Housing Market and Needs Analysis

Lemhi Housing Committee
The Research and Business Development Center (RBDC) worked with the Lemhi Housing Committee to assess the housing situation and needs of the business owners, residents, permanent employees, and seasonal employees in Lemhi County. The research team was also asked to determine a course of action to encourage investment and development in the area.

To gather data for the housing market and needs analysis, the research team distributed four different surveys to the people of Lemhi County. The surveys were designed to target four demographics: employers; employees; housing development owners/managers; and all individuals within the community. The research team received a combined total of 337 survey responses from the community of Lemhi County.

The high pricing, low quantity, and poor quality of available housing appears to be having a negative effect on employers in the area. Employers’ ability to find qualified, permanent employees is declining as years go by. Employers have also had to continue to operate their businesses with jobs going unfilled. The majority of employers find that their employees are having to live in less than ideal housing. Employers also reported that their employees are having to spend too much of their income on housing. Affordable housing appears to be a need for both year-round and seasonal employees, but it is an especially great need for seasonal workers.

The majority of the employees surveyed felt there was no housing available during their housing search. The housing that was within the range of affordability was felt to be in an unsuitable living condition. The housing market in Lemhi County is not felt to be in line with local wages. Home and rental property owners and managers feel that there is a need for more affordable housing in the Lemhi County area, specifically a need for single-family homes and single story apartment complexes. Between the housing and rental owners surveyed, the trend is that there is no housing availability from April to September, as well as October to March, which are the summer and winter seasons for seasonal employees and businesses.

The rate of homeownership is very high within the community. Of those surveyed, the majority were satisfied with the condition of their housing. Those unsatisfied with their housing claimed their housing was too small, in need of repairs, or was too expensive for their income level. When moving to Salmon, the majority found it difficult to find available housing. Many feel the lack of housing is a significant problem for their community.

Overall, rental units were the most sought after form of housing, but the least available in the area. There is a serious need for more single-family homes that are rentable, affordable, and in suitable living conditions as most individuals have a household that contains family members. The majority of the citizens of Lemhi County feel their community would benefit greatly from the development of new housing options.
# Table of Contents

**Executive Summary**  
Table of Contents  
Housing Analysis  
   Methodology  
   Overview  
   Analysis  
Demographics  
   General Demographics  
   Household Demographics  
   Job Groups  
   Growth Rates  
Methodology  
   Distribution  
Key Findings  
   Community Survey Findings  
      General Findings  
      Seasonal Residents  
      Finding Housing  
      Overall Satisfaction  
      Affordability  
      Most Suitable Additional Housing  
   Employer Survey Findings  
      Seasonal Employers  
      Year-round Employers  
   Employee Survey Findings  
      The Housing Search Process  
      Commuting Patterns  
   Housing Survey Findings  
      Respondent Demographics  
Recommendations  
Appendix A - Community Survey Data  
   Survey Questions  
   Survey Results  
Appendix B - Employer Survey Data  
   Survey Questions
Housing Analysis

Methodology

The Housing Analysis used information from the American Community Survey. The survey provides current data about all communities every year, rather than once every 10 years. It is sent to a small percentage of the population on a rotating basis throughout the decade. No household will receive the survey more often than once every five years.

The ACS collects survey information continuously nearly every day of the year and then aggregates the results over a specific time period—1 year, 3 years, or 5 years. The data collection is spread evenly across the entire period represented so as not to over-represent any particular month or year within the period.

Seasonal communities and areas with large changes can be affected. The ACS data for areas with stable populations are very similar to decennial census data. However, in areas with a fluctuating population — such as seasonal communities or areas experiencing large changes — the ACS will smooth out the changes over the estimation period, making comparisons with decennial census data difficult. People in nursing homes and colleges are surveyed by the ACS. Starting in 2006. Group quarters (GQ) include college dorms, residential treatment centers, nursing homes, group homes, military barracks, and correctional facilities.

Using the American Community Survey in the Housing Characteristics from 2018, the following information will come from that survey for Lemhi County and some from Butte and Custer counties to use as comparisons.

Overview

The total housing units in Lemhi County is 4,846 units. The total occupied units is 3,549. Of those occupied units, 2,677 units are owner-occupied (75.4%) and 872 units are renter-occupied (24.6%). Below shows the owner-occupied and renter-occupied as a percentage in Lemhi County and is compared to Butte and Custer counties.¹

¹ “Selected Housing Characteristics”
Below is information regarding the value of owner-occupied units in Lemhi County as of 2018. One fact to note is that 39.9% of owner-occupied units are valued at $150,000 or more. The value of owner-occupied units has also been compared as a percentage to Butte and Custer counties for comparison. 

2 “Selected Housing Characteristics”
Below is information regarding the years that the structures were built in Lemhi County as of 2018. One fact to note is that 53.0% of the housing units were built between 1950-1979. The year the structures were built has also been compared as a percentage to Butte and Custer counties for comparison. ¹
Below is information regarding the number of units in each structure for the structures in Lemhi County as of 2018. One fact to note is that 80.7% of the homes are either 1 unit or 2 unit housing. There are 3,660 housing structures are 1-unit detached (75.5%) and only 65 are 1-unit attached. 1-unit detached includes all single-family homes that are fully detached or semi-detached, which includes townhomes, duplexes and quadruplexes. If a unit is above or below a housing unit, then it is considered multi-family.\textsuperscript{4, 5}

\textsuperscript{4} “Selected Housing Characteristics”
\textsuperscript{5} “Characteristics of New Housing”
Below is information regarding gross rent in Lemhi County as of 2018. One fact to note is that 96.6% of occupied units paying rent pay less than $1000, 66.4% pay $500-$999.  

![Gross Rent Chart]

Below is information regarding gross rent as a percentage of income in Lemhi County as of 2018. One fact to note is that 43.7% of units paying rent pay more than 30% of their income.  

![Gross Rent as a Percentage of Income Chart]

---

6 “Selected Housing Characteristics”

7 “Selected Housing Characteristics”
Analysis

The majority of the households in Lemhi County own their units, which could mean there are not enough rental options for residents to be able to rent out. With 3,660 housing structures are 1-unit detached and only 65 are 1-unit attached, it also adds to the fact there are not enough rental options for residents. With 43.7% of Lemhi County households paying more than 30% of their income to rent, that could mean that the rent is too high for the income of households in Lemhi County.

Demographics

In order to attain a general understanding of the type of market in question, the RBDC gathered some demographic data for both Lemhi County as a whole and the city of Salmon in specific. The research team obtained the data presented below from the United States Census Bureau and is from the 2018 census.

General Demographics

<table>
<thead>
<tr>
<th></th>
<th>Lemhi</th>
<th>Salmon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>8,027</td>
<td>3,112</td>
</tr>
<tr>
<td>Population per Square Mile</td>
<td>1.7</td>
<td>1,224</td>
</tr>
<tr>
<td>Number of Employees</td>
<td>3,109</td>
<td>1,255</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>4.8%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Poverty Rate</td>
<td>14.7%</td>
<td>22.3%</td>
</tr>
<tr>
<td>Median Age</td>
<td>52.9</td>
<td>45</td>
</tr>
<tr>
<td>Percentage Under 18</td>
<td>18.7%</td>
<td>23.1%</td>
</tr>
<tr>
<td>Percentage Over 65</td>
<td>30.3%</td>
<td>22.9%</td>
</tr>
</tbody>
</table>

Household Demographics

<table>
<thead>
<tr>
<th></th>
<th>Lemhi</th>
<th>Salmon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Households</td>
<td>3,549</td>
<td>1,470</td>
</tr>
<tr>
<td>Average # of people per household</td>
<td>2.14</td>
<td>2.1</td>
</tr>
<tr>
<td>Median Household Income</td>
<td>$36,031</td>
<td>$28,571</td>
</tr>
</tbody>
</table>
Rent vs Own

<table>
<thead>
<tr>
<th></th>
<th>Rent</th>
<th>Own</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent</td>
<td>24.6%</td>
<td>75.4%</td>
</tr>
<tr>
<td>Own</td>
<td>41.3%</td>
<td>58.7%</td>
</tr>
</tbody>
</table>

Median Property Value

|          | $173,400 | $125,200 |

Job Groups

The charts below were taken from Data USA’s website. They display the different employment groups of the areas (Lemhi and Salmon) and what percentage of the workforce is employed in each field.

Lemhi County

Average Commute Time: 14.9 minutes

Salmon

Average Commute Time: 10.8 minutes
Growth Rates

Displayed below are several different growth rates for Lemhi County, Salmon, and the state of Idaho. As can be observed, both Lemhi County’s and Salmons’ growth rates are overall, significantly lower than Idaho’s growth rates as a state.

<table>
<thead>
<tr>
<th></th>
<th>Lemhi</th>
<th>Salmon</th>
<th>Idaho</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>0.155%</td>
<td>0.26%</td>
<td>2.1%</td>
</tr>
<tr>
<td>Household Income</td>
<td>3.65%</td>
<td>0.15%</td>
<td>6.43%</td>
</tr>
<tr>
<td>Employment</td>
<td>1.07%</td>
<td>2.78%</td>
<td>2.23%</td>
</tr>
<tr>
<td>Median Property Value</td>
<td>2.75% decline</td>
<td>0.08% decline</td>
<td>12.6%</td>
</tr>
</tbody>
</table>

The decline in property values of both Lemhi and Salmon may be suggestive of the fact that new property developments in these areas have been very few in recent years.

Methodology

Through research of public sources, it was evident that available housing options in the Lemhi County/Salmon area are scarce. The four surveys created and distributed by the RBDC sought to gather quantitative data concerning specific, housing related problems currently faced by the people of Lemhi County and more specifically, Salmon, Idaho. The surveys varied in purpose and therefore each survey targeted a different group of individuals.

Distribution

The research team built the surveys on Google Forms and created a page on the RBDC’s website where there was a link for each survey. Each link had a description, informing participants on whether the survey applies to them. A link to the webpage was distributed by Lemhi County officials, through several Salmon/Lemhi related social media pages and the team put a QR code for the survey webpage in the city of Salmon’s print newspaper. For certain surveys, individuals and companies were contacted directly.

Employer Survey: Heads of corporations as well as individual employers located in the Salmon area received the employer survey from representatives helping out with survey distribution. Employers were asked questions concerning the nature and seasonality of their workforce. They were asked to report on the perceived impacts of Salmon’s housing situation on their employees. The survey also asked the employers about whether housing options, or rather lack thereof, affect their ability to find, hire, and/or retain employees.
**Employee Survey:** The employee survey targeted towards individuals who work in the Salmon/Lemhi county area. Participants were asked questions concerning the ways in which their housing situations affect their work-life and their ability to work/seek employment in the Salmon, Idaho area. The survey sought to discover if/how bringing more housing options to the Salmon area could improve employment situations for residents of the area.

**Community Survey:** The community survey was intended for all persons who reside either full-time or part-time in the Salmon, Idaho/Lemhi County area. The survey gathered specific insights from real members of the area’s communities regarding housing problems. Participants were asked several questions about their individual experiences with living in/finding housing in Salmon. They were also asked for recommendations and opinions surrounding problem solutions and improvement options.

**Housing Survey:** The intent of the housing survey was to reach out to those that have rental properties or some sort of multi-family living capability. With this survey the research team was able to ask questions to the owners or managers of hotels, multi-family complexes, or single family rental owners to help determine how these individuals feel concerning the housing market within the Lemhi County, Idaho area.

**Key Findings**

**Community Survey Findings**

**General Findings**
The first part of the community survey asked a few questions that were meant to give a broad understanding of the overall housing situation of Salmon. The research team asked people whether they currently own or rent their residence, what form of housing they currently reside in, and how many household members they share a space with.

**Do you own or rent your residence?**

154 responses

![Pie chart showing percentage of ownership and renting](chart.png)
From these results, it can be observed that the majority of Salmon residents own rather than rent their home, a large majority of residents reside in a single family home, and the average number of people per household in Salmon is two.

**Seasonal Residents**

One of the things that the community survey was meant to discover, was around what percentage of Salmon’s residents are seasonal residents. Because of the nature of the area, seasonal workers are in demand during certain times of the year and there was concern around whether seasonal employees of Salmon struggle to secure suitable lodging. Of the 154 survey respondents, five (3.2%) reported that they are seasonal residents of Salmon. The months during which each of those respondents reside in Salmon can be seen in the chart below.

<table>
<thead>
<tr>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
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<td></td>
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<td></td>
<td></td>
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<tr>
<td>2</td>
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<tr>
<td>3</td>
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</tr>
</tbody>
</table>
Of these five respondents, three own a single family home, one rents a single family home, and one owns and lives in a car. The three home-owners reported high satisfaction levels and did not report experiencing difficulty obtaining housing. The renter reported mid-level satisfaction and experiences some difficulty obtaining housing due to rental options being “limited and overpriced”. The respondent who lives in their car reported low satisfaction levels and claims that obtaining housing is very difficult for them as rental options are so limited.

**Finding Housing**

Through this survey, the research team also wanted to discover how difficult it is for newcomers of Salmon to secure housing. The research team asked only the survey respondents who had reported moving to Salmon in the last three years (in order to keep data current/relevant) and the respondents who claimed to be seasonal or temporary residents whether or not their housing search was difficult. Responses were very mixed.

In order to reveal whether the difficulty of finding housing correlates with whether the seeker is looking to rent or own a residence, the research team cross examined this question with the question of rent vs own. Of the seven people who responded “no” to the above question, 6 were homeowners and only 1 was a renter. Of the seven people who responded “yes”, 4 were homeowners and 3 were renters. Of the seven people who responded “somewhat”, 3 were owners and 4 were renters.

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Somewhat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent</td>
<td>3</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Own</td>
<td>4</td>
<td>6</td>
<td>3</td>
</tr>
</tbody>
</table>

This data may mean that available and suitable rental properties are more scarce in Salmon than are suitable homes for sale.
Overall Satisfaction

An important part of the community survey asked all participants to report how satisfied they are with their current housing. The participants were asked to rate their satisfaction on a scale of 1 to 5 (1 being completely unsatisfied and 5 being very satisfied).

On a scale of 1-5, how suitable/satisfactory is your housing for your current situation?

As seen above, well over one half of Salmon residents are totally satisfied with their current housing situation. Over 75% declared high satisfaction ratings (4 or 5). Only about 9% reported low ratings (1 or 2).

A follow up question asked participants who felt unsatisfied with their situation to give reasoning for their feelings. The most popular reasons for dissatisfaction are listed below in order.

**Top reasons given for dissatisfaction:**

1) In need of repairs/updates (25.7% of responses)
2) Too small (22.9% of responses)
3) Cost (20% of responses)

Other reasons given for low satisfaction ratings included residents needing more convenience or accessibility because of age and residents wanting to live independently of relatives but not being able to because of “limited options” or “lack of affordable options”. Many participants mentioned in their answer that they feel that their options are extremely limited and that their ability to improve their situation is therefore inhibited.

Average satisfaction between renters and owners in Salmon does vary notably. The average satisfaction rating for renters is 3.46. The average satisfaction rating for owners is 4.53.

Another variation lies between the amounts that people pay for housing. The community survey asked participants to report, if they felt comfortable sharing, how much they pay in monthly housing costs, not including utility bills. The table below displays different cost ranges alongside the average satisfaction rating among participants who’s housing costs lie within that range.
<table>
<thead>
<tr>
<th>Monthly Housing Payment</th>
<th>Average Satisfaction Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>$300 - $500</td>
<td>3.18</td>
</tr>
<tr>
<td>$501 - $750</td>
<td>4.5</td>
</tr>
<tr>
<td>$751 - $1000</td>
<td>4.13</td>
</tr>
<tr>
<td>$1000 +</td>
<td>4.53</td>
</tr>
</tbody>
</table>

Interestingly, although the majority of housing situation satisfaction ratings were high, when survey participants were asked whether they felt that lack of housing is a significant problem in their community, the majority relayed that they feel that it is.

Do you feel that lack of housing is a significant problem in your community? Rate its significance on a scale of 1-5.

151 responses

Affordability

As some previous research had suggested that incomes in Salmon don’t align with housing costs, the community survey also aimed to find out whether residents are struggling to afford housing. Members of the research team asked participants whether their housing costs were affordable for them (affordable meaning equal to or below 30% of the person’s total income). While most people said that their housing is affordable, a significant number claimed that theirs is not.
Is the monthly cost of your housing affordable (less than or equal to 30% of your monthly gross income)?

151 responses

![Pie chart](image)

Again, responses between renters and owners differ somewhat. Of the home-owners who took this survey, 70.9% responded “yes” to the above question, 20.5% responded “no”, 6% responded “I don’t know”, and 2.6% left the question unanswered. Of the renters who took this survey, 70.3% responded “yes” and 29.7% responded “no”.

**Most Suitable Additional Housing**

Another key intention of the community survey was to discover which type(s) of additional housing (if any) would most benefit the community of Salmon/Lemhi County. The research team found that the vast majority of participants do indeed agree that bringing more housing options to the area would benefit their community.

Do you feel that bringing more housing options to Salmon would benefit the financial health of the city?

152 responses

![Pie chart](image)
Participants were asked which types of additional housing units would be most advantageous. The most recommended additional housing forms are, in order:

1) Single family homes (66%)
2) Duplexes (51.7%)
3) Single story apartments (47.6%)
4) Townhomes (44.9%)

However, replies were fairly mixed.

6.1% of respondents were not in favor of increasing housing options at all.

**Employer Survey Findings**

Representatives helping with the distribution of the survey sent the employer survey out to employers in the Lemhi County area to get a better idea of how their businesses are affected by the lack of affordable housing options. Both seasonal and year-round employers received the survey, and there were 39 responses to the survey. Of the 39 respondents, 13 were seasonal employers and 26 were year-round employees.

**Seasonal Employers**

There is a significant amount of seasonal work in Lemhi County, and so the results from the survey from the seasonal employers are useful to this study. The biggest industry in the seasonal workforce is agriculture, forestry, fishing and hunting, and mining, and summer is the most common season along with spring/summer and summer/fall for the workforce.

For the question that asked, “How would you describe your employees and their housing needs?” four responses said that their employees have to find housing in Lemhi County before their working season because of availability. Those responses came from employers whose workforce are the Summer/Fall season and Summer season. This could mean that seasonal workforces that start a bit later, meaning the summer, struggle to find housing because the seasonal workforces that start in the spring take up the available rental options. Coming from the question describing their
employees and their housing needs, 53.8% of the respondents said, “My employees are spending too much of their income on housing and are looking for cheaper housing options.”

For the question that asked, “How frequently have these situations occurred in the last year?,” 33.3% of respondents said that an employee turned down a job offer because of a lack of affordable housing very frequently. From the same question, 41.67% of respondents said that an employee left a job because of lack of transportation at an occurrence of “does not happen at all.” This means that transportation is not an issue with these employers and that this is an issue about affordable housing.

Another question asked, “How frequently have these situations occurred in the last year?.” One of the answers was, “You had to continue to operate your business without a job being filled,” and 53.85% of the respondents said that occurred somewhat frequently. One of the other answers was, “You had to hire unqualified or less qualified applicants for a job because there were no other options,” and 69.23% said that occurred somewhat frequently.

Below asks another question about how the availability of housing impacts the quality of workers these employers hire. 53.8% of respondents said that it does impact the quality of workers they hire. The 30.8% of respondents said they were not sure, which could mean they are not a definite “yes,” but also they are not a definite “no.”

Below asks another question that asks if it is common for their employees to be unhappy with their current housing situation. A big majority of 76.9% said “yes,” which shows there is a clear issue with housing in Lemhi County.
The last question below asked “What income level of your workforce has the greatest need in housing availability and affordability?” The respondents said that 69.3% believe that the income level that has the greatest need of available and affordable housing is between $10,000 to $24,999. This could mean that the seasonal workforce is earning within that income range and that there is not enough affordable housing for employees making that amount.
A seasonal employer said, “Our full time, year round employees are able to find housing just fine (important note, all of our full time, year round employees make over $15/hr). It’s our seasonal employees that have a really hard time.”

### Year-round Employers

The majority of the Employer Survey results came from year-round employers. The biggest industry in the year round workforce is educational services, and healthcare and social assistance. Salmon School District and Steele Memorial Medical Center are the main employers in those sectors.

One year-round employer said, “Many of our seasonal workers and interns have had to move residence multiple times in a season or house sit at 3 to 4 residences in a single season as the only housing options. Our permanent staff spend way too much time searching for housing options “just to make it work.” Another employer said, “One of my employees purchased a home in the last year because of inability to find decent rental conditions. I had one employee live in a camper until housing became available, with his family (3 small children).”

Employers have a strong opinion that their workforce struggles finding adequate housing for themselves and their families.

Below asks a question about how frequently the employers had no applicants for the job. Of the respondents, 58.33% respondents said they did not have applicants for a job at least somewhat frequently.
Below asks the question about how frequently the employers had to hire unqualified or less qualified applicants for a job because there were no other options. Of the employers, 58.33% respondents said they hire less qualified applicants for a job at least somewhat frequently. It goes along with another question asked about the extent to find qualified employees over the last three years. 53.8% of the respondents said that it has gotten harder to find qualified employees.

The last question below asked “What income level of your workforce has the greatest need in housing availability and affordability?” Of the respondents, 64% believe that the income level that has the greatest need of available and affordable housing is between $15,000 to $34,999. This could mean that the year round workforce is earning within that income range and that there is not enough affordable housing for employees making that amount.
Employee Survey Findings

The employee survey was distributed to individuals who work year-round or seasonally in Lemhi County. It was designed to gather information on the housing search process, on the living conditions of housing found, and on the commuting patterns of employees. Data was collected from 106 responses, 44 of the respondents having recently searched for housing.

The Housing Search Process

Of those employees surveyed, 41.5% looked for housing in Lemhi County in the past year. 23.6% of these individuals have a household that consists of just themselves, 10.9% have a household that consists of unrelated individuals, and 65.5% have a household that consists of relatives under and over the age of 18.
During the housing search process, housing was not felt to be widely available. On a scale of one to five (one representing zero availability in the housing market, five representing plenty of availability), 81.4% of those surveyed gave the Lemhi County housing market a rating of one or two. An individual who participated in the survey shared: “I found it very challenging to find housing here unless you know someone personally who is renting property.”

The most desired type of housing amongst those who were searching for housing were single-family homes. 62.1% of those looking to rent were hoping to rent a single-family home. Nearly 75% of the employees who were searching for housing live with at least one family member, so a larger housing unit is preferred. After single-family homes, 18.2% of those surveyed were looking for an apartment, 2.3% were looking for a townhouse, and 4.6% were searching for any type of housing.

When it comes to affordable housing, 47.7% of those surveyed agreed that their monthly housing costs are affordable (less than or equal to 30% of their monthly gross income). 34.1% said their housing does not fit the definition of affordability, and 13.6% shared that they were unable to find housing during their search, thus they do not have monthly payments.
The affordability of the housing options in Lemhi County is a topic quite a few citizens commented on. One respondent said: “Single family homes in Salmon and the surrounding area are unbelievably expensive for this part of the state... For the average citizen, the job income levels here certainly don’t support the high housing prices.” Another shared: “I believe the housing here is overvalued. Some properties sell at their asking prices, but many remain unsold for long periods. If there were sufficient housing for everyone looking, prices would be lower and more people would find/afford suitable housing. Supply is too low, but demand is also estimated to be higher than it truly is. Locals I know stretch their budgets unwisely far to afford the limited housing options they find, whether buying or renting.”

**Commuting Patterns**

In order to get an idea of where employees live and work, they were asked to share the ZIP Code in which their home resides and in which ZIP Code their workplace is located.

The majority surveyed live within the 83467 ZIP Code. This area consists of the cities of Salmon, North Fork, Elk Bend, and Baker, Idaho. While this seems like a convenient fact for commuting, the 83467 is a rather spread out area. To illustrate this point, Elk Bend is 30 minutes from Salmon; Elk Bend and North Fork are a 50 minute drive apart; and Baker is a nearly 40 minute commute to Elk Bend. One individual surveyed explained: “Affordable housing of any kind is extremely difficult to find in Salmon. I lived in my camper without the rest of my family for 5 months before I was able to find decent housing (I wouldn’t let my dog live in most places for rent in Salmon). We finally found a decent (not great) place in Elk Bend. My wife and I both work in Salmon so the commute gets long...”

When it comes to workplace locations, 90.9% claimed their workplace is located in the 83467 ZIP Code. The remaining 9.1% have a workplace located in the 83464 ZIP Code.
Since the 83467 ZIP Code contains many cities, those surveyed were asked specifically if they lived within Salmon city limits. 61.4% answered they do, while 38.6% answered that they do not. One individual surveyed explained why they cannot live within Salmon City limits, though they’d like to: “The real estate market in Salmon is also outrageously priced. People are asking 50% too much for very old and disgusting houses. I worry we will have to rent forever here because even with two good incomes we can’t afford a house that would meet our needs any better than our current rental in Elk Bend. Also the lack of reliable and decent contractors in the area appears to be a real issue when building a new home.”

Housing Survey Findings

The housing survey was distributed to those individuals that can be considered leaders and/or knowledgeable in real estate for Lemhi county. But it was decided by the research team wanted to include those individuals that are rental owners to get to know a little more concerning how they saw the housing market within their region. While working hand in hand with the Lemhi County Housing committee (the client) the team was able to distribute these surveys via an online format.

Respondent Demographics

The first bit of the survey was a question in which the research team wanted to know what the respondents associated with whether that was a real estate office, brokerage firm, hotel or multi-family rental management or owner, and single family owners. Of the respondents 18 (62.1%) said that they were single family rental owners, followed by 4 (13.8%) said that they were an owner of a multi-family complex, another 4 (13.8%) stated that they are either a realtor or work in a realtor’s office, 1 (3.4%) individual responded that he/she was a commercial property owner, 1 (3.4%) respondent stated that they rented out tents, and 1 (3.4%) more respondent stated that they were a rental property manager.
How the research team had the survey set up allowed us to ask those individuals who answered that they were associated with multi-family real estate, how many units they either owned or managed. As a result there were four responses that informed us that two individuals had a complex of 4 units, 1 individual stated they had 2 units, and the last individual said that their complex was 16 units. This shows us that there is a big need for more apartments whether they are in a complex formation or individual units. The research team developed a question to learn about the lease lengths of complex owners and managers. Looking at the responses between the months of April and the end of September and October and the end of March showed us that the majority of respondents said they did not have any availability for either of those time frames.
To finalize the questions from the housing survey the research team wanted to see how the respondents felt concerning new housing options within Lemhi county and whether or not these respondents felt as if the community needs more housing options. The results of these answers were that 85% of individuals thought that they needed more housing.

Do you believe there is a need for more housing in Lemhi County?

Following these responses the research team asked the respondents to tell us what types of housing would be most beneficial for the Lemhi County area. Here are the best responses on three main types of housing that can be added to the county and these are Single story apartment buildings, Duplexes, and single family homes that can be either bought or rented. One respondent said, “Once it was announced the mine would open up, last year, rents were raised even higher than they already are. Unaffordable for so many since we are a service community and the majority of people earn minimum wage or just above.”
The research team was interested if seasonal housing options for seasonal employees were adequate for their needs and if these were also affordable. Majority of respondents thought that there was not adequate housing for these individuals that are working seasonally. The graph below represents these responses:

**Recommendations**

What the research team recommends the Lemhi County Housing committee do next is:

- Approach the zoning committee using the data in this report and ask them to rezone certain areas of the city/county to help more investors and builders come and add to the community by bringing new, suitable, and affordable housing options to the area.
- Continue using the collected data to help bring investors and builders to the area. This data will show these individuals that there is a great need for improvement within Lemhi County’s housing industry/market.
Appendix A - Community Survey Data

Survey Questions

Question #1: Are you a full time, temporary, or seasonal resident of Salmon?
   ● Full time
   ● Temporary
   ● Seasonal

Question #2: What month(s) do/will you reside in Salmon? (Check all that apply)
   ● January
   ● February
   ● March
   ● April
   ● May
   ● June
   ● July
   ● August
   ● September
   ● October
   ● November
   ● December

Question #3: What is your current form of housing?
   ● Single Family Home
   ● Apartment
   ● Mobile Home
   ● Camper
   ● Car
   ● Staying with a friend/relative
   ● Town Home
   ● Homeless
   ● Multi-family housing
   ● Other

Question #4: Do you own or rent your residence?
   ● Own
   ● Rent

Question #5: How many people reside in your household?

Question #6: Which group(s) do you share a household with? (Check all that apply)
   ● Just myself
   ● With relative(s) under 18 years old
• With relative(s) over 18 years old
• Unrelated individuals
• Other

Question #7: On a scale of 1 to 5, how suitable/satisfactory is your housing for your current situation?

Question #8: If you find your current housing unsuitable/unsatisfactory, what is your reasoning?

Question #9: Did you move to Salmon within the past three years?
• Have always lived here
• Moved here more than three years ago
• Moved here within the past three years
• Reside here seasonally/temporarily

Question #10: If you moved to Salmon, in what year did you move?

Question #11: If you moved to Salmon or are a temporary or seasonal resident, what was your reason for coming to Salmon?

Question #12: If you moved to Salmon or are a temporary or seasonal resident, did/do you have a difficult time obtaining housing?
• Yes
• No
• Somewhat

Question #13: Do you feel that lack of housing is a significant problem in your community? Rate its significance on a scale of 1 to 5.

Question #14: Is the monthly cost of your housing affordable (less than or equal to 30% of your monthly gross income)?
• Yes
• No
• I don’t know

Question #15: If you’re comfortable with sharing, please tell us what you pay in monthly housing costs (not including utility bills).

Question #16: What type of additional housing (if any) do you feel would be more beneficial to your community? (Select all that apply)
• Townhomes
• Single Story Apartment Complexes
• Two Story Apartment Complex
• Duplexes
• Quadplexes
• Single Family Homes
• Trailer Park
• Mobile Homes
Question #17: Do you feel that bringing more housing options to Salmon would benefit the financial health of the city?
- Yes
- No
- Maybe

Survey Results

Are you a full time, temporary, or seasonal resident of Salmon?
154 responses

What month(s) do/will you reside in Salmon? Check all that apply
5 responses
What is your current form of housing?
153 responses

- Single Family Home: 86.9%
- Apartment
- Mobile Home
- Camper
- Car
- Staying with a friend/relative
- Town Home
- Homeless
- Multi Family Housing

Do you own or rent your residence?
154 responses

- Own: 76%
- Rent: 24%
How many people reside in your household?
152 responses

- 29 (19.1%) for 1
- 73 (48%) for 2
- 18 (11.8%) for 3
- 21 (13.8%) for 4
- 5 (3.3%) for 5
- 5 (3.3%) for 6
- 1 (0.7%) for 10

Which group(s) do you share a household with? (Check all that apply)
151 responses

- Just myself: 35 (23.2%)
- With relative(s) over 18 years old: 40 (26.5%)
- Spouse/spouse partner: 4 (2.6%)
- Husband/wife: 2 (1.3%)
- Significant Other: 1 (0.7%)
- Spouse: 1 (0.7%)
- Other: 1 (0.7%)

86 (57%) of respondents shared a household with a relative(s) over 18 years old.
On a scale of 1-5, how suitable/satisfactory is your housing for your current situation?
154 responses

If you find your current housing unsuitable/unsatisfactory, what is your reasoning?
45 responses

N/A
Cost to heat
Not stable; month to month w/ Californians stopping all the time asking if it's for sale.
Too small
would like to live independently, but nowhere to live or own for my income
It's an old trailer house from the 60's. The appliances are starting to break down, and the house overall needs a lot of repairs.

to expensive
Need everything on one level.
not applicable
I wanted to avoid a log home, however there were not enough options available.
Suitable just small and rent is high to move
If relatives could find something and move out it's awesome
To small
Needs some remodeling
Landlords
Too small. Sleeping in chairs and on the couch.
Older, small rooms
no place to rent in salmon
I would like to rent a home, but there are no affordable or even available options in Salmon.
Needs repairs
needs painted, window & new roof
Falling Apart
none
too much money
very good
needs work, plumbing
Living with in-laws is very inconvenient for everyone involved.
n/a
Limited to no options to rent at time of moving here, limited options to buy
It needs more amenities for the price I pay
Satisfactory - I own it and like the location
in the process of building
Too small; 2 families share the space
Need a smaller place. There is little affordable housing for elderly or anyone actually.
Slightly overpriced. Limited alternative options available.
lots of maintenance issues
The home we purchased was in significant disrepair, but was all that was available and affordable when we needed to purchased a home. We are slowing remodelling and fixing the home ourselves but that takes time and money.
High price and small.
too small, but it is all that we can afford. and we each work a full time job
The rent is affordable, in town, the house is in good condition and it has a great yard & garden space

Did you move to Salmon within the past three years?
152 responses

- 57.9% Have always lived here
- 27% Moved here more than three years ago
- 13.8% Moved here within the past three years
- 0.4% Reside here seasonally/temporarily
If you moved to Salmon or are a temporary or seasonal resident, what was your reason for coming to Salmon?
21 responses

work
Job
I originally moved to Salmon to work for the Forest Service. I no longer work for them.
Lived in Leadore - work in Salmon
I got a job
Parents wanted to
Small town
Employment
Employment with SMMC
Work (location chosen among multiple options)
Small town rural environment
The town felt like the small town I grew up in before it got liberalized
Better Schools/daycare for small children vs. Challis
Employment
Employment and to be closer to family
job
Work
Bought outfitter business
If you moved to Salmon or are a temporary or seasonal resident, did/do you have a difficult time obtaining housing?
21 responses

Do you feel that lack of housing is a significant problem in your community? Rate its significance on a scale of 1-5.
151 responses
If you're comfortable with sharing, please tell us what you pay in monthly housing costs (not including utility bills).

<table>
<thead>
<tr>
<th>Cost</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>850</td>
</tr>
<tr>
<td>700</td>
<td>1200.00</td>
</tr>
<tr>
<td>300</td>
<td>400.00</td>
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<tr>
<td>1200</td>
<td>450.00</td>
</tr>
<tr>
<td>400.00</td>
<td>1100</td>
</tr>
<tr>
<td>650.00</td>
<td>550.00</td>
</tr>
<tr>
<td>$300</td>
<td>around $700 month</td>
</tr>
<tr>
<td>800</td>
<td>450.00</td>
</tr>
<tr>
<td>875.00</td>
<td>1795</td>
</tr>
<tr>
<td>Our house is paid for. No mortgage payments.</td>
<td></td>
</tr>
<tr>
<td>$200 for maintenance and repair</td>
<td></td>
</tr>
</tbody>
</table>
$950.00
$1000
$800
zero
Taxes and insurance--house paid for
$1,000
$885
730
700.00
500
1500.00
300.00
940
1200.00
$890
600
1100.00
$635
350.00
600.00
876.00
$450
No house payment -- all paid off. Own it free and clear.
$1,000.00
1,200
own
625.00
360
Aside from taxes, normal repairs, and utilities, nothing.
$640.00
We own the home.
1300
$830
100
500.00
950
$2400
612.96
Zero. We paid cash for our home.

$450 mortgage, flood ins, house ins, taxes est $300 = $750

$400 - reduced rate because of family

What type of additional housing (if any) do you feel would be more beneficial to your community? (Select all that apply)

147 responses

- Townhomes: 66 (44.9%)
- Single Story Apartments: 70 (47.6%)
- Complexes: 47 (32%)
- Two Story Apartment Complexes: 76 (51.7%)
- Duplexes: 44 (29.9%)
- Quadplexes: 97 (66%)
- Single Family Homes: 16 (10.9%)
- Trailer Park: 14 (9.5%)
- Mobile Homes: 9 (6.1%)
- None: 66 (44.9%)
Appendix B - Employer Survey Data

Survey Questions

Question #1: How would you categorize your business/workforce?
- Agriculture, forestry, fishing and hunting, and mining
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Sales
- Transportation and warehousing, and utilities
- Information
- Finance and insurance, and real estate and rental and leasing
- Professional, scientific, and management, and administrative waste management services
- Educational services, and health care and social assistance
- Arts, entertainment, and recreation, and accommodation and food services
- Public administration
- Other

Question #2: Is more than 50% of your workforce seasonal?
- Yes
- No

The below questions were answered by employers whose workforce is mostly seasonal:
Question #3: Which season describes the majority of your employees?
- Spring Seasonal
- Summer Seasonal
- Spring/Summer Seasonal
- Summer/Fall Seasonal
- Fall
- Winter
- Spring/Fall Seasonal
- Other

Question #4: How would you describe your employees and their housing needs? (Check all that apply)
- My employees are able to find adequate housing in Lemhi County during their working season
- My employees have to find housing in Lemhi County before their working season because of availability
- My employees found less than ideal housing in Lemhi County
- My employees are spending too much of their income on housing and are looking for cheaper housing options
- I do not know
- Other

Question #5: How frequently have these situations occurred in the last year? (Ranked on a scale of Does Not Happen at All to Very Frequent)
- An employee turned down a job offer because lack of affordable housing
- An employee had to leave a job because lack of affordable housing
- An employee left a job because a lack in transportation
- An employee found a different job nearer their place of residence
- An employee has been tardy because of commute

Question #6: Does the availability of housing impact the quality of workers you hire?
- Yes
- No
- Not Sure

Question #7: For a typical employee working for you, what percent of your employees live greater than a 10 mile radius from your place of business?
- 0%
- 1% to 25%
- 26% to 75%
- More than 75%
- Not Sure

Question #8: How frequent have these situations occurred in the last year? ( Ranked on a scale of Does Not Happen at All to Very Frequent)
- You had to continue to operate your business without a job being filled
- You had to hire unqualified or less qualified applicants for a job because there were no other options
- You had no applicants for a job

Question #9: About what percent of your seasonal jobs went unfilled in the last year?
Question #10: To what extent has your ability to find qualified employees changed over the past three years?
- Stayed about the same
- Improved/gotten easier
- Declined/gotten harder
- Don't know/not applicable

Question #11: To what extent has your ability to retain qualified employees changed over the past three years?
- Stayed about the same
- Improved/gotten easier
- Declined/gotten harder
- Don't know/not applicable

Question #12: Is it common for your employees to be unhappy with their current housing situation?
- Yes
- No
- Not sure

Question #13: Do you feel that the availability of housing that is affordable for the workforce in Lemhi County is:
- Very important
- Somewhat important
- Neutral
- Somewhat unimportant
- Not important at all

Question #14: What income level of your workforce has the greatest need in housing availability and affordability?
- Less than $10,000
- $10,000 to $14,999
- $15,000 to $24,999
- $25,000 to $34,999
- $35,000 to $49,999
- $50,000 to $74,999
- $75,000 to $99,999
- $100,000 to $149,999
- $150,000 to $199,999
- $200,000 or more
- Other

Question #15: Any additional comments you feel would be useful?

*The below questions were answered by employers whose workforce is mostly year-round:*

Question #16: How would you describe your employees and their housing needs?
- My employees are able to find housing in Lemhi County during right when they start working
- My employees have to find temporary housing first before they can find a their housing choice
- My employees found less than ideal housing in Lemhi County
• My employees are spending too much of their income on housing and are looking for cheaper housing options
• I do not know

Question #17: How frequently have these situations occurred in the last year? (Ranked on a scale of Does Not Happen at All to Very Frequent)
• An employee turned down a job offer because lack of affordable housing
• An employee had to leave a job because lack of affordable housing
• An employee left a job because a lack in transportation
• An employee found a different job nearer their place of residence
• An employee has been tardy because of commute

Question #18: Does the availability of housing impact the quality of workers you hire?
• Yes
• No
• Not sure

Question #19: For a typical employee working for you, what percent of your employees live greater than a 10 mile radius from your place of business?
• 0%
• 1% to 25%
• 25% to 75%
• More than 75%
• Not sure

Question #20: How frequent have these situations occurred in the last year? (Ranked on a scale of Does Not Happen at All to Very Frequent)
• You had to continue to operate your business without a job being filled
• You had to hire unqualified or less qualified applicants for a job because there were no other options
• You had no applicants for a job

Question #21: About what percent of your jobs went unfilled within the last year?

Question #22: To what extent has your ability to find qualified employees changed over the past three years?
• Stayed about the same
• Improved/gotten easier
• Declined/gotten harder
• Don't know/not applicable

Question #23: To what extent has your ability to retain qualified employees changed over the past three years?
• Stayed about the same
• Improved/gotten easier
• Declined/gotten harder
• Don't know/not applicable

Question #24: Is it common for your employees to be unhappy with their current housing situation?
• Yes
• No
• Not sure

Question #25: Do you feel that the availability of housing that is affordable for the workforce in Lemhi County is:
• Very important
• Somewhat important
• Neutral
• Somewhat unimportant
• Not important at all

Question #26: What income level of your workforce has the biggest need in housing availability and affordability?
• Less than $10,000
• $10,000 to $14,999
• $15,000 to $24,999
• $25,000-$34,999
• $35,000-$49,999
• $50,000 to $74,999
• $75,000 to $99,999
• $100,000 to $149,999
• $150,000 to $199,999
• $200,000 or more

Question #27: Any additional comments you feel would be useful?
Survey Results

How would you categorize your business/workforce?

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservation non-profit</td>
<td>5.2%</td>
</tr>
<tr>
<td>Automobile repair</td>
<td>2.6%</td>
</tr>
<tr>
<td>Daycare</td>
<td>5.2%</td>
</tr>
<tr>
<td>Interpretive Center</td>
<td>2.6%</td>
</tr>
<tr>
<td>Public administration</td>
<td>7.7%</td>
</tr>
<tr>
<td>Arts, entertainment, and recreation, and accommodation and food services</td>
<td>2.6%</td>
</tr>
<tr>
<td>Educational services, and health care and social assistance</td>
<td>17.9%</td>
</tr>
<tr>
<td>Professional, scientific, and management, and administrative waste management services</td>
<td>7.7%</td>
</tr>
<tr>
<td>Transportation and warehousing, and utilities</td>
<td>2.6%</td>
</tr>
<tr>
<td>Sales</td>
<td>5.1%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>7.7%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>5.1%</td>
</tr>
<tr>
<td>Construction</td>
<td>7.7%</td>
</tr>
<tr>
<td>Agriculture, forestry, fishing and hunting, and mining</td>
<td>20.5%</td>
</tr>
</tbody>
</table>

Is more than 50% of your workforce seasonal?

- Yes: 33.3%
- No: 66.7%

The below data was collected from employers whose workforce is mostly seasonal:
Which season describes the majority of your employees?

- Spring/Summer/Fall Seasonal: 7.7%
- Winter: 7.7%
- Summer/Fall Seasonal: 23.1%
- Spring/Summer Seasonal: 23.1%
- Summer Seasonal: 38.5%

How would you describe your employees and their housing needs?

- We provide housing for non-local employees either through motels or rental homes: 7.7%
- Many of my employees live out of their cars to save money: 7.7%
- All my employees are local and live here throughout the year: 7.7%
- My employees are spending too much of their on housing and are looking for cheaper housing options: 53.8%
- My employees found less than ideal housing in Lemhi County: 38.5%
- My employees have to find housing in Lemhi County before their working season because of availability: 30.8%
How frequently have these situations occurred in the last year?

Does the availability of housing impact the quality of workers you hire?
For a typical employee working for you, what percent of your employees live greater than a 10-mile radius from your place of business?

How frequent have these situations occurred in the last year?

- 0%
- 1% to 25%
- 26% to 75%
- More than 75%
- Not Sure
About what percentage of your seasonal jobs went unfilled in the last year?

- 41.6%
- 8.3%
- 16.7%
- 8.3%
- 8.3%
- 8.3%
- 8.3%

To what extent has your ability to find qualified employees changed over the past three years?

- Don't know/not applicable: 23.1%
- Declined/gotten harder: 30.8%
- Stayed about the same: 46.2%
- Improved/gotten easier: 0%
To what extent has your ability to retain qualified employees changed over the past three years?

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don't know/not applicable</td>
<td>23.1%</td>
</tr>
<tr>
<td>Declined/gotten harder</td>
<td>23.1%</td>
</tr>
<tr>
<td>Stayed about the same</td>
<td>53.8%</td>
</tr>
<tr>
<td>Improved/gotten easier</td>
<td>0%</td>
</tr>
</tbody>
</table>

Is it common for your employees to be unhappy with their current housing situation?

- Yes: 76.9%
- No: 7.7%
- Not Sure: 15.4%
Do you feel that the availability of housing that is affordable for the workforce in Lemhi County is:

<table>
<thead>
<tr>
<th>Not Important at all</th>
<th>0.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Somewhat Unimportant</td>
<td>0.0%</td>
</tr>
<tr>
<td>Neutral</td>
<td>0.0%</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>15.4%</td>
</tr>
<tr>
<td>Very Important</td>
<td>84.6%</td>
</tr>
</tbody>
</table>

What income level of your workforce has the greatest need in housing availability and affordability?

<table>
<thead>
<tr>
<th>Income Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$75,000 to $99,999</td>
<td>7.1%</td>
</tr>
<tr>
<td>$25,000 to $34,999</td>
<td>14.3%</td>
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<tr>
<td>$15,000 to $24,999</td>
<td>35.7%</td>
</tr>
<tr>
<td>$10,000 to $14,999</td>
<td>28.6%</td>
</tr>
<tr>
<td>Less than $10,000</td>
<td>14.3%</td>
</tr>
</tbody>
</table>

The below data was collected from employers whose workforce is mostly year-round:
How would you describe your employees and their housing needs?

- I do not know: 15.4%
- My employees are spending too much of their income on housing and are looking for cheaper housing options: 15.4%
- My employees found less than ideal housing in Lemhi County: 46.2%
- My employees have to find temporary housing first before they can find their housing choice: 15.4%
- My employees are able to find housing in Lemhi County during right when they start working: 7.7%

How frequently have these situations occurred in the last year?

- An employee turned down a job offer because lack of affordable housing
- An employee had to leave a job because lack of affordable housing
- An employee left a job because of a lack in transportation
- An employee found a different job nearer their place of residence
- An employee has been tardy because of commute
Does the availability of housing impact the quality of workers you hire?

- Yes: 57.7%
- No: 23.1%
- Not Sure: 19.2%

For a typical employee working for you, what percent of your employees live greater than a 10-mile radius from your place of business?

- 0%: 42.3%
- 1% to 25%: 30.8%
- 25% to 75%: 11.5%
- More than 75%: 15.4%
How frequent have these situations occurred in the last year?

About what percent of your jobs went unfilled within the last year?
To what extent has your ability to find qualified employees changed over the past three years?

- Don't know/not applicable: 11.5%
- Declined/gotten harder: 53.8%
- Stayed about the same: 34.6%
- Improved/gotten easier: 0%

To what extent has your ability to retain qualified employees changed over the past three years?

- Don't know/not applicable: 11.5%
- Declined/gotten harder: 34.6%
- Stayed about the same: 42.3%
- Improved/gotten easier: 11.5%
Is it common for your employees to be unhappy with their current housing situation?

- Yes: 30.8%
- No: 42.3%
- Not Sure: 26.9%

Do you feel that the availability of housing that is affordable for the workforce in Lemhi County is:

<table>
<thead>
<tr>
<th>Importance Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not Important at all</td>
<td>0.0%</td>
</tr>
<tr>
<td>Somewhat Unimportant</td>
<td>0.0%</td>
</tr>
<tr>
<td>Neutral</td>
<td>0.0%</td>
</tr>
<tr>
<td>Somewhat Important</td>
<td>11.5%</td>
</tr>
<tr>
<td>Very Important</td>
<td>88.5%</td>
</tr>
</tbody>
</table>
What income level of your workforce has the greatest need in housing availability and affordability?

<table>
<thead>
<tr>
<th>Income Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$50,000 to $74,999</td>
<td>4.0%</td>
</tr>
<tr>
<td>$35,000 to $49,999</td>
<td>20.0%</td>
</tr>
<tr>
<td>$25,000 to $34,999</td>
<td>36.0%</td>
</tr>
<tr>
<td>$15,000 to $24,999</td>
<td>28.0%</td>
</tr>
<tr>
<td>$10,000 to $14,999</td>
<td>8.0%</td>
</tr>
<tr>
<td>Less than $10,000</td>
<td>4.0%</td>
</tr>
</tbody>
</table>

The below are comments left by survey respondents in regard to the question “Any additional comments you feel would be useful?”:

- “Lemhi County has overly-aggressive Building Inspectors that add 25% to normal construction cost.”
- “One of my employees purchased a home in the last year because of inability to find decent rental conditions. I had one employee live in a camper until housing became available, with his family (3 small children).”
- “Affordable housing for seasonal employees is my greatest need.”
- “I always hear it is hard to rent here. Most renters don’t allow animals. Also rent here is too high for the space. Most people who come to live leave because they can’t make the money to afford to stay. So is it housing or really wages? It’s a poor area with some rich people, but wages here are low because of the area.”
- “Our full time, year round employees are able to find housing just fine (important note: all of our full time, year round employees make over $15/hr). It’s our seasonal employees that have a really hard time.”
Appendix C - Employee Survey Data

Survey Questions

Question #1: Have you looked for housing in Lemhi County in the past year?
  ● Yes
  ● No

Question #2: On a scale of 1 to 5, how available was housing?

Question #3: Are you a seasonal or year-round employee?
  ● Seasonal
  ● Year-round

Question #4: When searching for housing, were you looking to rent or own?
  ● Rent
  ● Own

Question #5: How much were you willing to pay monthly for housing?
  ● Less than $500
  ● $500-$749
  ● $750-$999
  ● $1,000-$1,499
  ● $1,500 or more
  ● Other

Question #6: What type of housing were you searching for?
  ● Single-family home
  ● Townhouse
  ● Condominium
  ● Apartment
  ● Duplex
  ● Quadplex
  ● Mobile Home
  ● Camper Trailer (wheeled vehicle pulled by car or truck)
  ● Other

Question #7: Which group(s) do you share a household with? (Check all that apply)
  ● Just myself
  ● With relative(s) under 18 years old
  ● With relative(s) over 18 years old
  ● Unrelated individuals
  ● Other
Question #8: How many people live in your household?

Question #9: Is the monthly cost of your housing affordable (less than or equal to 30% of your monthly gross income)?
- Yes
- No
- I was unable to find housing
- I don’t know

Question #10: What was your employer’s level of support in helping you find housing?
- Scale of 1 to 5

Question #11: How satisfied are you with the housing you ended up with?
- Scale of 1 to 5

Question #12: What is your age?
- Under 18
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65-74 years old
- 75 years or older
- Prefer not to say

Question #13: Do you live within Salmon city limits?
- Yes
- No

Question #14: Which ZIP Code do you live in?

Question #15: In which ZIP Code is your workplace located?

Question #16: How important is it for you to live close to your workplace?
- Scale of 1 to 5

Question #17: If it were possible, would you prefer to live within Salmon city limits?
- Yes
- No
- I already live in Salmon
- No preference

Question #18: What is your annual household income?
- Less than $25,000
- $25,000-$34,999
- $35,000-$49,999
- $50,000-$74,999
- $75,000-$99,999
- $100,000-$149,999
- $150,000-$199,999
- More than $200,000
- Prefer not to say

Question #19: What type of additional housing (if any) do you feel would be more beneficial to your community? (Check all that apply)
- Single-family home
- Townhouse
- Condominium
- Apartment
- Duplex
- Quadplex
- Mobile Home
- Camper Trailer (wheeled vehicle pulled by car or truck)
- None

Question #20: Any additional comments or concerns you may have

Survey Results

Have you looked for housing in Lemhi County in the past year?

- Yes: 58.5%
- No: 41.5%
On a scale of 1 to 5, how available was housing?

<table>
<thead>
<tr>
<th>Scale</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>27.9%</td>
</tr>
<tr>
<td>2</td>
<td>53.5%</td>
</tr>
<tr>
<td>3</td>
<td>14.0%</td>
</tr>
<tr>
<td>4</td>
<td>2.3%</td>
</tr>
<tr>
<td>5</td>
<td>2.3%</td>
</tr>
</tbody>
</table>

Are you a seasonal or year-round employee?

- Seasonal: 9.1%
- Year-round: 90.9%

Were you looking to rent or own?

- Rent: 65.9%
- Own: 34.1%
How much were you willing to pay for housing?

- Less than $500: 22.7%
- $500-$749: 40.9%
- $750-$999: 15.9%
- $1,000-$1,499: 15.9%
- $1,500+: 2.3%
- Anything: 2.3%

What type of housing were you searching for?

- Single-family home: 75.0%
- Townhouse: 18.2%
- Apartment: 4.6%
- Anything: 2.3%

Which group(s) do you share a household with?

- Unrelated individuals: 10.9%
- Relative(s) over 18: 45.5%
- Relative(s) under 18: 20.0%
- Just myself: 23.6%
How many people live in your household?

1. 1
   - 25.6%
2. 2
   - 39.5%
3. 3
   - 14.0%
4. 4
   - 9.3%
5. 5
   - 4.7%
6. 6
   - 7.0%

Is the monthly cost of your housing affordable (less than or equal to 30% of your monthly gross income)?

- Yes: 47.7%
- No: 34.1%
- I was unable to find housing: 13.6%
- I don't know: 4.5%

What was your employer's level of support in helping you find housing?

1. 1
   - 33.3%
2. 2
   - 16.7%
3. 3
   - 21.4%
4. 4
   - 11.9%
5. 5
   - 16.7%
How satisfied are you with the housing you ended up with?

What is your age?

Do you live within Salmon city limits?
Which ZIP Code do you live in?

- 83462: 2.3%
- 83464: 9.3%
- 83466: 2.3%
- 83467: 83.7%
- 83468: 2.3%

In which ZIP Code is your workplace located?

- 83464: 9.1%
- 83467: 90.9%

How important is it for you to live close to your workplace?

- 1: 2.3%
- 2: 15.9%
- 3: 31.8%
- 4: 22.7%
- 5: 27.3%
If it were possible, would you prefer to live within Salmon City limits?

- Yes: 45.5%
- No: 9.1%
- I already live in Salmon: 9.1%
- No preference: 36.4%

What is your annual household income?

- Less than $25,000: 9%
- $25,000-$34,999: 9%
- $35,000-$49,999: 14%
- $50,000-$74,999: 16%
- $75,000-$99,999: 21%
- $100,000-$149,000: 11%
- Prefer not to say: 9%

What type of additional housing do you feel would be beneficial to your community?

- None: 4.5%
- Camper trailer: 2.3%
- Mobile home: 18.2%
- Quadplex: 29.5%
- Duplex: 45.5%
- Apartment: 68.2%
- Condominium: 34.1%
- Townhouse: 50.0%
- Single-family home: 77.3%
The below are comments left by survey respondents in regard to the question “Any additional comments or concerns you may have”: 

- “Housing prices are not in line with local wages.”
- “Additional all-age and senior-living housing is very much needed within the city limits with close access to services, transportation services to be made available (e.g. additional van/bus service).”
- “Single family homes in Salmon and the surrounding area are unbelievably expensive for this part of the state. One would think a small town in remote Idaho would have reasonably priced housing. For the average citizen, the job income levels here certainly don’t support the high housing prices. So is the housing market just trying to cater to out of state Californians or other rich people relocating to Salmon who are just looking to retire and provide nothing to the local economy and don’t support the schools? If so, you are pricing out the families who would actually work here, pay taxes here, support the schools here, perhaps open a business here. All these components would help make Salmon a vibrant, growing, thriving community. It is frustrating looking for houses which are not old and junky, and finally finding something relatively decent and the seller wants $100-200k more than what it is worth.”
- “I found it very challenging to find housing here unless you know someone personally who is renting property.”
- “Not a lot of rental options for new residents - especially affordable options.”
- “The housing market is so high here, hard for anyone to afford a house here. We had to build much cheaper than the homes with acres that were for sale.”
- “Salmon has horrible housing options. They want way too much for the condition houses are in. Renting is a joke -- there are absolutely no houses available to rent at a decent price whatsoever. The housing market is just as bad. Houses that are $200k are dumps and with the wages here in Salmon we can’t afford to rent or buy a house here, which is sad.”
- “[We need] Shorter term rental contracts to fit seasonal employment windows.”
- “Affordable housing of any kind is extremely difficult to find in Salmon. I lived in my camper without the rest of my family for 5 months before I was able to find decent housing (I wouldn’t let my dog live in most places for rent in Salmon). We finally found a decent (not great) place in Elk Bend. My wife and I both work in Salmon so the commute gets long. The real estate market in Salmon is also outrageously priced. People are asking 50% too much for very old and disgusting houses. I worry we will have to rent forever here because even with two good incomes we can’t afford a house that would meet our needs any better than our current rental in Elk Bend. Also the lack of reliable and decent contractors in the area appears to be a real issue when building a new home.”
- “We do not need more housing or more people moving here!”
- “I believe the housing here is overvalued. Some properties sell at their asking prices, but many remain unsold for long periods. If there were sufficient housing for everyone looking, prices would be lower and more people would find/afford suitable housing. Supply is too low but demand is also estimated to be higher than it truly is. Locals I know stretch their budgets unwisely far to afford the limited housing options they find, whether buying or renting.”
- “Young families and older people with Social Security income need a place to live that is decent and affordable. People turn down jobs in Leadore because there’s nowhere for them to live that they can afford, or just nowhere at all that they can rent.”
- “The high cost of housing is hard on the locals -- we’re mostly minimum wage earners! Who wants to have a lot of roommates to be able to afford what the owners are asking for?”
- “[The apartments] that were affordable were trashy.”
- “Quality of homes [is a concern]. Lots of cheap DIY fixes that are likely not up to code.”
- “The rent around here is ridiculous. Most Salmonits are clerks & can’t afford the high costs.”
- “Single family homes with an acre of land are SO expensive! But I do not want to rent forever!”
Appendix D - Housing Survey Data

Survey Questions

Question #1: Which one of the following are you associated with?
- Realtor or Realtor’s office
- Owner of a multi-family complex
- Hotel owner
- Manager of apartment complex or hotel
- Commercial Real estate broker
- Single Family rental owner
- Rental Property Manager
- Other

Question #2: If you are an owner/manager of a hotel or multi-family complex, how many units are at your facility?

Question #3: If you are a Rental Property Manager, how many properties do you manage? (If not applicable do not answer)

Question #4: What types of leases do you offer? (Select all that apply)
- Month to Month
- 3 month
- 6 month
- 12 month
- Other

Question #5: On average what type of availability do you have between the months of April and the end of September?
- 0%
- 1% to 12%
- 13% to 24%
- 25% to 49%
- 50% and above

Question #6: On average what is the availability you have between the months of October to the end of March?
- 0%
- 1% to 12%
- 13% to 24%
- 25% to 49%
- 50% and above

Question #7: Do you believe there is a need for more housing within Lemhi County?
- Yes
- No
Question #8: How important is it to you for the following types of housing to be added to the Lemhi County area? (Ranked on a scale of Important to Unimportant)
- Townhomes
- Single Story Apartment Complexes
- Two Story Apartment Complex
- Duplexes
- Quadplexes
- Single Family Homes
- Trailer Park
- Mobile Homes

Question #9: How important is it to you for development in the following areas? (Ranked on a scale of Important to Unimportant)
- Seasonal Rental Housing
- Long Term Rental Housing
- Single Family Owner Properties

Question #10: Do you believe there is adequate housing for seasonal employees at a reasonable cost?
- Yes
- No
- Not sure

Question #11: Are there any other comments that you wish to share concerning housing within Lemhi County?

Survey Results
If you are an owner/manager of a hotel or multi-family complex, how many units are at your facility?

<table>
<thead>
<tr>
<th>Units</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>25.0%</td>
</tr>
<tr>
<td>4</td>
<td>50.0%</td>
</tr>
<tr>
<td>16</td>
<td>25.0%</td>
</tr>
</tbody>
</table>

What type of leases do you offer?

<table>
<thead>
<tr>
<th>Lease Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 month</td>
<td>60.0%</td>
</tr>
<tr>
<td>6 month</td>
<td>20.0%</td>
</tr>
<tr>
<td>Month to Month</td>
<td>40.0%</td>
</tr>
</tbody>
</table>
On average, what type of availability do you have between the months of April and the end of September?

![Pie chart showing availability percentages.]

On average, what type of availability do you have between the months of October and the end of March?

![Pie chart showing availability percentages.]

Do you believe there is a need for more housing in Lemhi County?

- Yes: 85.7%
- No: 10.7%
- Not Sure: 3.6%

How important is it to you for the following types of housing to be added to the Lemhi County area?

- Townhomes
- Single Story Apartment Complexes
- Two Story Apartment Complex
- Duplexes
- Quadplexes
- Single Family Homes
- Trailer Park
- Mobile Homes
The below are comments left by survey respondents in regard to the question “Are there any other comments that you wish to share concerning housing within Lemhi County?”:

- “It all depends on whether you want population growth or not in Lemhi County.”
“Once it was announced the mine would open up last year, rents were raised even higher than they already are. Unaffordable for so many since we are a service community and the majority of people earn minimum wage or just above.”

“The problem I see with rentals is that the renters do NOT take care of properties owned by someone else and take advantage by not paying rent on time, leaving the place a mess, and taking advantage of the eviction laws. Not all are like this but I know personally situations like this and have also experienced it as a property owner.”

“The real estate prices in Lemhi County make it very hard for young and lower income families to ever become home owners.”

“There's close to enough housing during the off-season. If it weren't for the need for seasonal housing, I don't know that the shortage would feel quite so short. I have to hire seasonal workers in from out of town, and it is a real pain every year to try to find them a place to live. And if they have to pay obscene rent, it isn't worth their while to come, which makes hiring hard.”
Appendix E - References


