

BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY:

A Comprehensive Housing
Study and Strategy

MARCH 2023



LAKE CHAMPLAIN-LAKE GEORGE

REGIONAL
PLANNING



ACKNOWLEDGEMENTS

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The Lake Champlain-Lake George Regional Planning Board is a regional planning and development organization that represents five counties in Upstate New York.



Camoin Associates has provided economic development consulting services to municipalities, economic development agencies, and private businesses since 1999. To learn more about their experience and projects across all their service lines, please visit www.camoinassociates.com.



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INTRODUCTION

The Lake Champlain-Lake George Regional Planning Board (LCLGRP) commissioned a Regional Housing Assessment and Strategy in March 2022. The analysis focused on four counties in the North Country:

- Clinton County
- Essex County
- Franklin County
- Hamilton County

However, the themes and findings have relevant application to other portions of the region. It is intended that the implementation of these strategies will draw on leadership from LCLGRP, these four counties, and beyond.

The Regional Housing Assessment and Strategy draws on 10 months of in-depth quantitative and qualitative research. At the outset, understanding the nuances of the data in rural locations and seasonal centers, and getting to know the other features of this region were incredibly important in telling the story of this region. The components of this plan include:

Findings and Strategy

- Chapter I: Key Themes
- Chapter II: Strategies and Implementation Tactics
- Chapter III: Action Plan Matrix

Housing Market Analysis

- Chapter I: Housing Inventory and Analysis
- Chapter II: Housing Market Analysis
- Chapter III: Housing Needs Assessment

Demographics and Economic Conditions

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- Chapter II: Employer Survey Results
- Chapter III: Community Survey Results

Stakeholder and Public Engagement Snapshot

- Project steering committee
- Dedicated project website
- Regional community housing needs survey with 595 responses
- Employer survey with 95 responses
- Four public workshops (one in each county)
- Four municipal leadership meetings (one in each county)

ESTABLISHING THE CHALLENGE

This four-county region spans a large portion of Adirondack Park and represents many unique geographical features and federally protected areas. To grasp the specific challenges within the housing sector at both a regional and municipal level, Camoin Associates established 17 themes by distilling the findings of the data analysis, employer and community surveys, public engagement, and stakeholder outreach. More detail on these takeaways is provided in Findings and Strategy – Chapter I.

1. The region's stagnant and declining year-round population is due in large part to housing issues.
2. Housing production has not kept up with demand, contributing to the workforce housing shortage.
3. Income levels are drastically misaligned with housing costs – putting quality housing options out of reach.
4. Regional wages and wage growth have severely lagged behind housing prices.
5. A housing affordability gap, growing over the long term, has been worsened by recent pandemic-related market impacts.
6. A substantial portion of the region's housing stock needs rehabilitation, particularly housing at workforce-attainable price points.
7. Quality rental units at attainable price points for local workers and households are in extremely short supply.
8. Seasonal residents and vacation home buyers have added market pressure and are tipping the balance with year-round households in many portions of the region.
9. Short-term rentals are negatively impacting housing prices and availability in select communities in the region.
10. Many households throughout the region are struggling with housing expenses, including property taxes and utilities.
11. The region has an old and aging population with nowhere to transition to as they age, which is reducing the homes available to the workforce.
12. Workers and their families are being priced out of many employment centers, which results in longer commutes or relocation out of the region.
13. Businesses have struggled to attract and retain employees due to local housing challenges – threatening future regional economic growth and vitality.
14. The region lacks a sufficient workforce in construction, trades, and housing-related jobs that are needed to address the current workforce housing crisis.
15. Increasing the overall regional supply of workforce housing is necessary, but the region will need to overcome land availability and developability challenges.
16. Regulatory constraints on housing development suppress new development and require rethinking and creative approaches.
17. Creating workforce housing will require partnerships and new resources to overcome construction cost limitations on affordability.

QUANTIFYING HOUSING NEEDS IN THE REGION

After establishing the set of challenges facing each county and the region, Camoin Associates set out to define and quantify the housing needs of the region. Through a Housing Needs Assessment, Camoin Associates provides a quantitative estimate of the housing needs throughout the region and for each county.

The analysis presents the scale of regional housing needs and a detailed breakdown of needs by income level and renting versus ownership. The assessment is further broken down by current regional housing needs in addition to future housing needs. The highlights of that analysis are provided here. The full analysis, along with a detailed breakdown by county, can be found in Housing Market Analysis – Chapter III.

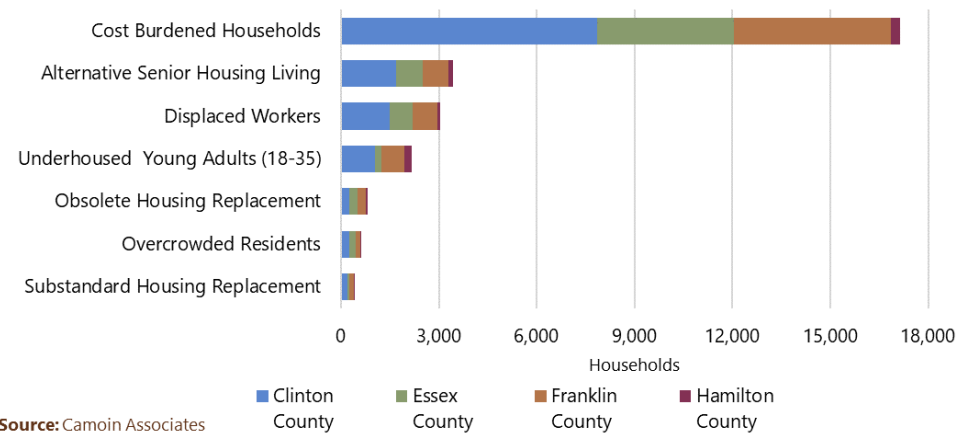
Current Regional Housing Needs

This component examines what the urgent present-day housing needs are among those living and working throughout the region. The assessment is based on the housing challenges facing workers, including:

- Cost-burned households
- Displaced workers
- Underhoused individuals
- Overcrowded households
- Senior households
- Households in substandard and obsolete housing

The current regional housing needs analysis found that there is an existing need for new, improved, or alternative housing arrangements for at least 20,170 households in the region.

Current Regional Housing Needs



Source: Camoin Associates

Current Regional Housing Needs (Households)

Source of Housing Need	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Cost Burdened Households	7,861	4,178	4,823	271	17,133
Displaced Workers	1,498	695	774	67	3,034
Substandard Housing Replacement	191	74	145	11	421
Overcrowded Residents	269	187	124	1	581
Obsolete Housing Replacement	242	258	266	61	827
Underhoused Young Adults (18-35)	1,040	214	692	236	2,182
Alternative Senior Housing Living	1,701	802	792	141	3,436
Total*	9,359	4,873	5,597	338	20,167

Source: Camoin Associates

Note: *Total Includes Only Cost Burdened Households and Displaced Workers to Avoid Double Counting

It is important to understand that this is not necessarily the number of new housing units that need to be built in the region as these housing needs can be addressed in a variety of ways. Rather, the region needs 20,170 *housing interventions* to meet existing needs. These interventions are further discussed in the strategy.

Future Housing Needs

In addition to the present-day housing needs facing the region, projections for the next 10 years indicate an additional need to grow the region's housing stock to accommodate the new workers necessary to sustain the local economy. The projections indicate that the region's existing housing stock and rate of housing production will be woefully insufficient to meet this need. This analysis considers the following factors:

- Projected population growth
- Workforce housing need
- Housing aging into obsolescence

The results of the analysis indicate that **the four-county region will need to add approximately 7,500 new housing units to its existing housing stock to accommodate future workforce needs.** These units will need to be built above and beyond any new units that are built and occupied by seasonal or vacation homeowners, as well as those occupied by any other non-workforce household or home buyer.

These units are in addition to the current housing need identified in the preceding section. Because it is necessary to address much of the existing and pent-up housing needs over the next 10 years — a portion of which will need to be accommodated through new

development — the full scale of housing development needed is greater than the identified 7,500 units.

Strategy

Overall, strategic and sustained action among all levels of government is imperative to meaningfully address the workforce housing shortage.

The economic conditions of the region and housing availability and affordability are inextricably connected. Earnestly tackling the housing issue is necessary to improve the economic conditions of the region. Maintaining the status quo ensures that the region will fall further behind in housing production, putting further strain on year-round and seasonal workers.

There is no single solution that will address all housing pressures. This strategy is developed around 10 distinct initiatives that are intended to address the most pressing issues facing the four-county region. Tackling the housing crisis facing the region requires a multi-pronged approach, greatest impacts will be seen if multiple initiatives are approached in conjunction with each other. Each initiative will require a champion to advocate and advance the next steps.

RECOMMENDATIONS

Details on the tactics to advance each initiative can be found in Findings and Strategy – Chapter II and Chapter III.

#	Initiative
1	Support and grow the capacity of existing and emerging North Country housing organizations
2	Re-align workforce housing zoning
3	Build local: Creating an “ecosystem” for in-region modular (off-site) construction and workforce training
4	Support workforce housing development through the Adirondack Park Agency and Adirondack Park Agency Act
5	Work local, live local
6	Transition housing from retired workers to current workers
7	Rebalance the region’s housing by creating more long-term rentals
8	Engage employers in regional housing solutions
9	Stabilize, rehabilitate, and modernize existing housing
10	Establish a framework for long-term success

FINDINGS AND STRATEGY



Chapter I. Key Themes

Chapter II. Strategies and Implementation Tactics

Chapter III. Action Plan Matrix

Chapter I. Key Themes

INTRODUCTION

The North Country region is facing a severe and growing workforce housing crisis that threatens to further constrain economic growth, negatively impact local workers' and households' quality of life, and disrupt the balance between a year-round and seasonal population. Key themes that emerged from the data analysis, employer survey, public engagement, and stakeholder outreach include:

1. The region's stagnant and declining year-round population is due in large part to housing issues.
2. Housing production has not kept up with demand, contributing to the workforce housing shortage.
3. Income levels are drastically misaligned with housing costs – putting quality housing options out of reach.
4. Regional wages and wage growth have severely lagged behind housing prices.
5. A housing affordability gap, growing over the long term, has been worsened by recent pandemic-related market impacts.

6. A substantial portion of the region's housing stock needs rehabilitation, particularly housing at workforce-attainable price points.
7. Quality rental units at attainable price points for local workers and households are in extremely short supply.
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commutes or relocation out of the region.

13. Businesses have struggled to attract and retain employees due to local housing challenges — threatening future regional economic growth and vitality.
14. The region lacks a sufficient workforce in construction, trades, and housing-related jobs that are needed to address the current workforce housing crisis.
15. Increasing the overall regional supply of workforce housing is necessary, but the region will need to overcome land availability and developability challenges.
16. Regulatory constraints on housing development suppress new development and require rethinking and creative approaches.
17. Creating workforce housing will require partnerships and new resources to overcome construction cost limitations on affordability.

These key themes are discussed further on the following pages.

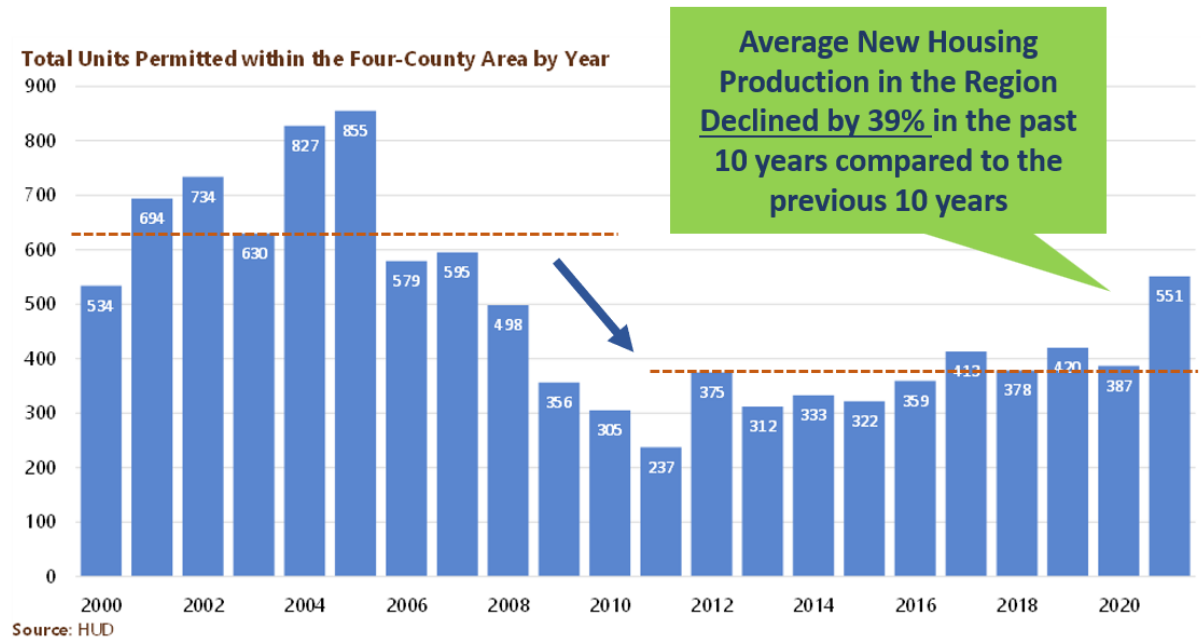
KEY THEMES

#1. A STAGNANT AND DECLINING YEAR-ROUND POPULATION IS DUE IN LARGE PART TO HOUSING ISSUES.

The region saw an overall population decline of 4.5% from 2010 to 2020. While population growth is related to a variety of factors including employment opportunities, the lack of workforce housing has undoubtedly constrained population growth as housing demands go unmet.

#2. HOUSING PRODUCTION HAS NOT KEPT UP WITH DEMAND, CONTRIBUTING TO THE WORKFORCE HOUSING SHORTAGE.

The net growth in the number of housing units in the region was only 0.1% from 2010 to 2020 compared to 8.4% growth during the previous decade. Overall, the average pace of housing development in the region has declined by 39% over the past 10 years compared to the previous 10 years.



The region is not producing nearly enough housing to keep pace with demand, particularly given the competition for housing between year-round residents and seasonal/vacation home buyers. The sluggish pace of housing development is creating a larger gap between supply and demand, which is contributing to escalating housing prices.

#3. INCOME LEVELS ARE DRASTICALLY MISALIGNED WITH HOUSING COSTS — PUTTING QUALITY HOUSING OPTIONS OUT OF REACH.

The median household income in the region grew by 15% from 2015 to 2020 while the median home price grew by 28% during this timeframe. The mismatch between income levels and housing prices means a typical household would need an additional \$20,000 in annual income to afford a typical median-priced home in the region — a gap that is substantially higher in Hamilton and

Essex counties. Home prices are generally out of reach of most workers and year-round households. Homes that are available at more attainable price points often have quality issues or are located far from employment centers, amenities, services, and quality schools.

#4. REGIONAL WAGES AND WAGE GROWTH HAVE SEVERELY LAGGED BEHIND HOUSING PRICES.

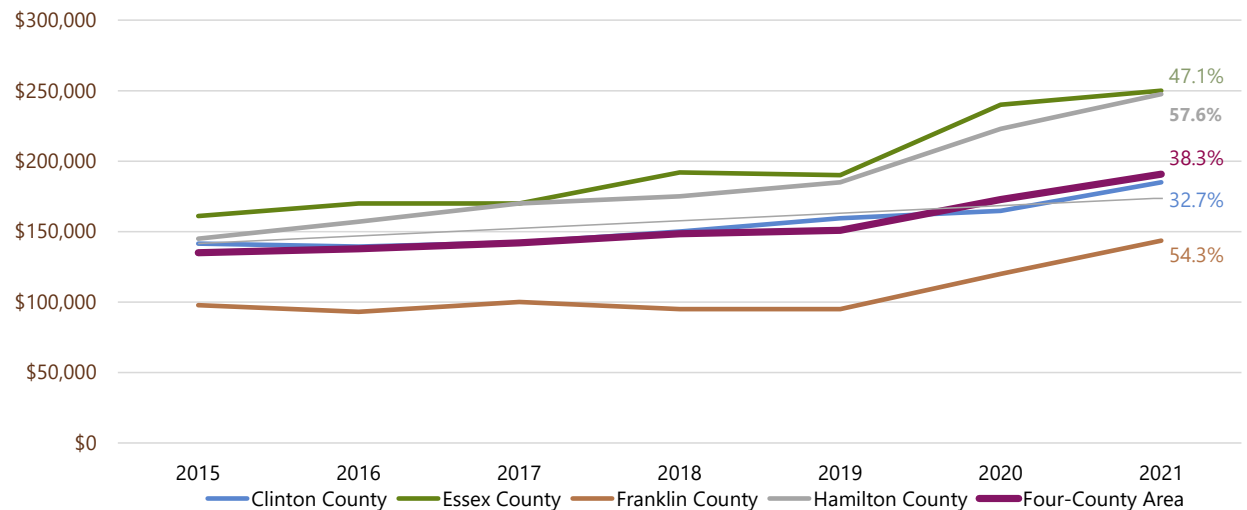
Wage growth has not kept pace with housing prices for decades, but this gap has grown more rapidly in recent years. From 2015 to 2020, median job earnings in the region grew 14% — half the growth in home prices (28%) during this time. A worker earning the median annual wage of the most common jobs in the region (\$38,000) would need an additional \$35,000 in annual income to afford a typically priced home. Even households with two incomes often struggle to afford a quality home in the region.

#5. A HOUSING AFFORDABILITY GAP, GROWING OVER THE LONG TERM, HAS BEEN WORSENERD BY RECENT PANDEMIC-RELATED MARKET IMPACTS.

From 2015 to 2021, the median single-family home price grew 38% regionwide while in Essex and Hamilton counties that price increase was 47% and 58%, respectively. Pandemic-related impacts include higher demand for housing from

people migrating to the region, such as remote workers, retirees, and second-home buyers. In sum, these cohorts have driven housing prices dramatically higher in recent years, which has exacerbated affordability issues for the region’s workforce.

Median Single Family Sale Price and 2016 to 2021 Growth



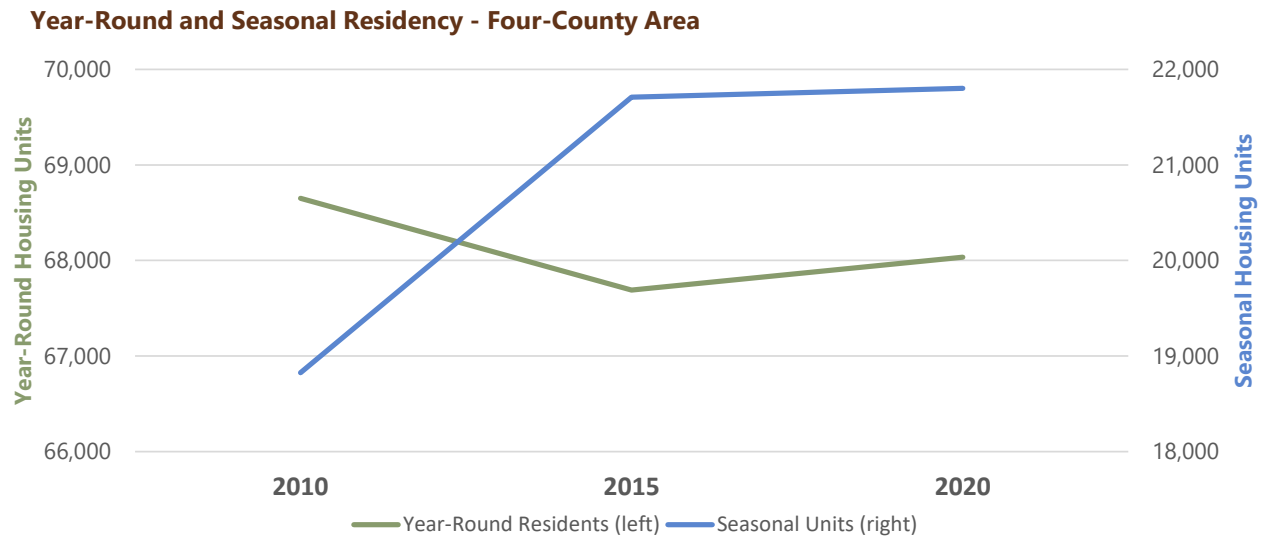
Source: Clinton, Essex, Franklin and Hamilton Counties

#6. A SUBSTANTIAL PORTION OF THE REGION'S HOUSING STOCK NEEDS REHABILITATION, PARTICULARLY HOUSING AT WORKFORCE-ATTAINABLE PRICE POINTS.

The median age of the region's housing is 55 years old and over 28% of the housing stock was built before 1940. The age of housing is contributing to quality issues. Over 400 households are living in substandard housing conditions and over 820 units are estimated to be obsolete and in need of replacement. This housing could potentially be rehabilitated and/or converted to meet housing needs but many of the owners of these properties lack the resources to invest in these properties.

#7. QUALITY RENTAL UNITS AT ATTAINABLE PRICE POINTS FOR LOCAL WORKERS AND HOUSEHOLDS ARE IN EXTREMELY SHORT SUPPLY.

Rental housing makes up a smaller share of the region's housing stock compared to the



Source: American Community Survey, Reports B25004, S1901

state, with less than 29% of the region's occupied housing being renter-occupied. Rental rates have risen over 24% from 2010 to 2020 due to the shortage of supply. Long-term rentals at attainable price points are very difficult to find throughout the region, particularly outside of major urban and employment centers. The lack of rental units has contributed to long commute times, overcrowded households, and many renter households spending a disproportionate share of income on their monthly rent.

#8. SEASONAL RESIDENTS AND VACATION HOME BUYERS HAVE ADDED MARKET PRESSURE AND ARE TIPPING THE BALANCE WITH YEAR-ROUND HOUSEHOLDS.

More than one in five housing units (22%) in the region are seasonal or recreational in nature (i.e., not occupied year-round). In Hamilton and Essex counties, this proportion is even higher at 81% and 30%, respectively. The decade from 2010 to 2020 saw the addition of approximately 2,300 seasonal/vacation home housing units

representing a 12.5% gain. Without intervention, these trends are likely to continue with seasonal and vacation homes becoming a growing share of the housing stock while the number of homes for the year-round population continues to stagnate or decline.

#9. SHORT-TERM RENTALS ARE NEGATIVELY IMPACTING HOUSING PRICES AND AVAILABILITY IN SELECT COMMUNITIES IN THE REGION.

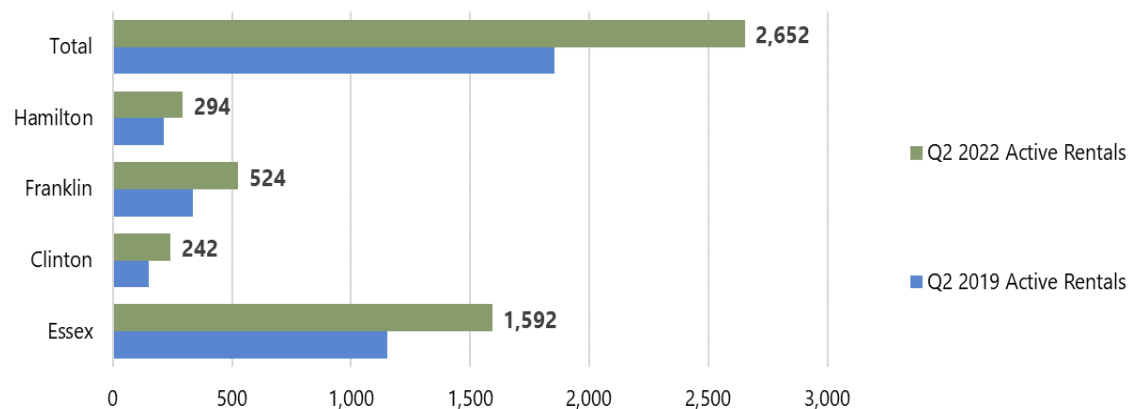
There are over 2,650 active short-term rentals in the region (nearly half of which are operated full-time as short-term rentals). The number of active short-term rental listings has grown by 43% over just three years from 2019 to 2022. While the impact of short-term rentals on local housing markets is complex and nuanced, these units are undoubtedly having a negative impact on the communities where they are highly concentrated. These units impact affordability for traditional housing by constraining the availability of long-term rentals as many would-be landlords opt for short-term rentals over long-term rentals due to the financial benefit.

#10. MANY HOUSEHOLDS THROUGHOUT THE REGION ARE STRUGGLING WITH HOUSING EXPENSES.

More than 15,700 households in the region, representing nearly one-quarter of all households, are cost-burdened. These households are spending more than a reasonable percentage (30%) of their income on housing expenses. More alarmingly, 10% are severely cost burdened spending more than 50% of their income on housing expenses. Many of these households must sacrifice other necessities

such as heat, food, healthcare, and childcare due to this burden. The high rates of cost burden in the region, particularly among renters and low-income households, are driven in large part by the ongoing workforce and affordable housing shortage.

Growth in Short Term Rental Listings by County (Q2 2019 vs. Q2 2022)

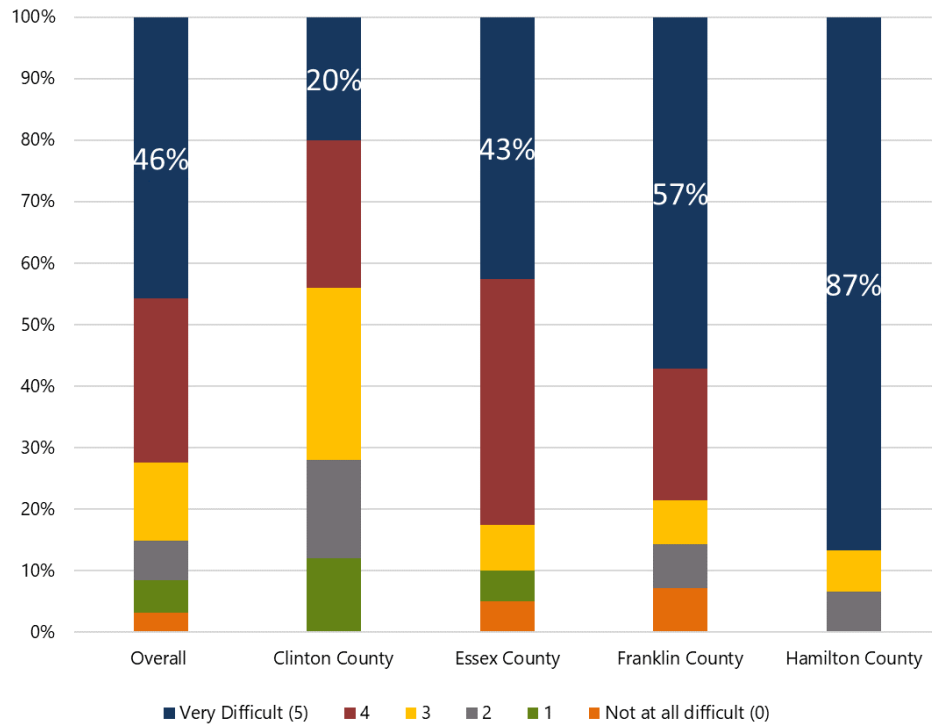


Source: AirDNA. Data current as of July 2022

#11. THE REGION HAS AN OLD AND AGING POPULATION WITH NOWHERE TO TRANSITION TO AS THEY AGE, WHICH REDUCES THE NUMBER OF HOMES AVAILABLE TO THE WORKFORCE.

Over the past decade, the share of senior households in the region rose significantly from 36% to 45% with the current median age standing at nearly 43 — well above New York State as a whole. Nearly 30% of seniors live alone — many in single-family homes. The lack of housing options for seniors to transition to, particularly in their home communities, is a major contributing factor to the lack of workforce housing. As seniors remain in their homes, housing turnover is reduced, and homes that would have otherwise been available to the workforce and their families are not.

Difficulty Level for Workers to Find Adequate Housing



#12. WORKERS AND THEIR FAMILIES ARE BEING PRICED OUT OF MANY EMPLOYMENT CENTERS, WHICH RESULTS IN LONGER COMMUTES OR RELOCATION OUT OF THE REGION.

Approximately 20% of those working in the region currently live elsewhere. Many workers commute long distances to work, including 23.9% of workers that commute more than 30 minutes each day. The proportion of non-local workers has risen over time due in large part to housing issues and the housing needs analysis estimates that 3,034 workers have been “displaced” out of the region due to the lack of available housing at attainable price points. As workers continue to be pushed out of major

employment and service centers because of housing affordability challenges these commute times and distances have grown, resulting in negative impacts on their quality of life and the environment, and challenges for local businesses.

#13. BUSINESSES HAVE STRUGGLED TO ATTRACT AND RETAIN EMPLOYERS DUE TO LOCAL HOUSING CHALLENGES – THREATENING FUTURE REGIONAL ECONOMIC GROWTH AND VITALITY.

The employer survey conducted for this study found that 46% of employers reported that it is “very difficult” for their workers to find adequate housing. Approximately 40% of employers also had at least one prospective employee decline a job offer in the past 12 months because they were unable to obtain housing. The lack of workforce housing is one of the most urgent economic development issues in the region, with many businesses unable to expand or relocate to the region as a result.

#14. THE REGION LACKS A SUFFICIENT WORKFORCE IN CONSTRUCTION, TRADES, AND HOUSING-RELATED JOBS THAT ARE NEEDED TO ADDRESS THE CURRENT WORKFORCE HOUSING CRISIS.

From 2011 to 2021, the number of carpenters and electricians in the region declined by approximately 25%. This trend is indicative of construction and housing-related workforce constraints throughout the region. The region needs substantial growth in its housing stock, but the skilled and unskilled workers needed to build this housing are largely absent. This challenge indicates a critical need for workforce training programs in the trades and other housing-related jobs (such as inspectors).

#15. INCREASING THE OVERALL REGIONAL SUPPLY OF WORKFORCE HOUSING IS NECESSARY, BUT THE REGION WILL NEED TO OVERCOME LAND AVAILABILITY AND DEVELOPABILITY CHALLENGES.

Nearly 50% of the region’s land area is located within the Adirondack Park or is protected New York State Forest Preserve or other state-restricted lands. Only 2.7% of the land is classified by the state as hamlet or moderate intensity, where development can occur at any meaningful scale. In addition to the unique regulations of Adirondack Park, the region is characterized largely by difficult terrain, dense forests, wetlands, and other areas that are difficult to develop for housing. Compounding developability issues is the widespread lack of water and sewer infrastructure in many community centers that prevent housing from being built at scale. The lack of quality building sites and developability challenges throughout the region is one of the primary drivers for the underproduction of housing and the current workforce housing shortage.

#16. REGULATORY CONSTRAINTS ON HOUSING DEVELOPMENT SUPPRESS NEW DEVELOPMENT AND REQUIRE RETHINKING AND CREATIVE APPROACHES.

Local zoning regulations throughout the region are serving as barriers to the creation of housing that is urgently needed in local communities. Among the regulations constraining the growth of new workforce housing are unreasonable density limitations, particularly in those places where infrastructure and services are located.

Many community centers are much lower density than they were historically and returning to denser development patterns will provide opportunities for workforce housing and enhanced community vitality.

Many communities also place heavy restrictions or prohibitions on multifamily housing types (duplex, triplex, condos, apartments, etc.) in community centers and residential areas where they should be allowed. Addressing these regulatory roadblocks will be difficult but necessary to grow the region's workforce housing supply.

#17. CREATING WORKFORCE HOUSING WILL REQUIRE PARTNERSHIPS AND NEW RESOURCES TO OVERCOME CONSTRUCTION COST LIMITATIONS ON AFFORDABILITY.

A new (fairly modest) 1,500-square-foot home would cost approximately \$375,000 to \$525,000 to build in the region, depending on the local context. Even at the low end of that price range, only approximately 14% of households in the region could afford to purchase a new construction home. Perhaps the most significant challenge to the creation of workforce housing in the region is the fact that new housing simply cannot be built at workforce-level price points, whether by a private or non-profit builder. The cost of land, site work, materials, and labor dictate a price point that is out of reach of those most in need of housing in the region.

Overcoming this financial gap (between cost and needed price points) will not only require new funding approaches and strategies, but a recognition that investing in quality housing for workers, families, seniors, and others in the region is an investment in the health, well-

being, and prosperity of the region's communities and residents.

Chapter II. Strategies and Implementation Tactics

INITIATIVE #1

Support and Grow the Capacity of Existing and Emerging North Country Housing Organizations

About This Initiative:

Land banks can be a powerful tool for addressing dilapidated housing and keeping rehabilitated units affordable. Land bank initiatives are already moving forward throughout the region with the potential to help provide new workforce housing.

Why Is It Important?

It is critical to support land banks in achieving their full potential to help address the region's workforce housing crisis. Existing non-profit housing organizations have also played an important role in rehabbing affordable homes in the community and partnering with land banks and further supporting their capacity will help contribute to housing solutions.

Strategy 1A

Identify and create dedicated and sustainable funding streams for county land banks.

As each of the counties pursues its own method of kickstarting funding for its land banks, this strategy will help ensure that there is consistent and sustainable funding that allows each organization to operate effectively. A reliable and meaningful source of funding will be key to maximizing the impact of the land banks.

Common funding approaches have included delinquent tax revolving funds (DTRF), which allow a land bank to borrow funds to pay off delinquent property taxes owed to the local governments, and in exchange, the land bank receives the right to enforce the tax liens and receive interest and penalties if they are paid back.

Land banks can also receive a portion of the property tax generated from a property

What Is a Land Bank?

Land banks in New York State are non-profit corporations governed as local public authorities that are "focused on the conversion of vacant, abandoned, and tax delinquent properties into productive uses. In essence, land banks acquire title to problem properties, eliminate the legal and financial barriers that render them unmarketable, and then transfer the property to new, responsible owners in a more predictable and deliberate manner consistent with community goals and priorities."

Land banks can obtain properties through the tax foreclosure process by exercising their "super bid" authority to jump in front of others at auction. They hold land tax-free, lease properties, and negotiate sales based on not only the highest bid but also community needs.

Source: New York State Land Banks, *New York Land Bank Association* (2017)

conveyed by a land bank for a set period. Local jurisdictions can also commit a percentage of delinquent property taxes to the land bank. The New York Land Bank Act includes a 5/50 tax recapture provision, which means land banks can enter into local agreements with taxing jurisdictions that will give that land bank 50% of the property taxes of a repurposed property for five years after the land bank sells to a third party.

Counties also can appropriate a portion of their sales tax revenues to create a sustainable funding source for land banks. Other sources include grants from philanthropic, public, and private sectors.

Implementation Tactics:

- Monitor the expenditures in the first year of the land bank's operation.
- Map out the desired evolution of the land bank over the next 3-5 years and the associated costs.
- Seek out the knowledge and experience of existing land banks across New York State.

Case Study: Houston, Texas

In Houston, Texas, the New Home Development Program (NHDP) was created by the City of Houston, the Houston Land Bank, and the Houston Community Land Trust.

This new program was created to address rising housing costs and historical racial disparities in homeownership. NHDP provides newly constructed, affordable homes to homebuyers with a household income of 80% or less of the area median income.

The program was the start of a Catalytic Land Cohort that is run by Grounded Solutions Network and the Center for Community Progress. These two non-profits support communities in exploring land collaborations.

Together, land banks and community land trusts can purchase property in any market and ensure that the property remains affordable for future homeowners.

[Additional Resources](#)

Strategy 1B

Formalize partnerships between the county land banks and the Adirondack Community Housing Trust.

The strength of land banks lies primarily in their ability to acquire property. While disposition is a critical part of the process,

partnerships are often the most effective in ensuring properties available through land banks go to households that are most in need and are available to the workforce in perpetuity.

The Adirondack Community Housing Trust is an established organization that covers a portion of the region within Adirondack Park. The organization is best positioned to work with new land banks on the disposition of housing properties to pre-qualified households and provide a structure for the long-term affordability of those properties.

Case Study: Albany, New York

The Albany County Land Bank (ACLB) and Albany Community Land Trust (ACLT) piloted a model partnership to address vacancy and abandonment and preserve housing affordability. For information:

[Additional Resources](#)

Implementation Tactics:

- Consider a Memorandum of Understanding (MOU) between land banks and Adirondack Community Housing Trust that establishes each organization's role, with the

understanding that these may evolve as land banks mature in the region.

- Promote the unique capabilities and value of the two organizations across the region.

Strategy 1C

Support and grow a sustainable funding stream for existing housing organizations like the Adirondack Community Housing Trust.

The Adirondack Community Housing Trust purchases and rehabilitates homes and provides them to the region's workforce at an attainable price and uses several techniques to ensure that these homes remain affordable in perpetuity. Securing a consistent funding mechanism will expand the Trust's capacity and support the preservation and production of workforce housing in the region.

Implementation Tactic:

- Pursue a sustained funding stream from state partners and other collaborators.

Strategy 1D

Enhance the ability of housing organizations to acquire property for future workforce housing development.

While tax foreclosures are typically the most common way for land banks to acquire property, providing additional acquisition opportunities will help increase the number of homes that can be put back into circulation.

This strategy will expand the potential of each land bank by not relying on tax foreclosures, which are inconsistently available and often carry political challenges. This strategy also applies to existing non-profit housing organizations that would benefit from more streamlined mechanisms to acquire properties.

Implementation Tactic:

- Ensure each relevant entity is legally able to (at a minimum)
 - purchase property
 - accept donations of property or homes

INITIATIVE #2

Re-Align Workforce Housing Zoning

About This Initiative:

This initiative focuses on modernizing and reforming local municipal land use regulations to better facilitate the creation of needed workforce housing. It includes strategies for encouraging municipalities to adopt appropriate local regulations and providing resources to assist communities in adopting or updating local zoning.

Why Is This a Regional Priority?

The alignment between land use regulations and desired housing development is critical. Current zoning regulations in many parts of the region do not allow for construction of workforce housing. Examples of existing restrictions that are stifling the creation of needed housing include unreasonable density restrictions in community centers and prohibitions on multifamily housing types in residential areas, among others.

Strategy 2A

Establish a model housing zoning guide with best practices for municipalities.

This guide would be tailored to certain types of communities, including (but not limited to) rural areas and hamlets. The guide should provide model language and recommendations for how municipalities can introduce and adopt modern zoning regulations. Uptake from municipalities will happen at different rates and ongoing conversations about zoning and its impact on communities will be needed.

One of the primary intentions of the guide is to help codify smart growth principles in local land use regulations. This includes increasing the density in community centers and allowing a greater variety of housing types, especially multifamily housing, in existing residential areas. Alternative housing options, including Accessory Dwelling Units (ADUs) and tiny

homes, should also be considered and encouraged.

Implementation Tactics:

- Enlist municipal or county leadership in compiling components of the guide, including ordinances, visuals, and other items.
- Seek opportunities to incorporate the guide into complimentary land use planning efforts, including comprehensive plans, Local Waterfront Revitalization Programs (LWRP), or Brownfield Opportunity Areas (BOA).
- Include a section on the fiscal, economic, and community quality benefits of adopting related ordinances to help gain buy-in from community leaders and members of the public.

Strategy 2B

Encourage local inclusionary zoning policies for workforce housing.

Inclusionary zoning policies typically require a certain number of housing units within a new development to be available to rent or buy at affordable workforce price points. The regulation typically has a threshold (e.g., only applies to projects creating 10 or more units of housing).

Density bonus provisions can also be adopted in conjunction with, or instead of, these types of policies to effectively incentivize the creation of affordable housing units.

Examples of these zoning policies should be included in the zoning guide referenced in Strategy 2A, including the types of communities for which certain policies and thresholds would be most appropriate.

Innovative approaches to inclusionary zoning policies should also be explored. This may include inclusionary zoning policies for major hotel/hospitality projects that will generate a need for workforce housing. The City of Portland, Maine, has pioneered this inclusionary zoning policy.

Implementation Tactics:

- Inventory and evaluate existing inclusionary zoning policies throughout the region to identify approaches that have and have not been effective in generating funds or housing units.
- Based on the inventory and analysis, incorporate best practices for inclusionary zoning into the model zoning ordinance.
- Identify national best practices and other emerging innovative inclusionary zoning policies.
- Explore in-lieu-of funding approaches for smaller development projects.

Strategy 2C

Provide resources and develop an incentive system to encourage municipalities to adopt model zoning ordinances.

For the guide to be effective, a meaningful incentive should be developed to encourage local municipalities to adopt the model zoning regulations.

The incentive could be tied to specific funding sources (e.g., grants that

municipalities are eligible for if they have adopted “workforce-friendly” zoning).

Since updating zoning is costly in time and resources, municipalities should seek new funding and technical assistance or reallocate it from existing funding.

Implementation Tactics:

- Collaborate with New York State to conceptualize a grant program that could work to specifically encourage the adoption of model ordinances.
- For any new funding sources and programs being developed, create a mechanism (such as eligibility requirements or scoring criteria) to prioritize giving resources to communities that have adopted “workforce housing-friendly” land use regulations.
- Publicly highlight and celebrate those communities that have successfully adopted model zoning ordinances and other regulations to promote workforce housing.
- Inventory housing, planning, and community development programs to identify existing resources (e.g., grants) that can be used to update zoning and share these with communities.

INITIATIVE #3

Build Local: Creating an “Ecosystem” for In-Region Modular (Off-Site) Construction and Workforce Training

About This Initiative:

This initiative is designed to create an effective model for developing more affordable modular housing units by building them off-site using student labor (in part) and local building materials, and then transporting units to site locations. Off-site construction would be completed by workers and students in workforce training programs to learn needed construction trades.

Why Is This a Regional Priority?

The workforce required to build, renovate, and maintain homes has experienced severe declines. At the same time, housing construction costs have increased substantially. Establishing a model for in-region housing construction combined with workforce training for housing-related trades has the potential to meaningfully address two of the most significant housing development constraints in the region.

Strategy 3A

Convene potential partners in a task force to discuss opportunities and challenges, and plan a strategic approach.

The success of this initiative will require significant collaboration between partners. Engaging partners early in the process will help ensure that a model is developed that will be feasible for all involved. A formal ongoing working group should be formed to implement this initiative given its complexity.

Implementation Tactics:

- Continue to build a coalition of supportive partners in the development of this initiative. This includes modular home builders, higher education institutions, private construction companies, wood products/lumber companies, funding agencies, economic development entities, and others.

Case Study: Buena Vista, Colorado

In Buena Vista, Colorado, Fading West Development opened a modular housing production facility to address rising housing and construction costs across the state. The facility can build two modular homes per day to create affordable housing options for the community. Fading West Development started building relationships with municipal leaders, economic development organizations, and higher education institutions to bring the project to life.

Municipal leaders across Colorado are working with Fading West Development to bring modular homes to their communities after visiting the new modular development in Buena Vista. With the increase in demand, Fading West Development partnered with Colorado Mountain College to build a second production facility and created a training program for construction industry students. These partnerships are the first step in solving the affordable housing crisis in the US.

[Additional Resource](#)

Strategy 3B

Conduct a feasibility study to determine potential housing models and locations.

The feasibility of developing modular housing is complicated by local, regional, statewide, and national macroeconomic factors.

A professional feasibility study will set the framework for what is possible by examining and recommending:

- Site location and availability
- Market demand
- Workforce availability
- Projected revenues and operating costs
- Price points for completed units
- Transportation to project sites
- And other similar considerations

The results of the feasibility study would help focus efforts and resources and serve as an effective tool for recruiting for-profit modular home builders.

Implementation Tactics:

- Coordinate across the region to find sites with potential for a modular housing manufacturer

based on the findings of the feasibility study.

- Develop marketing materials to make the case for this style of housing development.
- Identify potential funding sources or financial partners to assist in the project.

INITIATIVE #4

Support Workforce Housing Development Through the Adirondack Park Agency and Adirondack Park Agency Act

About this Initiative:

This initiative includes strategies to create new housing more effectively in Adirondack Park within the framework of existing state regulations and identify feasible opportunities to update state regulations to be more conducive to appropriate housing development.

Why Is This a Regional Priority?

Most of the region falls into the unique regulatory environment of New York's Adirondack Park. Within the park, the Adirondack Park Agency (APA) is charged with implementing the New York State (NYS) Adirondack Park Agency Act, the NYS Freshwater Wetlands Act, and the NYS Wild, Scenic and Recreational Rivers Act, as well as associated regulations.

There are opportunities to work within this regulatory framework to expand workforce housing. Additionally, statutory changes may induce further housing investments.

Strategy 4A

Prioritize workforce housing development in areas classified as hamlets.

Hamlet centers are generally the most appropriate places for new development in Adirondack Park since existing development, infrastructure, and services already exist in many of them.

To facilitate this growth, APA regulations are more permissive for new development in hamlets. It is important to encourage communities to focus on infill housing development and projects that will increase density in existing hamlet centers. Many hamlet centers are less dense than they were historically, but by returning to historic density levels they can provide the space for needed housing while also achieving other community economic development goals.

Implementation Tactics:

- Educate communities and developers about the APA's height thresholds in hamlets, which can often be misinterpreted.
- Identify housing development locations through local community planning processes.
- Encourage updates to local zoning regulations to allow increased density in hamlets (see also Strategy 2A).
- Prioritize infrastructure investments in hamlets by modifying scoring criteria for existing state infrastructure funding programs.

Strategy 4B

Explore a smart growth transfer of development rights density bonus program within the Adirondack Park.

A transfer of development rights (TDR) refers to “sending” development rights from one area to another “receiving” area that is better suited for development. It helps concentrate and incentivize development in appropriate places near community centers with necessary infrastructure and helps protect sensitive areas that are less suitable for development (while not removing the economic value of that property).

A TDR Density Bonus Program should be explored that:

- provides a significant density bonus meaningful enough to incentivize and encourage workforce housing development
- supports workforce housing projects within relatively close proximity to existing hamlets
- requires projects be served by adequate water and sewer infrastructure and meet environmental thresholds

- provides compensation to the “sending” property owner associated with the reduction in their property value from giving up development rights
- identifies specific eligible “sending” areas that will provide a necessary pool of potential property owners willing to send development rights elsewhere
- includes provisions for monitoring implementation success and adapting in the future as necessary

Implementation Tactics:

- Convene key Adirondack Park stakeholder groups to explore potential models that meet development and environmental objectives.
- Build a coalition of support among partners to propose and advocate for the program with the New York State Legislature, which will need to enact a state law to create it.
- Conduct an educational campaign throughout Adirondack Park to raise awareness of the program, which may include developing a brief brochure or guidebook and/or

conducting a public presentation or roundtable discussion(s).

Strategy 4C

Create a “branded” pre-approval program for workforce housing development projects for APA’s review and approval.

Long-standing perceptions of the APA’s review processes have historically limited housing development interest within Adirondack Park’s non-hamlet land use areas.

This strategy would encourage the pre-approval of workforce housing development projects before a developer gets involved with the project. It would encourage local municipalities, nonprofits, and other third parties to prepare project concepts, submit them to APA for review, navigate the approvals process, and secure official APA approval before a developer is involved.

With pre-approved projects in hand, private and nonprofit developers can then be more effectively recruited to build envisioned projects, without the risk of failing to secure APA approval.

Essentially, this allows projects to be packaged and marketed, which could also include other elements such as market analysis and feasibility testing or other due diligence and/or pre-development activities.

Implementation Tactics:

The APA currently allows third parties to do this with the permission of landowners. This strategy would take better advantage of this fact with the following actions.

- Develop a workforce housing pre-approval program branding.
- The APA should consistently and frequently promote and educate stakeholders and the public about this strategy (e.g., online resource guide, Local Government Day, etc.).
- Engage partners to assist with/incentivize this pre-approval approach (e.g., technical support partners to assist with applications.).
- Align eligible uses and favorable scoring with existing grant programs for planning and technical assistance (funds to identify priority and eligible sites, prepare project concepts, prepare

applications, manage APA process, etc.).

- Use grants and technical assistance to incentivize local communities to adopt the “model” workforce housing zoning (i.e., to be eligible for grants or free technical assistance the community would have had to adopt appropriate zoning regulations to encourage workforce housing in that community).
- In exchange for the value gained from these potentially free services, consider requiring that property owners commit to a future sale agreement with the recruited developer that would require all or a portion of the housing to be restricted to the workforce (e.g., either income or local employment restricted).

Strategy 4D

Encourage the development of appropriate workforce housing in moderate intensity zones.

In 2009, the NYS Legislature amended the Adirondack Park Agency Act to provide density bonuses for workforce housing in select moderate and low intensity zones.

Potential Housing Project APA Pre-Approval Process



No projects have yet been proposed that use this bonus provision. There is an opportunity to make this density bonus provision more effective in coordination with other strategies. Adjustments to this provision will require state legislative action as the existing regulation is codified in state law.

Implementation Tactics:

Potential adjustments to the incentive program to explore include:

- Increasing the density provided by the program for eligible projects.
- Creating a project funding stream from conservation easements on undeveloped portions (triggered by property size threshold).
- Aligning outside funding sources (e.g., grants) to prioritize funding for density zone projects.

Strategy 4E **Explore opportunities to support the use of accessory dwelling units (ADUs) in addressing workforce housing needs.**

This strategy recognizes that ADUs can have a role in meeting regional housing needs by increasing density where development already exists.

Opportunities should be explored to increase the supply of workforce housing through these types of units that are ancillary to existing structures, such as cabins and cottages, in-law/basement apartments, garage apartments, and other similar types of housing units.

There are many existing cabins, cottages, and similar structures throughout the region that could be repurposed to meet seasonal or year-round workforce housing needs.

APA regulations generally allow ADUs in hamlet zones but not others. This strategy would focus on opportunities to responsibly allow ADUs in moderate and low intensity zones.

New York State laws for Adirondack Park currently do not allow guest cottages that

are available to rent as an “accessory use.” This essentially means that ADUs are not allowed as a primary use the way other accessory uses are. A cabin or cottage on a single-family property would therefore be treated as a “principal” building for density purposes.

Implementation Tactics:

- The APA and other partners and stakeholders should explore opportunities to allow ADUs in appropriate places. The “community housing” definition and framework could potentially be updated to allow for ADUs in moderate and low intensity zones that are already considered suitable for increased density levels and could subject ADUs to the same income restrictions already in place.
- Ensure that local zoning regulations are in alignment in support of ADUs (see Strategy 2A).

INITIATIVE #5

Work Local, Live Local

About This Initiative:

This initiative proposes new approaches so that workers can obtain quality housing that meets their needs within a reasonable distance from their place of employment. This includes ensuring that a portion of new and existing housing is reserved for local workers as an alternative way for workers to achieve homeownership.

Why Is This a Regional Priority?

Many local workers commute excessively long distances due to a lack of suitable and affordable housing close to their places of employment. Often these workers cannot compete with second and vacation homebuyers, retiree homebuyers and, in some places, short-term rental investors.

Targeted initiatives are needed to set aside and encourage development of housing units that meet the needs of local workers so they can live reasonably close to their place of work if desired.

Strategy 5A

Require that a portion of housing created with public funding/ incentives be dedicated for local workers.

It is important to include mechanisms to ensure that a substantial portion of new housing developed with public funding and incentives is restricted for workforce households in perpetuity. This may include income restrictions (e.g., restricted by percent of median area income per HUD definitions) or more innovative approaches such as restricting units to those who work in a defined area (such as a county or multi-county region or within Adirondack Park, etc.).

Implementation Tactics:

- Inventory existing public funding sources and incentives for housing and identify workforce-level gaps. Use the results of this inventory to advocate for changes to existing programs (e.g., existing state funding sources for housing).

- Explore opportunities to focus on workforce housing needs for new funding sources, programs, and incentives by adopting location of employment requirements rather than income requirements.
- Ensure that middle-income workforce households are within the eligibility parameters for any new funding sources, programs, and incentives that adopt income limitations.

Strategy 5B

Create alternative pathways to homeownership for the region's workforce.

Traditional homeownership pathways are not currently meeting the needs of workers that are struggling to compete against out-of-region homebuyers, many of whom can make cash offers, waive inspections, and generally bid higher for homes.

More innovative approaches are needed to create paths to homeownership for local

workers. Specific approaches may include supporting housing co-ops, rent-to-own programs, and/or first-time or non-first-time homebuyer resources.

Implementation Tactics:

- Support current housing co-op efforts in the region and use completed co-op projects as model case studies. Conduct educational sessions on lessons learned and adaptability.
- Explore partnership opportunities to establish a pilot rent-to-own development project, including engaging nonprofit and developer partners.
- Look for opportunities to incorporate these alternatives into discussions with residential developers and consider offering incentives to developers for employing innovative approaches such as rent-to-own options.

Strategy 5C

Support the use of deed restrictions to create a permanent supply of workforce housing.

ADK Living has a current initiative for an

innovative deed restriction program based on the program developed in Vail, Colorado (“Vail InDeed”).

Deed restriction approaches such as this have the potential to be effective tools that help address the need for workforce housing. The current initiative and other deed restriction approaches should be supported and continuously evaluated for opportunities to improve and scale up throughout the region.

It is also important for these programs to identify sustainable sources of funding that can be used by municipalities (or others) to purchase deed restrictions from willing property owners.

Implementation Tactics:

- Collect and communicate “lessons learned” regularly.
- Evaluate the effectiveness of programs by comparing the benefit-cost ratio of deed restriction programs with other approaches.
- Among other funding priorities, consider providing annual funding to deed restriction programs through the county housing trust funds proposed in Strategy 10A, and continue to monitor success.

INITIATIVE #6

Transition Housing from Retired Workers to Current Workers

About This Initiative:

This strategy will help ensure a multitude of options are available to both meet the needs of seniors (and other retirees and empty nesters) and increase the availability of homes for members of the workforce and their families.

Why Is This a Regional Priority?

As the population continues to age in the Adirondacks, senior housing is an important part of ensuring adequate turnover within the local housing inventory so that existing units become available to new families. Many seniors wish to age in place as long as they can and this preference will be respected. However, many would be willing to transition to other types of housing situations and types within their existing community if they were available.

Strategy 6A

Support the development of a variety of senior housing types.

The region does not currently have enough dedicated senior housing capacity to meet the needs, and few housing options align with the needs and preferences of seniors and “empty nesters.” These needs include apartments in walkable community centers, townhouses, condominiums, and other options that allow senior households to downsize and/or reduce the amount of home maintenance required, which may also help lower housing expenses.

Efforts are needed to support the development of housing options across the “continuum of care” to support the region’s aging population, from independent living to long-term nursing care options.

Other types of housing needed for active seniors should be encouraged, which may

include clustered cottages (single-story), quality apartments, and others.

Implementation Tactics:

- Conduct a site selection assessment for senior care facilities to identify potential locations in appropriate community centers near services and health care facilities.
- Conduct market feasibility research to demonstrate the market demand and viability of senior housing development(s).
- Work with partners to conduct outreach to senior housing providers and developers.
- Consider the needs of empty nesters and seniors in local zoning updates (see Strategy 2A) to ensure that a variety of housing types desired by these households are allowed.

Strategy 6B

Facilitate the adaptation of existing homes and properties into shared housing for seniors.

Many seniors are living in larger-than-needed single-family homes, which could be better used by providing workforce housing. By creating new opportunities for seniors to live together if they desire, a portion of the underutilized housing stock can be made available to the workforce.

Several models would be appropriate to implement, including home sharing/roommates or “board and care” models, which are similar but also provide supportive care. In this model, rooms may be private or shared. Residents receive personal care and meals and have staff available.

For active seniors living independently, facilitating roommate connections can be effective (see Strategy 7E).

Implementation Tactics:

- Create a how-to resource guide on the process for establishing a board and care facility, including licensing and training requirements.

- Build a coalition of partners to implement a model board and care project that can serve as a regional example. Consider partnerships with emerging land banks to acquire a suitable single-family home with sufficient space and bedrooms.
- Conduct educational outreach to seniors about new housing opportunities as they become available.
- Create a system for seniors to connect with each other regarding potential roommate situations. This can be a formal program (see Strategy 7E) or something more informal such as a “speed-dating”-style meet-up.

Strategy 6C

Facilitate matchmaking for senior homeowners who want to sell to locals.

There are existing homeowners throughout the region who strongly prefer to sell to households that will be permanent year-round residents rather than to those who will use the home as a vacation home or short-term rental.

Potential sellers with this preference can be connected with appropriate eligible homebuyers by establishing an online matchmaking portal, developing a screening system, creating a mechanism to ensure housing is not changed to seasonal after the sale, and other methods. A financial incentive program could also be established to help cover the “gap” between the affordable sale price to a purchaser and the market value of the property if sold as a vacation home.

Implementation Tactics:

- Create an online matchmaking portal to connect homebuyers with home sellers.
- Develop a basic screening system where homebuyers can create a profile and brief “application.”
- Develop a mechanism to ensure housing is not changed to seasonal after the sale, such as a deed restriction.
- Explore a financial incentive for home sellers to help make up the difference between market price and an attainable price point for a workforce household to allow homes to be more affordable.

INITIATIVE #7

Rebalance the Region's Housing by Creating More Long-Term Rentals

About This Initiative

It is important to strike the appropriate balance between supporting tourism and accommodating visitors through short-term rentals with the need for long-term rentals for local workers and residents. This initiative includes strategies to encourage and incentivize the provision of long-term rental units.

Why Is This a Regional Priority?

Rapid growth in housing being used for short-term rentals has added pressure to the housing market throughout the region. Increasingly landlords have opted for short-term rentals instead of long-term rentals because of the financial benefit. At the same time, many long-term rental landlords have experienced growing challenges dealing with tenant issues.

Strategy 7A

Establish a low-interest revolving loan fund (RLF) that helps renovate mixed-use properties in hamlets.

A low-interest RLF will target second and third stories of mixed-use properties in hamlets, which are typically long-term rental units. The program will be modeled after the LCLGRP's existing commercial RLF, which provides short-term, low-cost financing for projects.

Implementation Tactics:

- Continue conversations with potential funding sources and use data from this plan to make the case for a funding gap.

- Once funding is obtained, work with property owners to renovate residential units, and restrict funding for use on long-term rental/year-round ownership units.

Strategy 7B

Encourage local communities to adopt short-term rental (STR) registration programs to ensure health and safety and to explore regulatory options if STRs are found to be adversely impacting local workforce housing availability and affordability.

At a minimum, a registration program is a good first step for municipalities with high growth and/or high concentrations of STRs. A registration program will help communities better understand the

potential impacts of STRs and will also help municipalities ensure that minimum health and safety standards are being adhered to by requiring the submission of certain documents, such as evidence of septic system capacity.

Communities that are experiencing significant growth and perceived adverse impacts from STRs should explore regulatory options. An exploration and visioning process should include soliciting input from a broad cross-section of stakeholders through a transparent and meaningful public engagement process. A spectrum of regulatory options should be considered as part of this community discussion before arriving at a decision about the future of short-term rentals in an area.

Potential regulatory approaches include (but are not limited to):

- Limiting the number of rental days per year
- Limiting the overall number of STRs within a community or specific area (cap or quota system)
- Limiting the number of STRs that an individual or other entity can own in one area
- Requiring that the STR be the primary residence of the owner

- Require that STRs be “hosted” with the owner on-site during the rental period

The specific regulatory approach, if deemed necessary, would be unique to an individual community and should reflect broad public input and the need to balance tourism and other economic considerations with the need to provide additional workforce housing.

Implementation Tactics:

- Identify successful STR registration programs that can be used as models for communities to adapt and adopt.
- Conduct public listening sessions regarding STRs in communities with significant growth or concentrations of STRs. Collect input about public perceptions of STRs as part of community planning processes.
- Conduct public meetings and outreach beyond the minimum legally required when considering the adoption of STR regulations.
- Provide objective information on the positives and negatives of STRs.

Strategy 7C

Establish a “rent to locals” program.

This type of program would help incentivize the creation of long-term rentals and the conversion of STRs to long-term rentals. These types of programs, while relatively new, have proven effective in places where STRs have negatively impacted local housing markets.

A rent-to-locals program would provide a financial incentive to property owners to sign long-term leases with local renters (typically with a rent cap and/or income-qualified renter). The program should be designed to include workforce and middle-income households and not just renters at the lower-income end of the spectrum.

The program would have a minimum leasing period (e.g., 6 months) to qualify. It should also establish eligibility criteria based on the location of employment (e.g., located within the county) and set a minimum work requirement (e.g., 20 hours per week).

Implementation Tactics:

- Consider existing program service providers such as Landing Locals, a nonprofit organization that has

established “to Locals” programs for several tourism-based communities experiencing high concentrations of short-term rentals.

- Identify an interested county or municipality and facilitate the creation of a pilot program.
- Convene stakeholders and conduct public engagement to help establish eligibility criteria.
- Create a tenant vetting procedure as an additional incentive for property owners to participate in the program.
- Prepare a financial analysis and establish criteria for the size of grant awards.
- Apply for grant funding for the pilot program and provide local/county matching funds. Seek sustainable funding streams, including through the proposed county Housing Trust Funds, to sustain and scale-up the program.

Strategy 7D

Require that rental housing created with public funding or incentives be available as long-term rentals.

This strategy is cross-cutting with other strategies and programs to require that any new rental housing that is incentivized, funded, or otherwise created with public resources not be used as short-term rentals.

Case Study: Summit County, Colorado

Summit County and the Town of Breckenridge partnered to launch and fund a “lease to locals” incentive program. The program gives property owners cash incentives to convert their short-term rentals into seasonal or long-term rentals.

As of September 1, 2022, Summit County has paid property owners \$864,000 in incentives and housed 149 locals. It is a five-step process:

1. Verify property qualifications
2. Identify local, working tenants
3. Tenants sign 6- or 12+- month leases
4. Property owners complete program applications
5. Ensure compliance by the homeowner and tenant

[Additional Resources](#)

Implementation Tactic:

- Review any proposed funding source or incentive to ensure requirements are in place for minimum leasing periods so units are available to the workforce rather than visitors.

Strategy 7E

Create a North Country home-sharing program for long-term rentals.

A home-sharing program helps link current resident “hosts” who have extra private spaces in their homes with appropriate “guests.” Many individuals in the region live alone in homes with unused bedrooms and spaces such as accessory dwelling units (e.g., in-law apartments, garage apartments, etc.) that could be used to help meet current housing needs while also providing a source of income for these individuals.

Home sharing is also an effective strategy to address senior housing needs by providing opportunities for seniors to room together. Similarly, “board and care” housing models, where supportive care is provided, could help meet the need for

more senior housing options (see Strategy 6B).

A formal home-sharing program would screen and match those looking for housing with people interested in sharing their home. This includes conducting background checks, checking references, conducting interviews, and making introductions and connections.

Implementation Tactics:

- Focus on a small-scale pilot program that can be scaled up to the county or regional level.
- Convene existing housing organizations and stakeholders to explore partnership opportunities and interest/capacity for administering a program. Explore third-party operators active in other communities and regions that may be able to take on administrative functions.
- Seek grant and other funding for a pilot program.
- Promote the program widely and highlight real success stories of hosts and guests.

Case Study: HomeShare Vermont



HomeShare Vermont is an existing regional program operated as a nonprofit. The program provides a system for matching homeowners with roommates in exchange for rent, help around the home, or a combination of the two.

The process includes an application, background and reference checks, an interview, match search, match introduction, trial match, match agreement, and match care and ongoing support. Applicants pay a reasonable match fee and only if a successful match is made.

[Additional Resources](#)

INITIATIVE #8

Engage Employers in Regional Housing Solutions

About This Initiative:

This initiative seeks to engage and support employers of all sizes in developing solutions to workforce housing issues, including providing technical support for employer-led housing programs and leveraging the resources of major employers to implement workforce housing projects.

Why Is This a Regional Priority?

While the public and non-profit sectors have a role to play in advancing housing projects, the engagement of major employers who have a stake in the economic success of the region is also a key component of workforce housing development.

Some employers have already begun to explore or execute their own housing-related initiatives and regional collaboration will help scale up their efforts.

Strategy 8A

Provide technical assistance to major employers to help implement workforce housing projects.

Numerous major public, private, and nonprofit employers in the region are facing critical workforce issues due to housing scarcity and are interested in being part of meaningful solutions. However, employer-led housing initiatives and programs can be complicated, particularly for employers venturing into the housing realm for the first time.

Technical assistance resources for employers with housing programs are needed to better educate and facilitate employer action on workforce housing. In addition to professional guidance, funding resources should also be explored to assist and incentivize employers to help address housing challenges for their workers.

Case Study: Bar Harbor, Maine

Bar Harbor is experiencing a housing crisis due to many long-term rentals being converted into short-term vacation rentals. This change has severely impacted the workforce community and the ability of local companies to recruit new employees and retain current ones.

As a solution, Jackson Laboratory (JAX) built a 24-unit workforce housing apartment complex within walking distance of their lab. The apartments have a fixed rental rate and residents are chosen based on a lottery system.

JAX is working with state and federal agencies to build housing partnerships for future developments, including Acadia National Park, Island Housing Trust, and higher education institutions.

[Additional Resources](#)

Implementation Tactics:

- Establish a “matchmaker” role between employers with land/resources and housing developer partners.

- Encourage major employers to work together to co-sponsor housing projects to achieve economies of scale (e.g., contributing funding in return for a percentage of units reserved for workers).
- Explore incentivizing major employers to directly address workforce housing issues (e.g., make infrastructure improvements on a property to support housing development).

Strategy 8B

Provide guidance to private employers in establishing individual Employer-Assisted Housing programs.

Small and mid-size employers can also have a role to play in regional housing solutions. Employer-Assisted Housing (EAH) programs can run the gamut in terms of resources and effort. They can, at a minimum, provide educational resources about housing options and programs to employees. Other potential programs include down payment assistance, rental assistance, and more.

Implementation Tactics:

- Create a simple user-friendly guidebook on EAH programs with a focus on North Country and New York State case studies.
- As part of the guidebook, identify the benefits and costs of different program types with a focus on making the case for employer involvement.
- Promote EAH programs at existing events and conferences, including sessions where employers that have adopted programs can share their experiences and lessons learned.
- Conduct a regional training workshop(s) with an EAH program expert that can provide direct training to invited employers.

Strategy 8C

Explore funding opportunities to help support Employer-Assisted Housing programs.

EAH programs can be a great opportunity to leverage public funds to support public housing. That is, public funds and incentives can help induce additional

spending and investment by businesses in workforce housing.

An example of this may include matching the funds an employer is offering an employee as part of a down payment assistance program. As new funding sources and programs are considered, EAH programs should be allocated a portion of resources.

Implementation Tactics:

- Allocate available funds in proposed county housing trust funds (see Strategy 10A) to EAH programs.
- Pursue grants to assist with employer education and training, including preparation of the guidebook and training workshops.
- Train the proposed housing planner (Strategy 10B) on EAH programs and include providing technical assistance to employers as one of their roles.

INITIATIVE #9

Stabilize, Rehabilitate, and Modernize Existing Housing

About This Initiative:

This initiative focuses on ways to meet current and future workforce housing needs by better utilizing existing stock.

Why Is This a Regional Priority?

There is a need and an opportunity to better utilize the existing housing stock throughout the region to meet workforce housing needs. There are many properties that are underutilized, dated, in disrepair, and otherwise in need of rehabilitation.

The desire to fix up existing properties in the region, whether to age in place or to address the needs of an aging housing stock, was strong throughout the community engagement process.

Encouraging rehabilitation of the existing housing stock helps keep properties from falling into disrepair. Better use of existing housing is also imperative given the high costs of building new housing.

Strategy 9A

Use the proposed revolving loan fund (see Strategy 7D) to establish a regional rehabilitation program for rentals and owner-occupied units.

Community feedback received in all four counties demonstrated a high demand for owners or renters to rehabilitate existing properties that are falling into disrepair. Developing a designated funding stream and administration plan for monies that can be used to fix up properties will help maintain and better utilize the region's existing housing inventory.

Implementation Tactics:

- Identify eligible uses of loan funds based on regional priorities.
- Allocate dedicated funding for both rental/landlord and owner-occupied applicants and uses.

Strategy 9B

Conduct an educational campaign about the resources currently available to repair and improve the existing housing stock.

Resources and programs already exist to assist property owners with improving the region's existing housing stock. However, many of these programs are relatively unknown, particularly among owners of residential properties who would most benefit from them.

New approaches should be taken to educate property owners and connect them with available resources. This may include providing ways to help property owners apply to these programs, such as through technical assistance.

Implementation Tactics:

- Create a North Country-branded resource guide that includes a simple overview of available grants,

loans, and other programs for property owners. While much of this information is publicly available, consolidating it into a single user-friendly resource document will add great value.

- Create a companion website or web page with direct links to these resources.
- Update the resource guide and website at least once per year.

Strategy 9C

Improve code enforcement.

Code enforcement is a necessary component of addressing substandard housing conditions. In many communities, there is a need for improved approaches to code enforcement, which may require additional resources and training.

Code enforcement efforts should be focused on helping property owners address property deficiencies (i.e., the “cooperative compliance model of code enforcement), which includes educating property owners about available resources to assist (see Strategy 9B) and providing adequate time to address deficiencies.

Implementation Tactics:

- Advocate for state grant funding resources to support code enforcement programs at the local level with a focus on rural towns and villages.
- Encourage municipalities to adopt proactive code inspection models for earlier identification of violations and the reduction of complaints over time. Proactive models also benefit renters who may not be familiar with or comfortable using the complaint system.
- Help municipalities understand the benefits of the cooperative compliance model of code enforcement and make sure code enforcement officials have access to the North Country housing resource guide proposed in Strategy 9B.
- Facilitate partnerships between code enforcement personnel and non-profit housing organizations to prevent the displacement of residents and provide other housing services.

INITIATIVE #10

Establish a Framework for Long-Term Success

About This Initiative:

This initiative includes methods that will increase the ability of counties, municipalities, organizations, and other partners to implement housing solutions, including new funding strategies for workforce housing, building professional capacity, creating partnerships, building implementation accountability, and monitoring success.

Why Is This a Regional Priority?

There is a significant gap in the financial resources available to adequately address the current workforce housing crisis in the North Country. Existing resources are either focused on low-income households and/or are too overly burdensome to be effective. Additionally, while there are many organizations and individuals working tirelessly on the region's housing issues, additional professional capacity is needed given the magnitude and complexity of the challenges being experienced throughout the region.

Strategy 10A

Prioritize infrastructure funding that will support workforce housing development.

Water and wastewater infrastructure is urgently needed throughout the region to support workforce housing development, particularly in existing community centers where denser forms of development and housing would be appropriate and are needed.

Many communities in the region often do not score competitively for infrastructure grants to support water and wastewater infrastructure projects. Scoring criteria for state grant programs should be re-evaluated and adjusted to prioritize infrastructure projects in the region —, particularly within Adirondack Park, which the state has recognized for its unique ecological importance and should, therefore, prioritize for investments to protect water quality.

Implementation Tactics:

- Build a coalition to advocate at the state level for more resources dedicated to supporting infrastructure investments in the North Country and specifically within the Adirondack Park.
- Demonstrate the economic and ecological benefits of these investments to help make the case for more targeted infrastructure investment in local communities to support workforce housing development while protecting water quality.

Strategy 10B

Facilitate the creation of community housing funds for each county and explore sustainable funding streams.

Given the severity of the workforce housing crisis in each county, it is recommended that each has a dedicated

fund to support the most pressing housing issues in each community.

A **community housing fund** would be established to receive ongoing dedicated sources of public funding to support the preservation and production of workforce housing. Each county would have the flexibility to determine the types of projects and programs funded. Potential uses of funds include (but are not limited to):

- Gap funding (grants or low-interest loans) to developers building affordable/workforce housing to make projects feasible
- Loans/grants to incentivize/support the use of accessory dwelling units
- Funds to purchase deed restrictions
- Matching funds for employers establishing employee-assisted housing programs
- Grants for housing rehabilitation
- Funding a rent-to-locals program

Implementation Tactics:

- Identify sources of reliable, sustainable annual funding. Examples may include general budget appropriation, a dedicated

percentage of sales tax revenue, and others.

- Within each county, create a housing trust fund campaign with a

Case Study: Tompkins County, New York

In New York State, Tompkins County established a community housing development fund to support development or rehabilitation of permanently affordable housing units. The program was initially funded by regular contributions from Tompkins County, the City of Ithaca, and Cornell University.

The program later partnered with the Tompkins County Industrial Development Agency (IDA), which required developers receiving incentives from the IDA to make 20% of their housing units affordable or contribute \$5,000 to the fund for each new non-affordable unit.

[Additional Resources](#)

Case Study: Burlington, Vermont

Burlington established a housing trust fund that provides grants and loans for affordable housing. Among its revenue sources are proceeds from a city tax on short term rentals. In 2023, it awarded over \$722,000 in funding.

core group that can build support and undertake an effort to create and develop the fund.

- Develop a community housing fund proposal that will provide the framework for the law, including how the funds will be used.
- Determine a preferred administration model which may include a county or nonprofit model.

[Strategy 10C](#)

Establish a regional housing planner position.

While partnerships and leveraging the capacity of existing organizations will be critical in addressing the region's workforce housing needs, the scale of activities needing to be undertaken to make meaningful progress will require dedicated professional capacity.

The tasks this position may be responsible for include:

- technical assistance to local communities (zoning)
- liaison between communities, property owners, employers, and housing developers

- liaison between communities, developers, and the APA (and technical assistance with APA processes including project approvals and map amendments)
- grant writing
- coordination among regional housing efforts and partners
- assistance in identifying housing development sites

While grant funding may be used initially to create the position, a sustainable, ongoing funding source should be identified to ensure the continuing tenure and effectiveness of the housing planner.

Implementation Tactic:

- Explore start-up and long-term funding options for placement of the position within the LCLGRPB office.

Strategy 10D

Publish an annual regional housing indicators report.

It is critical to continue to monitor the regional housing situation to understand the effectiveness of new strategies and programs but also to identify new or growing housing issues that should be

addressed before they reach unmanageable levels.

An annual indicators report would track changes over time to help guide future implementation efforts and resource allocation. The indicators report may be most effective as an online data dashboard, providing easy access and visualization of trends over time — both positive and negative. The report could potentially coincide with an annual housing summit to discuss salient topics across the region.

Implementation Tactics:

- Assign the implementation task force with identifying key metrics and indicators to monitor on an annual basis.
- The implementation task force should work with the proposed regional housing planner and other stakeholders to create the annual report by the end of each year (accounting for data availability).
- Publicize the results annually, including both successes and improvements, as well as indicators trending in the wrong direction that need further attention and action.
- Invite communities and stakeholders to share housing

success stories from around the region as part of the annual report.

Additional implementation considerations

The LCLGRP will continue to advance the strategies in this plan with the continued support of regional housing partners.

New York State Housing Compact

Governor Hochul described the New York Housing Compact in her 2023 State of the State address as “... a comprehensive, multi-pronged strategy [that] includes local participation requirements and incentives to achieve housing growth ...”

As indicated in the initial announcement, North Country municipalities will be required to grow their housing stock by 1% every three years. To encourage the development of affordable housing, affordable units will carry extra weight in calculating the local totals over the three years.

The New York Housing Compact includes a \$250 million Infrastructure Fund and a \$20 million Planning Fund to support new housing production. The plan also supports a new Housing Planning Office within the New York State Homes and Community Renewal agency.

Should communities not meet the targets in a three-year period, a new State Housing Approval Board may fast-track proposed housing developments that meet affordability criteria, even if they don't conform with existing zoning.

There are many unknowns about the Governor's New York Housing Compact and its legality throughout the state. While additional funding from the state and a focus on addressing its serious workforce housing gap in a positive, the North Country cannot wait to act on this plan.

Advocating for policies that are appropriate for the scale and size of the North Country market is something economic development and housing organizations already take a strong role in and they should continue with targeted messaging using the data from this report.

Based on community feedback throughout the region and the data analysis, the biggest needs from the state include but are not limited to:

- Funding streams or match programs for workforce housing development (80-120% of the Area Median Income)

- Mortgage assistance for households at 120% of the Area Median Income and not just first-time homebuyers.
- Allowing lodging taxes to be allocated for year-round/workforce housing development.

Chapter III. Action Plan Matrix

The following pages contain the Action Plan Matrix for the LCLGRP Housing Strategy. This is intended to be a management tool to monitor and advance the strategies that are discussed in the Findings and Strategy – Chapter II. Below is an example of how the Action Plan Matrix is presented on the following pages.

Initiative #1 Support and Grow the Capacity of Existing and Emerging North Country Housing Organizations				
#	Strategy	Implementation Tactics	Partners	Resources / Priority
<i>Reference number for the strategy</i>	<i>This is the primary action that will be advanced to contribute to the overall plan.</i>	<i>This section includes intended next steps for the strategy.</i>	<p> <i>This section includes the entities that will lead or partner to advance a strategy.</i> </p> <p> <i>Note that “Regional Housing Partners” refers to a broad list of stakeholders that are included at the end of the matrix.</i> </p>	<p> Resource Scale \$ Minimal new resources needed \$\$ Some new investments, staff time, or resources are needed \$\$\$ Significant new investments, staff, or additional resources are needed </p> <p> Priority Scale </p> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="background-color: #e67e22; color: white; padding: 5px; margin: 2px;">IMMEDIATE</div> <div style="background-color: #f1c40f; color: black; padding: 5px; margin: 2px;">HIGH</div> <div style="background-color: #9b59b6; color: white; padding: 5px; margin: 2px;">MEDIUM</div> </div>

Initiative #1

Support and Grow Capacity of Existing and Emerging North Country Housing Organizations

#	Strategy	Implementation Tactics	Partners	Priority
1A.	Identify and create dedicated and sustainable funding streams for county land banks.	<ul style="list-style-type: none"> Monitor the expenditures in the first year of the land bank's operation. Map out the desired evolution of the land bank over the next 3-5 years and the associated costs. Seek out the knowledge and experience of existing land banks across New York State. 	<p>Land Banks in Franklin, Essex and Clinton County</p> <p>Empire State Development</p> <p>County Board of Supervisors / Legislature</p>	<p>\$\$\$</p> <p>HIGH</p>
1B.	Formalize partnerships between the county land banks and the Adirondack Community Housing Trust.	<ul style="list-style-type: none"> Consider a Memorandum of Understanding (MOU) between land banks and Adirondack Community Housing Trust that establishes each organization's role, with the understanding that these may evolve as land banks mature in the region. Promote the unique capabilities and value of the two organizations across the region. 	<p>Land Banks in Franklin, Essex and Clinton County</p> <p>Adirondack Community Housing Trust</p>	<p>\$</p> <p>IMMEDIATE</p>

<p>1C. Support and grow a sustainable funding stream for existing housing organizations like the Adirondack Community Housing Trust.</p>	<ul style="list-style-type: none"> Pursue a sustained funding stream from state partners and other collaborators. 	<p>Adirondack Community Housing Trust State of New York</p>	<p>\$\$\$</p> <p>IMMEDIATE</p>
<p>1D. Enhance the ability of housing organizations to acquire property for future workforce housing development.</p>	<ul style="list-style-type: none"> Ensure each relevant entity is legally able to (at a minimum) purchase property & accept donations of property or homes. 	<p>Land Banks in Franklin, Essex and Clinton County Adirondack Community Housing Trust</p>	<p>\$</p> <p>IMMEDIATE</p>

Initiative #2
Re-align Workforce Housing Zoning

#	Strategy	Implementation Tactics	Partners	Priority
2A.	<p>Establish a model housing zoning guide with best practices for municipalities.</p>	<ul style="list-style-type: none"> Enlist municipal or county leadership in compiling components of the guide, including ordinances, visuals, and other items. Seek opportunities to incorporate the guide into complimentary land use planning efforts, including comprehensive plans, Local Waterfront Revitalization Programs (LWRP), or Brownfield Opportunity Areas (BOA). Include a section on the fiscal, economic, and community quality benefits of adopting related ordinances to help gain buy-in from community leaders and members of the public. 	<p>LCLGRP Local municipalities Adirondack Park Agency Local realtors Regional Housing Partners</p>	<p>\$\$</p> <p>HIGH</p>
2B.	<p>Encourage local inclusionary zoning policies for workforce housing.</p>	<ul style="list-style-type: none"> Inventory and evaluate existing inclusionary zoning policies throughout the region to identify approaches that have and have not been effective in generating funds or units. Based on the inventory and analysis, identify best practices for inclusionary zoning into the model zoning ordinance. 	<p>LCLGRP Local municipalities Local planners and code enforcement</p>	<p>\$</p> <p>HIGH</p>

	<ul style="list-style-type: none"> Identify national best practices and other emerging innovative inclusionary zoning policies. Explore in-lieu funding approaches for smaller development projects 		
<p>2C. Provide resources and develop an incentive system to encourage municipalities to adopt model zoning ordinances.</p>	<ul style="list-style-type: none"> Collaborate with New York State to conceptualize a grant program that could work to specifically encourage the adoption of model ordinances. For any new funding sources and programs being developed, create a mechanism (such as eligibility requirements or scoring criteria) to prioritize resources to communities that have adopted “workforce housing-friendly” land use regulations. Publicly highlight and celebrate those communities that have successfully adopted model zoning ordinances and other regulations to promote workforce housing. Inventory existing housing, planning, and community development programs to identify existing resources (e.g., grants) that can be used to update zoning and share these with communities. 	<p>Local municipalities</p> <p>Local planners and code enforcement</p> <p>Local realtors</p> <p>Regional Housing Partners</p>	<p>\$</p> <p>MEDIUM</p>

Initiative #3

Build Local: Creating an “Ecosystem” for In-Region Modular (Off-Site) Construction and Workforce Training

#	Strategy	Implementation Tactics	Partners	Priority
3A.	<p>Convene potential partners in a task force to discuss opportunities, and challenges, and plan a strategic approach.</p>	<ul style="list-style-type: none"> Continue to build a coalition of supportive partners in the development of this initiative. 	<p>Adirondack Park Agency</p> <p>Point Positive, Inc.</p> <p>Educational institutions</p> <p>Developers/home builders</p> <p>Lumber companies</p> <p>Funding agencies</p> <p>Industrial Development Agencies</p>	<p>\$</p> <p>HIGH</p>

<p>3B. Conduct a feasibility study to determine potential housing models and locations.</p>	<ul style="list-style-type: none"> ▪ Coordinate across the region to find sites with potential for a modular housing manufacturer based on the findings of the feasibility study. ▪ Develop marketing materials to make the case for this style of housing development. ▪ Identify potential funding sources or financial partners to assist in the project. 	<p>Adirondack Park Agency</p> <p>Point Positive, Inc.</p> <p>Industrial Development Agencies</p>	<p>\$\$</p> <p>MEDIUM</p>
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Initiative #4

Support Workforce Housing Development Through the Adirondack Park Agency and Adirondack Park Agency Act

#	Strategy	Implementation Tactics	Partners	Priority
4A.	Prioritize workforce housing development in areas classified as hamlets.	<ul style="list-style-type: none"> Educate communities and developers about the APA's height thresholds in hamlets, which can often be misinterpreted. Identify housing development locations through local community planning processes. Encourage updates to local zoning regulations to allow increased density in hamlets (see also Strategy 2A). Prioritize infrastructure investments in hamlets by modifying scoring criteria for existing state infrastructure funding programs. 	<p>Adirondack Park Agency</p> <p>LCLGRP</p> <p>Designated hamlets</p> <p>Developers</p> <p>Local zoning boards</p>	<p>\$</p> <p>IMMEDIATE</p>
4B.	Explore a smart growth transfer of development rights density bonus program within the Adirondack Park.	<ul style="list-style-type: none"> Convene key Adirondack Park stakeholder groups to explore potential models that meet development and environmental objectives. Build a coalition of support among partners to propose and advocate for the program with the New York State Legislature, which will need to enact a state law to create it. 	<p>Adirondack Park Agency</p> <p>LCLGRP</p> <p>Local municipalities</p>	<p>\$</p> <p>HIGH</p>

	<ul style="list-style-type: none"> Conduct an educational campaign throughout Adirondack Park to raise awareness of the program, which may include developing a brief brochure or guidebook and/or conducting a public presentation or roundtable discussion(s). 	<p>Developers</p> <p>Local zoning boards</p>	
<p>4C. Create a “branded” pre-approval program for workforce housing development projects for APA’s review and approval.</p>	<ul style="list-style-type: none"> Develop a workforce housing pre-approval program branding. The APA should consistently and frequently promote and educate stakeholders and the public about this strategy (e.g., online resource guide, Local Government Day, etc.). Engage partners to assist with/incentivize this pre-approval approach (e.g., technical support partners to assist with applications.). Align eligible uses and favorable scoring with existing grant programs for planning and technical assistance (funds to identify priority and eligible sites, prepare project concepts, prepare applications, manage APA process, etc.). Use grants and technical assistance to incentivize local communities to adopt the “model” workforce housing zoning (i.e., to be eligible for grants or free technical assistance the community would have had to adopt appropriate zoning regulations to encourage workforce housing in that community). 	<p>Adirondack Park Agency</p> <p>LCLGRP</p> <p>Local municipalities</p> <p>Environmental groups</p>	<p>\$\$</p> <p>IMMEDIATE</p>

	<ul style="list-style-type: none"> In exchange for the value gained from these potentially free services, consider requiring that property owners commit to a future sale agreement with the recruited developer that would require all or a portion of the housing to be restricted to the workforce (e.g., either income or local employment restricted). 		
<p>4D. Encourage the development of appropriate workforce housing in moderate intensity zones.</p>	<p>Potential adjustments to the incentive program to explore include:</p> <ul style="list-style-type: none"> Increasing the density provided by the program for eligible projects. Creating a project funding stream from conservation easements on undeveloped portions (triggered by property size threshold). Aligning outside funding sources (e.g., grants) to prioritize funding for density zone projects. 	<p>Adirondack Park Agency</p>	<p>\$</p> <p>IMMEDIATE</p>
<p>4E. Explore opportunities to support the use of accessory dwelling units (ADUs) in addressing workforce housing needs.</p>	<ul style="list-style-type: none"> The APA and other partners and stakeholders should explore opportunities to allow ADUs in appropriate places. The “community housing” definition and framework could potentially be updated to allow for ADUs in moderate and low intensity zones that are already considered suitable for increased density levels and could subject ADUs to the same income restrictions already in place. Ensure that local zoning regulations are in alignment in support of ADUs (see Strategy 2A). 	<p>Adirondack Park Agency</p> <p>LCLGRP</p> <p>Designated hamlets</p> <p>Developers</p> <p>Local zoning boards</p>	<p>\$</p> <p>MEDIUM</p>

Initiative #5
Work Local, Live Local

#	Strategy	Implementation Tactics	Partners	Priority
5A.	<p>Require that a portion of housing created with public funding/incentives be dedicated for local workers.</p>	<ul style="list-style-type: none"> Inventory existing public funding sources and incentives for housing and identify workforce-level gaps. Use the results of this inventory to advocate for changes to existing programs (e.g., existing state funding sources for housing). Explore opportunities to focus on workforce housing needs for new funding sources, programs, and incentives by adopting location of employment requirements rather than income requirements. Ensure that middle-income workforce households are within the eligibility parameters for any new funding sources, programs, and incentives that adopt income limitations. 	<p>ADK Living</p> <p>Local municipalities</p> <p>Local zoning/planning boards</p> <p>Regional Housing Partners</p>	<p>\$</p> <p>IMMEDIATE</p>
5B.	<p>Create alternative pathways to homeownership for the region's workforce.</p>	<ul style="list-style-type: none"> Support current housing co-op efforts in the region and use completed co-op projects as model case studies. Conduct educational sessions on lessons learned and adaptability. Explore partnership opportunities to establish a pilot rent-to-own development project, including engaging nonprofit and developer partners. 	<p>Regional Housing Partners</p>	<p>\$\$</p> <p>HIGH</p>

	<ul style="list-style-type: none"> ▪ Look for opportunities to incorporate these alternatives into discussions with residential developers and consider offering incentives to developers for employing innovative approaches such as rent-to-own options. 		
<p>5C. Support the use of deed restrictions to create a permanent supply of workforce housing.</p>	<ul style="list-style-type: none"> ▪ Collect and communicate “lessons learned” regularly. ▪ Evaluate the effectiveness of programs by comparing the benefit-cost ratio of deed restriction programs with other approaches. ▪ Among other funding priorities, consider providing annual funding to deed restriction programs through the county housing trust funds proposed in Strategy 10A, and continue to monitor success. 	<p>ADK Living</p> <p>Local municipalities</p> <p>Local zoning/planning boards</p>	<p>\$</p> <p>MEDIUM</p>

Initiative #6

Transition Housing from Retired Workers to Current Workers

#	Strategy	Implementation Tactics	Partners	Priority
6A.	Support the development of a variety of senior housing types.	<ul style="list-style-type: none"> Create a how-to resource guide on the process for establishing a board and care facility, including licensing and training requirements. Build a coalition of partners to implement a model board and care project that can serve as a regional example. Consider partnerships with emerging land banks to acquire a suitable single-family home with sufficient space and bedrooms. Conduct educational outreach to seniors about new housing opportunities as they become available. Create a system for seniors to connect with each other regarding potential roommate situations. This can be a formal program (see Strategy 7E) or something more informal such as a “speed-dating”-style meet-up. 	<p>Local municipalities</p> <p>Local zoning/planning boards</p> <p>Developers</p>	<p>\$\$\$</p> <p>HIGH</p>
6B.	Facilitate the adaptation of existing homes and properties into shared housing for seniors.	<ul style="list-style-type: none"> Create a how-to guide resource on the process for establishing a board and care facility including licensing and training requirements. Build a coalition of partners to implement a model board and care project that can serve as a regional 	<p>Local municipalities</p>	<p>\$\$</p> <p>MEDIUM</p>

	<p>example. Consider partnerships with emerging land banks to acquire a suitable single-family property with sufficient space and bedrooms.</p> <ul style="list-style-type: none"> ▪ Conduct educational outreach to seniors about housing opportunities as they become available. ▪ Create a system for seniors to connect with each other regarding potential roommate situations. This can be a formal program (see Strategy 7E) or more informal such as a “speed-dating” style meet up. 	<p>Local zoning/planning boards</p> <p>Developers</p>	
<p>6C. Facilitate matchmaking for senior homeowners who want to sell to locals.</p>	<ul style="list-style-type: none"> ▪ Create an online matchmaking portal to connect homebuyers with home sellers. ▪ Develop a basic screening system where homebuyers can create a profile and brief “application.” ▪ Develop a mechanism to ensure housing is not changed to seasonal after the sale, such as a deed restriction. ▪ Explore a financial incentive for home sellers to help make up the difference between market price and an attainable price point for a workforce household to allow homes to be more affordable. 	<p>Local municipalities</p> <p>Local zoning/planning boards</p> <p>Developers</p> <p>Regional Housing Partners</p>	<p>\$\$</p> <p>MEDIUM</p>

Initiative #7

Rebalance the Region's Housing by Creating More Long-Term Rentals

#	Strategy	Implementation Tactics	Partners	Priority
7A.	Establish a low interest Revolving Loan Fund (RLF) that helps renovate mixed use properties in hamlets.	<ul style="list-style-type: none"> Continue conversations with potential funding sources and use data from this plan to make the case for a funding gap. Once funding is obtained, work with property owners to renovate residential units, and restrict funding for use on long-term rental/year-round ownership units. 	<p>LCLGRP</p> <p>Northern Border Regional Commission</p> <p>County Board of Supervisors / Legislature</p>	<p>\$\$\$</p> <p>IMMEDIATE</p>
7B.	Encourage local communities to adopt short-term rental (STR) registration programs to ensure health and safety and to explore regulatory options if STRs are found to be adversely impacting local workforce housing.	<ul style="list-style-type: none"> Identify successful STR registration programs that can be used as models for communities to adapt and adopt. Conduct public listening sessions regarding STRs in communities with significant growth or concentrations of STRs. Collect input about public perceptions of STRs as part of community planning processes. Conduct public meetings and outreach beyond the minimum legally required when considering the adoption of STR regulations. 	<p>Local municipalities</p> <p>Local zoning/planning boards</p>	<p>\$</p> <p>HIGH</p>

<p>availability and affordability.</p>	<ul style="list-style-type: none"> Provide objective information on the positives and negatives of STRs. 		
<p>7C. Establish a “rent to locals” Program.</p>	<ul style="list-style-type: none"> Consider existing program service providers such as Landing Locals, a nonprofit organization that has established “Lease to Locals” programs for several tourism-based communities experiencing high concentrations of short-term rentals. Identify an interested county or municipality and facilitate the creation of a pilot program. Convene stakeholders and conduct public engagement to help establish eligibility criteria. Create a tenant vetting procedure as an additional incentive for property owners to participate in the program. Prepare a financial analysis and establish criteria for the size of grant awards. Apply for grant funding for the pilot program and provide local/county matching funds. Seek sustainable funding streams, including through the proposed county Housing Trust Funds, to sustain and scale-up the program. 	<p>Regional Housing Partners</p>	<p>\$\$</p> <p>HIGH</p>
<p>7D. Require that rental housing created with public funding or incentives are available as long-term rentals.</p>	<ul style="list-style-type: none"> Review any proposed funding source or incentive to ensure that requirements are in place for minimum leasing periods so that units are available to the workforce rather than visitors. 	<p>Regional Housing Partners</p>	<p>\$\$</p> <p>MEDIUM</p>

<p>7E. Create a North Country Home Sharing Program for long-term rentals.</p>	<ul style="list-style-type: none">▪ Focus on a small-scale pilot program that can be scaled up to the county or regional-level.▪ Convene existing housing organizations and stakeholders to explore partnership opportunities and interest/capacity for administering a program. Explore third-party operators that are active in other communities and regions that may be able to take on administrative functions.▪ Seek grant and other funding for a pilot program.▪ Promote the program widely and highlight real success stories of hosts and guests.	<p>LCLGRP Regional Housing Partners</p>	<p>\$\$</p> <p>MEDIUM</p>
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Initiative #8
Engage Employers in Regional Housing Solutions

#	Strategy	Implementation Tactics	Partners	Priority
8A.	Provide technical assistance to major employers to help implement workforce housing projects.	<ul style="list-style-type: none"> Establish a “matchmaker” role between employers with land/resources and housing developer partners. Encourage major employers to work together to co-sponsor housing projects to achieve economies of scale (e.g., contributing funding in return for a percentage of units reserved for workers). Explore incentivizing major employers to directly address workforce housing issues (e.g., make infrastructure improvements on a property to support housing development). 	<p>LCLGRP</p> <p>Regional businesses</p> <p>Regional Housing Partners</p>	<p>\$\$</p> <p>HIGH</p>
8B.	Provide guidance to regional employers to assist private employers in establishing individual Employer-Assisted Housing (EAH) programs.	<ul style="list-style-type: none"> Create a simple user-friendly guidebook on EAH programs with a focus on North Country and New York State case studies. As part of the guidebook, identify the benefits and costs of different program types with a focus on making the case for employer involvement. Promote EAH programs at existing events and conferences, including sessions where employers 	<p>LCLGRP</p> <p>Regional businesses</p> <p>Regional Housing Partners</p>	<p>\$\$</p> <p>MEDIUM</p>

	<p>that have adopted programs can share their experiences and lessons learned.</p> <ul style="list-style-type: none"> Conduct a regional training workshop(s) with an EAH program expert that can provide direct training to invited employers. 		
<p>8C. Explore funding opportunities to help support EAH programs.</p>	<ul style="list-style-type: none"> Allocate available funds in proposed county housing trust funds (see Strategy 10A) to EAH programs. Pursue grants to assist with employer education and training, including preparation of the guidebook and training workshops. Train the proposed housing planner (Strategy 10B) on EAH programs and include providing technical assistance to employers as one of their roles. 	<p>LCLGRP Regional businesses Regional Housing Partners</p>	<p>\$\$\$</p> <p>MEDIUM</p>

Initiative #9

Stabilize, Rehabilitate, and Modernize Existing Housing

#	Strategy	Implementation Tactics	Partners	Priority
9A.	Use the proposed revolving loan fund (see Strategy 7D) to establish a regional rehabilitation program for rentals and owner-occupied units.	<ul style="list-style-type: none"> Identify eligible uses of loan funds based on regional priorities. Allocate dedicated funding for both rental/landlord and owner-occupied applicants and uses. 	LCLGRP Adirondack Community Housing Trust	<p>\$\$\$</p> <p>IMMEDIATE</p>
9B.	Conduct an educational campaign about the resources currently available to repair and improve the existing housing stock.	<ul style="list-style-type: none"> Create a North Country-branded resource guide that includes a simple overview of available grants, loans, and other programs for property owners. While much of this information is publicly available, consolidating it into a single user-friendly resource document will add great value. Create a companion website or web page with direct links to these resources. Update the resource guide and website at least once per year. 	Regional Housing Partners	<p>\$</p> <p>IMMEDIATE</p>
9C.	Improve code enforcement.	<ul style="list-style-type: none"> Advocate for state grant funding resources to support code enforcement programs at the local level with a focus on rural towns and villages. 	Local municipalities	<p>\$\$</p> <p>HIGH</p>

- Encourage municipalities to adopt proactive code inspection models for earlier identification of violations and the reduction of complaints over time. Proactive models also benefit renters who may not be familiar with or comfortable using the complaint system.
- Help municipalities understand the benefits of the cooperative compliance model of code enforcement and make sure code enforcement officials have access to the North Country housing resource guide proposed in Strategy 9B.
- Facilitate partnerships between code enforcement personnel and non-profit housing organizations to prevent the displacement of residents and provide other housing services.

Local
zoning/planning
boards

Initiative #10
Establish a Framework for Long-Term Success

#	Strategy	Implementation Tactics	Partners	Priority
10A.	Prioritize infrastructure funding that will support workforce housing development.	<ul style="list-style-type: none"> Build a coalition to advocate at the state level for more resources to be dedicated to supporting infrastructure investments in the North Country and specifically within the Adirondack Park. Demonstrate the economic and ecological benefits of these investments to help make the case for more targeted infrastructure investment in local communities to support workforce housing development while protecting water quality. 	<p>LCLGRP</p> <p>Regional Housing Partners</p>	<p>\$\$\$</p> <p>IMMEDIATE</p>
10B.	Facilitate the creation of community housing funds for each county and explore sustainable funding streams.	<ul style="list-style-type: none"> Identify sources of reliable, sustainable annual funding. Examples may include general budget appropriation, a dedicated percentage of sales tax revenue, and others. Within each county, create a housing trust fund campaign with a core group that can build support and undertake an effort to create and develop the fund. Develop a community housing fund proposal that will provide the framework for the law, including how the funds will be used. 	<p>Regional Housing Partners</p> <p>Educational Institutions</p>	<p>\$\$\$</p> <p>HIGH</p>

	<ul style="list-style-type: none"> Determine a preferred administration model which may include a county or nonprofit model. 		
<p>10C. Establish a regional housing planner position.</p>	<ul style="list-style-type: none"> Explore start-up and long-term funding options for placement of the position within the LCLGRP office. 	LCLGRP	<p>\$\$</p> <p>HIGH</p>
<p>10D. Publish an annual regional housing indicators report.</p>	<ul style="list-style-type: none"> Assign the implementation task force with identifying key metrics and indicators to monitor on an annual basis. The implementation task force should work with the proposed regional housing planner and other stakeholders to create the annual report by the end of each year (accounting for data availability). Publicize the results annually, including both successes and improvements, as well as indicators trending in the wrong direction that need further attention and action. Invite communities and stakeholders to share housing success stories from around the region as part of the annual report. 	LCLGRP	<p>\$</p> <p>MEDIUM</p>

REGIONAL HOUSING PARTNERS

The following list reflects regional stakeholders involved in leading or supporting housing efforts in the North Country. It is anticipated that these partners will play a role in collaborating in the implementation of this strategy. This list is expected to grow and adapt as the plan evolves in the next three-five years. While this list focuses on regional organizations, local entities will be incredibly important throughout the four-county region to advance land use regulations, communicate with the public and developers, and support housing initiatives.

- Adirondack Association of Towns and Villages
- Adirondack Common Ground Alliance
- Adirondack Community Housing Trust
- Adirondack Foundation
- Adirondack North Country Association
- Adirondack Regional Chamber of Commerce
- ADK Action
- Clinton County Housing Authority
- Clinton County IDA
- Cooperative Development Institute
- Essex County IDA
- Franklin County Community Housing Council
- Franklin County IDA
- Friends of the North Country
- Hamilton County IDA
- Housing Assistance Program of Essex County
- Living ADK
- New York State Homes & Community Renewal
- North Country Chamber of Commerce
- Northern Adirondack Board of Realtors
- Northern Border Regional Commission
- Regional Office of Sustainable Tourism

HOUSING MARKET ANALYSIS



Chapter I. Housing Inventory and Analysis

Chapter II. Housing Market Analysis

Chapter III. Housing Needs Assessment

Chapter I. Housing Inventory and Analysis

INTRODUCTION

The nature of the existing housing stock in the four-county region varies considerably among communities, but the region as a whole does exhibit common housing characteristics that inform our understanding of factors driving the market. The housing stock is relatively old and trending older as the pace of housing growth and development over the past decade has been significantly slower than in preceding decades. The growth that has occurred has been predominantly in single-family homes with a substantial shortfall in the growth and presence of rental units throughout the majority of communities in the region. The region's housing has also become more seasonal – and drastically so in some areas.

This section provides a foundational understanding of the current housing stock and key trends in the region's housing inventory. The information contained in this section will be used to help identify gaps by documenting the housing that is available in the region relative to the needed housing that will be identified in subsequent sections of this study.

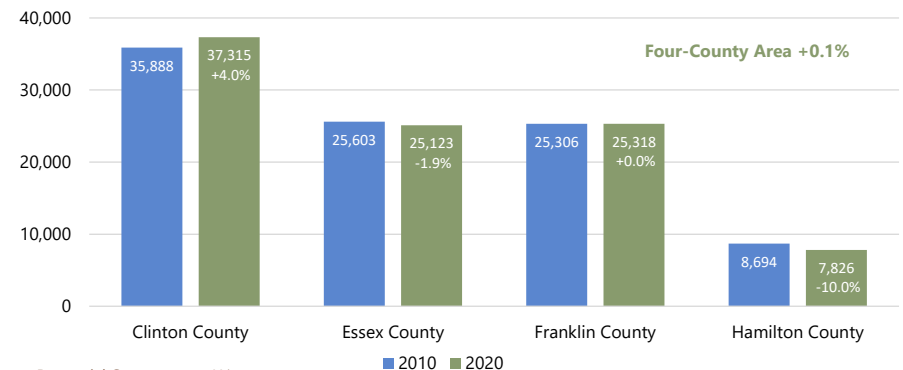
KEY FINDINGS

THERE HAS BEEN A SLOWDOWN IN THE PACE OF HOUSING GROWTH IN THE REGION.

Over 2000 to 2010, the number of residential units in the four-county area posted a healthy 8% gain from 88,000 units to nearly 95,500 units with increases shared throughout the region. That story changed significantly in the subsequent decade, however, as total inventory held essentially unchanged overall. Clinton County managed a modest 4% increase, but this was entirely offset by a 2% drop in Essex County and a full 10% decline in Hamilton County.

The lack of growth in overall housing stock comes as a result of limited new construction activity. What construction did occur was only at levels that were just sufficient to serve as replacements for older units that had been razed or otherwise fallen out of use. From 2012 to 2021 less than 4,000 new residential units were permitted within the region, representing less than 0.5% of total inventory per year over the ten-year period. Of those new units, roughly four out

Housing Inventory and Rate of Change - 2010 to 2020



Source: Decennial Census report H1

of five were single family structures - only 21% were for multifamily developments (including two-family).

This limited new home building means that only 3% of the region's housing stock has been built since 2010. By contrast, over one-third of the overall inventory was constructed before 1949. As homes continue to grow older, the median age for the region's housing currently stands at 55 years. An aging housing stock represents potential challenges as existing units may not meet the needs of a changing population, workforce demand, and will likely require more extensive maintenance.

SINGLE-FAMILY HOUSING IS DISPROPORTIONATELY CONCENTRATED IN THE REGION.

Within the four-county area, multifamily structures provide only 16% of all residential units though this figure rises to 22% in Clinton County due to the contributions of the City of Plattsburgh. Single family units (both attached and detached) form the bulk of residential units, accounting for three out of four (74%) in the region. The balance is made up of a relatively high proportion of mobile homes (10%) – well above the statewide average of 2%.

Single-family homes reached this strong proportion after posting steady increases over the 2010 to 2020 timeframe. Meanwhile, the share coming from multifamily units dipped slightly but it was in the mobile home category where a larger shift was seen. The number of these units declined by 9.0% over the ten-year period, yielding a share of 10.3% - down from an even higher 11.7% in 2010. Despite this decline, mobile homes remain a substantial component of the region's housing stock.

RENTAL HOUSING IS LIMITED.

Currently, just under three out of ten (28.6%) households in the four-county area are renters. That proportion varies widely within the region, however, with only 15% of Hamilton County households renting. Clinton County, with the lowest median age of the four, sees its share of renters 3.5% above the regional average at 32.1%. This figure is driven up largely by the City of Plattsburgh where a full 60% of households are renters – the highest rate in the four-county area. On the other end of the range, Morehouse in Hamilton County registered 100% owner-occupancy. Similarly, Arietta, also in Hamilton County, reports very high home ownership with a mere 1.5% of households renting. Other towns showing low rentership rates below 10% include Newcomb, Inlet and Long Lake.

THERE IS AN EXCEPTIONALLY HIGH PROPORTION OF SEASONAL HOUSING UNITS.

At both the state and national level, approximately 12% of all residential units are classified as vacant. In the four-county area, however, that figure jumps to over 30%. The largest contributor to the region's high vacancy rate are those units characterized as "seasonally vacant". These include second homes, summer houses and other vacation homes not used year-round and account for a full 22% of all residential units in the area.

The share of seasonally vacant units in Clinton and Franklin Counties stand relatively close to the state average but in Essex County it jumps to 30%. In Hamilton County, however, four out of five units are dedicated to seasonal use (81.2%) with some communities such as Inlet and Morehouse reaching close to 95%.

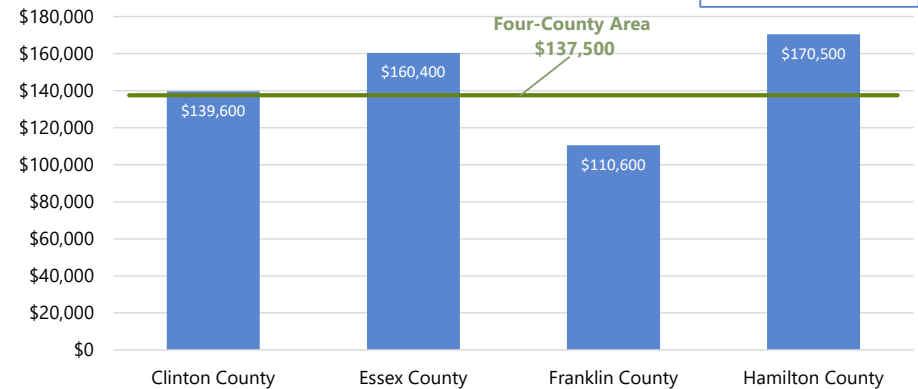
Seasonal units have increased significantly over the past decade. Since 2010, the number of these units rose by more than 2,300 in the four-county region – a 12% gain. This shift meant a corresponding rise in their share of the total housing stock from 20% to 22% by 2020, with more pronounced changes in some communities.

SHORT TERM RENTALS ARE HAVING A GROWING IMPACT.

Within the four-county region, more than 2,500 units are available for short-term rental - 800 more than just three years ago. In addition, most of these rentals, 92%, are listings for an entire home rather than an individual room or shared space. Also, about half of these units are listed for more than half of the year, categorizing them as "Full Time" rentals.

One of the prime locations for these short-term rentals is near areas attractive to tourists and for the four-county region they are highly concentrated in and around Lake Placid - including Saranac Lake and Wilmington. In fact, these three communities alone represent more than half of all short-term rentals in the four-county area.

Median Owner-Occupied Home Value - 2020



Source: American Community Survey - Reports B25077/B25012

MODERATE HOME PRICES THROUGH MOST OF THE REGION.

Multiple measures of home values suggest overall moderate home prices but with substantial variation between local municipalities in the region. Census data indicates the median value of \$137,500 in the four-county area falls well below half of New York State's median value - \$325,000.

The median home value is highest in Hamilton County according to Census data at \$170,500. Those figures drop considerably in other counties, however, with Franklin County posting a median valuation of just \$110,600.

Property tax assessment data also indicates that Hamilton County has the highest home values with a median single-family home value of \$206,000 – significantly above the regional median value of \$159,000.

HOUSING UNITS

TOTAL STOCK FLAT SINCE 2010.

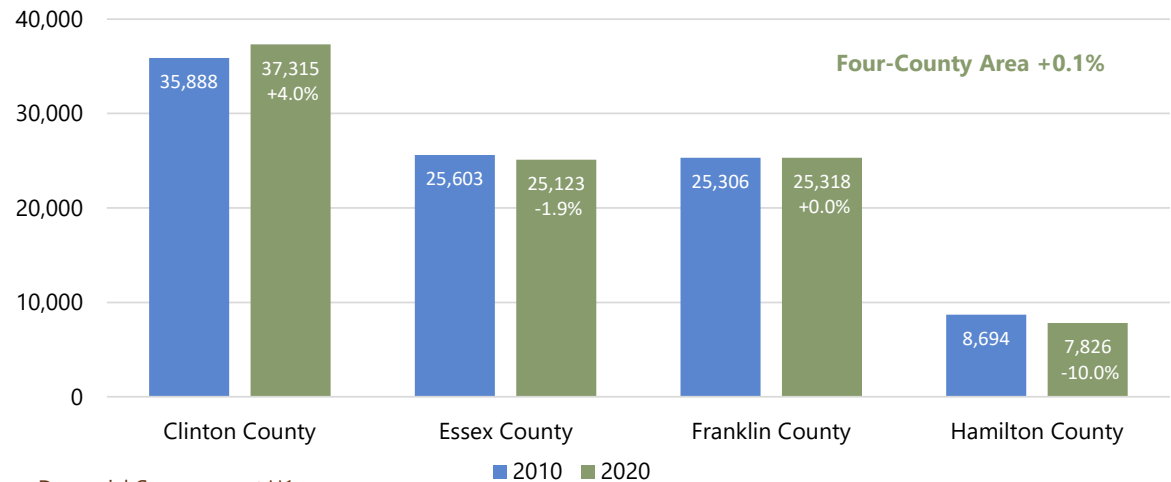
The number of housing units in the four-county area increased 8.4% from 2000 to 2010 with a notable 10.8% jump in Essex County. Over the subsequent decade, however, growth ended with total stock essentially unchanged (up 0.1%).

Clinton County managed a modest 4.0% gain, but this was fully offset regionally by declines of 1.9% and 10.0% in Essex and Hamilton Counties (respectively).

At the municipal level, the sharpest declines were seen in Long Lake, Indian Lake and Inlet (all in Hamilton County) and in Belmont (Franklin County). These towns each lost 10% or more of their total housing stock over the 2010 to 2020 period.

On the upside, the St. Regis Mohawk Reservation and the Town of Brandon (both in Franklin County) saw increases over 10%. Most notably, the City of Plattsburgh jumped by nearly 800 net new

Housing Inventory and Rate of Change - 2010 to 2020



Source: Decennial Census report H1

Residential Inventory - Units

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
2000	33,091	23,115	23,936	7,965	88,107
2010	35,888	25,603	25,306	8,694	95,491
2020	37,315	25,123	25,318	7,826	95,582
2000-2010					
Change	2,797	2,488	1,370	729	7,384
Percent Growth	8.5%	10.8%	5.7%	9.2%	8.4%
2010-2020					
Change	1,427	-480	12	-868	91
Percent Growth	4.0%	-1.9%	0.0%	-10.0%	0.1%

Source: Decennial Census - Reports H001/H1

units, the most of any city or town for a 9.2% overall increase in inventory.

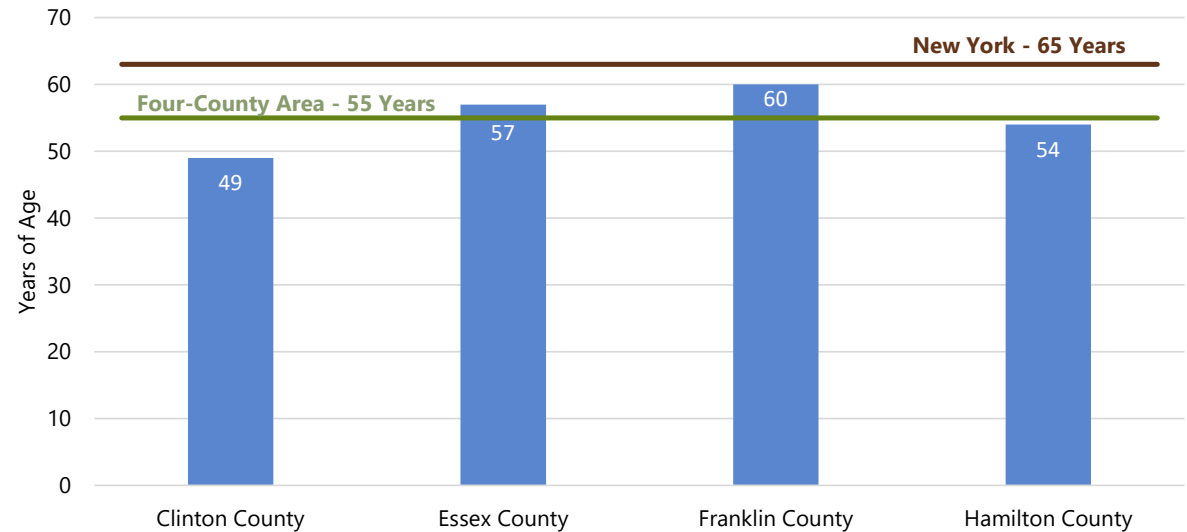
AGE OF HOUSING

THE MEDIAN AGE OF HOUSING STOCK EXCEEDS FIVE DECADES.

Residential units are relatively old and aging throughout the region with the median age registering 55 years (as of 2022). There is a notable degree of variation, however, with Franklin County (60 years) measuring a full decade older than Clinton County’s housing stock (49). Among municipalities, the differences are much more pronounced with Mooers and Altona (both of Clinton County) and the St. Regis Mohawk Reservation (Franklin County) all showing median age of their residential stock at less than 40 years. Westport and the Town of Essex (both in Essex County) and Harrietstown (Franklin County), on the other hand, all post figures more than twice as high, each exceeding 80 years.

In recent years, new housing supply has been limited with units built since 2010 representing only 3% of the region’s total. Conversely, over one-third of homes were constructed in 1949 or earlier.

Median Age of Housing Units - as of 2022



Source: American Community Survey - Report B25035

Age of Housing Units by County - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Total housing units	36,723	26,390	25,835	8,964	97,912
Built 2014 or later	2.0%	1.0%	1.3%	0.7%	1.4%
Built 2010 to 2013	2.0%	1.4%	1.4%	1.2%	1.6%
Built 2000 to 2009	8.4%	12.1%	6.7%	9.3%	9.0%
Built 1990 to 1999	13.8%	9.2%	10.9%	12.7%	11.7%
Built 1980 to 1989	14.0%	10.5%	12.5%	10.2%	12.3%
Built 1970 to 1979	13.5%	12.6%	10.9%	13.4%	12.6%
Built 1960 to 1969	7.4%	7.4%	8.3%	13.4%	8.2%
Built 1950 to 1959	11.6%	8.5%	6.5%	8.8%	9.2%
Built 1940 to 1949	5.7%	5.5%	5.2%	7.7%	5.7%
Built 1939 or earlier	21.5%	32.0%	36.3%	22.5%	28.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Median Year					
Structure Built	1973	1965	1962	1968	1967

Source: American Community Survey - Report B25034/B25035

NEW HOME BUILDING

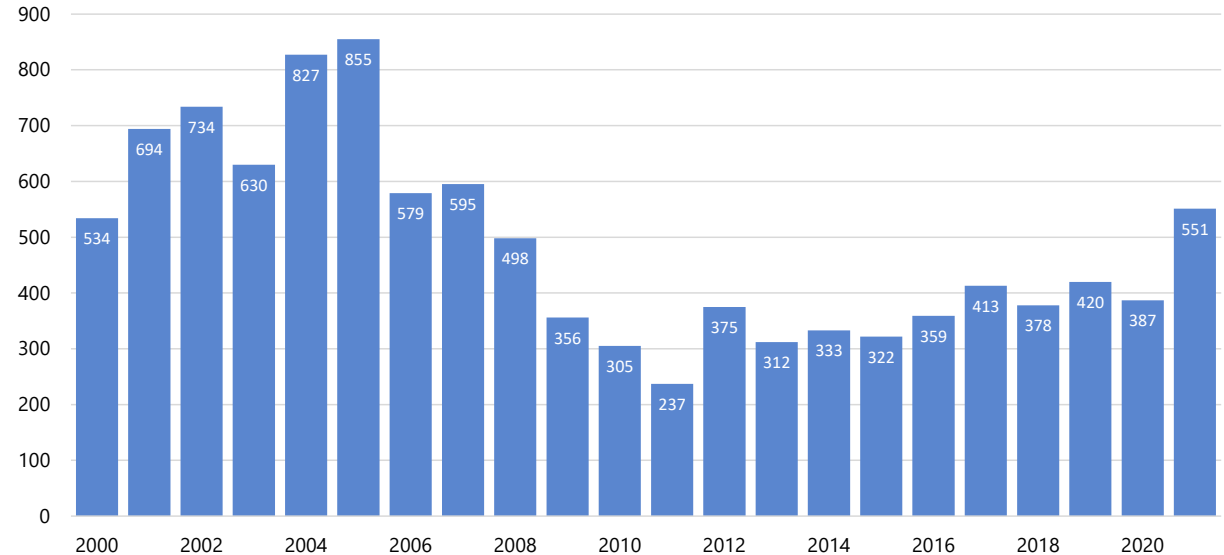
LIMITED DEVELOPMENT OVER THE PAST DECADE...

In the ten years from 2012 to 2021, less than 4,000 new housing units were permitted throughout the four-county area. There was a notable slowdown in the pace of regional housing development after 2008 and the rate of home building has yet to fully recover.

...WITH ONLY A SMALL PROPORTION GOING TO MULTIFAMILY BUILDINGS.

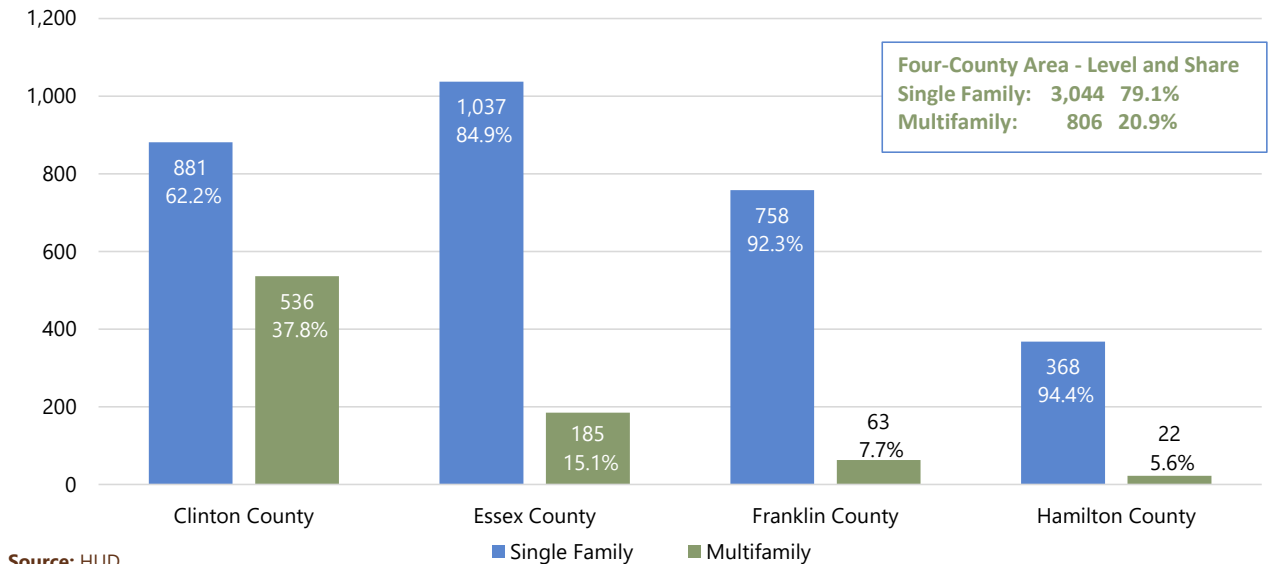
Only one out of five (20.9%) units permitted over the ten-year period were for multifamily development and the bulk of those are found in Clinton County where multifamily already represents over one third of total permitted units. Conversely, in Hamilton County only one in twenty permits (5.6%) were intended for multifamily construction and those were exclusively for two-family structures.

Total Units Permitted within the Four-County Area by Year



Source: HUD

Total Units Permitted - 2012 to 2021



Source: HUD

RESIDENTIAL STRUCTURE TYPES

SINGLE FAMILY HOUSES MAKE UP NEARLY THREE QUARTERS OF ALL RESIDENCES.

Multifamily housing makes up only 15.8% of units within the four-county region but that share jumps to well over half in Plattsburgh (57.9%). Meanwhile, only a handful of towns register more than a 25% share – Harrietstown, North Elba and Malone. In these municipalities multifamily buildings may be especially prominent owing to their inclusion of the more densely populated Village of Saranac Lake, Village of Lake Placid and Village of Malone (in the larger Town of Malone).

Conversely, four towns report zero multifamily units, including two-family structures. These include Arietta, North Hudson, Morehouse and the Town of Franklin.

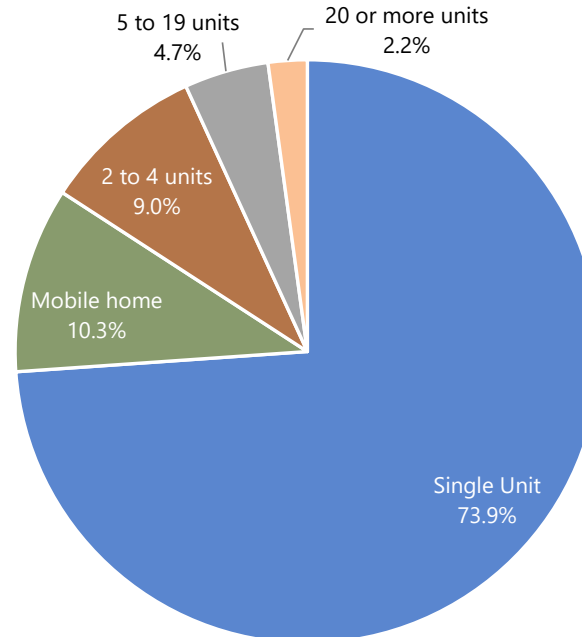
Notable, too, is the high proportion of mobile homes in the region making up 10.3% of total units. This stands well above the New York State average of just 2.0%.

Type of Residence by County - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four County Area
1-unit, detached	61.8%	79.6%	74.0%	87.4%	72.2%
1-unit, attached	2.7%	1.6%	0.8%	0.4%	1.7%
2 units	5.8%	3.8%	4.2%	0.6%	4.4%
3 or 4 units	5.9%	3.9%	5.0%	0.4%	4.6%
5 to 9 units	5.8%	2.3%	3.0%	0.1%	3.6%
10 to 19 units	1.8%	0.6%	0.9%	0.2%	1.1%
20 or more units	2.9%	1.9%	2.1%	0.1%	2.2%
Mobile home	13.3%	6.3%	9.9%	10.9%	10.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: American Community Survey - Report DP04

Type of Residence in Four County Area - 2020



Source: American Community Survey - Report DP04

CHANGES IN RESIDENTIAL INVENTORY

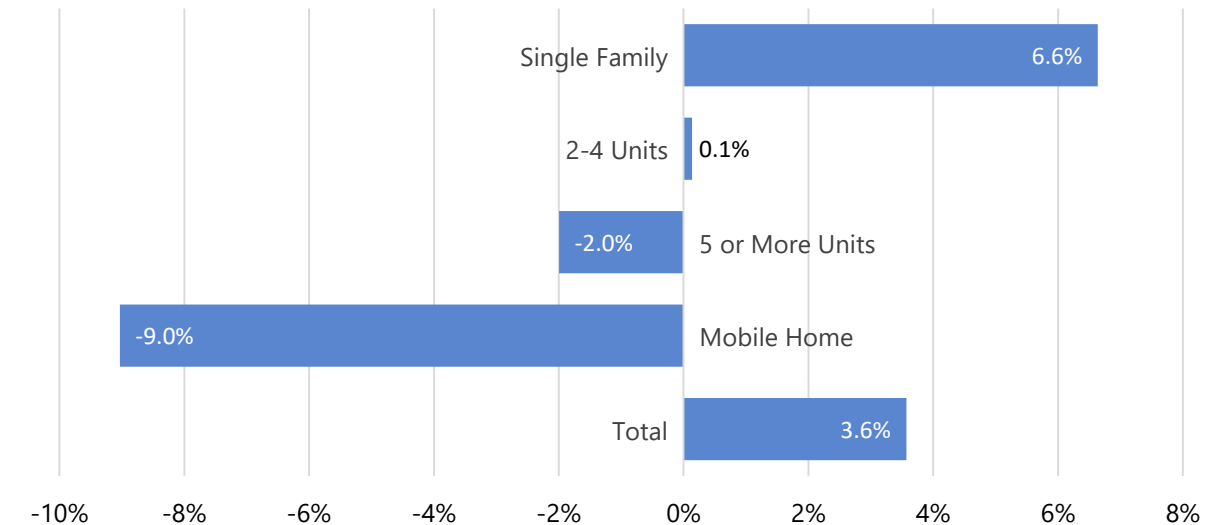
SINGLE-FAMILY HOMES REPLACE MULTIFAMILY AND MOBILE UNITS.

Census data shows a healthy 6.6% rise in single family homes from 2010 to 2020 in the four-county area. That increase pushed the share of these units up by 2% over this time period, climbing to 73.9%.

Meanwhile, the share of multifamily units slipped by 0.7% as the total number of available units dipped by 0.8%. Declines here were driven entirely by structures of five or more units as the inventory of 2-to-4-unit buildings held steady.

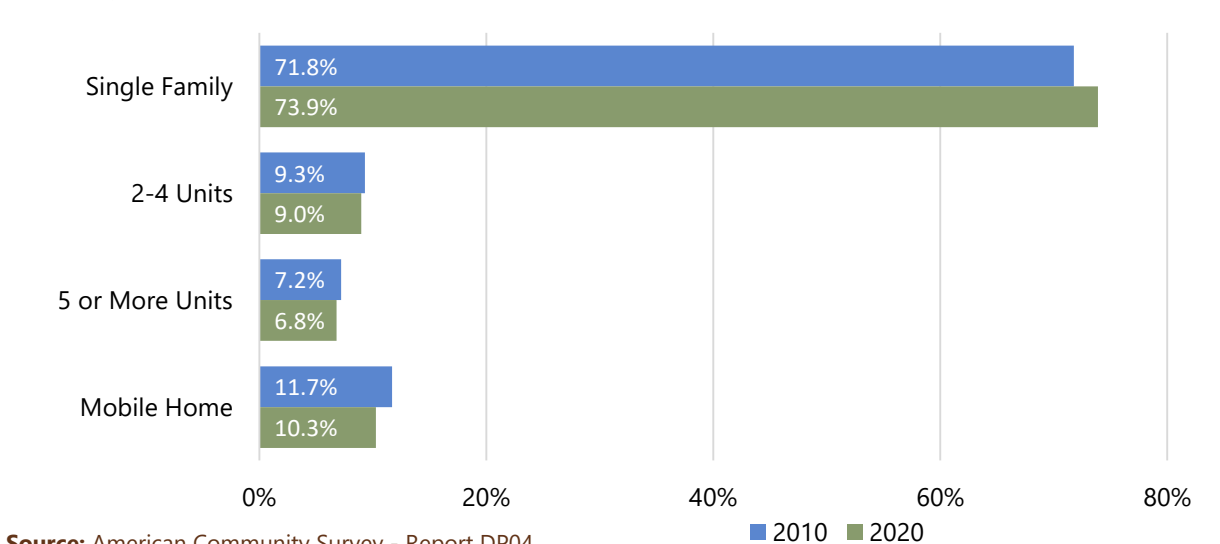
Much more substantial declines were reported for mobile homes. The total level of these units dropped by a full 9% over the ten-year period, yielding a 1.4% loss in total share. Despite this shift, mobile units continue to represent a substantial portion of the region's residential base, accounting for more than one in ten homes.

Housing Stock Growth/Decline by Type - Four-County Area 2010 to 2020



Source: American Community Survey - Report DP04

Housing Stock Shares by Type in the Four-County Area - 2010 and 2020



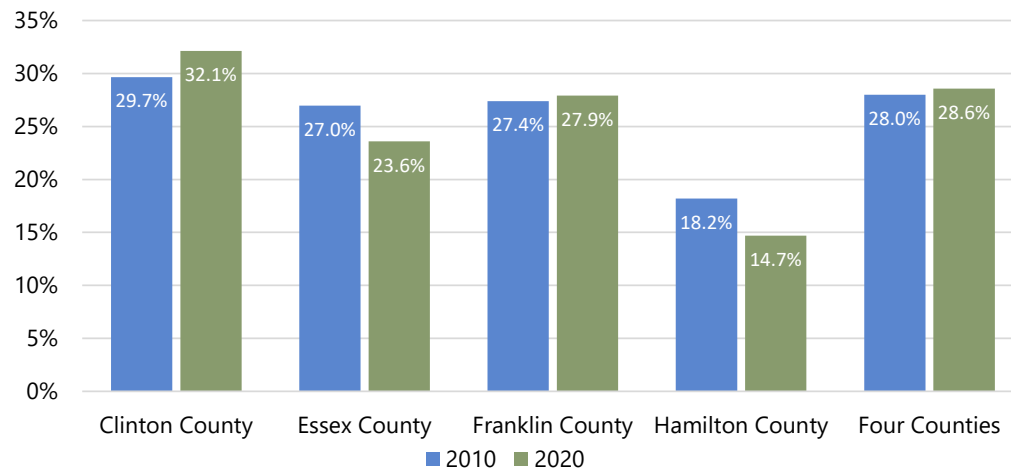
Source: American Community Survey - Report DP04

RENTAL HOUSING

THE DISTRIBUTION OF RENTAL UNITS THROUGHOUT THE REGION IS UNEVEN WITH AN OVERALL RELATIVE LACK OF RENTAL HOUSING.

More than one quarter (28.6%) of housing units in the four-county area are dedicated to renters – significantly below the U.S. rate of 35.6% quite far from the New York share of 45.9%. Clinton County rates the highest share with 32.1%, while Hamilton County, at 14.7%, shows less than half that proportion.

Renters as a Share of Year-Round Households



Source: American Community Survey - Report 25012

At the municipal level, Plattsburgh leads the region with a 59.7% share – more than 20% above second place Bombay at 39.6%.

Notably, 100% of Morehouse residents in Hamilton County are homeowners, followed closely by Arietta where 98.5% of households own their places.

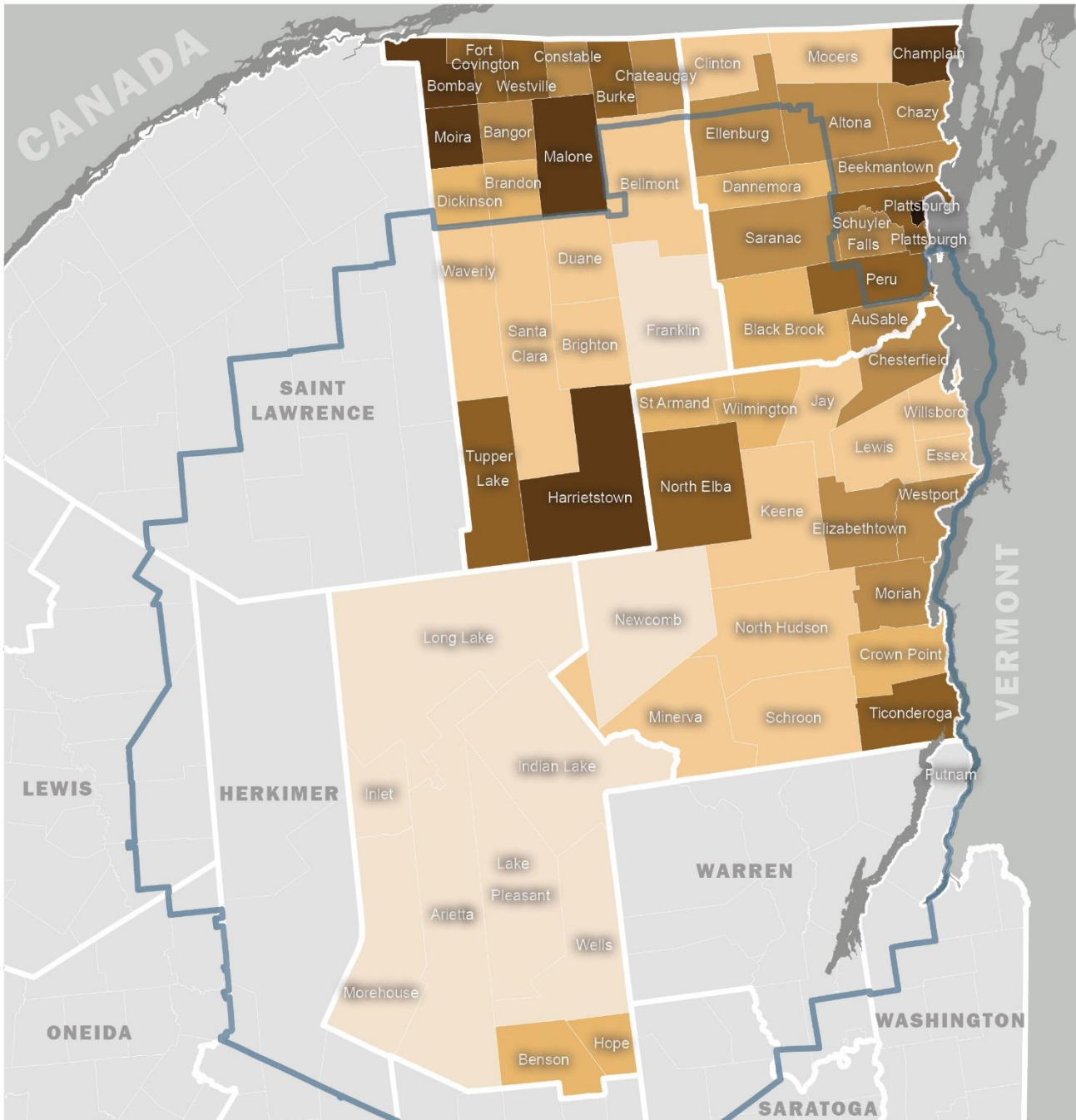
Over the past decade, the percent of household renting has edged up slightly throughout the four-county area from 28.0% to 28.6%, due mostly to a strong surge in Clinton County (up 2.4%).

Both Essex and Hamilton Counties witnessed declining shares over the same period, falling 3.4% and 3.5%, respectively.

Rental Units - Percent Share of Total Year-Round Households - 2020

	Towns and Counties	Percent Renters
Top Ten Towns	Plattsburgh city (Clinton Co.)	59.7%
	Bombay town (Franklin Co.)	39.6%
	Champlain town (Clinton Co.)	38.2%
	Harrietstown town (Franklin Co.)	37.8%
	North Elba town (Essex Co.)	37.1%
	Moira town (Franklin Co.)	34.2%
	Ticonderoga town (Essex Co.)	32.2%
	Malone town (Franklin Co.)	32.1%
	Tupper Lake town (Franklin Co.)	30.6%
	Westport town (Essex Co.)	29.2%
	Clinton County	32.1%
	Four-County Area	28.6%
	Franklin County	27.9%
	Essex County	23.6%
	Hamilton County	14.7%
Bottom Ten Towns	Jay town (Essex Co.)	12.1%
	Minerva town (Essex Co.)	12.0%
	Lewis town (Essex Co.)	10.2%
	Mooers town (Clinton Co.)	10.2%
	Franklin town (Franklin Co.)	10.0%
	Long Lake town (Hamilton Co.)	8.4%
	Inlet town (Hamilton Co.)	8.3%
	Newcomb town (Essex Co.)	6.1%
	Arietta town (Hamilton Co.)	1.5%
	Morehouse town (Hamilton Co.)	0.0%








Source: American Community Survey - Report B25012



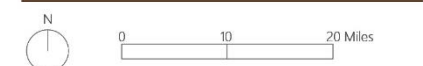
MAP:
Renter-Occupied Housing Units

LEGEND

Renter-Occupied Housing Units as Percent of All Occupied Housing Units

-  Less than 5%
-  5% to 10%
-  10% to 15%
-  15% to 20%
-  20% to 25%
-  25% to 35%
-  More than 35%

 Adirondack Park Boundary



Data: American Community Survey (2020 5-year Estimates)
 Prepared: 2022

Prepared for:
BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY:
 A Comprehensive Housing Study and Strategy



RENTAL RATES

RENTAL RATES REMAIN MODEST COMPARED TO THE BROADER STATE LEVEL – AS DO INCOME LEVELS.

Median gross rents register just under \$800 in the four-county area – 40% below the \$1,315 level seen for New York State as a whole. Of course, median household incomes in the area also fall shy of the statewide levels but that margin registers a more modest 20% difference.

The range of rental rates is wide among the different communities with the towns of Clinton, Brandon and Chateaugay all reporting median rents below \$600 per unit. Those stand in sharp contrast with Newcomb where rates are more than twice as high at \$1,286. Lewis and Brighton also register median rents above \$1,000 per month.

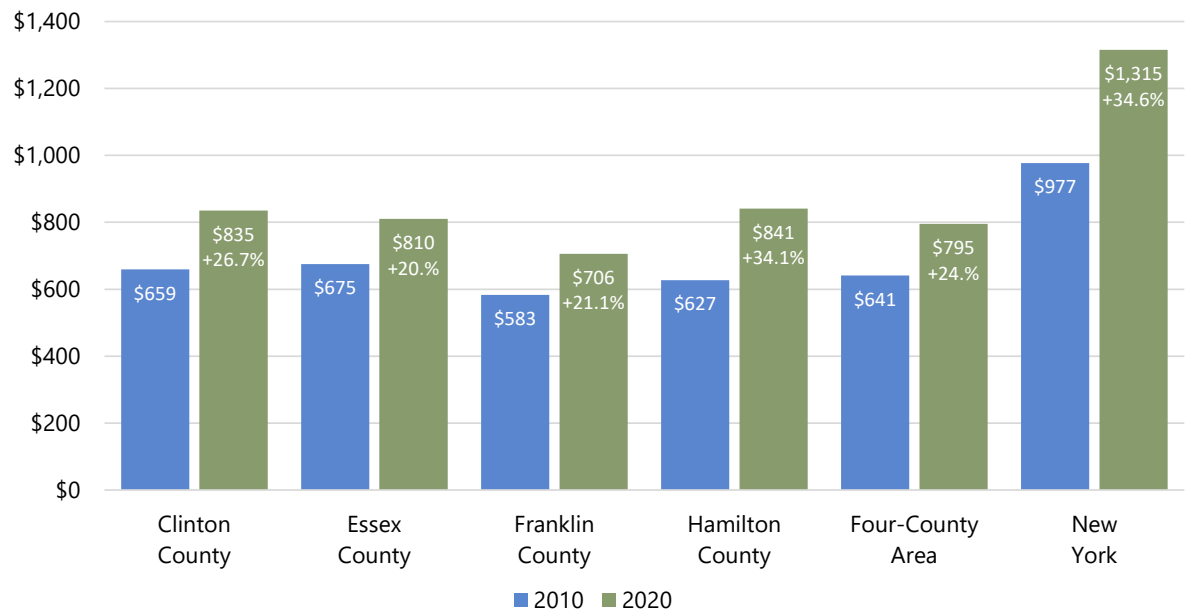
Along with notably lower rental rates as compared to the statewide average, the four-county area has also seen those rates rise less rapidly than most renting New York households. Over the 2010 to 2020 timeframe, median gross rental rates rose by 24% compared to 35% for the state.

Gross Rents Distribution and Median Levels - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area	New York
Less than \$500	18.3%	22.4%	30.5%	29.8%	22.6%	13.2%
\$500 to \$749	23.8%	26.4%	30.5%	21.6%	26.1%	9.0%
\$750 to \$999	34.0%	25.1%	25.8%	41.3%	30.1%	12.9%
\$1,000 to \$1,999	22.3%	23.1%	11.6%	7.2%	19.4%	44.2%
\$2,000 or more	1.5%	3.0%	1.6%	0.0%	1.8%	20.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Median Gross Rent	\$835	\$810	\$706	\$841	\$795	\$1,315

Source: American Community Survey - Reports B25063/B25064

Gross Median Rents - 2010 to 2020



Source: American Community Survey - Reports B25063/B25064

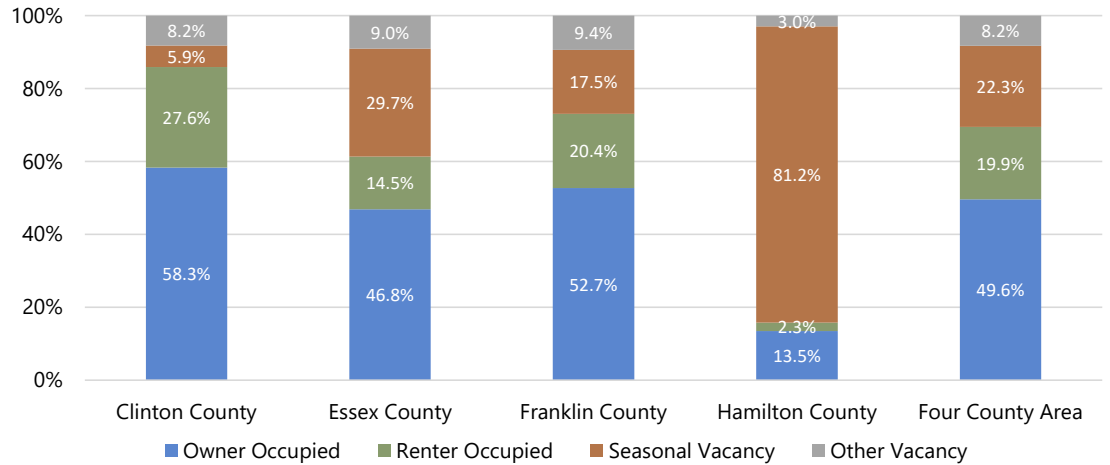
VACANT HOUSING UNITS

MORE THAN THREE OUT OF TEN RESIDENTIAL UNITS IN THE FOUR-COUNTY AREA LISTED AS “VACANT”.

Second homes, summer houses and other vacation homes are categorized by the U.S. Census as “Seasonally Vacant”. For the region these units account for a sizable 22.3% share of the total housing stock. In fact, there are more seasonally vacant units than there are year-round occupied rental units.

Particularly high proportions of these seasonal use homes are found in Essex County where 29.7% of the total stock are

Housing Units - 2020



Source: American Community Survey - Reports B25012, B25002, B25004

dedicated to this use and even more so in Hamilton County with a substantial 81.2% of total housing units used as vacation or second homes.

Foremost in Hamilton County are the towns of Inlet and Morehouse where only one in twenty units are occupied year-round (94.8% and 94.2% dedicated to

seasonal use, respectively). This is followed closely by Arietta, Long Lake and Lake Pleasant, each with percent shares of seasonal units greater than 85%.

Total Housing Units by Occupancy - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four County Area
Total Units	36,723	26,390	25,835	8,964	97,912
Owner Occupied	58.3%	46.8%	52.7%	13.5%	49.6%
Renter Occupied	27.6%	14.5%	20.4%	2.3%	19.9%
Seasonal Vacancy	5.9%	29.7%	17.5%	81.2%	22.3%
Other Vacancy	8.2%	9.0%	9.4%	3.0%	8.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Source: American Community Survey - Reports B25012, B25002, B25004

What are “Other Vacant” Units?

Residential units in this report which are not occupied or used seasonally are characterized as “Other”. These include units that are:

- For sale or rent but not occupied
- Sold or rented but not yet occupied
- Used as temporary housing for migrants
- Undergoing repairs or renovations.
- Owner does not want to rent or sell.
- Used for storage.
- Owner is elderly and living in a nursing home or with family members.
- Held for settlement of an estate
- Under foreclosure

GROWTH IN SEASONAL RESIDENCE

SEASONAL HOUSING HAS INCREASED IN THE REGION AND THE YEAR-ROUND POPULATION HAS FALLEN.

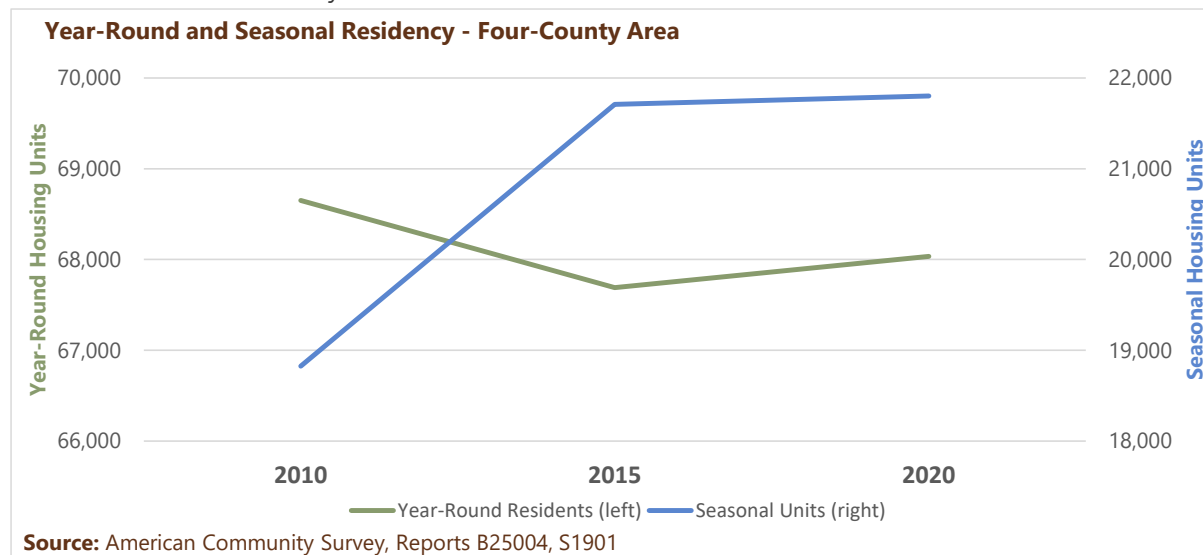
Over the past decade the number of year-round households declined by just over six hundred. At the same time, the number of units dedicated to seasonal use increased by more than 2,300 – a 12.5% gain.

At the county level the stories were quite mixed. Hamilton County showed both the

sharpest decline in year-round residents (down 965) and the greatest increase in seasonal usage units (up 1,478). These gains in seasonal units were driven in large part by the towns of Long Lake (up 541) and Indian Lake (up 393).

Essex County also showed an exceptionally strong increase in seasonal units, increasing by 1,250 over the 2010 to 2020 timeframe with North Elba up by 662 and Schroon up by 282.

This growth in seasonal residency is also reflected in the percent share dedicated to these uses. In 2010 seasonal units made up just under 20% of all housing in the four-county area. By 2020 this share had climbed to 22.3%.

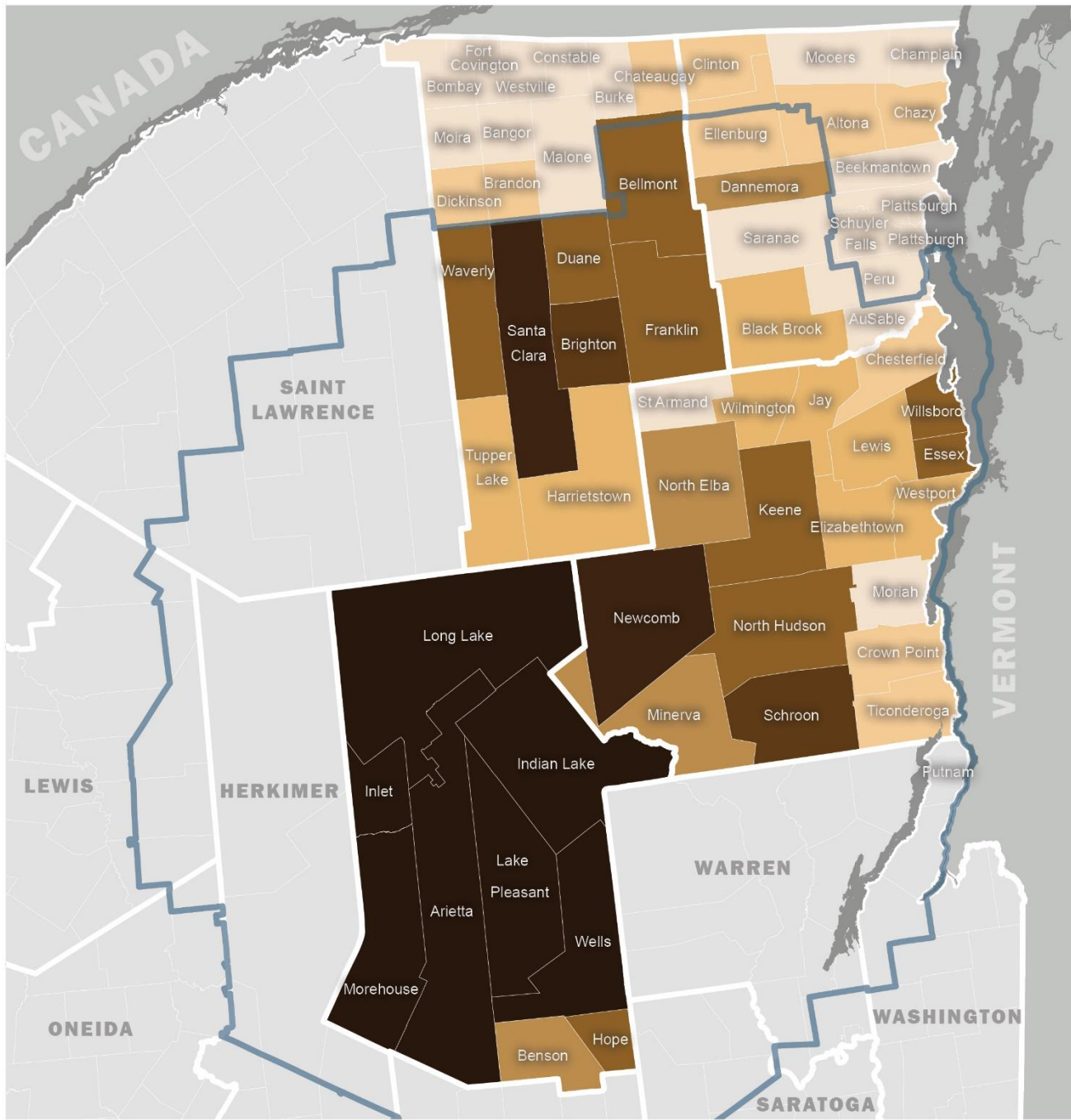


Seasonal Housing as a Share of Total Units

Towns and Counties		2010	2020	Change
Top Ten Towns	Inlet (Hamilton)	72.6%	94.8%	22.3%
	Morehouse (Hamilton)	87.5%	94.2%	6.7%
	Arietta (Hamilton)	88.4%	89.8%	1.4%
	Long Lake (Hamilton)	70.2%	87.9%	17.7%
	Lake Pleasant (Hamilton)	76.0%	87.5%	11.5%
	Indian Lake (Hamilton)	58.7%	74.8%	16.0%
	Wells (Hamilton)	52.3%	71.1%	18.8%
	Santa Clara (Franklin)	74.0%	68.3%	-5.7%
	Newcomb (Essex)	60.1%	65.1%	5.0%
	Brighton (Franklin)	41.0%	57.2%	16.2%
Hamilton County		67.9%	81.2%	13.4%
Essex County		26.4%	29.7%	3.3%
Four-County Area		19.9%	22.3%	2.4%
Franklin County		16.6%	17.5%	1.0%
Clinton County		6.1%	5.9%	-0.2%
Bottom Ten Towns	Moriah (Essex)	7.7%	2.2%	-5.5%
	Constable (Franklin)	5.2%	1.6%	-3.6%
	Fort Covington (Franklin)	1.0%	1.6%	0.6%
	Plattsburgh city (Clinton)	2.2%	1.5%	-0.8%
	Westville (Franklin)	3.4%	1.2%	-2.2%
	Schuyler Falls (Clinton)	0.0%	1.2%	1.2%
	Bombay (Franklin)	2.4%	1.0%	-1.4%
	Peru (Clinton)	2.2%	0.7%	-1.4%
	Moira (Franklin)	2.5%	0.0%	-2.5%
	St. Regis Mohawk Reservation (Franklin)	1.9%	0.0%	-1.9%

Source: American Community Survey - Report B25012









By far, the most prominent shift was seen in Hamilton County which saw a 13.4% swing in share of seasonal usage – from 67.9% to 81.2% of housing units classified as seasonal.



MAP:
Seasonal, Recreational, or Occasional Use Housing

LEGEND

Percent of Housing Units Classified as Seasonal, Recreational, or Occasional Use

-  Less than 10%
-  10% to 20%
-  20% to 30%
-  30% to 40%
-  40% to 50%
-  50% to 60%
-  60% to 70%
-  More than 70%

 Adirondack Park Boundary



Data: American Community Survey (2020 5-year Estimates)

Prepared: 2022

Prepared for:
BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY:
 A Comprehensive Housing Study and Strategy



SHORT-TERM RENTALS

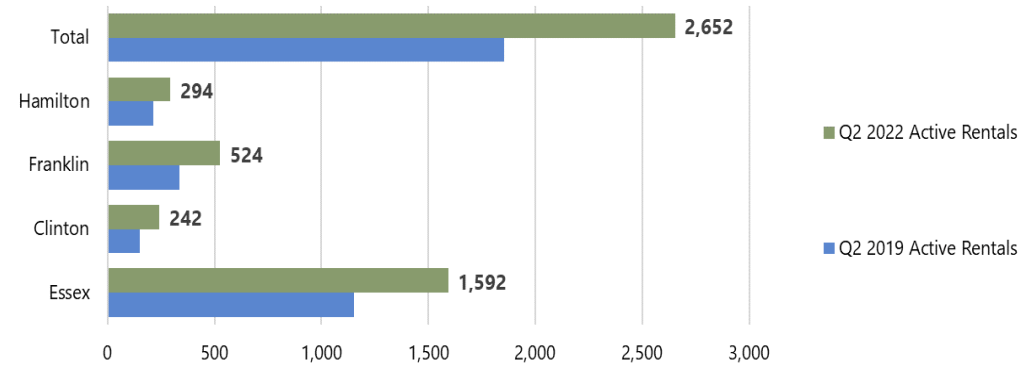
A SIGNIFICANT PORTION OF THE REGION'S HOUSING STOCK IS UTILIZED FOR SHORT-TERM RENTALS.

Data on short-term rental listings was collected from AirDNA, a data provider that aggregates data from listings on Airbnb and Vrbo. Approximately 2,414 short-term rental units located in the four-county area were actively listed in the June to July 2022 timeframe. Essex County has the greatest number of short-term rentals with nearly 1,460 active (unique) listings (approximately 60% of the region's total).

SHORT-TERM RENTALS ARE GROWING

The data shows over 2,652 active rentals in the second quarter of 2022 (April through June). This represents a substantial 43% increase over the same quarter of 2019 (1,854 listings). Clinton and Franklin Counties have seen the greatest increase in listing activity, according to AirDNA data.

Growth in Short Term Rental Listings by County (Q2 2019 vs. Q2 2022)



Source: AirDNA. Data current as of July 2022

Short Term Rental Listings by County: Growth Trends

County	Current Active Rentals (June/July 2022)	Q2 2019 Active Rentals	Q2 2022 Active Rentals	3-Year Q2 Growth (2019-2022)
Essex	1,458	1,152	1,592	38%
Clinton	220	152	242	59%
Franklin	477	336	524	56%
Hamilton	259	214	294	37%
Total	2,414	1,854	2,652	43%

Source: AirDNA. Data current as of July 2022.

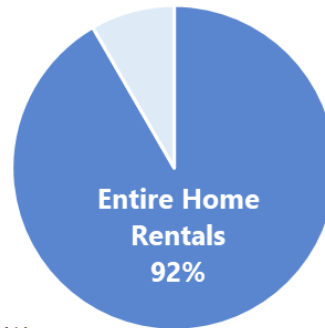
SHORT-TERM RENTALS MAY BE IMPACTING THE AVAILABILITY OF YEAR-ROUND HOUSING

The data indicates that 92% of active short-term rental listings in the region are classified as “entire home” rentals, as compared with a room inside a home or a shared room (i.e., maybe an entire house, apartment, cabin, or another type of unit).

Additionally, many housing units used for short-term rentals in the region are done so full-time. Rentals available for 181 days or more out of the year are considered full time. Approximately 49% of active listings or 1,174 listings in the region are full-time rentals, indicating that these units are unavailable or not being used for year-round housing.

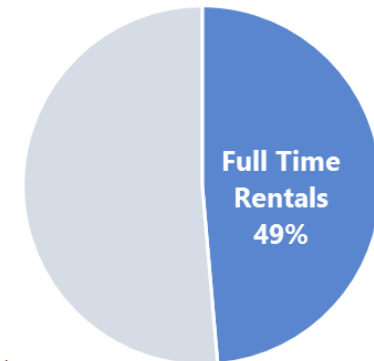
The impact of short-term rentals varies considerably among local communities within the region. AirDNA defines “market areas” that are approximate to municipalities and zip code boundaries, but not precisely. The individual AirDNA market areas with the greatest number of short-term rentals are shown in the table on the following page.

Proportion of Active Short Term Rentals That Are “Entire Home” (4-County Region)



Source: AirDNA.

Proportion of Short Term Rentals That Are “Full Time” (4-County Region)



Source: AirDNA.

Short Term Rental Listings by County: Impact on Available Housing

County	Current Active Rentals (June/July 2022)	Pct. of Active Rentals that Are for Entire Home	No. of Active Rentals that Are for Entire Home	Pct. Of Rentals Available Full Time (181 days or more per year)	No. Of Rentals Available Full Time (181 days or more per year)
Essex	1,458	92%	1,347	54%	785
Clinton	220	89%	196	44%	97
Franklin	477	89%	423	43%	205
Hamilton	259	95%	246	34%	88
Total	2,414	92%	2,212	49%	1,174

Source: AirDNA. Data current as of July 2022.

Lake Placid has the greatest number of listings with 731 listings followed by Saranac Lake (270) and Wilmington (160) – both neighboring the Lake Placid Market Area. The greatest increase in short-term rental listings from Q2 2019 to Q2 2022 was

in Tupper Lake, which saw active rentals more than double (154% increase). Westport and Speculator also saw short-term rental growth more than double over the two-year timeframe. The increase in short-term rentals is largely attributable to

the significant revenue potential. For example, In the Lake Placid Market Area, the average daily rate is \$403 and the median *monthly* revenue per short-term rental was over \$4,700 from June 2021 to June 2022.

Market Areas with Greatest Number of Short Term Rental Listings

County	Market Area	Active Rentals (June/July 2022)	Occupancy Level (June 2021-June 2022)	Q2 2019 Active Rentals	Q2 2022 Active Rentals	3-Year Q2 Growth (2019-2022)	Pct. of Active Rentals that Are for Entire Home	No. of Active Rentals that Are for Entire Home	Pct. Of Rentals Available Full Time (181 days or more per year)	No. Of Rentals Available Full Time (181 days or more per year)	Average Daily Rate (June 2021-June 2022)	Median Monthly Revenue (June 2021-June 2022)
Essex	Lake Placid	731	60%	633	805	27%	95%	694	57%	417	\$403	\$4,727
Franklin	Saranac Lake	270	63%	220	291	32%	87%	235	44%	119	\$287	\$3,606
Essex	Wilmington	160	71%	98	163	66%	84%	134	68%	109	\$286	\$4,475
Essex	Jay	125	68%	71	130	83%	94%	118	72%	90	\$257	\$4,158
Essex	Schroon Lake	84	67%	52	96	85%	95%	80	44%	37	\$225	\$3,267
Hamilton	Inlet	79	45%	58	90	55%	98%	77	23%	18	\$335	\$2,954
Clinton	Plattsburgh	77	67%	56	84	50%	79%	61	40%	31	\$227	\$3,320
Franklin	Tupper Lake	75	57%	35	89	154%	86%	65	37%	28	\$224	\$3,041
Essex	Keene	66	70%	48	68	42%	92%	61	53%	35	\$231	\$3,462
Hamilton	Long Lake	53	52%	60	74	23%	98%	52	21%	11	\$245	\$2,540
Essex	Ticonderoga	50	65%	44	55	25%	94%	47	29%	15	\$356	\$4,715
Franklin	Malone	41	50%	25	43	72%	100%	41	56%	23	\$192	\$2,001
Hamilton	Wells	35	78%	33	35	6%	100%	35	56%	20	\$184	\$3,450
Clinton	Au Sable Forks	34	57%	23	35	52%	94%	32	55%	19	\$209	\$2,660
Essex	Westport	34	49%	16	38	138%	100%	34	25%	9	\$267	\$2,800
Essex	Elizabethtown	32	70%	28	36	29%	66%	21	42%	13	\$175	\$2,684
Essex	Keene Valley	31	77%	34	43	26%	81%	25	39%	12	\$275	\$3,700
Hamilton	Speculator	29	47%	13	31	138%	96%	28	48%	14	\$236	\$2,195
Clinton	Keeseville	27	75%	21	33	57%	100%	27	41%	11	\$261	\$3,848
Essex	Willsboro	26	83%	36	27	-25%	100%	26	26%	7	\$377	\$5,636

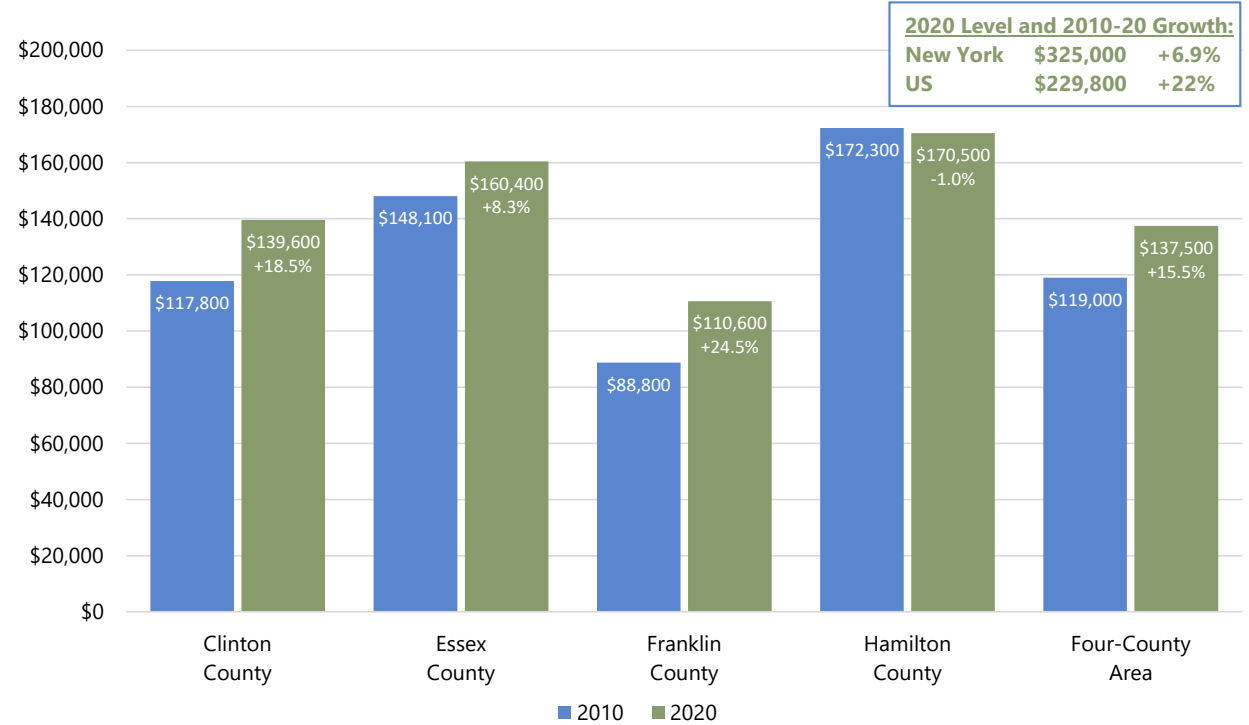
Source: AirDNA. Data current as of July 2022.

HOME VALUES

MEDIAN HOME VALUES IN THE FOUR-COUNTY AREA SIGNIFICANTLY LAG THE STATE AND NATION.

Census data shows median values of owner-occupied homes in the four-county area at less than half the New York State level.

Owner-Occupied Home Value - Distribution by Value Range 2020
Median Owner-Occupied Home Value - Levels and Growth



Source: American Community Survey - Reports B25077/B25012

Hamilton County registered the highest of the four with a median valuation of \$170,500 followed by Essex County at \$160,400. At \$139,600, Clinton County measured close to the regional average but those in Franklin County quoted figures well below the rest at just \$110,600.

Several areas did show strong price appreciation over the 2010 to 2020 timeframe. The regional gain was 15% but this was surpassed by Clinton County (up

18.5%) and Franklin County (up 24.5%). Notably, Hamilton County saw a slight 1% decline in valuation.

Note that these Census estimates reflect values reported by households and do not necessarily reflect municipal assessments or typical home sale prices.

ASSESSED HOME VALUES

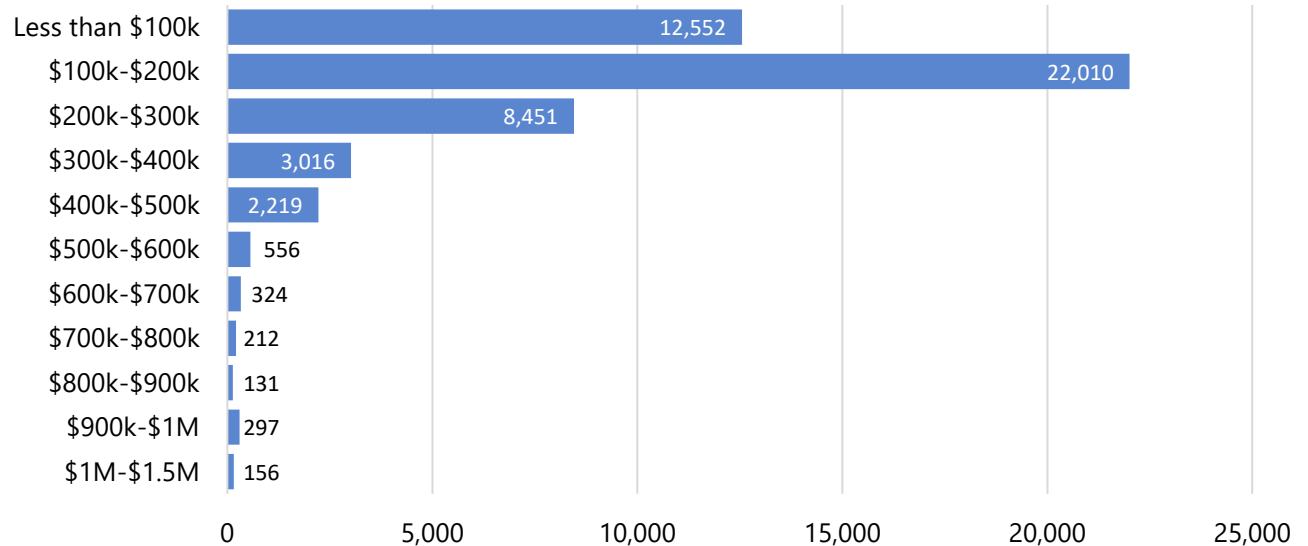
REVIEW OF TOWN ASSESSMENTS REVEALS MUCH GREATER DETAILS IN HOME VALUES.

Similar to the Census data, property tax assessments performed at the municipal level again show Hamilton County with the highest estimated median home values, measuring 30% above the region-wide level.

For the four counties, more than two-thirds (69.2%) of all single-family homes are assessed at or below \$200,000 (full market value) while only 3.4% are valued at \$500,000 or more.

By contrast, the generally higher valuations within Hamilton County are again evident reviewing the detailed distribution where nearly 9% of homes are valued over \$500,000.

Number of Units by Range of Full Market Value - Four-County Area



Note: Single Family, Year-Round Occupancy Units
Source: Town and County Assessor Records

Full Market Value - Distribution by Value Range

	Clinton County		Essex County		Franklin County		Hamilton County		Four-County Area	
	Level	Share	Level	Share	Level	Share	Level	Share	Level	Share
Less than \$100,000	3,465	17.3%	3,380	24.2%	5,248	43.0%	459	12.0%	12,552	25.1%
\$100,000 to \$199,999	10,564	52.9%	5,415	38.8%	4,651	38.1%	1,380	36.2%	22,010	44.1%
\$200,000 to \$299,999	4,295	21.5%	2,200	15.8%	1,201	9.8%	755	19.8%	8,451	16.9%
\$300,000 to \$399,999	1,126	5.6%	1,132	8.1%	385	3.2%	373	9.8%	3,016	6.0%
\$400,000 to \$499,999	403	2.0%	997	7.2%	313	2.6%	506	13.3%	2,219	4.4%
\$500,000 to \$599,999	57	0.3%	277	2.0%	84	0.7%	138	3.6%	556	1.1%
\$600,000 to \$699,999	27	0.1%	145	1.0%	72	0.6%	80	2.1%	324	0.6%
\$700,000 to \$799,999	14	0.1%	97	0.7%	64	0.5%	37	1.0%	212	0.4%
\$800,000 to \$899,999	12	0.1%	68	0.5%	24	0.2%	27	0.7%	131	0.3%
\$900,000 to \$999,999	13	0.1%	132	0.9%	116	1.0%	36	0.9%	297	0.6%
\$1,000,000 or more		0.0%	101	0.7%	36	0.3%	19	0.5%	156	0.3%
Total	19,976	100.0%	13,944	100.0%	12,194	100.0%	3,810	100.0%	49,924	100.0%
Median Full Market	\$155,000		\$155,100		\$110,280		\$205,900		\$147,250	

Note: Single Family Year-Round Occupancy
Source: Town and County Assessor Records

RESIDENTIAL PROPERTY TYPES

PROPERTY TYPES DOMINATED BY SINGLE FAMILY UNITS

Assessor records show year-round single family housing makes up just over three quarters of residential units in the three-county area— a figure generally consistent with Census data.

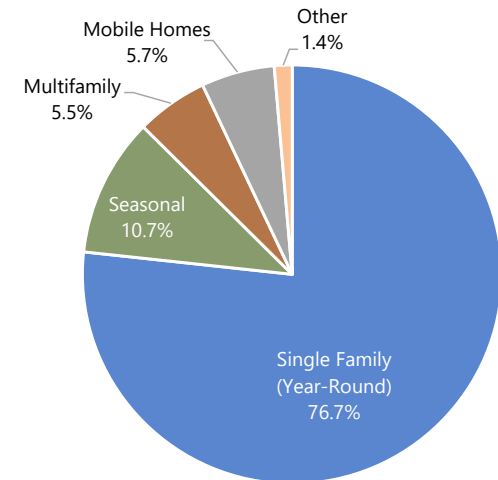
Notably, seasonal or recreational use units make up nearly as many units as multifamily and mobile units combined.

The proportion of properties listed as seasonal registers especially high in

Hamilton County where more than one-third of units fall under this category. Conversely, Clinton County sees less than one-in-twenty units listed as seasonal.

Wide variation is also found in the share of residential units made up by mobile homes. Franklin County shows a strong 9% share of these homes while in Essex County this figure essentially drops to zero.

Property Types - Four County Area



Source: Town and county Assessor Records

Property Types Within the Four-County Area

	Clinton County		Essex County		Franklin County		Hamilton County		Four-County Area	
	Level	Share	Level	Share	Level	Share	Level	Share	Level	Share
Single Family - Year-Round										
Occupancy	22,098	80.9%	16,123	80.8%	14,057	73.3%	3,865	57.2%	56,143	76.7%
Seasonal/Recreational	1,215	4.5%	2,084	10.4%	2,186	11.4%	2,362	34.9%	7,847	10.7%
Multifamily	1,594	5.8%	1,569	7.9%	767	4.0%	123	1.8%	4,053	5.5%
Mobile Homes	2,102	7.7%	6	0.0%	1,719	9.0%	312	4.6%	4,139	5.7%
Other	291	1.1%	161	0.8%	452	2.4%	99	1.5%	1,003	1.4%
Total	27,300	100.0%	19,943	100.0%	19,181	100.0%	6,761	100.0%	73,185	100.0%

Source: Town and County Assessor Records

MARKET VALUATIONS BY TOWN

WIDE VARIANCES IN PROPERTY VALUES SEEN IN ALL COUNTIES.

While Hamilton County may rate the overall highest in median assessed full

market value, all four counties include communities where the value of a single family home registers close to - or even below - \$100,000.

Differences are more pronounced at the higher end, however. No town in Clinton County reports a median market valuation above \$200,000. By contrast, the other three counties each see one or more towns with rates measuring above \$300,000.

In Franklin County this is the town of Santa Clara with a median market rate valuation of 308,000 on a single family home. For Essex County, North Elba posted a median rate of \$309,000 while in Keene it rose to \$314,000.

The Hamilton County figures are even higher by a slight margin. Arietta shows median valuations of \$310,000 while the region’s highest values are found in Inlet which posted a median level of \$325,000.

Median Full Market Value by Town

Clinton County	\$155,000	Essex County	\$155,100	Franklin County	\$110,284	Hamilton County	\$205,900
Altona	\$106,000	Chesterfield	\$122,550	Bangor	\$101,667	Arietta	\$310,000
Au Sable	\$113,600	Crown Point	\$114,300	Bellmont	\$105,933	Benson	\$175,500
Beekmantown	\$182,800	Elizabethtown	\$134,800	Bombay	\$82,116	Hope	\$131,300
Black Brook	\$123,600	Essex	\$197,050	Brandon	\$76,948	Indian Lake	\$193,400
Champlain	\$146,000	Jay	\$141,750	Brighton	\$227,176	Inlet	\$325,300
Chazy	\$169,700	Keene	\$314,235	Burke	\$100,000	Lake Pleasant	\$220,550
Clinton	\$102,800	Lewis	\$115,950	Chateaugay	\$101,109	Long Lake	\$228,300
Dannemora	\$177,450	Minerva	\$129,150	Constable	\$108,421	Morehouse	\$99,550
Ellenburg	\$114,750	Moriah	\$89,043	Dickinson	\$76,814	Wells	\$169,300
Mooers	\$147,312	Newcomb	\$163,600	Duane	\$98,205		
Peru	\$194,800	North Elba	\$309,300	Fort Covington	\$79,610		
Plattsburgh city	\$153,600	North Hudson	\$109,500	Franklin	\$195,563		
Plattsburgh town	\$172,000	Schroon	\$206,450	Harrietstown	\$190,595		
Saranac	\$110,000	St. Armand	\$162,200	Malone	\$91,460		
Schuyler Falls	\$147,000	Ticonderoga	\$127,400	Moira	\$81,647		
		Westport	\$141,500	Santa Clara	\$307,976		
		Willsboro	\$127,000	Tupper Lake	\$124,013		
		Wilmington	\$195,100	Waverly	\$64,557		
				Westville	\$101,098		

Note: Single Family Year-Round Occupancy

Source: Town and County Assessor Records

Chapter II. Housing Market Analysis

INTRODUCTION

Market dynamics in the four-county area have produced imbalances between the limited availability of homes and the mounting demand for those residential units. A significant factor has been the demand from local residents and beyond looking to buy within their own community. Drawn by the natural setting and relative affordability, retirees and mobile professionals alike look to the area as an attractive destination, adding to the pool of potential buyers and renters. In addition, investors see opportunities to either flip homes in anticipation of continued appreciation of prices or convert year-round residences into short-term rentals, again, adding to overall demand.

Meanwhile, the overall stock of housing in the area has seen little growth over the past decade or more. Difficulty in securing developable land is cited as the primary factor limiting new construction but restrictive zoning may also play a role.

This escalating demand combined with only modest increases in available space has brought a significant rise in prices – for both rental and for-sale units. This section provides a detailed foundation of the elements contributing to these overall imbalances. The information contained in this section will be used to inform realistic strategies that fit within the context and scale of current and expected market conditions.

KEY FINDINGS

AN INFLUX OF RESIDENTS FROM OUTSIDE THE REGION IS INCREASING DEMAND AND PUTTING PRESSURE ON THE HOUSING MARKET

Beyond demand from current residents, the influx of buyers from outside the region has significantly increased competition for available homes, which has been a primary driver of significantly escalating prices.

Several factors are contributing to the heightened interest in the bucolic four-county area. Retirees come with a good deal of equity from their prior homes in more expensive areas and see the area as relatively affordable and a peaceful place to relocate. Some highly mobile workers, too, are no longer constrained to urban areas and seek a more natural setting with a high quality of life where they can work remotely. Finally, there is evidence that investors have also contributed to growing demand, looking to flip units in a market with rising prices or to reposition a property as a short-term rental unit.

MEDIAN HOME PRICES ARE INCREASING SIGNIFICANTLY, ESPECIALLY ON THE WATERFRONT

The median price of a single-family home in the four-county area has increased significantly over the past five years, rising to \$190,000 in 2021. This represents a 38% gain since 2016. In both Franklin and Hamilton counties, the five-year increase was over 50%. Buyers eager to purchase a highly coveted waterfront property will pay a significant premium. The median price of a

waterfront home registered at \$545,000 in 2021, three times the price of a home away from the waterfront (\$179,000).

HIGH DEMAND AND UNDERPRODUCTION HAVE RESULTED IN VERY LIMITED INVENTORY

Just as the rapid increase in prices reflects the strong demand for home ownership in the area, so too does the sharp rise in the number of single-family home sales. The sale of 1,800 units in 2021 stood 45% above the 2016 level.

In conjunction with rapidly increasing prices, exceptionally strong demand for homes also drove down the availability of homes to buy. The quantity of for-sale units on the market dropped from over 8 months of supply in 2018 to less than half that amount in 2021 while the inventory of unsold units remained strikingly lean.

Central to the problem of supply shortage is the limited amount of new building activity over the past decade or more. Over this timeframe, the region's total stock of residential units has remained largely unchanged leading to intense competition for existing homes that do come on the market.

THE IMPACT OF THE RECENT MARKET SLOWDOWN REMAINS TO BE SEEN

More recently, rising mortgage rates have curtailed demand as the cost of financing pushes available properties beyond the reach of some buyers.

LOW VACANCIES AND RISING RENTS INDICATE RENTAL UNIT SUPPLY IS NOT MEETING DEMAND

The area's overall strong demand for residential space is not limited to those in a position to purchase a property. The rental market has seen similar effects of limited supply on both prices

and availability. Census data shows rental vacancies down sharply over the most recent decade, falling from 7.4% in 2010 to 4.1% in 2020. This market tightness in turn drove up the cost to renters with the median rental rate rising 24.2% over that same timeframe to nearly \$800 for the region as a whole.

In part, the decline in rental vacancies was driven by an increase in demand but also at play was a reduction in the number of units available to rent. By 2020, the total stock of rental units in the region had fallen by nearly 500 units compared to the level ten years prior.

Given this limited supply of unoccupied units and steadily increasing rents, the rental environment has become much more challenging in terms of both accessibility and affordability.

READILY DEVELOPABLE SITES ARE LIMITED AND CONSTRAINING HOUSING DEVELOPMENT

Rugged terrain, wetlands, and forever wild state forest preserve are among the natural constraints found extensively throughout the four-county region. Environmentally sensitive lands and difficult site development challenges has contributed to the underproduction of housing in the region. Additionally, the limited availability of water and sewer in many communities throughout the region has limited the number of housing development opportunities given the need for this critical infrastructure to build housing at a meaningful density.

LAND USE REGULATIONS THROUGHOUT THE REGION ARE GENERALLY UNFAVORABLE TO THE HOUSING THAT'S NEEDED

Much of the region falls within Adirondack Park and is subject to the Adirondack Park Land Use Regulations, which place maximum

development densities on private lands and require a comprehensive review process for major projects. While these regulations are unique to the park and are generally more restrictive and burdensome than developing outside of the park, the perception that they are prohibitive to development is typically not-aligned with reality and misperceptions about regulations persist.

Furthermore, many of the local land use regulations instituted throughout the region are more restrictive of development and pose considerable limitations to building the housing needed in the region. These regulations typically include limiting density to levels infeasible for affordable and workforce price points and being overly restrictive of where multifamily housing types are allowed.

HIGH HOUSING CONSTRUCTION COSTS PROVIDE A HIGH PRICE FLOOR

The cost of construction for new homes is extremely high throughout most of the region relative to urban areas throughout the state and throughout much of the US. Material, transportation, and labor costs are all contributing factors to the high cost to build new homes.

New home construction in the region generally falls in the range of \$250-\$350 per square foot (/SF), resulting in prices of at least \$375,000 to \$525,000 for a relatively modest home of 1,500 square feet.

Affordability is a challenge even for smaller homes. Approximately 80% of households in the region cannot afford to purchase a new construction home of only 1,000 square feet. Even at a conservative \$250/SF, approximately 63% of households would not be able to afford a new construction home of 1,000 square feet.

FOR-SALE HOUSING MARKET

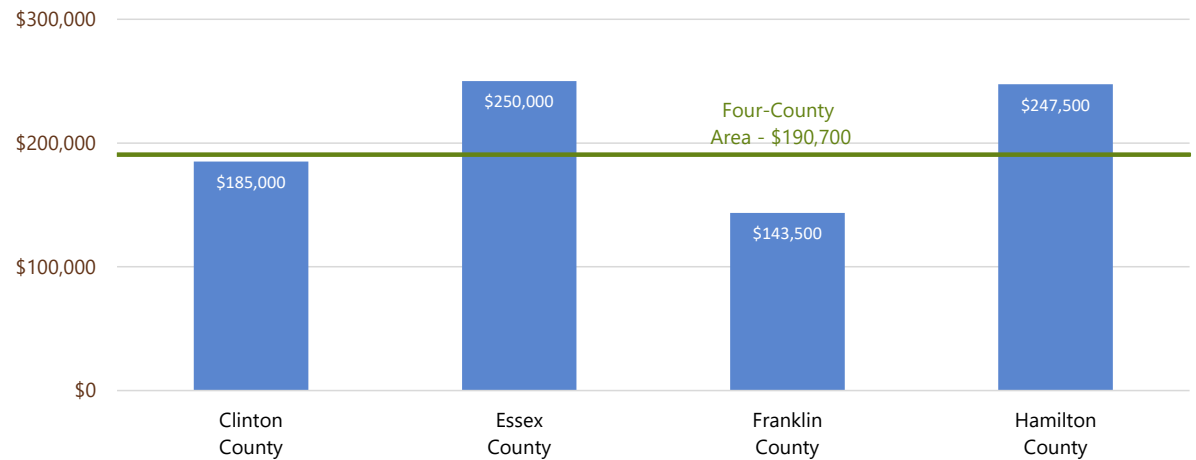
HOME VALUES SEEING UNPRECEDENTED GROWTH

Sales data provided by the four counties show a regionwide median home sale price registering just over \$190,000 in 2021. Hamilton and Essex counties handily surpassed this level, measuring at or near \$250,000.

Clinton and Franklin counties fell shy of this level, with median sale prices in the mid-to-high \$100,000 range for 2021.

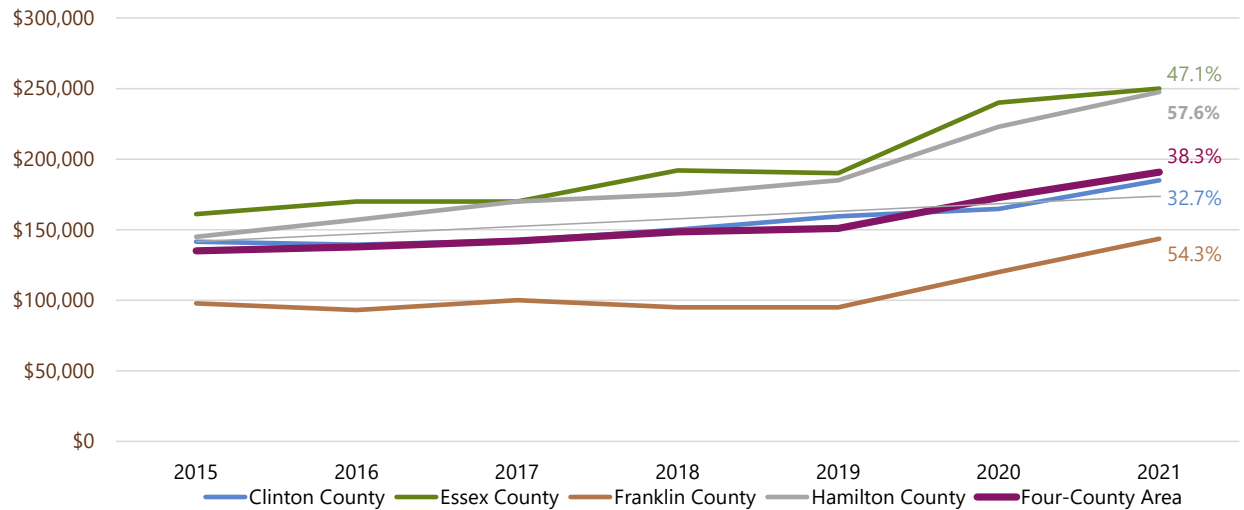
Prices in 2021 stood significantly higher than just five years earlier as the region saw median prices climb 38% above their 2016 level. All counties shared in these gains, but the greatest increases were seen in Franklin and Hamilton counties where median prices jumped more than 50%.

Median Single Family Sale Price - 2021



Source: Clinton, Essex, Franklin and Hamilton Counties

Median Single Family Sale Price and 2016 to 2021 Growth



Source: Clinton, Essex, Franklin and Hamilton Counties

As robust as the 2016 to 2021 price increases were in the four-county area, they in fact fall shy of the growth seen at the state level. Data provided by the New York State Association of REALTORS (NYSAR) shows median home prices across the state advancing a full 58% during this period.

Average prices showed even greater increases. Led, in this case, by Essex and Franklin counties, average prices in both counties saw these values soar by 70% or more. This differential between median and average price increases indicates that the gains were strongest at the higher end of the market.

LARGER HOMES NOT DRIVING PRICE INCREASES

Controlling for the size of homes being sold, regional median pricing per square foot saw a 39% rise over the 2016 to 2021 timeframe, climbing from \$94/SF to \$128/SF. These figures show Essex and Hamilton counties stand notably above the levels seen in Franklin and Clinton counties, a pattern that echoes the differentials in total price by county.

Growth in cost per square foot figures also mirrored the rates of increase in total sales prices as Clinton County lagged well behind the rest of the region. This

county's 31% rise from 2016 to 2021 compares to gains of over 50% for Franklin and Essex counties. Advances in Hamilton County were more modest, but prices here continue to register as the highest among the four.

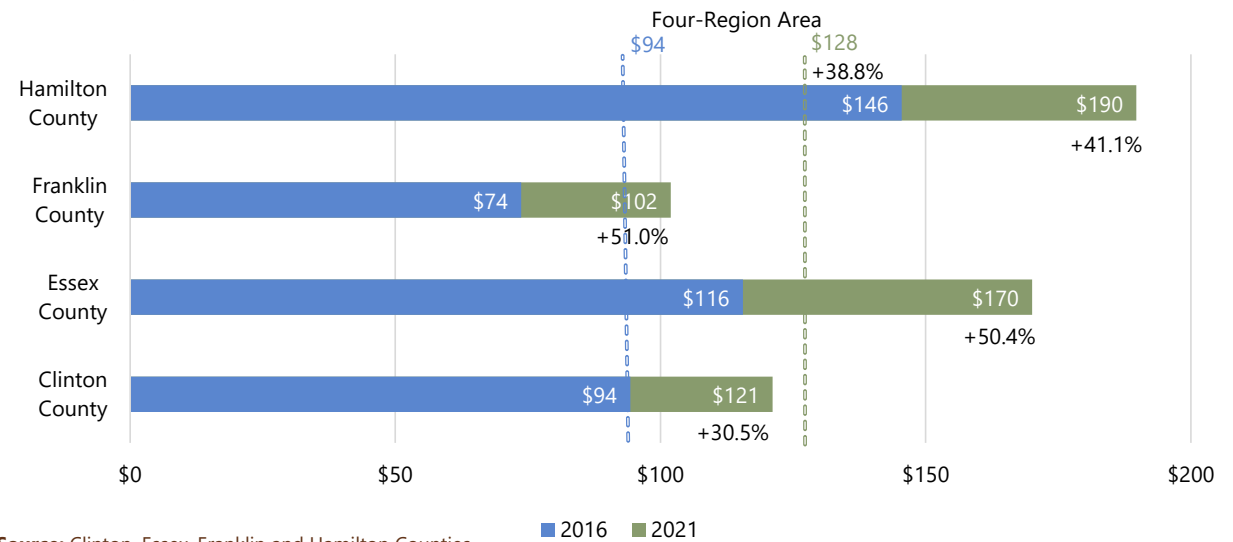
Overall, the region's rise in price for a typical home is largely in line with the gains in cost per square foot. This indicates that the overall patterns of price appreciation have been due, not to larger homes entering the market, but simply to a greater overall demand combined with limited supply.

THE MAJORITY OF HOME SALES ARE UNDER \$200,000

Just over half of all home sales in the four-county area were priced at \$200,000 or less in 2021 while nearly three quarters (74.5%) sold for less than \$300,000. At the upper end of the spectrum, more than one in 20 homes (5.4%) sold for over \$700,000.

While Clinton County saw just over one-third of all single home sales (34%), it garnered an even greater share (39%) of sales for homes priced at \$300,000 or less. Franklin County had a similarly

Median Single Family Sale Price Per Square Foot - 2016 and 2021



Source: Clinton, Essex, Franklin and Hamilton Counties

disproportionate share of home sales priced under \$300,000.

Essex and Hamilton counties each marked median sales prices on the order of \$250,000, but Essex County maintained the greatest proportion (and number) of high-end unit sales.

A NOTABLE HIGH-END MARKET, ESPECIALLY IN ESSEX COUNTY

Well over one in five (22.1%) homes sold in Essex County were priced at \$500,000 and in Hamilton County that share stood at 15.5%. What's more, of the 174 homes that sold for \$500,000 or more throughout the region, 105 were in Essex County (60%).

And at the highest end, the four-county area saw 43 units sell for \$1 million or more with 31 of those (72%) found in Essex County. The data indicates that the region continues to have a notable luxury and custom home market segment.

SUBSTANTIAL PRICE VARIATIONS ACROSS THE REGION

While Essex County stands slightly ahead of Hamilton County with the highest median single-family sales prices in 2021, the town posting the highest median sales prices was Santa Clara in Franklin County, albeit with just a handful of sales. The median value in the town reached above \$660,000 — nearly one-third again higher than the next

most expensive town in the area — North Elba in Essex County, which also registered the most home sales in 2021.

Overall, towns in Essex County represented five of the top 15 communities with the highest median home sale price in the four-county area — the same number as Hamilton County.

The vast majority of the region's lowest-priced communities are found in Franklin County, which is home to more than two-thirds of the area's 15 least expensive towns.

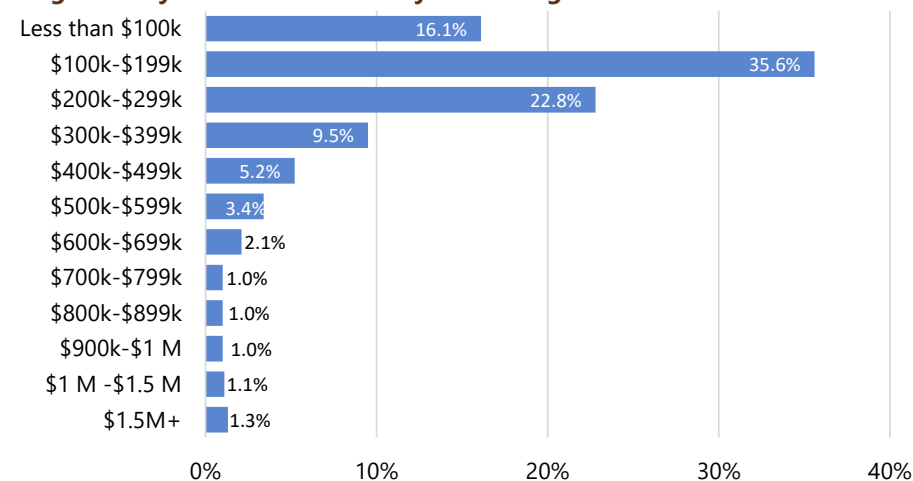
Of more than 1,800 single-family home sales of 2021 in the four-county area, over one-third occurred in just five towns:

Single Family Home Sales by Price Range - 2021

Price Range	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$100,000	10.5%	9.2%	31.9%	11.3%	16.1%
\$100,000-\$199,999	45.1%	28.6%	34.9%	23.9%	35.6%
\$200,000-\$299,999	29.3%	20.1%	17.3%	23.9%	22.8%
\$300,000-\$399,999	9.5%	11.2%	5.2%	18.3%	9.5%
\$400,000-\$499,999	2.7%	8.7%	3.8%	7.0%	5.2%
\$500,000-\$599,999	0.5%	7.1%	1.8%	7.0%	3.4%
\$600,000-\$699,999	0.8%	3.4%	1.6%	4.2%	2.1%
\$700,000-\$799,999	0.6%	2.5%	0.2%	0.0%	1.0%
\$800,000-\$899,999	0.3%	1.6%	1.0%	1.4%	1.0%
\$900,000-\$1 Million	0.3%	1.8%	0.4%	2.8%	1.0%
\$1 Million - \$1.5 Million	0.3%	2.5%	0.8%	0.0%	1.1%
Greater than 1.5M	0.0%	3.1%	1.2%	0.0%	1.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%
Median Price	\$185,000	\$250,000	\$143,500	\$247,500	\$190,694

Source: Clinton, Essex, Franklin, and Hamilton Counties

Single Family Home Sales Share by Price Range - 2021



Source: Clinton, Essex, Franklin, and Hamilton Counties

Median Single Family Sale Price - 2021

Towns and Counties		Median Price	Number of Sales
Highest Fifteen Towns	Santa Clara (Franklin Co.)	\$662,556	4
	North Elba (Essex Co.)	\$500,000	135
	Keene (Essex Co.)	\$490,000	15
	Inlet (Hamilton Co.)	\$469,000	17
	St. Armand (Essex Co.)	\$330,000	17
	Harrietstown (Franklin Co.)	\$285,000	93
	Long Lake (Hamilton Co.)	\$275,000	16
	Wilmington (Essex Co.)	\$271,500	20
	Brighton (Franklin Co.)	\$270,000	15
	Schroon (Essex Co.)	\$269,950	56
	Arietta (Hamilton Co.)	\$265,000	10
	Brandon (Franklin Co.)	\$264,750	2
	Lake Pleasant (Hamilton Co.)	\$264,000	30
	Hope (Hamilton Co.)	\$257,950	8
	Beekmantown (Clinton Co.)	\$250,875	42
Essex County		\$250,000	552
Hamilton County		\$247,500	142
Four-County Area		\$190,694	1,819
Clinton County		\$185,000	621
Franklin County		\$143,500	504
Lowest Fifteen Towns	Tupper Lake (Franklin Co.)	\$135,500	93
	Dannemora (Clinton Co.)	\$131,000	18
	Morehouse (Hamilton Co.)	\$129,000	5
	Bangor (Franklin Co.)	\$125,000	19
	Westville (Franklin Co.)	\$124,450	10
	Chateaugay (Franklin Co.)	\$122,250	24
	Burke (Franklin Co.)	\$122,000	15
	Moriah (Essex Co.)	\$120,000	55
	Clinton (Clinton Co.)	\$119,900	11
	Malone (Franklin Co.)	\$117,000	116
	Moir (Franklin Co.)	\$108,640	29
	Dickinson (Franklin Co.)	\$97,500	6
	Fort Covington (Franklin Co.)	\$92,450	12
	Bombay (Franklin Co.)	\$75,000	5
	Waverly (Franklin Co.)	\$46,500	6

Source: Clinton, Essex, Franklin, and Hamilton Counties

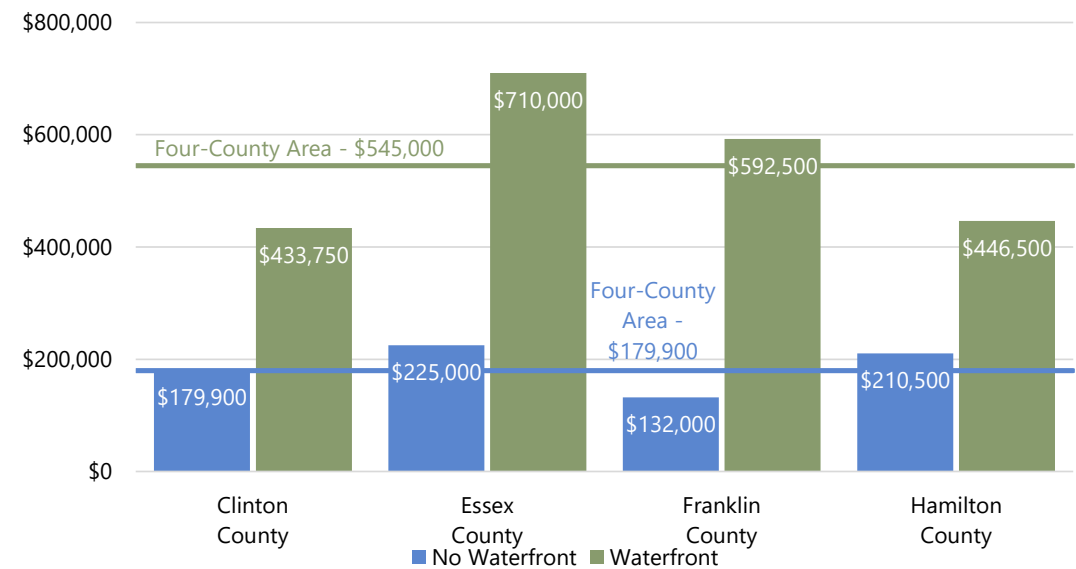
Plattsburgh (town and city separately), North Elba, Malone, and Harrietstown, representing the most active housing markets in the region.

WATERFRONT PROPERTIES REPRESENT A SIZEABLE PORTION OF THE HOUSING MARKET, WITH PREMIUM PRICES

A substantial price premium is commanded by waterfront properties in the region, which reflects their desirability, particularly among affluent seasonal residents and second homeowners. Median sales prices for waterfront homes are three times higher than those without this amenity at \$550,000 compared to \$180,000 for non-waterfront homes.

This premium also varies by county. In Hamilton County, waterfront properties measured just over twice the price of those without this feature while in Franklin County the difference is a factor of 4.5.

Median Price Single Family Home Sales Price by Waterfront Status - 2021



Source: Clinton, Essex, Franklin and Hamilton Counties

Waterfront properties accounted for just under 10% of all homes sold in 2021 but again, those figures vary within the region. Approximately 6% of home sales in Clinton County featured waterfront but waterfront properties represented a larger portion of the market in Hamilton County where 20% of single-family sales in 2021 were for waterfront homes.

NUMBER OF BEDROOMS REFLECTS MARKET DEMAND

The most common sized homes sold in 2021 had three bedrooms, indicating where market demand is largely concentrated. Larger homes still command a big portion of the market with homes with four or more bedrooms representing over a quarter of overall sales in 2021.

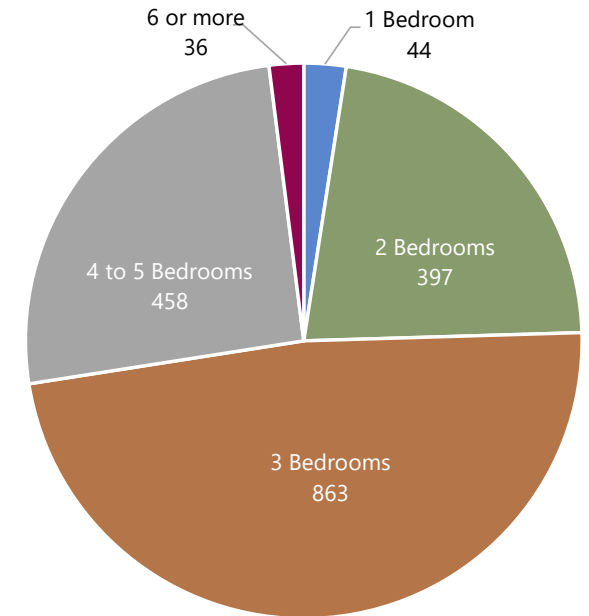
As expected, larger homes have also been commanding greater sale prices. Nearly half (48%) of all homes sold were three-bedroom units and typically sold for \$30,500 more than two-bedroom homes — a 19% premium.

Four-to-five-bedroom homes commanded an additional 31% price increase — \$57,500 above the three-bedroom level. And pricing on the largest homes, in turn,

doubled in price with a \$251,500 increase.

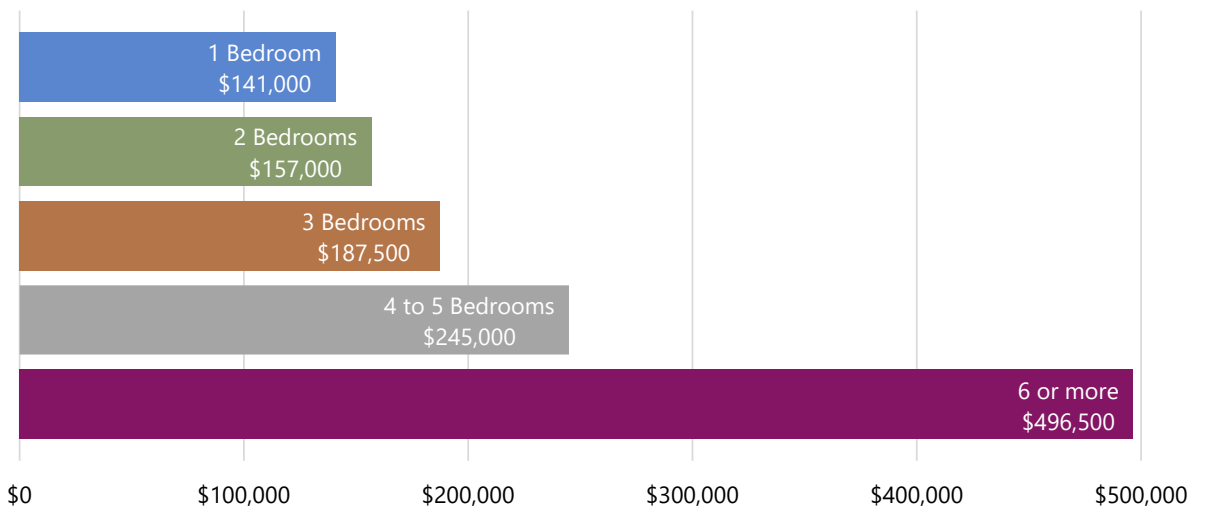
The difference in the median price between one- and two-bedroom houses measured a more modest \$16,000 in 2021, an 11% difference.

Single Family Homes Sold by Number of Bedrooms - 2021



Source: Clinton, Essex, Franklin and Hamilton Counties

Four-County Area Median Sale Price by Number of Bedrooms - 2021



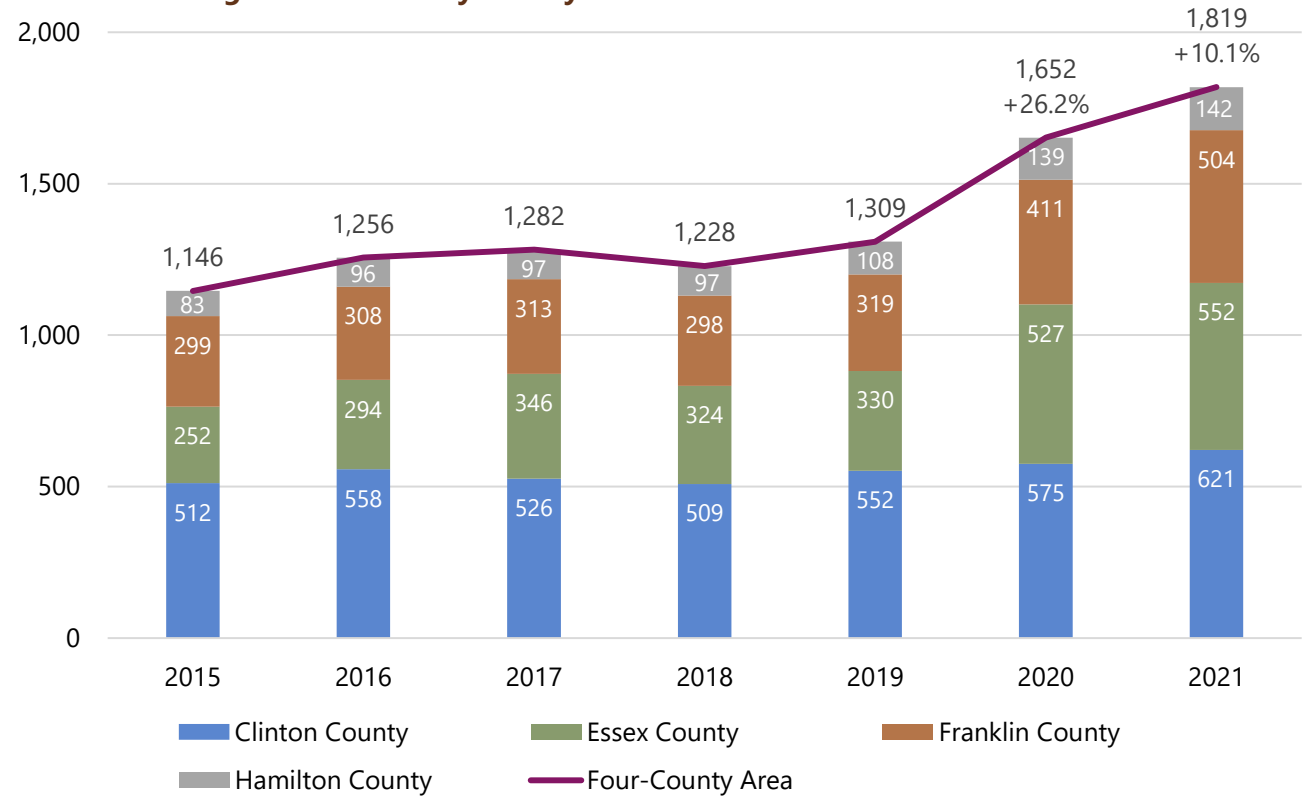
Source: Clinton, Essex, Franklin and Hamilton Counties

NUMBER OF HOME SALES RISE, A SIGN OF GROWING DEMAND

In addition to increasing prices, the market has also seen more activity in recent years indicating an uptick in demand. From just over 1,300 in 2019, sales began edging steadily upward into 2020 and reached 1,800 units in 2021 — 45% higher than what was seen in 2016.

The greatest increases were seen in Essex and Franklin counties, which were up 88% and 64%, respectively. Notably, these two counties were also the ones that posted the most robust average price increases.

Number of Single Home Sales by County



Source: Clinton, Essex, Franklin and Hamilton Counties

LOW INVENTORY INDICATES A VERY TIGHT HOUSING MARKET

The surge in home sales seen through 2020 and 2021 has resulted in a limited inventory of available for-sale homes.

“Months’ Supply” of available homes for sale is a measure using the total inventory of available houses for sale divided by the number of units sold during a specific time frame. As recently as 2019, the available supply of for-sale single-family homes in the four-county area measured 7.9 months (in Essex and Hamilton counties that figure was upwards of 12 months). As a rule, five to six months of inventory is indicative of a normal healthy housing market.

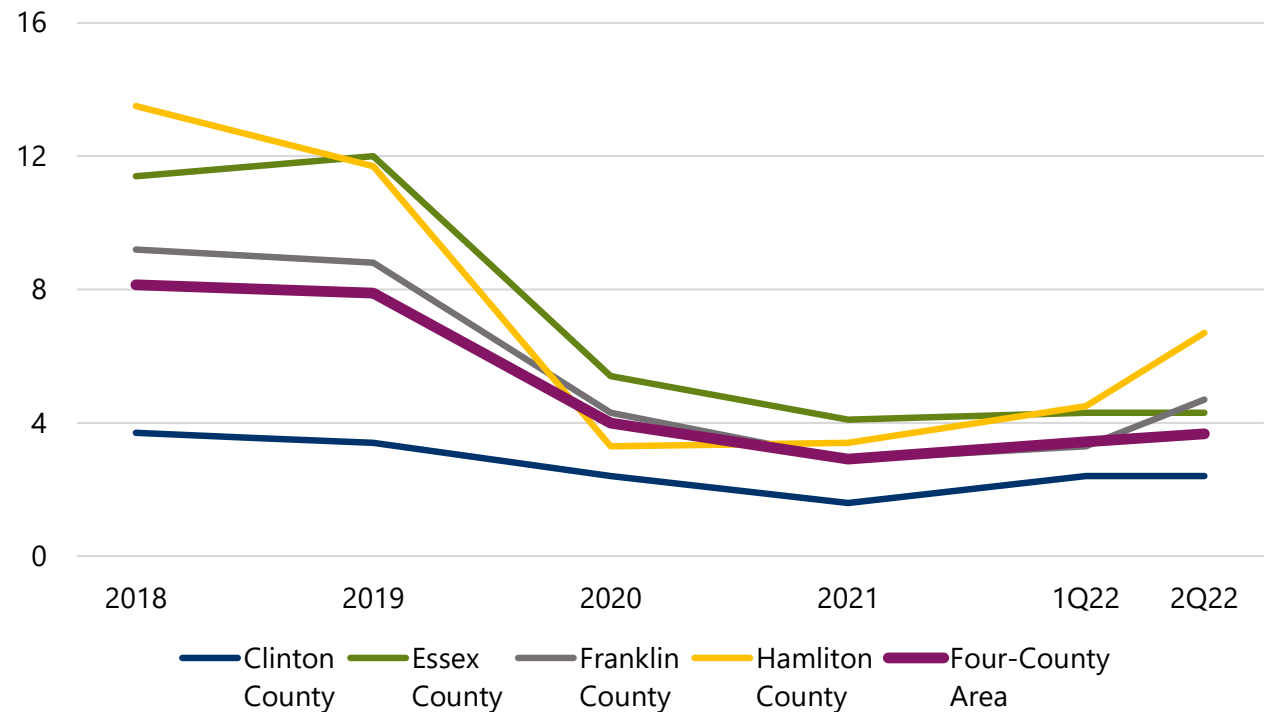
By 2020, however, supply had dropped by half, down to four months, and it continued this downward momentum into 2021, bottoming out at 2.9 months indicating a very tight and imbalanced housing market.

The first half of 2022 then saw a softening of demand due to economic uncertainties and rising interest rates. The upshot has

been a rise in the regional measure to 3.7

This limited supply has brought with it a

Home Sales - Months' Supply



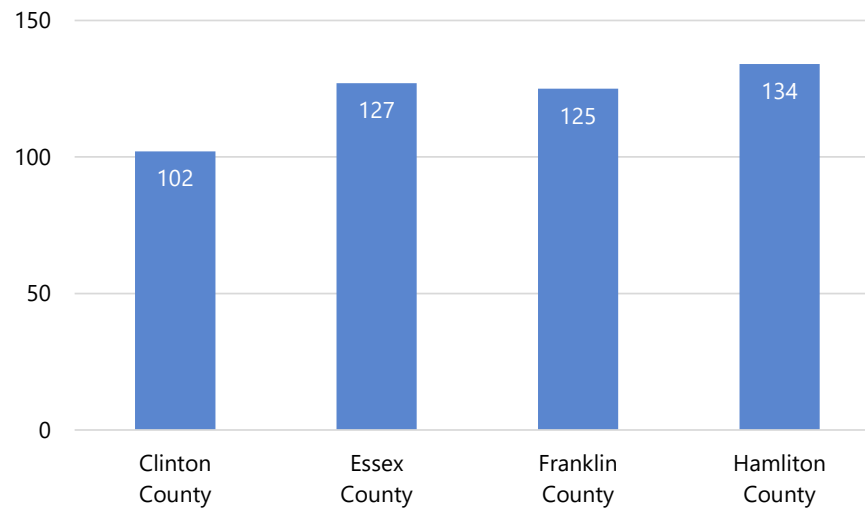
Source: New York State Association of REALTORS
months in the second quarter of 2022.

This overall upward adjustment was not shared evenly among the counties, however. In Hamilton County, the months’ supply essentially doubled, climbing from 3.4 months in 2021 to 6.7 months during the second quarter of 2022.

great deal of competition from potential buyers. Eager to close on purchase deals, buyers have been making cash offers and, in some cases, waiving their requirement for a professional inspection prior to purchase.

Throughout recent years, month-to-month supply in Clinton County has remained significantly lower than the balance of the region. Perhaps this reflects the strong and steady demand in the Plattsburgh area, but this relative tightness in the market is also reflected in the amount of time that properties are on the market prior to their sale. While the other counties saw this measure average around 130 days in 2021, that value dropped to 102 for Clinton County.

Median Number of Days on Market - 2021



Source: Realtor.com

RENTAL HOUSING MARKET

VACANCY RATES CONTINUE TO FALL AS THE RENTAL MARKET TIGHTENS

Over the 2010 to 2020 timeframe, New York state’s rental vacancies posted a modest downward trend. In the four-county area, however, a much more pronounced decline was witnessed.

Measuring well over 7% in 2010, region-wide rental vacancies dropped more than 3% by 2020. Declines were shared among all four counties, but the steepest decrease was found in Essex County which saw a 5% reduction in vacancies from 11% to 6% over the decade.

VARIATION IN VACANCY BY COUNTY – BUT ALL WITH DECLINING RATES

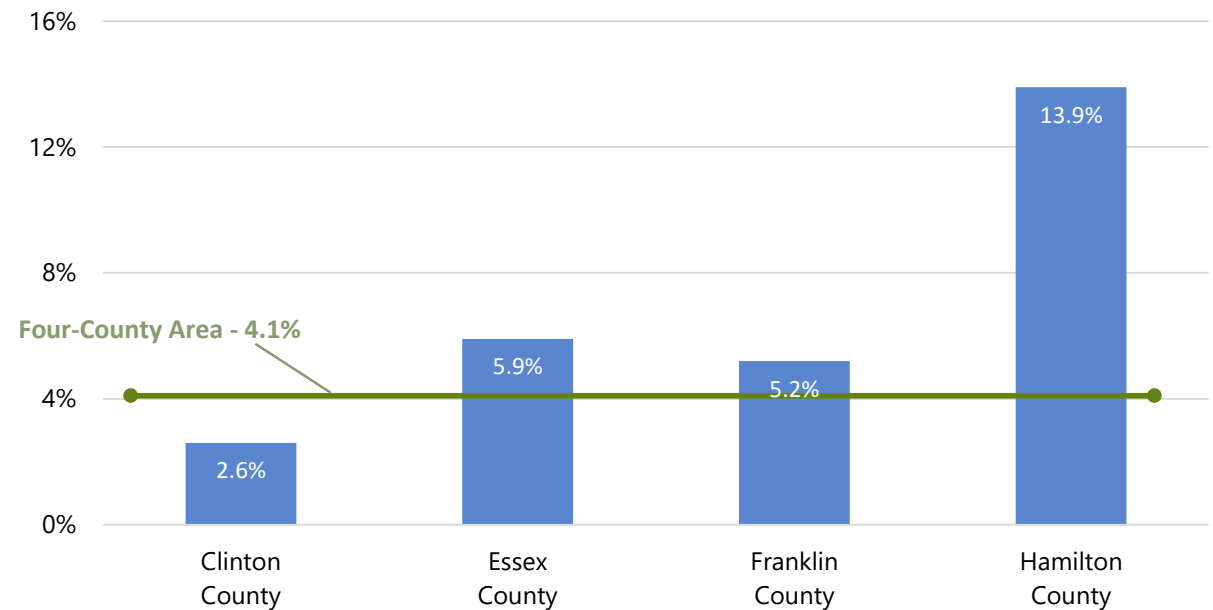
The four-county area registered a rental vacancy rate of 4.1% in 2020 — on par with New York state.

Rental vacancy rate

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area	New York
2010	4.9%	11.1%	7.7%	15.6%	7.4%	4.7%
2020	2.6%	5.9%	5.2%	13.9%	4.1%	4.0%

Source: ACS - Report DP04

Four-County Area Rental Vacancy Rates - 2020



Source: ACS - Report DP04

Wide variances were found amongst counties, however. Clinton County, which includes more than half of all rental households (55.7%), saw an exceptionally low vacancy rate of 2.6%.

Meanwhile, figures for Essex (5.9%) and Franklin (5.2%) counties stood somewhat

above average. Meanwhile, Hamilton County rated an exceptionally high 13.9%.

RENTAL MARKET PRICING

US Census Bureau data registered a 2020 median rental rate of \$796 for the four-county area. But a fair degree of variation is seen amongst the counties.

The median rental rate in Franklin County reached just over \$700, while Essex County sat close to the average, and

Median Rental Rates

	2010	2020	Growth
Clinton County	\$659	\$835	26.7%
Essex County	\$675	\$810	20.0%
Franklin County	\$583	\$706	21.1%
Hamilton County	\$627	\$841	34.1%
Four-County Area	\$641	\$796	24.2%

Source: ACS - Report DP04

Clinton and Hamilton counties registered \$835 or more.

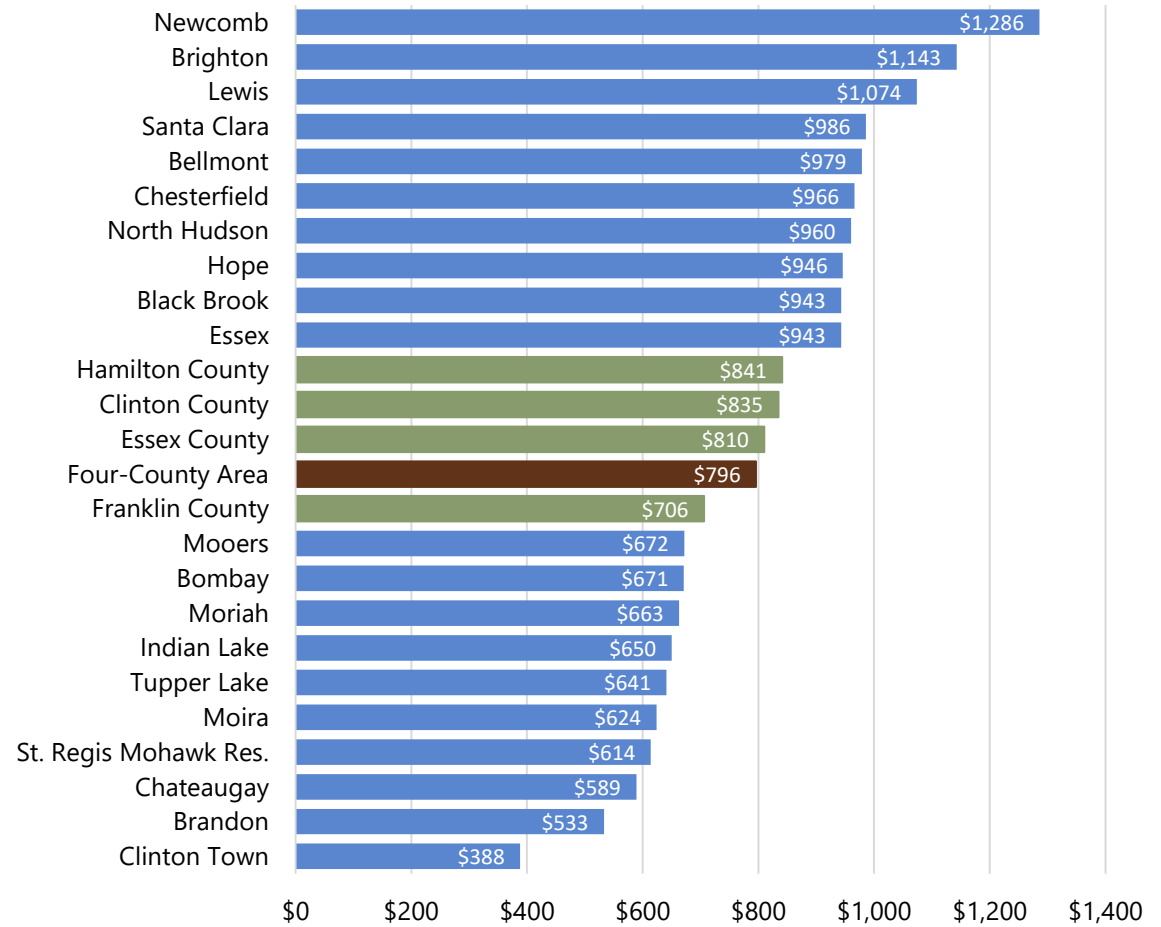
Over the span of the prior decade, US Census data shows that rental rates increased significantly, with the monthly cost up 24% in the four-county area.

All counties saw sizable increases, but the greatest rise came in Hamilton County where rents increased by 34.1%. This

stands in contrast to the rates ten years

median rents well above \$1,000 per

Rental Rates by Counties with Top/Bottom 10 Towns - 2020



Source: ACS - Report DP04

earlier when Hamilton County reported the second lowest rental rates.

month.

At the local level, the highest rates by far are seen in the towns of Newcomb, Lewis (both in Essex County), and Brighton (Franklin County) with all three registering

GAINS IN RENTAL RATES POSTED THROUGHOUT MOST OF THE REGION

US Census Bureau data shows median rental rates increased 24.2% during the 2010 to 2020 timeframe.

The slowest rent growth was in Essex County, which saw a 20% increase over the decade. Rents in Hamilton County, however, jumped by more than 34%.

Several towns showed significantly stronger growth, including Santa Clara, Hope, the Town of Essex, and Altona where rents rose 60% to 70%. Far and away the biggest jump was seen in Newcomb where rental rates more than doubled over the ten-year span, making it the most expensive town for rentals in the four-county area.

Gains were largely seen throughout the region but there were a handful of towns that posted declines from 2010 to 2020. Most decreases were modest, but a few experienced double-digit losses in rental rates.

Note that the small number of rental units in some towns can result in large percentage swings.

Growth in Median Rental Rate by Town - 2010 to 2020

	Town	2010	2020	Growth
Ten Highest	Newcomb, Essex County	\$638	\$1,286	101.6%
	Altona, Clinton County	\$493	\$837	69.8%
	Essex, Essex County	\$586	\$943	60.9%
	Hope, Hamilton County	\$590	\$946	60.3%
	Santa Clara, Franklin County	\$618	\$986	59.5%
	Westville, Franklin County	\$625	\$876	40.2%
	Brighton, Franklin County	\$833	\$1,143	37.2%
	North Elba, Essex County	\$679	\$926	36.4%
	Plattsburgh City, Clinton County	\$624	\$840	34.6%
	Willsboro, Essex County	\$647	\$867	34.0%
Counties	Hamilton County	\$627	\$841	34.1%
	Clinton County	\$659	\$835	26.7%
	Four-County Area	\$641	\$796	24.2%
	Franklin County	\$583	\$706	21.1%
	Essex County	\$675	\$810	20.0%
Ten Lowest	Moriah, Essex County	\$687	\$663	-3.5%
	Minerva, Essex County	\$950	\$896	-5.7%
	Bombay, Franklin County	\$714	\$671	-6.0%
	Franklin, Franklin County	\$764	\$717	-6.2%
	Westport, Essex County	\$800	\$729	-8.9%
	Dannemora, Clinton County	\$846	\$756	-10.6%
	Clinton, Clinton County	\$473	\$388	-18.0%
	St. Regis Mohawk Reservation, Franklin County	\$815	\$614	-24.7%
	Brandon, Franklin County	\$731	\$533	-27.1%
	Benson, Hamilton County	\$1,250	\$744	-40.5%

Source: ACS - Report DP04

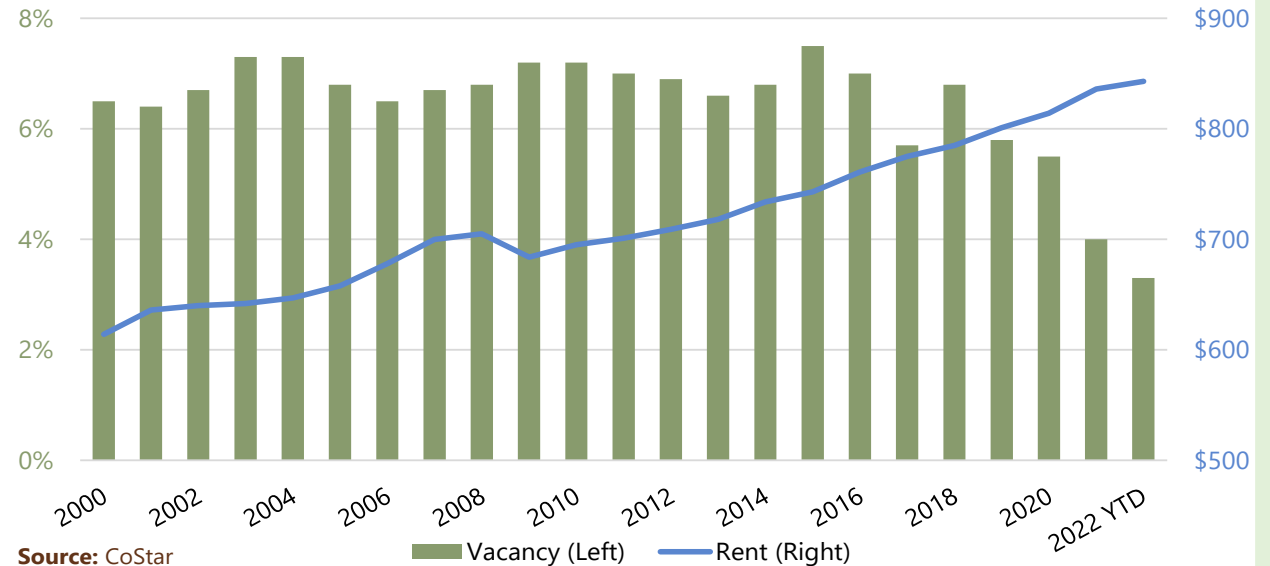
FOCUS ON: RENTAL MARKET

The leading national commercial real estate data source, CoStar, largely focuses on urban areas and large towns and provides an additional perspective on the area's residential rental market environment. Though not as comprehensive as data from the US Census Bureau, it does provide more current information at the property level (CoStar tracks approximately 203 buildings and 3,800 rental units in the region). A review of this data confirms the market trends seen in the US Census data (though some of the specific values differ due to CoStar's data collection methodology).

RENTAL RATES HAVE SHOWN STEADY UPWARD GROWTH

CoStar data reports show a steady and consistent rise in rental rates for the four-county area over the past decade or more. Having topped \$840 in 2022, they currently stand a hefty 37% above their 2000 level.

Rental Vacancy Rates and Prices - Four-County Area



While this increase may cause difficulties around affordability for renters in the area, it stands well below the rate of growth seen at the state level. New York state has seen rental prices climb by 46% from 2000 with the average rental rates approaching \$2,450 per month.

VACANCIES DECLINED SHARPLY OVER THE PAST FIVE YEARS

For those properties tracked by CoStar, multifamily vacancy rates held steady at well over 6% for much of the past two decades. Over the past four years,

however, vacancy rates steadily dropped, falling to a mere 3.3% in 2022.

Given this limited supply of unoccupied units and the steadily increasing rates, the rental environment has become much

Rental Units - Four-County Area

	2000	2022 YTD
Number of Buildings	193	203
Number of Units	3,428	3,799
Average Square Footage	772	840
Vacancy Rate	6.5%	3.3%
Average Rent	\$614	\$843
Percent Growth		37.3%

Source: CoStar

more challenging in terms of both accessibility and affordability.

LIMITED GROWTH IN SUPPLY IN RECENT YEARS

In large part, the region's sharply declining vacancy rates and steadily rising rental costs stem in part from steady incremental demand from renters but also from the fact that there have been no new additions to stock since 2018, according to CoStar data.

PROSPECTS FOR LIMITED NEW DEVELOPMENT

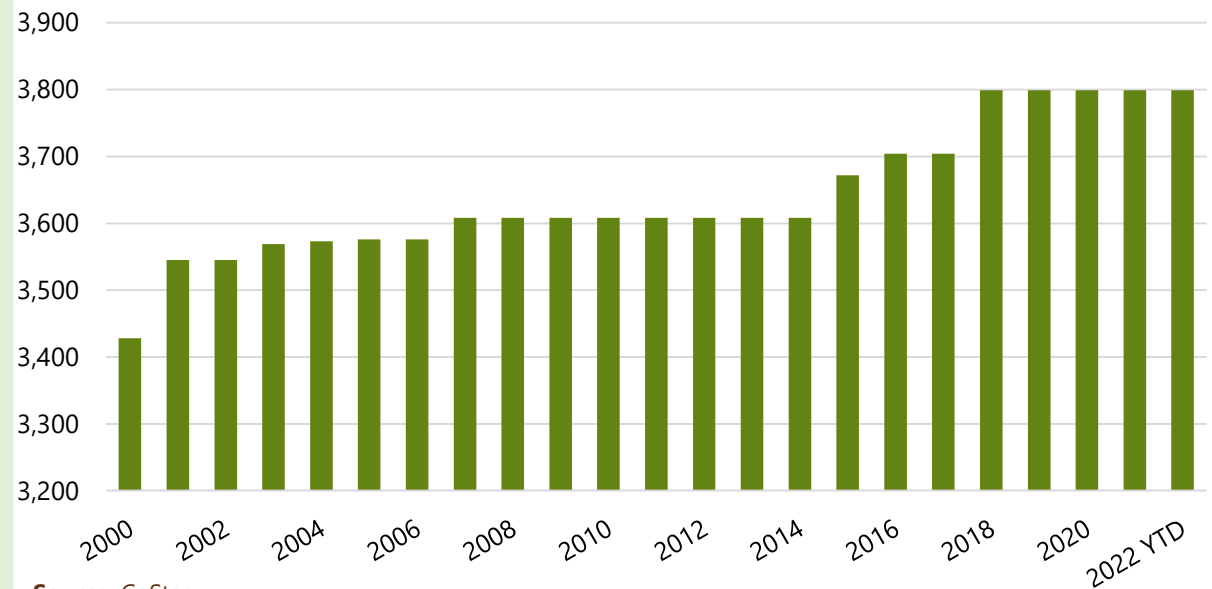
While there has been little new development in recent years, a handful of affordable housing projects are currently in the planning pipeline.

Delivery of these three housing development projects should provide 170 additional units to some of the larger communities in the region.

The Atlas Heights project in Plattsburgh will provide a modest increase in inventory for the town, which already has 1,900 total units. But the two projects in Essex County will increase residential

stock in those towns considerably. It should be noted that there are also additional housing projects at different stages of the planning and development process beyond those identified by CoStar.

Total Stock of Rental Units - Four-County Area



Source: CoStar

Multifamily Residential Projects in Planning

Project	Location	Number of Units	Notes
Saranac Lofts	Saranac Lake	70	Two buildings - The Carry and The Loft for artists and mixed-income renters.
Mackenzie Overlook	Lake Placid	60	Building for Lake Placid 2023 FISU Games will become workforce housing after the event.
Atlas Heights	Plattsburgh City	40	Three buildings with 14 units set aside for domestic violence survivors.

Source: Camoin Associates

Multifamily Rentals for Select Towns - 2022 YTD

Town	Buildings	Units	Rent	Vacancy Rate
Lake Placid	8	192	\$835	1.9%
Malone	14	307	\$830	2.1%
Plattsburgh (City and Town)	78	1,905	\$906	3.5%
Saranac Lake	12	335	\$824	4.1%

Source: CoStar

REGIONAL MARKET INSIGHTS

Local and regional real estate professionals, as well as other stakeholders, were interviewed as part of this analysis to further document the most recent perspectives on the market.

The following comments reflect the key points that came out of those conversations as they relate to the current housing market within the four-county area.

LOW INVENTORY IS MAKING PURCHASING A HOME DIFFICULT FOR LOCAL BUYERS

With limited supply in the for-sale market, there has been a great deal of competition from potential buyers.

RECENT MORTGAGE RATE INCREASES ARE BEING FELT

Eager to purchase a home, some buyers have been making cash offers and, in some cases, waiving their requirement for a professional inspection prior to purchase.

The rising cost of financing is making it increasingly difficult for potential buyers to finance the purchase of a home.

While out-of-town buyers may be coming in with significant equity in another home elsewhere, local residents are feeling the bite of higher mortgage rates.

The rising cost of financing a home purchase is pushing some properties out of reach of would-be buyers and they are being forced to lower their expectations about what they can afford.

NON-LOCAL BUYERS ARE INCREASING PRESSURE ON THE HOUSING MARKET

The influx of buyers from outside of the local area has put great pressure on the market. Many people from downstate and out of state are looking to buy in the area. They bring increased demand and, if coming from a higher cost location, a

good deal of prior home equity, which allows them to bid up home sale prices.

With remote work becoming increasingly common, people are less geographically constrained and are moving to the area for its high quality of life.

Additional demand comes from empty nesters and retirees. Many older people will buy a seasonal home in a place they enjoy visiting with the expectation of eventually retiring there full-time.

Some speculative investors have also entered the market with the expectation of making a profit when reselling a property. However, this demand has recently softened with rising interest rates.

SHORT-TERM RENTALS ARE IMPACTING SOME MARKETS

Converting houses and apartments from long-term rentals for year-round workers and residents to short-term “vacation” rentals removes those units from the residential housing inventory.

While some people may be buying homes in the area with the specific intention of using them as short-term rentals, overall, these short-term rentals are only one of several factors currently affecting the

region's housing affordability and availability.

Many short-term rental owners are permanent or seasonal residents who operate short-term rentals to supplement their income, and these units would not necessarily be available as long-term affordable or workforce housing for full-time residents if they were not being used as short-term rentals.

SIGNS OF A SLOWING MARKET

The most recent perception is that more properties are coming up for sale and that the inventory of available homes has recently increased.

This thought is reinforced by the observation that properties are staying on the market for more days than they recently had been.

UNDERSTANDING LOCAL ZONING AND LAND CONTROL IS CRITICAL

Throughout the four-county area, many municipalities are comprised of more than 50% state-owned land, limiting the potential for housing or commercial development.

Clearly designating the areas where growth is possible and communicating why it is best suited for these areas will be critical to advancing any projects in the pipeline.

HOUSING DEVELOPMENT ENVIRONMENT

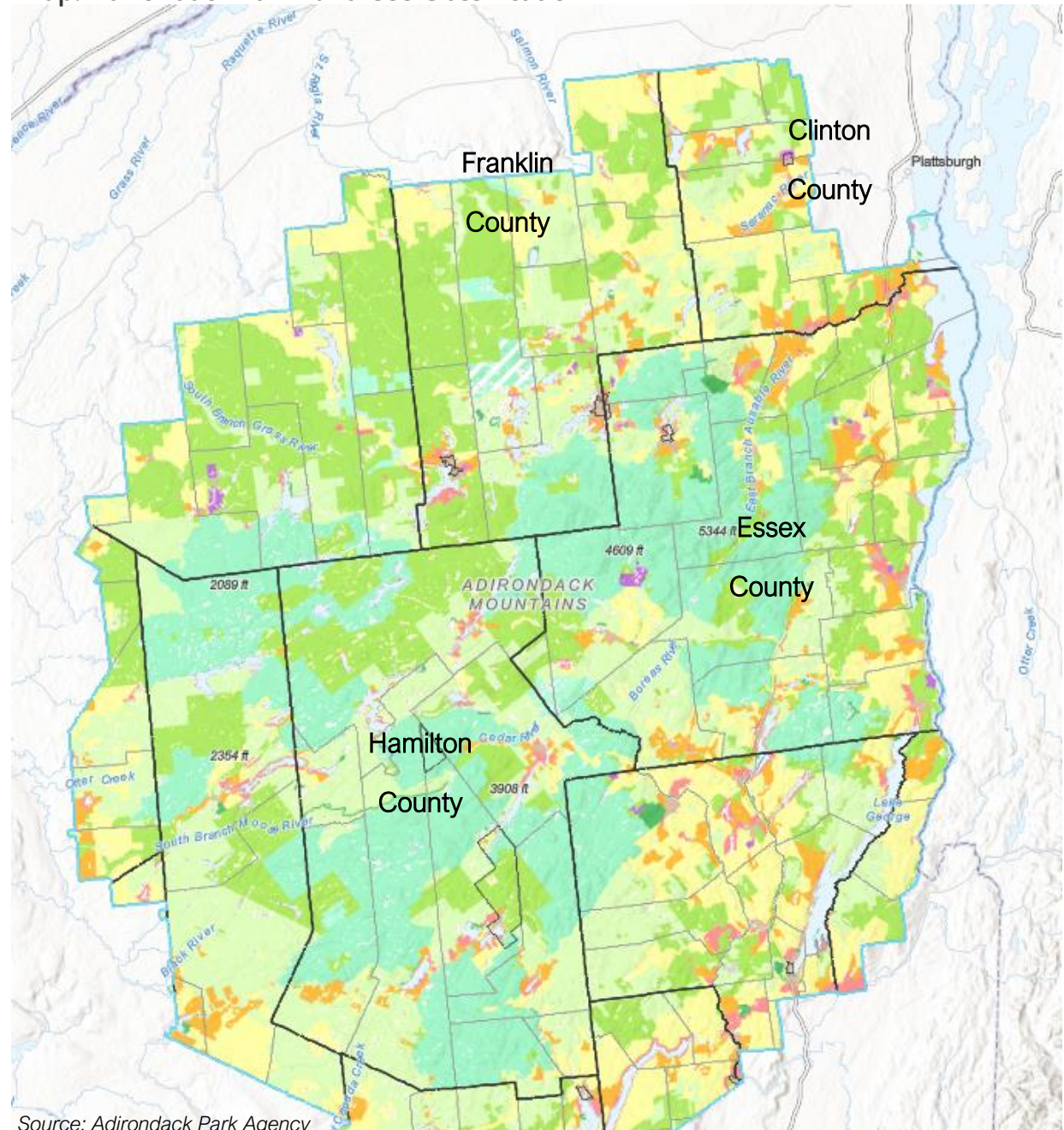
The region's "development environment" includes a broad set of factors that affect the feasibility of housing development from an external perspective (e.g., private or non-profit housing developers). These factors include land use regulations, availability of development sites, infrastructure availability and capacity, financial considerations (e.g., land and labor), and other similar factors that impact housing development potential.

This section outlines the key factors impacting the housing development environment in the region.

NATURAL CONSTRAINTS AND FOREVER WILD LANDS LIMIT LAND AVAILABILITY

The four-county area has many unique development constraints not found in other areas of New York state. The region falls largely within the state's Adirondack Park, which features large tracts of

Map: Adirondack Park Land Use Classification



Source: Adirondack Park Agency

Forever Wild Wilderness and other protected state lands.

Quality development opportunities on privately owned land are also limited by mountainous terrain, wetland areas, and other environmentally sensitive lands and water bodies.

As shown in the table below, approximately 49% of the four-county

area's land area within the Adirondack Park is Forever Wild New York State Forest Preserve or other restricted state lands.

It should be noted that while some development types are allowed in Resource Management, this classification represents an additional 27% of the region's land within Adirondack Park,

which is heavily restricted and unsuitable for residential development.

For lands within the Adirondack Park, land classified as Hamlet and Moderate Intensity are the only areas where housing can be built at a meaningful scale. These areas represent only 2.7% of the region's land within the park. This is discussed further on the following page.

Adirondack Land Classification by County (Acres)

	Clinton		Essex		Franklin		Hamilton		Total	
	Acres	%	Acres	%	Acres	%	Acres	%	Acres	%
Hamlet	3,120	1.0%	18,796	2.3%	7,009	1.0%	4,661	0.4%	33,586	1.1%
Moderate Intensity	7,263	2.2%	20,344	2.4%	9,190	1.3%	12,261	1.1%	49,058	1.6%
Low Intensity	31,460	10%	75,131	9%	20,840	2.9%	27,557	2.4%	154,988	5%
Rural Use	121,085	37%	175,828	21%	131,568	18%	40,902	4%	469,384	15%
Resource Management	72,072	22%	254,437	30%	269,284	37%	229,303	20%	825,097	27%
Industrial Use	36	0%	6,005	0.7%	621	0%	156	0%	6,818	0%
Subtotal: Potentially Developable Areas	235,036	72%	550,541	66%	438,512	61%	314,840	27%	1,538,931	51%
Wilderness	0	0%	0	0%	56,612	8%	475,268	41%	531,880	18%
Primitive Area	951	0%	8,459	1%	7,834	1%	5,872	1%	23,116	1%
Wild Forest	69,551	21%	186,305	22%	170,033	24%	292,009	25%	717,899	24%
Intensive Use	337	0%	6,678	1%	1,750	0%	5,004	0%	13,769	0%
State Admin	1,015	0%	384	0%	367	0%	147	0%	1,913	0%
Water	19,720	6%	81,852	10%	43,340	6%	62,808	5%	207,720	7%
Pending	0	0%	195	0%		0%	547	0%	742	0%
Sub-Total: State Forest Preserve and Other State Restricted	91,574	28%	283,873	34%	279,936	39%	841,655	73%	1,497,039	49%
Total	326,610	100%	834,414	100%	718,448	100%	1,156,495	100%	3,035,970	100%

Source: Adirondack Park Agency, 2021 Adirondack Land Classification Acreage Statistics

STATE LAND USE REGULATIONS SET DEVELOPMENT PARAMETERS IN AREAS WITHIN ADIRONDACK PARK

New York State sets development density maximums within Adirondack Park as shown in the adjacent table (corresponding to the Land Use Classification Map on page 21).

Hamlet areas are densely settled community centers with services and infrastructure making them the priority for new development. The State does not set any density limits in these areas, however, projects that meet certain thresholds require permits from the Adirondack Park Agency (APA) to proceed. For structures over 40 feet in height, projects are allowed but require an APA permit. An APA permit is also required for other large projects (more than 100 lots, sites, or units) or projects involving wetlands or other sensitive areas.

In Moderate Intensity Use areas, maximum densities are relatively low for housing development at 500 principal buildings per square mile, which for a single-family home subdivision project would equal a density of approximately 0.8 units per acre.

It should be noted that the Adirondack

Adirondack Park Land Use Classification Intensity Guidelines

	Map Color	Principal Buildings per Sq. Mile	Avg. Lot Size (acres)
Hamlet	Brown	no limit	none
Moderate Intensity Use	Red	500	1.3
Low Intensity Use	Orange	200	3.2
Rural Use	Yellow	75	8.5
Resource Management	Green	15	42.7
Industrial Use	Purple	no limit	none

Source: NYS Adirondack Park Agency

Park Land Use Regulations are more permissive (higher density) for “community housing,” which is defined as a unit not exceeding 1,500 square feet that is located within a moderate- or low-intensity use land area, is located on one parcel within three miles of a Hamlet land use area, and is legally limited in perpetuity to primary single-family dwellings for households within 120% or less of the area median income.

Community housing projects increase density by four times what is otherwise allowed (e.g., 3.125 units per acre in moderate-intensity areas). While the statute was intended to incentivize affordable housing, the Adirondack Park Agency indicated that no projects have been completed using this bonus density provision.

The APA Land Use Classification Map

can be amended through a formal process in which the APA considers natural resources, public services, and other key factors. Amendments can be initiated by a local government, individual landowner, or both acting concurrently. The APA does not consider proposed development plans as part of this process. If a local land use plan identifies the area as a good candidate for more intensive development and a map amendment is sought, the APA helps facilitate the approvals process.

There is a perception that the APA limits development potential. However, many of these perceptions stem from misconceptions, as well as a small number of high-profile projects that went through unusually long approvals processes.

It should also be noted that many local municipalities in Adirondack Park have enacted local land use controls that, by their nature, can only be as restrictive or more restrictive than the regulations set forth by the APA. These are discussed in the following section.

MUNICIPAL LAND USE CONTROLS RESTRICT HOUSING DEVELOPMENT

In many places, locally instituted land use controls, particularly zoning laws, serve as constraints or barriers to housing development. The map on the following page shows the local communities' land use controls that fall within the APA.

The two most common and most impactful constraints posed by local zoning controls throughout the region include:

- Multifamily Development Excluded:** Of the communities that have local zoning regulations, many heavily restrict where multifamily housing development can occur while favoring detached single-family homes in residential zones. Regional zoning controls are not only unfavorable for apartment building-style housing types, but also other “missing middle”

housing types, such as densely

limited desired housing development



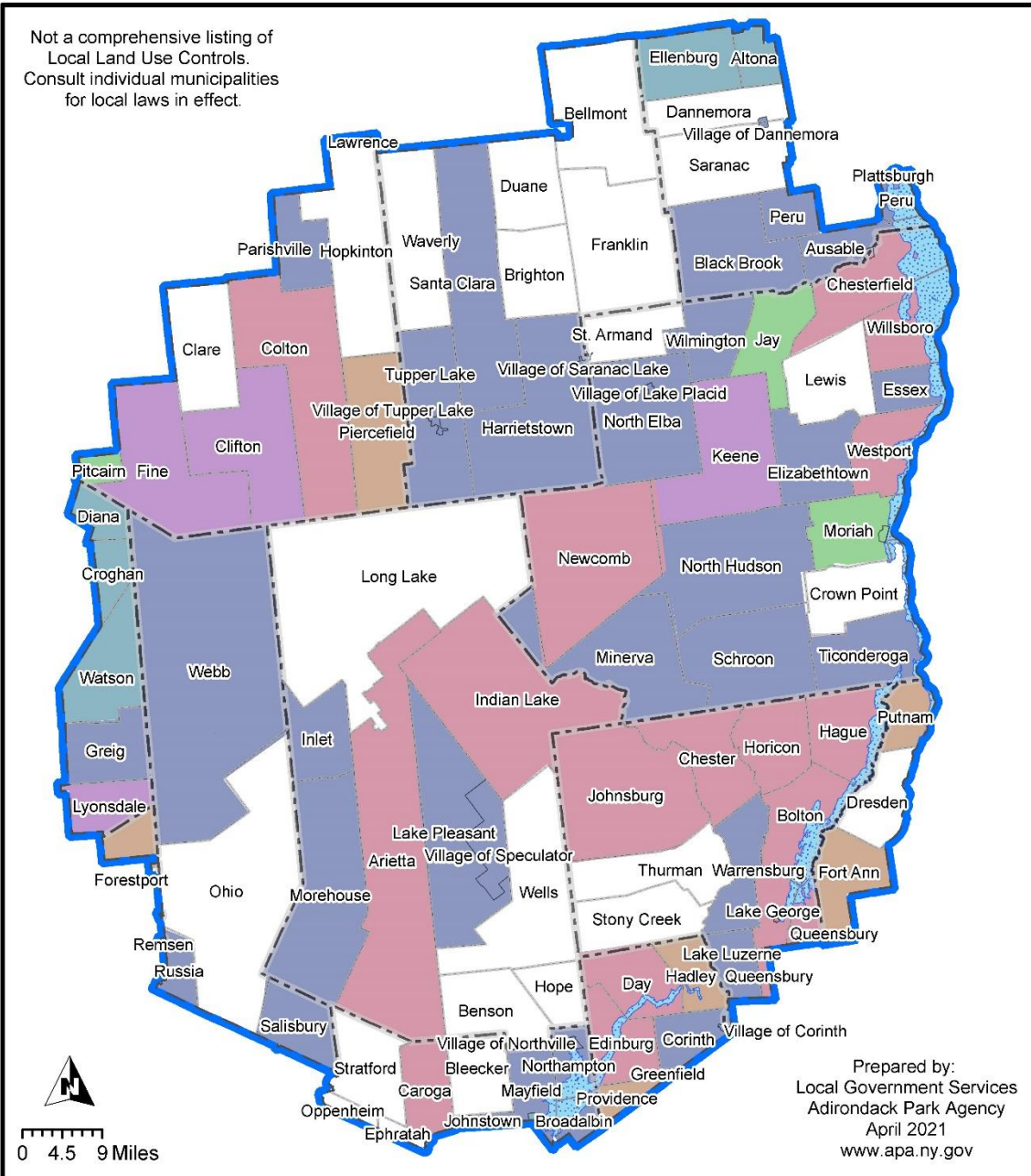
The “missing middle housing” phenomenon is widespread across the U.S. as well as the four-county region in which local land use controls favor single-family detached homes. For more information on this concept, visit Opticos Design’s website, www.missingmiddlehousing.com.

clustered cottages, duplexes and triplexes, accessory dwelling units, attached townhouses, and other multifamily housing types that fall on the density spectrum between single-family homes and apartment buildings.

- Density Restrictions Make Affordable Housing Construction Unfeasible:** Many communities also restrict density below ideal (and often necessary) standards for the development of affordable and workforce-level housing. Common density restrictions include limited housing units per acre, requiring relatively large minimum lot sizes, and restricting building heights. Input from interviews indicated that height restrictions, in particular, have

activity because developers are not able to achieve the necessary economies of scale for projects to be affordable. In some cases, local density and height limitations have prevented developers from accessing affordable housing financing from the US Department of Housing and Urban Development.

Not a comprehensive listing of Local Land Use Controls. Consult individual municipalities for local laws in effect.



Local Land Use Controls in the Adirondack Park

- Park Blue Line
 - State Boundary
 - County Boundary
 - Town Boundary
 - Village Boundary
- Local Land Use Controls**
- NO ALLUP, SD, SPR or Zoning
 - Site Plan Review
 - Subdivision Regulations
 - Subdivision & Site Plan Review
 - Zoning
 - Zoning & Subdivision
 - APA-Approved Local Land Use Program

Villages*

- Corinth: Z & SD
- Dannemora: Z & SD
- Lake George: ALLUP
- Lake Placid: Z & SD
- Mayfield: Z
- Northville: Z & SD
- Saranac Lake: Z & SD
- Speculator: Z & SD
- Tupper Lake: Z & SD

Summary

- 101 Towns/Villages in the Park**
- 62 have Zoning (Z, Z & SD or ALLUP)**
- 18 with ALLUP**
- 25 without Zoning, Subdivision, Site Plan Review or an ALLUP**

*ALLUP= APA-Approved Local Land Use Program;
SD= Subdivision Regulations;
SPR= Site Plan Review Only; Z= Zoning

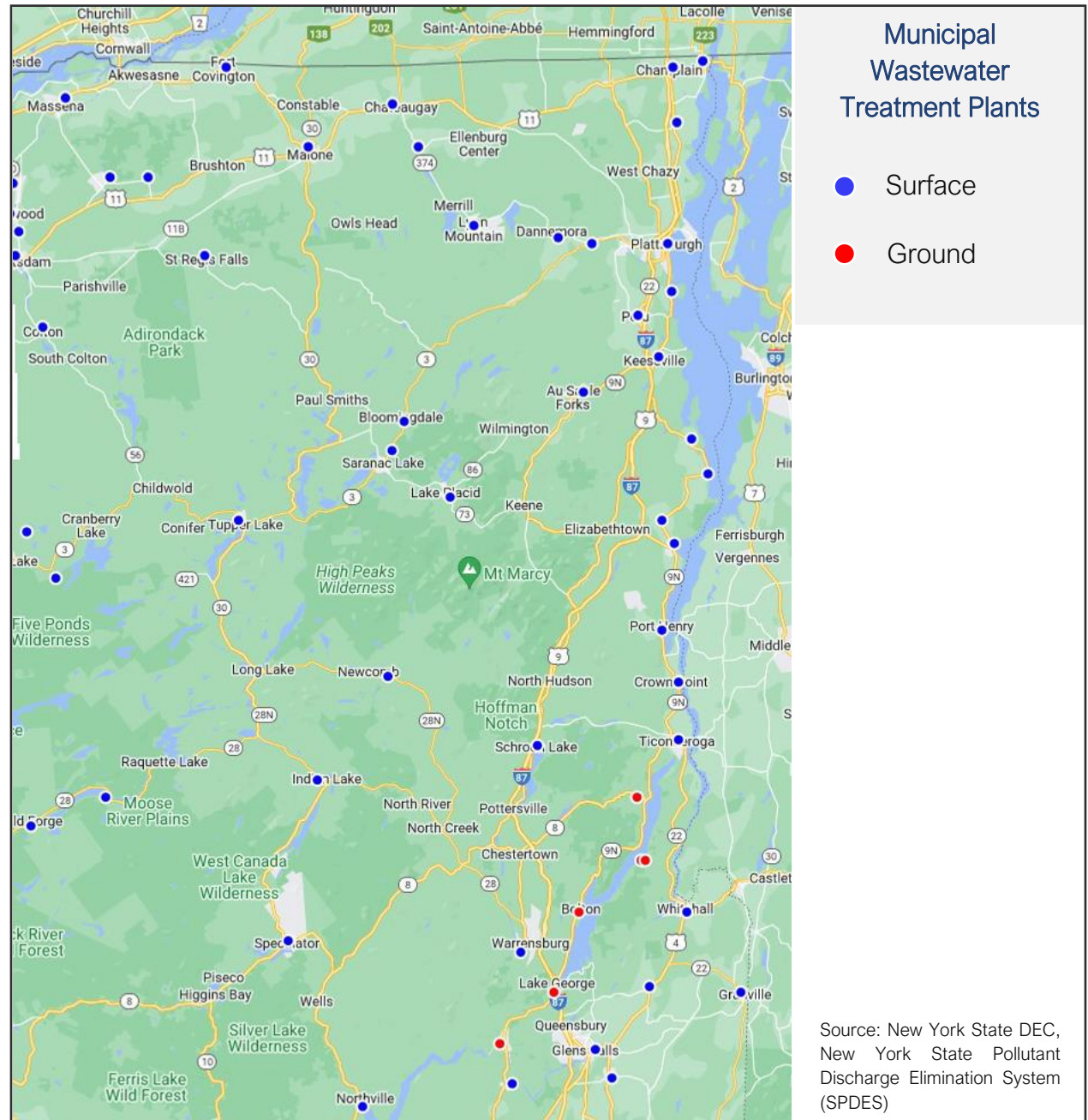
Prepared by:
Local Government Services
Adirondack Park Agency
April 2021
www.apa.ny.gov

Source: Adirondack Park Agency

LIMITED WATER AND SEWER INFRASTRUCTURE RESTRICTS AREAS SUITABLE FOR DEVELOPMENT

Building housing at a meaningful scale requires that water and sewer infrastructure be available at the development site. Many communities throughout the region either lack this infrastructure or the existing infrastructure has a limited footprint, serving properties that are built out but not extending to potentially suitable housing development sites.

The map to the right shows the municipal wastewater treatment plants in the region. Many of the population centers have plants, however, there are hamlets, towns, and other population concentrations that don't have plants at all. Additionally, many of the systems are very localized, serving only core community centers, and, in some instances, expanding them to new sites that would be appropriate or suitable for housing development would be very expensive.



LACK OF QUALITY SITES AND SITE CONTROL LIMITS DEVELOPER INTEREST

Conversations with recently active developers in the region indicate that there are few high-quality development sites where there is site control (e.g., owned by a municipality, nonprofit, or economic development entity).

Locating privately owned properties that may be in an ideal housing development location and negotiating with landowners introduces time, money, and risk into the development process, which is a contributing factor to why the region does not see more housing development projects.

Interviews suggest that there would be more private sector development interest if there were more quality properties with site control available, where a developer could more readily and efficiently initiate a housing development project.

RISING CONSTRUCTION COSTS ARE A MAJOR BARRIER

Home construction costs have been rising over the past decade but escalated substantially during the pandemic. The National Association of Home Builders

(NAHB) Construction Cost Survey of 2019 found that the average cost to build an average single-family home was approximately \$296,700 or \$114/SF. This represented an increase of 33% from 2017 when the national average was \$86/SF.

Single-Family Construction Costs - Q2, 2022

Market Area	Avg. Construction Cost per SF	Cost to build 2,300 SF Avg. Home*
Albany, NY	\$138	\$316,945
Plattsburgh, NY	\$131	\$301,408
Glens Falls, NY	\$126	\$288,979
Syracuse, NY	\$134	\$307,623
Utica, NY	\$132	\$304,515
Watertown, NY	\$124	\$285,872

*Excludes land cost

Source: RS Means

More recent data from the second quarter (April-June) of 2022 from RS Means shows that current housing construction costs in New York state are well above those found in the last NAHB national cost survey. The average construction cost for an average two-story single-family home ranges from approximately \$286,000 in the Watertown area to \$317,000 in the Albany area. These numbers exclude land acquisition costs that further increase the listed construction cost figures.

The RS Means data for urban markets is also above what is often found in the more rural areas of the region, with most of the region outside of the market area of home builders in these urban areas. While no comprehensive data source is available, home builders throughout the region were contacted to determine the typical cost range for simple single-family home construction.

While responses ranged across contractors and geographies, current (mid-2022) construction cost estimates generally range from \$250 to \$350/SF with lower costs found in more populated urban areas such as Plattsburgh. In more rural areas, particularly within Adirondack Park, construction costs are at the higher end of the spectrum.

To put these costs into context, a relatively modest 1,700 square-foot home would cost between \$425,000 and \$595,000 to build, excluding land acquisition costs. Even a small home such as a two-bedroom, 1,000-square-foot house would cost \$250,000 to \$350,000 to build (again excluding land costs).

The table below provides a more detailed assessment of the affordability implications of housing construction costs. Assuming a midpoint construction cost estimate of \$300/SF, approximately 80% of households living in the region cannot afford to purchase a new construction home of only 1,000 square feet. Even at a more conservative \$250/SF, approximately 63% of households would not be able to afford a new construction home of 1,000 square feet.

Within the region, the typical median-sized home is approximately 1,500 square feet (although this is below the typical size of new construction homes). A new home of this size would cost between \$375,000 and \$525,000 (excluding land costs). Even at the low end of \$375,000, only approximately 14% of households in the region could afford to buy this home.

The results show that substantially higher construction costs in many parts of the region are a substantial barrier to the construction of housing at price points

attainable by most of the region's residents and workers. Construction costs effectively serve as a price floor as either private or nonprofit developers will not sell homes below the cost to build them.

Affordability of New Construction Single-Family Homes

Annual Household Income	Households		Maximum Monthly		Affordable Home		Max Affordable Home Size (SF)		
	#	%	Low	High	Low	High	High (\$250/SF Cost)	Mid (\$300/SF Cost)	Low (\$300/SF Cost)
Less than \$15,000	9,094	13%	Less than \$375		None		0	0	0
\$15,000-\$24,999	6,008	9%	\$375	\$625	None	\$21,155	85	71	60
\$25,000-\$34,999	6,195	9%	\$625	\$875	\$21,155	\$46,450	186	155	133
\$35,000-\$49,999	9,217	13%	\$875	\$1,250	\$46,450	\$100,852	403	336	288
\$50,000-\$74,999	14,277	20%	\$1,250	\$1,875	\$100,852	\$197,007	788	657	563
\$75,000-\$99,999	9,876	14%	\$1,875	\$2,500	\$197,007	\$260,245	1,041	867	744
\$100,000-\$149,999	9,586	14%	\$2,500	\$3,750	\$260,245	\$469,014	1,876	1,563	1,340
\$150,000-\$199,999	4,132	6%	\$3,750	\$5,000	\$469,014	\$595,489	2,382	1,985	1,701
\$200,000 or greater	2,217	3%	More than \$5,000		More than \$670,489		2682+	2235+	1916+
Total	70,602	100%							

Assumptions: \$60,000 for land cost and site work; 5% mortgage rate; 20% down payment and no private mortgage insurance; 1.75% effective property tax rate; .0025% property insurance premium

Source: Esri; Dan Kelleher, Adirondack Park Agency; Camoin Associates

LABOR AVAILABILITY SLOWING DEVELOPMENT TIMELINES

Throughout the region, there is evidence of labor shortages in key professions related to housing development, including skilled and unskilled laborers and professionals involved in the housing development process, such as building inspectors.

Job data and information from interviews suggest that a labor shortage in the construction trades is likely creating a bottleneck in the development process. From 2011 to 2021 there was a decline in the number of housing construction-related jobs with 168 jobs lost, representing a decline of approximately 5.6%. The decline was particularly acute for skilled laborers, including carpenters (loss of 211 jobs) and electricians (loss of 89 jobs).

Interviews confirmed the shortage of these skilled workers and that this shortage is contributing to longer construction timeframes.

Job Trends: Housing Construction Associated Occupations (4-County Region)

Description	2011 Jobs	2021 Jobs	2011 - 2021 Change	2011 - 2021 % Change
Construction Laborers	659	687	28	4%
Carpenters	796	585	(211)	(26%)
First-Line Supervisors of Construction Trades and Extraction Workers	305	282	(22)	(7%)
Electricians	361	272	(89)	(25%)
Operating Engineers and Other Construction Equipment Operators	233	288	55	24%
Plumbers, Pipefitters, and Steamfitters	128	152	24	19%
Painters, Construction and Maintenance	166	126	(40)	(24%)
Construction and Building Inspectors	101	100	(1)	(1%)
Drywall and Ceiling Tile Installers	35	95	60	172%
Roofers	49	50	1	2%
Cement Masons and Concrete Finishers	28	35	7	26%
Brickmasons and Blockmasons	33	34	1	3%
Sheet Metal Workers	18	23	5	26%
Paving, Surfacing, and Tamping Equipment Operators	17	25	8	50%
Tile and Stone Setters	22	21	(1)	(4%)
Helpers--Carpenters	28	23	(5)	(18%)
Floor Layers, Except Carpet, Wood, and Hard Tiles	11	23	12	105%
Helpers--Electricians	<10	21	Insf. Data	Insf. Data
Total*	2,987	2,819	(168)	-5.6%

*Excluding Helpers--Electricians

Source: Emsi

Chapter III. Housing Needs Assessment

INTRODUCTION

The Housing Needs Assessment provides a quantitative estimate of the housing needs throughout the region and for each individual county. The analysis presents the scale of regional housing needs and a detailed breakdown of needs by income level and rental versus ownership needs.

This section begins with an analysis of affordability issues. The region's housing is increasingly unobtainable for those living there year-round and those working in the region. The housing affordability gap assessment illustrates the growing gap between what households and workers in the region can afford compared to current housing prices.

The affordability gap section sets the foundation for the housing needs analytical modeling, which is divided into two components as described below:

1. Current Regional Housing Needs: This component examines what the urgent present-day housing needs are among those living and working throughout the region. The assessment is based on the housing challenges facing workers including the following:

- **Cost-Burdened Households:** These households are currently spending an excessive amount of their annual income on housing costs (more than 30% including rent or mortgage, utilities, and taxes) and many are experiencing negative quality of life impacts as a result, including difficulty paying for other necessities such as groceries, healthcare, and heating costs.

- **Displaced Workers:** Many workers in the region are increasingly “displaced” further away from their place of work due to rising housing prices. The proportion of workers not living where they work continues to rise and many workers are commuting exceptionally long distances to their workplace because of the lack of available affordable housing.
- **Underhoused Individuals:** Many individuals in the region, particularly young adults, are “underhoused” and live with parents, other relatives, friends, and roommates despite wanting or needing their own housing. Many of these young people cannot afford to purchase homes and struggle to find quality rental units, which have become increasingly scarce in the region.
- **Overcrowded Households:** Similar to underhoused individuals, overcrowded households are those where the number of occupants exceeds the capacity of space available — essentially a mismatch between the size of the home and the size of the household. Overcrowding has been shown to result in adverse physical and mental health outcomes.
- **Senior Households:** The senior population of the region is growing and projected to grow into the future driving an additional need for a variety of senior housing options. The region is relatively underserved by senior housing options and in many communities, seniors face a choice of remaining in their single-family homes even if they do not want to or have difficulty maintaining or living in these homes, or relocating out of their community to live in more suitable housing that better meets their needs.

- **Households in Substandard and Obsolete Housing:** The region’s housing stock is relatively old, and the condition of many housing units continues to decline. There are households throughout the region that continue to live in housing that does not meet minimum safety standards, representing a need for new or rehabilitated housing.

2. Future Housing Needs: The projected housing needs over the next ten years were estimated to understand how much new housing development is needed to accommodate future demand. The analysis is based on the following:

- **Projected Population Growth:** Population trends will significantly impact the need for housing in the future. Future growth projections were analyzed to assess the need for housing to accommodate population growth/decline over the next ten years.
- **Workforce Housing Need:** Recognizing that population growth trends are not reflective of the population that is needed to sustain the region’s economy and workforce needs, an analysis was conducted to determine the future need to “import” new workers into the region for whom additional housing will also be necessary.
- **Housing Aging into Obsolescence:** Over the next ten years, a portion of the region’s housing stock will age and deteriorate into obsolescence requiring new “replacement” housing to make up for this loss.

KEY FINDINGS

The quantitative housing needs analysis reveals the substantial magnitude of the housing crisis facing the region. A number of housing issues have been compounded over the years which has led to pent up or a “backlog” of unmet housing needs throughout the region. As a result, the number of households requiring new, improved, or alternative housing arrangements illustrates the urgent need for new, ambitious, and creative approaches to addressing housing needs.

In addition to the present-day housing needs facing the region, projections for the next 10 years indicate an additional need to grow the region’s housing stock to accommodate new workers that must be attracted to live in the region in order to sustain the local economy. The projections indicate that the region’s existing housing stock and rate of housing production will be woefully insufficient to meet this need. The key findings of the needs assessment modeling are described on the following pages for the current regional housing needs and future workforce housing need analyses, following by the detailed analysis.

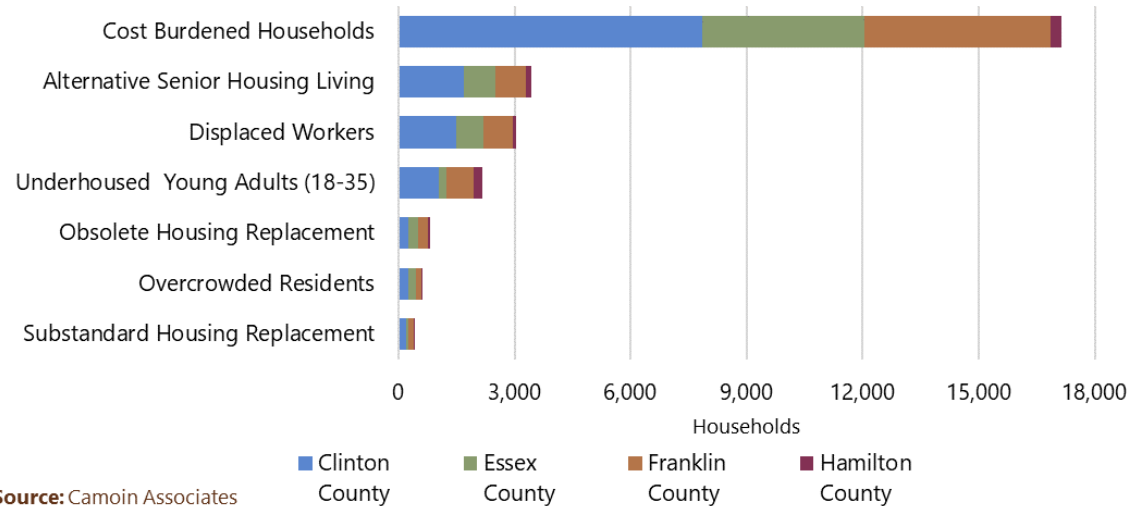
Current Regional Housing Needs

The current regional housing needs analysis found that there is an existing need for new, improved, or alternative housing arrangements for at least 19,100 households in the region. This is not necessarily the number of new housing units needing to be built in the region as these housing needs can be addressed in a variety of ways. Rather, the region needs 20,167 housing *interventions* to meet existing housing needs. These interventions are further discussed in the strategy.

The most significant source of housing need is from households that are overburdened by high housing costs, spending more than 30% of their annual income on housing costs with many spending substantially more. Alternative housing arrangements for seniors is the second greatest housing need facing the region followed by housing for underhoused young adults that currently do not have their own housing but are living with others.

Displaced workers represent another substantial source of housing need with an estimated 3,034 workers employed in the region but living elsewhere that need housing closer to their place of work. Other sources of housing need include replacing obsolete housing (827 households), overcrowded households (581), and households living in other substandard units (421).

Current Regional Housing Needs



Current Regional Housing Needs (Households)

Source of Housing Need	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Cost Burdened Households	7,861	4,178	4,823	271	17,133
Alternative Senior Housing Living	1,701	802	792	141	3,436
Displaced Workers	1,498	695	774	67	3,034
Underhoused Young Adults (18-35)	1,040	214	692	236	2,182
Obsolete Housing Replacement	242	258	266	61	827
Overcrowded Residents	269	187	124	1	581
Substandard Housing Replacement	191	74	145	11	421
Total*	9,359	4,873	5,597	338	20,167

Source: Camoin Associates

Note: *Total Includes Only Cost Burdened Households and Displaced Workers to Avoid Double Counting

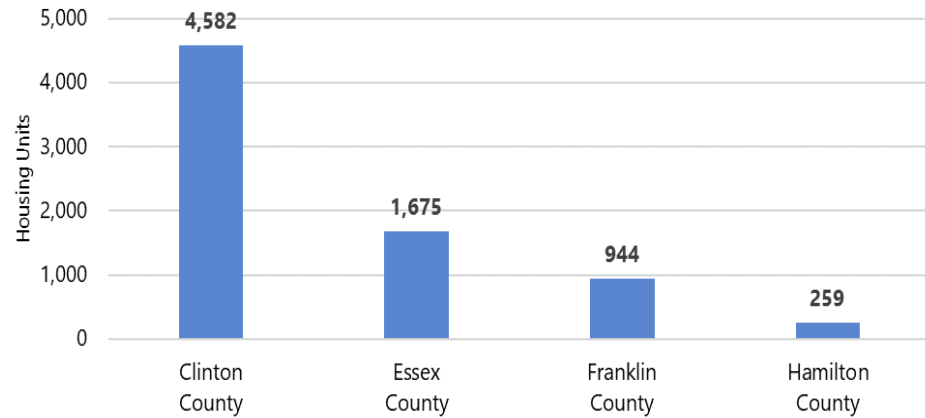
Future Regional Workforce Housing Need

The results of the analysis indicate that the four-county region will need to add approximately 7,500 new housing units to its existing housing stock to accommodate future workforce needs. These units will need to be built above and beyond any units built in the region that are occupied by seasonal or vacation homeowners as well as any other non-workforce household or home buyer.

These units are in addition to the current housing need identified in the “current regional housing needs assessment.” As much of the existing and pent-up housing need will need to be addressed over the next 10 years, a portion of which will need to be accommodated through new development, the full scale of housing development needed is greater than the identified 7,500 units.

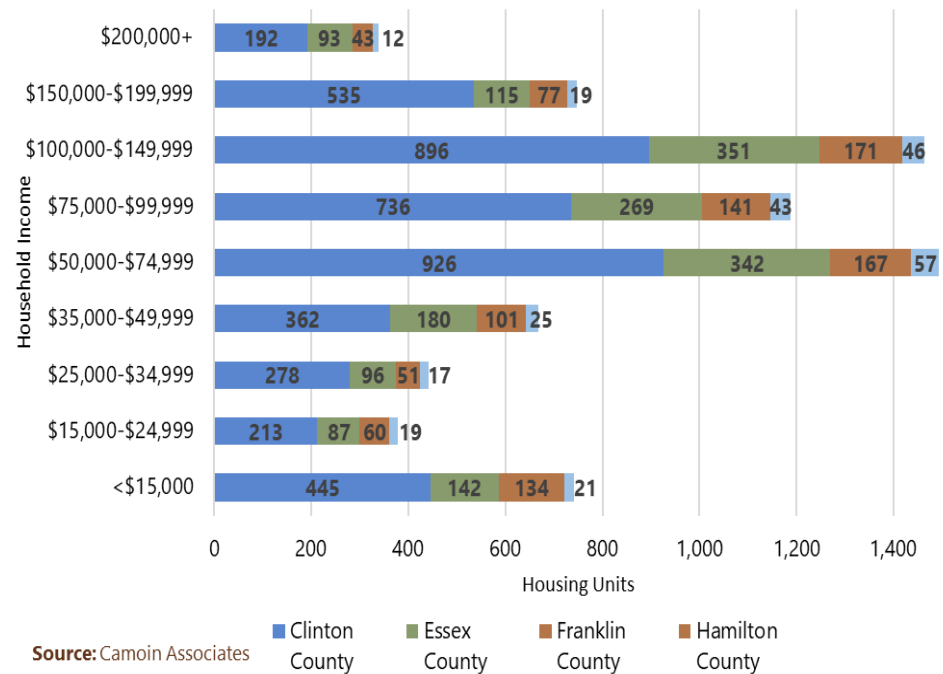
Clinton County has the greatest projected need (4,580 units) followed by Essex County (1,675 units), Franklin County (944 units), and Hamilton County (259). Workforce housing will also be needed a wide range of price points including both affordable (below-market) and market rate housing options.

New Workforce Housing Development Needs (2022-2032)



Source: Camoin Associates

Future Workforce Housing Need by Income Level (2022-2032)



Source: Camoin Associates

HOUSING AFFORDABILITY GAP

HOUSEHOLD INCOMES ARE INSUFFICIENT TO BUY SINGLE-FAMILY HOMES

Across the four counties, the median sale price of all existing single-family homes was approximately \$190,700 in 2021. After accounting for a typical down

payment, financing costs, taxes, and insurance, a typical household in the region would have monthly housing costs of approximately \$1,900.

The typical standard of affordability is that housing costs should not exceed 30% of the household income. Based on these two elements (monthly payment of \$1,900 representing 30% of household income), the minimum annual household income required to purchase a median-valued home in the region without being “cost burdened” is \$77,000. However, the median annual household income in the region is only \$57,000 indicating that a

typical household would need an additional \$20,000 in annual income to afford a typical single-family home.

The affordability gap can also be measured by how less expensive a home would need to be for a typical household to be able to afford it. For the region, the median home sale price would need to be nearly \$49,000 lower for a typical household to be able to afford it.

This affordability gap varies widely by county. For Franklin County, households face an income gap of only \$5,000 (or a

Home Affordability Gap: Housing Prices vs. Income Levels

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Median Sale Price	\$185,000	\$250,000	\$143,500	\$247,500	\$190,690
Down Payment of 10%	\$18,500	\$25,000	\$14,350	\$24,750	\$19,069
Loan Amount	\$166,500	\$225,000	\$129,150	\$222,750	\$171,621
Principal & Interest Pmt (30 Year Fixed Rate at 7.1%)	\$1,121	\$1,515	\$870	\$1,500	\$1,156
Estimated Additional Costs per Monthly Payment	\$747	\$1,010	\$580	\$1,000	\$770
Total Monthly Payment	\$1,869	\$2,525	\$1,449	\$2,500	\$1,926
Household Income Threshold (annual)	\$74,745	\$101,007	\$57,978	\$99,997	\$77,044
Median Household Income	\$59,510	\$58,109	\$52,905	\$60,625	\$57,367
Income Gap	\$15,235	\$42,898	\$5,073	\$39,372	\$19,677
Affordable Home Price Based on Median Income	\$147,292	\$143,824	\$130,944	\$150,051	\$141,988
Home Price Affordability Gap	\$37,708	\$106,176	\$12,556	\$97,449	\$48,702

Source: Clinton, Essex, Franklin, and Hamilton Counties/ACS S1901 Income/Camoin Associates

home price gap of \$12,600) to afford a median-priced home.

It is in Essex and Hamilton counties, however, where difficulties around affordability are most pronounced. A typical (median income) household would need approximately \$40,000 a year in additional income to afford a median-priced home in either county.

The median home price in Essex County would need to be over \$106,000 lower to be within reach of a typical household.

In Hamilton County, the median home price would need to be nearly \$97,500

lower to be within reach of the typical household.

Non-Waterfront Homes Are More Affordable, But Still Out of Reach

A similar analysis was conducted for non-waterfront home sales only, recognizing that the sale prices of the significantly more expensive luxury waterfront properties would skew the results. Excluding these luxury properties reveals a slightly lower median home price of approximately \$180,000, which is likely more reflective of what most home buyers in the region see.

Even with this lower median home price, the typical household still needs an additional \$15,000 in annual income to purchase a home or would need the price to fall nearly \$38,000 to be attainable.

Even for non-waterfront homes, the affordability gap remains significant in Essex, Hamilton, and Clinton counties with households still needing \$13,200 to \$33,000 in additional annual income or a \$32,600 to \$81,200 reduction in sale prices to be able to afford to buy a home.

While the affordability gap is essentially zero in Hamilton County, housing

Home Affordability Gap: Non-Waterfront Housing Prices vs. Income Levels

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Median Sale Price	\$179,900	\$225,000	\$132,000	\$210,500	\$179,900
Down Payment of 10%	\$17,990	\$22,500	\$13,200	\$21,050	\$17,990
Loan Amount	\$161,910	\$202,500	\$118,800	\$189,450	\$161,910
Principal & Interest Pmt (30 Year Fixed Rate at 7.1%)	\$1,090	\$1,364	\$800	\$1,276	\$1,090
Estimated Additional Costs per Monthly Payment	\$727	\$909	\$533	\$850	\$727
Total Monthly Payment	\$1,817	\$2,273	\$1,333	\$2,126	\$1,817
Household Income Threshold (annual)	\$72,685	\$90,906	\$53,332	\$85,048	\$72,685
Median Household Income	\$59,510	\$58,109	\$52,905	\$60,625	\$57,367
Income Gap	\$13,175	\$32,797	\$427	\$24,423	\$15,318
Affordable Home Price Based on Median Income	\$147,292	\$143,824	\$130,944	\$150,051	\$141,988
Home Price Affordability Gap	\$32,608	\$81,176	\$1,056	\$60,449	\$37,912

Source: Town and County Assessor Records/ACS S1901 Income/Camoin Associates

availability at these price points remains a challenge.

Regional Wages Not Aligned with Housing Prices

In addition to income levels, the wages of jobs in the region were examined to understand the alignment (or mismatch) between wage levels and housing prices.

The most common job types in the region were examined based on the number of workers. The jobs, shown in the table to the right, represent more than one-third of the region’s workforce.

The median earnings (wages) for these jobs were then compared to what is required to purchase the median-priced home within each county.

The examination of wage levels shows the most common occupations within each county pay well below the median level of the regional economy as a whole.

Comparing these median income levels against the median home prices reveals a stark gap in affordability. For example, a person working in one of the more common occupations in Clinton County can expect to earn less than half of the

Most Common Occupations Included Within Each County - 2021

Occupation	Clinton County	Essex County	Franklin County	Hamilton County
General and Operations Managers (11-1021)		X		
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	X		X	
Social and Human Service Assistants (21-1093)			X	
Postsecondary Teachers (25-1099)			X	
Elementary School Teachers, Except Special Education (25-2021)			X	
Teaching Assistants, Except Postsecondary (25-9045)	X	X	X	X
Registered Nurses (29-1141)	X	X	X	
Home Health and Personal Care Aides (31-1128)	X	X	X	
Correctional Officers and Jailers (33-3012)	X	X	X	X
Police and Sheriffs Patrol Officers (33-3051)				X
Fast Food and Counter Workers (35-3023)	X	X	X	X
Waiters and Waitresses (35-3031)	X	X		X
Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)	X	X	X	X
Maids and Housekeeping Cleaners (37-2012)		X		
Landscaping and Groundskeeping Workers (37-3011)				X
Cashiers (41-2011)	X	X	X	X
Retail Salespersons (41-2031)	X	X	X	X
Bookkeeping, Accounting, and Auditing Clerks (43-3031)				X
Customer Service Representatives (43-4051)	X	X		
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	X	X	X	X
Office Clerks, General (43-9061)	X	X	X	X
Carpenters (47-2031)		X		X
Highway Maintenance Workers (47-4051)			X	X
Maintenance and Repair Workers, General (49-9071)		X	X	X
Miscellaneous Assemblers and Fabricators (51-2098)	X			
Heavy and Tractor-Trailer Truck Drivers (53-3032)	X			
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	X			
Stockers and Order Fillers (53-7065)	X	X		

Note: Includes those most common occupations summing to one-third of all workers

Source: Lightcast (Emsi)

income required to purchase a median-priced home within the county.

In Essex and Hamilton counties the spread is even greater with the median income for workers in the most common occupations representing just over one-third of the amount needed to buy a median-priced home. Even in a household with two earners holding common occupations, their combined earnings would still be insufficient to purchase a typical home.

Only in Franklin County, with its relatively higher wages and lower-priced homes, is

this differential less severe; but even there, earnings for those workers in the most common occupations fall well shy of the level required to purchase a median-priced home (an income gap of approximately \$11,200).

The median price of homes within the region is driven up sharply by luxury properties enjoying waterfront access. Excluding those more expensive properties from the analysis does yield a lower median selling price, reducing the monthly payment and the level of income required to purchase one of those homes.

However, the difference remains marginal as even those less expensive units remain beyond the means of these workers.

NEWLY CONSTRUCTED HOMES ARE GENERALLY UNAFFORDABLE

As discussed in the housing market analysis chapter, single-family home construction costs are relatively high, particularly in more rural and remote areas of the Adirondack Park. Construction

Home Affordability Gap: Non-Waterfront Housing Prices vs. Median Wage Most Common Jobs

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Median Sale Price	\$179,900	\$225,000	\$132,000	\$210,500	\$179,900
Down Payment of 10%	\$17,990	\$22,500	\$13,200	\$21,050	\$17,990
Loan Amount	\$161,910	\$202,500	\$118,800	\$189,450	\$161,910
Principal & Interest Pmt (30 Year Fixed Rate at 7.1%)	\$1,090	\$1,364	\$800	\$1,276	\$1,090
Estimated Additional Costs per Monthly Payment	\$727	\$909	\$533	\$850	\$727
Total Monthly Payment	\$1,817	\$2,273	\$1,333	\$2,126	\$1,817
Household Income Threshold (annual)	\$72,685	\$90,906	\$53,332	\$85,048	\$72,685
Median Earnings Most Common Jobs	\$35,228	\$38,030	\$42,175	\$37,024	\$37,889
Income Gap	\$37,457	\$52,876	\$11,157	\$48,024	\$34,795
Affordable Home Price Based on Median Earnings	\$87,191	\$94,127	\$104,387	\$91,637	\$93,779
Home Price Affordability Gap (Single Earner Household)	\$92,709	\$130,873	\$27,613	\$118,863	\$86,121

Source: Town and County Assessor Records/Lightcast/Camoin Associates

costs can range from \$250 to upwards of \$350/square foot (SF).

The table below provides a more detailed assessment of the affordability implications of housing construction costs. Assuming a midpoint construction cost estimate of \$300/SF, approximately 80% of households living in the region cannot afford to purchase a newly constructed home of only 1,000 SF. Even at a more conservative \$250/SF, approximately 63%

of households would not be able to afford a new construction home of 1,000 SF.

Within the region, the typical median-sized home is approximately 1,500 SF (although this is below the typical size of new construction homes). A new home of this size would cost between \$375,000 and \$525,000 (excluding land costs). Even at the low end of \$375,000, only approximately 14% of households in the region could afford to buy this home.

The results show that substantially higher construction costs in many parts of the region is a substantial barrier to the construction of housing at price points attainable by most of the region's residents and workers. As a result, new housing built in the region is overwhelmingly targeted toward the higher end of the market where premium price points for vacation homes can be realized.

Affordability of New Construction Single-Family Homes

Annual Household Income	Households		Maximum Monthly		Affordable Home		Max Affordable Home Size (SF)		
	#	%	Low	High	Low	High	High (\$250/SF Cost)	Mid (\$300/SF Cost)	Low (\$300/SF Cost)
Less than \$15,000	9,094	13%	Less than \$375		None		0	0	0
\$15,000-\$24,999	6,008	9%	\$375	\$625	None	\$21,155	85	71	60
\$25,000-\$34,999	6,195	9%	\$625	\$875	\$21,155	\$46,450	186	155	133
\$35,000-\$49,999	9,217	13%	\$875	\$1,250	\$46,450	\$100,852	403	336	288
\$50,000-\$74,999	14,277	20%	\$1,250	\$1,875	\$100,852	\$197,007	788	657	563
\$75,000-\$99,999	9,876	14%	\$1,875	\$2,500	\$197,007	\$260,245	1,041	867	744
\$100,000-\$149,999	9,586	14%	\$2,500	\$3,750	\$260,245	\$469,014	1,876	1,563	1,340
\$150,000-\$199,999	4,132	6%	\$3,750	\$5,000	\$469,014	\$595,489	2,382	1,985	1,701
\$200,000 or greater	2,217	3%	More than \$5,000		More than \$670,489		2682+	2235+	1916+
Total	70,602	100%							

Assumptions: \$60,000 for land cost and site work; 5% mortgage rate; 20% down payment and no private mortgage insurance; 1.75% effective property tax rate; .0025% property insurance premium

Source: Esri; Dan Kelleher, Adirondack Park Agency; Camoin Associates

Rental Affordability Gap

Looking at incomes for renter households clearly illustrates the difficulty many in the region face in covering the cost of housing. An hourly worker must work full-time with an hourly wage of at least \$15.30/hour to afford a typical (median-priced) rental in the region. As discussed previously, rental units generally suffer from quality issues and the rent for quality units in the region can be substantially above the median.

The second table on this page shows the most common job types in the region that provide a median wage level that is insufficient to afford a median-priced rental

Rent Affordability Gap: Median Gross Rent and Median renter Household Income - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Median Gross Monthly Rent	\$835	\$810	\$706	\$841	\$795
Annualized Rent	\$10,020	\$9,720	\$8,472	\$10,092	\$9,540
Household Income Threshold (annual)	\$33,400	\$32,400	\$28,240	\$33,640	\$31,800
Hourly Wage Threshold (Full-Time)	\$16.06	\$15.58	\$13.58	\$16.17	\$15.29
Hourly Wage Threshold (3/4-Time)	\$21.41	\$20.77	\$18.10	\$21.56	\$20.38
Hourly Wage Threshold (1/2-Time)	\$32.12	\$31.15	\$27.15	\$32.35	\$30.58
Median Renter Household Income	\$34,221	\$32,902	\$26,645	\$48,571	\$32,060
Median Rent % Median Income	29.3%	29.5%	31.8%	20.8%	29.8%

Source: American Community Survey Reports B25063/S2503 housing unit in the region. Therefore, more than half of the workers in these occupations cannot afford a median-priced rental unit.

Occupations with Median Income Insufficient to Afford Median Rent in the Four-County Area - 2021

Occupation	Jobs	Occupation	Jobs	Occupation	Jobs
Home Health/Personal Care Aides	2,364	Cooks, Restaurant	527	Rehabilitation Counselors	161
Cashiers	1,979	Substitute Teachers	498	Food Servers, Nonrestaurant	148
Retail Salespersons	1,888	Farmworkers-Crops	404	Military Occupations	132
Fast Food and Counter Workers	1,724	Passenger Vehicle Drivers	402	Hotel/Motel/Resort Desk Clerks	130
Janitors and Cleaners	1,133	Dining/Cafeteria Attendants	324	Vehicles and Equipment Cleaners	125
Office Clerks	1,111	Food Preparation Workers	297	Cooks, Short Order	116
Teaching Assistants	1,096	Dishwashers	288	Restaurant Hosts and Hostesses	106
Waiters and Waitresses	1,069	Recreation Workers	280	Cooks, Fast Food	102
Stockers and Order Fillers	969	Packers and Packagers, Hand	264	Library Assistants, Clerical	94
Customer Service Representatives	874	Bartenders	257	Animal Caretakers	88
Farmers	865	Tellers	226	Laundry and Dry-Cleaning Workers	86
Childcare Workers	627	Hairdressers and Cosmetologists	212	Amusement/Recreation Attendants	83
Nursing Assistants	603	EMTs and Paramedics	209	Other Agricultural Workers	80
Maids and Housekeeping Cleaners	566	Casting Machine Operator	204	Library Technicians	79
Landscaping Workers	536	Farmworkers-Animals	195	Driver/Sales Workers	76

Source: Lightcast/Emsi

ATTAINABLE PRICE POINTS

AREA MEDIAN INCOME (AMI)

The Department of Housing and Urban Development (HUD) has established benchmark measures of income per household at the county level. The AMI is the midpoint of a county's income distribution and while based on household size, is typically reported as the Median Family Income (which is also why reported AMI for counties is different from median household income).

In this report, AMI is reported as Median Family Income (MFI) which is based on a four-person household to be consistent with HUD and industry standards. Note that each county's specific income thresholds for AMI are different.

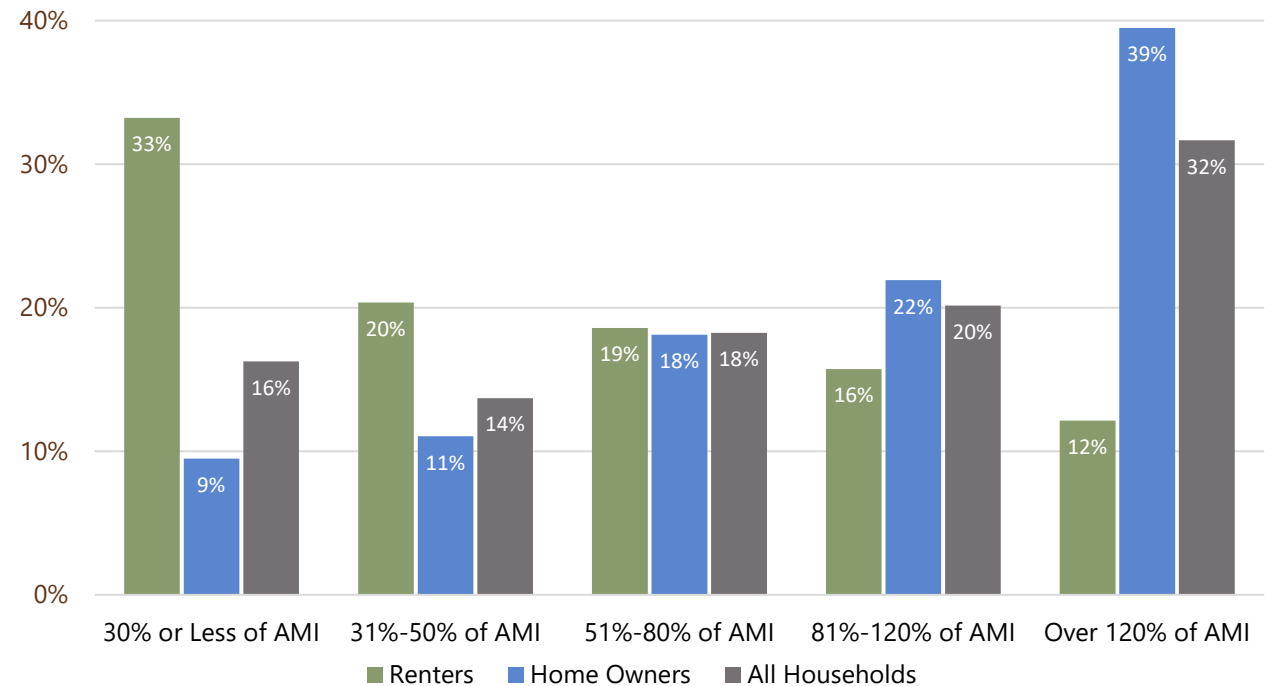
The distribution of households by AMI bracket is shown to the right and is further detailed for each county on the following pages.

Household in the Four-County Area by AMI Bracket - 2020

AMI Bracket	All Households	Owner Households	Renter Households
30% or Less of AMI	11,063	4,606	6,457
31%-50% of AMI	9,317	5,361	3,956
51%-80% of AMI	12,408	8,798	3,610
81%-120% of AMI	13,705	10,649	3,056
Over 120% of AMI	21,542	19,185	2,357
All Income Brackets	68,035	48,599	19,436

Source: American Community Survey Report S2503/Camoin Associates

Households by AMI Bracket for the Four-County Area - 2020



Source: American Community Survey Report S2503/Camoin Associates

CLINTON COUNTY

For Clinton County, HUD's measure of AMI stands at \$71,800.

29.3%: Proportion of households earning less than 50% of the county's AMI.

\$142,200 to \$213,250: Maximum cost of a home affordable to households in the 81% to 120% of AMI bracket. This compares to a median non-waterfront home price of **\$179,900**.

\$1,437 to \$2,154: Maximum monthly rental rate affordable to households in the 81% to 120% of AMI bracket. This compares to a median gross monthly rent of **\$835**.

Clinton County AMI Income Brackets and Housing Affordability

Area Median Income (AMI) Income Bracket	Household Income Range	Max. Affordable Rent	Max. Affordable Home Value
30% or Less of AMI	Less than \$21,540	Less than \$539	\$53,313 or Less
31%-50% of AMI	\$21,541 - \$35,900	\$540 - \$898	\$53,314 - \$88,855
51%-80% of AMI	\$35,901 - \$57,440	\$899 - \$1,436	\$88,856 - \$142,168
81%-120% of AMI	\$57,441 - \$86,160	\$1,437 - \$2,154	\$142,169 - \$213,252
Over 120% of AMI	\$86,161 and Above	\$2,155 and Above	\$213,253 and Above

Note: HUD Area Median Income (AMI) is \$71,800. Assumes 10% Down Payment and 7.1% 30 Yr Fixed Mortgage.

Source: HUD/Camoin Associates

Household Income Distribution Relative to AMI in Clinton County for Owners and Renters

Percentage of AMI	Income Range	Owner Households		Renter Households	
		Units	Share	Units	Share
30% or Less	Less than \$21,540	1,716	8.0%	3,073	30.3%
31%-50%	\$21,541 - \$35,900	2,365	11.0%	2,184	21.5%
51%-80%	\$35,901 - \$57,440	3,725	17.4%	1,859	18.3%
81%-120%	\$57,441 - \$86,160	4,804	22.4%	1,755	17.3%
Over 120%	\$86,161 and Above	8,811	41.1%	1,265	12.5%
All Households		21,421	100.0%	10,136	100.0%

Source: American Community Survey Report S2503/Camoin Associates

ESSEX COUNTY

For Essex County, HUD's measure of AMI stands at \$72,400 — the highest in the four-county area.

29.3%: Proportion of households earning less than 50% of the county's AMI.

\$143,400 to \$215,000: Maximum cost of a home affordable to households in the 81% to 120% of AMI bracket. This compares to a median non-waterfront home price of **\$225,000**.

\$1,449 to \$2,172: Maximum monthly rental rate affordable to households in the 81% to 120% of AMI bracket. This compares to a median gross monthly rent of **\$810**.

Essex County AMI Income Brackets and Housing Affordability

Area Median Income (AMI) Income Bracket	Household Income Range	Max. Affordable Rent	Max. Affordable Home Value
30% or Less of AMI	Less than \$21,720	Less than \$543	\$53,759 or Less
31%-50% of AMI	\$21,721 - \$36,200	\$544 - \$905	\$53,760 - \$89,598
51%-80% of AMI	\$36,201 - \$57,920	\$906 - \$1,448	\$89,599 - \$143,356
81%-120% of AMI	\$57,921 - \$86,880	\$1,449 - \$2,172	\$143,357 - \$215,034
Over 120% of AMI	\$86,881 and Above	\$2,173 and Above	\$215,035 and Above

Note: HUD Area Median Income (AMI) is \$72,400. Assumes 10% Down Payment and 7.1% 30 Yr Fixed Mortgage.

Source: HUD/Camoin Associates

Household Income Distribution Relative to AMI in Essex County for Owners and Renters

Percentage of AMI	Income Range	Owner Households		Renter Households	
		Units	Share	Units	Share
30% or Less	Less than \$21,720	1,286	10.4%	1,273	33.3%
31%-50%	\$21,721 - \$36,200	1,396	11.3%	779	20.4%
51%-80%	\$36,201 - \$57,920	2,340	18.9%	742	19.4%
81%-120%	\$57,921 - \$86,880	2,692	21.8%	607	15.9%
Over 120%	\$86,881 and Above	4,649	37.6%	418	10.9%
All Households		12,363	100.0%	3,819	100.0%

Source: American Community Survey Report S2503/Camoin Associates

FRANKLIN COUNTY

For Franklin County, HUD's measure of AMI stands at \$66,400 — the lowest in the four-county area.

31.6%: Proportion of households earning less than 50% of the county's AMI. This is the highest percentage among the four counties.

\$131,500 to \$197,200: Maximum cost of home affordable to households in the 81% to 120% of AMI bracket. This compares to a median non-waterfront home price of **\$132,000**.

\$1,329 to \$1,992: Maximum monthly rental rate affordable to households in the 81% to 120% of AMI bracket. This compares to a median gross monthly rent of **\$706**.

Franklin County AMI Income Brackets and Housing Affordability

Area Median Income (AMI) Income Bracket	Household Income Range	Max. Affordable Rent	Max. Affordable Home Value
30% or Less of AMI	Less than \$19,920	Less than \$498	\$49,303 or Less
31%-50% of AMI	\$19,921 - \$33,200	\$499 - \$830	\$49,304 - \$82,172
51%-80% of AMI	\$33,201 - \$53,120	\$831 - \$1,328	\$82,173 - \$131,476
81%-120% of AMI	\$53,121 - \$79,680	\$1,329 - \$1,992	\$131,477 - \$197,214
Over 120% of AMI	\$79,681 and Above	\$1,993 and Above	\$197,215 and Above

Note: HUD Area Median Income (AMI) is \$66,400. Assumes 10% Down Payment and 7.1% 30 Yr Fixed Mortgage.

Source: HUD/Camoin Associates

Household Income Distribution Relative to AMI in Franklin County for Owners and Renters

Percentage of AMI	Income Range	Owner-Occupied Housing		Renter-Occupied Housing	
		Units	Share	Units	Share
30% or Less	Less than \$19,920	1,483	10.9%	2,056	39.0%
31%-50%	\$19,921 - \$33,200	1,450	10.7%	973	18.5%
51%-80%	\$33,201 - \$53,120	2,492	18.3%	962	18.2%
81%-120%	\$53,121 - \$79,680	2,890	21.2%	644	12.2%
Over 120%	\$79,681 and Above	5,292	38.9%	638	12.1%
All Households		13,607	100.0%	5,273	100.0%

Source: American Community Survey Report S2503/Camoin Associates

HAMILTON COUNTY

For Hamilton County, HUD's measure of AMI stands at \$71,300.

24.4%: Proportion of households earning less than 50% of the county's AMI. This is the lowest percentage among the four counties.

\$141,200 to \$211,800: Maximum cost of home affordable to households in the 81% to 120% of AMI bracket. This compares to a median non-waterfront home price of **\$210,500**.

\$1,427 to \$2,139: Maximum monthly rental rate affordable to households in the 81% to 120% of AMI bracket. This compares to a median gross monthly rent of **\$841**.

Hamilton County AMI Income Brackets and Housing Affordability

Area Median Income (AMI) Income Bracket	Household Income Range	Max. Affordable Rent	Max. Affordable Home Value
30% or Less of AMI	Less than \$21,390	Less than \$535	\$52,942 or Less
31%-50% of AMI	\$21,391 - \$35,650	\$536 - \$891	\$52,943 - \$88,236
51%-80% of AMI	\$35,651 - \$57,040	\$892 - \$1,426	\$88,237 - \$141,178
81%-120% of AMI	\$57,041 - \$85,560	\$1,427 - \$2,139	\$141,179 - \$211,767
Over 120% of AMI	\$85,561 and Above	\$2,140 and Above	\$211,768 and Above

Note: HUD Area Median Income (AMI) is \$71,300. Assumes 10% Down Payment and 7.1% 30 Yr Fixed Mortgage.

Source: HUD/Camoin Associates

Household Income Distribution Relative to AMI in Hamilton County for Owners and Renters

Percentage of AMI	Income Range	Owner Households		Renter Households	
		Units	Share	Units	Share
30% or Less	Less than \$21,390	113	9.4%	47	22.6%
31%-50%	\$21,391 - \$35,650	158	13.1%	28	13.5%
51%-80%	\$35,651 - \$57,040	241	20.0%	47	22.6%
81%-120%	\$57,041 - \$85,560	263	21.8%	50	24.0%
Over 120%	\$85,561 and Above	433	35.8%	36	17.3%
All Households		1,208	100.0%	208	100.0%

Source: American Community Survey Report S2503/Camoin Associates

CURRENT REGIONAL HOUSING NEEDS

Current housing needs reflect the immediate issues facing workers and residents of the region. The following categories of housing needs were quantified as part of the analysis:

- **Cost-Burdened Households:** Those spending an excessive amount of their income on housing costs
- **Displaced Workers:** Workers that can't find suitable and affordable housing close to their work and must commute excessively far distances
- **Underhoused Individuals:** Those living with parents, other relatives, friends, and roommates despite wanting or needing their own housing
- **Living in Overcrowded Conditions:** Similar to underhoused individuals, overcrowded households are those where the number of occupants exceeds the capacity of space

available — essentially a mismatch between the size of the home and the size of the household.

- **Senior Households:** Seniors that want or need alternative housing options that are not currently available
- **Households in Substandard and Obsolete Housing:** Those living in housing that is no longer suitable for habitation due to its condition

It is important to note that these categories do not comprehensively cover the full range of housing needs throughout the region; however, these categories were selected for the quantitative analysis because they account for the vast majority of needs and are readily able to be quantified. Additional important housing needs and issues are discussed later on in the following section.

The current housing needs quantification represents the number of households in need of alternative housing situations to address their needs, which may include improved quality, a location closer to where they work, lower cost, different size, or other alternative arrangements relative to their current housing situation.

As such, the current housing need estimated in this section does not necessarily indicate new housing that needs to be built. Rather it represents the number of interventions needed to address current needs.

These interventions may include rehabilitation of existing homes, restoration of vacant properties, financial assistance programs, construction of new housing, or others. The full range of interventions to address housing needs is addressed in the strategy section of the report.

The current housing need estimated in this section does not necessarily indicate new housing that needs to be built. Rather it represents the number of interventions needed to address current needs.

COST-BURDENED HOUSEHOLDS

A household is considered cost burdened when 30% or more of its annual income is dedicated to housing costs. When that proportion rises to 50% or more, they are defined as being severely cost burdened.

Within the four-county area, more than 15,700 households, nearly one-quarter (23.2%), are cost burdened with one out of ten being severely cost burdened.

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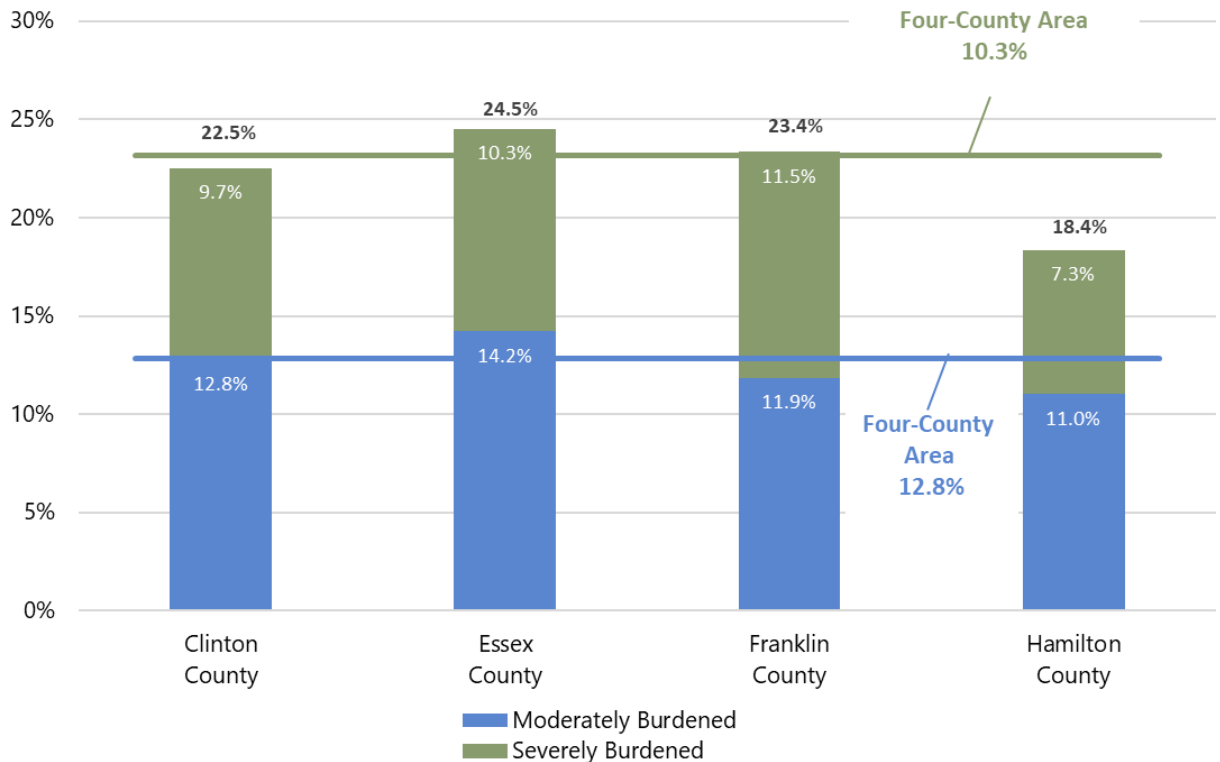
Clinton County

Nearly 23% of households in Clinton County are cost burdened. Of the cost-burdened households, over 43% are severely cost-burdened.

Essex County

Housing cost burden issues are most severe in Essex County where one out of seven households are moderately cost

Percent of All Households Who Are Cost Burdened - 2020



Source: PolicyMap/ACS Report S2503/Camoin Associates

burdened and another 10% are severely cost burdened.

Franklin County

Over 23% of households in the county are cost burdened with a nearly even split between those that are moderately burdened and those that are severely cost burdened.

Hamilton County

While Hamilton County registers the lowest share of cost-burdened households, nearly one out of five households (18%) are still cost burdened.

Cost Burdened Renters

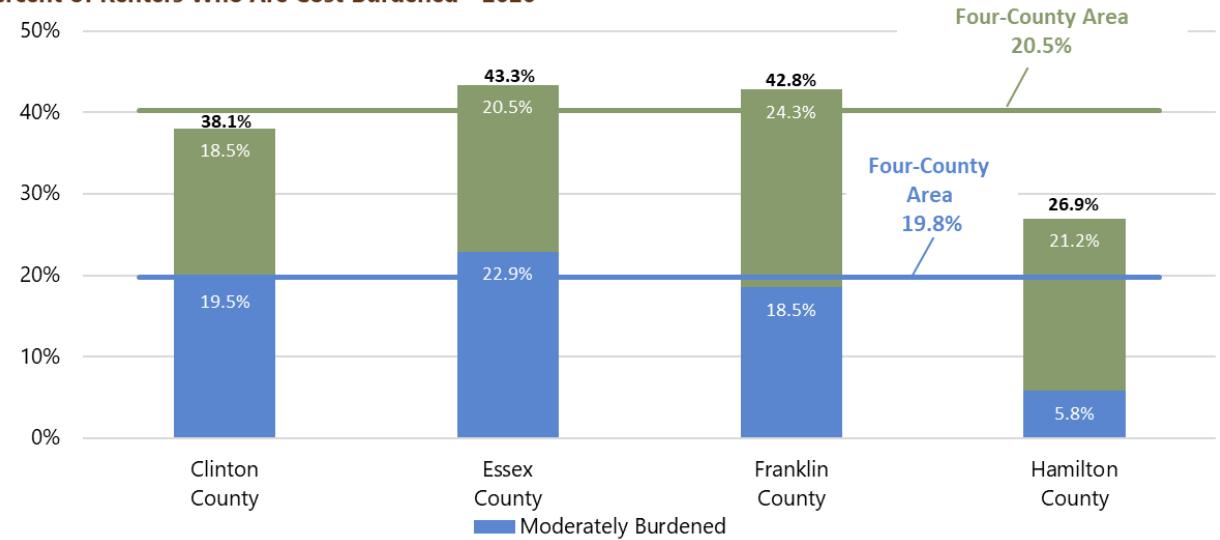
These difficulties are compounded nearly twofold for rental households. Over one-fifth of these families dedicate half of their income towards housing throughout the region — nearly 4,000 in all. And, in Franklin County, it is nearly one-quarter of all households (24.3%).

Another 19.8% of renter households throughout the region are moderately cost burdened, spending between 30% and 50% of their income on housing. The upshot is that more than 7,800 renter households in the region, over 40%, must spend 30% or more of their income on housing.

Cost-Burdened Homeowners

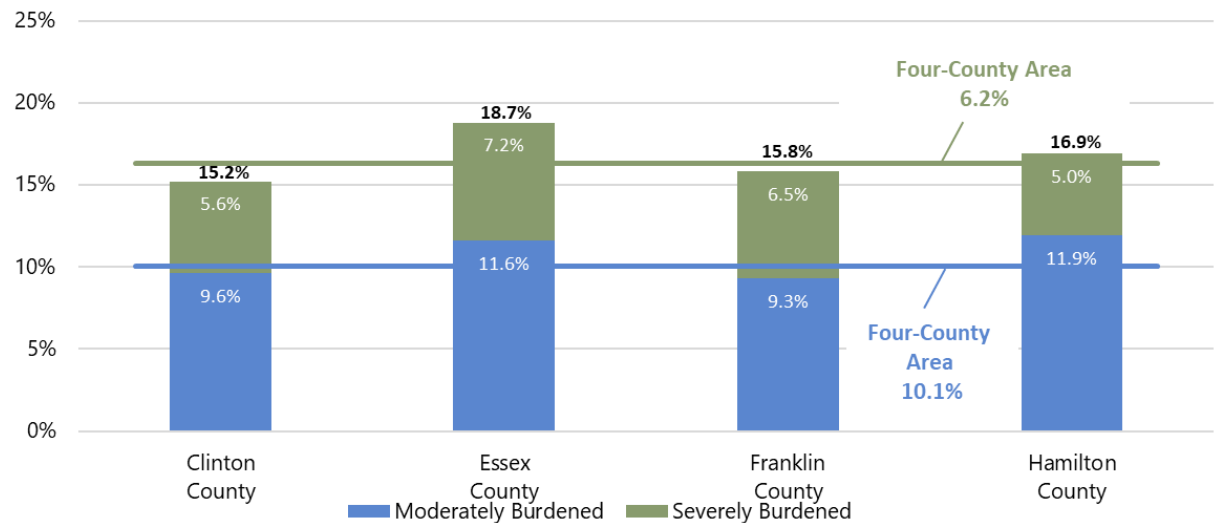
For households who own their homes, the degree of being cost burdened is not as dire as it is for renters. Nevertheless, nearly 8,000 households find themselves spending 30% or more of their income on homes they own — more than one out of six. And for 10% of all owner households that share climbs to more than half.

Percent of Renters Who Are Cost Burdened - 2020



Source: PolicyMap/ACS Report S2503/Camoin Associates

Percent of Home Owners Who Are Cost Burdened - 2020



Source: PolicyMap/ACS Report S2503/Camoin Associates

Cost-Burdened Seniors

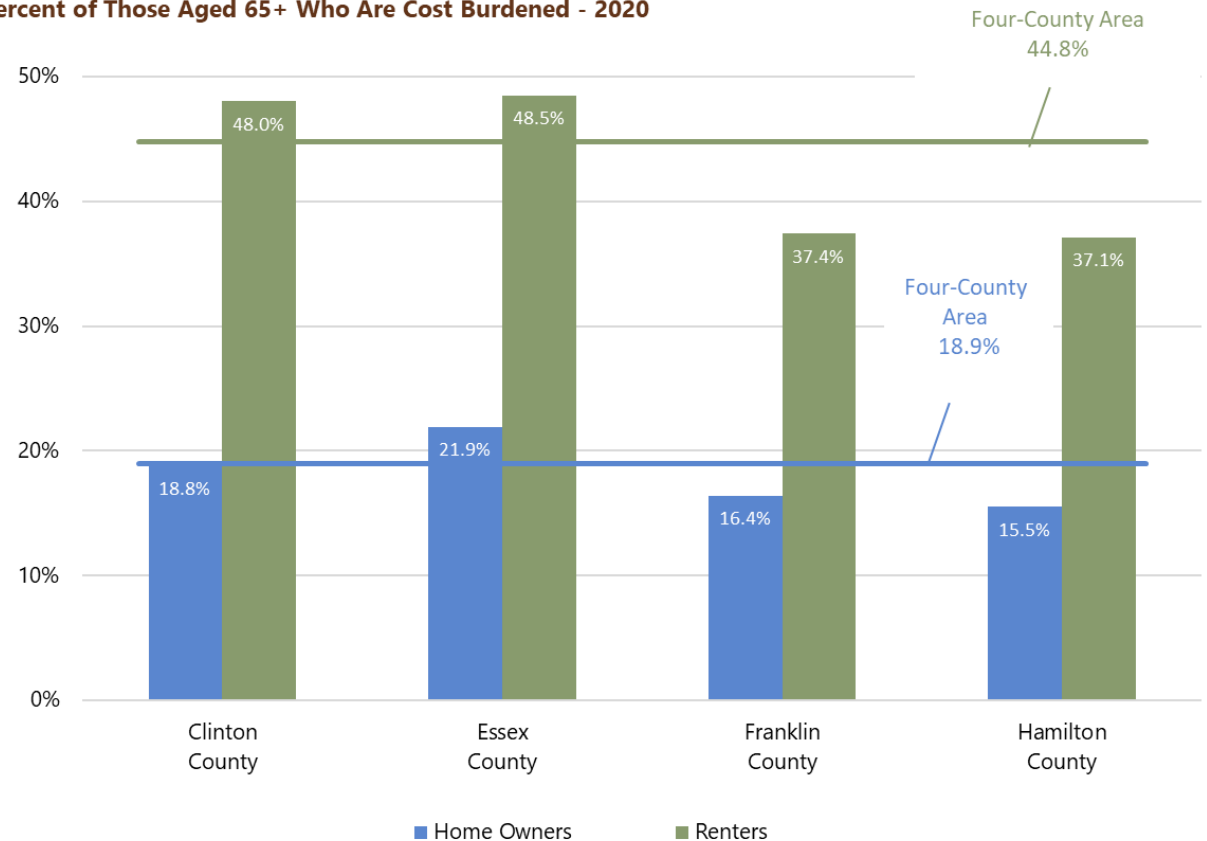
Affordability issues are more prevalent for the senior population. For those aged 65 and over the likelihood of being cost burdened rises several percentage points higher than the general population.

For the 65 and over cohort, nearly 45% of households who rent have housing costs exceeding 30% of their income. In both Clinton and Essex counties, this share is even higher at nearly half of all households.

The region's senior homeowner population also has a higher rate of being cost burdened. At 18.9%, this proportion stands 2.6% above the rate seen in the general population.

While it is common for seniors to have higher incidences of housing cost burdens due to lower income levels post-retirement, the data still suggests that the proportion of cost-burdened seniors represents a critical housing challenge in the region.

Percent of Those Aged 65+ Who Are Cost Burdened - 2020



Source: PolicyMap/ACS Report S2503/Camoin Associates

Cost-Burdened Households by Income Level

Throughout the four-county area, over 17,000 households dedicate 30% or more of their monthly income to housing. Those households are split fairly evenly between owners (8,200) and renters (8,933).

The distribution of these cost-burdened households among the AMI brackets, however, differs significantly between owner- and renter-occupied homes. In large part, this reflects the shares of total households within each of the brackets between owners and renters. Nevertheless, for renter households that are cost burdened, more than 90% have income levels that measure 50% or less of the region's AMI. For homeowners, that figure stands at only 61%.

Conversely, for those households making 81% or more of the area's AMI, less than 3% of renters are cost burdened whereas nearly one-fifth of homeowners meet that criteria.

While the number of households registering as cost burdened declines significantly in the higher AMI brackets, a number of these wealthier households still

Moderately and Severely Cost-Burdened Household in the Four-County Area by AMI Bracket - 2020

Number of Households	All Households	Owner Households	Renter Households
Household Income 30% or Less of AMI			
Moderately Cost Burdened	4,499	1,870	2,629
Severely Cost Burdened	3,940	1,171	2,769
Total	8,439	3,041	5,398
Household Income 31%-50% of AMI			
Moderately Cost Burdened	2,550	1,217	1,333
Severely Cost Burdened	2,109	744	1,365
Total	4,659	1,961	2,698
Household Income 51%-80% of AMI			
Moderately Cost Burdened	1,313	1,015	298
Severely Cost Burdened	928	622	306
Total	2,241	1,637	604
Household Income 81%-120% of AMI			
Moderately Cost Burdened	751	668	83
Severely Cost Burdened	496	414	82
Total	1,247	1,082	165
Household Income Over 120% of AMI			
Moderately Cost Burdened	332	296	36
Severely Cost Burdened	215	183	32
Total	547	479	68
Household Income All Income Brackets			
Moderately Cost Burdened	9,445	5,066	4,379
Severely Cost Burdened	7,688	3,134	4,554
Total	17,133	8,200	8,933

Source: American Community Survey Report S2503/PolicyMap/Camoin Associates

find themselves spending a significant share of their income on housing. Nearly 1,800 households with incomes measuring over 80% of the region's AMI find themselves cost burden — 700 severely

so. Many cost-burdened households at these higher income levels are often (but not always) burdened by choice — choosing to spend more than 30% of their

income on housing but not doing so out of necessity.

Cost-Burdened Households in Clinton County

More than 7,800 households in Clinton County are cost burdened and of those over 3,400 are severely so.

6,115: Total number of cost-burdened households with incomes measuring 50% or less of the county's AMI

1,969: Number of cost-burdened **owner** households with income registering 50% or less than the local AMI

4,146: Number of cost-burdened **renter** households with income registering 50% or less than the local AMI

Moderately and Severely Cost-Burdened Household in Clinton County by AMI Bracket - 2020

Number of Households	All Households	Owner Households	Renter Households
Household Income 30% or Less of AMI			
Moderately Cost Burdened	2,082	706	1,376
Severely Cost Burdened	1,720	412	1,308
Total	3,802	1,118	2,684
Household Income 31%-50% of AMI			
Moderately Cost Burdened	1,288	538	750
Severely Cost Burdened	1,025	313	712
Total	2,313	851	1,462
Household Income 51%-80% of AMI			
Moderately Cost Burdened	594	479	115
Severely Cost Burdened	388	280	108
Total	982	759	223
Household Income 81%-120% of AMI			
Moderately Cost Burdened	352	306	46
Severely Cost Burdened	222	179	43
Total	574	485	89
Household Income Over 120% of AMI			
Moderately Cost Burdened	119	107	12
Severely Cost Burdened	71	61	10
Total	190	168	22
Household Income All Income Brackets			
Moderately Cost Burdened	4,435	2,136	2,299
Severely Cost Burdened	3,426	1,245	2,181
Total	7,861	3,381	4,480

Source: American Community Survey Report S2503/PolicyMap/Camoin Associates

Cost-Burdened Households in Essex County

More than 4,100 households in Essex County are cost burdened and of those over 1,700 are severely so.

2,985: Total number of cost-burdened households with incomes measuring 50% or less of the county's AMI

1,461: Number of cost-burdened owner households with income registering 50% or less than the local AMI

1,524: Number of cost-burdened renter households with income registering 50% or less than the local AMI

Moderately and Severely Cost-Burdened Household in Essex County by AMI Bracket - 2020

Number of Households	All Households	Owner Households	Renter Households
Household Income 30% or Less of AMI			
Moderately Cost Burdened	1,032	525	507
Severely Cost Burdened	779	325	454
Total	1,811	850	961
Household Income 31%-50% of AMI			
Moderately Cost Burdened	675	378	297
Severely Cost Burdened	499	233	266
Total	1,174	611	563
Household Income 51%-80% of AMI			
Moderately Cost Burdened	396	287	109
Severely Cost Burdened	277	179	98
Total	673	466	207
Household Income 81%-120% of AMI			
Moderately Cost Burdened	195	174	21
Severely Cost Burdened	127	108	19
Total	322	282	40
Household Income Over 120% of AMI			
Moderately Cost Burdened	119	97	22
Severely Cost Burdened	79	61	18
Total	198	158	40
Household Income All Income Brackets			
Moderately Cost Burdened	2,417	1,461	956
Severely Cost Burdened	1,761	906	855
Total	4,178	2,367	1,811

Source: American Community Survey Report S2503/PolicyMap/Camoin Associates

Cost-Burdened Households in Franklin County

More than 4,800 households in Franklin County are cost burdened and of those nearly 2,400 are severely so.

3,819: Total Number of cost-burdened households with incomes measuring 50% or less of the county's AMI

1,447: Number of cost-burdened owner households with income registering 50% or less than the local AMI

2,372: Number of cost-burdened renter households with income registering 50% or less than the local AMI

Moderately and Severely Cost-Burdened Household in Franklin County by AMI Bracket - 2020

Number of Households	All Households	Owner Households	Renter Households
Household Income 30% or Less of AMI			
Moderately Cost Burdened	1,333	595	738
Severely Cost Burdened	1,389	415	974
Total	2,722	1,010	1,712
Household Income 31%-50% of AMI			
Moderately Cost Burdened	542	258	284
Severely Cost Burdened	555	179	376
Total	1,097	437	660
Household Income 51%-80% of AMI			
Moderately Cost Burdened	279	207	72
Severely Cost Burdened	240	146	94
Total	519	353	166
Household Income 81%-120% of AMI			
Moderately Cost Burdened	193	177	16
Severely Cost Burdened	143	123	20
Total	336	300	36
Household Income Over 120% of AMI			
Moderately Cost Burdened	87	85	2
Severely Cost Burdened	62	58	4
Total	149	143	6
Household Income All Income Brackets			
Moderately Cost Burdened	2,434	1,322	1,112
Severely Cost Burdened	2,389	921	1,468
Total	4,823	2,243	2,580

Source: American Community Survey Report S2503/PolicyMap/Camoin Associates

Cost-Burdened Households in Hamilton County

A total of 271 households in Hamilton County are cost burdened and of those nearly 112 are severely so.

82: Total number of cost-burdened households with incomes measuring 50% or less of the county's AMI

38: Number of cost-burdened owner households with income registering 50% or less than the local AMI

44: Number of cost-burdened renter households with income registering 50% or less than the local AMI

Moderately and Severely Cost-Burdened Household in Hamilton County by AMI Bracket - 2020

Number of Households	All Households	Owner Households	Renter Households
Household Income 30% or Less of AMI			
Moderately Cost Burdened	52	44	8
Severely Cost Burdened	52	19	33
Total	104	63	41
Household Income 31%-50% of AMI			
Moderately Cost Burdened	45	43	2
Severely Cost Burdened	30	19	11
Total	75	62	13
Household Income 51%-80% of AMI			
Moderately Cost Burdened	44	42	2
Severely Cost Burdened	23	17	6
Total	67	59	8
Household Income 81%-120% of AMI			
Moderately Cost Burdened	11	11	0
Severely Cost Burdened	4	4	0
Total	15	15	0
Household Income Over 120% of AMI			
Moderately Cost Burdened	7	7	0
Severely Cost Burdened	3	3	0
Total	10	10	0
Household Income All Income Brackets			
Moderately Cost Burdened	159	147	12
Severely Cost Burdened	112	62	50
Total	271	209	62

Source: American Community Survey Report S2503/PolicyMap/Camoin Associates

DISPLACED WORKERS

Demand for housing comes not only from current residents but also from those who work inside the region but, due to lack of housing availability and high prices, must live outside the four-county area.

Commuting data indicates that 20% of those working locally live outside of the four-county region (12,100 workers). Of these 12,100 workers, a portion would prefer to live within the region if they could find an affordable home closer to their place of employment.

Historically, three out of the four counties saw a lower share of workers commuting from outside of the region when housing was relatively more attainable than it is now. The proportion of workers living outside the region in the year 2002 (as far back as commuting data is available) was used as a benchmark to help gauge how housing challenges have pushed workers out of the region.

The 2002 benchmark is considered appropriate for the analysis based on historical housing affordability. Nationally, the home price to median household income ratio in the US was relatively consistent through the 1980s and 1990s (approximately 4.5 on average). In the

Regional Commuting Patterns with Place of Residence by Place of Work - 2019

		Place of Work				
Number of Workers		Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Place of Residence	Clinton	22,930	1,373	916	7	25,226
	Essex	1,597	7,759	1,125	34	10,515
	Franklin	1,426	1,415	9,042	26	11,909
	Hamilton	38	55	40	790	923
	Outside of Region	3,963	3,307	4,359	478	12,107
	Total	29,954	13,909	15,482	1,335	60,680
	Percent Workers Living Out of Region	13.2%	23.8%	28.2%	35.8%	20.0%

Source: U.S. Census Bureau OnTheMap

Workers Displaced Out of Region - 2019

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Total Current Workers	29,954	13,909	15,482	1,335	60,680
Living Inside Region	25,991	10,602	11,123	857	48,573
Living Outside of Region	3,963	3,307	4,359	478	12,107
Percent Living Outside of Region	13.2%	23.8%	28.2%	35.8%	20.0%
Historical Percent Living Outside of Region (2002)	9.3%	19.4%	27.0%	43.1%	20.6%
Target Proportion Living Outside of Region	8.2%	18.8%	23.2%	30.8%	15.0%
Total Displaced Workers	1,498	695	774	67	3,034
Displaced Workers as % of Out-of-Region Workers	38%	21%	18%	14%	25%

Source: U.S. Census Bureau OnTheMap

early 2000s, income began to increase significantly until the housing bubble in early 2006 when the ratio reached 7. This ratio never fully returned to previous levels and has climbed well above 7 in 2021 and

2022 because of pandemic-related housing market impacts. Therefore, housing affordability was more “normal” in 2002 relative to today and the historic data

represents the best available benchmark for the analysis.

The comparison between current and historic levels of out-of-region workers was used to generate a conservative estimate that each county should have a minimum five percentage point decrease in the proportion of out-of-region workers relative to current levels. The number of displaced workers was calculated based on achieving this target proportion.

The analysis indicates that there should be an additional 3,034 workers living within the four-county region today, but are displaced out of the region due to housing challenges.

This estimate is likely conservative given that housing affordability and availability issues are long-term challenges in the region and a larger proportion of workers commuting from outside of the region would likely move closer to their place of work if a quality housing option at an attainable price point were available to them.

It should also be noted that only out-of-region workers are considered in this analysis. Many workers are displaced far

from the community or county that they work in but still reside within the region. While it is critical to address these displaced workers through new strategies

that met their need was provided in Essex County, the “vacated” housing unit in Clinton County would be available to meet another household’s need.

Displaced Workers by Owner/Renter Status - 2019

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Owners	644	394	360	51	1,450
Renters	854	301	414	15	1,584
Total Displaced	1,498	695	774	67	3,034

Source: U.S. Census Bureau OnTheMap/Camoin Associates

Displaced Workers by Income Level: All Households

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	151	37	57	4	250
\$5,000 to \$9,999	136	49	113	5	304
\$10,000 to \$14,999	196	89	145	5	436
\$15,000 to \$19,999	189	105	121	9	425
\$20,000 to \$24,999	166	60	71	6	303
\$25,000 to \$34,999	317	148	128	13	606
\$35,000 to \$49,999	153	99	53	16	320
\$50,000 to \$74,999	146	68	60	4	278
\$75,000 to \$99,999	15	15	10	1	41
\$100,000 to \$149,999	17	16	10	1	44
\$150,000 or more	11	9	6	0	27
	1,498	695	774	67	3,034

Source: U.S. Census Bureau OnTheMap/Camoin Associates

and solutions, they are not included in the quantified needs assessment as they do not represent the “net” need within the region. For example, a worker that works in Essex County might be displaced and living in Clinton County. If a housing unit

Displaced Worker Characteristics

Housing need for displaced workers falls relatively evenly between rentals and ownership. If these workers from outside the region were able to move to the four-

county region, approximately 1,450 would likely prefer to buy their own homes while 1,584 would likely prefer to rent.

The analysis indicates that lower-income workers have disproportionately been displaced out of the region and required to commute long distances due to the workforce housing challenges in the region. Workers with higher incomes are more able to choose where they live, so it is not surprising that those workers who are displaced from within the region are, for the most part, found on the lower end of the income spectrum. More than half of these displaced worker households earn an annual income of less than \$25,000, while a full 75% earn less than \$35,000.

While the housing need from displaced workers is largely skewed toward households with lower incomes, this is especially true among those most likely to rent rather than own their homes.

More than two-thirds of potential renter households earn less than \$25,000 per year. This contrasts sharply with owner-oriented households in which nearly 60% earn over \$25,000 per year.

The tables to the right provide a detailed breakdown of the housing needs of

Displaced Workers by Income Level: Owner Occupied

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	45	19	28	2	94
\$5,000 to \$9,999	24	23	19	1	66
\$10,000 to \$14,999	60	31	62	4	157
\$15,000 to \$19,999	69	56	53	8	186
\$20,000 to \$24,999	50	36	26	4	116
\$25,000 to \$34,999	121	73	53	12	259
\$35,000 to \$49,999	115	63	40	14	232
\$50,000 to \$74,999	124	62	53	4	243
\$75,000 to \$99,999	12	10	9	1	32
\$100,000 to \$149,999	15	12	9	1	38
\$150,000 or more	11	8	6	0	26
Total	644	394	360	51	1,450

Source: U.S. Census Bureau OnTheMap/Camoin Associates

Displaced Workers by Income Level: Renter Occupied

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	107	18	29	2	156
\$5,000 to \$9,999	113	26	95	4	238
\$10,000 to \$14,999	136	58	83	1	279
\$15,000 to \$19,999	120	49	68	2	239
\$20,000 to \$24,999	116	24	45	2	187
\$25,000 to \$34,999	196	75	74	2	347
\$35,000 to \$49,999	38	35	13	2	88
\$50,000 to \$74,999	22	6	7	0	35
\$75,000 to \$99,999	3	5	0	0	9
\$100,000 to \$149,999	2	4	0	0	6
\$150,000 or more	1	0	0	0	1
Total	854	301	414	15	1,584

Source: U.S. Census Bureau OnTheMap/Camoin Associates

displaced workers for owner-occupied and rental units.

UNDERHOUSED AND OVERCROWDED

Underhoused Individuals

The underhoused needs analysis focuses on young people that are living with others because of the lack of attainable and suitable housing options in the region. While this living arrangement can be typical and in and of itself does not represent a housing challenge, the analysis considers only the proportion of those living within this arrangement beyond “typical” levels.

Throughout the four-county area, nearly half of all residents aged 18 to 34 (over 14,000 individuals) are living with their parents, with other relatives, or with roommates. This proportion differs among the four counties, with a substantially high rate of 76% in Hamilton County.

Based on a review of other upstate New York counties, providing additional housing for this underhoused population could reduce this percentage down to a target of 40% from the current 47% rate seen throughout the region. This translates to a housing need for approximately 2,180 underhoused individuals, with nearly half of those coming from residents of Clinton County.

Underhoused Residents Aged 18-34 in the Region - 2020

Living Arrangements	Clinton County		Essex County		Franklin County		Hamilton County		Four-County Area	
	#	%	#	%	#	%	#	%	#	%
Living Alone	1,459	9%	330	6%	698	8%	10	2%	2,497	8%
With Spouse	3,828	24%	1,397	24%	2,111	24%	92	14%	7,429	24%
With Unmarried Partner	3,286	21%	1,484	26%	1,786	20%	50	8%	6,607	21%
With Parents	4,266	27%	1,571	28%	2,309	26%	392	61%	8,539	27%
With Other Relatives	1,032	6%	393	7%	1,265	14%	83	13%	2,773	9%
With Other Nonrelatives	2,151	13%	533	9%	643	7%	19	3%	3,346	11%
Total 18 to 34 Year Olds	16,022	100%	5,708	100%	8,812	100%	646	100%	31,191	100%
Total Living with Others (non-spouse/partner)	7,449	46%	2,497	44%	4,217	48%	494	76%	14,658	47%

Source: American Community Survey Report B09021

Housing Need For Underhoused Residents Aged 18 to 34 - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Currently Living with Others	7,449	2,497	4,217	494	14,657
Expected Living with Others	6,409	2,283	3,525	258	12,475
Underhoused 18-34 Year Olds	1,040	214	692	236	2,182

Source: American Community Survey Report B09021 & S2503/Camoin Associates

Housing Need For Underhoused Residents Aged 18 to 34 by Owner/Renter Status

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Owner Households	447	121	322	182	1,072
Renter Households	593	93	370	54	1,110
Underhoused 18-34 Year Olds	1,040	214	692	236	2,182

Source: American Community Survey Report B09021 & S2503/Camoin Associates

Slightly over half of the underhoused housing need is expected to be for rental units. **Housing need from younger underhoused households is heavily weighted towards lower income brackets.** This is especially so for those inclined towards renting with nearly 60% of rental housing need coming from households earning less than \$20,000 per year.

By contrast, the need for ownership housing approaches two-thirds of all underhoused need (65%) coming from households making more than \$20,000 per year.

The tables to the right provide a detailed breakdown of the housing need for underhoused individuals by income level and renter versus ownership needs.

While many underhoused individuals would probably like to own a home, in reality, rental units may be more appropriate and necessary to accommodate this need given the relatively low-income levels of many individuals.

Underhoused 18-34 Year Olds Need by Household Income Level - Owner Occupied

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	31	6	25	8	70
\$5,000 to \$9,999	17	7	17	3	43
\$10,000 to \$14,999	42	10	56	14	121
\$15,000 to \$19,999	48	17	47	27	139
\$20,000 to \$24,999	35	11	24	14	83
\$25,000 to \$34,999	84	22	48	41	195
\$35,000 to \$49,999	80	19	36	50	185
\$50,000 to \$74,999	86	19	48	16	168
\$75,000 to \$99,999	8	3	8	4	24
\$100,000 to \$149,999	10	4	8	4	27
\$150,000 or more	8	3	5	2	17
Total	447	121	322	182	1,072

Source: American Community Survey Report B09021 & S2503/Camoin Associates

Underhoused 18-34 Year Olds Need by Household Income Level - Renter Occupied

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	74	6	26	6	112
\$5,000 to \$9,999	78	8	85	16	187
\$10,000 to \$14,999	95	18	74	5	192
\$15,000 to \$19,999	83	15	61	6	166
\$20,000 to \$24,999	81	7	40	8	136
\$25,000 to \$34,999	136	23	67	6	232
\$35,000 to \$49,999	26	11	11	7	56
\$50,000 to \$74,999	15	2	6	0	23
\$75,000 to \$99,999	2	2	0	0	4
\$100,000 to \$149,999	1	1	0	0	3
\$150,000 or more	0	0	0	0	1
Total	593	93	370	54	1,110

Source: American Community Survey Report B09021 & S2503/Camoin Associates

Overall, lower income brackets comprise the bulk of the younger, underhoused need in the region. More than three-quarters of all underhoused residents have incomes of less than \$35,000 per year, representing nearly 1,700 of the 2,180 underhoused need for their own housing unit.

Overcrowded Households

The region also has housing needs for households that are considered overcrowded relative to the size of the housing unit they occupy. Overcrowding creates a situation where more people are living in a space than is considered acceptable from a health and safety perspective.

There are several definitions and thresholds of overcrowding. For the purposes of this analysis, a household is considered to be overcrowded when there are more than 1.5 persons per room, which is the US Census' definition of "severely crowded homes." Therefore, the analysis is conservative in that crowded households that do not meet the "severe" threshold are not quantified.

For example, six people sharing a four-room apartment would be an example of overcrowding (6 divided by 4 = 1.5).

Underhoused 18-34 Year Olds Need by Household Income Level - Owners and Renters

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	105	11	51	14	182
\$5,000 to \$9,999	95	15	101	18	229
\$10,000 to \$14,999	136	27	130	19	313
\$15,000 to \$19,999	131	32	108	33	305
\$20,000 to \$24,999	115	18	64	22	219
\$25,000 to \$34,999	220	46	114	47	427
\$35,000 to \$49,999	106	30	47	57	240
\$50,000 to \$74,999	101	21	53	16	191
\$75,000 to \$99,999	10	5	9	4	28
\$100,000 to \$149,999	12	5	9	4	30
\$150,000 or more	8	3	5	2	18
Total	1,040	214	692	236	2,182

Source: American Community Survey Report B09021 & S2503/Camoin Associates

Overcrowded Households - 2020

Housing Units	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Owner Occupied Units	82	13	28	1	124
Percent of Owner Occupied Units	0.4%	0.1%	0.2%	0.1%	0.3%
Renter Occupied units	187	174	96	0	457
Percent of Renter Occupied units	1.8%	4.6%	1.8%	0.0%	2.4%
Total Occupied units	269	187	124	1	581
Percent of Total Occupied units	0.9%	1.2%	0.7%	0.1%	0.9%

Note: Households with over 1.5 occupants per room

Source: American Community Survey Report S2501

Data from the US Census indicates there are 581 severely overcrowded households in the four-county area with the majority found in rental units (79%).

Essex County with one-third of these households.

Clinton County accounts for nearly half (46%) of all overcrowded households in the four-county area. This is followed by

SUBSTANDARD AND OBSOLETE HOUSING

Households Living in Substandard Housing

Throughout the region, there are a small number of homes that lack basic facilities or systems necessary to meet baseline standards for habitation. Those units without either a complete kitchen or complete plumbing are of substandard quality and the households occupying those units have need of alternative housing arrangements that meet basic habitability standards. There is just over 400 of these households across the four-county area occupying approximately one-half of one percent of the total housing stock. Note that this total does not include vacant or unoccupied housing units.

For Clinton and Essex counties, most of these substandard units are lacking complete kitchen facilities while in Franklin and Hamilton counties, a larger number are without complete plumbing.

Households Living in Obsolete Housing

An additional number of units regularly come into disrepair over time for a variety of reasons related to age and/or lack of

Substandard Housing - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Total Occupied Units	31,557	16,182	18,880	1,416	68,035
Units with complete plumbing	31,446	16,125	18,735	1,405	67,711
Units without complete plumbing	111	57	145	11	324
Percent without Complete Plumbing	0.4%	0.4%	0.8%	0.8%	0.5%
Units with complete kitchen facilities	31,366	16,108	18,757	1,406	67,637
Units without complete kitchen	191	74	123	10	398
Percent Without complete kitchen	0.6%	0.5%	0.7%	0.7%	0.6%
Minimum Number of Substandard Units	191	74	145	11	421

Source: American Community Survey Report S2504

Obsolete Housing - 2020

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Housing Units Built Prior to 1939	8,060	8,590	8,879	2,021	27,550
Estimated Percent Obsolete	3.0%	3.0%	3.0%	3.0%	3.0%
Estimated Obsolete Units	242	258	266	61	827

Source: American Community Survey Report S2504

Total Obsolete and Substandard Housing Replacement Need

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Substandard Housing	191	74	145	11	421
Obsolete Housing	242	258	266	61	827
Total	433	332	411	72	1,248

Source: American Community Survey Report S2504

regular maintenance or updates. The households living in these “functionally obsolete” housing units are in need of alternative living arrangements.

Typically, obsolete housing units are among the oldest of homes and total a little over 800 units in the region. Based on interviews and national studies, it is

estimated that approximately 3% of the region’s oldest housing stock (built prior to 1939) is currently obsolete.

Taken together, the sum of obsolete and substandard housing in need of replacement is estimated to total more than 1,200 units throughout the four-

county region with more than one-third of these found in Clinton County.

The tables to the right provide a detailed breakdown of the housing need resulting from obsolete and substandard housing throughout the region. Overall, there is a need for 621 “replacement” rental units and 627 replacement owner-occupied units.

Obsolete and Substandard Replacement Need by Income Level: Owner Occupied

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	13	9	15	2	39
\$5,000 to \$9,999	7	11	10	1	28
\$10,000 to \$14,999	17	15	33	4	70
\$15,000 to \$19,999	20	27	28	8	83
\$20,000 to \$24,999	14	17	14	4	50
\$25,000 to \$34,999	35	35	28	12	110
\$35,000 to \$49,999	33	30	21	15	100
\$50,000 to \$74,999	36	29	28	5	98
\$75,000 to \$99,999	3	5	5	1	14
\$100,000 to \$149,999	4	6	5	1	16
\$150,000 or more	3	4	3	1	11
Total	186	188	191	55	621

Source: American Community Survey Reports B25123 & B2504/Camoin Associates

Obsolete and Substandard Replacement Need by Income Level: Renter Occupied

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	31	9	16	2	57
\$5,000 to \$9,999	33	13	50	5	100
\$10,000 to \$14,999	39	28	44	2	113
\$15,000 to \$19,999	35	23	36	2	96
\$20,000 to \$24,999	34	11	24	2	71
\$25,000 to \$34,999	57	36	40	2	134
\$35,000 to \$49,999	11	17	7	2	37
\$50,000 to \$74,999	6	3	3	0	13
\$75,000 to \$99,999	1	2	0	0	4
\$100,000 to \$149,999	1	2	0	0	2
\$150,000 or more	0	0	0	0	0
Total	247	144	220	16	627

Source: American Community Survey Reports B25123 & B2504/Camoin Associates

SENIOR HOUSING

A brief assessment of the need for senior housing in the region was also conducted using the results of the regionwide community housing survey.

Survey responses among seniors were analyzed to estimate the percentage of seniors that (1) indicate they prefer alternative housing to their current living arrangement and (2) indicated that they face substantial issues and challenges with their current housing.

Based on this analysis, it is estimated that approximately 14% of seniors in the region have a need for alternative living arrangements that better suit their current needs.

When this proportion is applied to the number of senior households in the region, there is an estimated need for approximately 3,400 alternative senior living arrangements. Based on the survey, this need is likely to be spread across a variety of housing types, including a mix of owner- and renter-occupied units.

Regional Senior Housing Need

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Senior Households	12,323	5,813	5,741	1,025	24,902
Percent Needing Alternative Housing	13.8%	13.8%	13.8%	13.8%	13.8%
Senior Housing Need	1,701	802	792	141	3,436

Source: Esri; Camoin Associates; 2022 Regional Housing Survey

Regional Senior Housing Need by Income Level

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Less than \$5,000	172	43	59	8	274
\$5,000 to \$9,999	155	57	116	11	346
\$10,000 to \$14,999	223	103	148	11	499
\$15,000 to \$19,999	215	121	124	20	487
\$20,000 to \$24,999	188	69	73	13	338
\$25,000 to \$34,999	360	171	131	28	682
\$35,000 to \$49,999	173	114	54	34	366
\$50,000 to \$74,999	166	78	61	9	313
\$75,000 to \$99,999	17	18	10	3	48
\$100,000 to \$149,999	19	18	10	3	51
\$150,000 or more	13	10	6	1	31
Total	1,701	802	792	141	3,436

Source: American Community Survey Report B09021 & S2503/Camoin Associates

FUTURE HOUSING NEEDS

OVERVIEW

Future housing needs over the next ten years (2022 through 2032) are estimated in this section. While the needs identified in the previous section will take time to address and are likely to persist over the next ten years, the analysis in this section focuses on the need to increase the region’s housing supply in response to projected population growth.

To assess population growth, the analysis considers “baseline” population growth projections. However, projections are shaped largely by recent trends that have been driven in large part by the region’s growing housing crisis.

To better reflect the need for new housing in the region over the next ten years, a regional workforce assessment was conducted to determine the influx of new workers that will be needed to sustain the region’s economy.

BASELINE POPULATION NEEDS

The total population throughout the four-county area is projected to change very little over the coming decade with each of the counties gaining or losing a few hundred households or fewer.

The number of renter households is projected to decline by just under 500, which will be partially offset by an increase of 130 new owner households.

Three of the four counties are projected to experience year-round population loss with the largest decline found in Essex County, where the number of both owners and renters is projected to decline.

Projected Household Growth - 2022 to 2032

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Current Households	32,396	15,835	18,843	2,486	69,560
Projected Annualized Change	-0.01%	-0.17%	-0.04%	0.19%	-0.05%
5-Year Projected Households	32,372	15,699	18,805	2,510	69,386
10-Year Projected Households	32,348	15,564	18,767	2,534	69,213
5-Year Change	-24	-136	-38	24	-174
10-Year Change	-48	-271	-76	48	-347

Owner Household Population Change

Current Owner Households	21,465	11,870	13,595	2,136	49,066
5-Year Projected Households	21,544	11,804	13,623	2,160	49,131
5-Year Change	79	-66	28	24	65
10-Year Change	158	-132	56	48	130

Renter Household Population Change

Current Renter Households	10,931	3,965	5,248	350	20,494
5-Year Projected Households	10,828	3,895	5,182	350	20,255
5-Year Change	-103	-70	-66	0	-239
10-Year Change	-206	-140	-132	0	-478

Source: Esri/Camoin Associates

Ten Year Household Change by Income - 2022 to 2032

Household Income Bracket	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
<\$15,000	-1,154	-308	-774	-34	-2,270
\$15,000 - \$24,999	-630	-266	-412	-42	-1,350
\$25,000 - \$34,999	-842	-460	-390	-66	-1,758
\$35,000 - \$49,999	-906	-192	-534	-18	-1,650
\$50,000 - \$74,999	-1,048	-488	-492	-68	-2,096
\$75,000 - \$99,999	-184	72	26	34	-52
\$100,000 - \$149,999	1,732	712	1,062	128	3,634
\$150,000 - \$199,999	2,544	418	1,132	78	4,172
\$200,000+	440	240	306	36	1,022
Total Households	-48	-272	-76	48	-348

Source: Esri

It is important to note that seasonal residents are not included in population projections; however, the seasonal population is expected to continue to increase, which is, in part, reducing the availability of housing for year-round residents. In contrast to the others, Hamilton County is projected to experience modest population gains over the next ten years.

These projections reflect recent trends and do not necessarily represent the true housing needs over the next ten years. However, the projections factor in important demographic drivers, including birth rates, population age and mortality rates, household formation, and net migration trends.

WORKFORCE HOUSING NEED

Workers Needed in the Region

The first step in analyzing the future workforce housing need was to identify the net change in jobs within each county and the region as a whole. Economic projections from Lightcast (formerly known as Emsi Burning Glass) indicate that the regional economy will experience a net increase of nearly 4,800 jobs over the next ten years.

Workforce needs will also be generated by current workers in the region that retire in the next decade and who will need to be replaced by new workers. As shown in the second chart on the next page, there are approximately 59,500 resident workers in the region (those that live and work in the region). Approximately 11,150 of these

workers will enter retirement age in the next ten years.

Occupation and age data were used to estimate the percentage that is likely to retire during that timeframe based on the current proportion of “retirement age” workers still employed. Approximately 93.4% of resident workers entering retirement age over the next ten years are expected to retire (14,300 workers). This number assumes that all current workers aged 65+ will retire over the next ten years.

In turn, this will generate demand for new workers to occupy these vacated jobs. The greatest need will be in Clinton County, which has the greatest number of current workers. However, even Hamilton County, with only 1,880 resident workers, will have a workforce need of 542 over the next decade as workers age into retirement.

Approximately 14,300 resident workers will retire over the next ten years.

Workforce Need from Job Growth - 2022-2032

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
2022 Jobs	33,835	14,599	17,984	1,960	68,378
2032 Jobs	35,137	16,255	19,327	2,453	73,172
Net Change in Jobs	1,302	1,656	1,343	493	4,794

Source: Lightcast/Emsi

Replacement Workforce Needs - 2022-2032

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Current Resident Workers	36,690	15,144	5,790	1,874	59,498
Current Workers Age 55-64	6,749	2,882	1,129	390	11,150
Percent Retiring Next 10 years	93.9%	93.3%	91.6%	89.7%	93.4%
Resident Workers Age 55-64 Retiring	6,339	2,687	1,034	350	10,410
Workers Age 65+	2,232	1,022	489	192	3,935
Percent Retiring Next 10 years	100.0%	100.0%	100.0%	100.0%	100.0%
Resident Workers Age 65+ Retiring	2,232	1,022	489	192	3,935
Total Resident Workers Retiring Next 10 Years	8,570	3,709	1,523	542	14,345
Average Annual Resident Workers Retiring	857	371	152	54	1,434

Source: Lightcast/Emsi

New Regional Resident Worker Need (2022-2032)

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Change in Jobs	1,302	1,656	1,343	493	4,794
Retiring Resident Workers	8,570	3,709	1,523	542	14,345
Total 10-Year Workforce Need	9,872	5,365	2,866	1,035	19,139
Percent of Jobs Filled by Out of Region Commuters	9.3%	19.4%	27.0%	43.1%	16.6%
Estimated Out-of-Region Commuters that Fill Need	920	1,039	773	446	3,178
Estimated In-Region Residents that Fill Need	987	537	287	104	1,914
Net Workforce In-Migration Need (Regional Resident Workers)	7,965	3,790	1,806	485	14,047

Source: Lightcast/Emsi/Camoin Associates

When the net change in jobs is added to the number of retiring workers, the region has a workforce need of approximately 19,100 new workers over the next ten years.

A proportion of these jobs will be filled by out-of-region commuters. This proportion is estimated for each county based on the more “ideal” historic commuting patterns, as discussed in the displaced worker analysis. That is, the analysis accounts for the need for workers to be closer to their jobs while still recognizing that in-commuting from out of the region is still likely to occur for a variety of reasons. Approximately 16.6% or 3,178 jobs needing to be filled are expected to be filled by workers that live out of the region and commute in.

It is conservatively estimated that 10% of the projected workforce needs in the region will be met by existing residents who are not currently in the workforce. This includes those who will age into the workforce in the next ten years and others who are not currently employed or looking for work for various reasons.

This number is expected to be relatively nominal given the region’s low unemployment rates, low labor availability, many unfilled jobs, and unfavorable demographics with population declines expected for those who will be aging into the region’s workforce.

The results of the analysis indicate that an influx of over 14,000 new workers who live in the region is needed over the next ten years to keep the region’s economy on its projected trajectory.

Future Workforce Housing Need

To estimate the need for new housing in the region to accommodate this necessary influx of workers, the housing units becoming available from those workers who will retire and leave the region must be examined.

Of the approximately 14,300 workers projected to retire over the next ten years, an estimated 2% (322) will leave the county they currently live in annually based on recent migration patterns for retirement-age households in each

county. Of those workers, approximately 72% will leave the region altogether each year. Overall, approximately 2,300 retiring workers will leave the region over the next ten years making approximately 2,100 housing units available (when

Housing Vacancy Created by Out-Migration of Retirees and Population

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Workers Leaving the Workforce	8,570	3,709	1,523	542	14,345
Percent That Leave County Annually	1.2%	5.4%	0.6%	1.2%	2.0%
Retiring Workers that Leave County Annually	105	201	10	7	322
Estimated Percent that Leave Region Annually	77.2%	68.2%	73.2%	100.0%	71.9%
Retiring Workers That Leave Region Annually	81	137	7	7	232
Retiring Workers That Leave Region (10-Year Total)	809	1,368	72	67	2,316
Housing Units Becoming Available from Retiring Workers Leaving Region	736	1,244	66	61	2,106
Housing Units Becoming Available from Natural Decrease	720	460	455	69	1,703
Estimated Housing Units Becoming Available	1,456	1,704	520	130	3,809

Source: Lightcast

Housing Availability for Workforce Households from Retirees Moving Away and Natural Decrease

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Housing Units Available from Retirees Moving out of Region and Natural Population Decrease	1,456	1,704	520	130	3,809
Percent Purchased for Non-Workforce	50%	50%	50%	50%	50%
Number Purchased for Non-Workforce	728	852	260	65	1,904
Units Available for Workforce	728	852	260	65	1,904

Source: Camoin Associates

accounting for households with more than one worker).

County mortality rates indicate that approximately 1,700 units will become available over the next ten years of natural population decline.

Not all these housing units will be available to workers who are new to the region as seasonal and vacation homebuyers represent a substantial component of the housing market demand in the region. Based on the market analysis research, it is conservatively estimated that 50% of existing homes sold over the next ten years will be purchased by non-workforce households. As a result, only approximately 1,900 units from retiring workers will be available to accommodate the needed influx of new workers to the region in the next decade.

To arrive at the overall workforce housing need over the next ten years, the number of workers needed is converted to households as a household can have multiple workers. It is conservatively estimated that there will be 1.5 workers per household in incoming worker households. Therefore, there is a need for 9,365 housing units, of which approximately 1,900 units will come from

Projected New Workforce Housing Need (2022-2032)

	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
Total Workforce In-Migration Need (Workers)	7,965	3,790	1,806	485	14,047
Total Workforce In-Migration Need (Households)	5,310	2,526	1,204	324	9,365
Units Becoming Available for Workforce	(728)	(852)	(260)	(65)	(1,904)
Net Future New Workforce Housing Need (10-Years)	4,582	1,675	944	259	7,460
Average Annual Workforce Housing Need	458	167	94	26	746

Source: Camoin Associates

New Workforce Housing Need by Income Level (2022-2032)

Household Income	Clinton County	Essex County	Franklin County	Hamilton County	Four-County Area
<\$15,000	445	142	134	21	742
\$15,000-\$24,999	213	87	60	19	379
\$25,000-\$34,999	278	96	51	17	442
\$35,000-\$49,999	362	180	101	25	667
\$50,000-\$74,999	926	342	167	57	1,493
\$75,000-\$99,999	736	269	141	43	1,188
\$100,000-\$149,999	896	351	171	46	1,464
\$150,000-\$199,999	535	115	77	19	746
\$200,000+	192	93	43	12	339
	4,582	1,675	944	259	7,460

Source: Esri; Camoin Associates

retiring workers leaving the region and natural population decline.

The net result is that the four-county region will need to add approximately 7,500 new units of workforce housing over the next ten years (an average of approximately 750 annually).

The income distribution of workforce housing needs was estimated based on current workforce income patterns within each county. Approximately 36% of workforce housing need is for households with incomes between \$50,000 and \$100,000.

Approximately 30% is needed for lower-income households while the remaining workforce housing need (34%) is for those with incomes greater than \$100,000. The analysis indicates that the region will need workforce housing available across a wide variety of price points, including both affordable (below-market) and market-rate housing to accommodate all future housing needs.

DEMOGRAPHIC AND ECONOMIC CONDITIONS



Chapter I. Demographic Profile

Chapter II. Economic Profile

Chapter I. Demographic Profile

INTRODUCTION

The region's demographics are shifting, including the continuation of long-term trends as well as more recent population changes. These changing demographics will have significant implications for the housing needed over the next decade.

Changing household composition will drive a need for new or rehabilitated housing stock that better aligns with household needs. Disparities in income levels and growth will impact housing affordability throughout the region. An aging population has significant implications for a spectrum of concerns around the future of senior housing needs.

The purpose of this section is to provide a foundational understanding of the key demographic and household characteristics and trends throughout the region. The implications of the region's shifting demographics on housing needs are fully evaluated in later sections of this study.

KEY FINDINGS

SEVERAL COMMUNITIES WITHIN THE FOUR-COUNTY AREA GAINED POPULATION OVER THE PAST DECADE — MORE DECLINED.

Due in part to net out-migration, most communities in the four-county area have seen their populations decline. All told, the number of residents in the region fell 4.5% from 2010 to 2020. Franklin County, home to over one quarter of all residents within the region (28%), saw the sharpest decline over this period, losing 7.8% of its inhabitants. By contrast, Hamilton County was the only one of the four to actually gain population, rising 5.6%.

Strong growth in Hamilton County over the past decade was driven by rapid expansion in several of its communities, including the towns of Lake Pleasant (up 15%) and Long Lake (up 11%). A few of Franklin County's communities also enjoyed growth in excess of 10% over this past decade, including Dickinson and Brandon (both up 13.8%) and the Saint Regis Mohawk reservation (up 13%).

A handful of rapidly growing communities only partially offset sharper declines seen in many other towns throughout Franklin County, however. Fourteen towns within the county registered declining populations over the past decade with the steepest drops found in Brighton (down 18%), Malone (down 15%), and Chateaugay and Tupper Lake (both down 14%). In Franklin County's largest town, Malone, the decline proved especially concerning to the county as it meant the loss of over 2,100 residents.

A significant portion of the region’s population change is the result of net in- versus out-migration. Over the five years from 2014 to 2019, three of the four counties saw the number of new residents moving out exceed those moving in by several hundred. Only Hamilton County registered a slight increase, as inbound movers surpassed outbound by a slight margin.

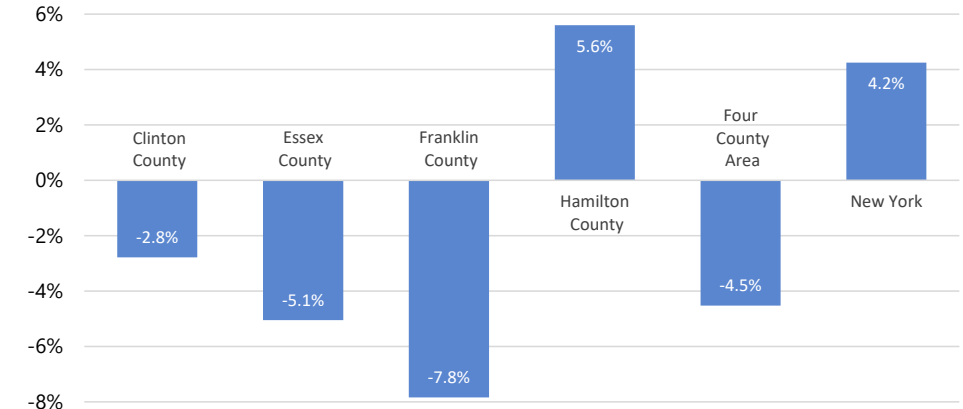
CONTINUED POPULATION LOSSES EXPECTED, THOUGH THE PACE OF DECLINE SLOWS.

Looking towards the coming decade, prospects are not stellar; nor are they as challenging as the past ten years (-4.5%). The total population is still projected to decline but losses will soften considerably (-1%). Again, the outlook is mixed with steeper declines expected for Essex and Hamilton counties (-3.3% and -2.5%) while Clinton County is slated to see a modest gain (+0.4%). Franklin County will track closer to the average (-1.4%). These projections are based on past trends and reflect, in part, housing constraints in the region. As such, interventions and emerging trends such as remote working may impact actual growth rates.

AN AGING POPULATION CONTINUES TO IMPACT HOUSEHOLD COMPOSITION.

As the ranks of the under-55-year-old cohort have diminished and the over-55 crowd has swelled, the region’s population has become notably older than New York as a whole. Currently, the median age among the four counties (42.7 years) is more than three years older than the state (39.6). Franklin and Clinton counties are, in fact, only modestly above the state level. More substantial differences are seen in Essex County (47.5 years – 8 years above New York State) and especially in Hamilton County (55.5 years –

Ten Year Change in Population - 2010 to 2020



Source: Decennial Census

nearly 16 years above New York State). The needs in those areas with more young families will differ significantly from communities with a growing number of empty nesters and seniors.

With an older population come fewer young families and a higher proportion of empty-nesters and seniors – many of them living on their own. The average household size within the region stands at 2.30 people — well below the 2.55 figure seen at the state level. Three of the counties fall within a tenth of a point from this average rate. Again, Hamilton County is the exception, averaging just 2.05 people per household. This rate is driven down largely due to the county’s high number of one- and two-person households, which make up nearly 80% of the total. In comparison, this is closer to 60% for New York State.

By contrast, Franklin County has the largest average household size in the region. It also has the highest proportion of households with children — more than one in four. In Hamilton County, that figure is closer to one in seven. These larger families in turn require

larger homes along with other community support such as daycare facilities and schools.

The share of households with at least one person aged 60 or older has risen exceptionally fast over the past decade, reaching 44.5% in 2020 for the region. That is 9% higher than it was ten years ago. Gains in Essex and Hamilton counties register even stronger increases, driving their shares of households with seniors up to 50.5% and 58.7% (respectively).

SEVERAL POPULATIONS WITHIN THE REGION FACE ADDITIONAL CHALLENGES.

With the high proportion of seniors in the region comes concerns over social isolation, which has been linked to a variety of physical and mental health conditions. On average, the region has only a slightly higher proportion of residents aged 65 and over living alone as compared to the state — 29% for the four-county area. For Hamilton County, however, that percentage is nearly half what is seen in the other counties, measuring just 15.8%.

The number of single-parent families in the four-county region measures marginally above the state — 14.3% for the region compared to 13.2% for New York State. For some counties, however, the rate is notably higher, specifically, Essex (15.4%) and Franklin (15.9%). Families with only one parent tend to experience income levels lower than average suggesting that housing affordability may be a challenge.

Two other populations who may experience a disproportionate share of housing insecurity due to more limited levels of income include people with disabilities and veterans. In all four counties, the

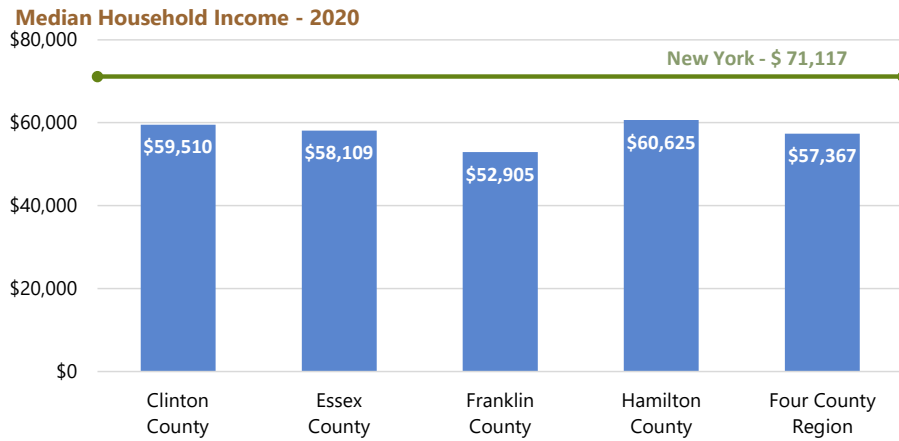
proportion of these subgroups is significantly above state averages. At 11.6% of the total statewide population, around one in nine residents live with a disability. For the region, a 16.4% share puts that ratio closer to one in six and, in Hamilton County, it is more than one in five (21.2%).

The percentage of New York's population who are veterans has dropped sharply over the past ten years or more and this is echoed in all four counties in the region. By 2020, this figure dropped to just 4.4% statewide but still stands at nearly twice that level in the region, registering an 8% share of the four-county area population.

MEDIAN INCOME FOR RESIDENTS OF THE REGION LAGS BEHIND THE STATE AND THE GAP IS WIDENING.

The median household income in the four-county area measures just over \$57,000 per year — a full 24% below the New York State figure of \$71,000 per year. In Franklin County, this drops to less than two-thirds of the statewide level measuring under \$53,000.

Compared to the state, the region does not have a significantly higher proportion of very low-income households; nearly two-thirds have incomes of \$50,000 per year or more whereas that share is just over half for New York State. There is, however, a notable difference at the higher end of the income spectrum where one in three homes (35.9%) see incomes in excess of \$100,000 statewide but, for the four-county region, this is true for less than one in four households (23.5%).



Source: US Census - American Community Survey/Camoin Associates

Within the region, median annual income levels differ among the counties, as well, with the highest level seen in Hamilton County (\$60,600 per year), around 15% above lowest ranking Franklin County (\$52,000 per year). This differential is modest, however, when compared to the range of incomes seen at the community level. Each of the four counties includes at least one town with a median household income measuring less than \$50,000 per year and one or more towns with income above \$70,000 per year.

NUMBER OF OLDER HOUSEHOLDS EXPECTED TO GROW EVEN WHILE THE TOTAL DECLINES.

Looking forward, the total number of households is slated to continue its recent decline, dropping about 1% by 2026. By age,

those losses are expected to fall most heavily within the younger and middle-aged cohorts. The number of households headed by someone at least 65 years old is, in fact, projected to grow considerably, adding over 2,750 households for a 12.6% gain over the next five years. This will continue the trend seen over the past decade of an aging population with decreasing household size. This highlights the need for residential space geared towards senior living. Beyond retirement communities, this will likely also include expanded nursing care facilities.

POVERTY IN THE FOUR-COUNTY REGION.

The overall rate of poverty seen in the region closely mirrors the state measurements for both the total population (13.3% for the region) and for children living in poverty (18.9% for the region). Those aggregated figures belie the wide margins between the counties, however. In Hamilton County, the rates of poverty are substantially lower while Franklin County sees above-average poverty across all ages (17.8%), and more than one in four children in the county (28.2%) live in poverty.

The likelihood of falling into poverty differs not only geographically but based on many other factors, as well. One out of four adults in the region (24.2%) who have not finished high school live in poverty, as do nearly one-third (32.6%) of all single-parent households. The difference in the rate of poverty between those who are white (12.8%) and those who are non-white (20.2%) is also considerable.

DATA SOURCES

The Demographics Profile portion of the LCLG Housing Analysis Study relies primarily on four separate data sources:

PUBLIC DATA SOURCE DECENNIAL CENSUS OF POPULATION AND HOUSING, U.S. CENSUS

The U.S. census counts each resident of the country, where they live on April 1, every ten years ending in zero. The Constitution mandates this enumeration, and the results are published as available. The survey covers a wide range of topics including age, sex, race, family and relationships, income, education, veteran status, and more. For more information regarding the Decennial Census, visit www.census.gov/programs-surveys/decennial-census.html

AMERICAN COMMUNITY SURVEY (ACS), U.S. CENSUS

The American Community Survey (ACS) is an ongoing statistical survey by the U.S. Census Bureau that gathers demographic and socioeconomic information on age, sex, race, family and relationships, income and benefits, health insurance, education, veteran status, disabilities, commute patterns, and other topics. The survey is sent to a small sample of the population on a rotating basis and is crucial to major planning decisions, like vital services and infrastructure investments, made by municipalities and cities. The results of the ACS are presented down to the block group level. For more information on the ACS, visit www.census.gov/programs-surveys/acs/

Demographic and economic based surveys are used to estimate the actual underlying characteristics of geographic areas. Camoin Associates chooses the highest quality sources available while also acknowledging that some variance is inherent in the point values found in this data.

This may especially be true in smaller geographies such as rural towns or sparsely populated counties.

Nevertheless, the figures presented in this report, we believe, are sufficiently robust so as to provide an accurate portrayal of the four-county region.

PROPRIETARY DATA SOURCES ECONOMIC MODELING SPECIALISTS INTERNATIONAL (EMSI)

To analyze the industrial makeup of a study area, industry data organized by the North American Industrial Classification System (NAICS) is assessed. Camoin Associates subscribes to Economic Modeling Specialists Intl. (EMSI), a proprietary data provider that aggregates economic data from approximately 90 sources. EMSI industry data, in our experience, is more complete than most

or perhaps all local data sources (for more information on EMSI, see www.economicmodeling.com). This is because local data sources typically miss significant employment counts by industry because data on sole proprietorships and contractual employment (i.e. 1099 contractor positions) is not included and because certain employment counts are suppressed from BLS/BEA figures for confidentiality reasons when too few establishments exist within a single NAICS code.

ESRI BUSINESS ANALYST ONLINE (BAO)

ESRI is the leading provider of location-driven market insights. It combines demographic, lifestyle, and spending data with map-based analytics to provide market intelligence for strategic decision-making. ESRI uses proprietary statistical models and data from the U.S. Census Bureau, the U.S. Postal Service, and various other sources to present current conditions and project future trends. Esri data are used by developers to maximize their portfolio, retailers to understand growth opportunities, and by economic developers to attract business that fit their community. For more information, visit www.esri.com.

POPULATION GROWTH

THE POPULATION OF THE FOUR-COUNTY REGION HAS BEEN DECLINING SINCE 2010.

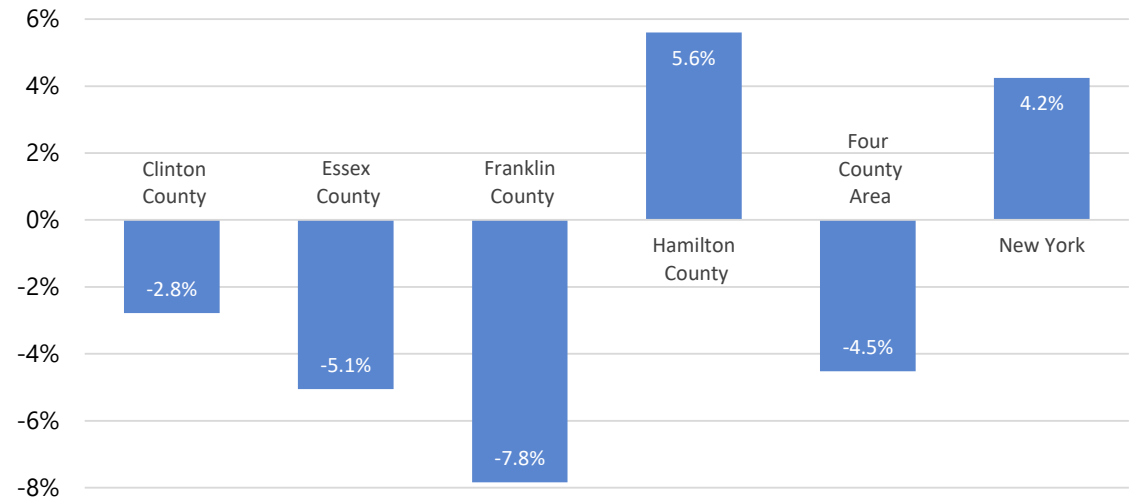
The population of three of the four counties (Clinton, Essex, and Franklin) has fallen over the past 10 years — possibly due to a lack of job and housing opportunities within the area. In order to continue to drive the local economy, the four-county region must focus on maintaining its current population and creating opportunities for growth in the region.

Study Area Population, 2020

County	Population	Share of Region
Clinton County	79,843	47%
Essex County	37,381	22%
Franklin County	47,555	28%
Hamilton County	5,107	3%
Four County Area	169,886	100%

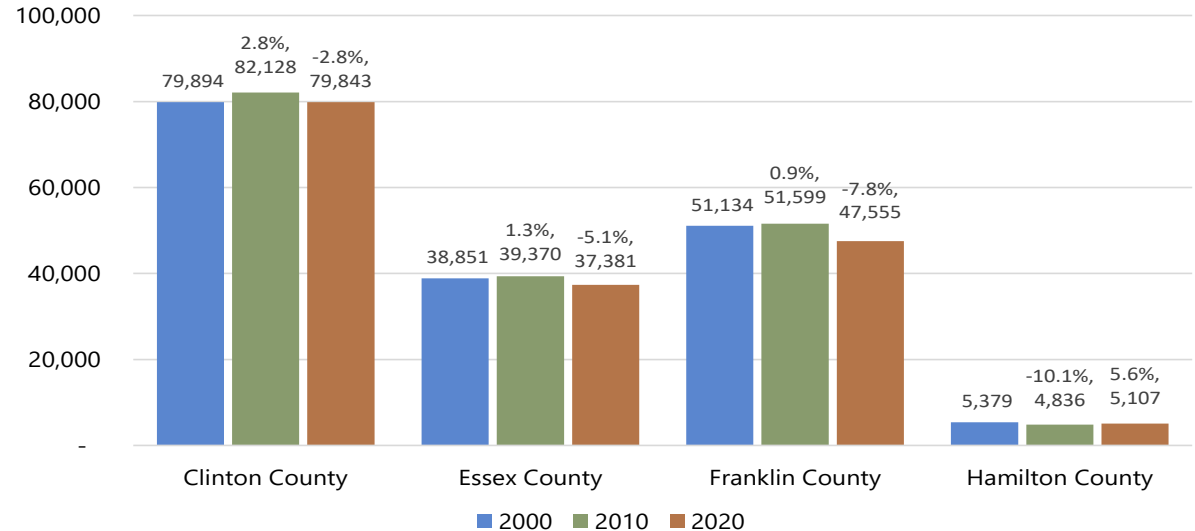
Source: Decennial Census

Ten Year Change in Population - 2010 to 2020



Source: Decennial Census

Four County Population Levels and Growth



Source: Decennial Census

POPULATION TRENDS BY TOWN/CITY

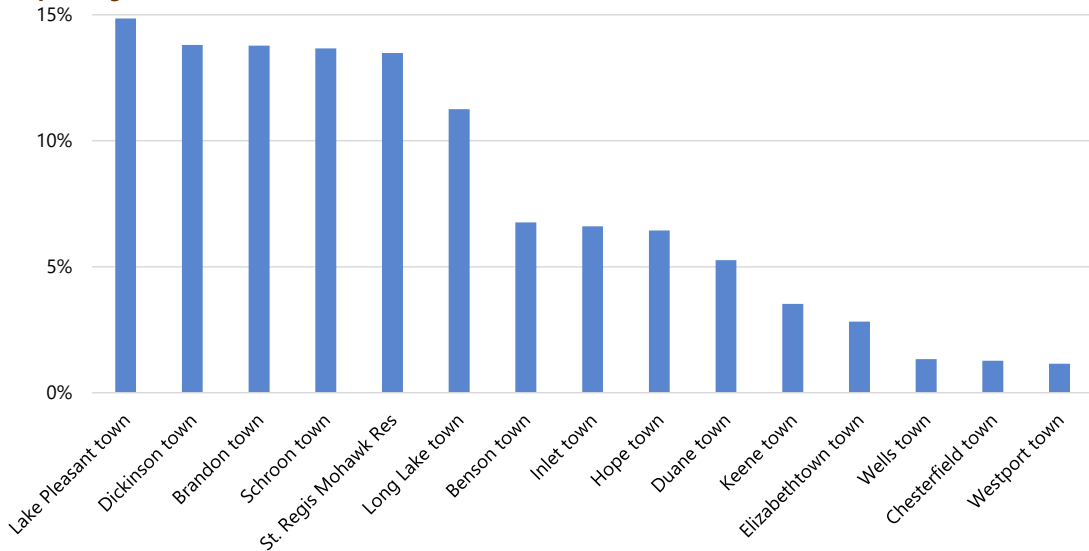
HAMILTON COUNTY IS EXPERIENCING THE HIGHEST GROWTH NUMBERS IN THE FOUR-COUNTY REGION.

Of the 15 top growing towns in the four-county region, six of them are in Hamilton County. Although the smallest county by population, it is the only county that has experienced overall growth during the past 10 years.

FRANKLIN COUNTY CONTAINS NINE OF THE 15 TOWNS WITH THE GREATEST POPULATION LOSSES.

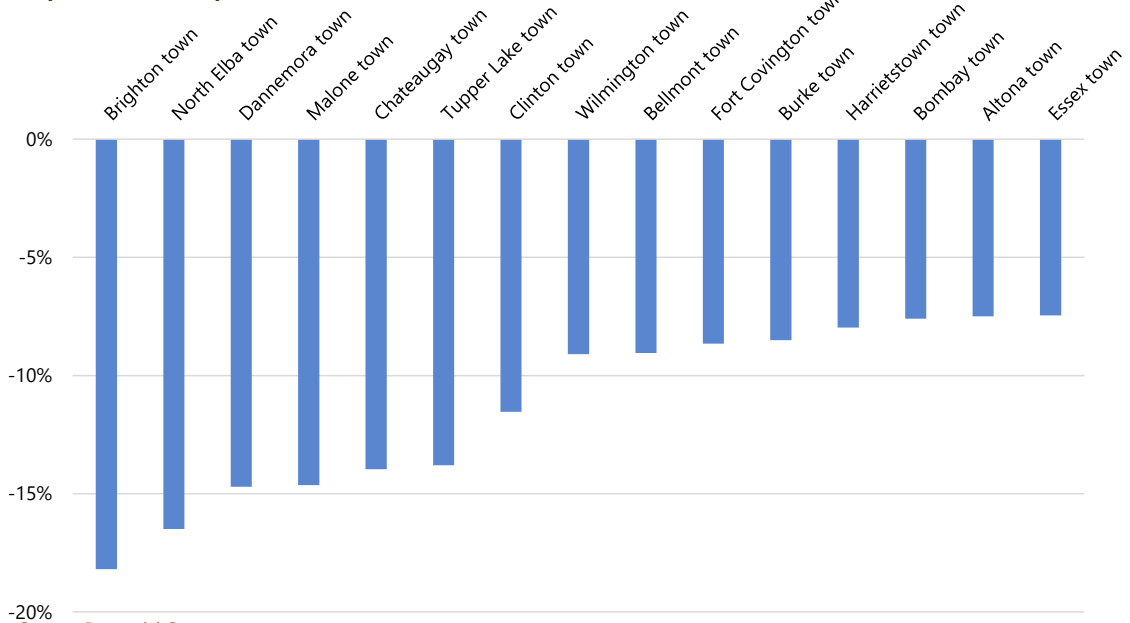
As the second-largest county in the four-county region, Franklin County also has the most towns losing population. The 14.6% decline in Malone, the county's largest town, proved especially severe as it reflected a decline of over 2,100 residents.

Top 15 Highest Growth Towns and Cities, 2010 - 2020 Growth

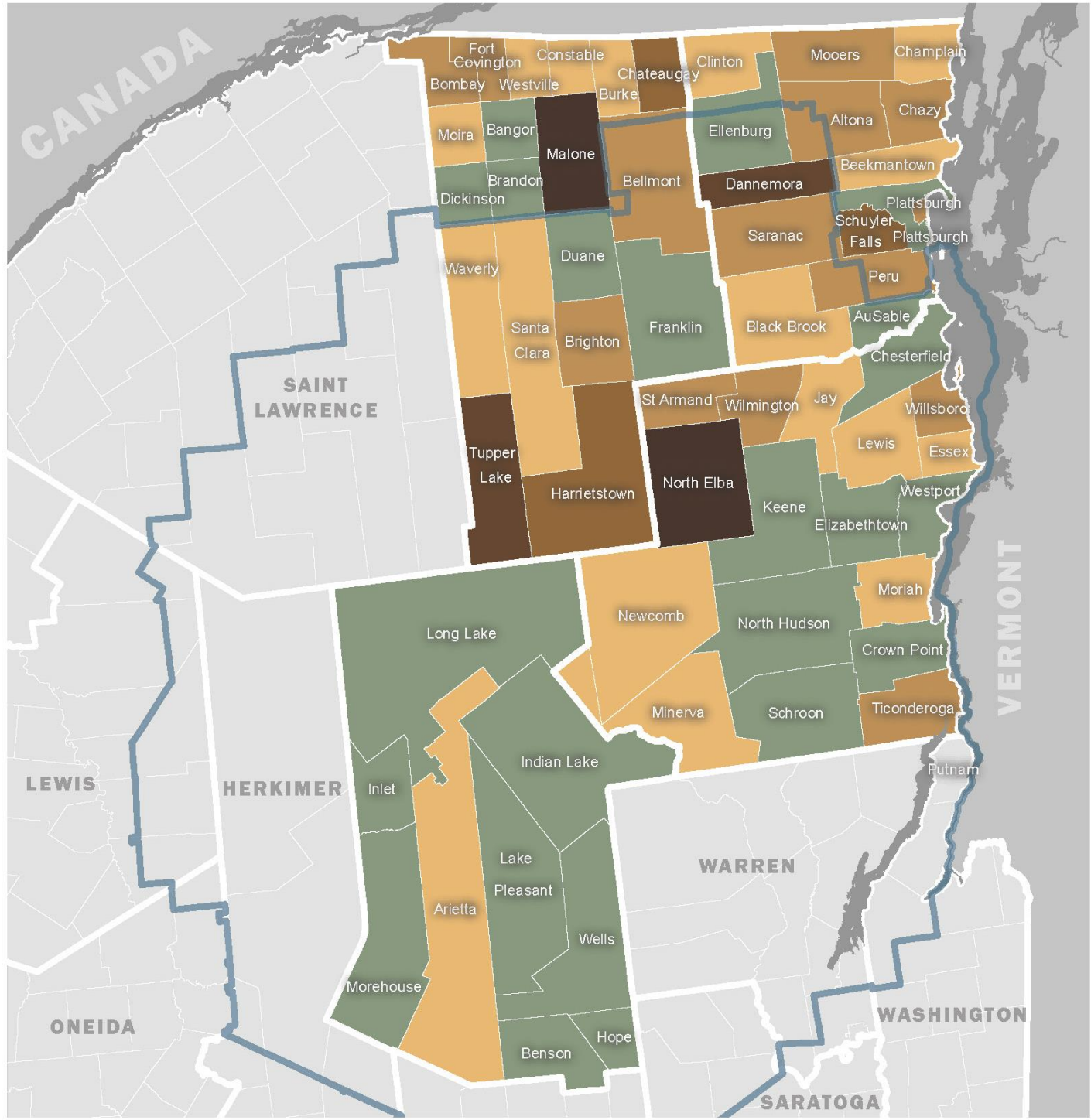


Source: Decennial Census

Top 15 Greatest Population Losses Towns and Cities, 2010 - 2020 Decline



Source: Decennial Census



MAP:
Population Change by Town/
City (2010-2020)

LEGEND

Population Growth

- 1 to 300
- -99 to 0
- -299 to -100
- -599 to -300
- -999 to -600
- <-1,000

Adirondack Park Boundary



Data: U.S. Census Bureau Decennial Census
Prepared: 2022

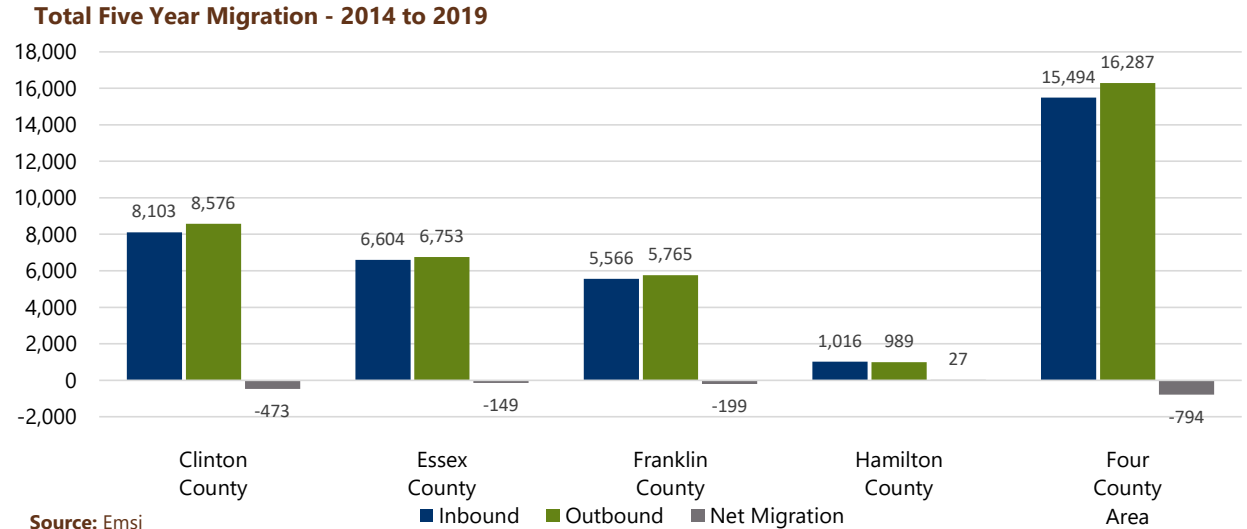
Prepared for:
BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY:
A Comprehensive Housing Study and Strategy



MIGRATION PATTERNS

DESPITE SIGNIFICANT NUMBERS OF NEW RESIDENTS RELOCATING TO THE AREA, THE FOUR-COUNTY REGION IS EXPERIENCING NEGATIVE NET-MIGRATION OVERALL.

While the number of people moving out of the area exceeded those moving in by roughly 5% from 2014 through 2019, at the individual county level there is a fair bit of variation. Hamilton County essentially broke even while Franklin and Essex counties saw outbound migrants exceed inbound movers by 2% to 4%. The bulk of the region’s overall shortfall came from Clinton County with a net loss of 6%.



Top 15 Inbound Counties, 2019

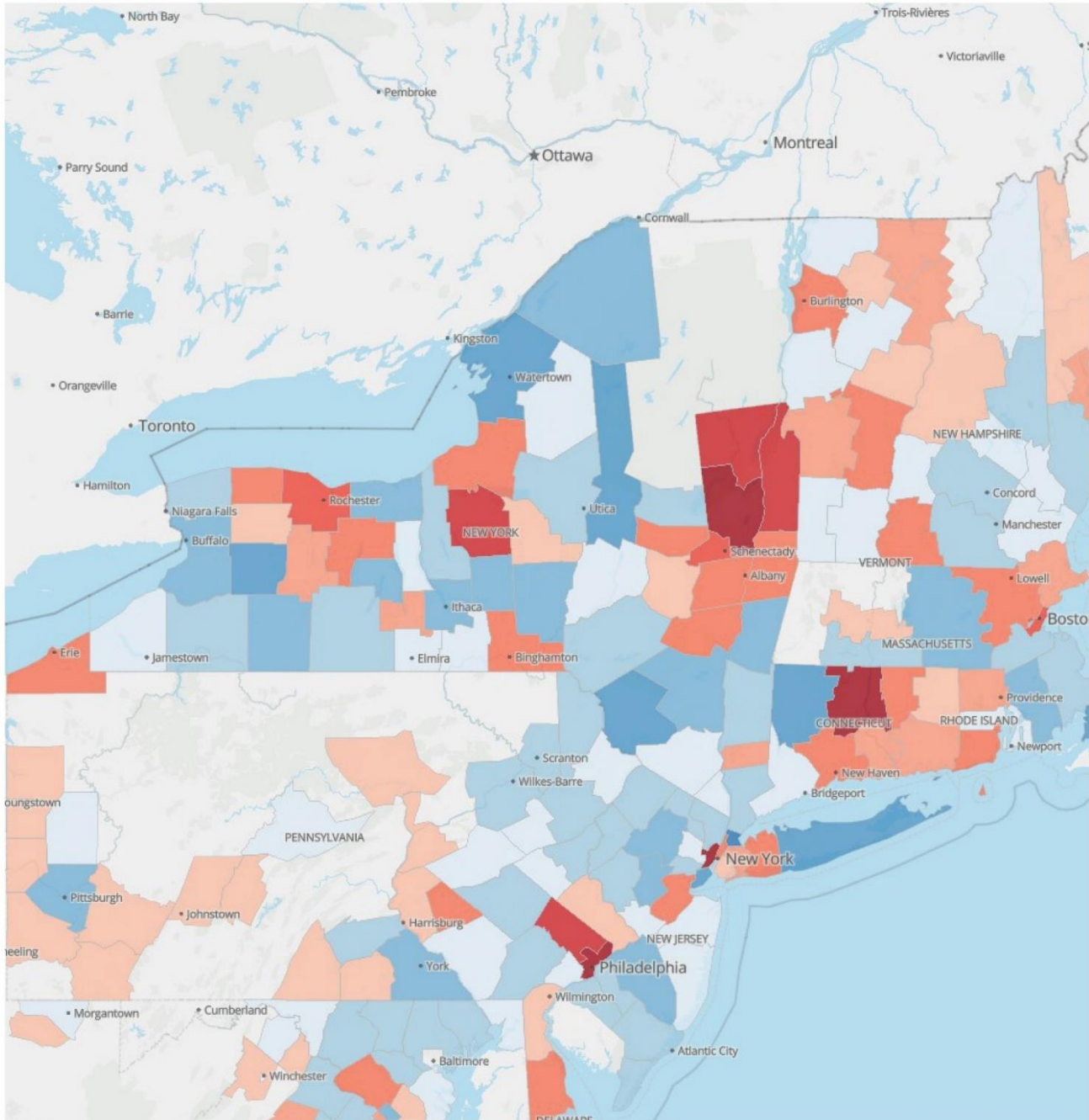
County	Inbound Migrants
St. Lawrence County	270
Warren County	97
Chittenden County	67
Albany County	48
Franklin County	46
Saratoga County	42
Fulton County	41
Cayuga County	33
Suffolk County	32
Onondaga County	32
Kings County	31
Oneida County	30
Orange County	30
Chenango County	29
Queens County	25

Source: Emsi

Top 15 Outbound Counties, 2019

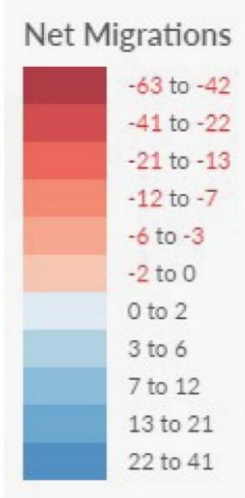
County	Outbound Migrants
St. Lawrence County	263
Warren County	129
Saratoga County	86
Chittenden County	77
Hudson County	68
Onondaga County	68
Lee County	59
Hartford County	58
Philadelphia County	56
Albany County	56
San Diego County	53
Wake County	51
Washington County	48
Franklin County	44
Schenectady County	43

Source: Emsi



MAP:
Net Migrations (2019)

LEGEND



Data: Emsi
 Prepared: 2022

Prepared for:
BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY:
 A Comprehensive Housing Study and Strategy



POPULATION PROJECTIONS

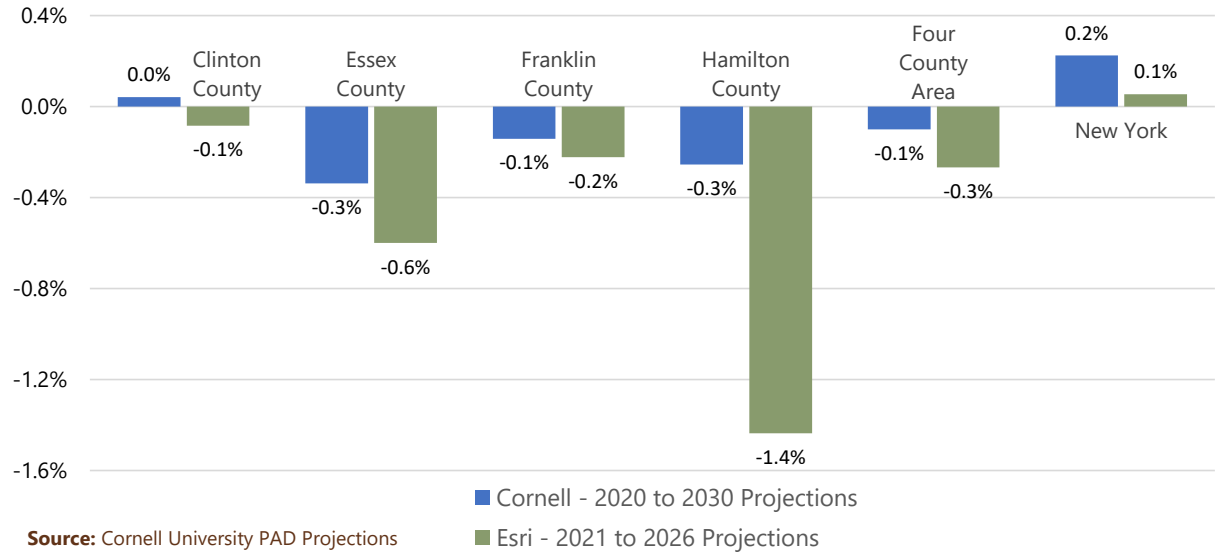
FURTHER DECLINES ARE PROJECTED OVER THE COMING DECADE FOR THE REGION ...

Population forecasts from both Cornell and Esri agree: the number of residents in the region will continue to decline over the near term. There is a question, however, as to how rapidly those losses will occur.

...THOUGH NOT AS STEEP AS OVER THE PAST DECADE.

While Cornell expects an annualized decline in the population of 0.1% per year (10-year forecast), the Esri estimates point to a more rapid contraction of 0.3% per year (five-year forecast). While neither scenario is especially encouraging, they both point to a slowing of losses as compared to the past decade. From 2010 to 2020, the US Census reports that the four-county region's population fell at an average rate of 0.5% per year.

Population Projections - Annualized Growth Rates



Cornell Population Growth - 2020 to 2030

County	2020	2030	2020-2030 Change	Annualized Growth Rate
Clinton	80,955	81,292	0.4%	0.0%
Essex	37,418	36,175	-3.3%	-0.3%
Franklin	50,149	49,442	-1.4%	-0.1%
Hamilton	4,648	4,531	-2.5%	-0.3%
Four County Area	173,170	171,440	-1.0%	-0.1%
New York State	20,146,131	20,604,030	2.3%	0.2%

Source: Cornell University PAD Projections

Esri Population Growth - 2021 to 2026

County	2021	2026	2020-2030 Change	Annualized Growth Rate
Clinton	82,643	82,297	-0.4%	-0.1%
Essex	38,341	37,206	-3.0%	-0.6%
Franklin	52,145	51,568	-1.1%	-0.2%
Hamilton	4,270	3,972	-7.0%	-1.4%
Four County Area	177,399	175,043	-1.3%	-0.3%
New York State	19,625,500	19,678,859	0.3%	0.1%

Source: Esri

AGE TRENDS

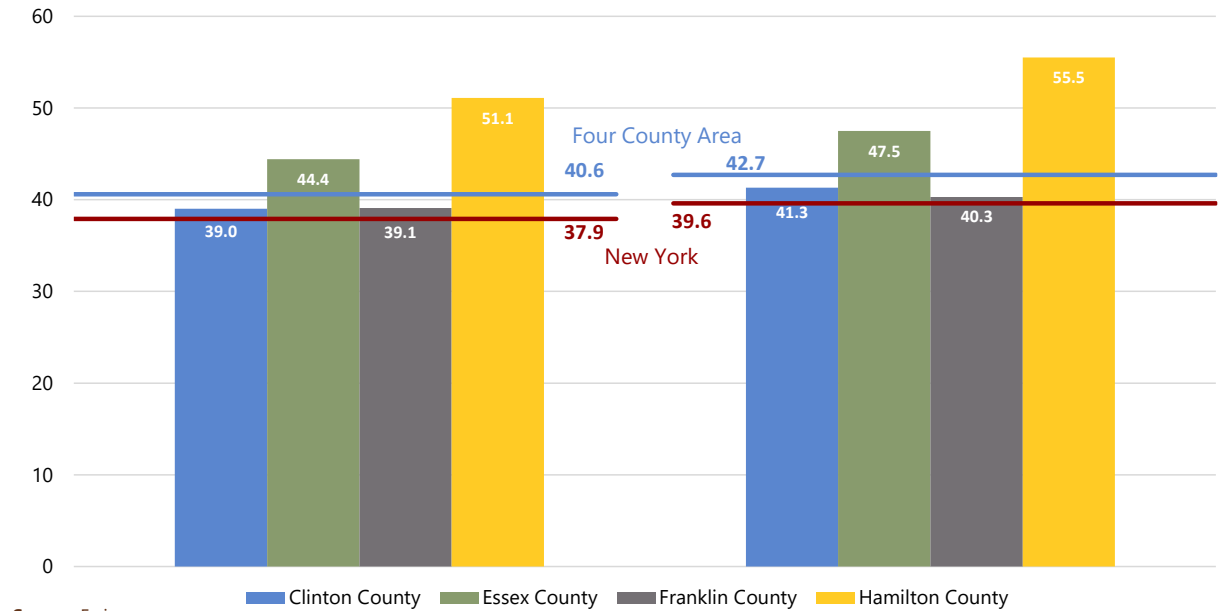
THE REGION AGES ...

The average age of residents in the four-county area advanced by more than two years over the past decade. Gains differed among the counties. Hamilton County, already registering the oldest median age jumped more than four years — twice the regional average.

... FASTER THAN THE STATE.

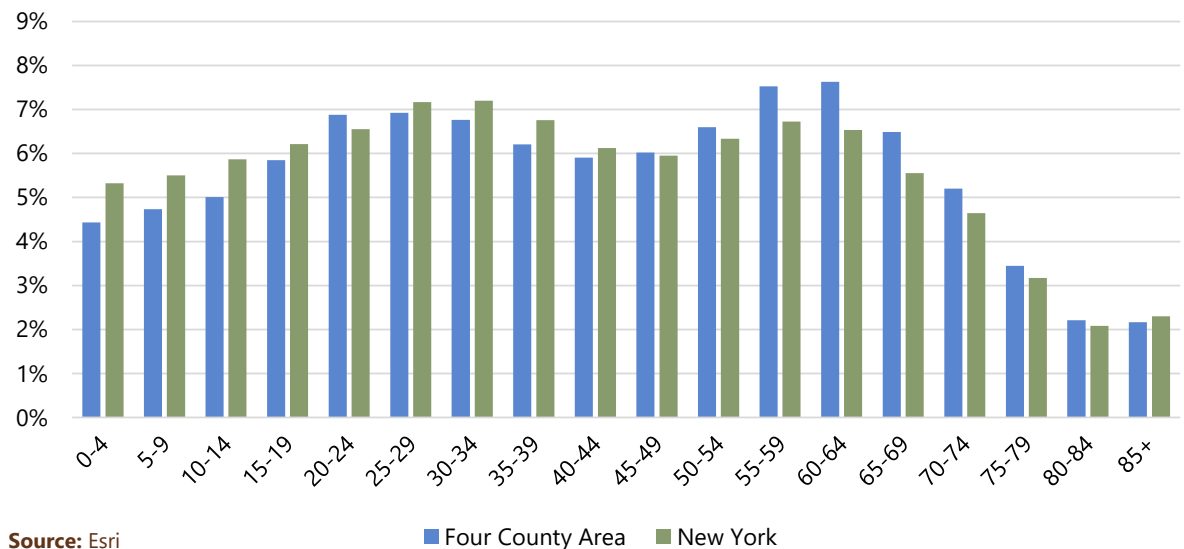
That 2.1-year increase in median age over the past decade surpassed the statewide gain, which was held to just 1.7 years. A four-tenths of a year difference may sound marginal, but it pushed the four-county median age in 2021 (42.7 years) to a full 3.1 years above the New York State level (39.6 years).

Median Age in Four County Area - 2010 and 2021



Source: Esri

Population Distribution by Age Cohort - 2021



Source: Esri

RACE AND ETHNICITY

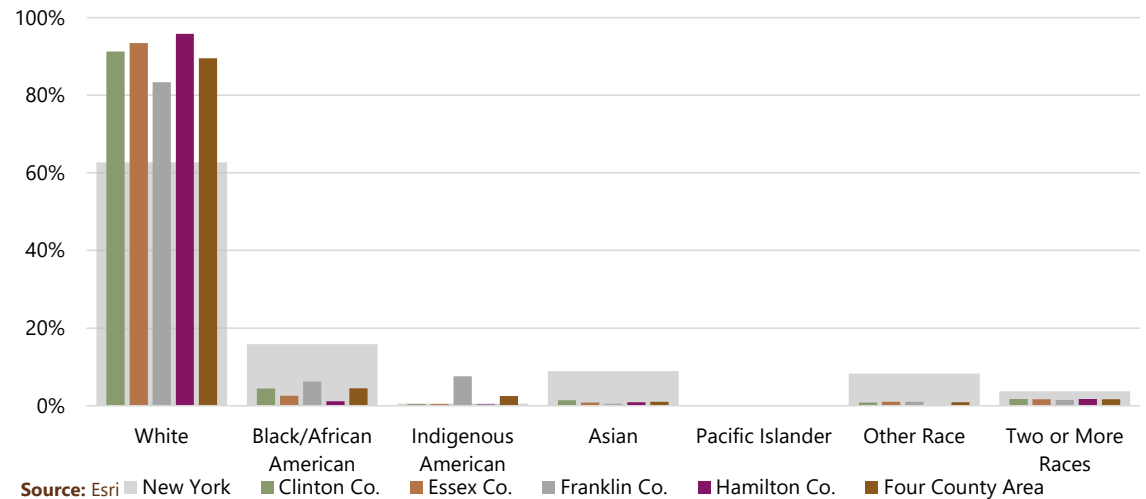
THE FOUR-COUNTY REGION INCLUDES A SUBSTANTIALLY HIGHER PROPORTION OF WHITES THAN IS SEEN THROUGHOUT THE STATE.

Nine out of ten residents (89.5%) in the four-county region are white compared to less than two-thirds (62.7%) in all of New York State. The presence of the St. Regis Mohawk Reservation boosts the Indigenous American population in Franklin County up to 7.5%.

THE REGION SHOWS SIGNS OF DIVERSIFICATION.

In just over a decade the white population in the region fell by nearly 2,400 residents – a 1.5% decline. Losses were in part offset, however, by growth in a mix of minority populations. On balance, the total population dropped by 0.3%.

Racial Composition - 2021



Four County Area Population by Race

	2010	2021	Change	Percent
White	161,239	158,843	-2,396	-1.5%
Black/African American	7,444	7,893	449	6.0%
Indigenous American	4,220	4,448	228	5.4%
Asian	1,404	1,738	334	23.8%
Pacific Islander	42	46	4	9.5%
Other Race	1,249	1,562	313	25.1%
Two or More Races	2,335	2,869	534	22.9%
Total	177,933	177,399	-534	-0.3%
Hispanic (Any Race)	4,604	5,872	1,268	27.5%

Source: Esri

HOUSEHOLDS

HOUSEHOLDS RUN SMALLER IN THE FOUR-COUNTY REGION.

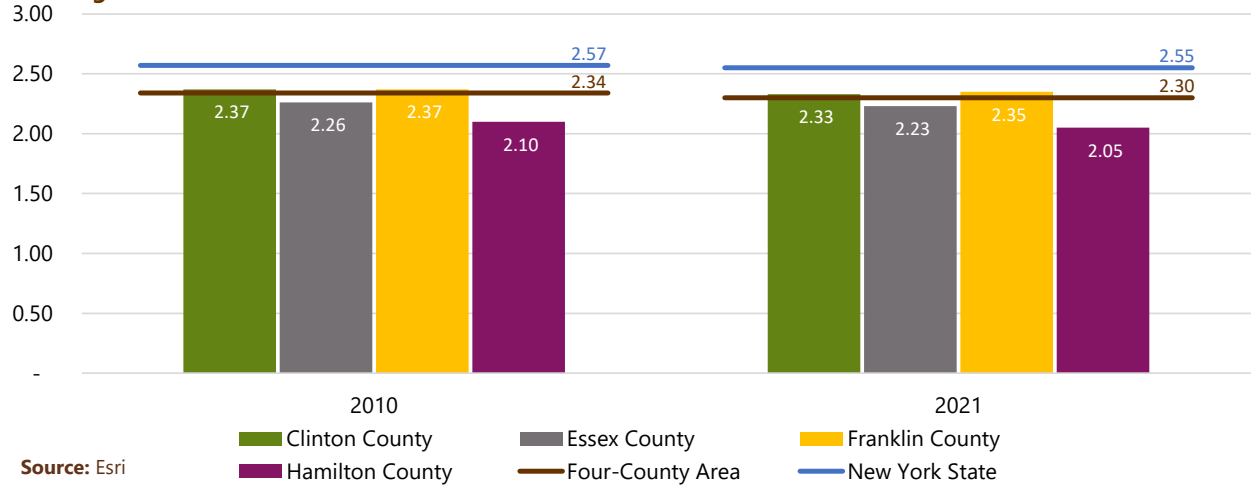
Households in the four-county area average just 2.30 persons — well below the statewide rate of 2.55. Across the board, these levels are trending down with average household size slipping by 1.7% from 2010 to 2021 — slightly faster than the statewide pace of 0.8%.

This decline in average household size may indicate a mismatch between currently available housing stock and what is actually needed for the smaller and older households of the region.

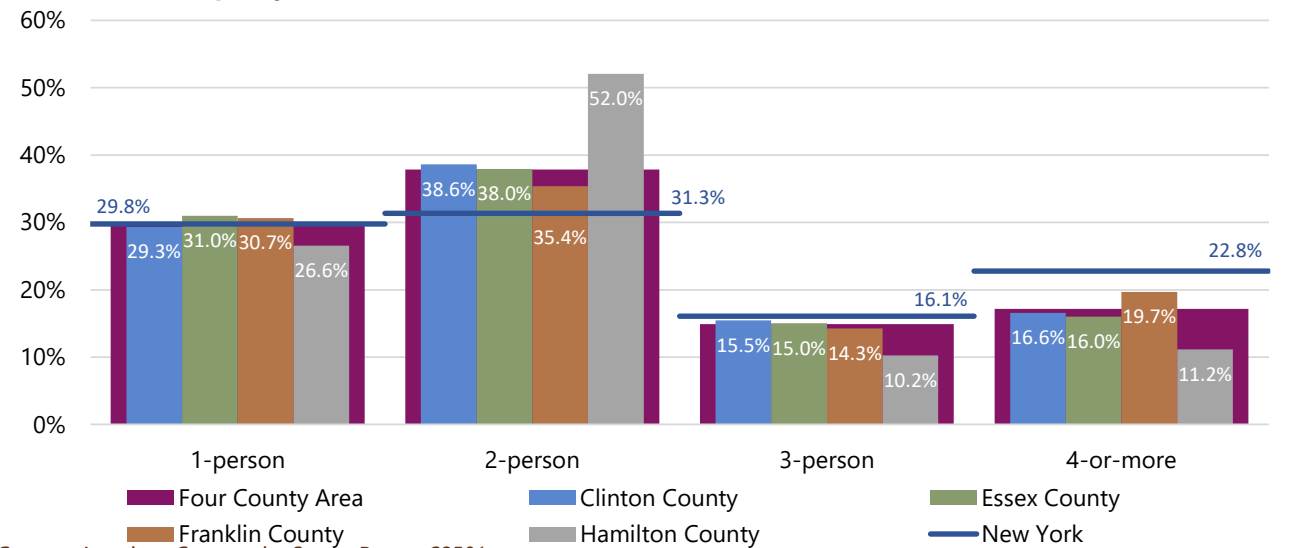
DISTRIBUTIONS WITHIN THE REGION ARE MIXED.

With households of four or more people making up nearly one out of every five in Franklin County, it rates as having the highest average household size in the region at 2.35. Conversely, in Hamilton County, nearly four out of five households include just one or two people, driving its average size down to just 2.05.

Average Household Size



Household Occupancy Distribution - 2020



FAMILIES WITH CHILDREN

FEWER KIDS ARE FOUND IN THE REGION'S HOMES THAN STATEWIDE.

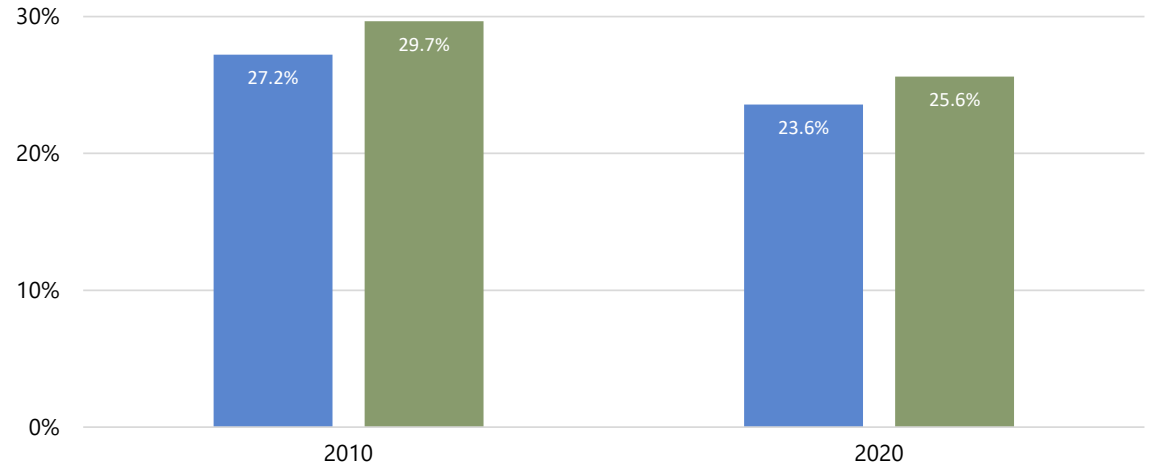
With a smaller average household size, it is not surprising to find a relatively low proportion of households with children in the region as compared to the state.

While that percentage dropped by 4.1% for the state from 2010 to 2020, a decrease of 3.6% for the region kept the rate in the four-county area 2% below the New York State pace.

FEWER HOUSEHOLDS WITH CHILDREN CALL FOR SMALLER HOMES.

Those communities with fewer children not only need less in the way of educational services, but they can also make do with smaller homes. This is especially the case for Hamilton County.

Percentage of Households with Children*



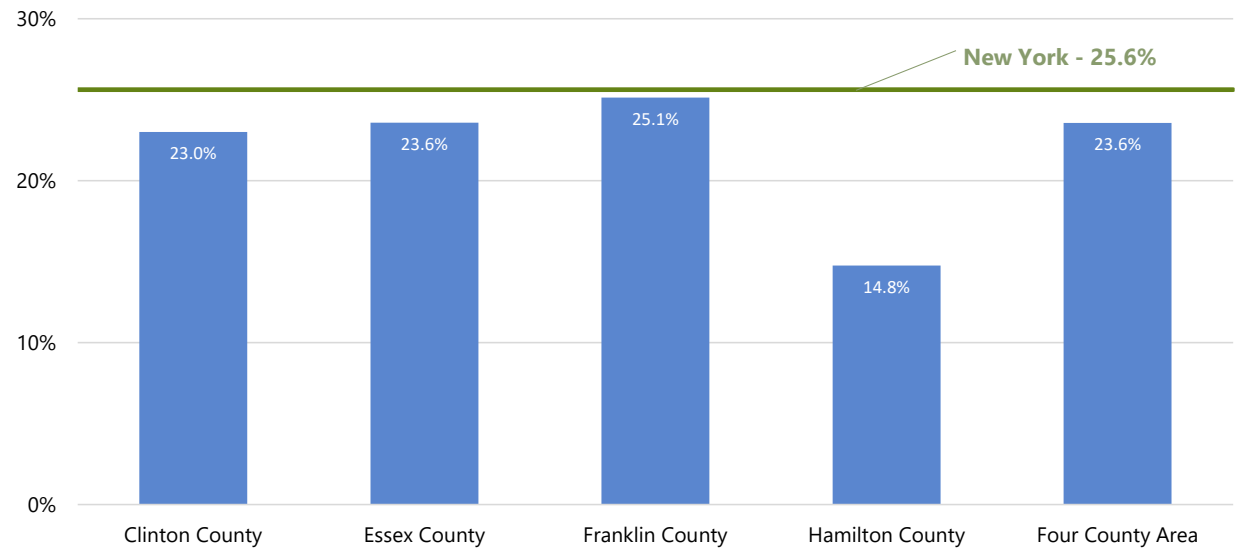
*Children under 18 years of age

Source: American Community Survey

■ Four County Area

■ New York

Percent Households with Children Under 18 Years



Source: American Community Survey

SENIORS

THE PROPORTION OF HOUSEHOLDS WITH SENIORS HAS INCREASED RAPIDLY.

Over the past decade, the share of households with seniors (aged 60 and up) increased nearly 9 percentage points in the four-county region — slightly faster than the state, which saw an 8 percentage point increase.

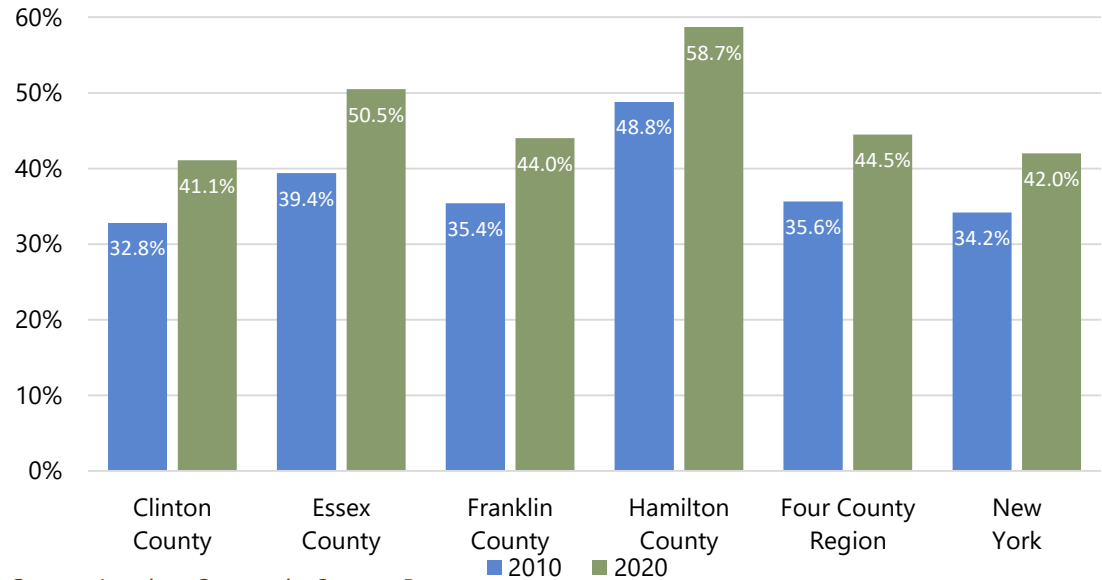
Foremost in the region was Essex County, which witnessed an increase of over 11%.

LONE SENIORS AT RISK.

Research has linked social isolation and loneliness to higher risks for a variety of physical and mental health conditions. In this respect, the four-county area is in line with the statewide average with just under 30% of seniors living alone.

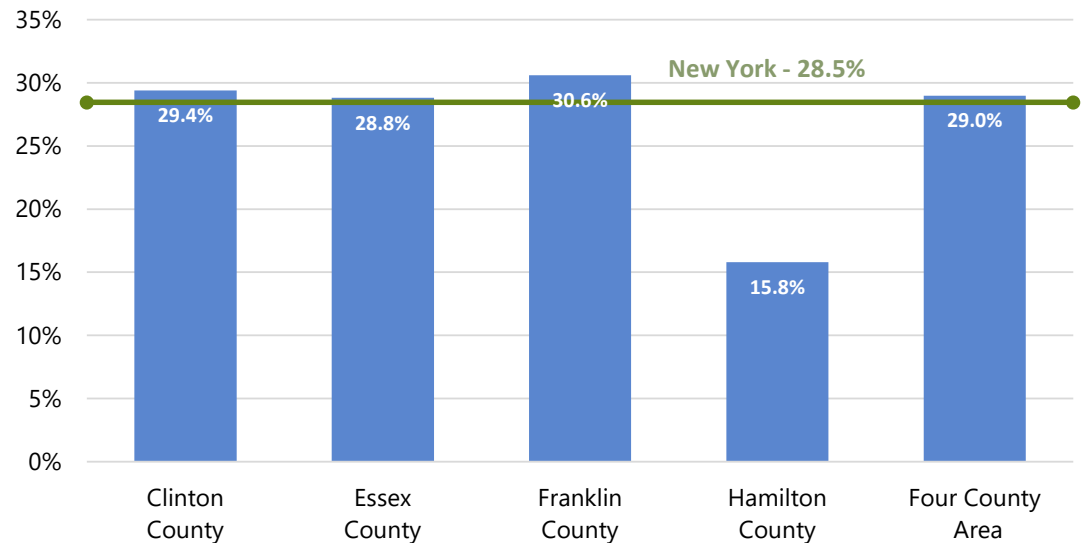
There are variations among the counties and, again, Hamilton County stands out with nearly half the number of lone senior households as the rest of the region and the state.

Households with One or More Persons 60 or Older



Source: American Community Survey - Report

Percent of People Aged 65+ Living Alone - 2020



Source: US - American Community Survey - Report DP02

SINGLE-PARENT HOUSEHOLDS

THE SHARE OF SINGLE-PARENT HOUSEHOLDS TRENDED DOWN STATEWIDE BUT RATES EDGED HIGHER FOR THE FOUR-COUNTY AREA.

Over the past decade, the number of single-parent households climbed within the four-county area, moving up half a percent to 14.3%. In 2010, the region stood a full 1.5% below the New York State average. The recent upward shift within the region, however, along with the state's 2% decline, leaves the four-county region more than 1% *above* New York State.

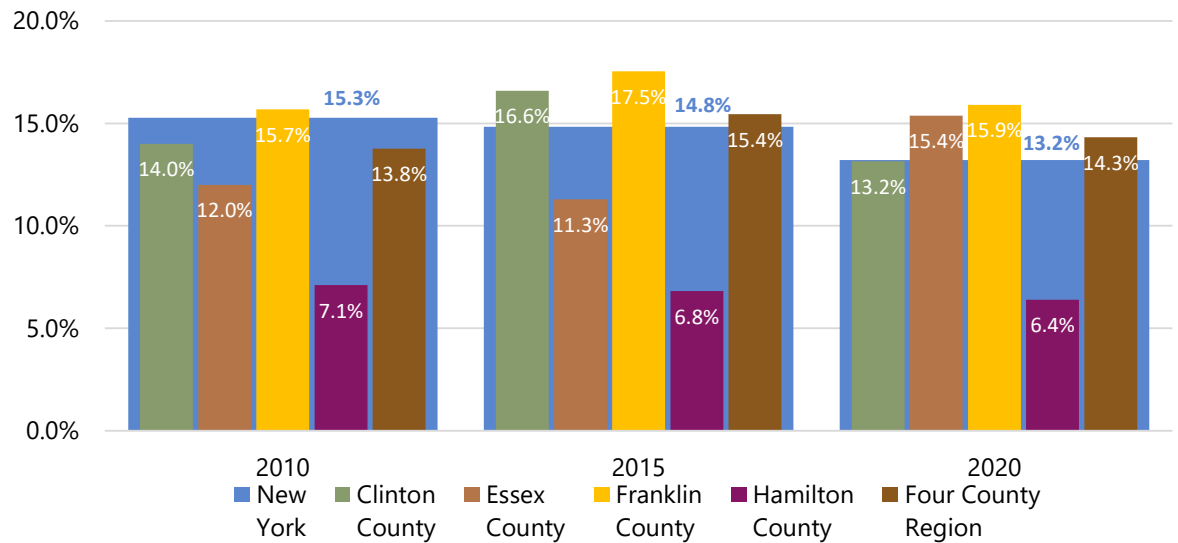
Clinton and Hamilton counties both saw moderate declines in their single-parent rate and Franklin County remained largely unchanged from 2010 to 2020. **The region's entire upward movement was driven by a surge of single-parent households in Essex County, which jumped over 3%.**

Single Parent Households

	2010	2015	2020
Clinton County	14.0%	16.6%	13.2%
Essex County	12.0%	11.3%	15.4%
Franklin County	15.7%	17.5%	15.9%
Hamilton County	7.1%	6.8%	6.4%
Four County Region	13.8%	15.4%	14.3%
New York	15.3%	14.8%	13.2%

Source: American Community Survey-Report B11003

Single Parent Households - Percent of Total



Source: American Community Survey - Report B11003

SELECT POPULATIONS

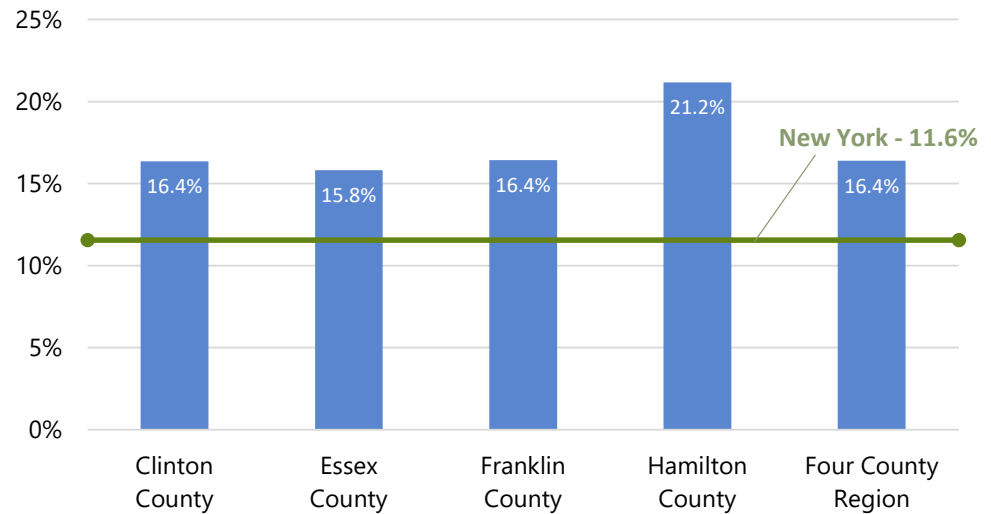
A HIGHER THAN AVERAGE SHARE OF RESIDENTS IN THE FOUR-COUNTY AREA ARE CHALLENGED WITH DISABILITIES.

At the state level, just under 12% of residents are reported to have disabilities, while in the four-county area that share jumps to over 16%. Within the region, Hamilton County sees the highest rate with more than one out of five residents reported to face physical or mental disabilities.

THE NUMBER OF VETERANS IN THE REGION HAS DROPPED SIGNIFICANTLY OVER THE PAST DECADE.

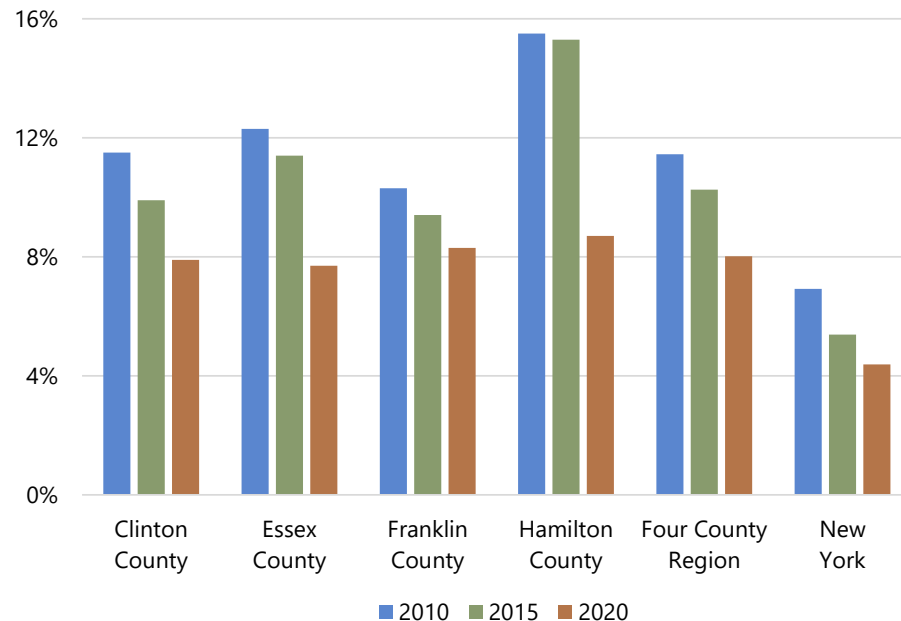
In 2010, one out of nine residents within the region were veterans. That figure has since dropped to just one in 12. At 8%, however, this rate registers nearly twice the state proportion of 4.4%.

Percent of Population with Disabilities - 2020



Source: American Community Survey - Report DP02

Veteran Percentage of Adults Population



Source: American Community Survey - Report DP02

INCOME

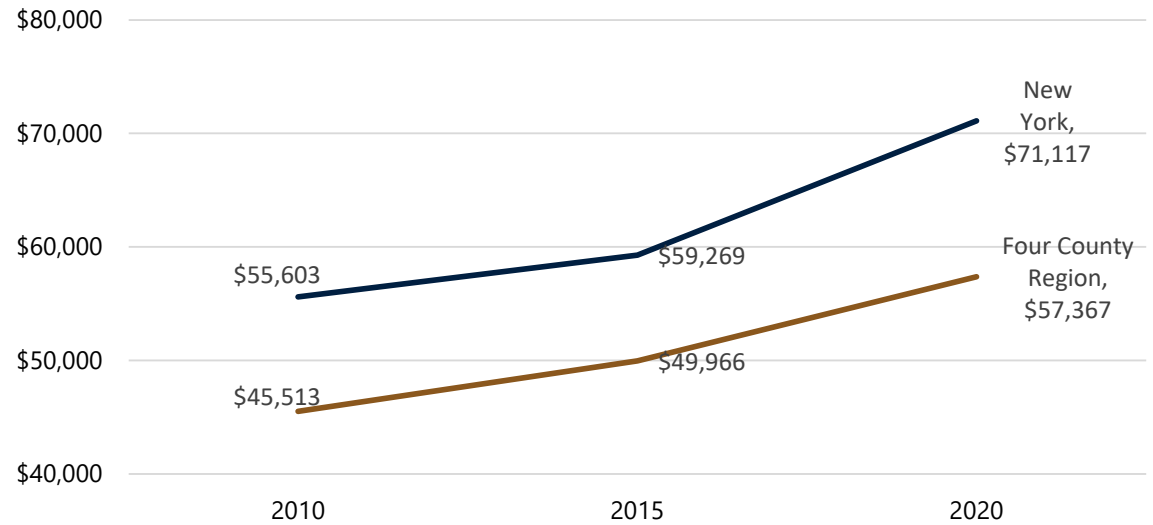
THE MEDIAN HOUSEHOLD INCOME FOR THE FOUR-COUNTY AREA IS \$13,750 BELOW THE STATE LEVEL.

The difference between the state and the region's median household incomes has edged up from 22% in 2010 to 24% in 2020.

Hamilton County stands slightly above Clinton County with a median income measuring 5.7% above the regional average. Conversely, Franklin County registered income levels nearly 8% below the four-county average and a full \$18,000 below the state's median income level.

These modest levels of income will continue to dampen prospects for vigorous residential construction going forward.

Median Household Income



Source: US Census - American Community Survey/Camoin Associates

Median Household Income - 2020



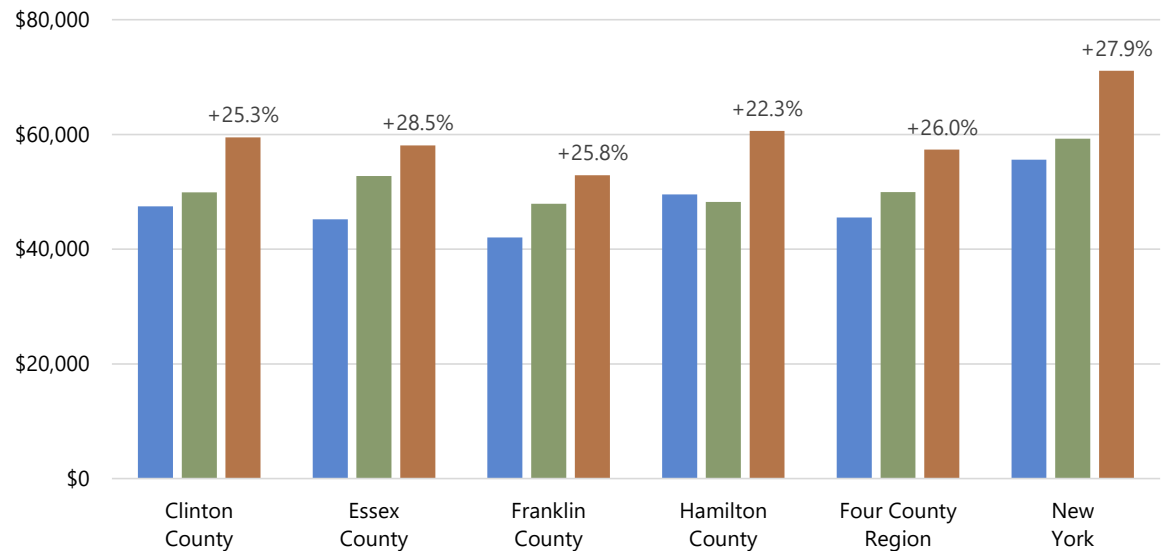
Source: US Census - American Community Survey/Camoin Associates

THE GAP BETWEEN INCOMES FOR RESIDENTS OF THE FOUR-COUNTY AREA AND THE STATE EDGED UP OVER THE PAST DECADE AS GROWTH IN NEW YORK STATE OUTPACED THE REGION BY NEARLY 2%.

Growth in median incomes over the past decade increased fastest for residents of Essex County at 28.5%. Gains in Hamilton County in 2020 were a more modest 22.3%, but it remained the county with the highest level of income among the four.

Despite these handsome gains, the median income level for the region standing at \$57,400 per year remains a full 24% below the statewide level of \$71,100 per year.

Median Household Income and 10 Year Growth Rate



Source: US Census - American Community Survey/
Camoin Associates

■ 2010 ■ 2015 ■ 2020

INCOME VARIES WIDELY AMONG THE 62 TOWNS IN THE FOUR-COUNTY REGION.

One or more communities in each of the four counties enjoy median household incomes above the \$70,000 level — at or near the statewide median. However, more towns in the region, have incomes that do not rise above the \$50,000 mark — again, in all four counties.

This disparity will result in a wide mix of residential needs. In some communities, higher-end housing units will be developed for those able to pay top dollar. Meanwhile, the less advantaged towns will need to look for creative financing and other approaches to provide affordable housing for those in the greatest need.

Communities with Highest Median Income - 2020

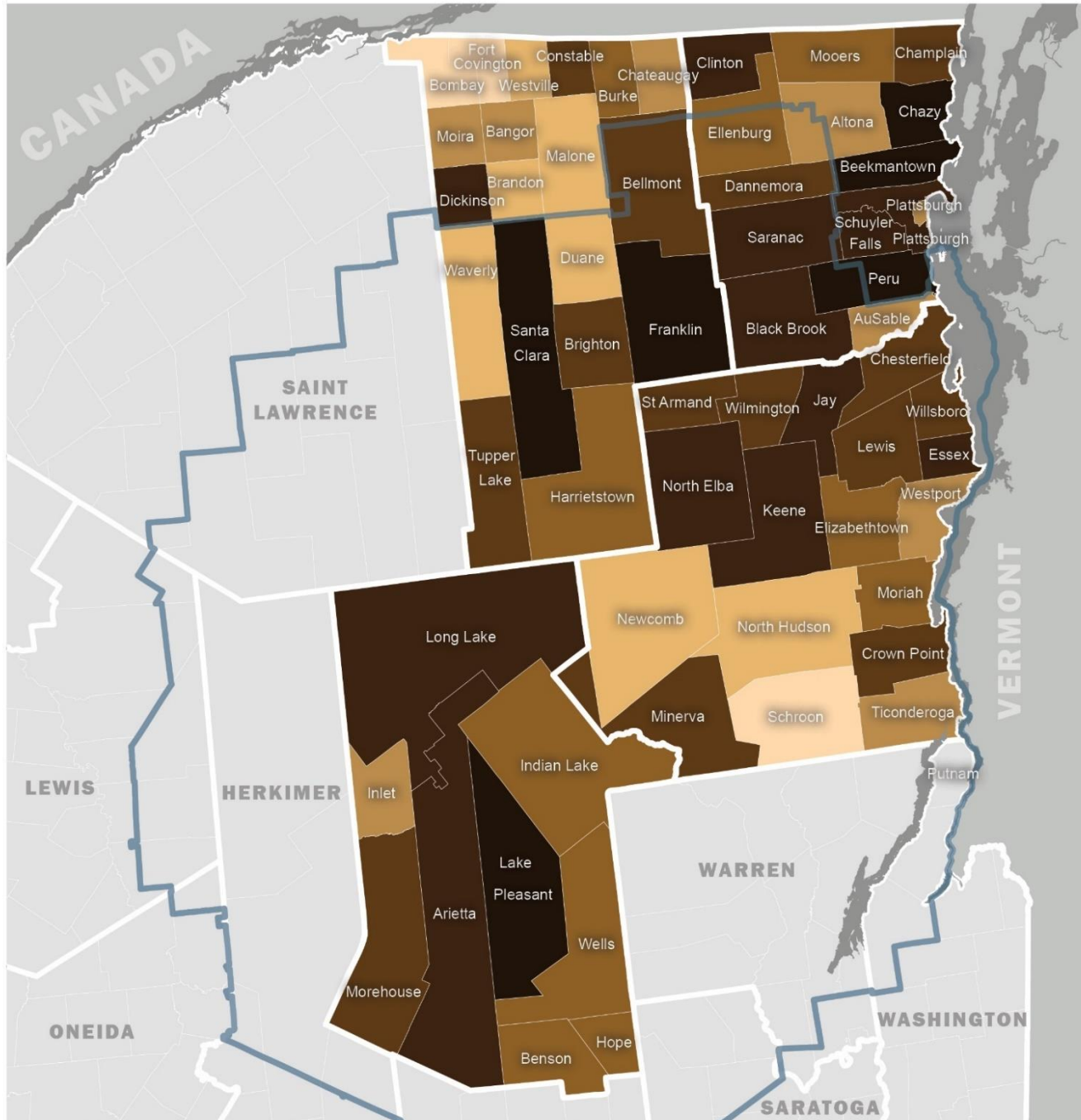
Rank	Location	County	Median Income
1	Chazy	Clinton	\$77,833
2	Santa Clara	Franklin	\$75,500
3	Lake Pleasant	Hamilton	\$75,417
4	Beekmantown	Clinton	\$74,235
5	Peru	Clinton	\$73,171
6	Duane	Franklin	\$71,250
7	Franklin	Franklin	\$70,313
8	Crown Point	Essex	\$70,208
9	Saranac	Clinton	\$69,566
10	Indian Lake	Hamilton	\$68,594
11	Willsboro	Essex	\$68,276
12	Keene	Essex	\$67,500
13	Wells	Hamilton	\$67,083
14	Dickinson	Franklin	\$65,625
15	St. Armand	Essex	\$65,199

Source: American Community Survey - Report S1903

Communities with Lowest Median Income - 2020

Rank	Location	County	Median Income
1	Bombay	Franklin	\$37,969
2	Moriah	Essex	\$42,982
3	St. Regis Mohawk Res.	Franklin	\$43,026
4	Waverly	Franklin	\$43,558
5	Altona	Clinton	\$43,893
6	Newcomb	Essex	\$44,688
7	Elizabethtown	Essex	\$45,114
8	Fort Covington	Franklin	\$45,625
9	Westville	Franklin	\$46,739
10	Hope	Hamilton	\$48,295
11	Moir	Franklin	\$48,732
12	Champlain	Clinton	\$48,988
13	Westport	Essex	\$50,066
14	Malone	Franklin	\$50,614
15	Harrietstown	Franklin	\$51,031

Source: American Community Survey - Report S1903



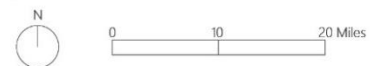
MAP:
Median Household Income
(2021)

LEGEND

Median Household Income

- Less than \$44,000
- \$44,000 to \$48,000
- \$48,000 to \$52,000
- \$52,000 to \$56,000
- \$56,000 to \$60,000
- \$60,000 to \$64,000
- More than \$64,000

Adirondack Park Boundary



Data: Esri
 Prepared: 2022

Prepared for:
**BUILDING BALANCED COMMUNITIES FOR
 THE NORTH COUNTRY:**
 A Comprehensive Housing Study and
 Strategy



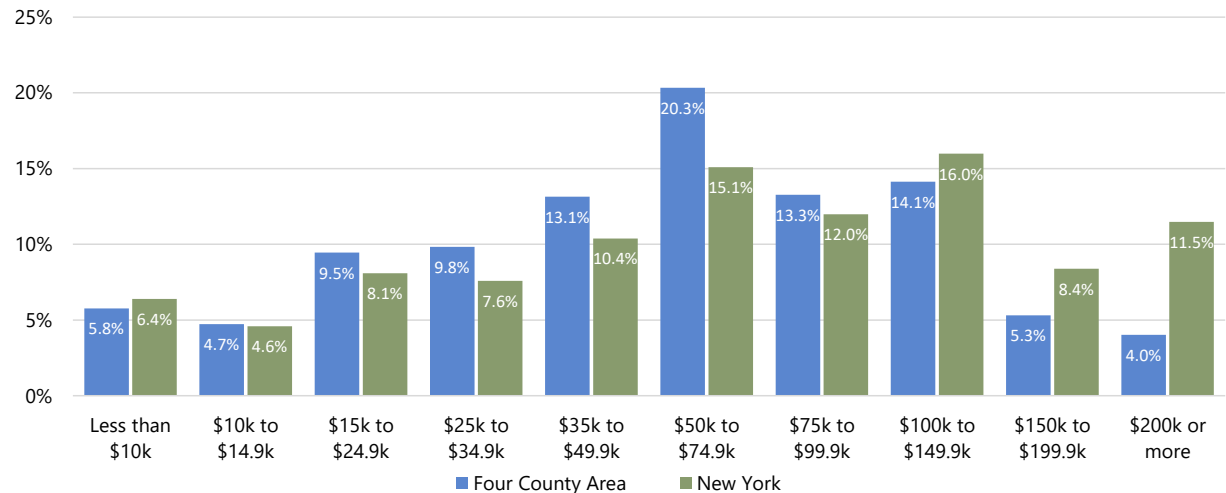
HOUSEHOLD INCOME DISTRIBUTION

THE FOUR-COUNTY REGION MAINTAINS A SOLID BASE OF MIDDLE-INCOME HOUSEHOLDS BUT RELATIVELY FEW HIGH-INCOME HOUSEHOLDS.

About one in five households in the four-county region have earnings of less than \$25,000 per year — about in line with the state. It is those households where income exceeds \$100,000, however, where the profiles diverge. For the state, more than one out of every three households meet this threshold while in the study region, this drops to less than one in four.

Higher-income households are most capable of accumulating sufficient funds for a down payment and keeping up payments on a house, but these are a relatively smaller portion of the region's households.

Household Income Distribution - 2020



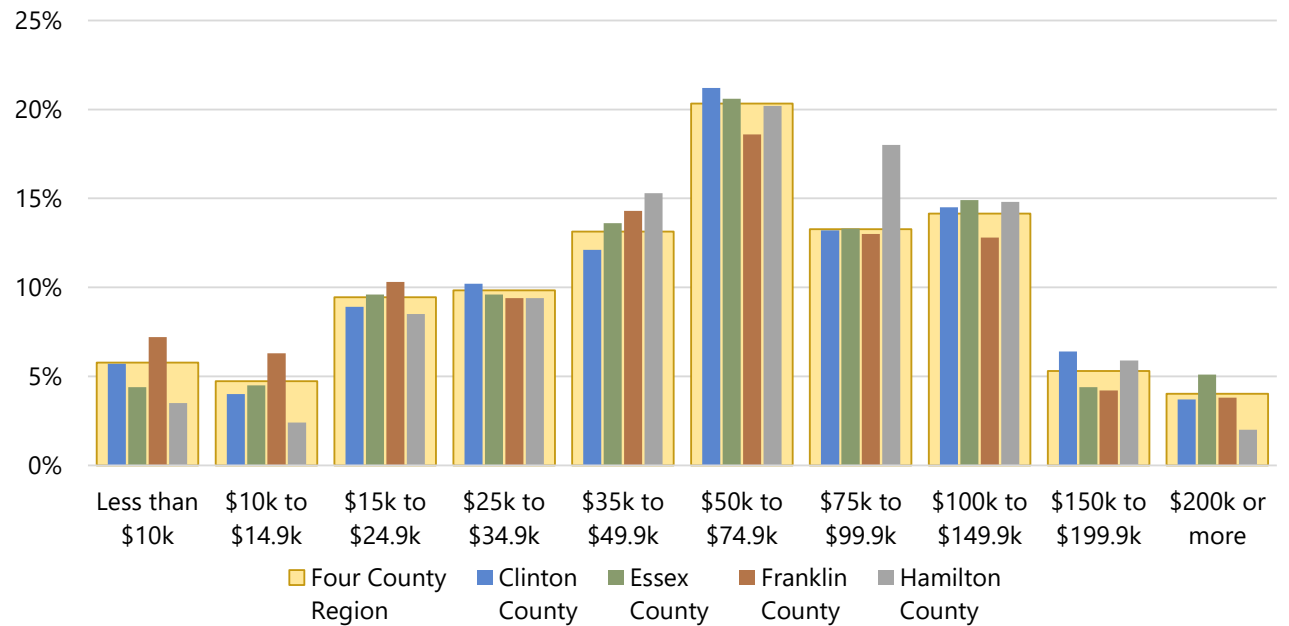
Source: American Community Survey - Report S1901

THE FOUR COUNTIES TRACK VERY SIMILARLY TO EACH OTHER REGARDING INCOME DISTRIBUTION.

Franklin County registered the lowest median income level of the lot, and it is no surprise to find a noticeably higher share of its households earning less than \$25,000 per year.

For Hamilton County, it is a spike in its share of households within the \$75,000 to \$99,900 range that pushes its median income above all others in the region. Aside from that bracket, the county is not especially stronger than one or two others.

Household Income Distribution within Four County Area - 2020



Source: American Community Survey - Report S1901

PROJECTIONS SHOW A SHIFT TOWARDS OLDER AND WEALTHIER HOUSEHOLDS.

The total number of households in the region is forecast to decline by 1% from 2021 to 2026, with losses primarily centered around those that are younger and lower income.

The overall aging of the population, however, will bring significant growth to the number of households headed by seniors (aged 65 and up). This cohort is slated to rise by more than 12%.

Older households tend to bring in greater incomes, as well, and the shift to an older population combined with inflation-driven wage gains will bring a 14% increase in the number of households making over \$100,000 per year.

These trends bring potential opportunities for increased high-end home building and senior housing.

Four-Count Region Households by Income and Age of Householder - 2021

Households	<25	25-34	35-44	45-54	55-64	65-74	75+	Total
<\$15,000	679	1,103	982	1,223	1,945	1,610	1,552	9,094
\$15,000-\$24,999	281	687	506	613	1,066	1,189	1,666	6,008
\$25,000-\$34,999	312	869	648	661	968	1,247	1,490	6,195
\$35,000-\$49,999	485	1,279	1,060	1,184	1,657	1,842	1,710	9,217
\$50,000-\$74,999	480	2,049	1,944	2,288	3,241	3,003	1,272	14,277
\$75,000-\$99,999	200	1,350	1,710	1,877	2,490	1,620	629	9,876
\$100,000-\$149,999	125	1,354	2,008	1,945	2,297	1,342	515	9,586
\$150,000-\$199,999	22	614	636	1,073	1,011	481	295	4,132
\$200,000+	2	254	368	520	560	384	129	2,217
Total	2,586	9,559	9,862	11,384	15,235	12,718	9,258	70,602
Median HH Income	35,439	57,804	71,276	70,817	62,777	52,564	34,292	56,212
Average HH Income	41,517	72,855	83,068	86,410	77,835	66,932	48,872	72,182

Four-Count Region Households by Income and Age of Householder - 2026

Households	<25	25-34	35-44	45-54	55-64	65-74	75+	Total
<\$15,000	644	898	936	1,012	1,531	1,592	1,788	8,401
\$15,000-\$24,999	257	545	465	497	831	1,179	1,791	5,565
\$25,000-\$34,999	264	673	583	529	738	1,213	1,604	5,604
\$35,000-\$49,999	459	1,059	1,020	990	1,342	1,889	1,963	8,722
\$50,000-\$74,999	482	1,692	1,910	1,902	2,736	3,284	1,521	13,527
\$75,000-\$99,999	196	1,180	1,822	1,755	2,249	1,858	788	9,848
\$100,000-\$149,999	128	1,329	2,340	2,034	2,368	1,721	720	10,640
\$150,000-\$199,999	26	651	862	1,227	1,223	680	463	5,132
\$200,000+	2	220	425	571	576	516	171	2,481
Total	2,458	8,247	10,363	10,517	13,594	13,932	10,809	69,920
Median HH Income	36,476	61,489	77,716	78,549	70,220	55,976	36,188	59,868
Average HH Income	44,275	79,393	91,920	97,329	88,088	75,465	54,452	79,765

Four-Count Region Households by Age of Householder - Change to 2026

Percent Change	<25	25-34	35-44	45-54	55-64	65-74	75+	Total
<\$15,000	-5.2%	-18.6%	-4.7%	-17.3%	-21.3%	-1.1%	15.2%	-7.6%
\$15,000-\$24,999	-8.5%	-20.7%	-8.1%	-18.9%	-22.0%	-0.8%	7.5%	-7.4%
\$25,000-\$34,999	-15.4%	-22.6%	-10.0%	-20.0%	-23.8%	-2.7%	7.7%	-9.5%
\$35,000-\$49,999	-5.4%	-17.2%	-3.8%	-16.4%	-19.0%	2.6%	14.8%	-5.4%
\$50,000-\$74,999	0.4%	-17.4%	-1.7%	-16.9%	-15.6%	9.4%	19.6%	-5.3%
\$75,000-\$99,999	-2.0%	-12.6%	6.5%	-6.5%	-9.7%	14.7%	25.3%	-0.3%
\$100,000-\$149,999	2.4%	-1.8%	16.5%	4.6%	3.1%	28.2%	39.8%	11.0%
\$150,000-\$199,999	18.2%	6.0%	35.5%	14.4%	21.0%	41.4%	56.9%	24.2%
\$200,000+	0.0%	-13.4%	15.5%	9.8%	2.9%	34.4%	32.6%	11.9%
Total	-4.9%	-13.7%	5.1%	-7.6%	-10.8%	9.5%	16.8%	-1.0%
Median HH Income	2.9%	6.4%	9.0%	10.9%	11.9%	6.5%	5.5%	6.5%
Average HH Income	6.6%	9.0%	10.7%	12.6%	13.2%	12.7%	11.4%	10.5%

Source: Esri

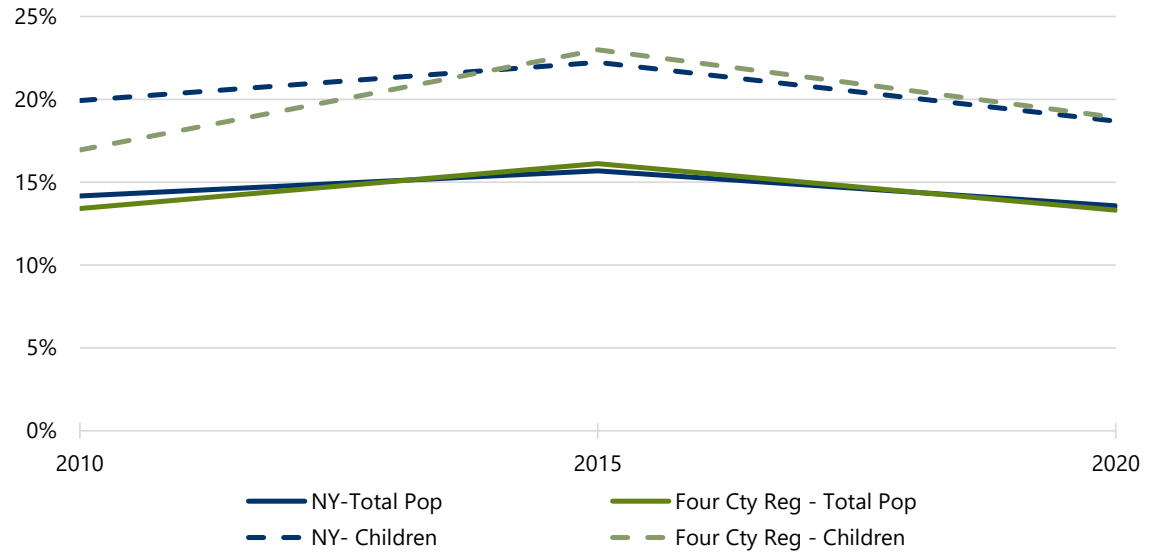
POVERTY

LEVELS OF POVERTY FOR THE FOUR-COUNTY AREA LARGELY ECHO RATES SEEN AT THE STATE LEVEL.

Differences between the counties, however, are stark. The incidence of poverty in Franklin County is more than twice the rate seen in neighboring Hamilton County.

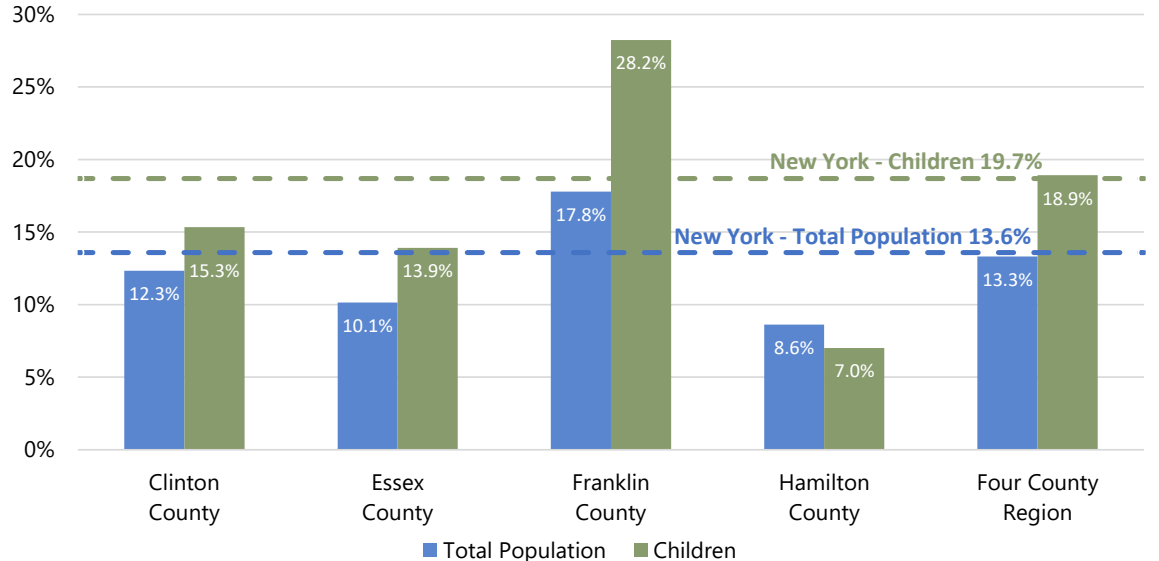
For children, the discrepancy is even greater. More than one out of every four (28.2%) kids in Franklin County live in poverty while, in Hamilton County, that ratio drops to one in 14 (7%).

Percentage of People Living in Poverty



Source: US Census - American Community Survey

Percentage of People Living in Poverty - 2020



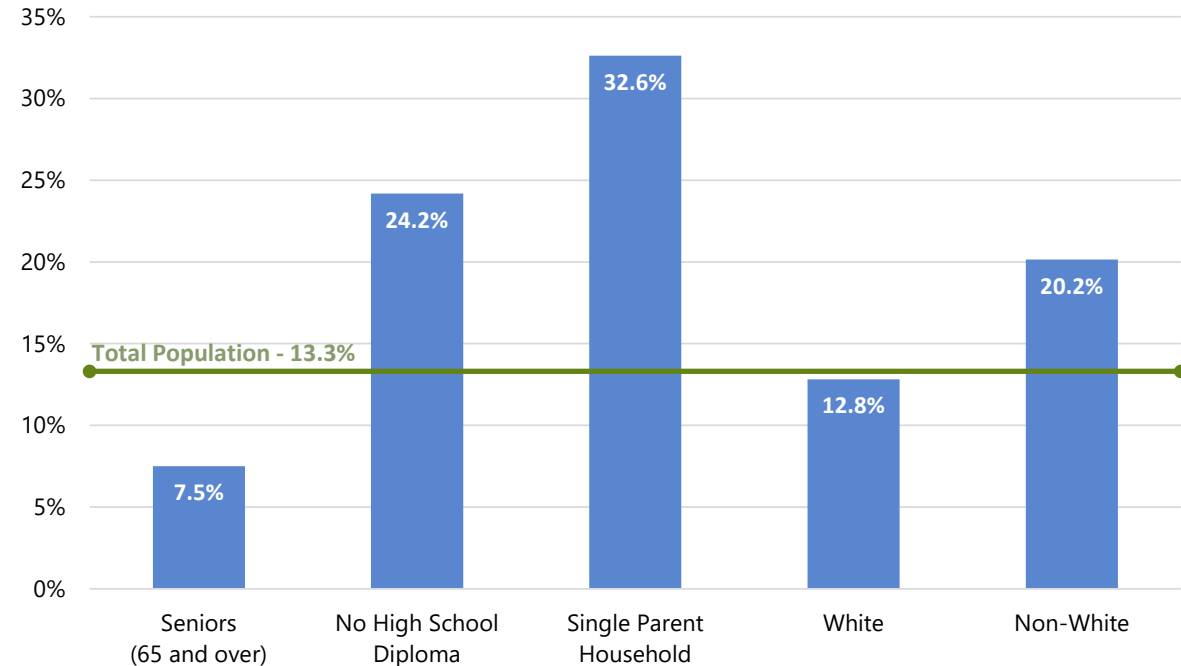
Source: US Census - American Community Survey Report B17001

SOME POPULATIONS ARE ESPECIALLY VULNERABLE TO POVERTY.

The most susceptible are single-parent households, which are two and a half times more likely to fall into poverty. Those without a high school diploma are also much more likely to live in poverty by a factor of 80%.

Seniors over age 65 are fortunate to have a much lower rate of poverty than average, as are white people. For the non-white population, however, rates rise well above the overall average to one out of every five.

Poverty Rate for Selected Populations in the Four County Area - 2020



Source: US Census - American Community Survey

Chapter II. Economic Profile

INTRODUCTION

The region's economy is inextricably linked to its housing needs. It is important to understand broad long-term structural economic changes, as well as local municipal level economic trends, as both have implications for the quantity, types, and affordability of housing needed throughout the region.

This section provides an assessment of the regional economy and the key economic trends that are likely to affect short- and long-term housing needs throughout the region. Specifically, this section examines the following:

- What is the mix of industries in the region and how have those have been changing?
- Which economic sectors have been growing and contracting?
- What are the most common job types and how has this been changing over time?
- What are the wages associated with jobs in the region's largest and fastest-growing industries?
- How have wages and earnings for workers in the region grown over time?
- What are typical commuting patterns for workers in the region?

KEY FINDINGS

A DECADE OF SLOW JOB GROWTH CAPPED OFF WITH A COVID-DRIVEN CONTRACTION.

Total employment in the four-county region finished 2021 more than 5% below the level seen 10 years before, a disappointing showing in the face of New York State's 1.4% overall growth. Given the environment, Hamilton County's 3.8% increase in total jobs is quite impressive and stands in stark contrast to the losses seen in Clinton County (-2.8%), Essex County (-6.7%), and Franklin County (-10.5%).

For most of the past 10 years, the region had essentially held steady with total employment up a scant 2% in 2019 from its 2011 base. In 2020, however, well over 6,000 residents lost their jobs, more than 8% of the employment base. A modest turnaround in 2021 saw the return of nearly 600 of those positions. While helpful, this still leaves the region well behind its recent peak and current projections do not call for a return to those levels any time soon.

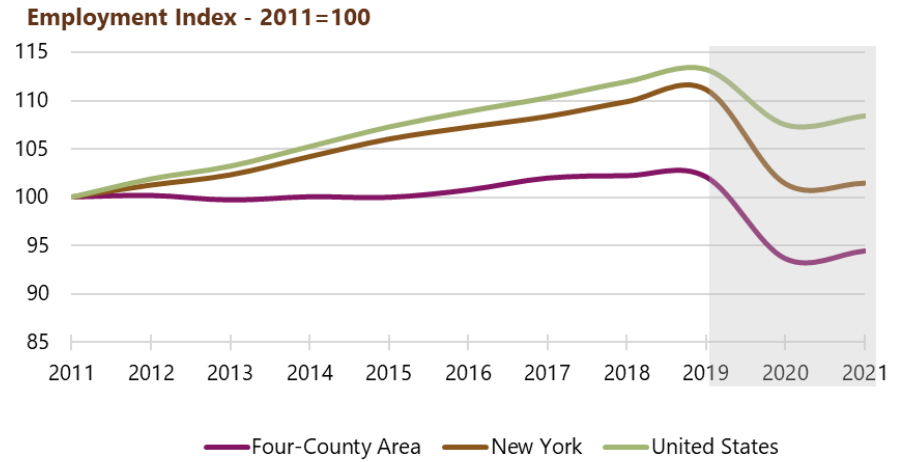
For these communities, this difficult employment environment brings multiple challenges. With poor employment prospects, younger, more mobile workers may be inclined to relocate out of the area. Poor job opportunities may also limit would-be first-time homeowner's ability to save for a future down payment.

DECLINES ARE WIDESPREAD ACROSS MOST INDUSTRIES

The governmental sector is by far the largest industry in all four counties of the region, accounting for well over one-quarter of all jobs (28%). Although this is nearly twice the statewide percentage (15%), a very high public sector share is, in fact, common in more rural communities. Historically this sector has been considered highly stable and less vulnerable to cyclical changes in the overall economy. Over the past decade, however, federal, state, and local government jobs have been in decline. For New York State, that has meant cuts totaling 4%, but for the region, the losses have been much sharper with a 10% drop. **The result has been the loss of more than 2,100 public sector jobs over the past 10 years, which are generally good-paying and provide benefits.**

The tourism-related sectors of Retail and Accommodation & Food Services also feature prominently in the region, accounting for 25% of all jobs compared to just 20% at the statewide level. These, of course, have been some of the biggest casualties of the pandemic-related economic contraction. By the end of 2021, total employment for these two sectors stood 8% below the level seen in 2011 representing a loss of another 1,300 jobs in the region.

There have also been losses in manufacturing over the past decade. This sector, which is frequently looked to in search of well-paying jobs, posted a 6% decline in total employment over the past 10 years. Though disappointing, this is just half the rate of decline seen at the state level. For the region, losses were restricted in large part thanks to healthy expansion in firms specializing in the production of transportation products, including aerospace parts,



motor vehicle electrical equipment, and truck manufacturing. Gains in frozen food processing also played a role in limiting declines in the overall manufacturing sector.

Despite the overall downturn, a number of industries have managed to expand over the past decade. Most prominent among these has been Health Care, especially outpatient centers, which generated over 500 new jobs. Agriculture also performed well, growing by 250 jobs — mostly around livestock production. The professional, scientific, and technical services sector also registered a modest 4% gain — good for an added 60 generally high-paying positions within the region.

REGIONAL EARNINGS LAG THE STATE

Workers in the region average around \$63,600 in annual earnings — about two-thirds of the state level. This difference is driven in large part by the concentration of very high-earning positions found in urban areas. It also underlines the challenge local workers face

in their search for affordable housing — one that is exacerbated by higher-income visitors seeking second homes in the area.

There is also a significant degree of variation between the counties with residents of Hamilton County averaging 22% lower earnings than their Franklin County neighbors. This, too, has implications for the type of housing residents can afford within the different communities, what might be built, and what types of public support may be called for.

The most common occupations in the region are office and administrative support, sales, and food preparation and all three of these earn less than \$40,000 per year. These three occupations represent 20,000 of the area’s 70,000 jobs and, while this might not be uncommon, it illustrates the challenge that a significant portion of working people face in securing sufficient income for housing.

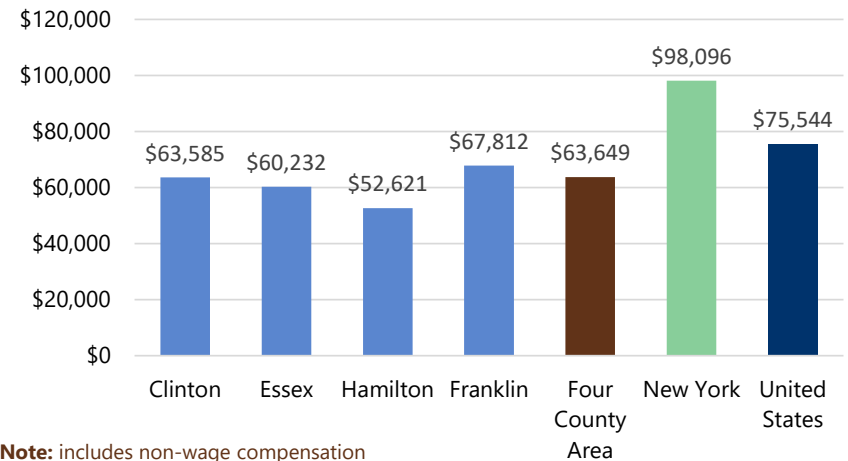
Note that the next two most common occupations, teachers and healthcare practitioners, representing 10,000 jobs between them, register earnings above the regional average and for healthcare workers, those wages are significantly higher.

OCCUPATIONS IN DEMAND

In an economy facing so many job losses, it is useful to identify those occupations that are, in fact, expanding. From 2011 to 2021 the greatest job gains were seen for fast food/counter workers and laborers. These two types of jobs increased by a total of 600 jobs but pay only around \$30,000 per year.

The next two fastest-growing occupations, however, psychiatric aides and veterinary technicians, gained more than 300 positions and provide earnings averaging around \$45,000 per year.

Average Earnings per Job 2021



Note: includes non-wage compensation

Source: Emsi

Other positions that combined a stronger pace of hiring with wages well above average in the region included computer network specialists, project managers, general and operations managers, and nurse practitioners.

A SHIFT TO WORKING FROM HOME — FOR THOSE WHO CAN

At the onset of the pandemic, many employees capable of doing their jobs remotely shifted to working from home. Although this had been an increasing trend prior to the outbreak, it accelerated sharply in 2020. In the four-county region, this meant an increase of just over 1%, from 4.5% of workers being home-based in 2019

to 5.8% in 2020. As always, the upward shift was not the same across all counties. The biggest jump, by far, was seen in Hamilton County where rates more than doubled from 4.1% to 9.3%.

Of course, this type of activity only works for areas served by reliable high-speed broadband. [To retain mobile workers within a community, it is essential to ensure the availability of modern communications technology — including in more rural areas.](#)

SHORT DRIVES FOR COMMUTERS

Those residents of the four-county region who do work out of the house are quite fortunate to spend considerably less time

commuting than most in the state on average. Within the region, well over half of all commuters get to work in under 20 minutes. This compares to less than one-third of workers throughout the rest of the state.

In the four-county region, only one in 10 (10.9%) are among the “long-haulers” who spend 45 minutes or more getting to work but throughout New York State, the share is nearly three times that (29.0%). The upshot is that commute times in the region average 20.6 minutes while it is 33.5 minutes for the state as a whole — a 63% increase.

DATA SOURCES

The Economic Profile portion of the LCLG Housing Analysis Study relies primarily on two separate data sources:

PUBLIC DATA SOURCE **AMERICAN COMMUNITY** **SURVEY (ACS), U.S. CENSUS**

The American Community Survey (ACS) is an ongoing statistical survey by the U.S. Census Bureau that gathers demographic and socioeconomic information on age, sex, race, family and relationships, income and benefits, health insurance, education, veteran status, disabilities, commute patterns, and other topics. The survey is mandatory to fill out, but the survey is only sent to a small sample of the population on a rotating basis. The survey is crucial to major planning decisions, like vital services and infrastructure investments, made by municipalities and cities. The questions on the ACS are different than those asked on the decennial census and provide ongoing demographic updates of the nation down to the block group level. For more information on the ACS, visit <http://www.census.gov/programs-surveys/acs/>

PROPRIETARY DATA SOURCES **ECONOMIC MODELING** **SPECIALISTS INTERNATIONAL** **(EMSI)**

To analyze the industrial makeup of a study area, industry data organized by the North American Industrial Classification System (NAICS) is assessed. Camoin Associates subscribes to Economic Modeling Specialists Intl. (EMSI), a proprietary data provider that aggregates economic data from approximately 90 sources. EMSI industry data, in our experience, is more complete than most or perhaps all local data sources (for more information on EMSI, see www.economicmodeling.com). This is because local data sources typically miss significant employment counts by industry because data on sole proprietorships and contractual employment (i.e. 1099 contractor positions) is not included and because certain employment counts are suppressed from BLS/BEA figures for confidentiality reasons when too few establishments exist within a single NAICS code.

Demographic and economic based surveys are used to estimate the actual underlying characteristics of geographic areas. Camoin Associates chooses the highest quality sources available while also acknowledging that some variance is inherent in the point values found in this data.

This may especially be true in smaller geographies such as rural towns or sparsely populated counties.

Nevertheless, the figures presented in this report, we believe, are sufficiently robust so as to provide an accurate portrayal of the four-county region.

EMPLOYMENT GROWTH

THE REGION HAS LOST JOBS OVER THE PAST 10 YEARS.

From 2011 to 2021, the region lost approximately 4,150 jobs (5.6%). By comparison, jobs in New York State increased by 1.4%. The COVID-19 crisis had a significant impact on jobs, and the data indicates that the four-county region has not rebounded as strongly as other places in the state.

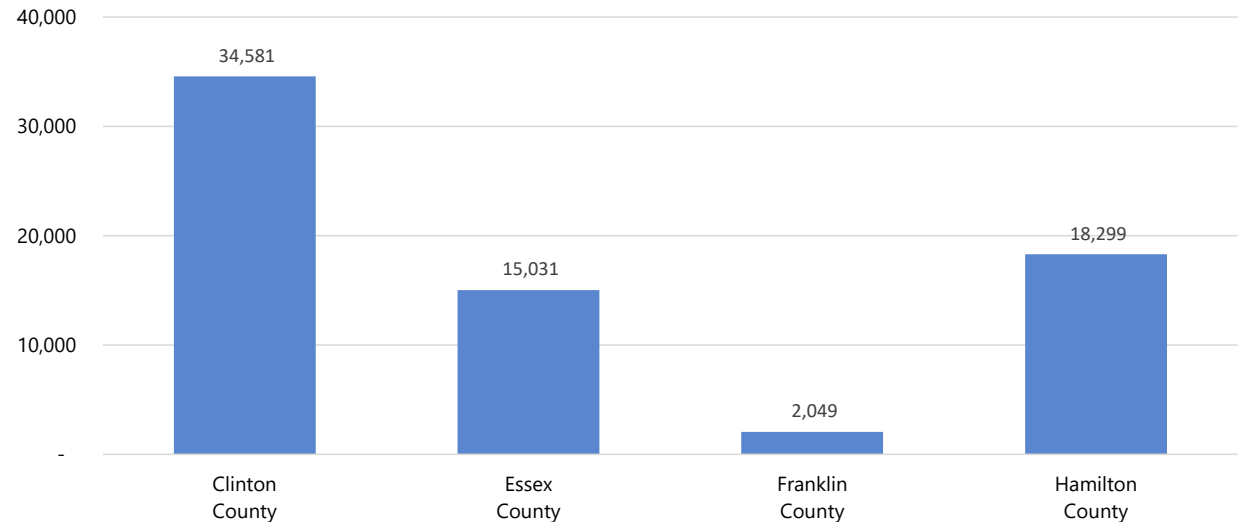
ECONOMIC GROWTH (DECLINE) HAS BEEN VARIABLE WITHIN THE REGION.

Clinton County, which has the greatest number of jobs among the four counties, lost nearly 3% of its total employment compared to Franklin County, which lost over 10% of its job base. Hamilton County, meanwhile, saw job *growth* of 3.8% over the 10-year period.

Communities with job losses face unique housing challenges and needs compared

to those that have fared better

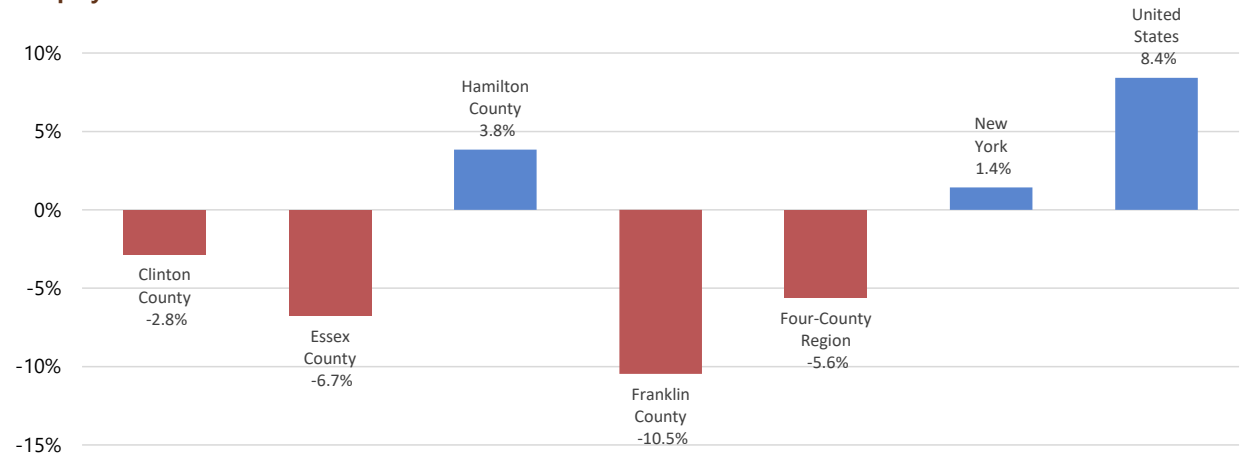
Total Employment Four-County Area - 2021 Jobs



Source: Emsi

economically.

Employment Growth - 2011 to 2021



Source: Emsi

THE REGION'S ECONOMY WAS GROWING PRIOR TO THE COVID-19 PANDEMIC.

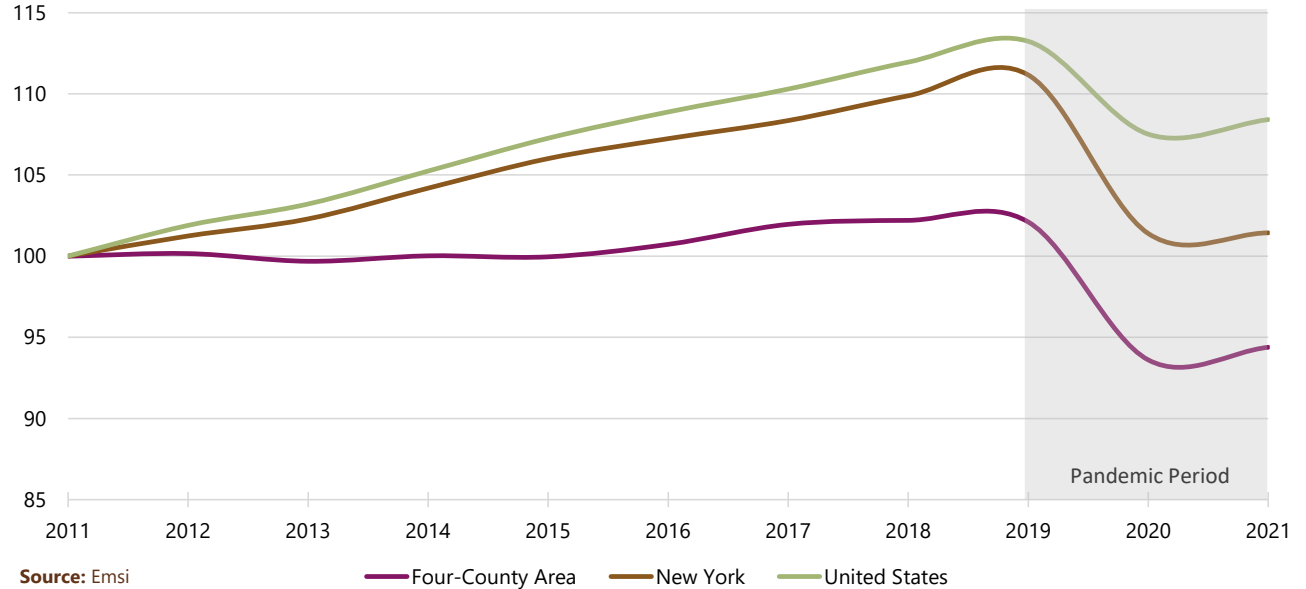
Regional economic growth was relatively stagnant compared to economic growth in New York State and the United States as a whole. As shown in the graph below, the "Employment Index" for the region was approximately 102 in 2019 indicating that jobs in the region grew 2% from the index year of 2011.

While not achieving ideal economic growth, the region's economy was stable as a whole and trending in a positive direction, suggesting that, without the pandemic, job growth would have likely trended upward generating an increased need for housing from that economic growth.

THE REGION IS REBOUNDED.

The region's economy has started to rebound after bottoming out in 2020, growing approximately 0.8% from 2020 to 2021 — the same growth rate seen on average across the US and exceeding the one-year growth rate seen in New York State. While the data shows positive signs, it is unclear how fully the regional economy will

Employment Index - 2011=100

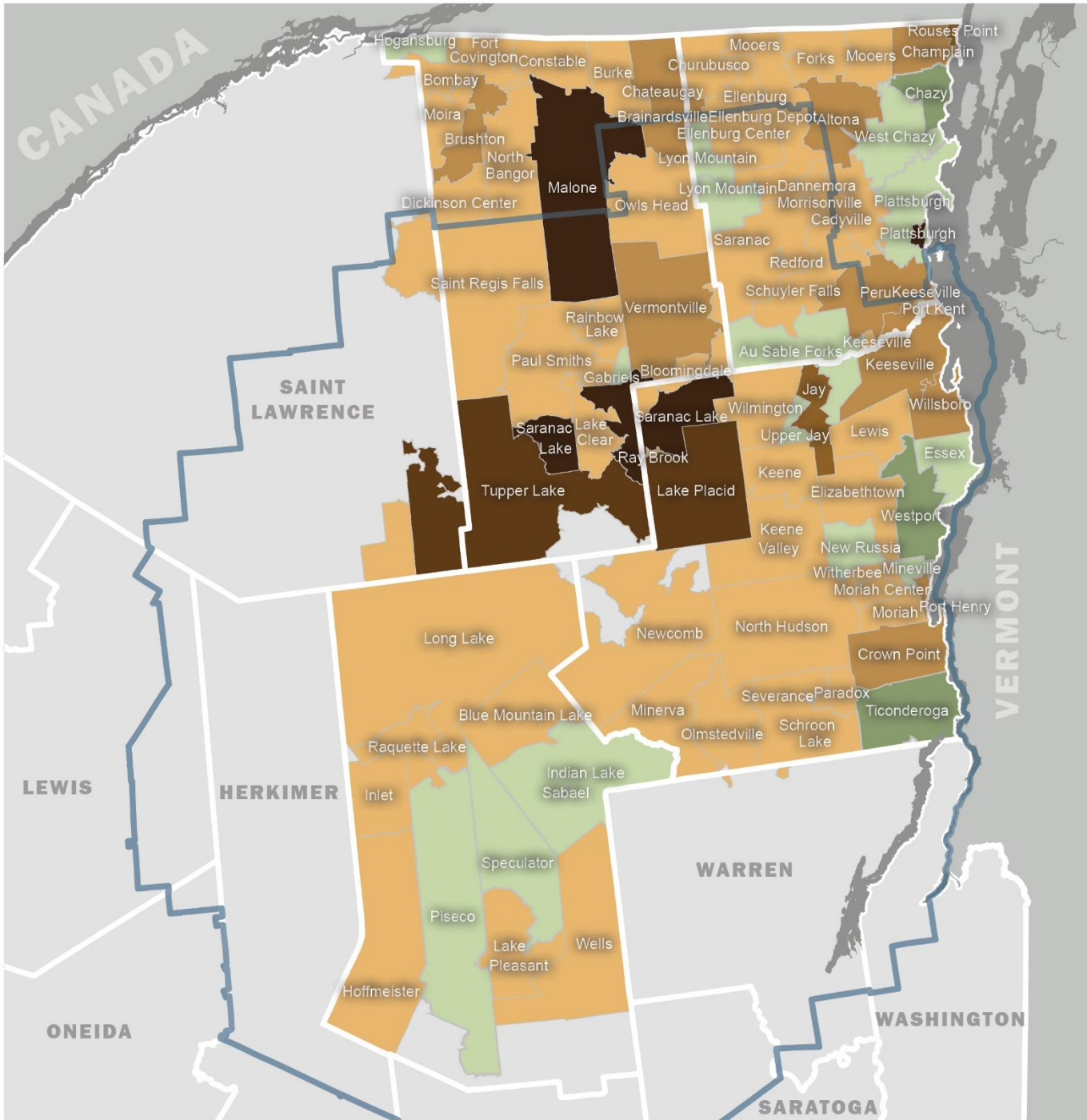


recover in the long term, which poses uncertainties for future housing needs.

IMPACTS DIFFER BY COMMUNITY.

Communities seeing the loss of 500 or more residents include Malone, Plattsburg, and Saranac Lake but significant declines were widespread as seen on the following page.

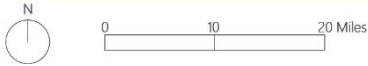
The sharpest declines were seen in Port Kent, Vermontville, and Paradox, with each down more than 40%.



MAP:
Job Change by Zip Code
(2011-2021)

LEGEND

- Job Change**
- Less than -400 jobs
 - 300 to -400 jobs
 - 200 to -300 jobs
 - 100 to -200 jobs
 - 0 to -100 jobs
 - 0 to 100 jobs
 - More than 200 jobs
- Adirondack Park Boundary



Data: Esri
 Prepared: 2022

Prepared for:
BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY:
 A Comprehensive Housing Study and Strategy



MAJOR INDUSTRIES

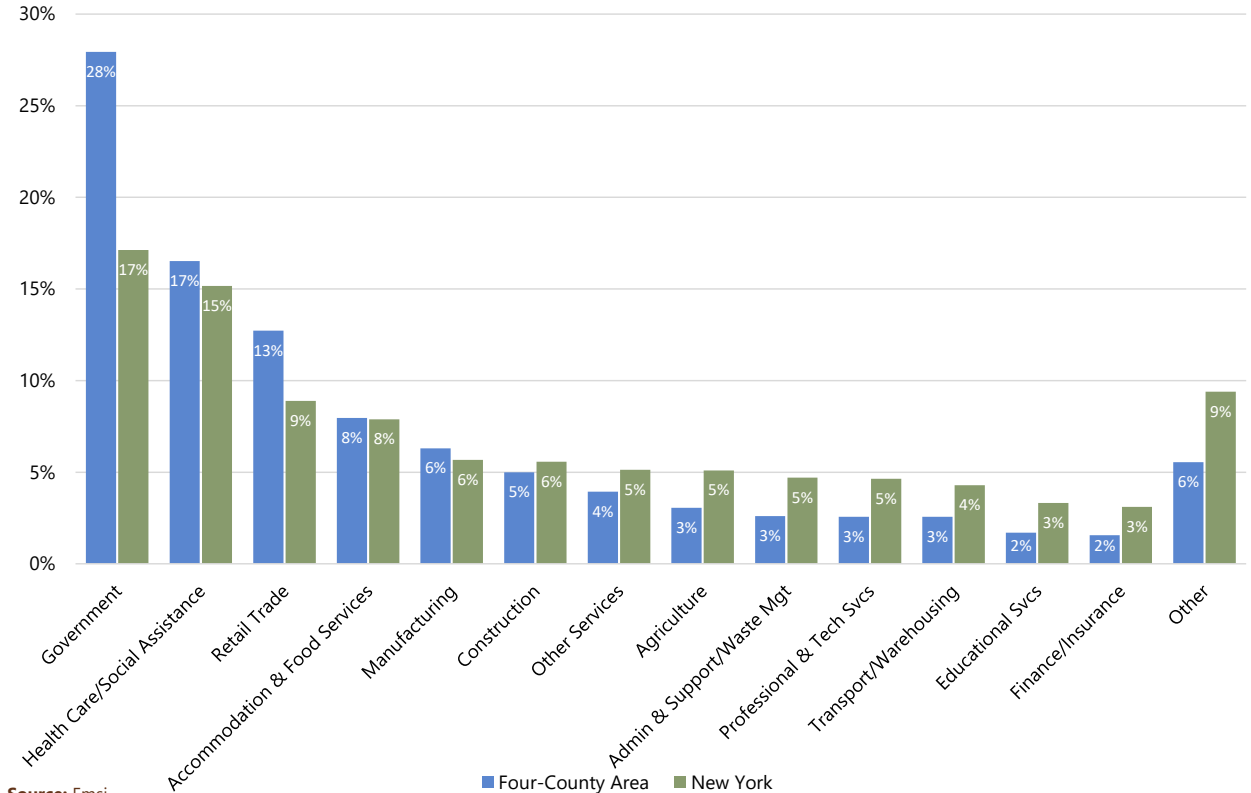
JOBS ARE DISPROPORTIONATELY CONCENTRATED IN GOVERNMENT.

Government jobs account for only 17% of all jobs in New York State but that share jumps to 28% of jobs in the four-county region. In more rural areas, government jobs account for an even greater proportion. Four out of 10 jobs in Hamilton County are in government and 38% of jobs in Franklin County are government-based.

TOURISM-RELATED SERVICE JOBS ARE RELATIVELY HIGHER IN THE REGION.

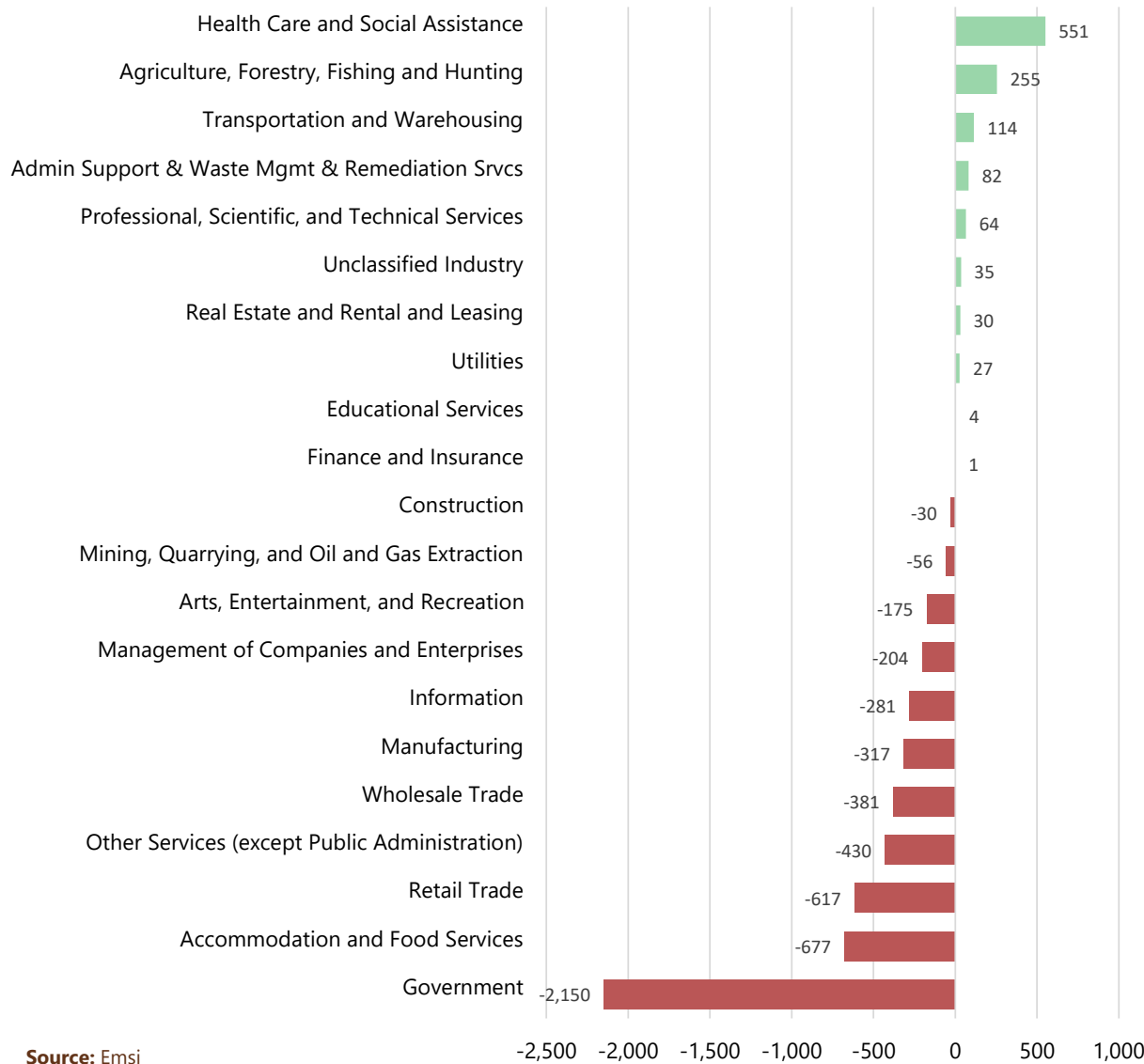
Industries closely associated with tourism, including Retail Trade and Accommodation and Food Services are also a higher proportion of the economy in the region relative to New York State as a whole. These two industries account for between 20% and 25% of jobs in the region while representing less than 15% of jobs in the state overall.

Industry Shares - 2021



Source: Emsi

Job Growth by Industry - 4 County Area (2011-2021)



Source: Emsi

HEALTH CARE AND SOCIAL ASSISTANCE ARE AN ECONOMIC BRIGHT SPOT.

This sector was the leader in job growth from 2011 to 2021, adding over 550 jobs during this time frame, an increase of 5%. Franklin County accounted for most of this gain adding 418 jobs in the sector during this period — a countywide increase of 12%.

GOVERNMENT JOBS ARE ON THE DECLINE.

Despite being the largest employment sector, a substantial 2,150 government jobs have been lost in the region over the past 10 years. Franklin County experienced the greatest decline losing

over 1,500 public sector positions during the most recent decade.

THE PANDEMIC SEVERELY IMPACTED TOURISM JOBS.

Retail and accommodation and food service jobs were among the economic sectors faring the worst over the past 10 years, driven largely by job losses associated with the pandemic and declines in tourism activity throughout the region.

NICHE MANUFACTURING SUBSECTORS SHOW STRENGTH.

Several specific manufacturing sectors have seen strong job growth over the past 10 years, including aerospace product and parts manufacturing, motor vehicle electrical and electrical equipment, frozen foods, and heavy truck manufacturing — all of which ranked in the top 10 for job growth.

Top 25 Growing Industry Subsectors by Number of Jobs - 4 County Area (2011-2021):



Source: Emsi

NUMEROUS HEALTH CARE SUBSECTORS ARE ALSO EXPANDING.

Outpatient care centers added 560 jobs from 2011 to 2021 as new centers continued to open throughout the region. While this subsector was the best performing, other healthcare subsectors including ambulance services, offices of physicians, and general medical and surgical hospitals, among others, also performed strongly, reflecting broad economic strength in the healthcare industry.

WAGES + EARNINGS

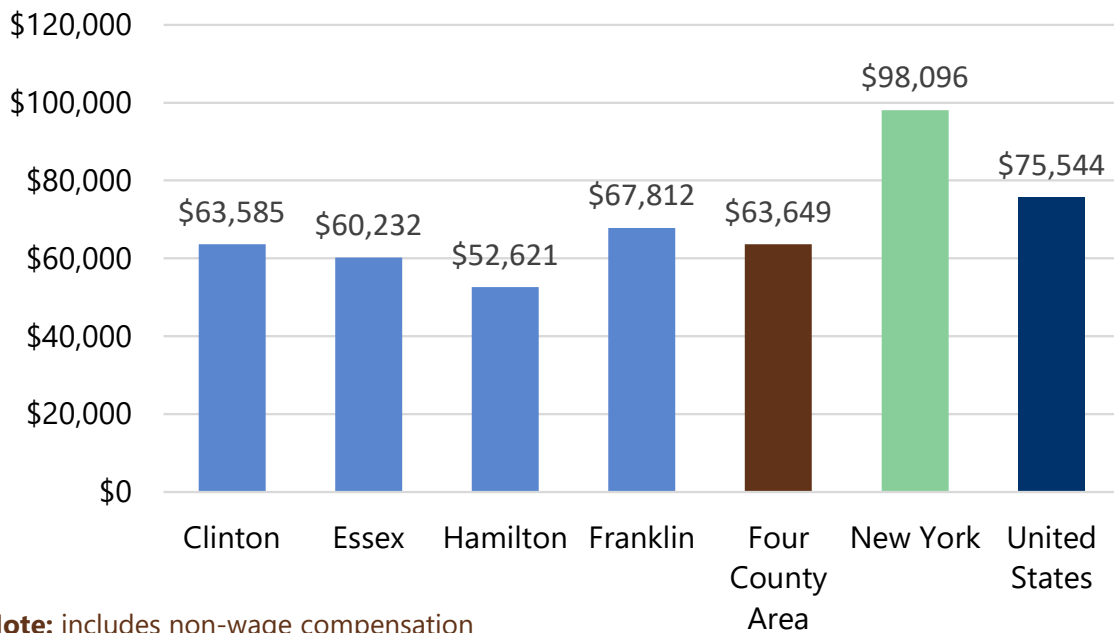
JOB EARNINGS ARE GENERALLY LOWER IN THE REGION.

In 2021, the average annual earnings per job was approximately \$63,600 per year in the region compared to \$98,100 in New York State and \$75,500 in the United States. While these figures represent broad averages impacted by very high earners in major urban areas, the data suggests relatively lower earning potential in the region, which affects housing affordability for local workers. This is particularly true when competing with higher-earning workers seeking second homes or remote-working options in the region.

THERE ARE LARGE VARIATIONS IN EARNINGS ACROSS THE REGION.

Hamilton County has the lowest average earnings per job at \$52,600 per year, well below Franklin County, the county with the highest average earnings in the region at

Average Earnings per Job 2021



Note: includes non-wage compensation

Source: Emsi

\$67,800 per year. Significant geographic variations in job earnings within the region

have implications for housing affordability for workers in different counties and municipalities.

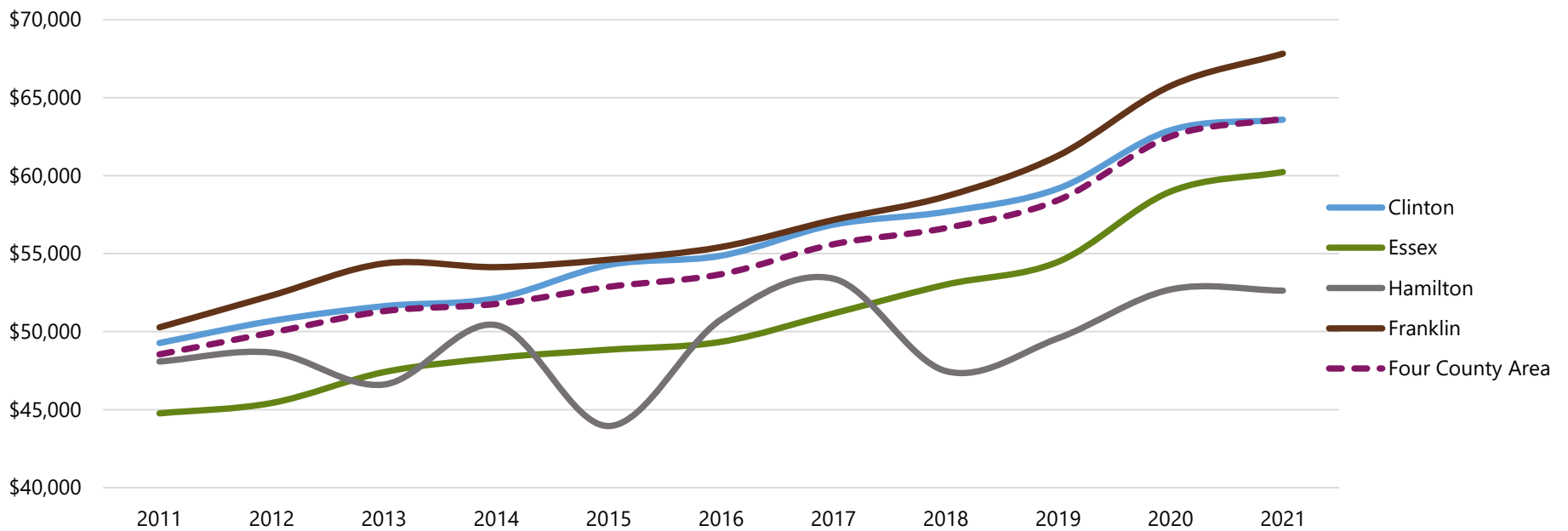
JOB EARNINGS HAVE BEEN GROWING — BUT UNEVENLY.

Average earnings per employee within the four-county region have seen an overall upward trend over the past decade, growing 31% from 2011 to 2021. Those gains have been unevenly shared between the counties, however, with Essex and Franklin counties both up 34% to 35% while Hamilton County has lagged, rising only 9% over the same timeframe.

MOST COMMON OCCUPATIONS HAVE LOWER EARNINGS.

As seen on the following page, the four most common occupation types see annual earnings below the four-county regional average of \$63,600. The most common job type in the region, office and administrative support, has average annual earnings of \$41,100 per job. The highest average annual earnings are generally found in job categories with the fewest number of workers.

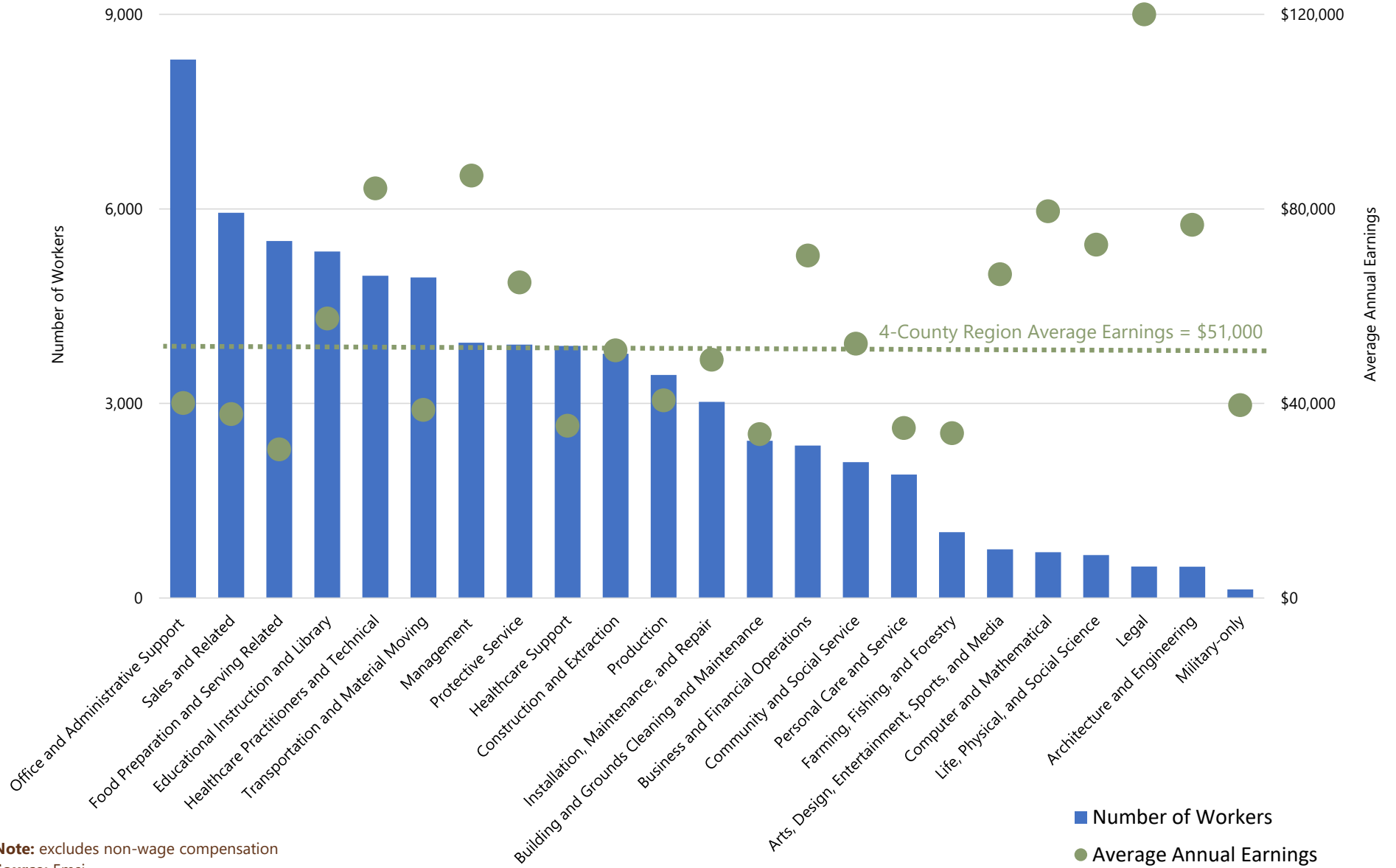
Average Earnings Per Job: 2011-2021



Note: includes non-wage compensation

Source: Emsi

Regional Occupations and Average Annual Earnings by Occupation Type - Four-County Region (2021)



Note: excludes non-wage compensation
Source: Emsi

PAY IS LOW FOR THE MOST COMMON JOBS.

Three of the top 10 occupations are found in the retail sector — cashier, salesperson, and fast-food worker — and these represent three of the four lowest paying of the lot.

The 10 most common occupations represent nearly one in four jobs (23.2%) for the four-county area. And amongst those, eight out of the 10 provide a median annual income of less than \$35,000. The other two found in the top ten, by contrast, pay more than \$65,000 per year.

Four-County Area Most Common Occupations - 2021

Detailed Occupation (SOC)	Jobs		Hourly Earnings		Annual Earnings	
	Level	Percent	Average	Median	Average	Median
Home Health and Personal Care Aides (31-1128)	2,364	3.4%	\$15.95	\$14.65	\$33,176	\$30,476
Correctional Officers and Jailers (33-3012)	2,173	3.1%	\$31.10	\$31.58	\$64,697	\$65,680
Cashiers (41-2011)	1,979	2.8%	\$12.87	\$12.59	\$26,760	\$26,177
Retail Salespersons (41-2031)	1,888	2.7%	\$15.86	\$13.72	\$32,995	\$28,539
Fast Food and Counter Workers (35-3023)	1,724	2.5%	\$13.41	\$13.06	\$27,894	\$27,161
Registered Nurses (29-1141)	1,655	2.4%	\$32.51	\$32.20	\$67,618	\$66,985
Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)	1,133	1.6%	\$15.60	\$14.33	\$32,458	\$29,799
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	1,115	1.6%	\$17.23	\$16.16	\$35,833	\$33,606
Office Clerks, General (43-9061)	1,111	1.6%	\$16.50	\$15.34	\$34,324	\$31,912
Teaching Assistants, Except Postsecondary (25-9045)	1,096	1.6%	\$14.57	\$13.29	\$30,299	\$27,643
Waiters and Waitresses (35-3031)	1,069	1.5%	\$15.59	\$13.48	\$32,431	\$28,031
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	1,056	1.5%	\$19.07	\$18.54	\$39,656	\$38,558
Maintenance and Repair Workers, General (49-9071)	975	1.4%	\$20.51	\$19.75	\$42,662	\$41,075
Stockers and Order Fillers (53-7065)	969	1.4%	\$15.00	\$13.10	\$31,206	\$27,240
Customer Service Representatives (43-4051)	874	1.2%	\$16.37	\$15.18	\$34,059	\$31,572
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	865	1.2%	\$22.93	\$13.44	\$47,698	\$27,959
General and Operations Managers (11-1021)	812	1.2%	\$45.26	\$36.24	\$94,144	\$75,370
Bookkeeping, Accounting, and Auditing Clerks (43-3031)	808	1.2%	\$19.82	\$18.72	\$41,225	\$38,930
Heavy and Tractor-Trailer Truck Drivers (53-3032)	757	1.1%	\$21.37	\$20.19	\$44,443	\$42,005
Elementary School Teachers, Except Special Education (25-2021)	737	1.1%	\$34.31	\$32.98	\$71,355	\$68,604
Carpenters (47-2031)	734	1.0%	\$25.46	\$22.62	\$52,963	\$47,056
Receptionists and Information Clerks (43-4171)	693	1.0%	\$16.74	\$16.45	\$34,824	\$34,225
Highway Maintenance Workers (47-4051)	667	1.0%	\$19.91	\$19.89	\$41,412	\$41,374
First-Line Supervisors of Retail Sales Workers (41-1011)	643	0.9%	\$21.87	\$18.97	\$45,488	\$39,460
Miscellaneous Assemblers and Fabricators (51-2098)	629	0.9%	\$16.30	\$15.47	\$33,910	\$32,177

Note: excludes non-wage compensation

Source: Emsi

PAY VARIES BY COUNTY FOR MOST COMMON OCCUPATIONS.

Similar occupations are found in the top 10 for each of the counties and while pay for these jobs is similar, there is some variability between the counties.

A correctional officer in Clinton County, for example, brings home 22% more than one

in Essex or Hamilton counties. Meanwhile, a salesperson in Clinton County makes 14% less than a Franklin County worker holding the same job.

Top 10 Occupations by County (2021)

Occupation	Workers	Percent	Median Annual Earnings
Clinton County			
Retail Salespersons (41-2031)	1,174	3.4%	\$27,134
Cashiers (41-2011)	1,031	3.0%	\$25,379
Home Health and Personal Care Aides (31-1128)	947	2.7%	\$29,915
Fast Food and Counter Workers (35-3023)	928	2.7%	\$26,215
Registered Nurses (29-1141)	914	2.6%	\$67,604
Laborers and Freight, Stock, and Material Movers, Hand (53-7062)	796	2.3%	\$33,375
Correctional Officers and Jailers (33-3012)	657	1.9%	\$73,132
Stockers and Order Fillers (53-7065)	570	1.6%	\$26,152
Farmers, Ranchers, and Other Agricultural Managers (11-9013)	559	1.6%	\$28,583
Office Clerks, General (43-9061)	555	1.6%	\$32,036
Essex County			
Home Health and Personal Care Aides (31-1128)	592	3.9%	\$ 32,187
Correctional Officers and Jailers (33-3012)	512	3.4%	\$ 59,886
Cashiers (41-2011)	403	2.7%	\$ 26,678
Waiters and Waitresses (35-3031)	375	2.5%	\$ 29,019
Fast Food and Counter Workers (35-3023)	362	2.4%	\$ 27,074
Retail Salespersons (41-2031)	352	2.3%	\$ 30,752
Maintenance and Repair Workers, General (49-9071)	269	1.8%	\$ 43,209
Maids and Housekeeping Cleaners (37-2012)	250	1.7%	\$ 28,860
Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)	233	1.5%	\$ 30,878
Teaching Assistants, Except Postsecondary (25-9045)	233	1.5%	\$ 28,977

Note: excludes non-wage income

Source: Emsi

Occupation	Workers	Percent	Median Annual Earnings
Franklin County			
Correctional Officers and Jailers (33-3012)	911	5.0%	\$ 64,727
Home Health and Personal Care Aides (31-1128)	810	4.4%	\$ 29,990
Registered Nurses (29-1141)	540	3.0%	\$ 65,586
Cashiers (41-2011)	467	2.5%	\$ 26,612
Fast Food and Counter Workers (35-3023)	391	2.1%	\$ 28,464
Teaching Assistants, Except Postsecondary (25-9045)	329	1.8%	\$ 26,613
Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)	322	1.8%	\$ 31,363
Retail Salespersons (41-2031)	318	1.7%	\$ 31,053
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive (43-6014)	308	1.7%	\$ 38,160
Office Clerks, General (43-9061)	295	1.6%	\$ 32,001
Hamilton County			
Correctional Officers and Jailers (33-3012)	94	4.6%	\$ 59,885
Cashiers (41-2011)	78	3.8%	\$ 27,129
Waiters and Waitresses (35-3031)	53	2.6%	\$ 25,753
Maintenance and Repair Workers, General (49-9071)	46	2.2%	\$ 40,305
Fast Food and Counter Workers (35-3023)	44	2.1%	\$ 29,808
Retail Salespersons (41-2031)	44	2.1%	\$ 27,551
Landscaping and Groundskeeping Workers (37-3011)	43	2.1%	\$ 30,059
Highway Maintenance Workers (47-4051)	42	2.1%	\$ 37,533
Janitors and Cleaners, Except Maids and Housekeeping Cleaners (37-2011)	40	1.9%	\$ 30,188
Carpenters (47-2031)	39	1.9%	\$ 42,493

SOME OCCUPATIONS EXPERIENCING GAINS ALSO HAVE HIGHER WAGES.

With well over 300 new jobs gained in the four-county area, fast food worker positions posted the greatest gains over

the past decade. Pay for these workers is unfortunately quite modest but wages jump significantly for some of the other rapidly expanding jobs. Specifically, psychiatric aides and vet techs, which together also gained over 300 jobs, earn well over \$40,000 per year.

Occupations experiencing relatively strong growth, combined with wages well above average, include computer network specialists, project managers, general/ operations managers, and nurse practitioners. Together, these four

Top 25 Fastest Growing Occupations - 4 County Region (2011-2021)

Occupation	Median Annual	Job Growth 2011-2021
Fast Food and Counter Workers	\$27,161	342
Laborers and Freight, Stock, and Material Movers, Hand	\$33,606	261
Psychiatric Aides	\$48,600	156
Veterinary Technologists and Technicians	\$42,526	154
Customer Service Representatives	\$31,572	141
Receptionists and Information Clerks	\$34,225	129
Home Health and Personal Care Aides	\$30,476	126
Packaging and Filling Machine Operators and Tenders	\$35,154	123
Computer Network Support Specialists	\$66,658	121
Project Management Specialists and Business Operations Specialists, All Other	\$73,351	113
Special Education Teachers, All Other	\$57,979	111
Dining Room and Cafeteria Attendants and Bartender Helpers	\$27,041	109
Farmworkers, Farm, Ranch, and Aquacultural Animals	\$26,207	102
General and Operations Managers	\$75,370	89
Emergency Medical Technicians and Paramedics	\$31,637	88
Nurse Practitioners	\$107,360	88
Farmers, Ranchers, and Other Agricultural Managers	\$27,959	85
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$52,380	81
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$41,911	76
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$52,962	76
Production, Planning, and Expediting Clerks	\$40,505	75
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$29,837	74
Social and Human Service Assistants	\$33,003	74
Insurance Sales Agents	\$40,895	70
Veterinarians	\$95,473	69

Note: excludes non-wage compensation

Source: Emsi

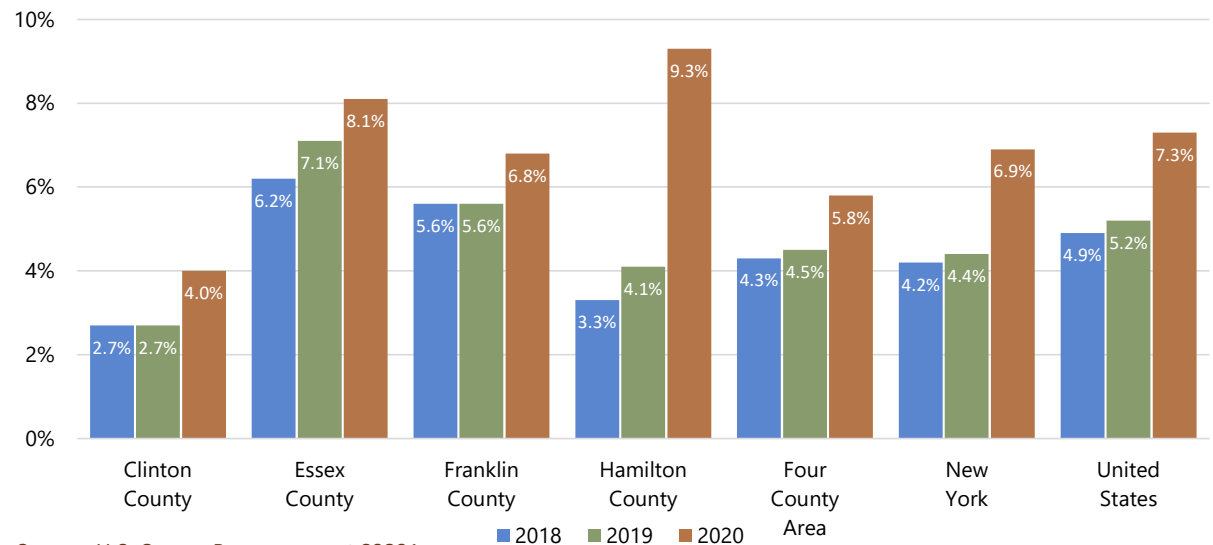
occupations ramped up by more than 400 positions over the past ten years.

REMOTE WORKING

For several years prior to the pandemic, a slowly increasing proportion of working people chose to work from home. With the pandemic, this share jumped sharply for the US as a whole, increasing by a little over 2% from 2019 to 2020, from 5.2% to 7.3%. A similar spike was seen in New York State where the increase was 2.5%.

A jump in the share of home-based workers was also witnessed in each of the four counties in the region but the measure of change was notably different between them. Clinton County ended 2019 with the lowest rate of home workers (2.7%) and its increase in 2020 was similar to the rise measured in Essex and Franklin counties as levels adjusted up by 1% to 1.5% for the three. The rate for Hamilton County, however, jumped sharply, more than doubling from 4.1% to 9.3%.

Percent Reporting Worked From Home



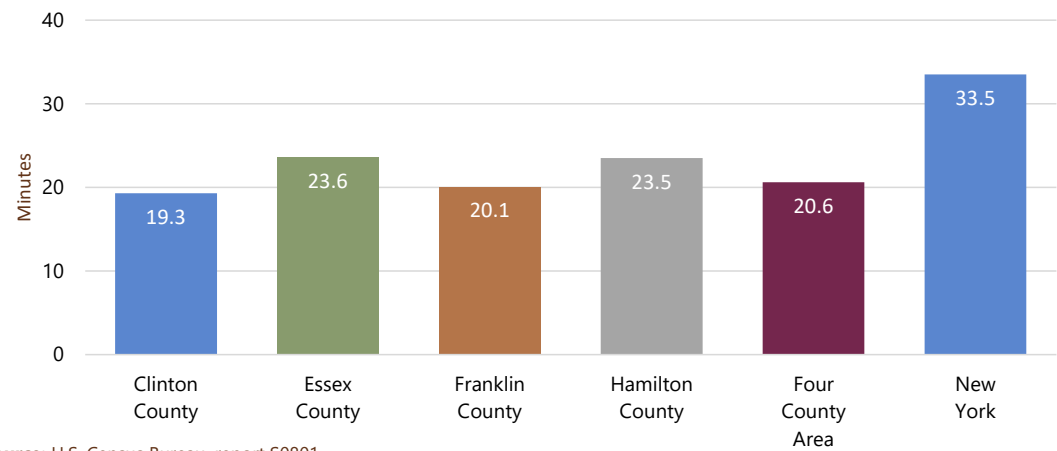
Source: U.S. Census Bureau, report S0801

COMMUTING PATTERNS

Workers in the four-county area are fortunate to spend significantly less time commuting than seen throughout most of the state. Average drive times register under 24 minutes for all counties while the figure jumps to over 33 minutes for New York State. Average drive times register under 24 minutes for all counties while the figure jumps to over 33 minutes for New York State.

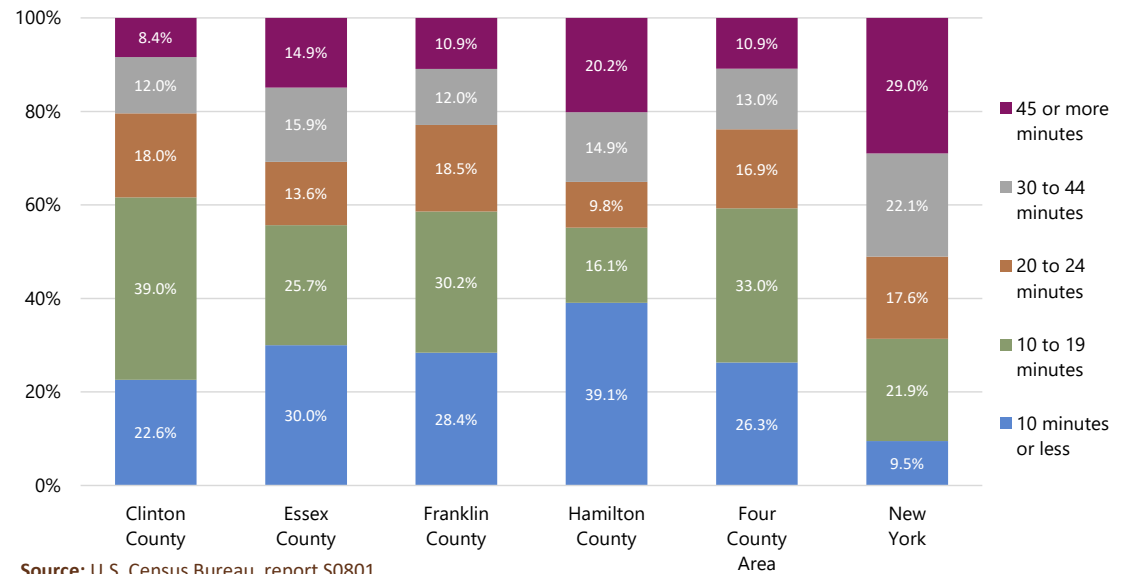
More than half of New York State commuters spend 30 minutes or more en route to work. That figure drops significantly in the four-county area. For Clinton County, just one in five spend that much time commuting while, in Hamilton County, just over one out of every three commuters spend this much time heading to work (35.1%). Conversely, more than half of all commuters in each of the four counties spend 19 minutes or less going to work. For New York State, that share is less than one-third.

Average Commute Time To Work - 2020



Source: U.S. Census Bureau, report S0801

Time Spent Commuting To Work - Percent by Number of Minutes (2020)



Source: U.S. Census Bureau, report S0801

COMMUNITY ENGAGEMENT



Chapter I. Community Engagement Findings and Overview

Chapter II. Employer Survey Results

Chapter III. Community Survey Results

Chapter I. Community Engagement Findings and Overview

OVERVIEW

The involvement of the community throughout the planning process was critical to the development of this plan. The approach to engagement was to use both digital tools and in-person events over the course of several months to allow for flexibility in when and where the public could provide feedback. This section outlines the different layers of engagement and the results to the activities from in-person events and surveys.

STEERING COMMITTEE

A Steering Committee comprised of representatives from each county, along with key organizations related to housing throughout the region, helped guide this project. Meetings were held throughout the course of the project to review data and discuss findings as they pertain to each county and the region as whole. The group also vetted and provided comments on the strategy framework and related actions.

Stakeholder and Public Engagement Summary

- **Project Steering Committee**
- **Dedicated Project Website**
- **Regional Community Housing Needs Survey with 595 Responses**
- **Employer Survey with 95 Responses**
- **Four (4) Public Workshops (one in each County)**
- **Four (4) Municipal Leadership Meetings (one in each County)**
- **Stakeholder Interviews**
- **Two (2) Conference Sessions**
- **Webinar**

The members include:

- Bill Farber, Hamilton County
- Christy Wilt, Hamilton County
- Molly Ryan, Clinton County
- Carol Calabrese, Essex County
- Bruce Misarski, Housing Assistance Program of Essex County
- Jeremy Evans, Franklin County
- Dan Keheller, Adirondack Park Agency

PROJECT WEBSITE

A project website was created to house information about the project, along with interim deliverable documents. The website is accessible at:

<https://www.northcountrynyhousing.com/>

Note that after the project the relevant content from this website will be migrated to Lake Champlain Lake George Regional Planning Board's website at:

<https://www.lclgrpb.org/workforce-housing/>



HOME | FAQ & OTHER RESOURCES | GET INVOLVED | SITES

BUILDING BALANCED COMMUNITIES FOR THE NORTH COUNTRY: A Comprehensive Housing Study and Strategy



About the Project

The Lake Champlain-Lake George Regional Planning Board (LCLGRPB), along with a mix of stakeholders across a four-county region, is leading a collaborative effort to identify specific gaps in the local housing market through data-driven analysis.

This analysis will be combined with interviews and engagement with regional housing developers, residents, and community leaders to generate a comprehensive housing study and strategy. The study will not only establish the need, but will bring together the right partners to practically tackle the broad challenges facing the region's housing sector.

Work on the study kicked off in April 2022 and data collection is anticipated to be complete in early 2023. Funding for this project is from the Northern Border Regional Commission.

This website will provide a place for feedback, input, and support from community members throughout the development of this study.



Have questions? Want to learn more?

Please reach out to Beth Gilles, Executive Director at LCLGRPB at info@lclgrpb.com

EMPLOYER SURVEY

To better understand how housing availability and affordability are impacting local employers and the economy, a survey was conducted between June 16, 2022 and July 30, 2022 of businesses in the North Country. Overall, 95 businesses from Clinton, Essex, Franklin, and Hamilton counties participated in the survey. A detailed summary of the survey findings can be found in Community Engagement – Chapter II.

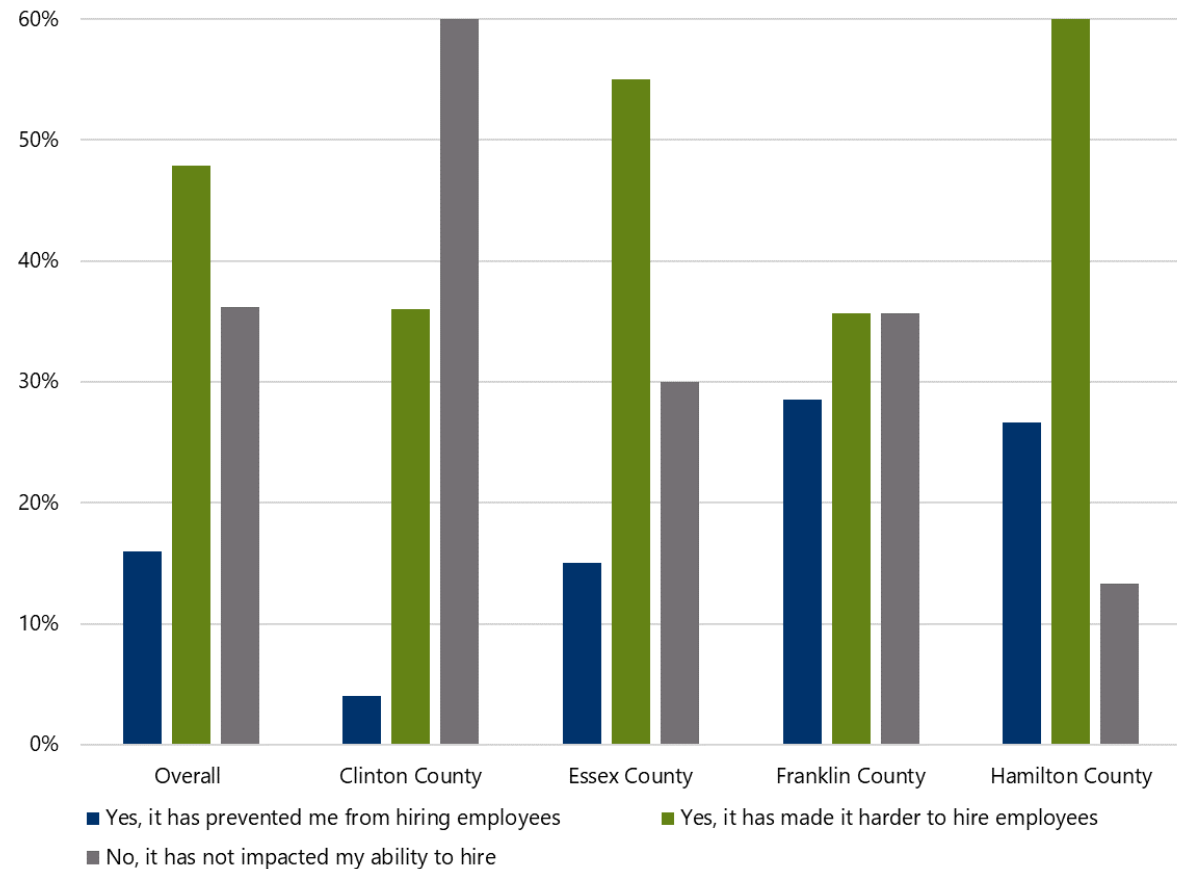
Key findings from the survey include:

North Country businesses are trying to hire employees.

While the vast majority of businesses indicated that they are planning on hiring in the next three years, about three-quarters of all employers said that it was either difficult or very difficult for their current employees to find housing.

Finding housing is challenging for workers and making hiring harder for employers.

Has a lack of available housing impacted your ability to hire employees?



Housing has greatly impacted the ability of businesses to hire employees. In aggregate over the four counties, about 15% said it prevented them from hiring an employee and almost half of respondents said it made it harder to hire employees.

73% of respondents said it was either difficult or very difficult for their employees to find housing.

COMMUNITY SURVEY

To better understand how housing availability and affordability are impacting local residents and their quality of life, a survey was conducted over the summer and fall of 2022 of residents in the North Country. Overall, 575 respondents from Clinton, Essex, Franklin, and Hamilton counties participated in the survey.

A majority of North Country residents assert that housing options are severely limited.

About three-quarters of respondents agreed that housing options are severely limited in the four-county region.

Single family homes with acreage remain in demand for the future.

When asked the type of housing that will best suit the respondents' needs in five years, about a third of respondents would be happy with their current living situation. Another third said that either a small or large single-family home would work, while smaller proportions of respondents will be looking for retirement communities or tiny

homes. Rural areas with lot sizes of 3 acres or more were noted as ideal settings for these homes, however there was also demand for residential areas with mixed-use shops and services.

Lack of long-term rentals is a pressing issue for the region.

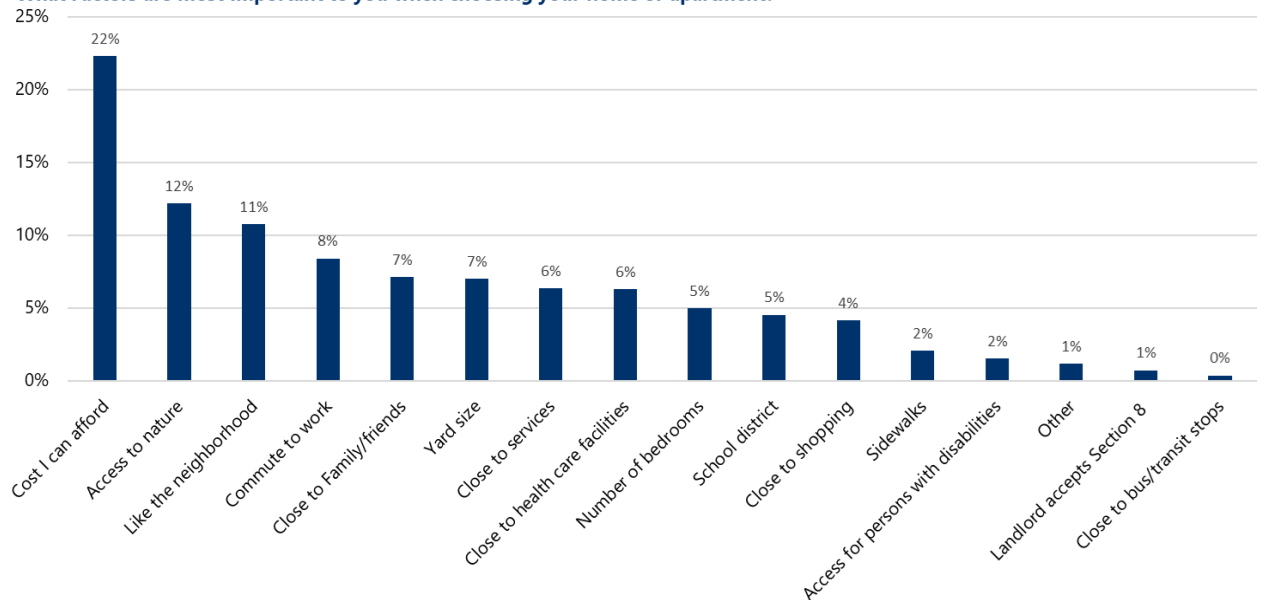
The most critical issues with the housing options in the region for residents were: the lack of quality rentals, difficulty financing and/or obtaining a mortgage, price not being affordable for people to live and work in the area, the lack of quality housing for sale, property taxes being too high, and short term seasonal rentals removing housing for year-round residents.

There is strong interest from residents in programs to rehab existing homes.

When asked to indicate their support of some initial policies or programs to improve the housing landscape, there was a strong interest among participants about programs to rehab existing homes.

A full analysis of the Community Survey can be found in Community Engagement - Chapter III.

What Factors are most important to you when choosing your home or apartment?



STAKEHOLDER INTERVIEWS

We conducted interview sessions with key stakeholders to identify characteristics of the housing environment that need to be addressed and to begin to develop partnerships for the implementation of the housing plan. Additionally, these interviews helped confirm or reframe points from our data analysis.

MUNICIPAL LEADERSHIP MEETINGS

As part of on-site work in the counties, Camoin and LCLGRP representatives presented to a mixture of municipal officials, county legislators, county administrators, town supervisors, and other community leaders in each county.



Figure 1 – Hamilton County Supervisors Meeting



Figure 2 – Hamilton County Public Meeting

PUBLIC WORKSHOPS

In October-November of 2022, Camoin and LCLGRP representatives traveled to each of the counties to hold two on-site sessions. One session was with municipal leaders of the counties (see previous page) and the second was a public engagement session where data from the report was shared and participants were encouraged to contribute their own perspective to solving the region’s housing challenges. Camoin facilitated two activities to gather information from participants at the public workshops:

ACTIVITY #1: HOUSING TYPOLOGIES

The first activity asked participants to indicate their support for certain styles of houses. The scale included: No Support – Unsure – Strong Support. It was indicated to the group that support does not necessarily mean that they would live in that type of home but that they could see that type of housing being a fit in their community.



Figure 3 – Public meeting in Essex County

The group was shown a picture of a type of home to ensure everyone was using standardized definitions for a certain type of residential unit. The types of homes included:

- Tiny house
- Clustered cottage
- Garden apartments
- Duplex + triplex
- Accessory dwelling unit
- Starter single family homes
- Seasonal Worker Housing
- Senior Housing

Summaries of the findings by county include:

Clinton County Senior housing and starter single family homes received the most support in Clinton County. The greatest number of “unsure” votes went to accessory dwelling units, followed by Cluster Cottage and Seasonal Worker housing. There were nominal votes for “no support,” although tiny houses did receive three “no support” votes.

Essex County Senior housing and starter single family homes received the most support in Essex County. The group was

“unsure” about garden apartments and seasonal worker housing. Tiny houses and clustered cottages received a few “no support” votes.

Franklin County The group expressed the strongest support for accessory dwelling units and starter single family homes. Tiny houses and seasonal worker housing received the most “unsure” responses, while the responses for “no support” were nominal, although some did appear for tiny houses.

Hamilton County Senior housing and starter single family homes received the most support in Hamilton County. The greatest number of votes for “unsure” support went to tiny houses and garden apartments. There were also some “no support” votes for garden apartments and tiny houses.

ACTIVITY #2: HOUSING SOLUTIONS

The second activity was an opportunity for the public to discuss and show their support for some initial ideas for strategies. At this point in the project, this was not a comprehensive list of strategies, but rather an overview of the types of policies or programs that are being considered.

Participants were instructed to use two yellow dots on posters of the strategies that they felt would have the biggest impact on the housing shortage in the region.

The figure below displays the results by county and then shows the overall total for each potential solution. Programs related to assisting with the renovation of existing housing units was by far the most popular solution. This was followed by a three-way tie between:

- Making public sector properties available for housing development
- Looking into zoning regulations to allow more flexibility in building different housing types
- Public investment in infrastructure to support housing development projects.

Results of Community Engagement

Potential Solutions	Clinton	Essex	Franklin	Hamilton	TOTALS
#1. Programs to assist with the renovations of existing housing units	4	11	12	14	41
#2. Make appropriate public properties available for housing development	6	10	5	5	26
#3. Changes to zoning regulations to allow more flexibility in building different housing types	7	8	4	7	26
#4. Public investment in infrastructure to support housing development projects	2	10	9	5	26
#5. Limiting short-term rental properties	2	8	7	0	17
#6. Housing assistance programs that are operated by employers	4	1	1	2	8
#7. Deed restrictions	1	3	1	0	5

OTHER ENGAGEMENT EVENTS

Adirondack Common Ground Alliance Forum June 2022

The Adirondack Common Ground Alliance is a diverse network of dedicated people who focus on addressing issues that affect the Adirondack Park, its communities, institutions, and individuals. At their annual forum in June, Camoin Associates presented interim findings of the report and participated in small group breakout sessions on housing.

Lake Champlain Lake George Regional Planning Board Forward Together Conference September 2022

Camoin Associates presented an update of data analysis and potential solutions at the LCLGRP’s conference in fall of 2022.

Lake Champlain Lake George Regional Planning Board Webinar Series October 2022

Camoin Associates conducted a webinar on the latest findings and deliverables of the housing study to a digital audience.



Figure 4 – Public meeting in Hamilton County

Chapter II. Employer Survey Results

SURVEY SUMMARY

To better understand how housing availability and affordability are impacting local employers and the economy, a survey was conducted between June 16, 2022 and July 30, 2022 of businesses in the North Country. Overall, 95 businesses from Clinton, Essex, Franklin, and Hamilton counties participated in the survey.¹ Essex County had the most responses overall at 40. Businesses in the North Country include a mix of industries, and the top three industries among survey respondents were manufacturers, lodging establishments, and retail stores. While there was a wide range of sizes among the employers that responded to the survey (ranging from 1 employee to 1,000), a majority of respondents (65%) employed 20 or fewer people. And despite the seasonal nature of parts of the North Country's economy, there was not significant seasonality reported in overall employment among survey respondents. The largest single location of respondents was the City of Plattsburgh, which accounted for 25% of all responses.

This section provides an overview of key findings from the employer survey, followed by an appendix that details responses to each of the questions included in the survey. It is important to note that these results should not be considered fully representative of employers in the region. Rather, the results are helpful in understanding general trends among employers and workforce housing issues requiring further investigation.

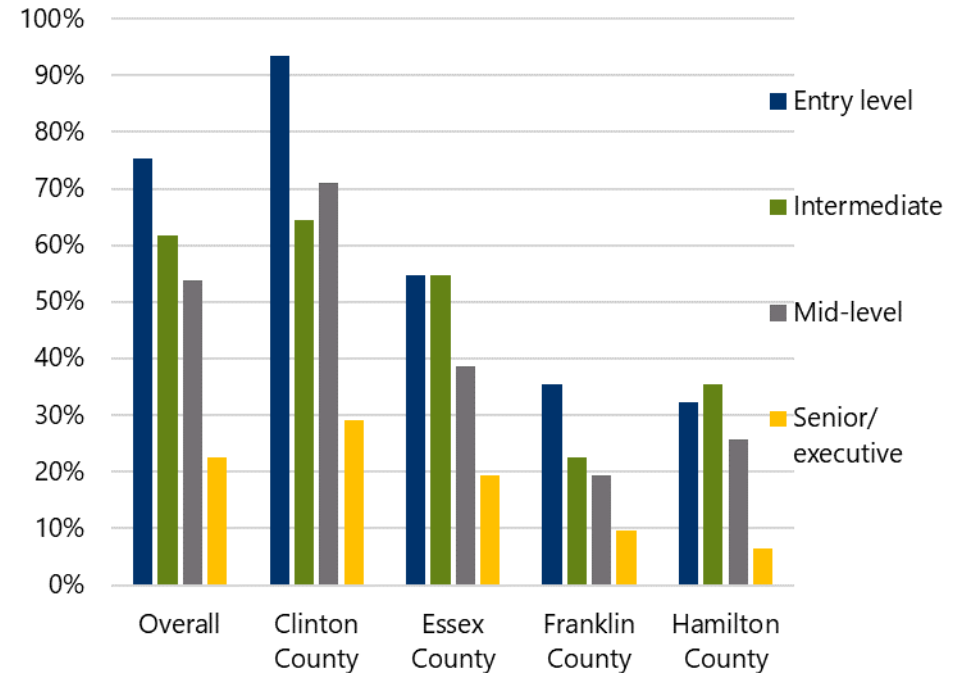
¹ Initially, 107 responses were tallied, but 12 of those were duplicate entries. Only one response per business was recorded

KEY FINDINGS

NORTH COUNTRY BUSINESSES ARE TRYING TO HIRE EMPLOYEES

Most (88%) survey respondents planned to hire over the next 3 years, with the majority of those jobs being entry-level, intermediate, or mid-level roles.

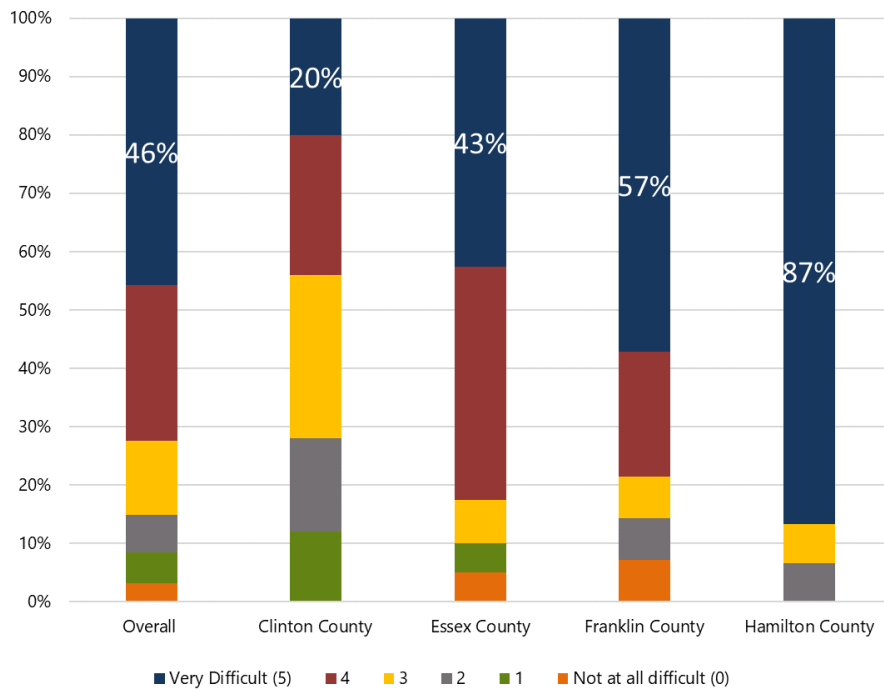
Share of Region Employers Hiring, by County and Role



FINDING HOUSING CHALLENGING FOR WORKERS AND MAKING HIRING HARDER FOR EMPLOYERS

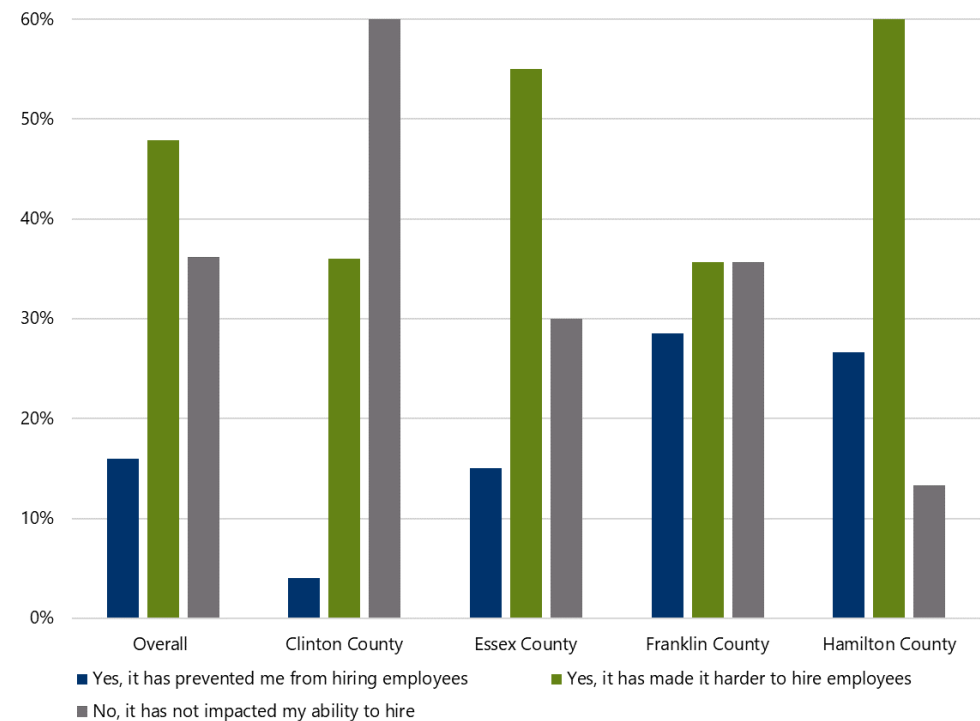
73% of respondents said it was either difficult or very difficult for their employees to find housing. Employers in Clinton County were the least likely (44%) to think it was difficult or very difficult for their employees to find housing, while over 80% of respondents in Essex and Hamilton County reported that it was either very difficult or difficult for their employees to find housing.

Difficulty Level for Workers to Find Adequate Housing



Overall, 64% of responding businesses indicated that housing access issues have made it harder to hire or prevented hiring entirely, and almost 70% of respondents say lack of affordable housing has negatively impacted employee recruitment and retention. Clinton County reported the least issue with housing impacting their ability to hire, while over a quarter of respondents in Franklin and Hamilton Counties reported that lack of available housing has prevented them from being able to hire.

Has a lack of available housing impacted your ability to hire employees?



More directly, 40% of surveyed businesses had a prospective employee decline due to housing, and 30% of respondents reported having employees leave due to housing access issues. The issue was most widespread in Franklin and Hamilton Counties, and least prevalent in Clinton County.

MINIMAL INTEREST FROM EMPLOYERS IN PARTICIPATING IN HOUSING PROGRAMS

Despite the clear indication from businesses that housing access and affordability issues are impacting their ability to recruit and retain employees, there is minimal interest in participating in any of the employer-based housing programs suggested in the survey. Less than a quarter of respondents had previously heard about employer-assisted housing strategies. Of the programs asked about in the survey, only participating in a housing education/counseling program for workers had more than 15% of employers interested or extremely interested, while every other program listed had a majority of respondents answering that they were not at all interested in participating. A more detailed breakdown of responses overall and by county can be found under the Question 21 section below.

SURVEY RESULTS



Question 1

Question 1: Select the establishment type that most closely describes your business.

Business Establishments by Industry, Overall and by County

Industry	Overall	Clinton County	Essex County	Franklin County	Hamilton County
Agriculture	9%	0%	18%	7%	7%
Business and Professional Services (e.g., finance, insurance, IT, engineering, marketing, etc.)	4%	8%	5%	0%	0%
Construction business	7%	8%	5%	14%	7%
Healthcare or health services provider	9%	8%	3%	43%	0%
Hotel, bed and breakfast, or other accommodation	11%	0%	15%	7%	20%
Manufacturer	16%	54%	3%	0%	0%
Nonprofit organization	9%	8%	15%	0%	7%
Other private employer	3%	8%	3%	0%	0%
Other tourism or recreation business	2%	0%	0%	7%	7%
Personal services (e.g., hair salon, tattoo parlor, non-medical wellness services)	2%	4%	0%	7%	0%
Public entity (e.g., municipal government, schools)	8%	0%	13%	14%	7%
Restaurant or bar	7%	0%	8%	0%	27%
Retail store	11%	4%	15%	0%	20%
Total	100%	100%	100%	100%	100%
	n=95	n=26	n=40	n=14	n=15

Question 2

Question 2 asked employers the location of their business. Overall, Essex County accounted for 42% of unique responses, Clinton County 27%, Hamilton County 16%, and Franklin County 15%.

Where is your business located?

	Responses	Share of Responses
Essex County	40	42%
Clinton County	26	27%
Hamilton County	15	16%
Franklin County	14	15%

Question 3

Question 3 asked businesses the zip code their business was located in. Responses were spread across 31 zip codes, although the largest share (almost a quarter of all responses) came from 12901 in Plattsburgh.

Businesses by Zip Code, Overall and by County

Zip Code	Overall	Clinton County	Essex County	Franklin County	Hamilton County
12901	23%	85%	-	-	-
12903	2%	8%	-	-	-
12979	1%	4%	-	-	-
12992	1%	4%	-	-	-
12801	1%	-	3%	-	-
12836	1%	-	3%	-	-
12857	1%	-	3%	-	-
12870	1%	-	3%	-	-
12883	5%	-	13%	-	-
12913	2%	-	5%	-	-
12932	1%	-	3%	-	-
12936	3%	-	8%	-	-
12941	2%	-	5%	-	-
12942	1%	-	3%	-	-
12944	1%	-	3%	-	-
12946	14%	-	33%	-	-
12950	2%	-	5%	-	-
12974	2%	-	5%	-	-
12977	1%	-	3%	-	-
12987	1%	-	3%	-	-
12993	2%	-	5%	-	-
12953	4%	-	-	29%	-
12983	6%	-	-	43%	-
12986	3%	-	-	21%	-
13655	1%	-	-	7%	-
12108	2%	-	-	-	13%
12164	2%	-	-	-	13%
12190	1%	-	-	-	7%
12812	1%	-	-	-	7%
12847	7%	-	-	-	47%
13360	2%	-	-	-	13%
	n=104	n=26	n=40	n=14	n=15

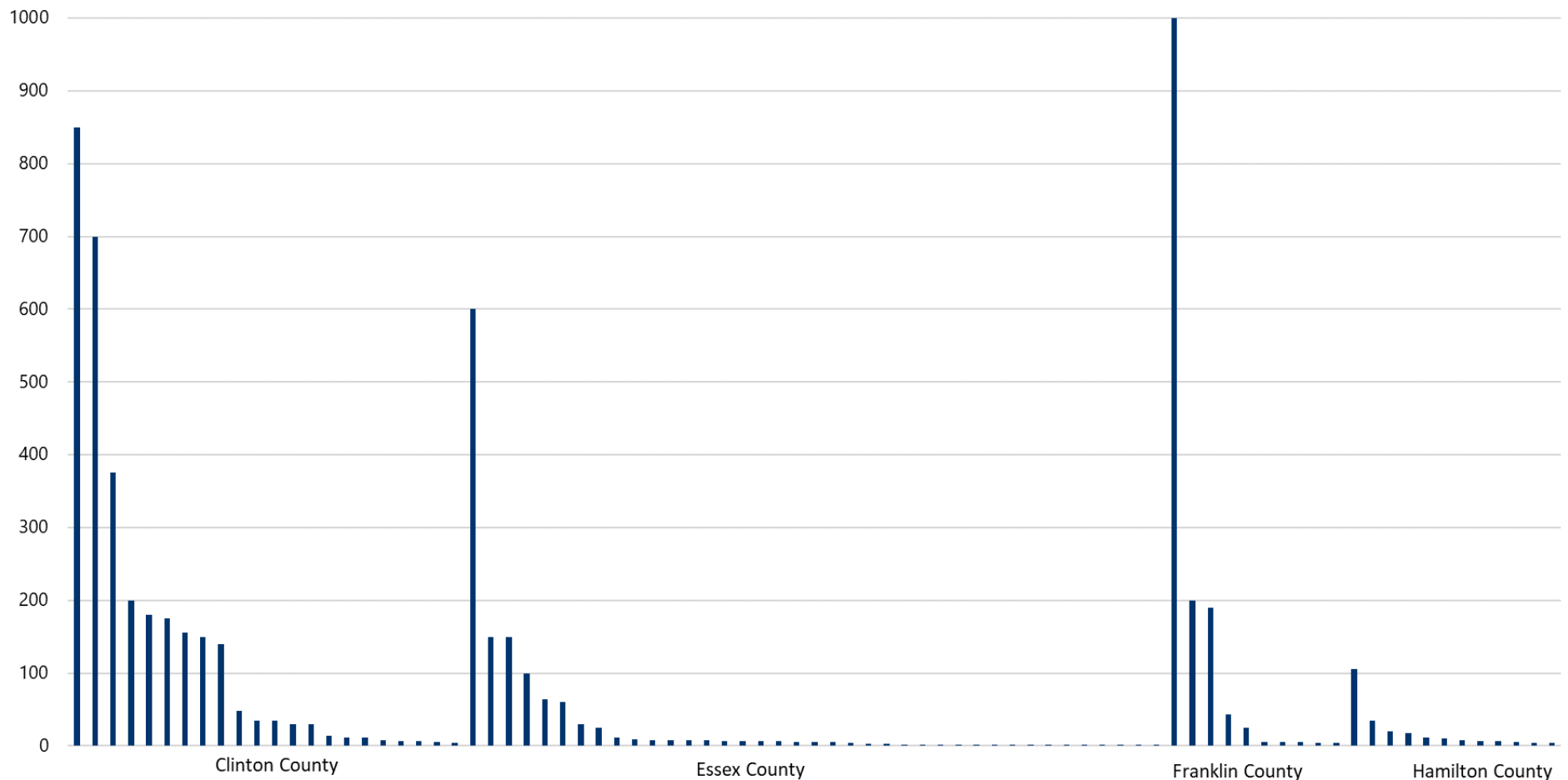
Question 4

This question was optional and asked for the name of the business responding. To keep results of the survey anonymous, business names will not be shared publicly.

Question 5

Question 5 asked businesses in the region how many year-round staff they employed. Of the 84 businesses that responded to this question, the average number of employees was 74. However, that average is skewed by the presence of several larger companies—a majority of respondents (65%) employ 20 or fewer people year-round. The following graph shows responses for businesses in each county, sorted by number of employees.

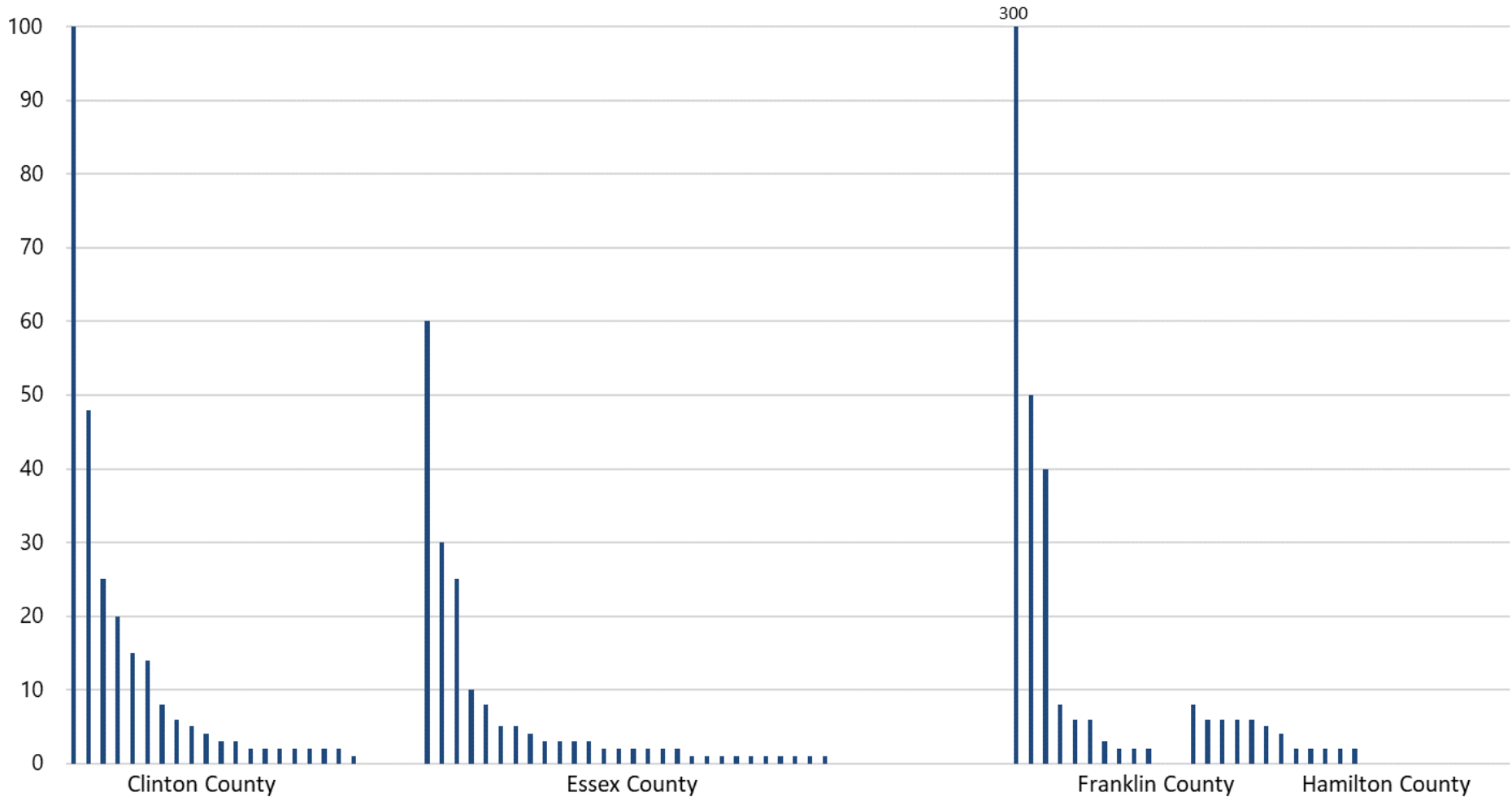
Year-round Staff by Business and County



Question 7

Question 7 (n=90) asked businesses how many job openings they currently have. Numbers of openings ranged from 0-300, although the vast majority of respondents (87%) were hiring for 10 or fewer openings. However, some of the larger respondents had hundreds of job openings. The following graph shows, by county, the number of open positions by business and county. Please note that while one business in Franklin County has 300 open positions, the scale has been capped at 100 to better show openings at smaller businesses.

Number of Job Openings by Business and County



Question 8

Question 8 asked businesses if they anticipate hiring in the next three years. Most businesses do intend to hire in that time period, with 88% of regional businesses overall saying yes. The below table shows responses to question 8 overall and by county.

Do You Anticipate Hiring in the Next 3 Years?

	Overall	Clinton County	Essex County	Franklin County	Hamilton County
Yes	88%	88%	79%	100%	100%
No	12%	12%	21%	0%	0%
	n=93	n=26	n=39	n=13	n=15

Question 9

Question 9 asked what roles businesses anticipated hiring for. A majority of respondents overall in the region anticipate hiring for entry level, intermediate, and mid-level positions, mostly driven by Clinton and Essex Counties. The table below shows the share of respondents who are hiring for each type of role overall and by county.

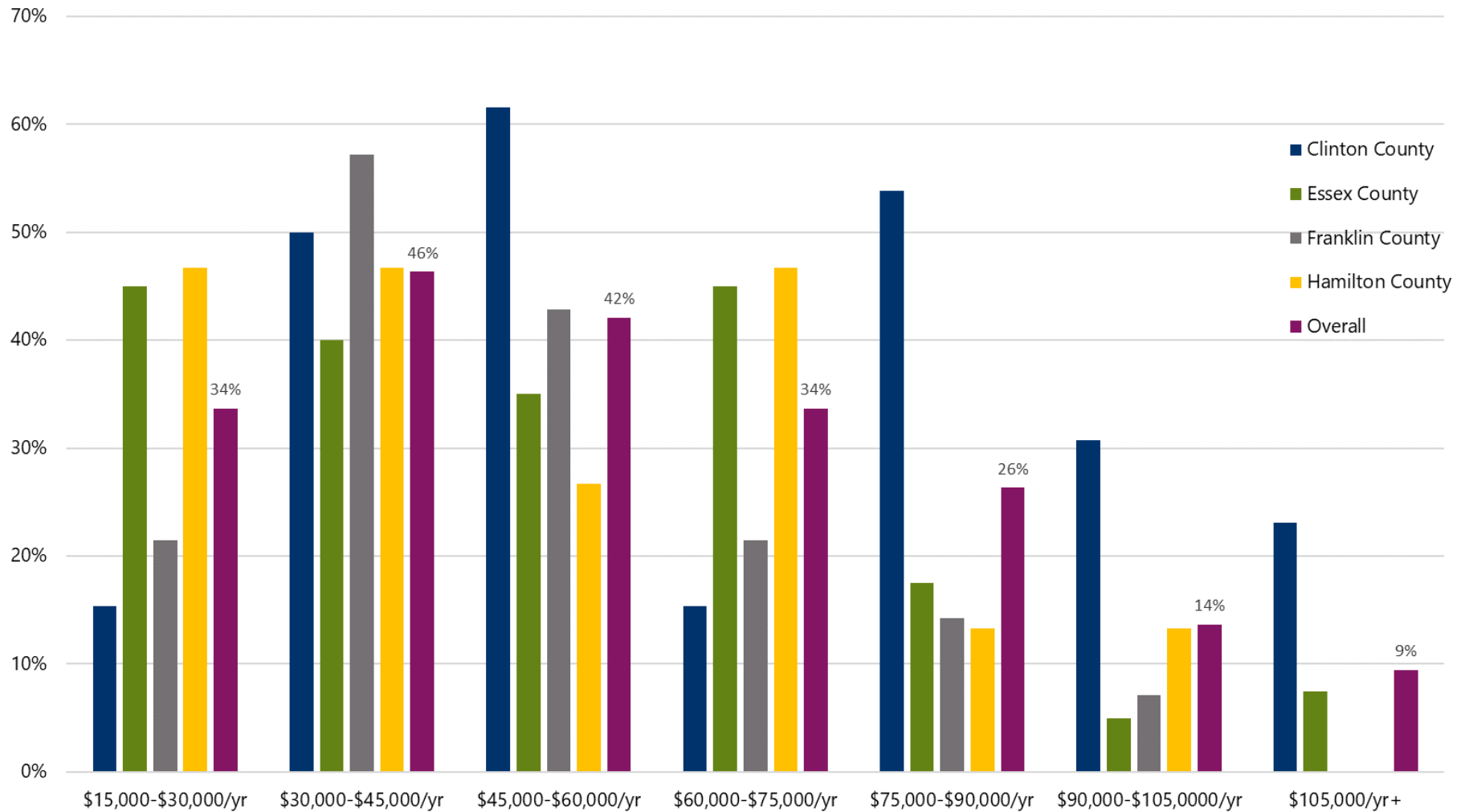
What Roles Do You Anticipate Hiring For?

	Overall	Clinton County	Essex County	Franklin County	Hamilton County
Entry level	75%	94%	55%	35%	32%
Intermediate	62%	65%	55%	23%	35%
Mid-level	54%	71%	39%	19%	26%
Senior/executive	22%	29%	19%	10%	6%
	n=89	n=31	n=31	n=12	n=15

Question 11

Question 11 shows, overall and by county, the share of businesses expecting to hire across various salary ranges in the region over the next 3 years. Overall, the largest share of jobs will be at salaries between \$30,000-\$60,000.

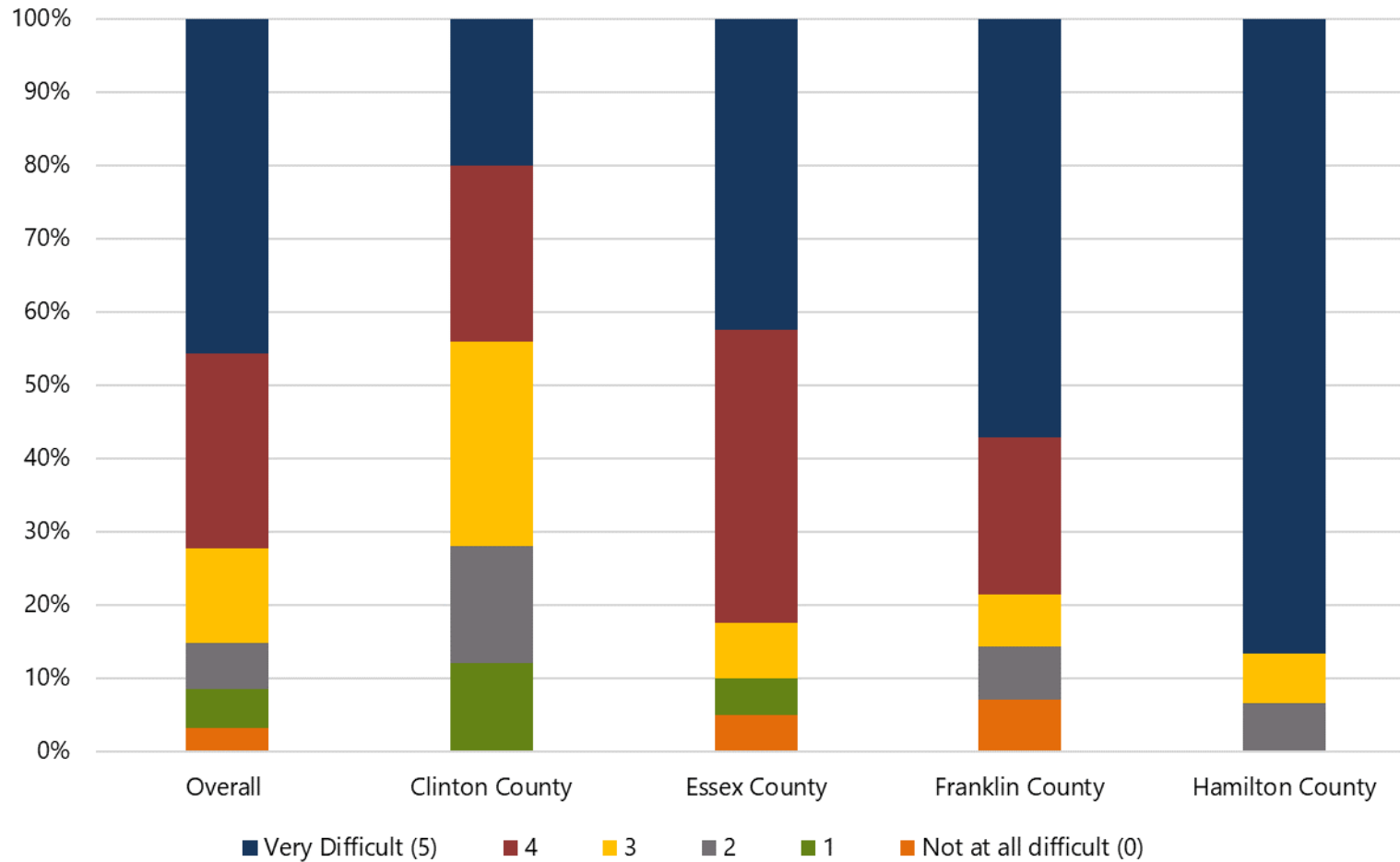
Expected Hire Salary Ranges, Overall and by County, Next 3 Years



Question 12

Question 12 asked businesses how difficult they believe it is for their workers to find housing, on a scale of 0 (not difficult at all) to 5 (very difficult). Overall, 73% of respondents said that it was very difficult (5) or difficult (4) for their employees to find housing, compared to 8% who said it was not at all or not very difficult.

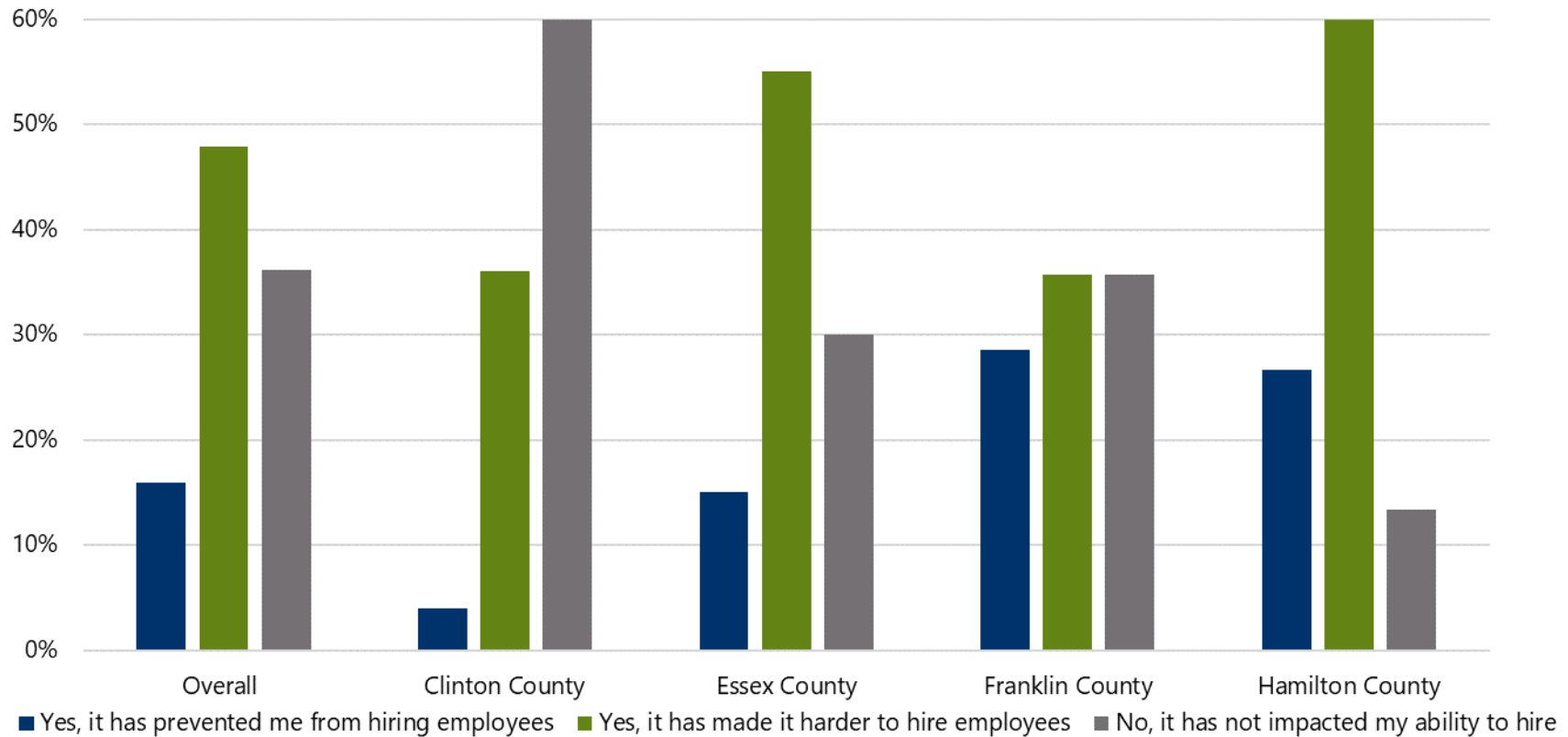
Difficulty Level for Workers to Find Adequate Housing



Question 13

Employer responses were mixed as to the impact of available housing on their ability to hire employees. Overall, almost half (48%) of respondents said that it has made it harder to hire employees, with another 16% saying that it has prevented them from hiring. Clinton County reports less of an issue than the other counties in the region, with 60% of respondents in Clinton County saying that housing has not impacted their ability to hire.

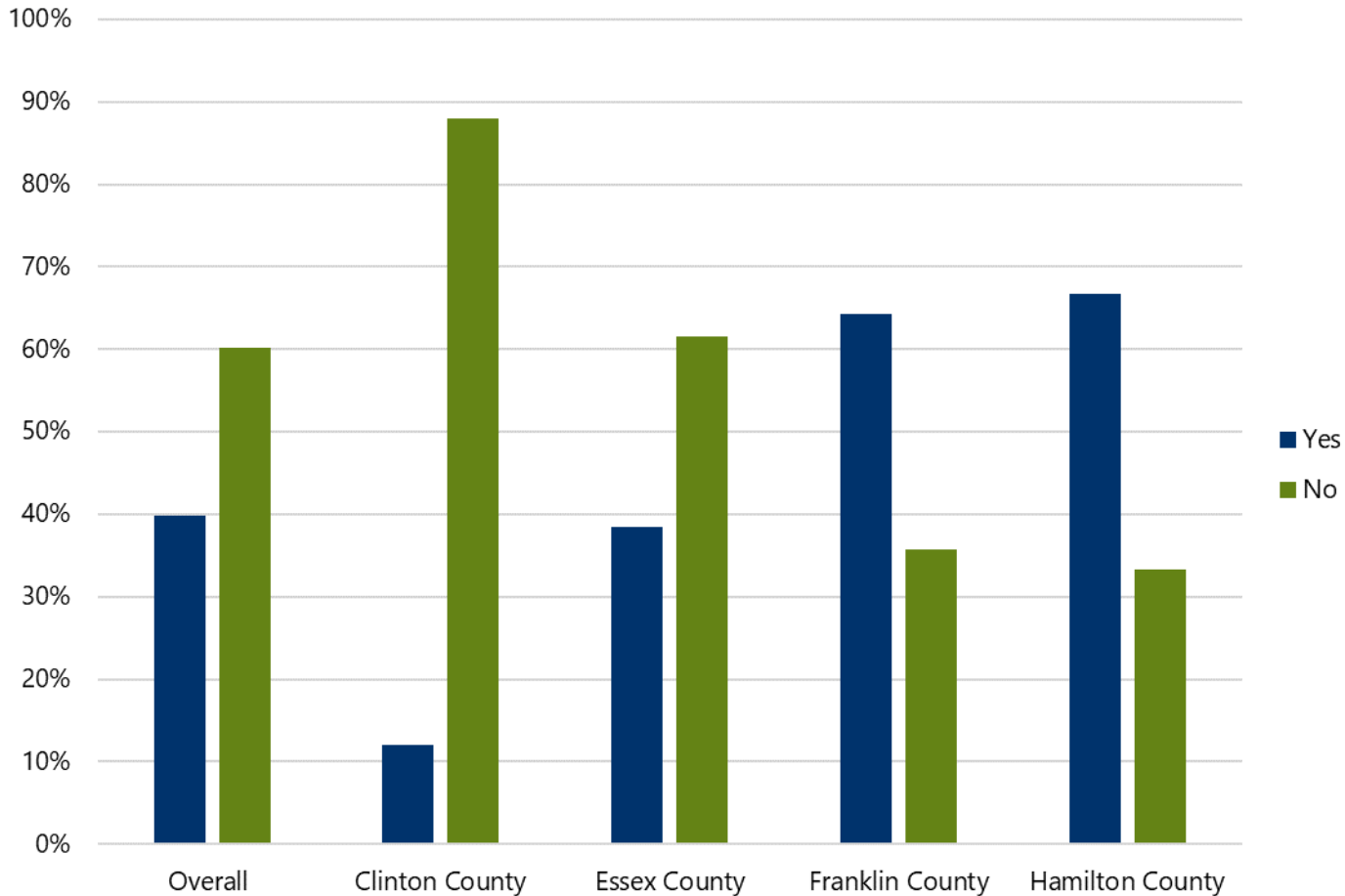
Has a lack of available housing impacted your ability to hire employees?



Question 14

Question 14 asked employers if they had any prospective employees decline a job offer in the past 12 months due to the inability to acquire housing. 40% of regional businesses said yes, including over 60% of respondents in Franklin and Hamilton County. The chart below shows the overall breakdown of responses as well as by county.

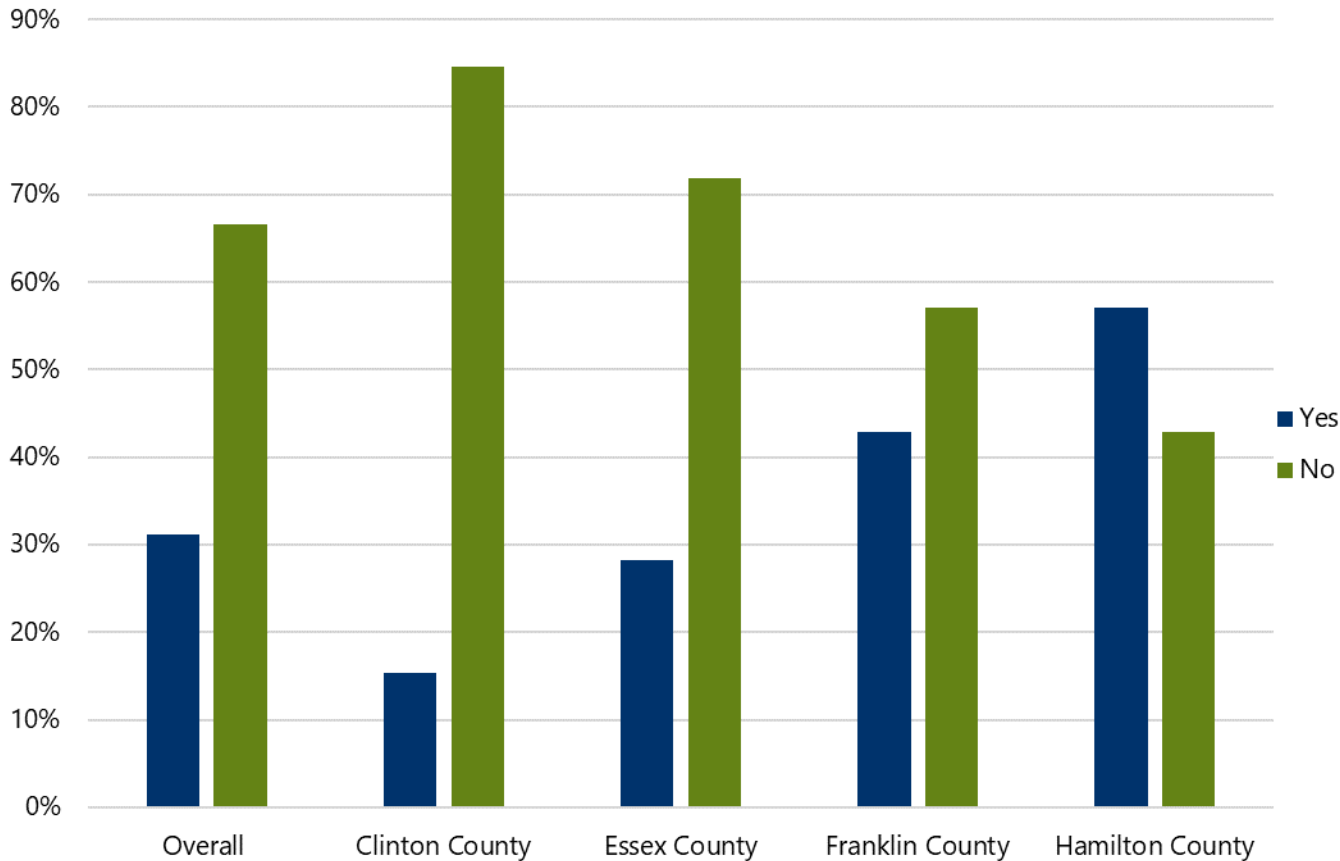
In the past 12 months, did you have any prospective employees decline a job offer because they were unable to obtain housing?



Question 15

Question 15 asked businesses if they have lost employees due to the inability to obtain housing. While fewer businesses said they had lost current employees than prospective employees, 31% of respondents still reported that they had lost employees due to inability to obtain housing. The issue again was most pronounced in Franklin and Hamilton Counties, while the lowest share of employers with this issue were in Clinton County.

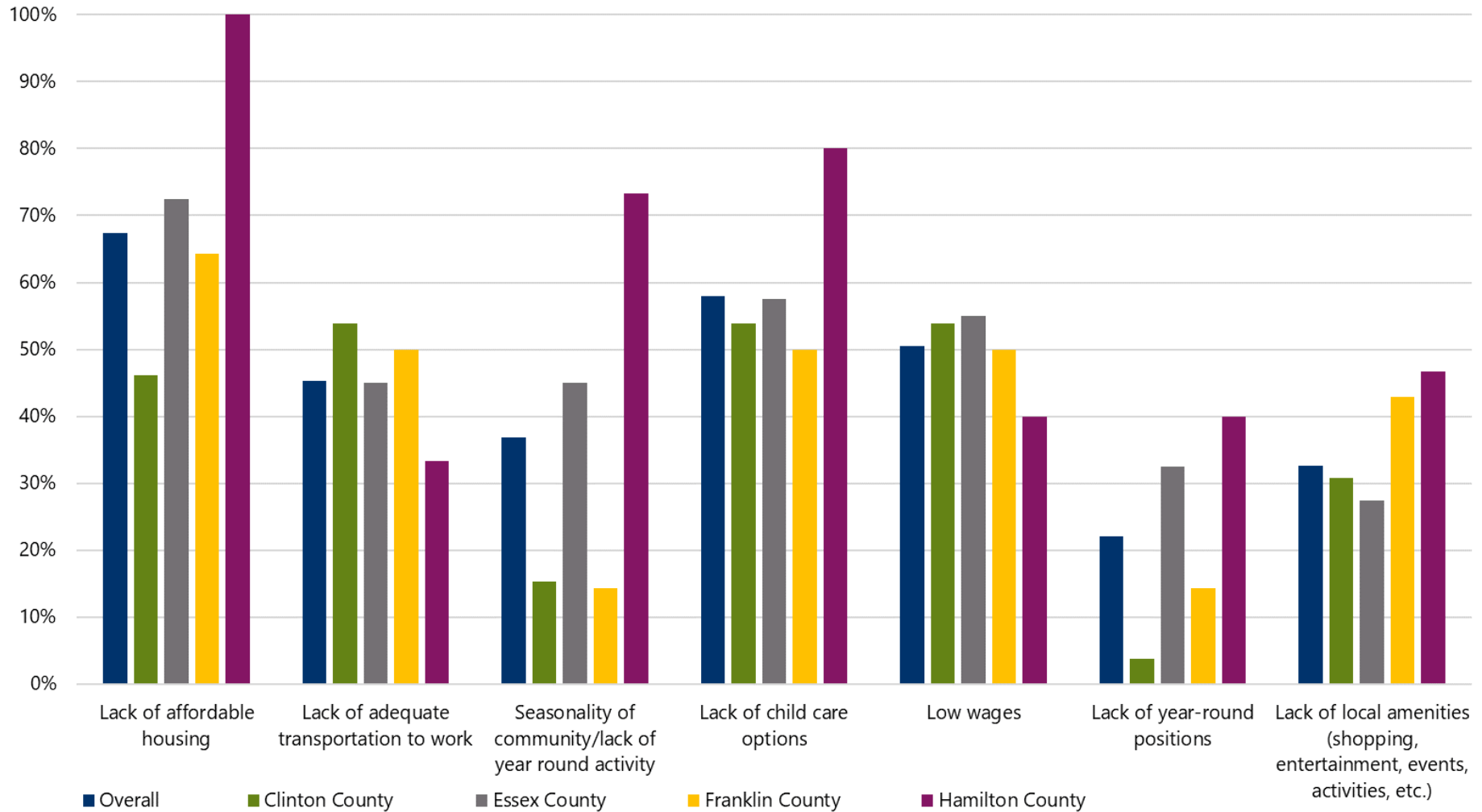
In the past 12 months, have you lost any employees because they were unable to obtain housing?



Question 16

Question 16 asked businesses about several factors and if employers believed they negatively impacted their ability to recruit or retain employees. The figure below shows overall and by county the share of respondents that answered yes, they do believe that factor negatively impacts them. Overall, lack of affordable housing was listed as the biggest negative factor in recruiting and retaining employees, followed by lack of child care and low wages.

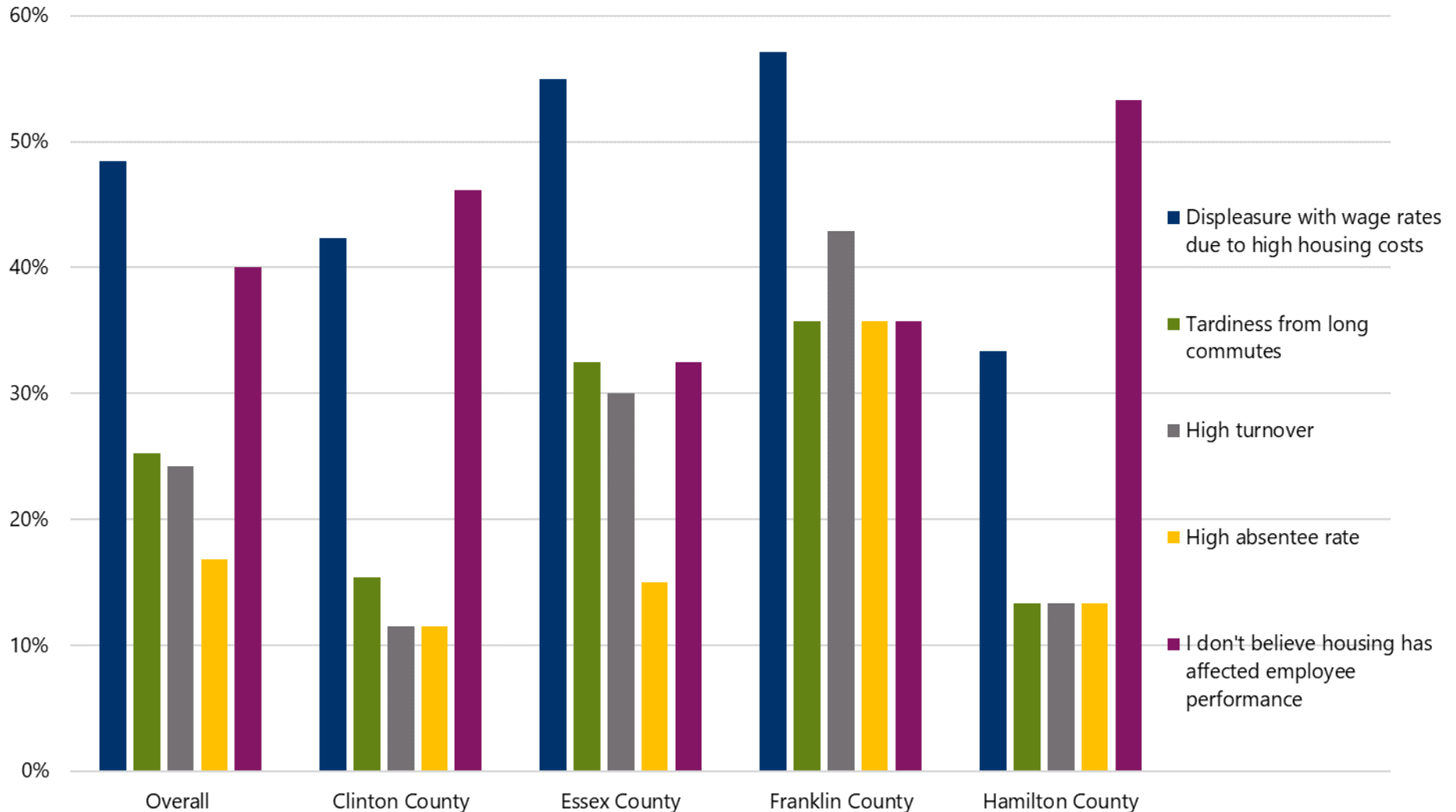
Do you believe any of the following negatively impacted your ability to recruit and/or retain employees?



Question 17

Question 17 asked employers the ways in which housing affordability has impacted work performance. The two largest categories overall were displeasure with wages relative to housing costs, followed by not believing that housing has impacted employee performance.

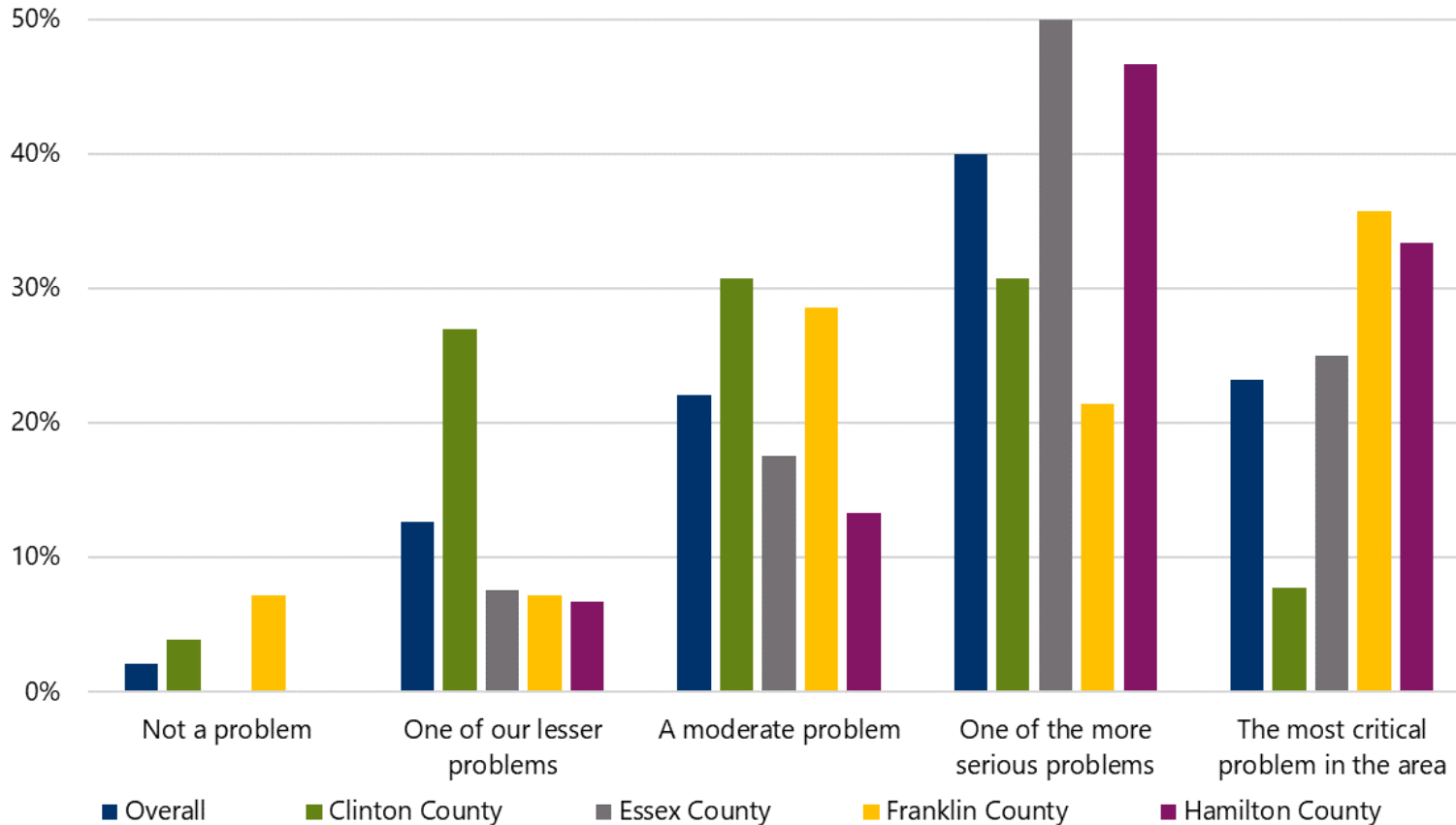
Ways Affordability of Housing in Region Has Impacted Employee Work Performance



Question 18

Question 18 asked about employers' beliefs about the scale of the problem of affordable/employee housing. Overall, 63% of respondents see housing as one of the most or the most critical problems in the region. Only 2% of respondents overall believe it is not a problem. Respondents in Clinton County were the least likely to see housing as one of the most serious problems in the region.

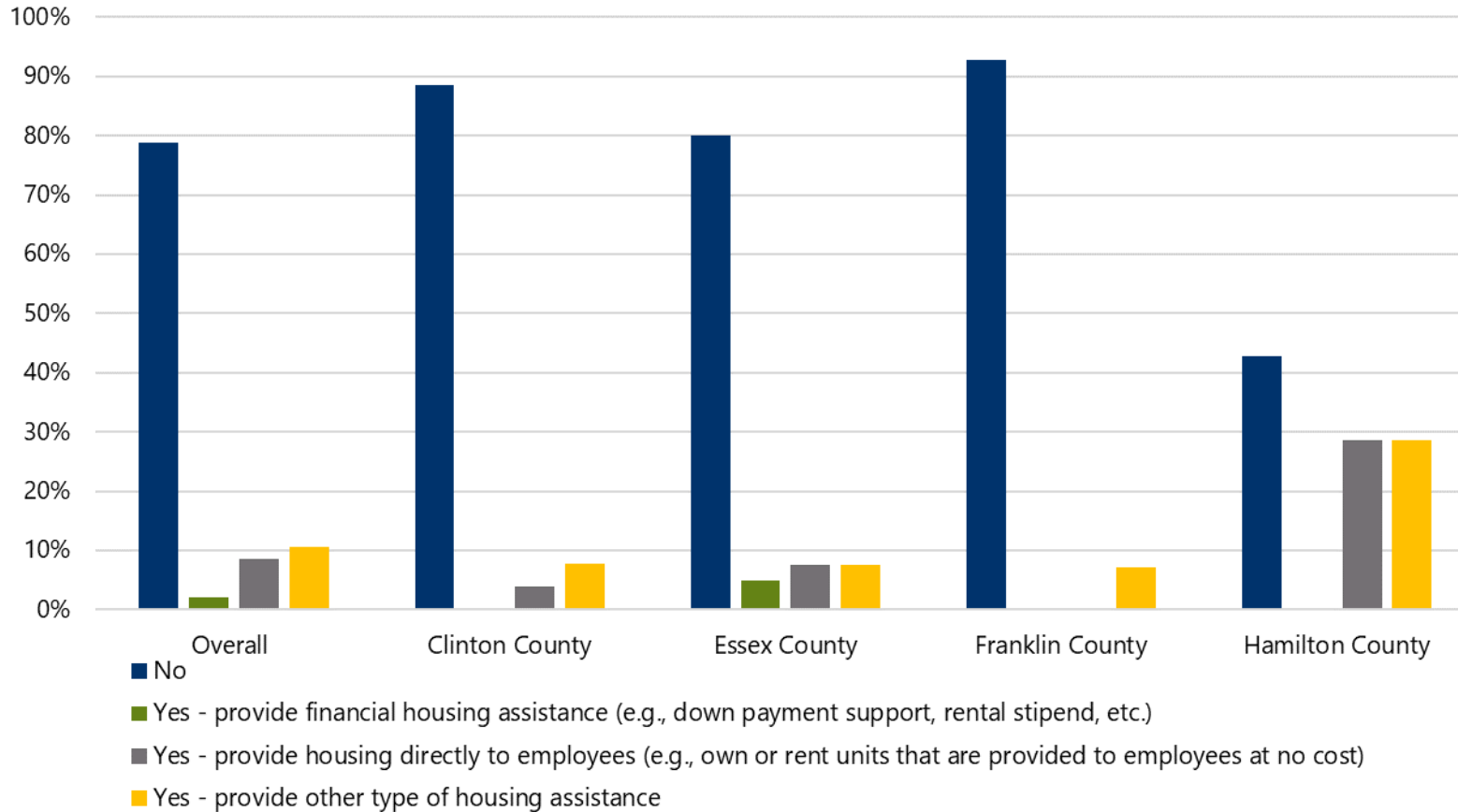
Respondents that feel affordable/employee housing for local residents is...



Question 19

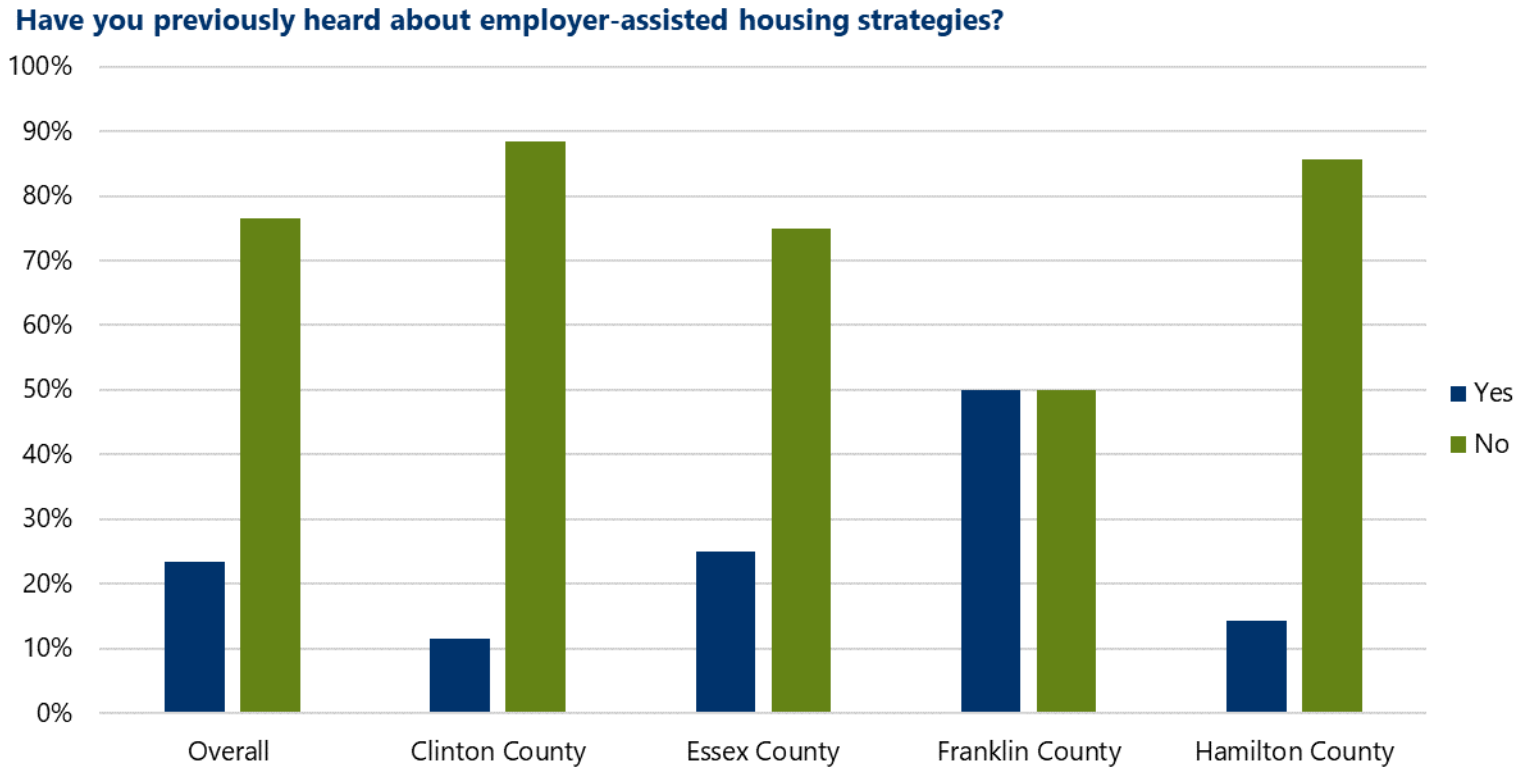
Question 19 asked employers if they provide housing or housing assistance to employees. Overwhelmingly, they do not, with almost 80% of respondents answering no. Just under 10% of employers in the region provide housing, while about the same number provide housing assistance that is neither financial assistance nor actual housing.

Do you provide housing or housing assistance to any of your employees?



Question 20

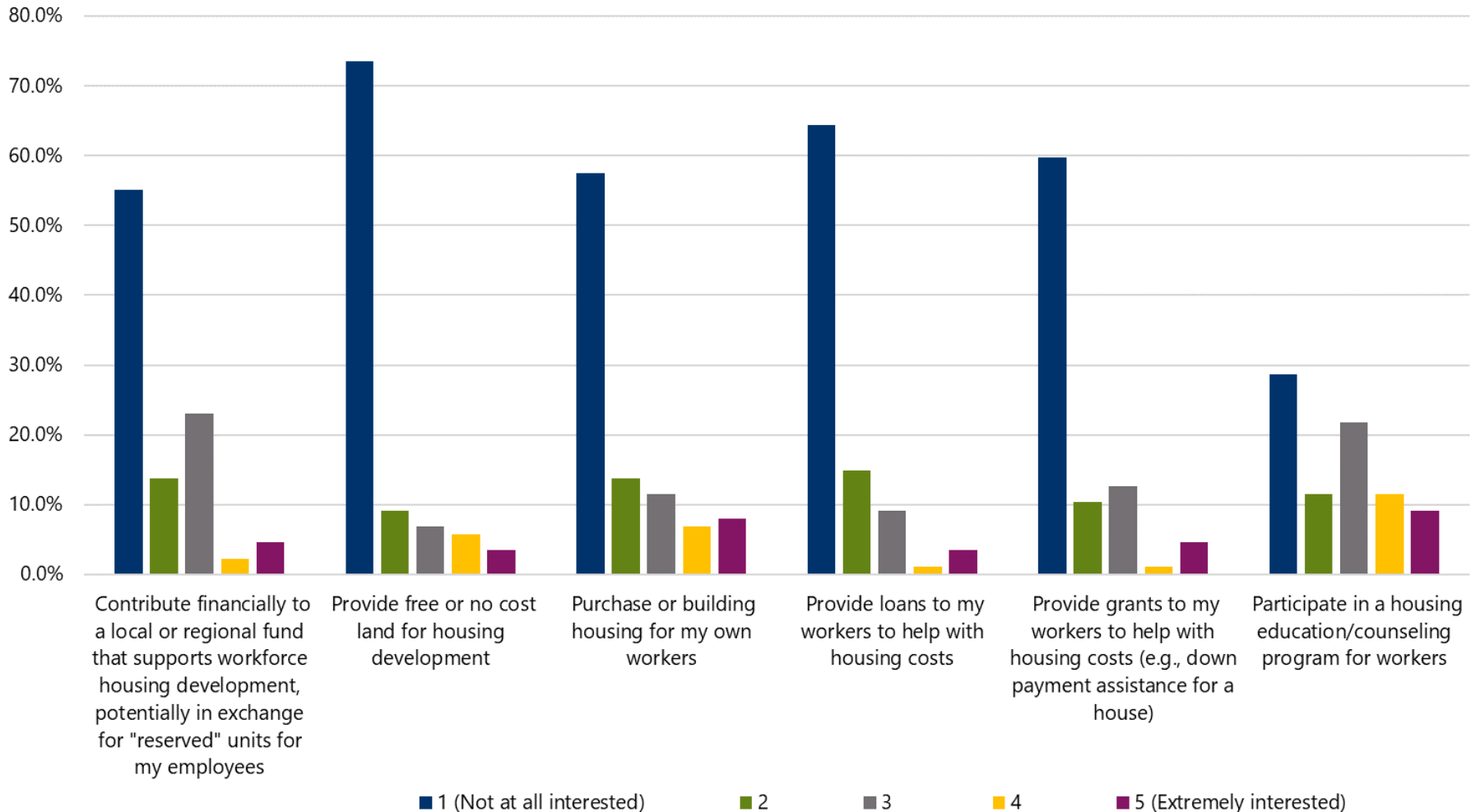
Question 20 asked employers whether they had previously heard about employer-assisted housing strategies. Most had not, with 77% responding no. Franklin County had the highest proportion of employers who had heard of these strategies among respondents, split 50/50 between yes and no.



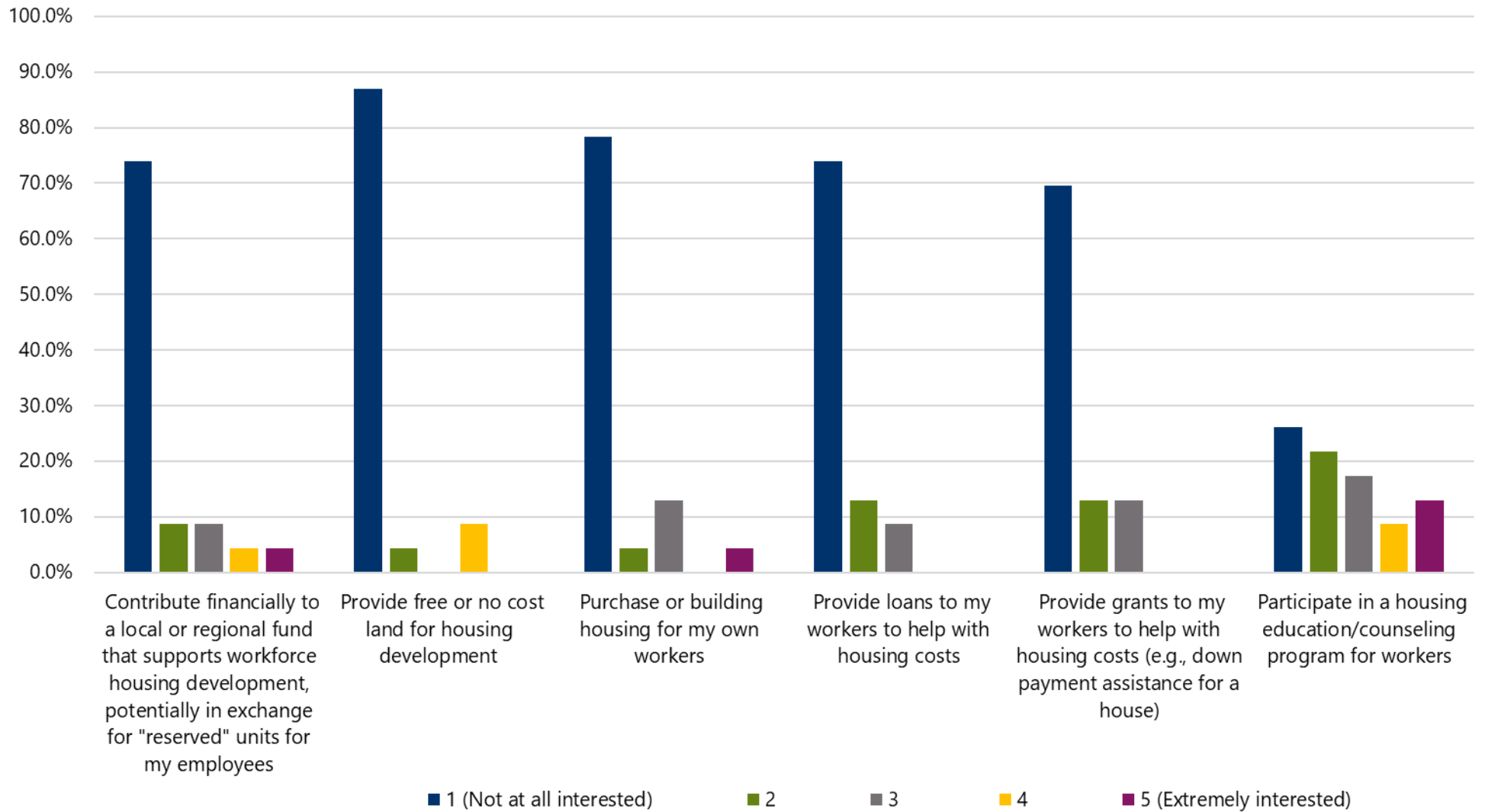
Question 21

Question 21 asked businesses about their level of interest in participating in various housing efforts, with 1 being not interested at all and 5 being extremely interested. The following charts show overall and by county how businesses responded. Overall, there is not much interest among respondents in participating in any of the programs listed.

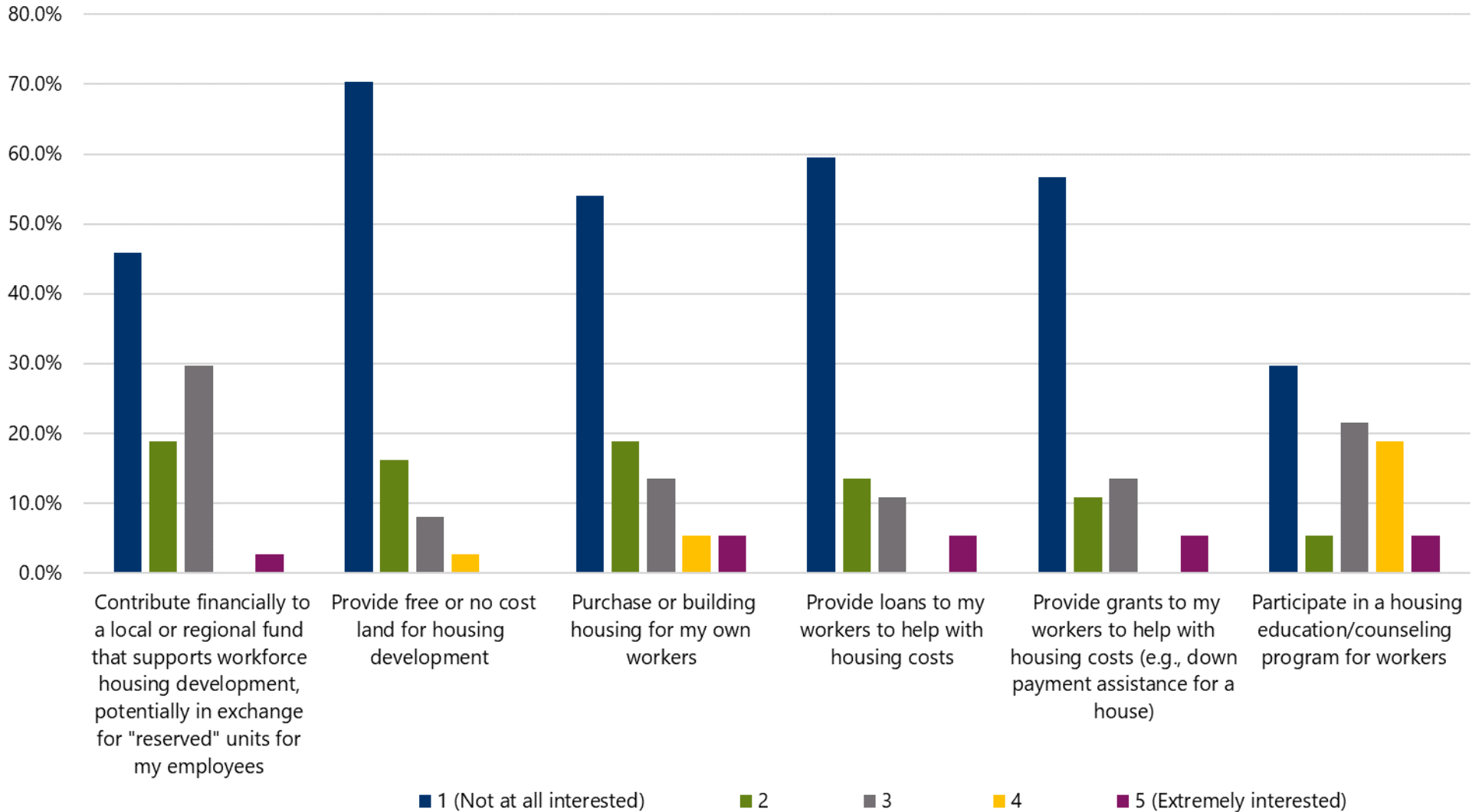
Level of Interest in Participating in Housing Efforts, Overall Region



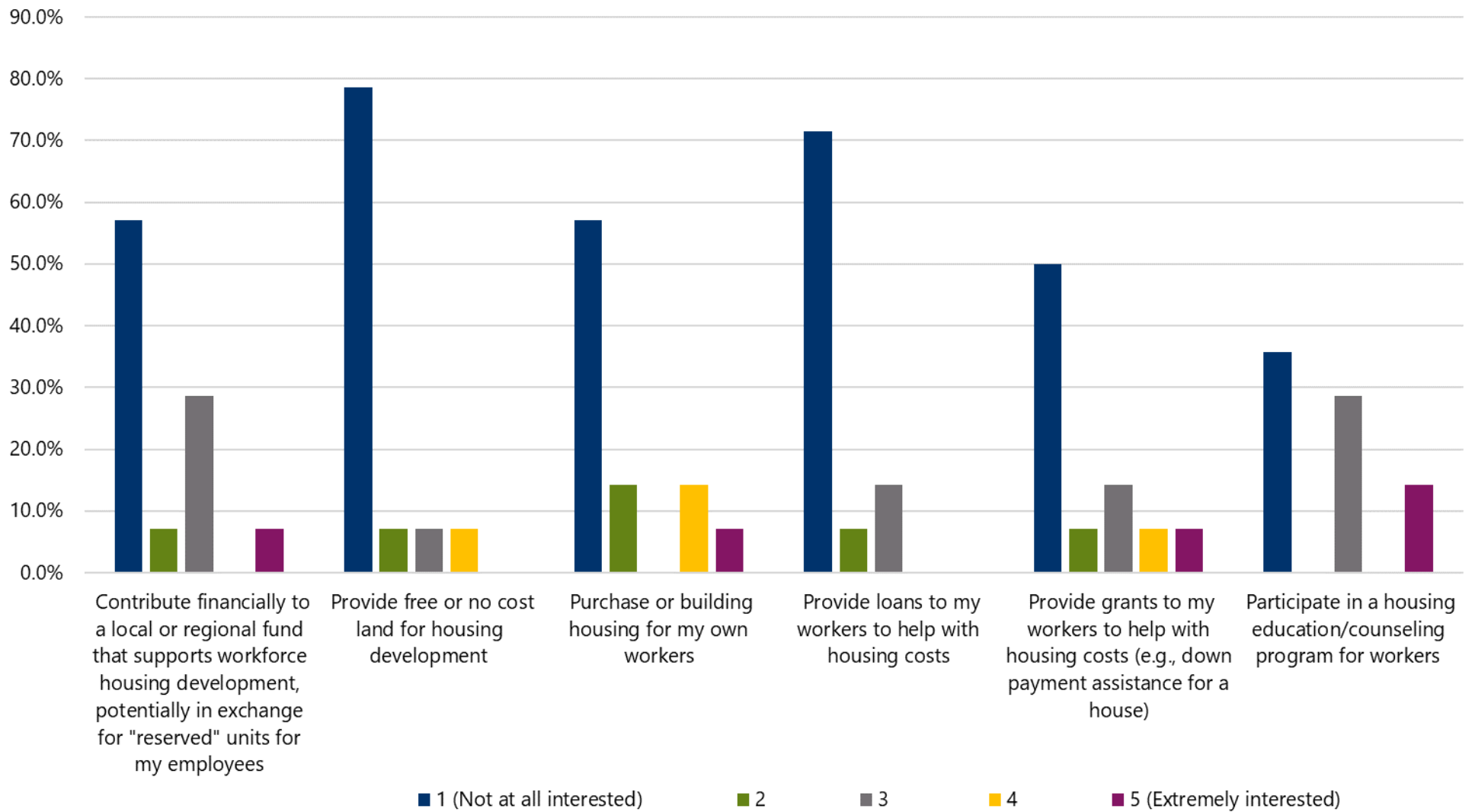
Level of Interest in Participating in Housing Efforts, Clinton County



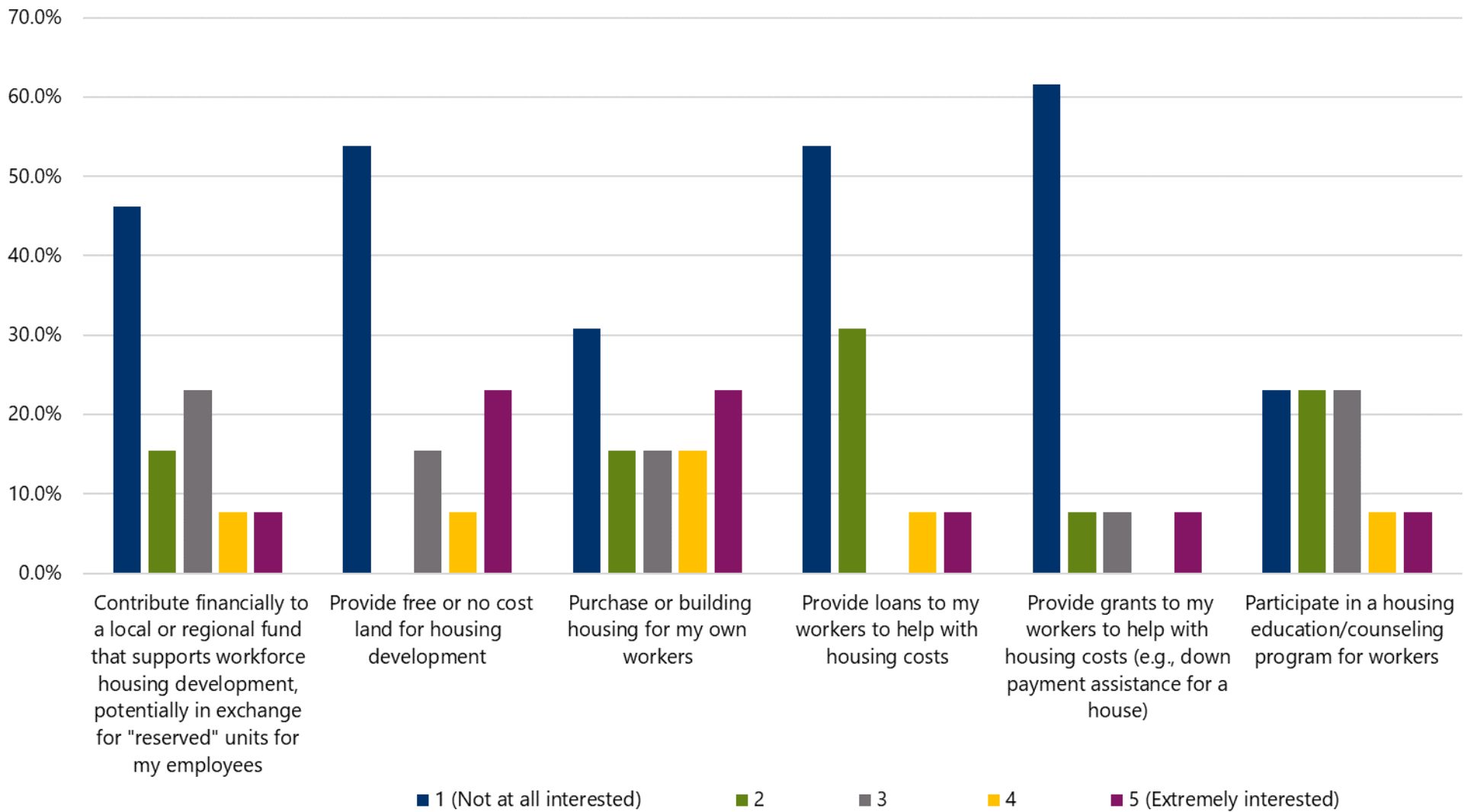
Level of Interest in Participating in Housing Efforts, Essex County



Level of Interest in Participating in Housing Efforts, Franklin County



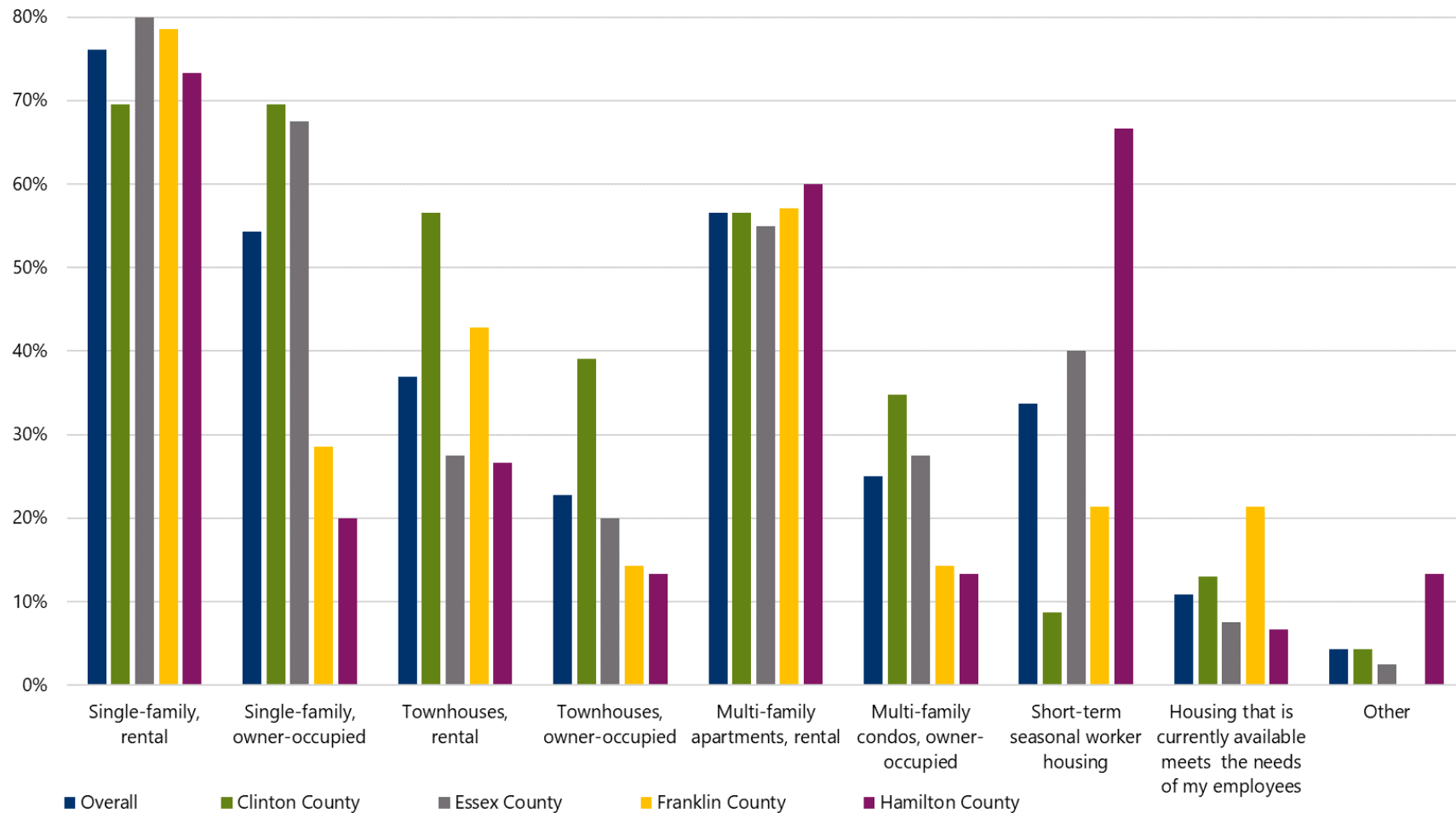
Level of Interest in Participating in Housing Efforts, Hamilton County



Question 22

Question 22 asked employers what types of housing are needed in the region. Overall, single family rental properties were listed as the most common need, followed by multi-family apartments and single-family owner-occupied homes. Only 11% of respondents thought that the housing currently available in the region is adequate. The following chart shows overall and by county the share of survey respondents who believe various types of housing are needed, as well as the share who think there is enough housing in the region.

Types of Housing Needed in Region to Better Accommodate Employees



Question 23

Question 23 provided an open forum for respondents to share any other thoughts related to housing needs and local communities. A list of open-ended responses is below. Note that comments are documented as they were provided. Any comments that identified respondents were removed.

Please share any other thoughts related to housing needs in the region or your local community below:

- Thank you
- The current voucher housing system is discouraging the hard working people that do not get free hand outs for housing from working at middle class wages to want to move to lower wages and working less, which hurts businesses that pay a fair wage for skilled labor. It is better to have an unskilled with easy hours job and come out the same as the skilled workers, if there are housing subsidies that lowers the moral of manufacturing full time workers and their lifestyle in comparison. These hand outs are hurting manufacturers that have to have full time "in facility" skilled employees.
- Housing is available, high interest rates for borrowing and complicated lender requirements for mortgages have caused the housing industry to suffer- leading to lack of affordable housing.
- Quality of home does not equal value of home.
- Lack of moderately priced single family homes for the professional relocating their family to the area. Homes are either low-income and need a lot of work or in the higher price point (\$275k +), need more mid-range homes closer to the area. Some people purchase in Essex and commute to Clinton or they move to Vermont. Even though VT is more expensive, there are more amenities, culture, recreation, etc, so the higher price point is worth it for their personal life.
- Most of my staff must live outside of the city to be able to afford the rent. The low inventory of rental options close to work, a major shopping plaza in the town of Plattsburgh, NY.
- Our staff currently seem to not to have a problem with housing, but in the past we have had issue with some employees who had a hard time making it to work on time (or at all) due to transportation problems. Maybe that can be translated to a housing availability problem but I assume they are living where they choose to live (acknowledging that I could be wrong on that).

- In the last year the cost of fuel based heating has increased 300 percent with new restrictions against affordable alternatives No one wants to move into this climate where more than 6 months of the year we need to heat our homes.
- Our region needs to attract families in order to sustain the student population. Based upon discussions with prospective employees, finding housing is costly and not of a quality they consider desirable based on that price.
- Our need is for local housing for long term (12 month - school year) rentals for faculty. We would be favorable to have as a tenant as we pay directly as a school and look for 12 month commitments which match our faculty agreements for work.
- I cannot afford to buy a nice house myself (currently renting a trailer)
- Until we look at the real problem with unaffordable housing which is HIGH property taxes then we will never solve the problem.
- I would love to support properties that are underutilized or vacant
- The short term rental/airbnb market has negatively affected long term rentals
- There are not enough rentals available in the area. Everything that is available is owned by one company and is usually snatched up quickly.
- The inability to find housing has greatly affected the ability do fill jobs in Essex County. It really became noticeable when the pandemic began. Many homes on the market were purchased as second and third homes as well as homes that were turned into vacation rentals.
- I feel that we need a balance between the homes in Lake Placid . We need affordable housing ,rentals, and yes vacation rentals. With that being said it really needs to be a balance of all. I believe a year round homeowner should pay less than a vacation home rental on electric,water,sewer and taxes. Also if the homeowner is living in home and doing a vacation rental as well is different than a person having multiple homes as vacation rentals . Just my thoughts
- the airbnb rental market is destroying our communities and creating a huge deficit of housing for first home buyers (young folx looking to live year-round, raise families and work in our communities)
- We are working toward becoming a worker owned cooperative. We'd also like to offer housing to all of our employees/future co-worker owners. However, a housing trust, similar to the Champlain Housing Trust, could do wonders for all housing insecure people in our region.
- As a Board member for organizations, I know that housing is a serious issue for hiring employees, especially seasonal employees. I am regularly called asking if I have anything to rent at my house.

- We have so few employees, we have been ok. But lack of attainable housing has affected my community and other local employers. Available rental stock is extremely limited. Middle income houses for sale are near impossible to find. Houses in neighborhoods that were once affordable are selling for \$500,000 and up. People have bought homes in Keene with cash offers above the asking price. This is unsustainable. Folks who used to rent long-term are renting short-term. Tough times.
- wages I have to pay to retain reliable workers are much higher than elsewhere in the country. \$40/hour for housekeeping, part time year-round job. Maybe more affordable house will help lessen wage pressures.
- TOWNS NEED TO BUILD INFRASTRUCTURE SUCH AS SEWERS TO SUPPORT MORE LOWER INCOME HOUSING
- People are finding it very hard to find any housing that is affordable in our town of Essex, whether rental or to buy. There is little available, and what is possible is usually an Air B&B that is costly, and for short term rental. Our 3 employees do have their own houses, one who rents in another town, two who own their own places; one of those two commutes from Peru. Now gas prices creates new issues for everyone.
- My Not-For-Profit organization is not in the position to be able to buy property or invest in the community; however, we have identified that in order to find workers, affordable housing needs to be addressed. We operate in Franklin, Essex, Warren, Clinton and Hamilton counties and we have hundreds of open hours of patients who need home care services that we are unable to provide care to due to our workforce shortage.
- There is a real need for updated, newer 3 bedroom plus rental units. Young families do not want apartments or condos. They want a house with a yard. Our old housing stock requires too much money to bring it up to modern standards. Building codes prohibit people from making any significant improvements due to requirements and costs. There should be incentives for builders to build new housing stock for middle income families and a mechanism for them to own them.
- The Town of Duane, located within the Adirondack Park is limited in building locations due to Park rules and the fact the Town is 50% owned by the State of New York. Currently only 175 residents and approx. 250 camps or cottages. No industry exists and only 3 private business including our campground. What building areas that are available, when folks look into construction costs they are prohibitive.
- There are a lot of issues with attempted scams to try to get deposits on properties that are not for rent.
- Lack of housing, too high cost compared to average wages. Housing is old and not adequate for anyone when available
- We are working on plan to build 50 units for seasonal workers.
- Housing not a major issue. People who WANT TO WORK is the issue.

- Less VRBO and more long term affordable rentals
- I have an excellent employee who is the office guru. She is working for me for a year come December, and I know of no one to replace her. She is leaving because the housing market is out of her salary range.
- the largest problem is the price of homes and land, only seasonal residents can afford the prices
- Too many short term rentals (air b&b) and not enough year round housing. No one can afford to buy a house in the area due to exorbitant housing costs
- Young and low income people have no living options in our area. Affordable housing is desperately needed.
- It is disappointing to see most of the houses that have sold go to second home buyers. These homes used to be year round. There is no inventory for renting or buying for people who want to live here year round unless they have a great deal of money. This leads to no repair station for cars, no hair dresser, no babysitters, less kids in the school, not enough young volunteers, smaller pool of people to hire seasonally, and the list goes on and on.

Chapter III. Community Survey Results

SURVEY SUMMARY

To better understand how housing availability and affordability are impacting local residents and the economy, a survey was conducted over the summer and fall of 2022 of residents in the North Country. Overall, 575 respondents from Clinton, Essex, Franklin, and Hamilton counties participated in the survey.¹ Essex County had the most responses overall at 284. The largest single location of respondents was the City of Plattsburgh, which accounted for 17% of all responses. Residents in the North Country include a mix of homeowner types including: single-family homeowners, multifamily homeowners, single-family home renters, multifamily home renters, residents still living with their friends and family, and those in employer provided housing. Over 43% of respondents have lived in their current living situation for a decade or more. There were about 9% of respondents who have been in their current housing for less than a year. About another 46% responded they had been in their current situation between 1-10 years.

This section provides an overview of key findings from the community survey, followed by an appendix that details responses to each of the questions included in the survey. It is important to note that these results should not be considered fully representative of residents in the region. Rather, the results clarify general trends among residents and housing issues requiring further investigation.

¹ Initially, 607 responses were tallied, but some respondents indicated they were from outside of the four county region and were therefore not included in the report out.

KEY FINDINGS

A MAJORITY OF NORTH COUNTRY RESIDENTS ASSERT THAT HOUSING OPTIONS ARE SEVERELY LIMITED.

About three-quarters of respondents agreed that housing options are severely limited in the four-county region. The most common challenges that residents of the North Country found with their current living situation were related to repairs or upkeep of their property and home, the cost of property taxes, and the cost of utilities. Another challenge was related to the geographical location of housing, that it was too far away from work, friends, and/or services.

A MAJORITY OF RESIDENTS WOULD PREFER TO BUY THEIR NEXT RESIDENCE.

47% of respondents said that they would not change their current housing situation, while another 41% said they would like to change their housing, leaving about 11% unsure if they would change. For those that did indicate that they wanted to change their housing, over 70% would prefer to buy their next residence. Another 15% were unsure.

SINGLE FAMILY HOMES WITH ACREAGE REMAIN IN DEMAND FOR THE FUTURE.

When asked the type of housing that will best suit the respondents' needs in five years, about a third of respondents would be happy with their current living situation. Another third that either a small or large single-family home would work, while smaller amounts will be looking for retirement communities or tiny homes. Rural areas with lot sizes of 3 acres or more were noted as ideal settings for these homes, however there was also demand for residential areas with mixed-use shops and services.

The most critical issues with the housing options in the region for residents were: the lack of quality rentals, difficulty financing and/or obtaining a mortgage, price not being affordable for people to live and work in the area, the lack of quality housing for sale, property taxes being too high, and short term seasonal rentals removing housing for year-round residents.

STRONG INTEREST FROM RESIDENTS IN PROGRAMS TO REHAB EXISTING HOMES

Survey respondents were given a range of potential strategy solutions and asked to indicate their interest in each. Of the strategies listed, residents were most interested in programs to assist with the renovation/improvement of existing housing units, public investment in infrastructure to support housing development projects, making appropriate village/town/city properties available for housing development, and changes to zoning regulations to allow more flexibility in building different housing types. A more detailed

breakdown of responses can be found under the Question 19 section below.

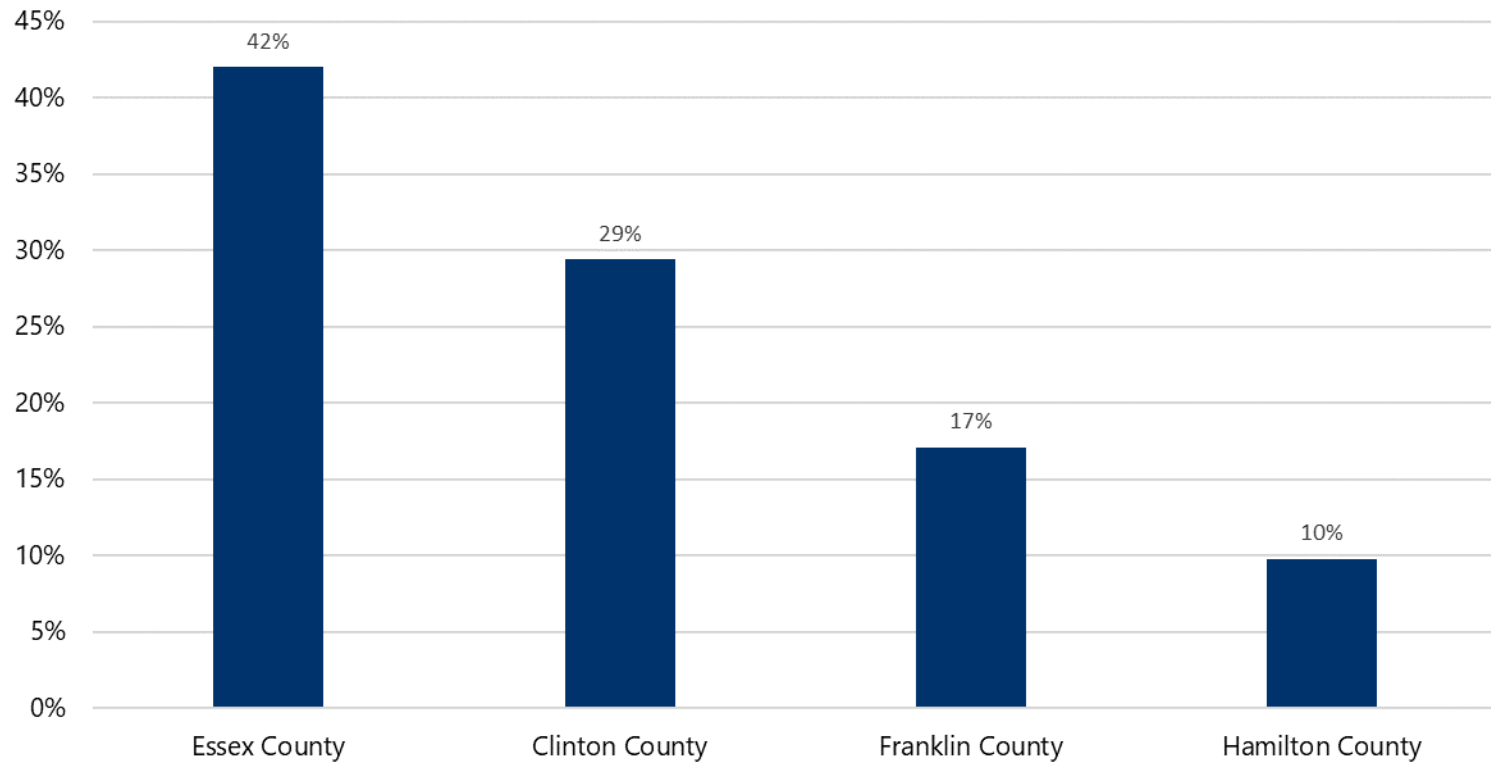
SURVEY RESULTS



Question 1

The largest proportion of respondents to the community survey reside in Essex County, 42%. Another 29% reside in Clinton County, while smaller proportions, 17% and 10%, live in Franklin or Hamilton Counties, respectively.

What County Do You Live In?



Question 2

The majority of respondents, 68%, live in a single-family home. In Hamilton County that figure rises to 77%, while in Clinton County it drops to 58%. The next largest proportion of respondents, 12%, rent in a multifamily home. Clinton County demonstrates the highest proportion of people that rent a multifamily unit.

What Best Describes Your Housing?

	Overall	Clinton County	Essex County	Franklin County	Hamilton County
Lives with friends and family	6%	6%	6%	10%	2%
I own a single-family home that I do not live in	1%	0%	2%	0%	3%
I own a single-family home that I live in	68%	58%	73%	67%	77%
I own a multifamily home that I live in	3%	1%	4%	1%	3%
I rent a single-family home	7%	11%	4%	11%	8%
I rent a multifamily home	12%	22%	8%	8%	3%
Employer provided housing	0%	1%	0%	0%	2%
Other	2%	3%	2%	4%	2%
Total	100%	100%	100%	100%	100%

Question 3

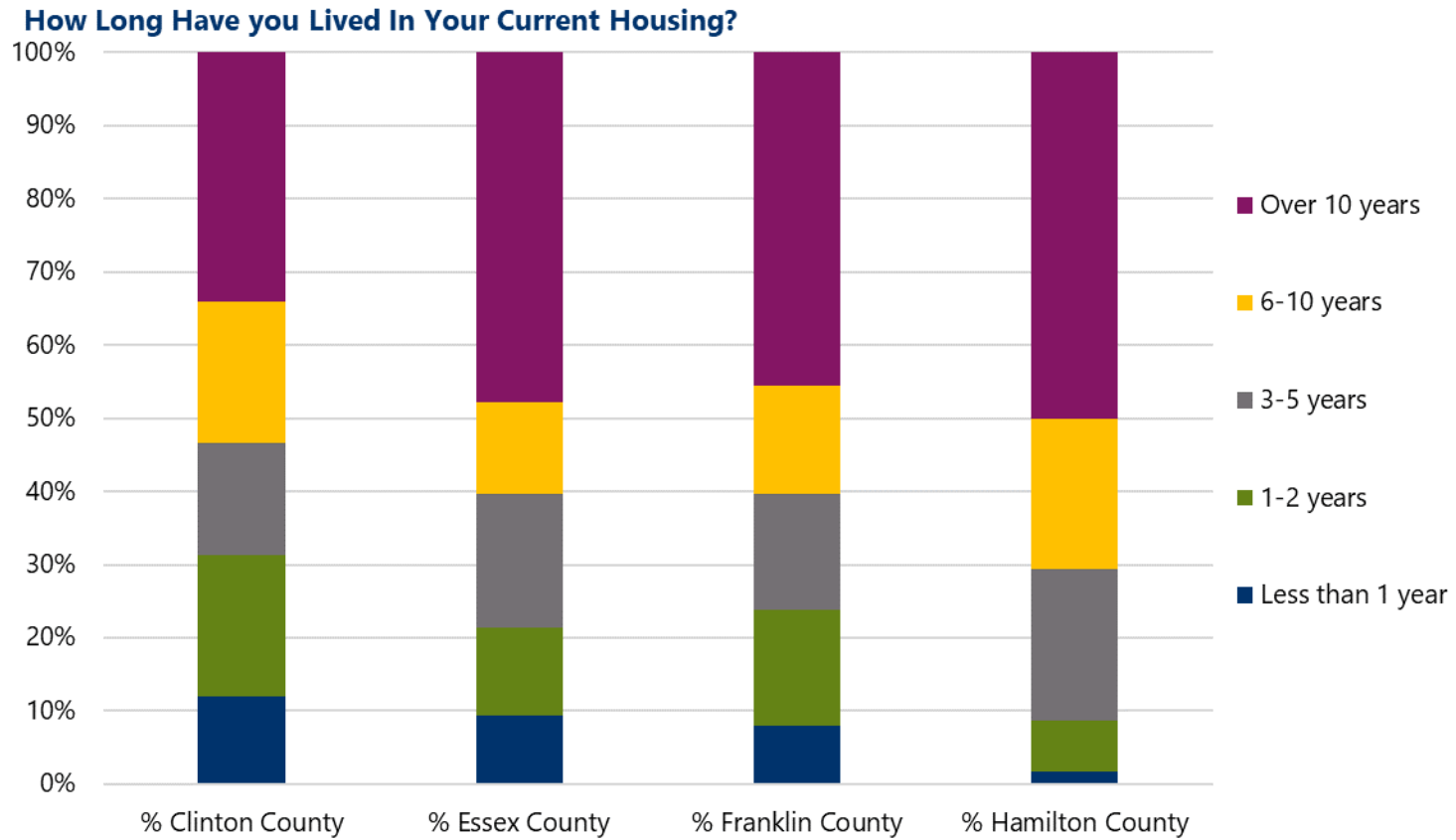
Responses were spread across 70 zip codes, although the largest share (17.6% of all responses) came from 12901 in Plattsburgh.

Heat Map of Responses Across Four County Region



Question 4

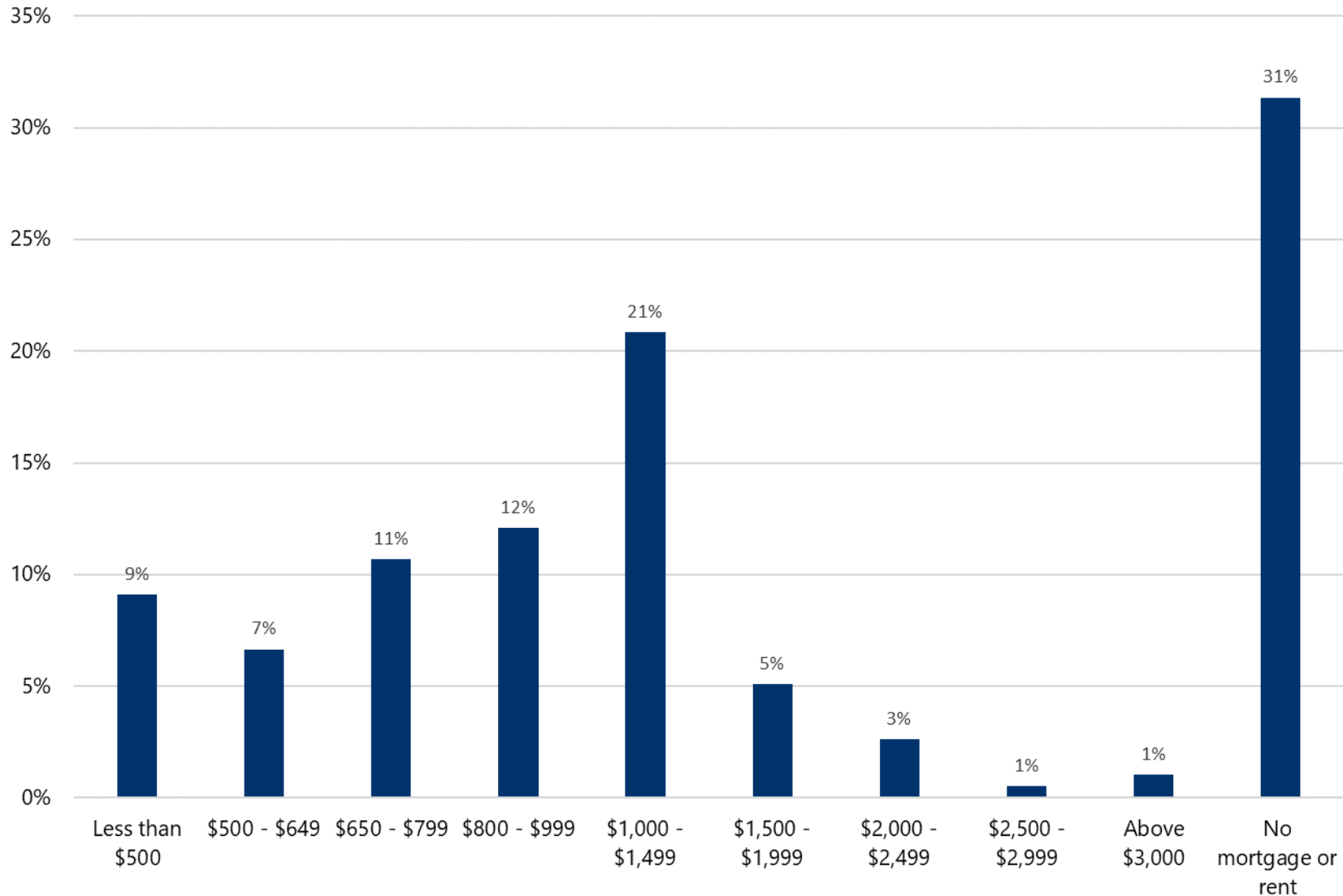
Responses indicated that most respondents have lived in their current housing for 10 or more years. This was consistent across counties.



Question 5

About a third of respondents did not have a mortgage or rent payment. For those that do pay a rent or mortgage, most respondents pay between \$1,000 and \$1,499.

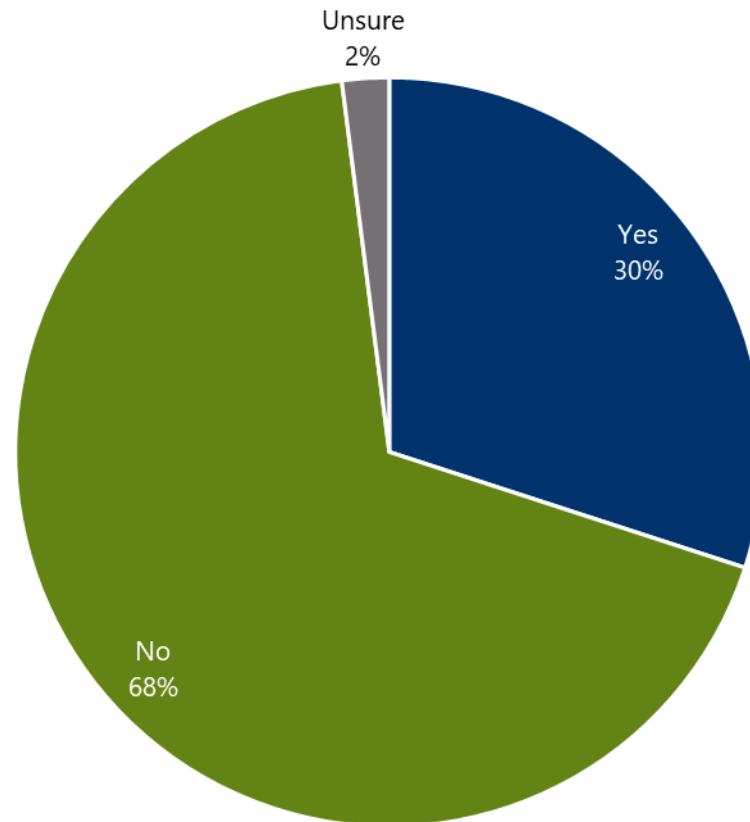
What is Your Current Monthly Rent or Mortgage?



Question 6

68% of those who responded said that the amount they pay for housing does not include insurance or property tax. Another third of respondents said that it did, while a smaller proportion, 2%, said that they were unsure.

Does this Amount Include Insurance and/or Property Tax?



Question 7

Question 7 asked what percentage of monthly income went towards housing, however due to the nature of the question many responses instead gave the dollar amount paid toward housing monthly, and due to inconsistencies, this question has been redacted.

Question 8

Question 8 asked what residents found to be the most challenging about their current living situation:

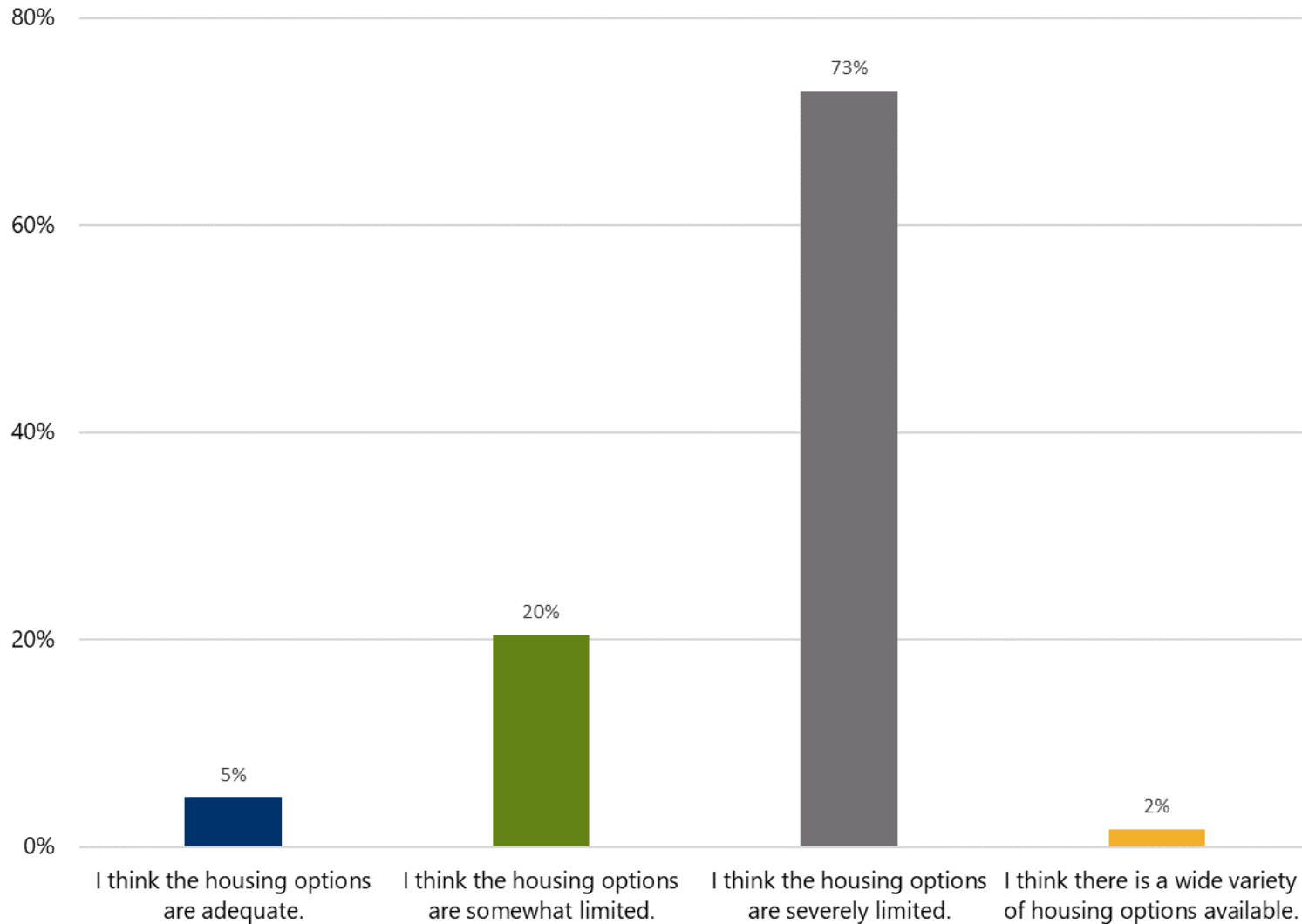
What do you find most challenging about your current living situation?

	Overall	Clinton County	Essex County	Franklin County	Hamilton County
No significant challenges	9%	7%	10%	10%	15%
Cost of rent or mortgage	9%	4%	4%	5%	2%
Cost of utilities	16%	7%	6%	5%	3%
Cost of property taxes	18%	2%	0%	1%	0%
In need of repairs I cannot afford	12%	4%	1%	1%	0%
In need of repairs landlord has not fixed	3%	5%	2%	0%	2%
In need of too much upkeep	4%	2%	9%	7%	6%
Too rural/far from services and businesses	6%	2%	1%	1%	0%
Lack of reliable internet	6%	3%	4%	2%	2%
Far away from family/friends/social groups	3%	4%	4%	3%	3%
Far away from work	3%	2%	6%	4%	16%
Challenges with landlord	1%	13%	9%	4%	4%
Lack of reliable transportation	2%	13%	15%	18%	20%
Safety	2%	18%	18%	15%	13%
Housing discrimination	1%	11%	10%	17%	11%
Other	6%	5%	1%	7%	1%

Question 9

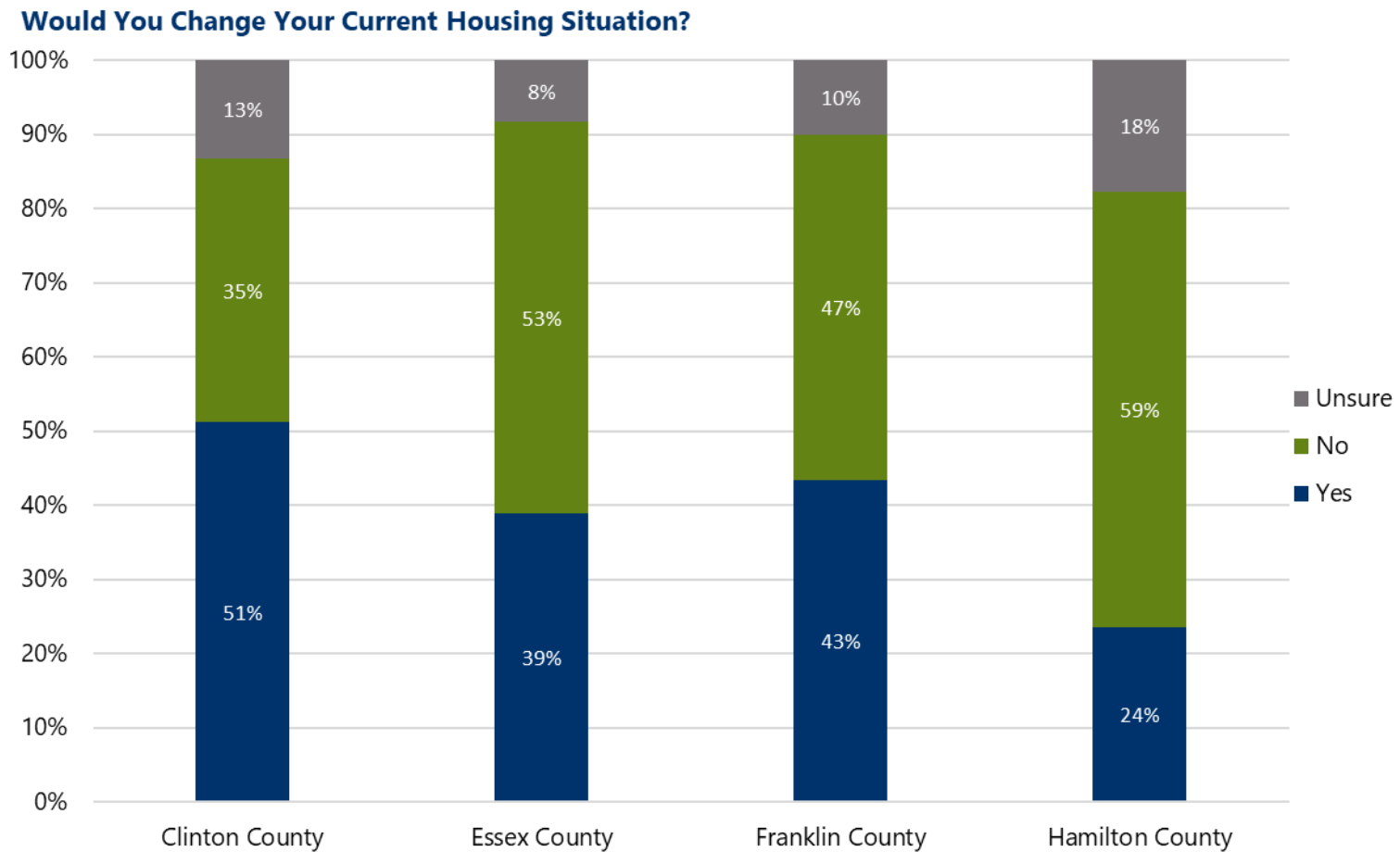
The majority of respondents (73%) felt that the housing options were severely limited. Only 5% of respondents felt the housing options were adequate.

Which Statement Reflects How You Feel About the Housing Options in the Region?



Question 10

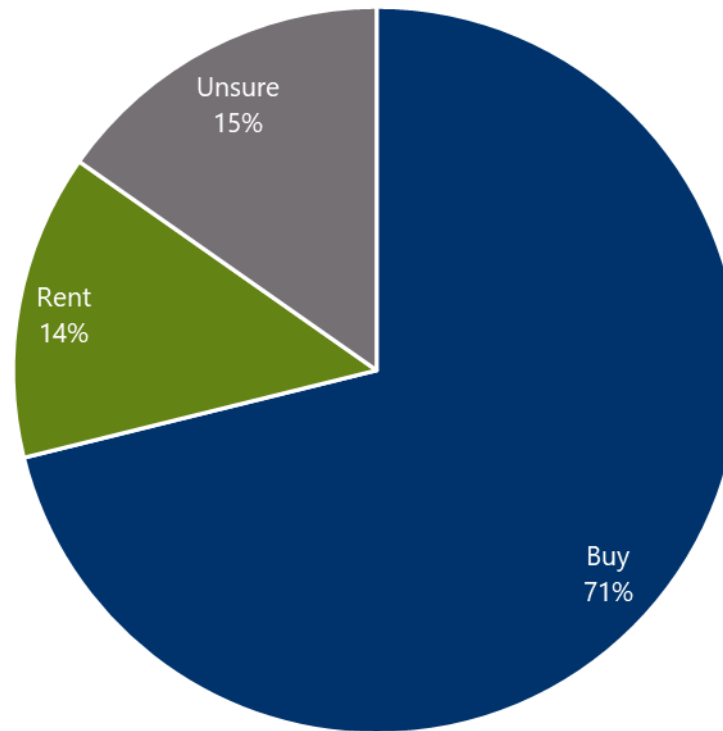
In all counties except Clinton County, about half of respondents noted that they would not change their current housing situation. In Clinton County, 51% of respondents said they would like to change their current housing.



Question 11

A majority of respondents would prefer to buy their next residence as opposed to renting.

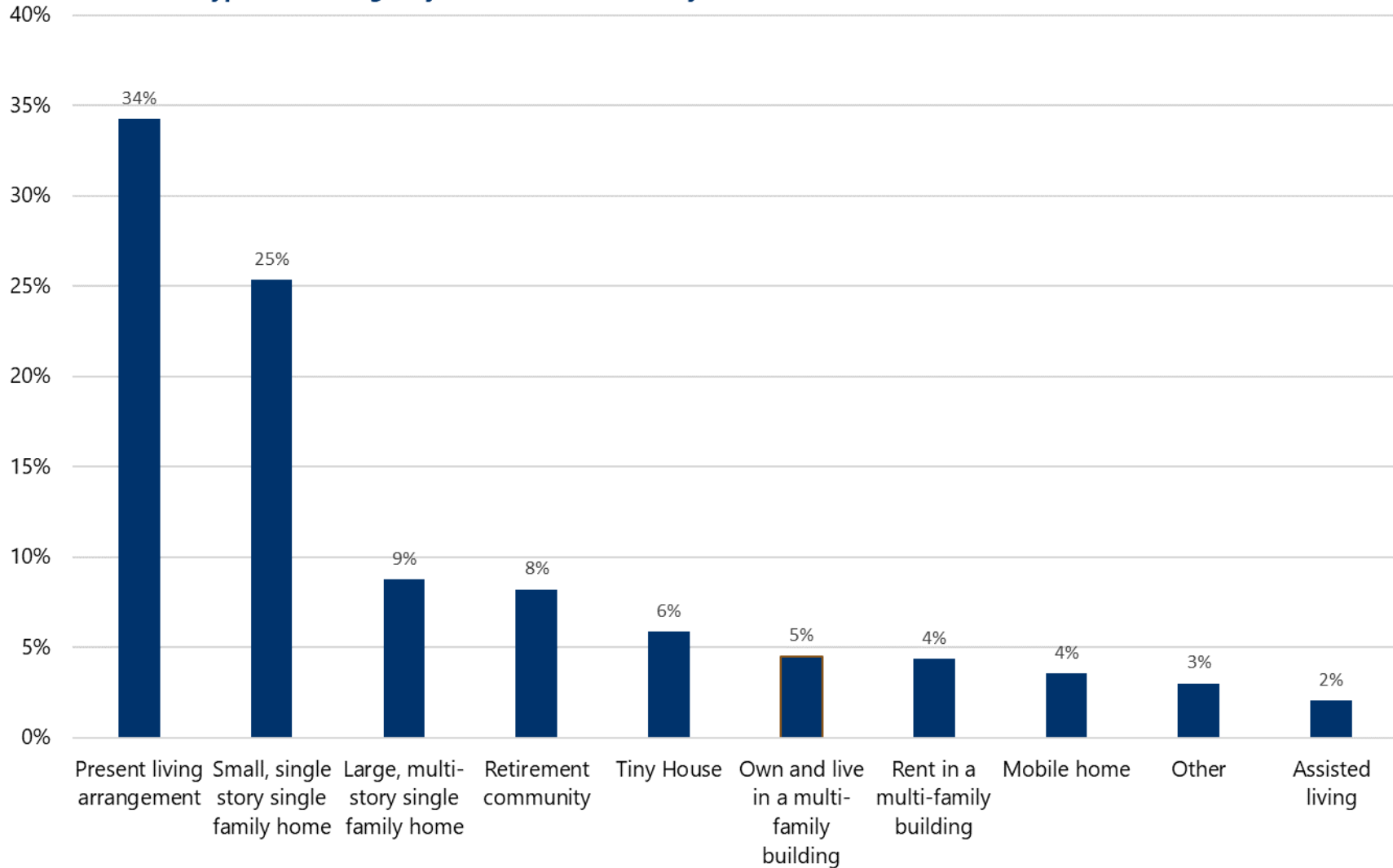
Would you prefer to rent or buy your next residence?



Question 12

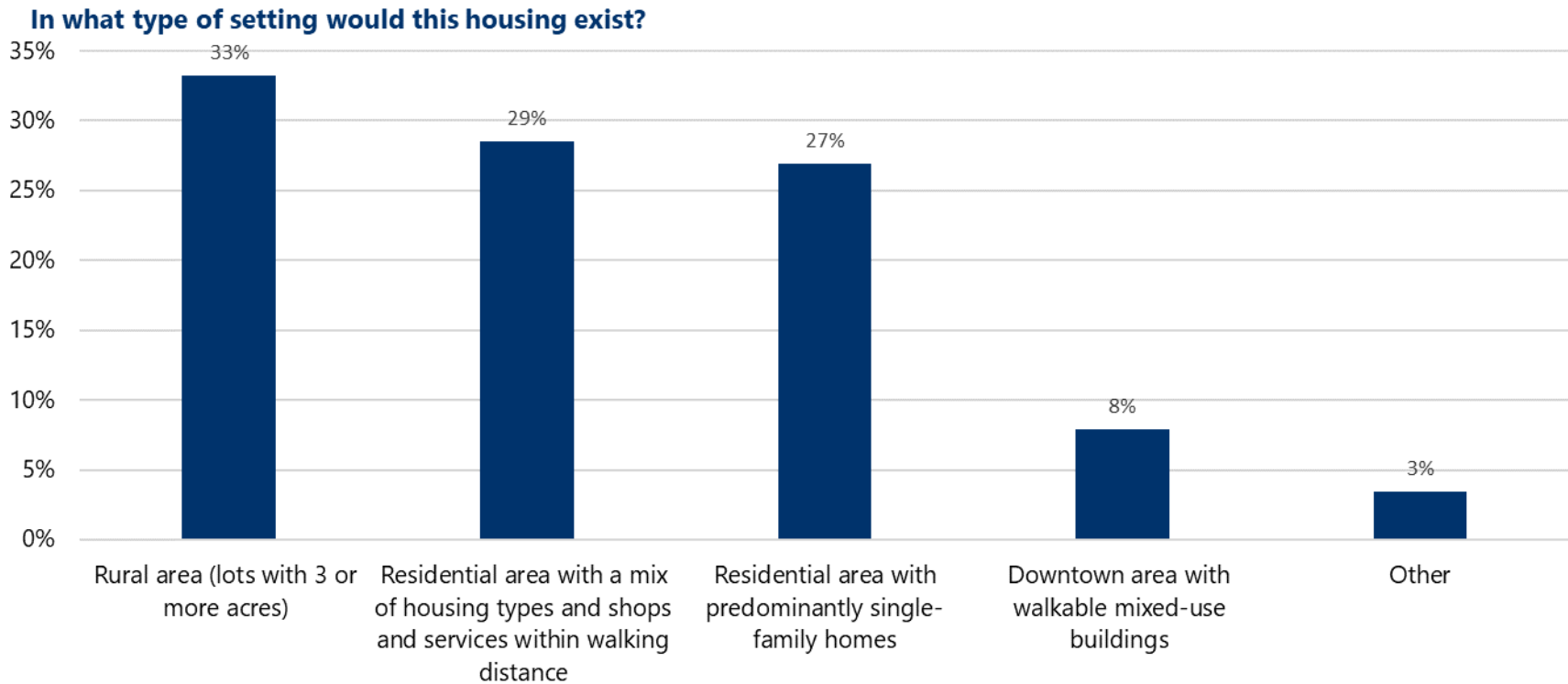
Question 12 asked residents what type of housing they think would best suit their needs in the next 5 years. About a third of respondents said that their current living arrangement would also meet their needs in five years. Another quarter of people said that they would like a small, single-story, single-family home. There was smaller demand for tiny homes, multi-family units, or mobile homes.

In 5 Years, what type of Housing do you think will best suit your needs?



Question 13

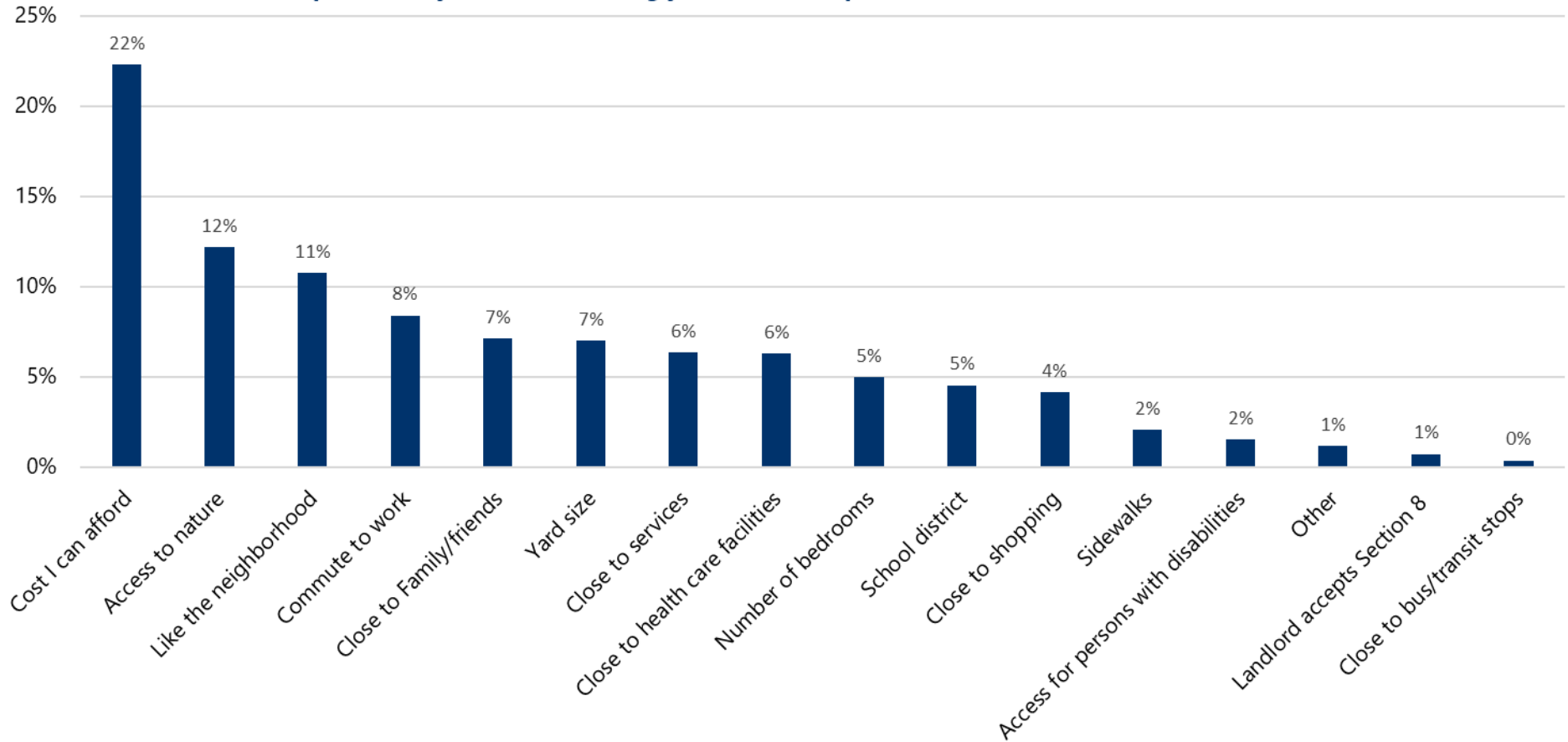
Reflecting on the responses in the previous question, a third of respondents would like a rural setting. The next largest proportion of people see their ideal setting as a residential area with a mix of housing types with shops within walking distance. Another 27% of people said that a residential area with predominantly single-family homes was their ideal setting. A much small proportion of respondents, 8% are looking for a downtown area with walkable mixed-use buildings.



Question 14

Question 14 asked residents what factors are most important to them when choosing a home or apartment. Cost was the biggest factor for respondents, followed by access to nature, appeal of the neighborhood and the commute to work.

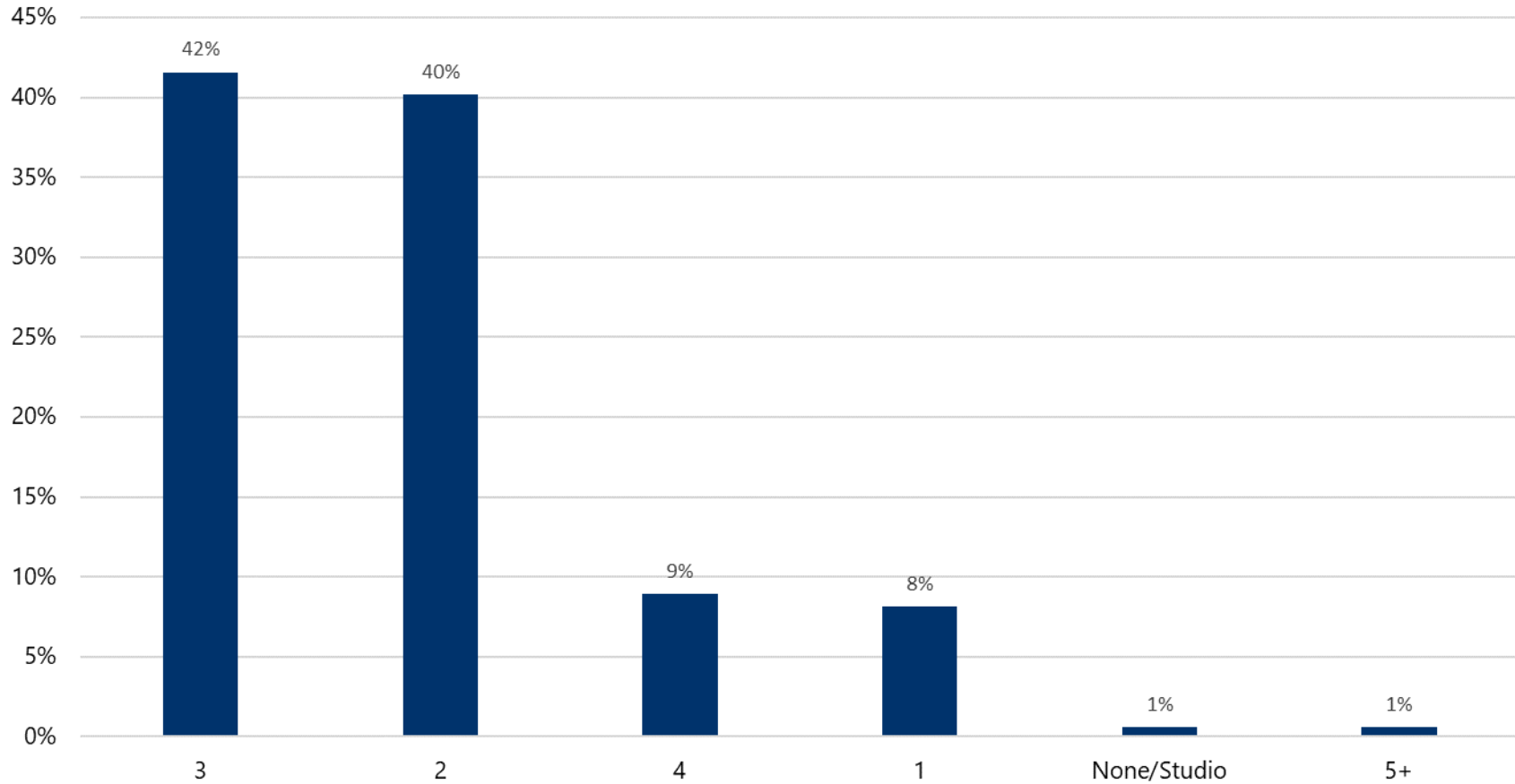
What Factors are most important to you when choosing your home or apartment?



Question 15

Respondents indicated how many bedrooms they need, with a strong majority (82%) needing at least 2 bedrooms:

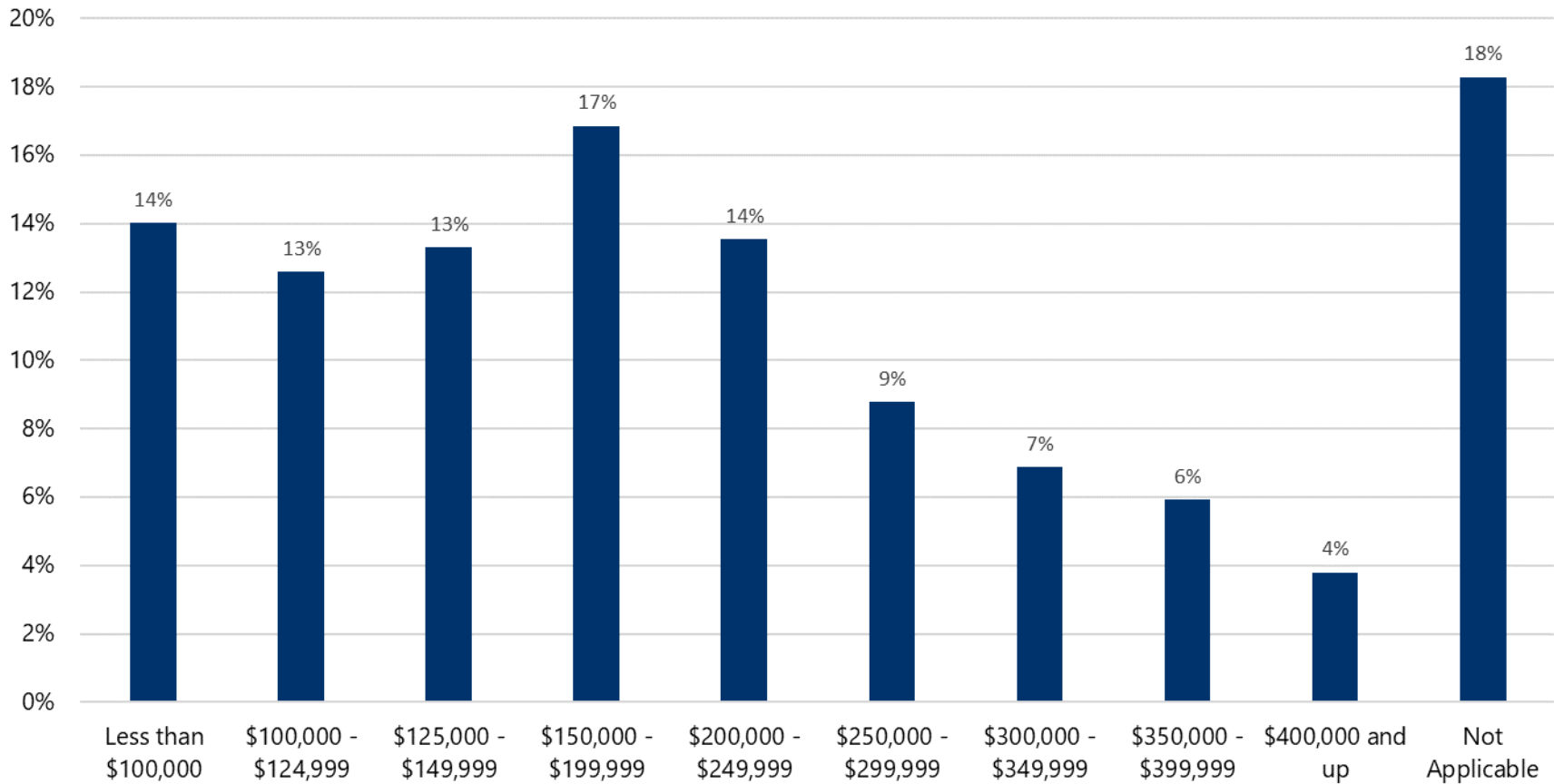
How Many Bedrooms would you need?



Question 16

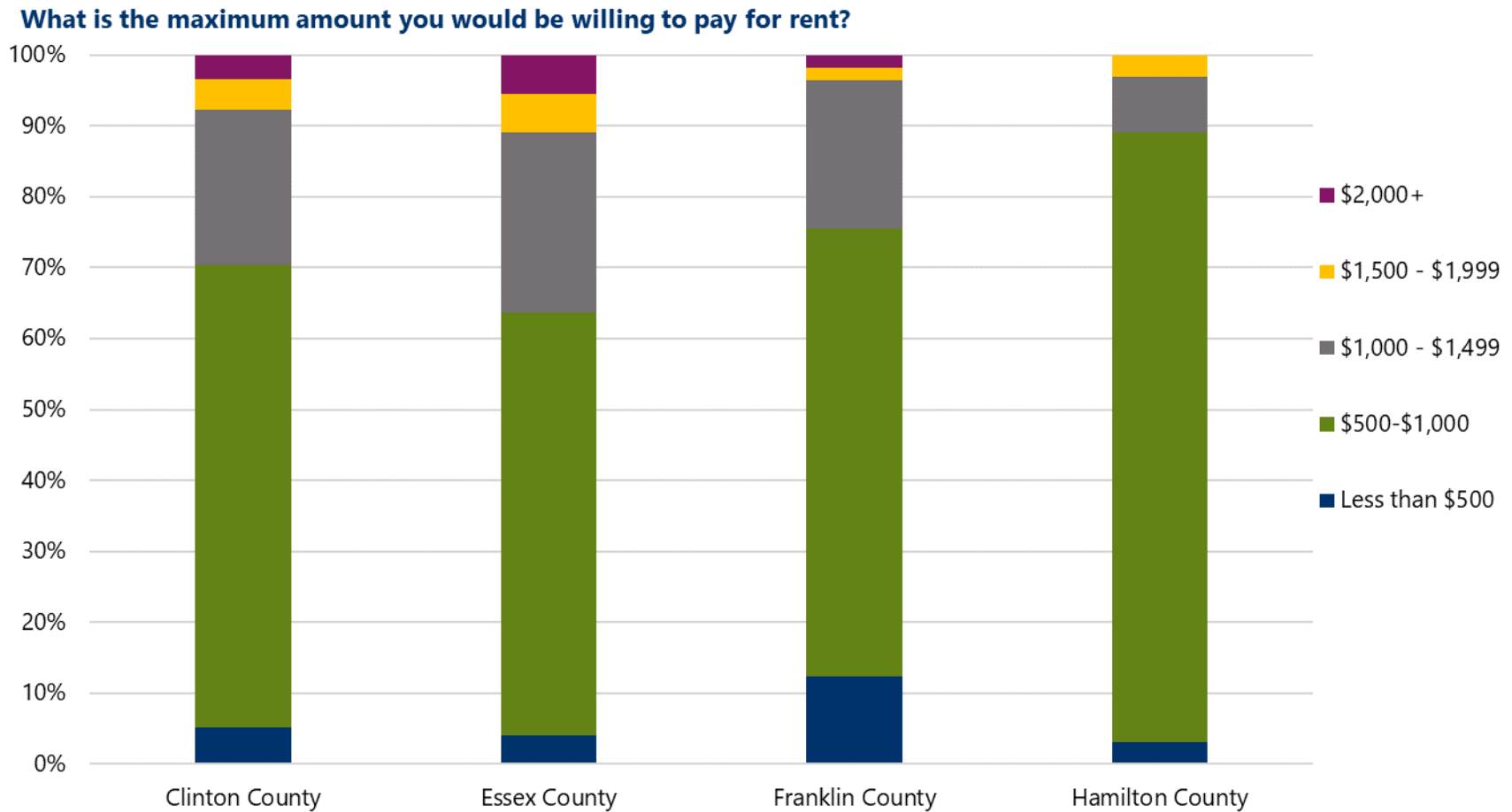
A majority of respondents (57%) indicated that if they were buying a home, their price range would be below \$200,000.

If buying a home, what is your price range?



Question 17

Most respondents indicated that the maximum amount they are willing to pay for rent is between \$500 and \$1000.



Question 18

Question 18 asked residents how crucial a list of issues related to housing are for the region. The most critical issues to respondents were: lack of available quality rentals, lack of quality housing for sale, and price not being affordable for people to live and work in the area.

How critical is each issue in the region

	Critical	Not Critical	Unsure/Don't Know
Lack of available quality rentals	16%	6%	4%
Lack of quality housing for sale	13%	10%	9%
Prices are not affordable for people to live and work in the area	17%	5%	5%
Lack of energy efficient housing	9%	10%	17%
Difficulty with financing/obtaining a mortgage	6%	18%	21%
Lack of housing for aging adults/seniors	11%	8%	13%
Lack of diverse housing types (mostly single family)	9%	12%	13%
Short term seasonal rentals remove housing for year-round residents	10%	16%	8%
Property taxes too high	9%	14%	9%

Question 19

Question 19 asked how interested residents are in the following housing strategies. Residents were most interested in Programs to assist with the renovation/improvement of existing housing units, public investment in infrastructure, and making the appropriate properties available for housing development. Interestingly, Deed restriction strategies received the highest share of “don’t know/unsure” responses indicating that the respondents may need more clarity on what deed restrictions are and how those strategies work.

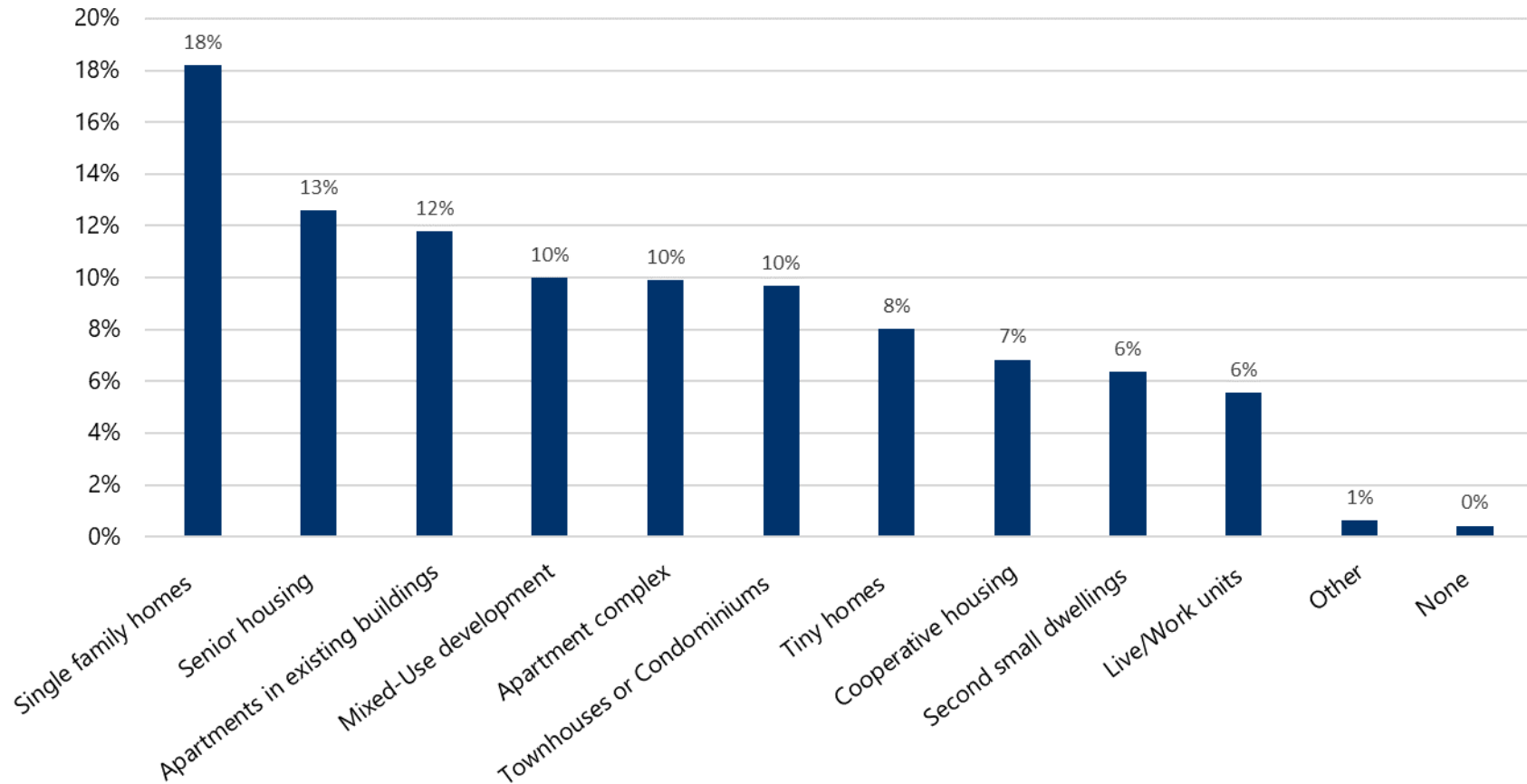
How interested are you in the following potential housing strategies?

	Very Interested	Somewhat Interested	Not Interested	Don't Know/Unsure
Housing assistance programs set up/operated by business owners/employers	11%	18%	17%	16%
Make appropriate village/town/city/county properties available for housing development	17%	14%	11%	10%
Changes to zoning regulations to allow more flexibility in building different housing types (duplex, townhouse, apartments, etc.)	14%	16%	14%	13%
Public investment in infrastructure (e.g., water/sewer) to support housing development projects	17%	15%	8%	11%
Programs to assist with the renovation/improvement of existing housing units	20%	13%	7%	8%
Limiting short-term rental properties	15%	11%	25%	10%
Deed restrictions	7%	13%	18%	32%

Question 20

The most popular type of housing that respondents want to see developed is single family homes at 18%. Senior housing is the second-most important to respondents at 13% and converting existing buildings to apartments rounded out the top 3 at 12%.

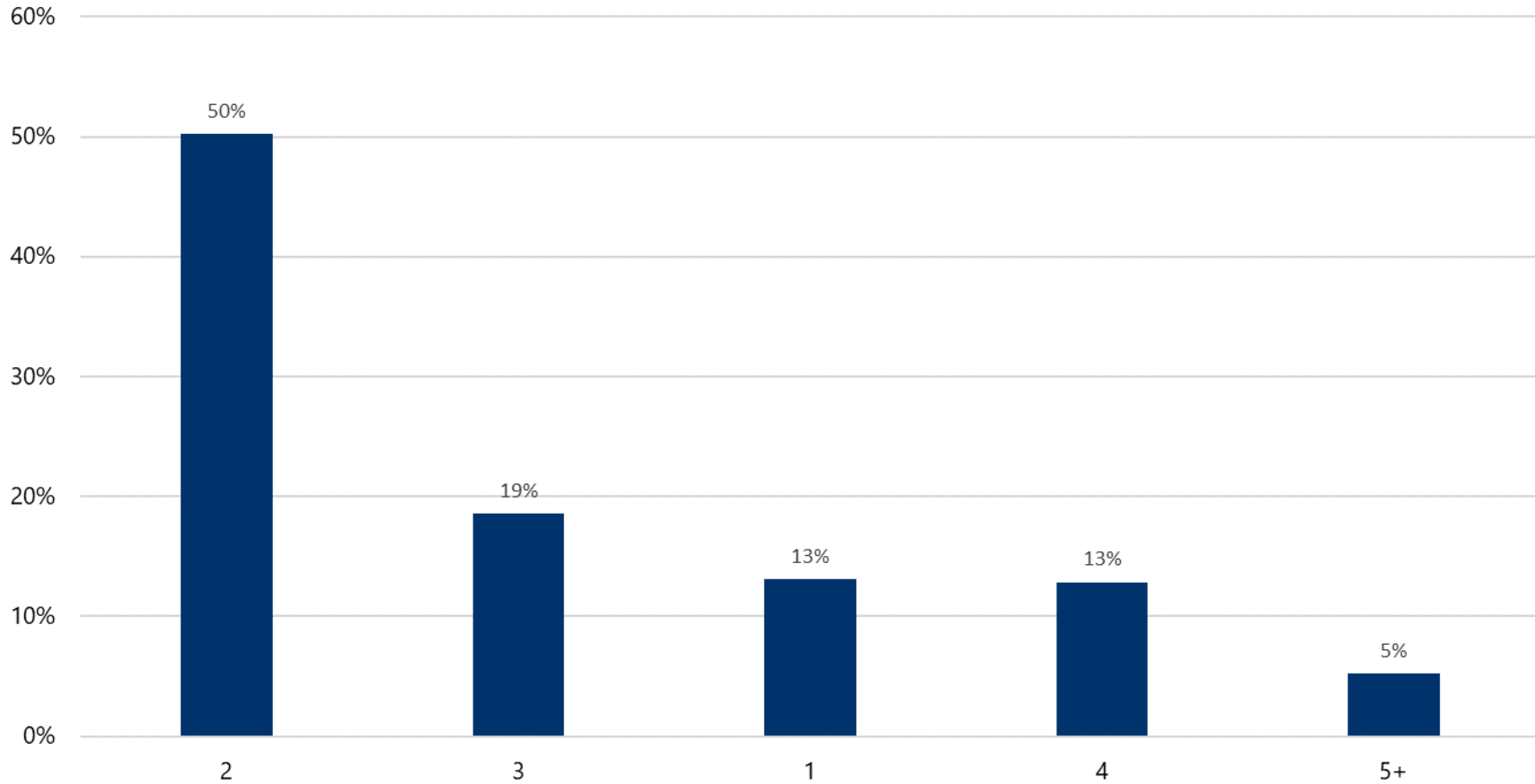
What kind of housing do you want to see developed in the region?



Question 21

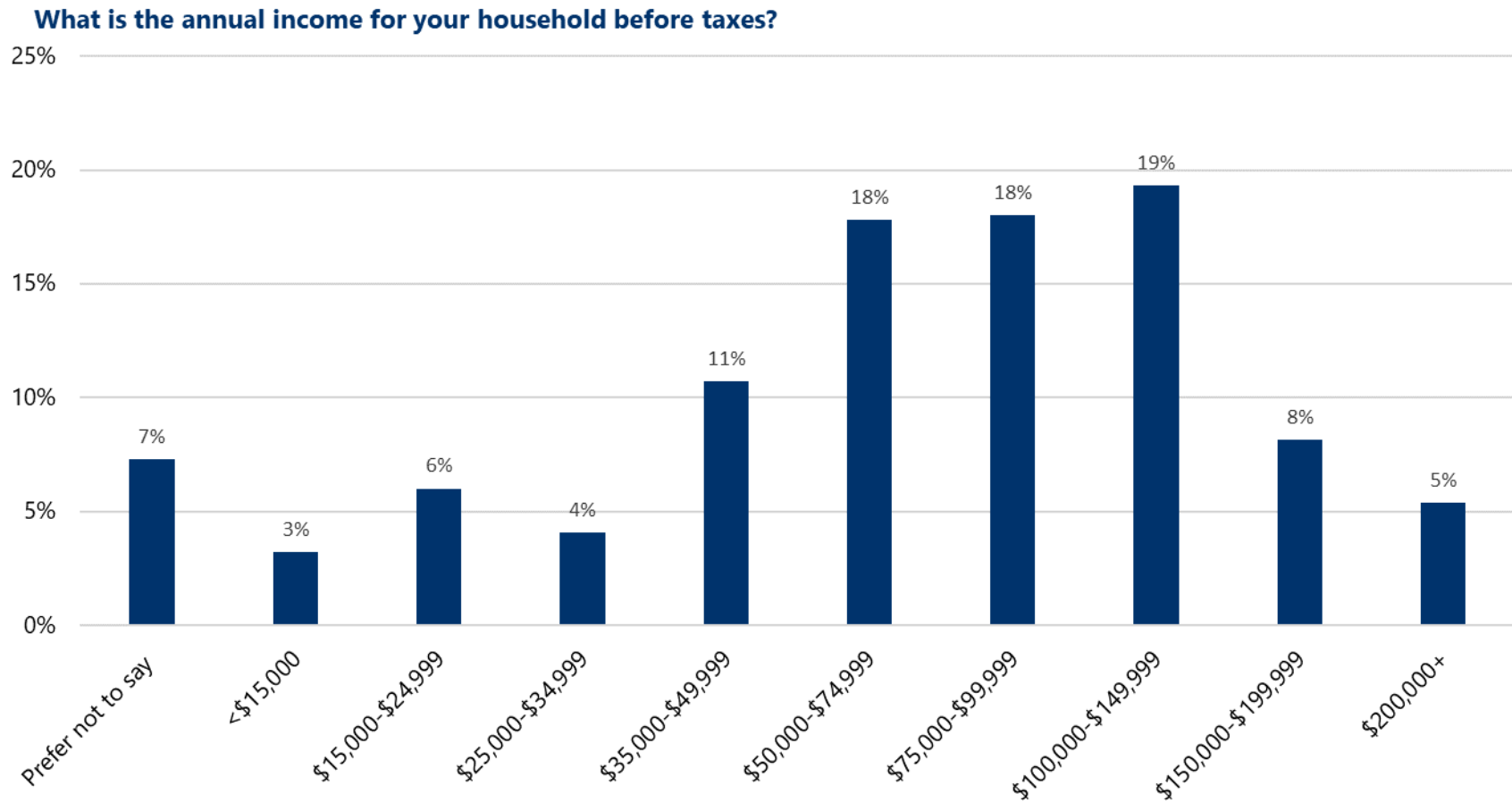
Half of all respondents have two person-households while only 5% have 5 or more people in the household.

How many people are in your household?



Question 22

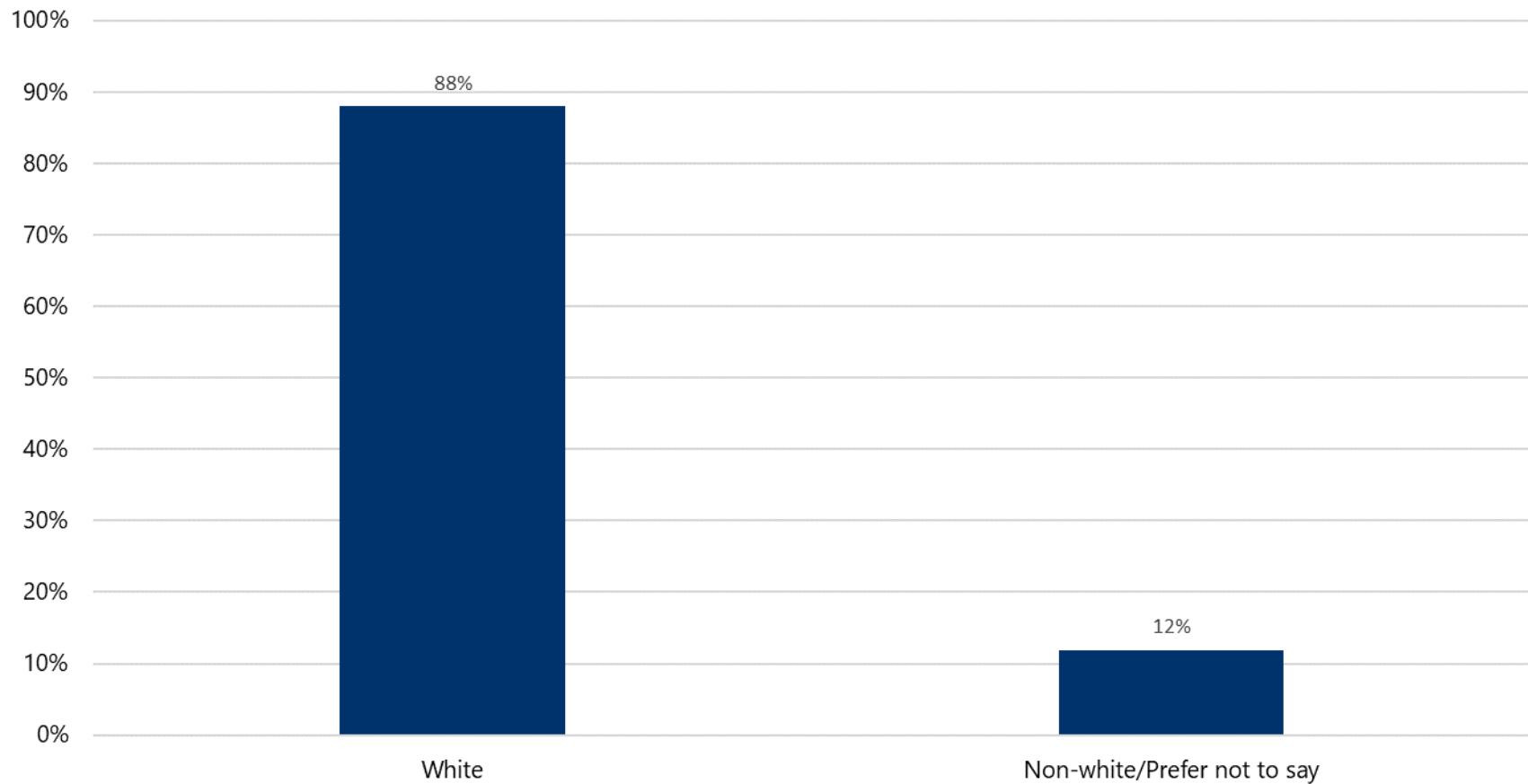
55% of residents have an annual income between \$50,000 and \$150,000 representing the majority of respondents. Five percent (5%) had incomes over \$200,000 and 3% had less than \$15,000.



Question 23

A vast majority of respondents were white (88%).

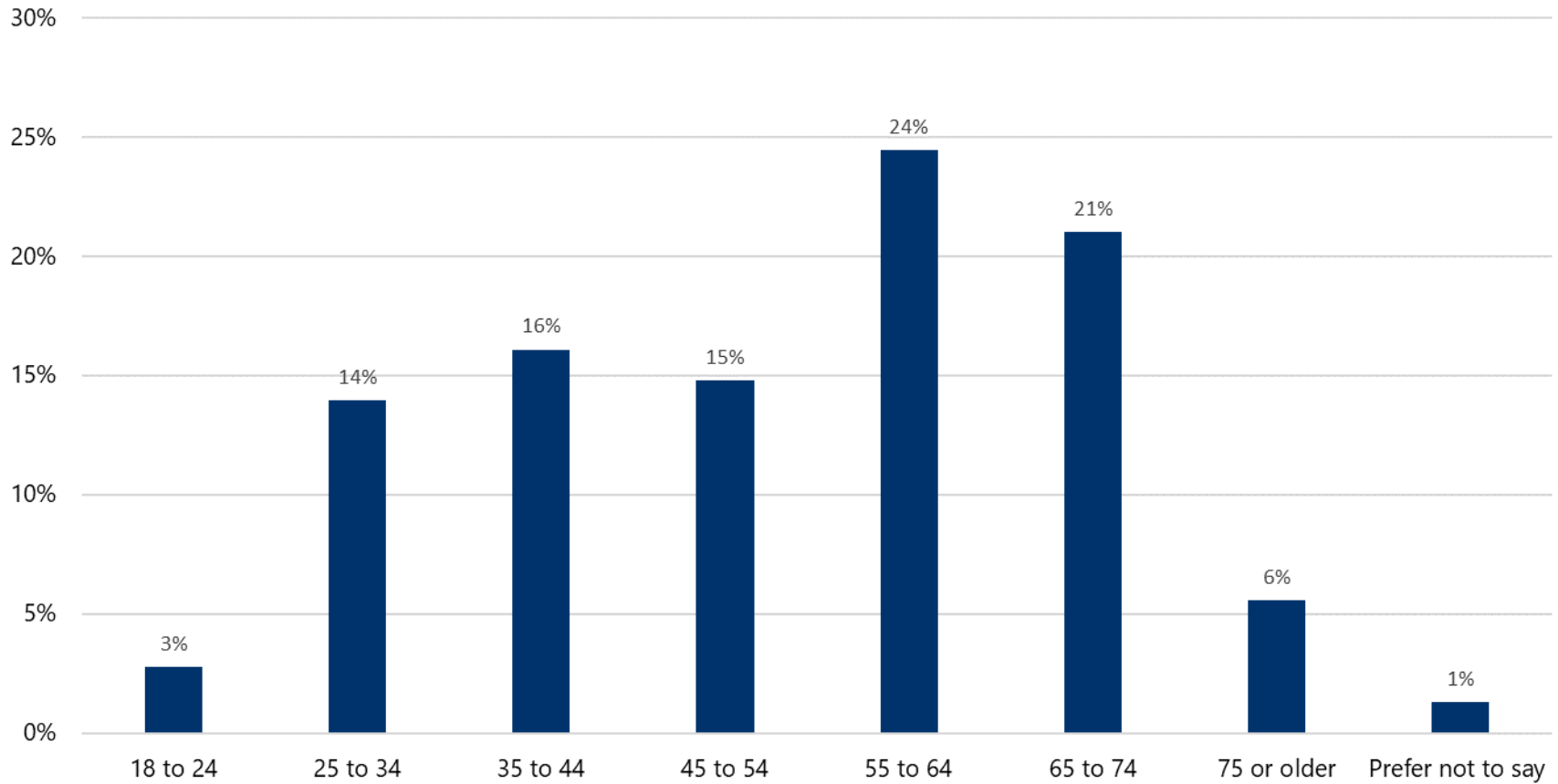
What Best Describes your race and/or ethnicity?



Question 24

A majority of the respondents were over the age of 55 (51%) while 3% were in early adulthood (18-24).

What is your age?



Question 25

Question 25 provided an open forum for respondents to share any other thoughts related to housing needs and local communities. A list of open-ended responses is below. Note that comments are documented as they were provided.

Please share any other thoughts related to housing needs in the region or your local community below:

- "More police are needed in this area. It is dangerous due to the amount of drugs that are being used and sold. It will keep people from developing any type of housing and keep the area looking as it does.
- Code enforcement of dilapidated houses is extremely necessary. You will not get good housing started unless people are forced to clean up these trashy neighborhoods"
- Local municipality's refusing to enforce local zoning is widespread. Trash dumps and occupied substandard housing brings down everyone's housing values and discourages development. The APA has "dumbed down" enforcement also.
- Too many restrictions on housing providers. Over taxed. There is too much of a contentious relationship created by law makers to separate housing providers and tenants. A partnership would be much better. That being said, it's tough when there is an agenda in place to get votes. I think most tenants and most landlords are good.
- There is definitely a tight rental market. It would help to develop a central source for listings. Landlords are being fleeced by bad tenants and making str a better venue.
- Need more economical alternatives
- I live in my property for summer season. Closed up in winter.
- I am a "poster child" for monthly rentals inside the blue line. We have been here 17 years and have been very fortunate in locating housing. It is an "under ground society" on the HANDFUL of monthly rentals, which are very rarely available. And sadly purchasing a home inside the blue line is also not an option due to the overinflated costs of homes here. Sad, and that is why everyone has a help wanted sign, there is no place for the blue collar worker to live and the homeowners are mostly transplants that brought their high retirement earnings with them.
- "I have no idea of how any traction can be obtained from this survey. The key need in our Town is long term affordable rental housing for families, so our School can remain viable. People want to live here. There simply are not opportunities for them to do so.
- The acquisition of the bulk of the land in our"
- My primary concern is the hugely impactful influx of Airbnb (or other list/rent services) in our residential single family neighborhood. Housing is bought up quickly and often has been converted to short term rental. There are no restrictions- thus cars pile up on street, parties occur-- the kind of things that go alongside vacations. As a result, we feel squeezed out of the buying market. We hope to downsize and stay in our area (close to the lake) but with that cannot afford to compete with the short term rental "flips". Without regulation, long term owners like ourselves also face the prospect of buying next to an ST rental. This is a terrible prospect! We feel stuck. It has gotten much worse in last 5-7 years.
- Regarding short-term rentals I believe that there needs to be some type of policy/incentive to encourage landlords to upgrade existing buildings into long-term rentals instead of airbnbs.
- The cost of outdated homes skyrocketed with no adjustment in mortgage rates that are climbing and qualifying is way too hard
- Compared to other regions of the country, I personally don't feel like living expenses are more than other towns and cities, however, with inflation and increasing rent prices i am worried for the future of Plattsburgh and its residents, as well as the rest of clinton county.
- Housing needs to be more affordable

- Short term rentals are decimating my community
- not enough housing for low income individuals/families
- clean, in good shape, affordable housing for young people
- Although I am relatively comfortable, having bought our home 15 years ago, I see the struggles of others. In particular my younger brother and his family as renters in the city of Plattsburgh. Rents are raising much faster than incomes. Landlords can just raise your rent by 100's of dollars a month and you have no recourse! Housing prices have also increased exponentially since pandemic. We are essentially stuck where we are as we can't afford something that would be an improvement/ larger. Income of 100k total.
- Need of marketing our town to family's who want to live in the adk and raise children in a safe environment with great schools and low taxes.
- Lots of old houses in the area in dire need of repairs that are extensive and costly. Also, hard to get a loan without selling first if you own which makes it difficult when the only way to sell before buying would result in being homeless temporarily which would be a challenge with pets and young kids. Also, many apartments don't do short term. allow pets or have appropriate repairs and are expensive.
- Special needs mother here, two disabled children. Limited in hours I can work due to their needs, low income housing is usually paired with drugs, crime and unsafe living conditions. If you get a small raise, or work a few extra hours when you can with income based housing (which is already limited) your rent increases so you can't afford it. It's a lose lose situation in situations like mine. Can't buy, despite excellent credit due to lack of significant income. Stuck where I'm renting in less than ideal (although not income based) living situation, due to no affordable rentals or strict no cat policy.
- As a business owner, it is extremely difficult to staff my business as there are NO affordable rental properties in the community or nearby. Air b and b needs to be controlled, as well as vacation rentals by owner. Houses are currently being built JUST for that purpose. There needs to be county wide regulations concerning this issue
- Animal Friendly apartments
- Many people without affordable housing
- There is a need for income based housing, housing for single people with no children, housing for the elderly and housing for people who have mental health needs, developmental needs and a very significant need for housing for younger adults just starting
- We are in desperate need of very low income housing to combat homelessness. We need to reduce the layers of government in the area. To many governmental bodies create excessive taxes. Consolidation of School District administration to reduce the cost of funding the schools.
- Landlords in Plattsburgh profit the most by renting apartments as "student housing", which limits the number of affordable housing options for individuals working in Plattsburgh. They rent their spaces for \$2,500-5,000 per semester per student (2.5 months) because they can make up to \$10-15k this way. The apartment should rent for \$800-1,000/month for a family.
- Children's spaces to recreate indoors. A community center open for them to use and families to meet.
- Lack of affordable housing for those on limited incomes, lack of landlords who work with section 8
- HUGE NEED - increase housing stock of affordable rental units for low-middle income households.
- Property and school tax rates per thousand are seemingly much higher in our rural communities than elsewhere, this is a serious challenge to housing and business entry to our communities. Assuming this is due to a lower housing density, we need to look at ways to decrease the cost of schooling (combining small schools), Fire Protection (combining multiple fire departments), and reducing costs to the municipality.
- Contractors charge too much and cater to out of towners
- Recommend building universal design residential building that are adaptable as family/occupants go through various stages of their life (young couple, family, empty nesters, seniors)
- Rent prices too high for wages offered in Plattsburgh, can't live outside area due to lack of transportation, can't afford gas to commute, never get ahead to own a home, waiting list for apartments unless gross nasty units, lack of childcare options limit work options

- Nothing available for young people to afford. Services in Town not geared toward younger people
- I'm aware of several housing opportunities that are being developed at this time to help out with our housing crisis and I'm very excited to see how it will work/help for people who work in the area but can't live here.
- The purchasing of properties for short term rentals is a huge issue. We have many friends our age who cannot find properties to rent or purchase. People talk about wanting young people to stay in the area. This is not possible without housing. Also supporting people who are creating housing is extremely important. The town of Essex is extremely unsupportive of people renovating or fixing homes, or creating housing.
- Make it worth the investment; less bureaucracy
- STR's have been disastrous to the North Country region. They have driven the housing market out of reach of most of the local residents. Most people from outside of our region view STR's as an investment. Although in some ways they have helped the local economy, it is a short term affect that has long lasting implications to our residents.
- As an owner of a motel, it breaks my heart when I get not one, but many many calls through out the year, especially this fall from people begging me to rent my motel rooms because they are homeless. This September, right after Labor Day Weekend, my phone rang off the hook with people telling me that they have been living in tents and campers and need a place to live for the winter. I had mother, daughter with three dogs that had been renting for 13 years and their landlord sold the place and the new owners gave them 30 days to get out because the new owners were turning the building in to an AIRBNB and they could not stay. So basically the new owners just bought it to make money. I also had a homeless woman, in her late 60s show up on my motel door step last year and she said she had been living in the lean toos and a tent all summer. She was desperate for a place to live. I helped her find a place after a few days. I had a young couple call me that was working at the brewery all summer and wanted to stay and work this winter, but they had been living in their parents camper behind their camp on Paradox lake all summer and they could not find a place to live so they were going to have to quit and head back to the city to work. We are short employees here and here is a couple that wants to stay and work and they cant find a small one bedroom cabin to even live in for the winter. Sad state we are in. If rules and regulations had been put in place long ago to limit the whole Airbnb rental industry in our region we would have more housing for folks. The house on the corner of Hoffman road. was bought and the guy turned it in to an AIR BNB.. \$5000 a week to rent. There are many like that around our lake and in our town. The writing is on the wall... Our towns are going to become heaving in AIRBNB rentals, and the summer folks will come and their expectations are high for customer service in our restaurants and shops. But the shop and restaurant owners have no pool to pull from to bring in good employees. Our schools are lucky if they have classes of 15 kids and the summer kids are no longer made to work. And there is no affordable housing options in the summer for 20 some year olds' to come and stay and work. It is a terrible crisis we have.
- Local planning boards would benefit from expanding their understanding of different housing options and being more open to options that might be different from what has always been available in their local area.
- With very little land to develop for housing in the village I think rehabilitation of vacant properties is the most important strategy for increasing housing options, but there are significant challenges for implementing that strategy.
- Hamlets need to be expanded/lack of available developable land
- Landlords have way to much power.
- Need more homes for low income families
- "This "Hand Up" allows individuals to earn income through employment without benefit cliffs.
- How does it work? For each dollar you make from \$0-\$36,000 your GIB would be slightly reduced, meaning that you would never make less than \$36,000, and you can make more by working without losing the boost.
- As the New York Coin is traded and the New York State Social Trust (NYSST) is funded, here's what you can expect:
- By the end of the first year, we can eliminate the school tax, with schools receiving an apportioned amount of the NYSST per enrolled student.

- At the end of the second year, the tax burden on New Yorkers is effectively cut in half, and the Graduated Income Boost (GIB) is fully funded.
- By year three, we can end the state income tax – the funding for social programs instead comes from the NYSST.
- By the end of year four, we can tackle Medicaid funding, and end unfunded mandates.
- By implementing The New York State Social Trust (NYSST), The New York Coin, and The Graduated Income Boost (GIB), we can relieve the tax burdens that fall on the New Yorker families who need that relief the most -by eliminating the burden instead of shifting it, and by giving New Yorkers the means to help themselves. check out larrysharpe.com/policies for more on this."
- Parking is a huge issue in downtown Plattsburgh.
- Less welfare housing and more housing for working middle class Americans.
- More community activities for all ages. Services that include driving people to appointments, getting, groceries, picking up medicines.
- Govt assistance is needed to help developers build need housing to justify the costs to build
- Taxes on lake property have gone so high because of these large second home owners building \$500,000-800,000 homes. Most people living here (especially native residents) do not earn that kind of money to be able to keep up with the continual raises in taxes every year. Also we need repair men, plumbers and general fix-it people in this area.
- No more short term rentals
- Too expensive and regulated to build new homes up to code in the Adirondacks. Real estate agents are NEVER going to price anything existing that locals can afford (even non-waterfront properties are grossly inflated). Capitalism drives the market. For a county that is super duper red, it's interesting everyone votes against their own self-interests and hates socialism. All these efforts to have government step in to help take the sting off the locals never works. If and when the rental markets dry up (which they will thanks Air Bnb) , the locals will stop serving food at the diners and stop working at Stewart's. And if the town boards don't step up and pay their laborers a livable wage, then there will be no one do these jobs and then there will be no one left to take care of the 2nd homeowners that are pricing everyone out of the markets. Then schools will close. I've never seen a NYS grant program that makes it accessible and easy for local members of the community access funds to improve their homes or get low interest mortgages without a lot of paperwork, red tape and bureaucracy. Other option.. engage with the 2nd homeowner population and let them know that if they want the community to stay fruitful, that they need to consider adding on to their own homes and make them open to locals when they are unoccupied. Make it part of the conversation to keep the lights on. But then again why would they. There are a lot of dark houses at Christmastime.
- It is irresponsible and unfair that we don't have access to high speed internet services. I need high speed internet to receive medical services and children in the area are lacking an important educational tool. Satellite services are slow and spotty in New Russia especially. This has been an unaddressed concern.
- High taxes contribute to pushing families out of their homes. The county has shot itself in the foot by making things unaffordable.
- Allow the building of more than one rental unit in low density areas.
- I know in Plattsburgh there is land, the utilities exist, and the regs are favorable. It seems that the cost to develop is still the major issue.
- We need more affordable housing, housing programs like rent to own, or programs where a person can get a loan to purchase a lot then pay off that loan then use the land to build a home on. too many homes are being turned into short term rentals, so we are left with older homes to rent that are not energy efficient or have issues that the landlords wont repair - my rental is a home dates 1890s and the floors are so unlevel you have to put 2-3 inches of wedges underneath a side of your furniture to level it. other issues are the floors are so old i put my foot through the floor because the boards rotted. but there is a lack of good rentals, as other rentals are similar or the landlords put the bare minimum into the units that they are not what working professionals like my husband and i are looking for or willing to live in.
- medical issue requires daily transmission of data to doctor and adequate internet and cell which is not available at all. Could result in medical nightmare if an incident occurs. Should be a priority.

- What is this survey for?
- Discretely placed, well kept and maintained mobile home park with rentals and ownership available would be a less expensive step to provide more affordable housing.
- Air bnb should be limited in the hamlet areas of all towns
- Dilapidated structures should be condemned and razed and the land should be put back on the market and only sold to builder/developer with approved and financed projects.
- Income based housing that does not shy away from those that make just enough to be considered middle class is a necessity
- Need better sewer service
- More fair laws supporting landlords. Most landlords can't absorb the cost of squatters and renters that damage property. This contributes to higher rent. The law supports renters regardless. This is wrong.
- Lake Placid and Town Of North Elba are a hot mess and neither board is doing any good for both long and short term rentals
- Would like to see abandoned properties razed and owners helped with maintenance of houses in severe disrepair
- Access to safe child care within a reasonable distance to my home is the biggest problem with where I reside.
- Every affordable house has either been scooped up by AirBnB owners or the prices have sky rocketed from what they were even 3 years ago, because out of staters, and sort teen rental owners have bought every available house
- There is no housing and a lot of homeless families. This is a huge issue! Also I'd like to add people using the system and its not ok!
- Ditch the ferry, build a bridge, it would be so good for the health/growth of the region!
- I've worked in affordable housing for the better part of the last decade. Agencies need to work together. Municipalities need to step up. Legislation needs to change or this will not improve.
- Make observations and obligations that help lower the risk of misusing assisted income housing.
- We need cheap affordable housing
- tons of college/student housing, nothing for families
- Need more options for renters with pets
- We have been unable to hire for vacant positions at my work because interested people can't find housing. Young professionals at my work have had to move 25 minutes away to find housing, adding to their commute and changing our community. The 2 bedroom house next door to mine is now a short term rental.
- Even if someone gets a housing subsidy like HUD the cost of housing is more than what is allowed in HUD. So people still can't afford to find a place to live Within the amount that is allowed which currently is a little more than \$700 with no utilities included and a little more than \$800 with all utilities included, but most of the rent in this area is at least \$900 without utilities.
- Rent/mortgage should never cost more than %25 to %40 of monthly TAKE HOME income. Understandably, for each person that would be a different number, but legislation should be passed to not allow rent to exceed these numbers based on the average monthly or annual income for a given town/village/city. If people want a free and open market then padding their pockets with the money of the poorest in our communities should be the last thing on their minds. Affordable doesn't mean unsafe, or in disrepair.
- Too many STR's
- "The low income housing is
- An eyesore. Many have become drug dens"
- The str's are ruining our communities, they are deterring families and workers from settling in our area.

- SADLY, There are WAY TOO many Short Term Rentals in Essex and other counties. NOT enough places for young, small families, or couples, or single people, to rent or buy. Too much speeding and traffic, here in our little Town. Non- Residents and Tourists are taking over, everything here.
- All the houses here sell for way too much money and are bought up by out of towners, second home owners and are rented out as short term rentals. There are no affordable places for the younger generation to live in. No apartments, no starter homes. This is creating a retirement community. This adds to the shortage of employees for businesses, fewer emergency volunteers, and general anger towards visitors in our area.
- There needs to be easier ways for the homeless population to get housing even just a shelter. We don't have any homeless shelters here
- Repurpose unused group homes?
- "Safe, attractive,affordable housing for working families is lacking in Plattsburgh. Rents shot up during Covid and they're not affordable now for most local working people. I'm also concerned that short term vacation rentals could disrupt established neighborhoods here as in Lake Placid.
- Note: Modest single family homes and neighborhoods are NOT the enemy of affordable housing but I get the impression they are vulnerable if politicians pit them against denser housing and force zoning changes that punish single family home owners. That must not happen."
- Air bnbs are destroying the housing in the surrounding communities.
- Need low income housing for physically disabled individuals with accessible showers.
- Need more assistance for middle income residence to up keep homes
- People who flip houses need to be driven out. They buy homes, fix none of the structural or leaking issues, then make the houses look pretty and sell them at an inflated price. Buyers get houses that are polished turds. This also drives out buyers who want small homes that aren't expensive shit-holes.
- I feel there is enough housing, but rent is too high, rentals are not well maintained, and there is an overabundance of student housing in Plattsburgh. I'm trying to build my credit to buy a house and it's an uphill battle.
- Affordable housing in the area has long been a crisis. Short term rentals have made this crisis even worse for locals. Landlords are hoarding properties and charging unaffordable amounts simply because they can. There isn't enough housing anymore. Without affordable housing, local economies will die.
- Can't find affordable homes for single persons.
- Our area needs available, affordable housing. Limited STR's.
- The real issue is investors working with local realtors to buy any and all affordable housing and reselling, doubling sometimes tripling prices without actually improving property.
- We need families and workers or were in trouble without housing we don't have them
- My current house would be fine if I had internet. Right now I can't live there because it's not available.
- Tupper Lake is in dire need of apartments. Another low income apartment complex is needed. More senior housing is needed. Nice homes and apartments for middle and upper class income. People come to TL to work but cannot stay bc there aren't any rentals.
- Many apartment buildings in town are absolute dumps and I have seen landlords neglect the building until it needs to be torn down! Many apartments are NOT being painted between tenants, carpet not even cleaned much less replaced. Very little handicapped accessible housing for disabled individuals. Housing is cheap in downtown but has no off street parking and city is restricting parking options. Many jobs are available in Vermont but ferry costs are prohibitive and a bridge is needed to connect us to next level medical care.
- Without internet there will be no housing
- Mixed use complex which includes senior housing along with assisted living component
- Landlords need to be responsible citizens
- Lack of broadband is a serious issue in my area! It negatively affects the health, education, and livelihood of those who live here.
- Access to Broadband to remote areas of the community.

- We desperately need AFFORDABLE AND LIVABLE options - Whether that be for rent or for sale. Something needs to be in place to stop the handful of slumlords that buy out EVERY single property, do nothing to make them nice and livable, leave them to become DISGUSTING - to the point you don't even want to enter them, and then charge \$1000+ for their ONE bedroom DUMPS!!!! You've got people illegally receiving Section 8 and every other state/federal program, and/or taking SEVERE advantage of it. Which takes away from the people who bust their tails EVERY DAY to afford a place to live. But they can't, because everything affordable is already taken by a Section 8 recipient that's getting 100% of their rent paid and doesn't have to put one penny into it. Why would they ever leave and/or find better housing? That would leave them having to actually pay their own rent... I could go on and on, but it literally won't let me type anymore.
- Improve high speed internet access to reduce commuting and improve job opportunities
- Pets should be allowed in any building. Just would need a deposit if they want to require that.
- We lack services as well as kind that pay a wage commensurate with owning a home. And raising a family
- more rental options that are properly updated and maintained.
- Need a strategy to house local people based on their average income. I'm not sure some of the strategies listed are appropriate for the Adks though - sound more like suburban housing choices and the APA guidelines may not allow a lot of the choices mentioned and it would change the character of the area which is heavily reliant on tourism so must keep all that in mind
- I am a "poster child" for the housing crisis inside the blue line. The number one reason for so many help wanted signs, which started pre pandemic, is lack of housing for the blue collar worker. The housing market is so uber inflated that it isn't even a possibility to buy a home in the park.
- Please advocate for strict laws pertaining to short term rentals in this area. Not only is it morally wrong to own more than what you need to survive, the short term rental boom has created a problem across the country with limiting the amount of available housing that is affordable for year round residents who care to make the community a better place. STR owners oftentimes act as leeches on the local economy, taking valuable housing assets for their own personal gain while also abusing locals who live & work in the area. From noise complaints to expecting locals to work for less & less to serve their short term guests- STRs are not good assets
- Judges need to update their knowledge on the NEW rental procedures. Landlords are bound by specific procedures, which judges appear not to know, or don't care about them.
- I have a rental home that needs to be completed but I don't have the money to do it. Some type of grant program would be beneficial. I have people looking to rent but I have no place empty that is rentable
- Zombie homes are a concern in this area: homes that are abandoned, foreclosed upon, and left to rot until they are beyond repair. Affordable housing and rental monopolies are also an issue, with the majority of rental units in the City being owned by a handful of landlords - some of whom do not make the necessary repairs for health and safety as should be required. I highly recommend speaking with Clinton County Treasurer Kimberly Davis about her idea for a land bank. It is brilliant.
- NYS should revise current landlord/tenant regulations to balance the rights of tenants and those of landlords/landowners. Landlords should have law enforcement support of non-paying and/or destructive tenants the same as any service provider when there is a theft of service or vandalism concern.
- I'm an administrator at a local agency and my concern is for affordable housing for the public and they challenges with attracting people to work in the area when there is no housing.
- Apartments are high in rent and taxes are beginning to be unaffordable
- I believe that childcare also needs to be looked at when talking housing. People are not able to do both. Especially when childcare is more expensive than rentals or mortgages.
- There are responsible pet owners who find it very difficult to find housing
- Just more things closer to where we live.

- High taxes forces the price of rentals up.
- Plattsburgh need to stop adding low income apartments. Too many DSS hotels add to crime and drug use. BHSN apartments drive crime rates and complaints about quality of life where they're added. No more drug rehabs/halfway houses/prison release programs filling low end hotels that should be condemned and replaced. Years of irresponsibility by Cashman has added to many dangerous individuals into a small area. Stabbings at the Beacon. Murders at Westwood drive. Constant drug problems. It's like he's trying to ruin a once safe/nice area. Add the housing problems to NYS refusal to jail anyone....
- Need affordable housing for local factory workers. Need new Senior small single-family or two-family homes in a desirable area.
- Low income housing needs to be near stores or public transportation
- We have a closed shock facility locally that could provide housing for seniors, youth in transition, working poor and others but it is currently sitting idle and will soon deteriorate.
- affordable senior housing
- affordable housing without being put on a long waiting list
- It wouldn't let me put in the percentage of how much of my income goes to housing. I would say 1/2 of our income goes to housing. The utilities alone are outrageous, I feel that having energy efficient homes using solar would be very effective. We have NYSEG and our bill is on average \$200 a month all year.
- severe lack of affordable safe apartments. we have been trying to get my nephew into a place for months and have not had any success. Apartments are in poor poor shape and most had safety concerns lack of fire escape etc. even with all that, there is a waiting list for almost every apartment available...so landlords do not feel the need to keep up their property because if one person doesn't take it, there are 15 more waiting for housing that will...sad state of affairs.
- There is not enough affordable housing in this area, it's too difficult to be a landlord so many have started turning units into AirBnbs. If places are available, they are too expensive, don't accept HUD etc.
- Affordable Housing in which the buyer "purchases" the home at the bare cost of construction -- but "rents" the land on a ground lease just high enough to cover costs should be considered thereby permitting people to enter into home ownership while guaranteeing that the initial (and future) pricing will be below market and affordable in perpetuity should be seriously considered. Take a look at UC Irvine in Irvine CA. . .
- I would like to see more housing assistance for homeowners to do needed repairs or updates regardless of income. It makes it almost impossible to own a home when you live paycheck to paycheck and have to afford the crazy costs of heating your home in the winter. People that work and try to own a home have a harder time than people who choose not to work and live off social services. That is not right and needs to change.
- Affordable Senior Housing, for middle income people.
- We feel we got lucky when we recently purchased our home. Most homes available at the time that met our needs were either too expensive or in poor condition. Somehow, we managed to find the perfect middle ground without needing to pay above our budget, though there are still plenty of small improvements that need to be made over the next few years, including some larger expenses.
- We need creative housing solutions to ensure everyone has a safe, affordable home.
- This is a need that should involve a broad spectrum of stakeholders--government, private industry, schools, health care facilities, not-for-profits, etc.
- Critical need of affordable senior housing options
- Youth center
- Seriously concerned with the number of short term rentals in my community. Not enough affordable homes for low or even middle incomes.
- Cap short term rental units on a community wide basis and then offer local lotteries every 2 years for the issuance of special permits to host a STR at your property

- Hard to find an apartment or house for rent out here
- We need to severely limit airbnb rentals.
- Sewers needed in our hamlets to support housing options in already developed areas.
- Preserving properties that could provide housing but stand abandoned, tied up in estates or held for taxes
- Living in LP vacation rentals are out of control. Paying attention to what full time residents Ed's are souled be at the front of decisions
- You can't keep a work force local when they have no place to live that's affordable. You also can't keep a town alive for long when your town board allows STR's to take the place of permanent homes. When you ignore your own zoning laws by putting a commercial business in a residential area, you have no right in getting angry with the people who bring this up. A STR IS a commercial business and does NOT belong in a clearly marked residential property area.
- to much college housing and not enough housing for families
- Desperately need help with upkeep and repairs
- Cell phone coverage and reliable internet prevent access to remote jobs that we are qualified for
- thank you
- I am a proponent of open land and wildlife - undeveloped. Need for more Conservation Easements and restrict subdivision of lands to stop housing growth in rural areas. The "economic growth" requires more housing, raises taxes, and requires more economic growth to support. A cancer for the North Country.
- To wide gap between the haves and have nots. Community does not help with low income people who r disabled except putting one with other low and disabled renters. Not fair. Section 8 is a joke, very few rentals for this program. The rules for programs are too much. Banks don't help low income people to borrow to build a house. Need I say more.
- No Short Term Rentals. More homes.
- The lack of oversight/regulation of short term rentals and their growth changing the ambience of a single family neighborhood
- Restrict short term rentals
- I can't pay water sewer bill and power bill. Haven't been able to find a job I'm 60.
- If this county, like so many in NewYork, is looking at restricting short term rentals, I oppose the idea. We are not Lake Placid. We don't have enough bedrooms to offer when there are more then 2 events going on . We need short term rentals to promote tourism in an area that is very seasonal. Some people need short term rentals in order to be able to pay taxes and keep their homes. Doing away with them or restricting them would be a "short"sighted.
- We need to focus on making sure not only is housing available but the utilities offered are also affordable
- "young co-workers struggling to find any year-round rentals, let alone affordable and well-maintained rentals,
- my rent is low because i rent from family, even with a decent salary, i would struggle and be living paycheck to paycheck if i was paying to going rental rates (if i could even find a rental home)
- few year-round residents can afford to purchase homes at current prices, nearly all home sales in community are second-home owners"
- The question about percentage of your income devoted to housing costs would not accept any numeric answer for some reason, my answer to that question is 25%
- All I want to see, is government getting out of the way..
- I would like to see more funds available for seniors to update their aging homes. Windows, Doors, Insulation and needed repairs. By qualified contractors.
- Affordable housing for young people so they stay in the area

- The huge cost increase of single family homes after the pandemic, along with rising interest rates, have made it extremely difficult to buy middle-level housing (ie-not fixer upper/starter homes and not large/high end construction homes).
- Housing needs to be affordable to the income levels of the area. People buying second homes have driven home values to high and aren't affordable with what locals earn
- Recently kicked out of my rental because landlord wanted to move to short term. Had to buy a place because nothing was available to rent. New home requires 10's of thousands of necessary repairs to maintain livability (foundation, insulation, heat, water damage, broken septic lines). Because I had to buy quickly I had extra fees and couldn't negotiate and may never make back what I have spent.
- I wonder what will become of all of the church properties as attendance declines (which it is pretty clearly doing)
- I got lucky— or I would have had to leave area. That being said I still have to have 2 jobs to survive
- Government intervention is necessary to limit short-term rentals. Requirements that a property offering a short-term rental is also owner-occupied. Funding for municipalities to offer homeowners financial incentives for deed restrictions (as proposed by LivingADK) prohibiting short-term rentals. I'd also like to see a true affordable housing program that makes townhouses or single-family homes within reach (priced at \$120,000 to \$150,000) for full-time residents that could attract occupations with skills shortages like teachers or healthcare.
- I think you should ask property owners what their needs are. They can help with a solution to the "housing crisis". They OWN the property. You seem focused on the needs of renters/purchasers.... The tail is wagging the dog....
- Affordable housing for workers in this expensive tourist region
- School taxes to be contained, way out of control !!!
- Rehab existing houses with owner participation.
- Do not limit short term rentals. They are what supply this area with jobs and keep small businesses operating: cleaners, landscapers, contractors, shops, restaurants, etc. These businesses won't survive without short term rentals/tourism
- We need to keep growth at a slow sustainable rate. Stop the STV's and concentrate on families needs. Build a better community through long term planning.
- "A word about short-term rentals: There is a housing shortage across the country, in cities, suburbs and rural areas, with housing prices jumping to all time highs. But that seems to be easing up as demand is decreasing. To blame the housing shortage on short-term rentals seems like more of an excuse. Many of the short-term rentals that I know in the area are run by part-time residents who rent their homes when they're not here. This keeps the homes occupied and the renters explore the area, shop local and dine in local restaurants, supporting the infrastructure. These homes would not otherwise be occupied by year-round residents and do not take away housing options from year-round residents.
- The greatest issues I see in our area are:
lack of quality senior living options (and the quality health care to support such residents).
Property and school taxes are very high, and people get priced out based on affordability of taxes.
Spotty internet service makes it difficult to effectively work from home or run a business from home
- Taxes are skyrocketing and short term rental rules nonexistent
- Rentals
- We need to cap to limit str's in essex county. There aren't homes for working class people to rent or buy.
- More police less politicians, taxes & NYS red tape which impedes small businesses.
- The area needs more affordable housing for the work force both on and off season.
- The landlords that rent to only college students needs to be limited to ensure locals have adequate housing. Short term rentals need to be drastically reduced to ensure adequate housing for locals.

- Currently happy with my housing situation
- Am interested in how to utilize our 50 acres for shared/cooperative living for a modest # of units.
- During the pandemic properties sold to people from out of town so quickly. The local population is being run out by air bnbs and people from out of the area getting vacation homes.
- airbnb rentals taking over full time homeowners
- There is very little good paying permanent jobs available and our cost of living is astronomical. Between insurance, property taxes, and utilities it is extremely difficult to live here unless you are already retired with a set income. Our towns are also inefficient (few quality AND fair priced grocery stores within a 30 minute radius, for example) and catered solely to tourists.
- Property values are skyrocketing which is forcing people out since the assessor is upping taxes. I worked for 20 years to buy a home here 1.5 miles off the lake, but the tax assessment went up 50k this year. In the meantime, 3 houses on my street flipped to now become illegal short term rentals. This has to stop. Tax me if I sell, but don't force me out by raising my assessment because people are coming in looking for seasonal lodging or short term rental riches. I wanted this to be my forever home and in less than 10 years, I'll be forced to sell. Since I'm 47, this is heartbreaking. We already have fewer students in our schools and there's no way my teens will be able to come back one day--not only are jobs scarce but the housing costs coupled with so few year round businesses make living here nearly impossible. My 86 year old mother can't afford to move from her rural home as there are no senior living apartments open and wait lists are 5 or more years. She can't afford more than \$1k/month. My 60 year old sister and her 67 yo Veteran husband are on the verge of homelessness because Schermerhorn has all the apartments and keeps jacking the rent. We are North Country people for 250 years, but this is the last generation and we might not make it.
- I went from being a homeowner in an affluent neighborhood to now renting a bedroom from a friend post divorce. I have a good job (work in a school) but I cannot afford to rent or buy. I live in Saranac Lake. The housing crisis is effecting everything. Soon no one will be able to live here who isn't a tourist or it being their second home. The sense of community is dying.
- The short term vacation rental market has decimated housing opportunities for year-round residents and local workers.
- COVID Rush of affluent 2nd home buyers further exacerbates the lack of decent/available/affordable housing for people/families that wish to live/work in the area. Short term rental investors and lack of senior housing options also contribute to the scarcity. It is long past a critical mass with devastating impacts on local recreational waterfront communities.
- Septic is a HUGE problem for those of us outside of town. So many existing properties just don't have adequate septic . The buildings may be able to be converted and house more, but the septic systems can't. Some places just don't have enough acreage or the vast amount of money needed to make housing available.
- Thank you for this survey. We need to tackle the region's housing crisis ASAP
- Airbnb vacation rentals and second homes are killing this area. I have less problem when a year-round resident/home owner actually lives on site and has a single unit/bedroom for short term rental. But when people are buying second homes or vacation homes strictly with the idea of renting them out on a short time basis most of the time...that is a business, and should be taxed and regulated as such. Perhaps double property taxes on houses where the primary owner doesn't live at least 6 months of the year? Or affordable housing with deed restrictions - Park City Utah has such a system. Affordable rent controlled apartments? I'm not sure what the solution is, but current market conditions aren't sustainable - many locals can't afford to live and work here anymore!
- stop airbnb take overs, more affordable sing family homes and apartments
- There is very little affordable housing for younger families and for families with incomes under 50,000 a year. This needs to be addressed of the service workforce will keep dinishing in the Adirondacks.
- Full time rent property is badly needed

- Far too many buildings that are too run down for upkeep, condemned and not demolished, or otherwise unoccupied - incentivize rehabbing or demolishing these properties! We don't have enough space here to let all these buildings just rot away with nothing happening in them.
- Need affordable housing for young people and workers in entry-level and/or essential but lower-paying jobs. Adirondacks is turning into one big vacation and retirement community for affluent people from somewhere else. The next generation of locals can't afford to live here even if they can find a "decent" job. Need economic development that does not depend on tourism (which is seasonal, weather-dependent, and therefore unreliable).
- "There seem to be a large number of abandoned homes in Saranac Lake. They're just wasted opportunities for people looking to buy or rent. This is an avenue no one is talking about in the housing shortage.
- Apartments are not kept up to decent standards. Is there an inspection from the city or a person for tenants to contact to get these issues addressed?"
- Our community needs affordable housing, I currently live in a 3 bedroom were there is 2 people to each room and 3 people in our living room. There's almost no options for more then 3 bedrooms within a reasonable budget
- As the admin on a community resource page on Facebook, I see daily the desperation of people looking for housing in the Saranac Lake area. Something needs to be done before we have a shanty town spring up. Seriously. People are living in cars because they can't find housing.
- As a senior citizen living in Plattsburgh, I have both rented and now own my own home. While I would prefer to live closer to family in the Capital area, I have put down roots here with church and other activities before retirement and now, as a retired person. In addition, I haven't found affordable housing in the Capital area. I have paid off my mortgage here and the municipal utilities make living here affordable. Public transportation here is not the greatest: I used the Cart bus to get to my place of employment when working but drive to do my errands. The bus company was often unreachable in the morning if we were experiencing a delay..I'm apprehensive about using it now. We recently had a prowler in our neighborhood and a homicide not far away. I'm afraid that public safety is not going well here.
- There are a lot of abandoned "zombie homes" in the area. If they could be put back in pool could make a big difference in housing availability
- Housing has become a critical problem and without a solution our community will not survive.
- The Adirondacks need protecting from over-population.
- Clinton county is seriously lacking 3+ bedroom homes! My family is facing eviction right now because our landlord is selling our current home and we can not find a 3 bedroom place for rent! My children and myself will be homeless due to a greedy landlord who is selling due to the "market being hot" and all she sees is money signs instead of what she is doing putting a family of 5 on the street! There is very little help for us when reaching out to DSS they said they can put us in a hotel for a few weeks but that is all! All the low-income housing places are packed and have three year plus waiting list the new apartments just built only have 3 3-bedrooms and are also all rented and have a 3+year waiting list and that just if anyone moves out. There should be more housing or better programs to help family's get homes and keep there homes. Programs to help low income family's buy a home to keep so they don't have to worry about moving or ever losing there home and being homeless! Do better Clinton county!
- Not enough affordable housing; too many short-term rentals
- Nicely designed survey. I hope you get a good response.
- Couldn't answer the question about public investment in housing--very interested (though some of the question was blocked from view)
- STVRs are the single greatest threat to affordable housing in our community.
- State/Federal funded and easily managed working housing
- land lord assistance grants
- Need year round grocery stores; need childcare; need sidewalks & bike trails; need to keep but change our schools to regional high schools
- Housing is definitely an issue. Costs have become too high for locals.
- I would like to see public private partnerships to build affordable homes that would accommodate workers. The Adirondacks are a tourist-based industry but the staff That are needed can't find or afford housing in areas where second homeowners have pushed up the cost of housing. There are many older

homes in the area that could be improved or modified for young families but they owners are usually senior citizens that cannot make the necessary improvements.

- Lack of workforce due to lack of housing
- people should be encouraged or incentivized to live in our wonderful communities like Saranac Lake, versus developing new properties out of town
- We need more apartments.
- Keep housing within close proximity (preferably walking distance) to employment centers. Protect the lands outside existing hamlets. Densify as necessary.
- Thank you for working on this important issue
- It is very difficult for a first home buyer to meet the demands of a mortgage company even if they have good credit and qualify for the loan amount. A new buyer having to paint a house all one color or install a railing on a porch, and then possibly not get the loan is an issue I have seen many times.
- Lack of housing means lack of employees
- My housing needs are now met, but only months ago I was facing homelessness in Saranac Lake due to lack of apartments. What few were available were either in disrepair (with outrageous pricing), or lacked off-street parking, which is necessary during winter parking bans. I know of at least 6 apartment units on just my old street that were turned into STRs. Apartments have no place as STRs.
- More apartment complexes
- I know STR's aren't the only issue, housing costs are pushing legacy families out of the area and creating employee shortages.
- Housing for low income, young people is not readily available
- thank you for your efforts