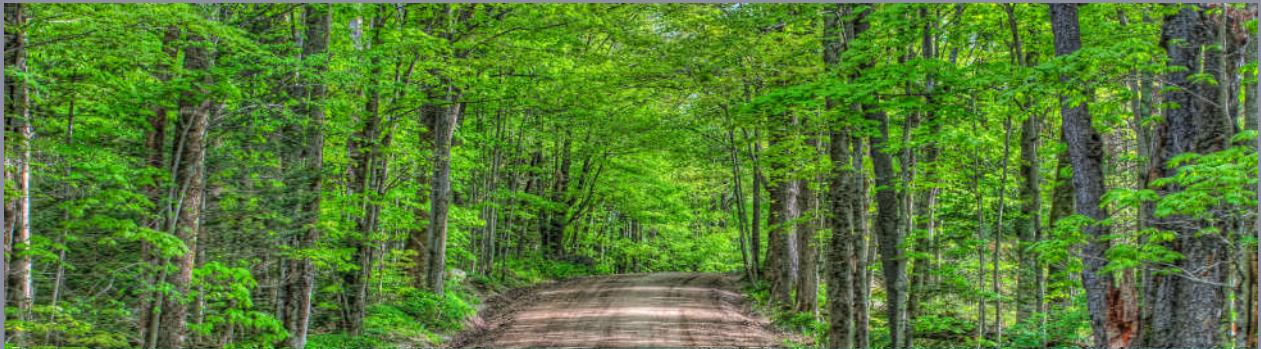


November 15th

RHNA Employer Survey

Presented by: Renee Theall
Housing Navigator/Associate Planner



Data from the Employer Survey

- 14 respondents
- Comprised of the following categories:

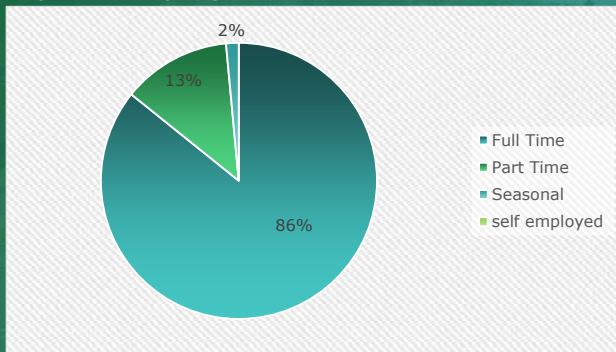
Categories:

- Recreation, Accommodation, Hospitality or Food Service
- Professional, Technical or Administrative Services
- Education, Healthcare or Social Services
- Information, Media, Communications, Finance, Insurance or Real Estate
- Government



Full Time? Part time? Seasonal?

"In a typical year, how many of your employees are..."



(With a tally of 12,356)



When at full capacity, what proportion of your employees/positions are the following?

Bulk of positions within:
Young Professionals & Mid-Career



- 1 Respondent had 'Entry Level' listed in the 51-75%
- 1 Respondent had 'Nearing End of Career' in 51-75%
- 3 Respondents had 'High Turnover' categories in the 26-50%
- 2 Respondents had 'Currently Open' in the 26-50%

In 2021, approx. what proportion of your FT employees earned:

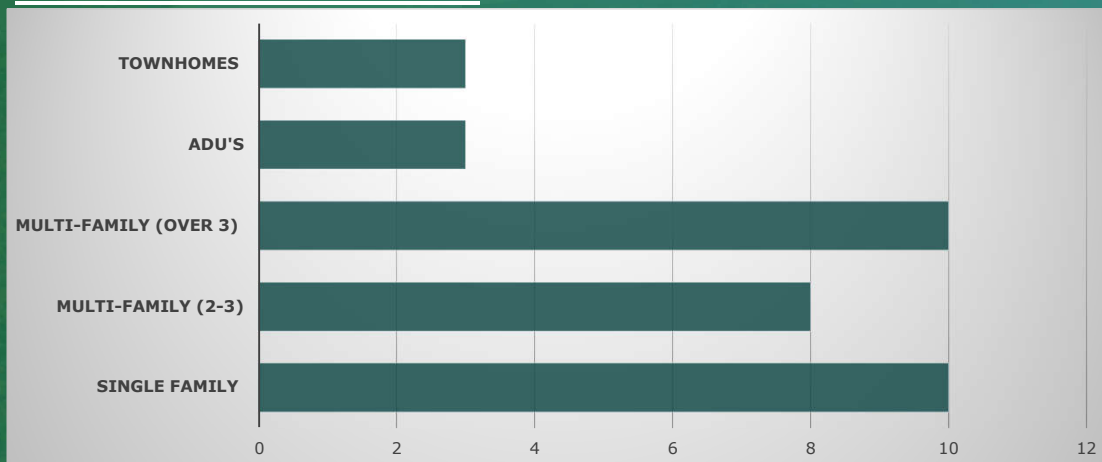
\$0 - \$24,999	\$25,000 - \$49,999	\$50,000 - \$74,999	\$75,000 - \$114,999	\$115,000 or more
	76-100%			
0-25%	26-50%	26-50%	26-50%	26-50%
76-100%				
	76-100%			
26-50%	26-50%	26-50%		
		51-75%	0-25%	
	26-50%	51-75%	0-25%	
	26-50%	51-75%	0-25%	
	26-50%	51-75%	26-50%	
		51-75%		0-25%
26-50%	0-25%	0-25%	0-25%	
	26-50%	26-50%	26-50%	0-25%
0-25%	26-50%	26-50%	0-25%	0-25%
0-25%	26-50%	26-50%	51-75%	26-50%

Quick Notes:

Majority of Employers had Full time in person employees, with the next tier being 2-3 days in person

When asked how they hear about Housing Challenges, Employers cited mainly their Employees

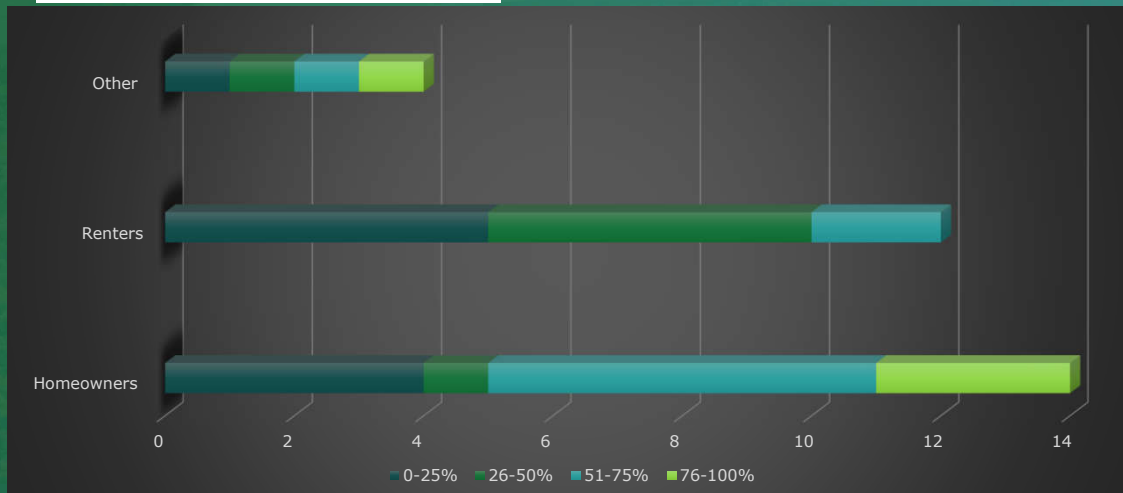
As an employer, what types of housing are most helpful in supporting your efforts to recruit and retain employees?



How far away do your employees live?

Same neighborhood	in the same town/city	in an adjacent town/cit	in a non-adjacent town/city
			76-100%
0-25%	0-25%	26-50%	26-50%
0-25%	0-25%	26-50%	26-50%
		26-50%	26-50%
0-25%		26-50%	26-50%
0-25%	0-25%	76-100%	0-25%
	26-50%	0-25%	0-25%
0-25%	26-50%	26-50%	0-25%
0-25%		51-75%	0-25%
	0-25%	0-25%	51-75%
	0-25%	0-25%	26-50%
0-25%	0-25%	51-75%	0-25%
26-50%	0-25%	26-50%	26-50%
0-25%	0-25%	51-75%	26-50%

To the best of your knowledge, what % of employees are:



Availability....

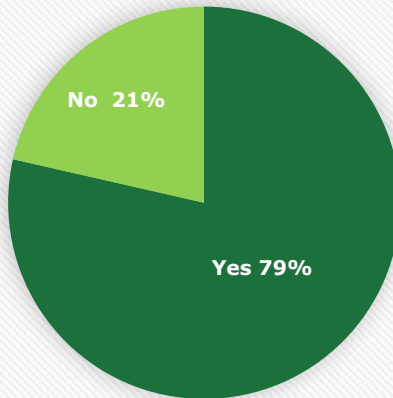
10. How would you describe the availability of housing options in or near the area where your business is located?

- Very limited housing options
- Some housing options
- Plenty of housing options
- I don't know
- Other (please specify)



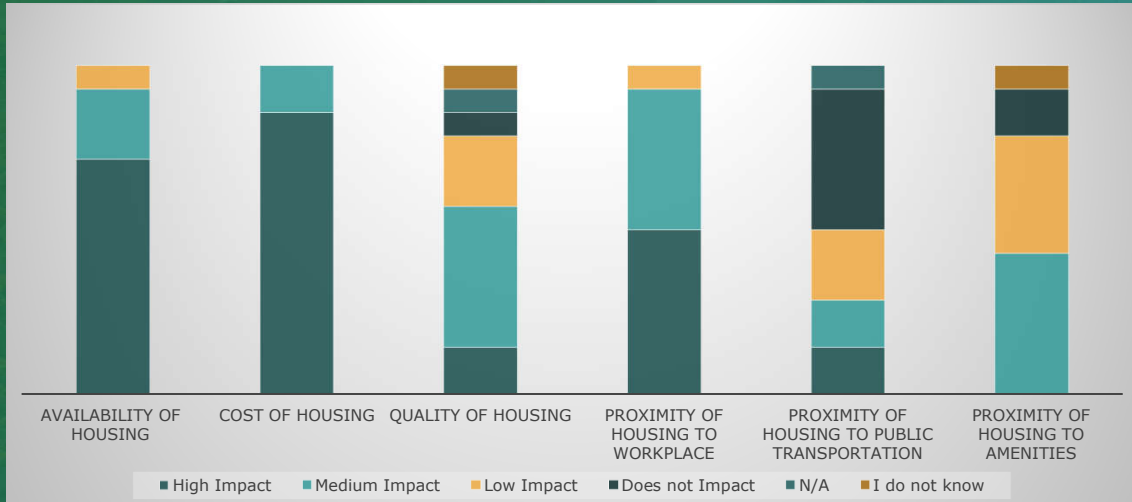
Everyone answered 'Very Limited Housing Options'

Does the housing supply shortage impact your ability to attract or keep....



■ Yes ■ No

To what extent do the following impact your ability to attract or keep...



Do you currently participate in any of the following strategies to help employees secure housing?

Down Payment and/or Closing Cost Assistance:

Several Employers were 'Interested to learn more' and a couple were 'Interested only if in Coalition with other Employers'

Rent Subsidy:

One Employer is already providing this, a few others were 'Interested only if in Coalition with other Employers'

Homebuyer Education:

Rose to the top --- One Employer is already providing, and 6 others were 'Interested to learn more'



Strategies Continued...

Moving Cost Assistance:

Majority already provide this

Low Income Housing Tax Credits:

Majority were Interested in learning more

Interest of 1's:

- Land Donation
- Construction Financing
- Employer operated Housing x3

Open ended comments:

More "affordable" homes and apartments

Additional inventory at affordable prices

Being able to build a BASIC house. All the imposed regulations simply increase the cost of building a basic house.

Affordable multi family housing. My employees are mostly single and looking for 1- or 2-bedroom apartments. None are available in the area

More available and affordable housing options in my community and those surrounding.

Apartment homes in our area or condo's and first time home buyers assistance

Open ended cont'd:

It is becoming a non issue as employees prefer to work from home

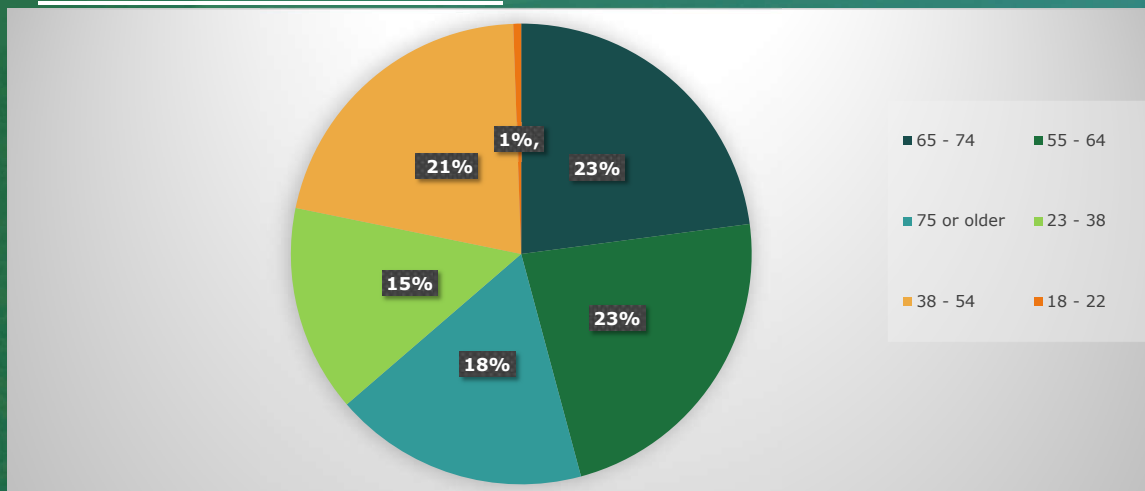
More low income or moderate income housing for both rent and purchase

Availability, affordability

Rental units at an affordable price

More housing at lower cost. Closer proximity

Demographics of Public Survey Respondents



Income of Public Survey Respondents:

43% of Respondents made between \$9,999 to \$89,999

The remaining 57% income was between \$90,000 to \$500,000(+)

FY 2023 Income Limits Summary

FY 2023 Income Limit Area	Median Family Income Click for More Detail	FY 2023 Income Limit Category	Persons in Family							
			1	2	3	4	5	6	7	8
Merrimack County, NH	\$116,000	Very Low (50%) Income Limits (\$) Click for More Detail	38,800	44,350	49,900	55,400	59,850	64,300	68,700	73,150
		Extremely Low Income Limits (\$)* Click for More Detail	23,300	26,600	29,950	33,250	35,950	40,280	45,420	50,560
		Low (80%) Income Limits (\$) Click for More Detail	62,100	70,950	79,800	88,650	95,750	102,850	109,950	117,050

*Image taken from HUD User FY 2023 Income Limits Documentation System

Merrimack County Median Family Income Breakout

AMI Range	Annual Gross Income	30% of income for housing costs (incl. Taxes, insurance, etc)	Divided by 12
100% AMI	\$116,000	\$34,800	\$2,900
80% family of 4	\$88,650	\$26,595	\$2,216
80% family of 3	\$79,800	\$23,940	\$1,995
80% 1 person	\$62,100	\$18,630	\$1,552

Annual GI numbers taken from the HUD 2023 Income Limits Summary

1/30/2024

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