



D1. Employer-Assisted Housing

Employer-assisted housing (EAH) can be provided directly to the individual employee in the form of mortgage subsidies, down-payment assistance, relocation payments, and the like; or the city can help to increase the supply of housing by requiring or encouraging employers to participate in the development of additional housing units through such actions as the provision of land, construction financing or purchase/lease guarantees, and down-payment assistance.

Key Issues:

- Jobs/Housing Balance Project: The job growth rate was historically double the housing growth rate (1980-1995).
- Only [41% of employees live in Boulder](#), with the remainder commuting from a variety of other counties.
- People who live and work in Boulder drive fewer miles to work and are less likely to drive alone than their in-commuting counterparts. Longer commutes increase household expenses.
- [Housing vacancy rates](#) in Boulder are extremely low for both rental and ownership housing; they are among the lowest in Colorado.
- Many employers will not invest their own money in housing assistance programs; therefore, this tool could require either a tax on employers or a tax on the city to design and implement programs.
- Employers are not usually interested in providing affordable housing for workers unless they view high housing costs as a significant barrier to worker recruitment and retention.
- Small employers may not find it cost-effective to manage an EAH program.
- The potential benefit will depend on the scope and design of a program (e.g., mandatory vs. optional) and the interest of employers in such a program.

Background:

Currently, some Boulder employers independently offer some level of housing assistance, such as relocation assistance or down-payment assistance.

Implementation Options:

1. Educate and encourage employers to assist employees with housing.
2. Consider a demonstration project to develop housing for essential (i.e., police, fire, etc.) City of Boulder employees.
3. Explore options such as a matching funds program to partner with employers to establish employer-assisted housing programs.

Goals Addressed Through this Tool:

- ✓ **Strengthen Our Commitments**
- ✓ **Maintain the Middle**
 - Create Diverse Housing Choices in Every Neighborhood
 - Create 15-Minute Neighborhoods
- ✓ **Strengthen Partnerships**
 - Enable Aging in Place

Income	Homeowners		Renters		
	In-Commuters	Boulder Residents	In-Commuters	Boulder Residents	
Less than \$10,000	0.4%	1%	1%	2%	
\$10,000 up to \$25,000	1%	3%	7%	13%	
\$25,000 up to \$65,000	16%	17%	50%	40%	
\$65,000 up to \$100,000	28%	23%	24%	25%	
\$100,000 up to \$125,000	18%	16%	9%	7%	
\$125,000 up to \$150,000	15%	12%	3%	6%	
\$150,000 or more	22%	29%	6%	6%	
	n=	797	720	306	579

Comparison of In-Commuter and Boulder Resident Income by Housing Tenure. Source: BBC Research and Consulting Market Analysis Report, 2014