



BOARD MEETING AGENDA SUBMITTAL

TO: GCSB Board of Directors

FROM: Peter Kampa, General Manager

DATE: April 9, 2024

SUBJECT: Agenda Item 6E: Discussion and Board Direction Regarding District Employee Housing Options

BACKGROUND:

Over the last decade, the housing environment in Groveland has become unique in which most of the homes are the second homes of Bay Area residents and frequently rented on a short-term basis. This, along with current interest rates and stagnant available inventory, has resulted in the local median home price being far beyond the reach of District employees, and the elimination of affordable housing in the area.

The median listing home price in Groveland is \$450,000, over five times the annual average income of non-management staff which is \$86,694 currently. An employee would need to make roughly \$140,000 per year to be able to qualify or afford a median priced home in Groveland. This has been an area of concern for management over the last five years, but has become very prevalent with the sudden vacancy of three positions. The District has historically had a difficult time recruiting qualified, experienced, and certified staff due to its isolated location and management is extremely concerned at the District's ability to fill any of the vacant positions given the fact that affordable housing is currently non-existent for potential candidates.

The District must act immediately in addressing and mitigating this inevitable challenge by securing housing for employees. Other similar Districts, such as Mammoth Community Water District are faced with the same challenge and have an employee housing program put in place as a result.

It is management's recommendation that the Board direct staff to immediately begin looking for and acquiring housing units and develop an employee housing program.

ATTACHMENTS:

None.