: 2023 Town & County Public Lands Inventory

This table includes properties owned by Teton County and/or Town of Jackson that have been identified as potential future housing development sites by the Housing Department.

LOCATION	SIZE	ZONE	OWNER	POTENTIAL FUTURE USE
955 Maple Way	0.12 acres	NH-1	Town	Potential to redevelop/trade for higher density housing opportunity
930 & 940 Simon Lane	0.24 acres	NH-1	Town	Potential to consolidate and redevelop/trade for higher density housing opportunity
410 Scott Lane	0.21 acres	NL-3	Town	Determine future road alignment for Snow King/Scott/Maple Way. Potential to redevelop/trade for higher density housing opportunity
9800 S. Highway 89 – old Horse Creek Station	2.4 acres	BC	County	Potential for housing units accessory to future County use of site
140 E. Simpson – parking lot south of courthouse	0.21 acres	OR	County	Potential for redevelopment as housing or to include housing units accessory to future County use
2110 Hidden Ranch Lane – vacant lot in Hidden Ranch subdivision	0.34 acres	NL-2	Town	Sell or trade, pay parks fee, invest remaining \$ towards housing
675 & 685 E Hansen	0.51 acres	NL-4	Town	Potential to redevelop/trade for higher density housing opportunity
1120 Meadowlark Lane	0.11 acres	NL-5	County	Potential to redevelop/trade for higher density housing opportunity
145 W Hansen	0.17 acres	NH-1	Town	Potential to redevelop/trade for higher density housing opportunity
3500 SOUTH PARK DRIVE	0.9 acres	BP	Town	Potential to redevelop/trade for higher density housing opportunity

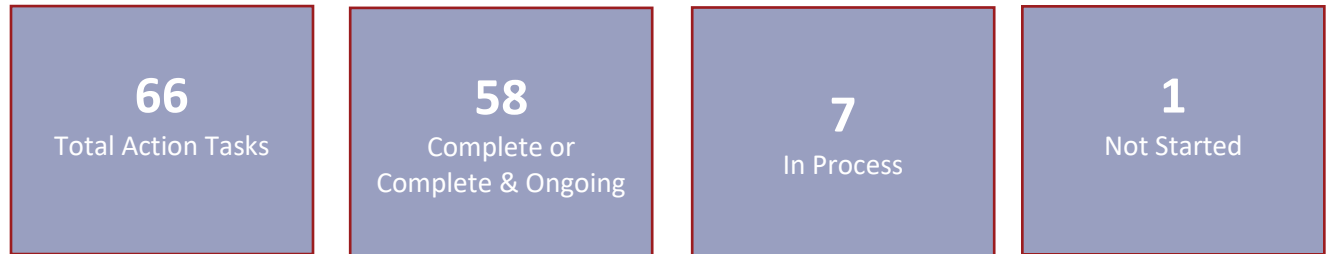
**OTHER LAND WITH EXISTING
GOVT OR PARK USES**

Add structured housing above parking, add ARUs, incorporate housing element at time of redevelopment

This table includes properties owned by Teton County and/or Town of Jackson that have multiple potential goals (parking, government buildings, etc.) that may include housing.

LOCATION	SIZE	ZONE	OWNER	POTENTIAL FUTURE USE
Eastern portion of Karns Meadow Tract 4 along Flat Creek Drive	0.65 acres	NL-1	Town	Potential site for Town employee housing
55 Karns Meadow Drive – START Facility	5.75 acres	P/SP	Town	Potential for housing units accessory to START use
305 W. Snow King Ave. – Fairgrounds	17.5 acres	P/SP	Town	Future use TBD by Town Council. Potential to master plan for various community uses.
230 & 270 W. Deloney Ave. – parking lot by Miller Park	0.8 acres	P/SP	Town	Build structured housing above parking lot; potential partnership with Good Samaritan Mission for transitional housing for families and single women
195 E. Deloney Ave – parking lot north of Café G block	0.45 acres	P/SP	Town	Potential to build structured housing above parking lot
125 Virginian Lane - Library	3.72 acres	P/SP	County	Potential to build structured housing above parking lot
155 East Pearl Avenue	0.51 acres	DC-2	Town	Potential to redevelop a portion of the property for Town employee housing

Appendix K: Housing Action Plan Progress Report



The 2012 Jackson/Teton County Comprehensive Plan set a 65% resident workforce goal for our community. The Comprehensive Plan directed staff and the elected officials to take “corrective actions” when the percentage of the workforce living locally dipped below 65%.

In 2015, work on the Workforce Housing Action Plan began and the plan was officially adopted in November of that year. The plan identified new tactics and specific actions for addressing the decline in resident workforce. These actions are listed below, along with the timeframe in which they were to be completed by staff per the Workforce Housing Action Plan. Of the 66 total tasks, only one task is outstanding.

ONGOING OR LONG-RANGE	Chapter 2: Housing Supply Actions
	ONGOING
	1. Update the 5-year Housing Supply Program annually.
	2. Develop opportunities for buy downs, rehabilitation, reverse mortgages, conversion of trailer parks to microhousing, and other programs to restrict existing workforce housing, ensuring that there are programs for households in different income categories.
	COMPLETE
	3. Develop a program to ensure that restricted and employee provided workforce housing meets adequacy, suitability, and affordability standards.
	4. Explore a program to subsidize upgrades above minimum standards through technical expertise, loans, grants, or other means. (UNSUCCESSFUL)
	ONGOING
	5. Monitor the net loss (leakage) of workforce housing that is occurring.
	6. Enforce short-term rental prohibitions.
	7. Work with the public to gather information on what technical assistance programs would be most useful.
	IN PROCESS
	8. Work with interested parties to catalyze an employee housing cooperative for employers who want to provide housing units but cannot develop housing on their own.
	ONGOING
	9. Facilitate relationships between interested developers and employers.
	10. Develop a centralized and/or coordinated message on housing need, updated annually with indicator information.
	11. Conduct community outreach inclusive of public workshops, sessions with employee groups, and consistent media appearances.
	Chapter 3: Housing Management Actions
	ONGOING

	12. Work with owners of existing restricted units to update restrictions consistent with new structure and Guidelines.
	13. Review new restricted housing stock for minimum standards.
	IN PROCESS
	14. Consolidate all subsidized housing programs in a single interface so the workforce can understand requirements, qualifications, and prioritization.
	15. Provide an opportunity for advertisement of private housing opportunities through the clearinghouse (advertisement may fund administration of the clearinghouse).
	COMPLETE
	16. Inventory the standard of living in our workforce housing stock, market and restricted, especially at the lowest income categories. (2022 REGIONAL HOUSING NEEDS ASSESSMENT)
	TO-DO
	17. Develop an education program for housing occupants and providers on Fair Housing standards and recourse.
	COMPLETE
	18. Develop a maintenance and improvement program that provides assistance for the upgrade of housing stock for the lowest income categories so that it meets minimum livability standards. (UNSUCCESSFUL)
	19. Explore statutory options to develop adequate standard of living requirements. (UNSUCCESSFUL)
	Chapter 4: Funding for Housing Actions
	ONGOING
	20. Ensure the Housing Director is familiar with programs and works to secure state and federal funding.
	21. Develop a technical assistance and support program to assist private housing providers seeking state and federal funds.
	IN PROCESS
	22. Explore a real estate transfer tax and other funding options.
	23. Support discussions of a statewide housing fund.
	Chapter 5: Zoning for Housing Actions
	COMPLETE
	24. Avoid barriers to housing supply such as mixed-use requirements in favor of allowances. (NEW TOWN ZONING APPROVED JULY 2018)
	IN PROCESS
	25. Eliminate change of use penalties that may be barriers to housing.
	COMPLETE
	26. Create zones where housing is the only allowed use in areas where the desired bulk and scale will allow for more density. (NEW TOWN ZONING APPROVED JULY 2018)
	ONGOING
	27. Explore limits on the rate of residential and nonresidential growth to limit employee generation.
	COMPLETE
	28. Explore limiting the type of housing allowed in some zones to only those types most likely to be occupied by the workforce. (NEW TOWN ZONING APPROVED JULY 2018)

FIRST 2 Yrs. (by 1/2018)	Chapter 2: Housing Supply Actions
	COMPLETE
	29. Define “year-round” workforce. (2016 HOUSING SUPPLY PLAN)
	ONGOING
	30. Work on a partnership model that allows the Town and County to stay out of the role of developer yet ensures the security of the public investment in workforce housing.
	31. Identify existing developments appropriate for public subsidy for preservation as workforce housing.
	32. Identify housing projects for public investment as an employer.
	COMPLETE
	33. Lead a cooperative effort to develop a “Housing 101” presentation, given to new elected officials, board members, and the general public to provide baseline knowledge of the community housing efforts.
	ONGOING
	34. Develop a centralized and/or coordinated web presence describing all of the community’s housing efforts.
	35. Visually communicate the demographic served.
Chapter 3: Housing Management Actions	
COMPLETE	
36. Adopt Jackson/Teton County Housing Management Guidelines with recommendations from the Jackson/Teton County Housing Authority Board.	
37. Develop restriction templates for price restricted and occupancy restricted units so that the terms are consistently located in all restrictions even if their content varies.	
38. Explore contracting some management functions to a private property manager in coordination with non-profits and employers.	
39. Develop a single application for all subsidized housing programs and a system for distribution of the applications to providers. (UNSUCCESSFUL)	
Chapter 4: Funding for Housing Actions	
ONGOING	
40. Review the housing indicators currently monitored and refine methodology as needed.	
41. Evaluate any variables likely to impact the supply of workforce housing that are not being monitored and develop a method for monitoring them.	
Chapter 5: Zoning for Housing Actions	
COMPLETE	
42. Review zoning against Fair Housing standards in coordination with the Housing Director.	
43. Develop incentives to avoid loss of workforce housing through redevelopment, such as allowing for retention of nonconforming density.	
44. Update the mitigation requirement for residential development to a simpler standard based on floor area. (ENGAGE 2017 APPROVED JULY 2018)	
45. Update the mitigation requirement for commercial development to a standard that mitigates for year-round employee generation. (ENGAGE 2017 APPROVED JULY 2018)	
46. Ensure Town and County requirements work together as a single, simpler system. (ENGAGE 2017 APPROVED JULY 2018)	

FIRST 6 MONTHS (by July 1, 2016)	Chapter 1: Organizational Structure Actions
	COMPLETE
	47. Amend the Resolution creating (and bylaws governing) the Teton County Housing Authority to establish a regional housing authority of the Town and County.
	48. Work with the legislature to make necessary changes related to regional housing authority commission duties and structure. (UNSUCCESSFUL)
	49. Hire the Housing Director and staff.
	50. Appoint the Jackson/Teton County Housing Authority Board pursuant to statute regarding regional housing authorities (as potentially amended) and the direction of this Plan.
	51. Determine Town/County split of administrative funding for Housing Supply and Housing Management Divisions.
	52. Appoint the Housing Supply Advisory Board or ask the Jackson/Teton County Housing Authority Board to provide recommendations on housing supply.
	53. Hire the Housing Manager and staff.
	Chapter 2: Housing Supply Actions
	ONGOING
	54. Identify potential land appropriate for housing development based on the Illustration of Our Vision Chapter of the Comprehensive Plan.
	COMPLETE
	55. Develop the initial 5-year supply plan as part of the FY16-17 Budget proposal based on housing need, including projected funding as well as target income categories and unit types.
	56. Hire key staff and/or contractors needed to operate the Housing Supply Division.
	Chapter 3: Housing Management Actions
	COMPLETE
	57. Hire key staff and/or contractors needed to operate the Housing Management Division.
	ONGOING
	58. Expand existing information to develop a full inventory of restricted units.
	Chapter 4: Funding for Housing Actions
	IN PROCESS
	59. Actions to establish and implement the Community Priorities Fund are being developed outside of this Housing Action Plan in coordination with transportation initiatives. (GENERAL PENNY FAILED, 2018. \$5.5M SPET COMMUNITY HOUSING PRIORITIES INITIATIVE PASSED 2019. \$20M SPET COMMUNITY HOUSING PRIORITIES INITIATIVE PASSED 2022)
	Chapter 5: Zoning for Housing Actions
	COMPLETE
	60. Where multifamily character is allowed and desired (see map on page 5-4), move away from buildout projections and density limitations toward more flexible allowances within the allowed floor area and monitoring of units built. (NEW TOWN ZONING APPROVED JULY 2018)
	61. Consider allowing ARUs in all Town and County zones with limits on size and/or density to ensure desired character.
	62. Update zoning in appropriate Comprehensive Plan subareas to find locations for density. For example, allow apartments in multifamily subareas as identified in the Comprehensive Plan (see map on page 5-4). (NEW TOWN ZONING APPROVED JULY 2018)
	63. Revise parking requirements to facilitate additional density for housing. (UNSUCCESSFUL)
	64. Provide a density bonus for the preservation and production of workforce housing, such as additional height or floor area, or reduced landscaping, setback, or parking requirements. (TOWN WORKFORCE BONUS TOOL)

	<p>65. Implement an expedited approvals process for price-restricted housing projects. (INLCUDED IN NEW TOWN ZONING APPROVED JULY 2018)</p> <p>66. Implement automatic waivers from some fees for price restricted housing projects. (TOWN APPROVED 2021)</p>
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