

Monroe County, PA

Comprehensive

Affordable Housing Study

2023



INTRODUCTION	4
FREQUENTLY USED TERMS	4
ACRONYMS USED IN THIS PLAN.....	5
DEMOGRAPHICS PROFILE	6
POPULATION.....	6
AGE	11
TENURE	14
HOUSEHOLD TYPE AND SIZE.....	16
INCOME.....	19
EMPLOYMENT TRENDS	23
WAGES BY INDUSTRY.....	24
CURRENT HOUSING INVENTORY	26
OVERVIEW	26
HOUSING UNIT TYPE.....	27
VACANT UNIT ANALYSIS.....	30
BUILDING PERMIT TRENDS	31
HOUSING CONDITION.....	33
HOUSING VALUES.....	35
MLS ANALYSIS.....	36
MORTGAGE LENDING ANALYSIS.....	40
RENTER MARKET.....	45
AFFORDABILITY ANALYSIS	52
RENTERS.....	52
HOMEBUYERS.....	54
COST BURDEN.....	56
RENTERS.....	56
OWNERS.....	57

HOUSING GAP ANALYSIS	59
RENTERS.....	59
OWNERS.....	63
FACTORS IMPACTING THE MARKET	67
LAND AVAILABILITY.....	67
INFRASTRUCTURE FOR DEVELOPMENT.....	67
ZONING.....	67
ENVIRONMENTAL CONSERVATION.....	68
REGIONAL IMPACT.....	69
VACATION HOMES & SHORT-TERM RENTALS.....	70
COMMUTING PATTERNS.....	71
SALES MARKET.....	72
HOUSING INVENTORY.....	72
RISING MORTGAGE RATES.....	72
BUILDING MATERIALS AND LABOR.....	73
TRENDS BY GENERATION.....	73
AFFORDABLE HOUSING PLAN	75
INTRODUCTION.....	75
REVIEW OF 2018 STUDY.....	76
SUMMARY OF GOALS AND STRATEGIES.....	77
GOALS & STRATEGIES BY TIER.....	78
RECOMMENDATIONS.....	79
APPENDIX A: EMPLOYER SURVEY SUMMARY	84
APPENDIX B: HOUSING CONDITIONS MODEL DATA.....	86

INTRODUCTION

Monroe County is a unique place, nestled in the Pocono Mountains of northeastern Pennsylvania. Its location has made it a popular tourist destination for decades. Being wedged against New York and New Jersey has made it a more affordable place to relocate from those more costly areas. But the very things that have put Monroe County on the map have exacerbated an increasingly desperate situation for many long-time residents: accessing affordable housing. The County's housing market, like nearly every county in the US, cannot affordably house its residents. Nearly 45% of renters pay more than 35% of their income on housing costs, making them cost-burdened. Nearly 54% of all County households cannot afford the basic essentials. Five of the County's largest employment sectors experienced job losses between 2010 and 2021.

The housing gap analysis reveals a significant shortage of rental units across all income households. The clearest picture of the housing challenge facing Monroe County is the housing gap between the existing housing supply and the income of resident households. Specifically, it is the lack of an adequate supply of housing for higher-income households that forces them to rent down-market, competing with lower-income households for available rental housing. This situation also forces the lowest-income households to rent units that are out of their affordable price range because there is an inadequate supply of units available for the lowest income tiers. This scenario has a disproportionate impact on the lowest income households who have the fewest resources to rent up-market, thereby becoming cost-burdened.

The most significant housing mismatch is found among homeowners at the highest income tier of 101%+ AMI where there are only 14 units for every 100 households. Similar to the rental market, this creates a housing gap at all income tiers between 0-100% AMI despite there being more affordable housing units than households in each income tier.

Successful implementation of the recommended strategies included in the plan will require a coordinated approach among many entities, both public and private. To improve the chances of achieving meaningful change in the housing environment, new partnerships may be required. A Housing Task Force of key community partners meeting regularly could evaluate progress moving forward and facilitate frequent reviews of what's working, what isn't and what should be modified. A Housing Task Force could assist in spreading the responsibility for plan implementation among private and public entities who are committed to improving the affordable housing environment in Monroe County. Such a concerted effort with a broad foundation of community support and activism will be required to achieve measurable progress in the face of numerous challenges to expanding the available supply of affordable housing for all in Monroe County.

FREQUENTLY USED TERMS

The following terms are used consistently throughout this report to refer to specific housing concepts.

- **Housing costs:** Homeownership costs include mortgage principal and interest, taxes, insurance, and utilities. Rental costs include rent and utilities.
- **Affordability:** Housing is affordable if a household pays no more than 30% of their income for housing costs.
- **Median family income:** Incomes published by HUD for states, counties, and large urban areas that are adjusted for household size. In Monroe County in 2020, this number was \$81,500 for a family of four.

- **Area median income:** Incomes published by the US Census Bureau for a range of geographic areas. This income is not adjusted for household size like median family income and is usually a smaller number. Area median income, referred to by the acronym AMI throughout the report, is the primary income number used for analysis. The County median income was \$72,679 in 2020.
- **Extremely low-income:** 30% or less of the area median income, equivalent to \$21,804 in Monroe County.
- **Very low-income:** More than 30% and up to 50% of the area median income, equivalent to between \$21,805 and \$36,340 in Monroe County.
- **Low-income:** More than 50% and up to 80% of the area median income, equivalent to between \$36,341 and \$58,143 in Monroe County.
- **Moderate-income:** More than 80% and up to 100% of the area median income, equivalent to between \$58,144 and \$72,679 in Monroe County.
- **Poverty:** The federal poverty threshold for a family of four in 2020 was \$26,200. This was equivalent to 32% of Monroe County’s median family income.
- **Cost burden:** HUD defines households paying more than 30% of household income on housing costs as cost-burdened.
- **Severe cost burden:** Households paying 50% or more of income on housing costs.

ACRONYMS USED IN THIS PLAN

ACS: American Community Survey	LSA: Local Share Account (Monroe County)
AHP: Affordable Housing Program (FHLB)	MFI: median family income
ALICE: Asset Limited, Income Constrained, Employed	MHI: median household income
AMI: area median income	MLS: Multiple Listing Service
CDBG: Community Development Block Grant program	NAHB: National Association of Homebuilders
CDC: Centers for Disease Control and Prevention (US)	NAR: National Association of Realtors
CFA: Commonwealth Financing Authority (PA)	NLIHC: National Low Income Housing Coalition
CHAS: Comprehensive Housing Affordability Strategy data	OPW: Our Pocono Waters
DCED: Department of Community and Economic Development (PA)	PHARE: Pennsylvania Housing Affordability and Rehabilitation Enhancement fund
DHS: Department of Human Services (PA)	PHFA: Pennsylvania Housing Finance Agency
DOE: Department of Energy (US)	PIT: Point in Time count
EAH: Employer Assisted Housing (PHFA)	PITI: principal, interest, taxes, insurance
FHA: Federal Housing Administration (US)	PMI: private mortgage insurance
FHLB: Federal Home Loan Bank	PMVB: Pocono Mountains Visitors Bureau
FSA: Farm Service Area (USDA)	PSH: permanent supportive housing
HACM: Housing Authority of the County of Monroe	RDA: Redevelopment Authority of the County of Monroe
HCV: Housing Choice Voucher	RRH: Rapid Rehousing program
HMDA: Home Mortgage Disclosure Act database	STR: short-term rental
HOME: HOME Investment Partnerships Program	TH: transitional housing
HUD: Department of Housing & Urban Development (US)	USDA: Department of Agriculture (US)
LEHD: Longitudinal Employer Household Dynamics	VA: Veterans Administration (US)
LIHTC: Low-Income Housing Tax Credit	
LODES: LEHD Origin-Destination Employment Statistics	

DEMOGRAPHICS PROFILE

The Demographic Profile section highlights several key trends in Monroe County. These trends focus on general data points that begin to shape the context of how housing affordability, or unaffordability in many instances, impacts county residents. For example, 23.1% of householders under the age of 35 are renters, but only 9.3% are owners. The pattern changes at age 65 when the rate of renters begins to increase. Non-family households are increasing along with unmarried households, which are more likely to be renter households. This trend could indicate a financial need among unrelated persons to form households due to high housing costs. The most common jobs in 2021 were Office and Administrative Support (11.7%) and Food Preparation and Serving Related (11.2%) positions, which tend to pay below-average wages that are essentially unchanged since 2010 when adjusted for inflation. Together with more in-depth analysis in other sections of the study, these trends help to reveal a clearer picture of the cost of housing in Monroe County and how residents are impacted.

POPULATION

Monroe County's population has remained relatively unchanged since 2015. The 2018 Monroe County Affordable Housing Plan detailed population changes for several decades and noted that after three decades of growth between 1950-1980, the County more than doubled in size. Population changes since 2010 mark the first decline in the County's population since at least 1950. That decline was slight as the population was nearly 170,000 in 2010, dipping 1.2% by 2015 and began to increase in 2021.

Figure 1 Population Change in Monroe County, 1990-2021

Year	Population	Percent Change
1990	95,709	--
2000	138,687	44.90%
2010	169,842	22.50%
2015	167,881	-1.20%
2021	168,128	0.15%

Source: US Census, American Community Survey (ACS)

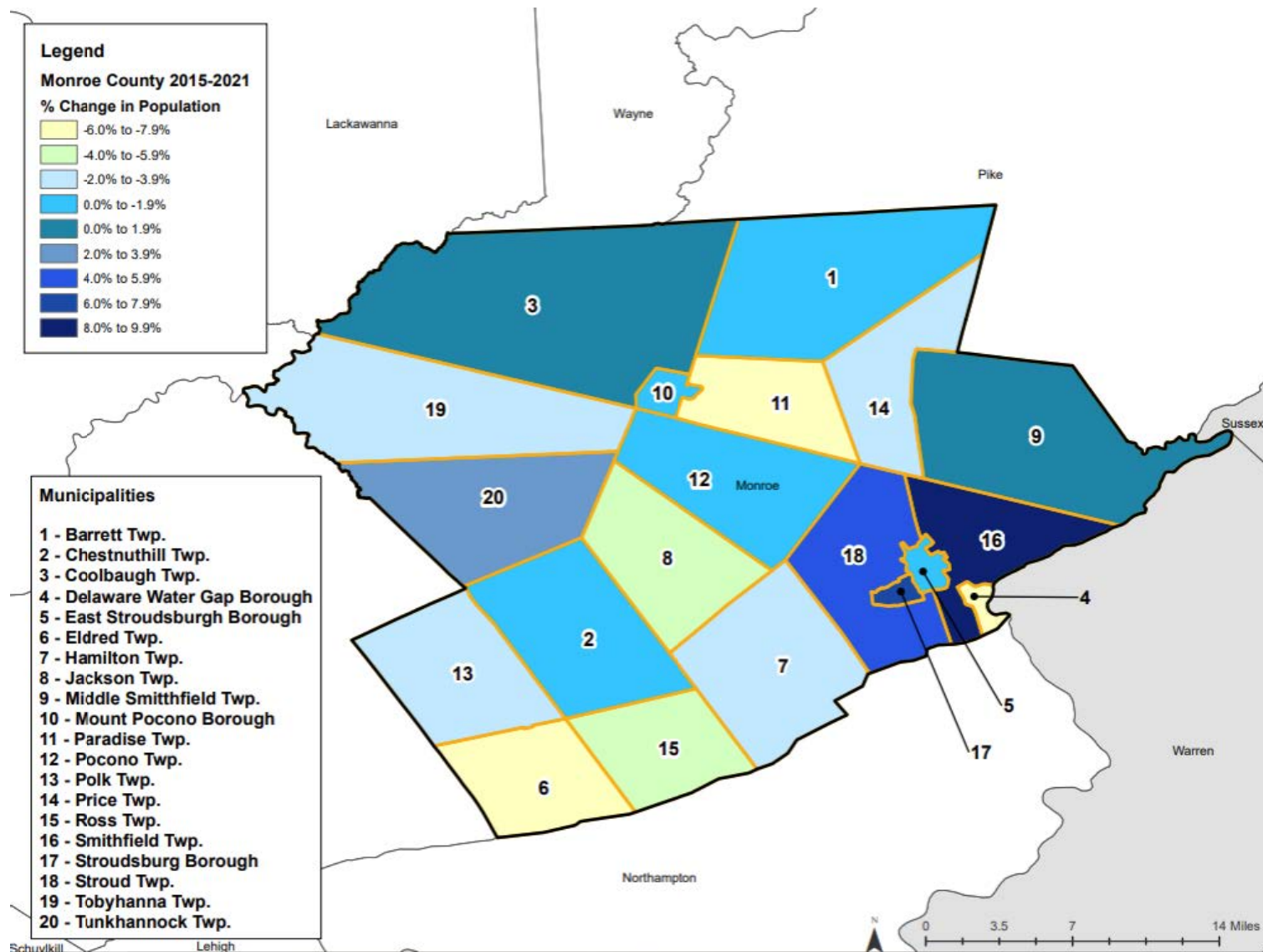
Although the County as a whole experienced a slight increase in population, the majority of Monroe County's municipalities lost population during the past several years. Most of the thirteen municipalities that declined experienced losses of less than 5%. Delaware Water Gap Borough, Eldred, Paradise, and Ross Townships saw declines between about 6% and just over 7.5%. Of the seven municipalities that grew, Middle Smithfield Township had a very slight increase at 0.81% while Smithfield Township increased nearly 8%. The remaining five municipalities increased between 2.5% and almost 6.5%.

Figure 2 Population Change by Municipality, 2010-2021

Subdivision	2010	2015	2010-2015 Change	2021	2015-2021 Change
Barrett Township	4,225	4,127	-2.32%	4,058	-1.67%
Chestnuthill Township	17,156	16,874	-1.64%	16,723	-0.89%
Coolbaugh Township	20,564	20,387	-0.86%	20,686	1.47%
Delaware Water Gap Borough	746	678	-9.12%	629	-7.23%
East Stroudsburg Borough	9,840	9,967	1.29%	9,820	-1.47%
Eldred Township	2,910	2,915	0.17%	2,692	-7.65%
Hamilton Township	9,083	8,915	-1.85%	8,661	-2.85%
Jackson Township	7,033	6,912	-1.72%	6,596	-4.57%
Middle Smithfield Township	15,997	15,837	-1.00%	15,966	0.81%
Mount Pocono Borough	3,170	3,106	-2.02%	3,084	-0.71%
Paradise Township	3,186	3,133	-1.66%	2,925	-6.64%
Pocono Township	11,065	10,904	-1.46%	10,857	-0.43%
Polk Township	7,874	7,745	-1.64%	7,480	-3.42%
Price Township	3,573	3,547	-0.73%	3,677	3.67%
Ross Township	5,940	5,842	-1.65%	5,516	-5.58%
Smithfield Township	7,357	7,324	-0.45%	7,908	7.97%
Stroud Township	19,213	18,921	-1.52%	19,711	4.18%
Stroudsburg Borough	5,567	5,516	-0.92%	5,870	6.42%
Tobyhanna Township	8,554	8,484	-0.82%	8,302	-2.15%
Tunkhannock Township	6,789	6,747	-0.62%	6,967	3.26%

Source: American Community Survey (ACS) estimates, B01003

Figure 3 Population Change by Municipality, 2015-2021



RACE AND ETHNICITY

The largest racial group in Monroe County remains White residents but the racial and ethnic composition of the County continues to diversify. As noted in the 2018 study, White residents increased in number from 2000 to 2015 but decreased as a share of the total population. This trend remained from 2015-2021. On the other hand, some non-White groups skyrocketed, more than doubling their percentage share of the overall County population. The number of Hispanic/Latino residents increased by 21.28%, and those who identify as two or more races nearly doubled, increasing by 95.74%, making it the fastest growing segment. The Black or African American population experiences a smaller growth of 4.44% from 2015-2021. The Asian population grew significantly from 2015-2021 with a 15.54% increase as compared to the 2000-2015 increase of only 2.21%.

Figure 4 Population Change by Race and Ethnicity, 2015-2021

	2015		2021		Change 2015-2021
	Population	%	Population	%	
Total Population	167881	100.00%	168,128	100.00%	0.15%
White	131,113	78.10%	122,725	73.00%	-6.40%
Black or African American	22,856	13.61%	23,871	14.11%	4.44%
Native American	520	0.31%	471	0.28%	-9.42%
Asian	3,712	2.21%	4,289	2.55%	15.54%
Hawaiian/Pacific Islander	74	0.04%	57	0.03%	-22.97%
Some other race	4,517	2.69%	6,754	4.02%	49.52%
Two or more races	5,089	3.03%	9,961	5.93%	95.74%
Hispanic/Latino*	23,909	14.24%	28,997	17.25%	21.28%

*Hispanic/Latino ethnicity is counted independently of race
 Source: American Community Survey (ACS) estimates, B02001

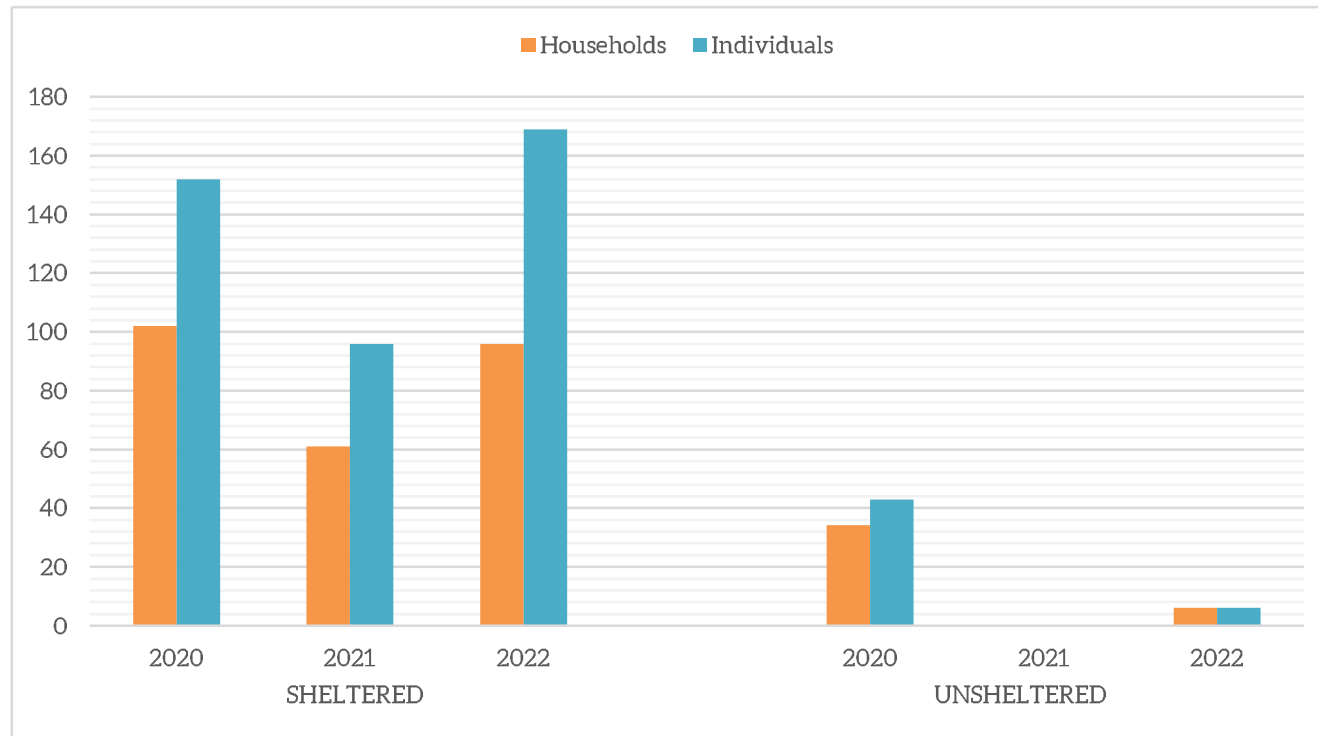
HOMELESS POPULATION

One of the primary factors contributing to homelessness is paying more than 30% of household income on housing, known as cost burden. There are many factors that can cause individuals or families to become homeless. Cost burden can make it difficult for individuals and families to afford monthly rent or mortgage payments, placing them at risk for eviction and foreclosure, and resulting in temporary or long-term homelessness. Other factors affecting

homelessness in Monroe County include barriers to employment such as limited transportation options and low educational attainment levels, a lack of financial literacy among first-time homebuyers, substance abuse, and untreated mental health issues.

The Eastern Pennsylvania Continuum of Care, which works to end homelessness in Monroe County and 32 other counties, conducts an annual point-in-time (PIT) count each January to estimate the number of people experiencing homelessness in the region. Figure 5 shows the number of individuals and households recorded in the PIT count for Monroe County for 2020 through 2022. (No unsheltered count was conducted in 2021 due to the Covid-19 pandemic.) The trend among unsheltered persons dramatically decreased (over an 80% decrease for both households and individuals). The unsheltered count decreased from 2020 despite the number of sheltered households and individuals rising above 2020 levels by 2022. This is due in part to eviction moratoriums in place and additional funding and services in response to the COVID-19 Pandemic.

Figure 5 Point-In-Time Count for Monroe County, 2020-2022

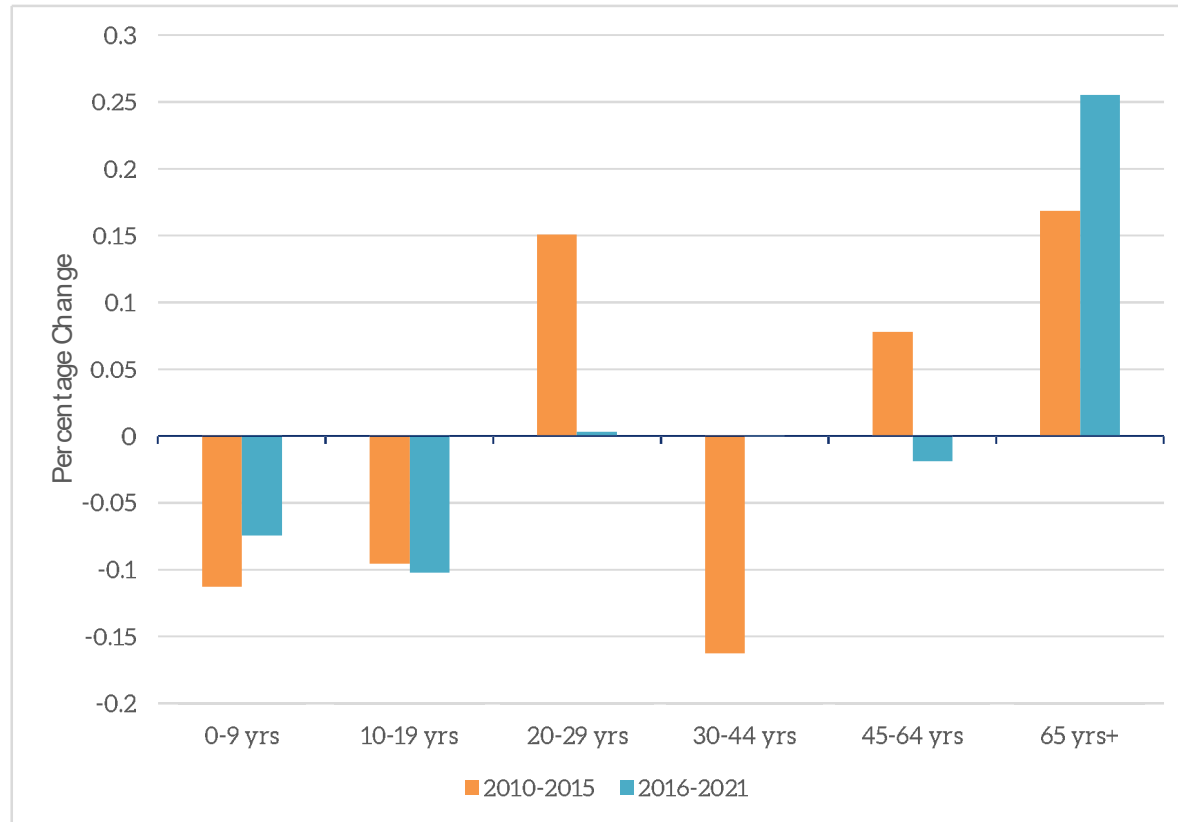


Source: Eastern PA Continuum of Care

AGE

Monroe County residents are aging, a trend that will continue as younger age cohorts decline in number. The median age of Monroe County residents in 2020 was 43.3 years. Those who are 45 to 64 years old have declined by 1.9% but the two youngest age brackets have decreased more than 7% and 10%, respectively. Further pointing to the trends of County residents aging is the increase among those 65 years and older, growing more than 25%.

Figure 6 Percentage Change in Resident Age, 2010-2021



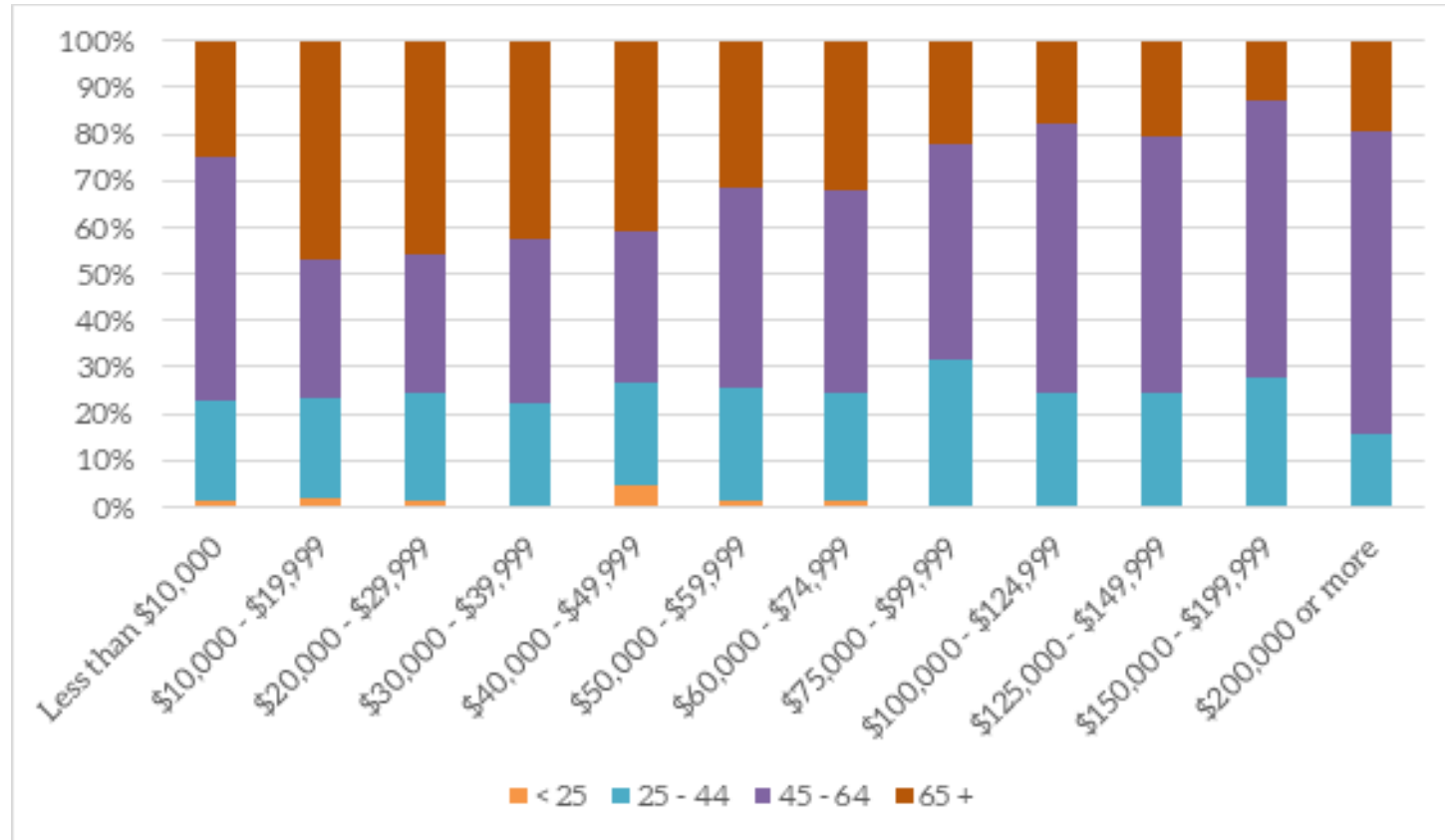
Source: American Community Survey (ACS) estimates, B01001



Pleasant Valley Manor in Hamilton Township

The age of a householder has a strong correlation to earning power. The oldest householders comprise the largest group of income earners below \$50,000 in annual income with 44.4% in this category. Householders 45-65 represent the highest percentage of those earning over \$60,000 at nearly 70%, and 65% of those who earn over \$200,000.

Figure 7 Income by Age of Householder, 2021

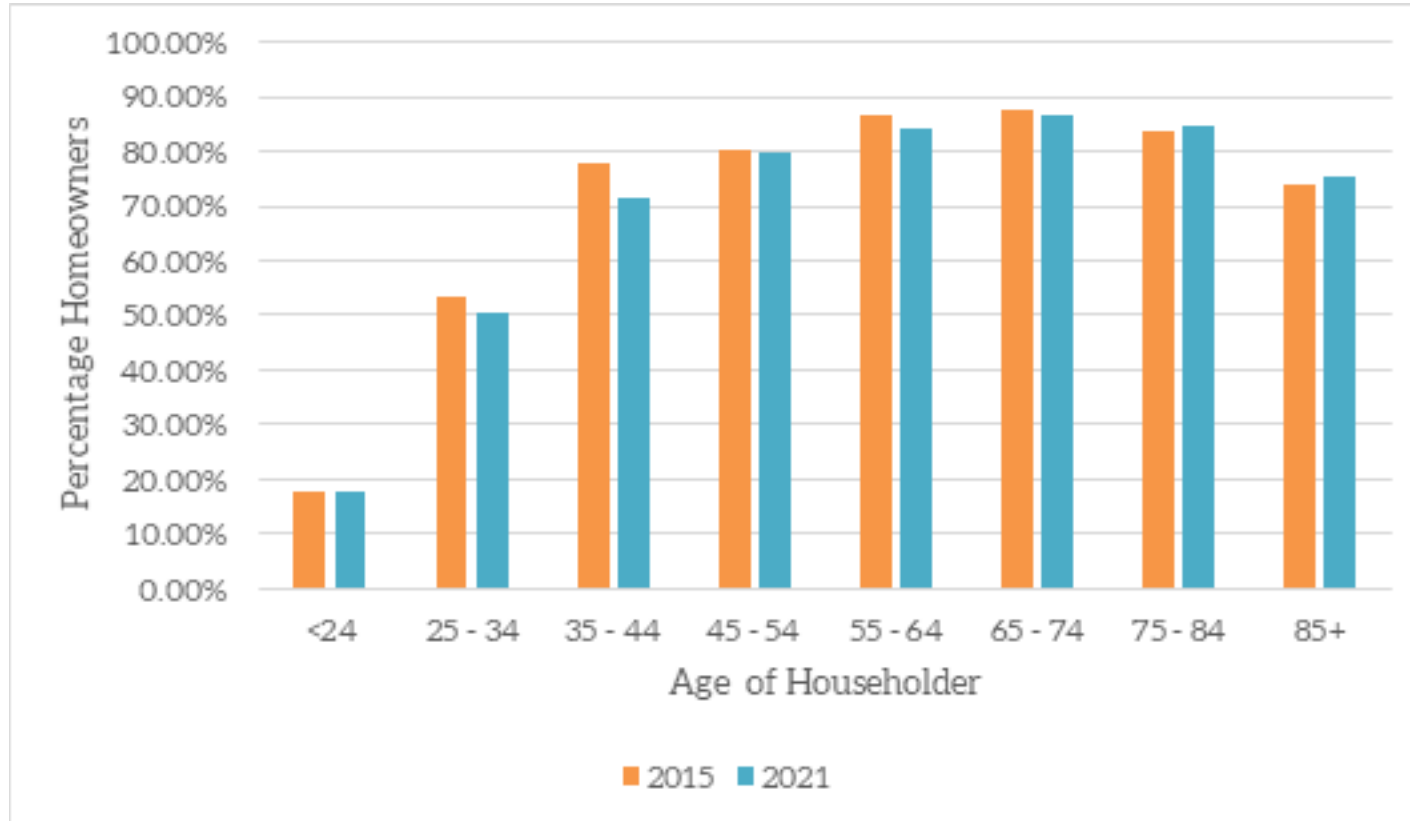


Source: American Community Survey (ACS) estimates, B19037

TENURE

Monroe County's homeownership rate of 81.5% exceeds the State's rate of 70%. Monroe County had 65,907 households in 2021 with 81.5% of these owning their homes, an increase of just over 3% from 2015. The overall housing stock has increased by 15%, and the number of renters has decreased by just 1.6%.

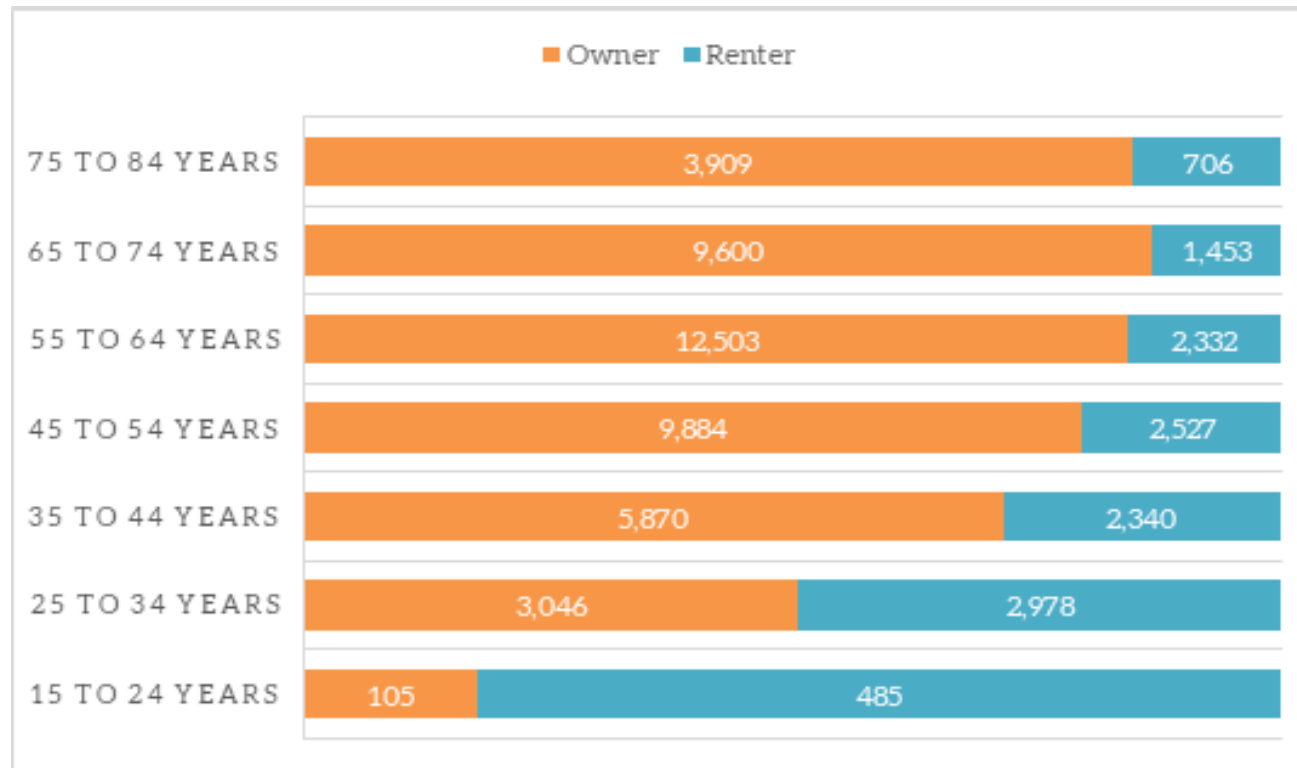
Figure 8 Homeowners by Age of Householder, 2015-2021



Source: American Community Survey (ACS) estimates, B25007

Older householders are much more likely to own their homes than younger householders. Heads of households who are under 35 years old represent 23.1% of renters but only 9.3% of owners. With an 18.5% renter rate county-wide, householders younger than 35 years are the age group more likely to rent. Taking into consideration that many individuals between the ages of 18-24 years are likely college students with a renter rate of 100%, young adults just starting their careers between the ages of 25-34 years maintain a renter rate of 29.3%. Conversely, only 16.4% of all householders aged 35 years and older rent their homes. The likelihood of renting tends to decline as the age of a householder increases, but the trend shifts again at age 65. With a 22.2% renter rate, householders older than 65 are more likely to rent a home than householders between 55 and 64, who have a renter rate of 9.3%.

Figure 9 Age of Householder by Tenure, 2021



Source: American Community Survey (ACS) estimates, B25007

HOUSEHOLD TYPE AND SIZE

Household growth in the County exceeded population growth from 2015 to 2021. Total households increased by 3.3%. Family households grew at a slower rate of 2.3% while nonfamily households increased by 6.0%. Among family households, the changes between 2015 and 2021 were relatively modest (both gains and losses) for all sizes except 5-person households, which increased 24.2%. It is unknown what is contributing to this trend.

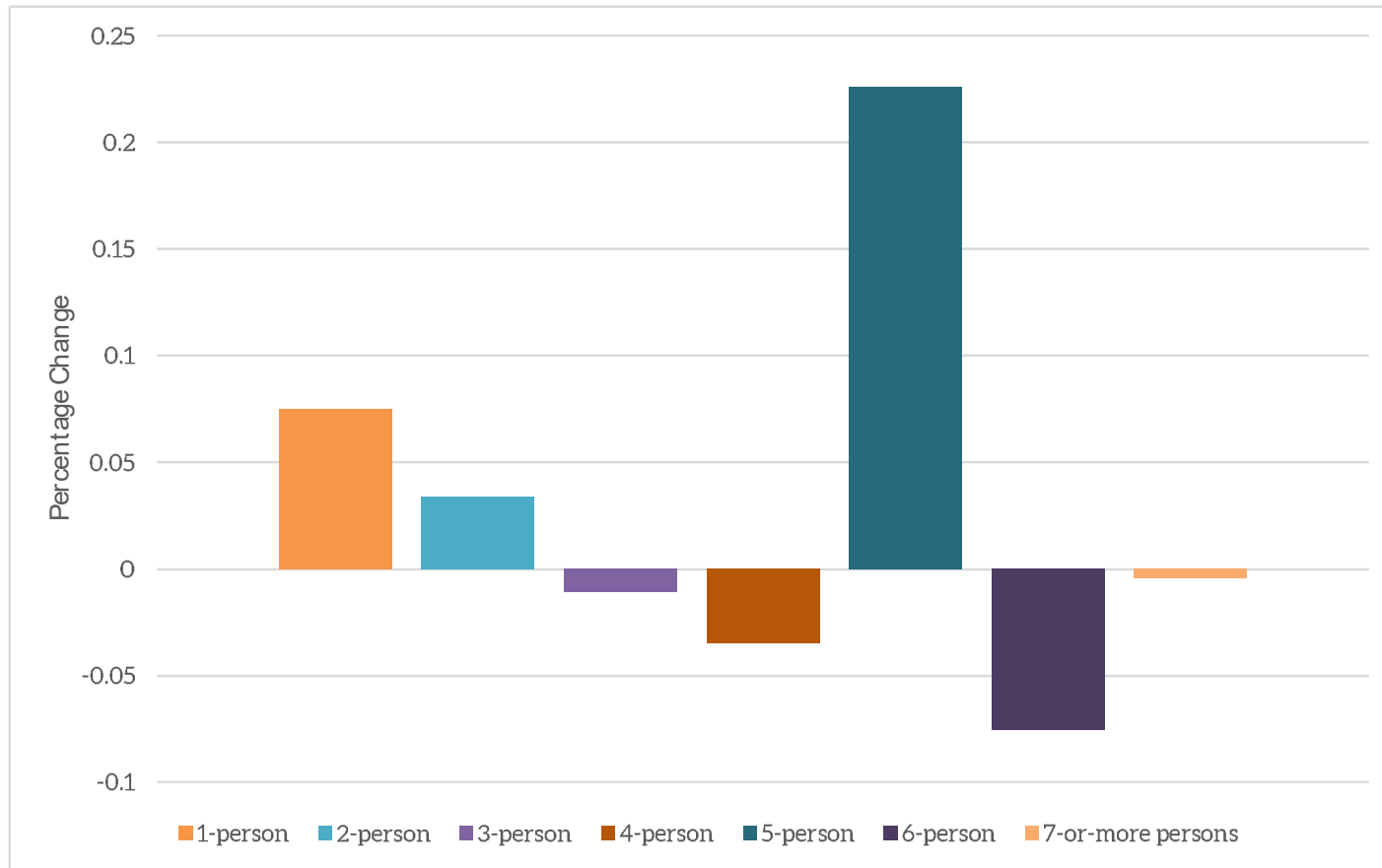
Nonfamily households, which consist of unrelated persons living together as a single housekeeping unit, experienced more significant changes. One- and 2-person households, the most common sizes, are growing at rates faster than small family households. This may be indicative of more people living together without getting married and people living together for economic reasons as the only way to afford the current cost of housing. The rate of nonfamily households of 3- and 4-persons fell, however, these are the smallest segments of the nonfamily household segment.

Figure 10 Change in Household Size, 2015 – 2021

	2015	2021	% Change
Total Households	57,297	59,208	3.3%
Family households	41,743	42,719	2.3%
2-person household	17,124	17,351	1.3%
3-person household	9,995	10,164	1.7%
4-person household	8,350	8,123	-2.7%
5-person household	3,801	4,722	24.2%
6-person household	1,566	1,456	-7.0%
7-or-more person household	907	903	-0.4%
Nonfamily households	15,554	16,489	6.0%
1-person household	12,010	12,910	7.5%
2-person household	2,810	3,257	15.9%
3-person household	484	201	-58.8%
4-person household	190	121	-36.3%
5-person household	51	0	-100.0%
6-person household	9	0	-100.0%
7-or-more person household	0	0	0.0%

Source: American Community Survey (ACS) estimates, B11016

Figure 11 Change in Household Size, 2015 - 2021



Source: American Community Survey (ACS) estimates, B25009

Figure 12 Change in Average Household Size, 2010-2021



Source: American Community Survey (ACS) estimates, B25010

INCOME

Nearly 45% of homeowners pay less than 20% of their income on housing costs compared to nearly 45% of renters who pay 35% or more for their housing.

The fact that homeowners pay less of their income on housing further highlights the challenge among renters to secure affordable housing. A useful approach when quantifying housing affordability is to group households into tiers based on income. The thresholds for the tiers used throughout the Affordable Housing Plan are 30%, 50%, 80%, and 100% of the countywide median household income (MHI), which was \$72,679 in 2021. In 2021, approximately 14% of all households in Monroe County were extremely low-income, earning up to 30% of the MHI (equivalent to \$21,804). These households have the most difficulty attaining and keeping affordable housing.

Renters' incomes tend to be lower than homeowners' incomes and, as a result, places renters in a more precarious position in terms of their ability to obtain affordable housing. At \$45,205, the renter-occupied household median income is equivalent to 62.2% of the MHI for Monroe County, compared to the median income of owner-occupied households of \$83,341, equivalent to 114.7% of the MHI.

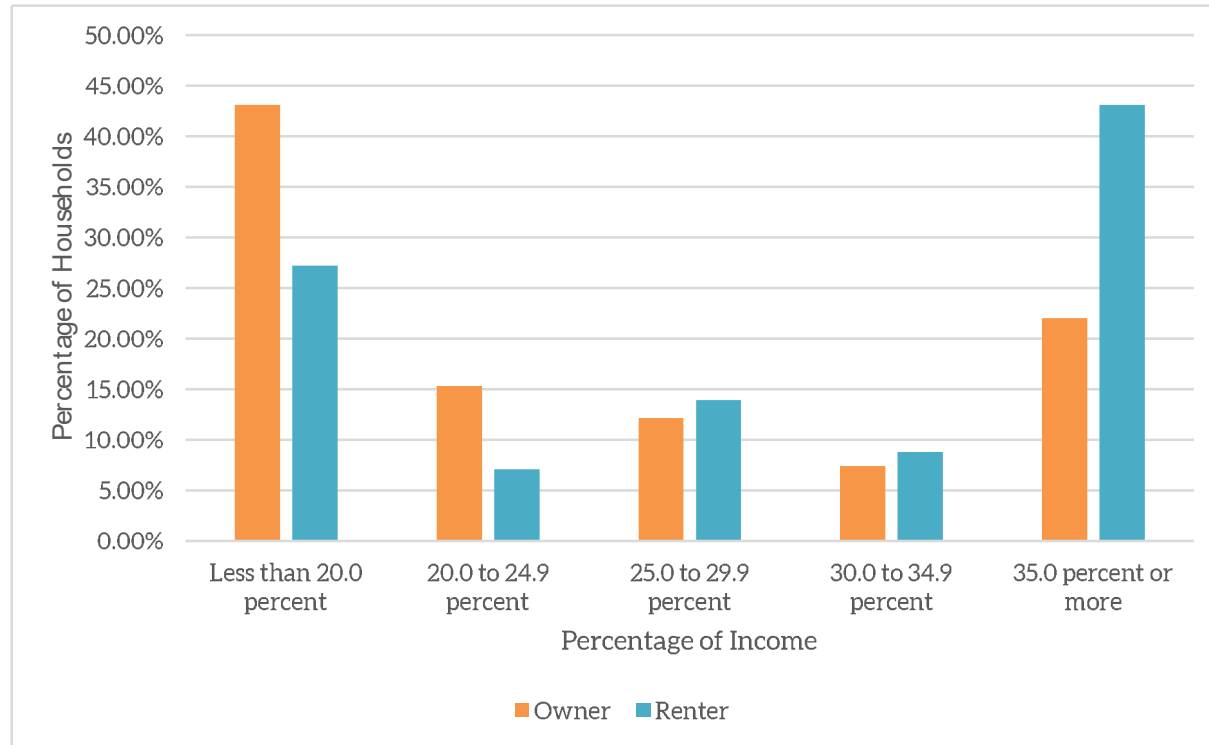
Figure 13 Median Household Income for All Households, 2015-2021



Source: American Community Survey (ACS) estimates, B25119

Figure 13 shows the breakdown of the percentage of income spent on housing for both renters and owners. Over 40% of renters are spending 35% or more on housing whereas over 40% of owners are spending 20% or less of their income on housing.

Figure 14 Percentage of Monthly Income Spent on Housing, 2021

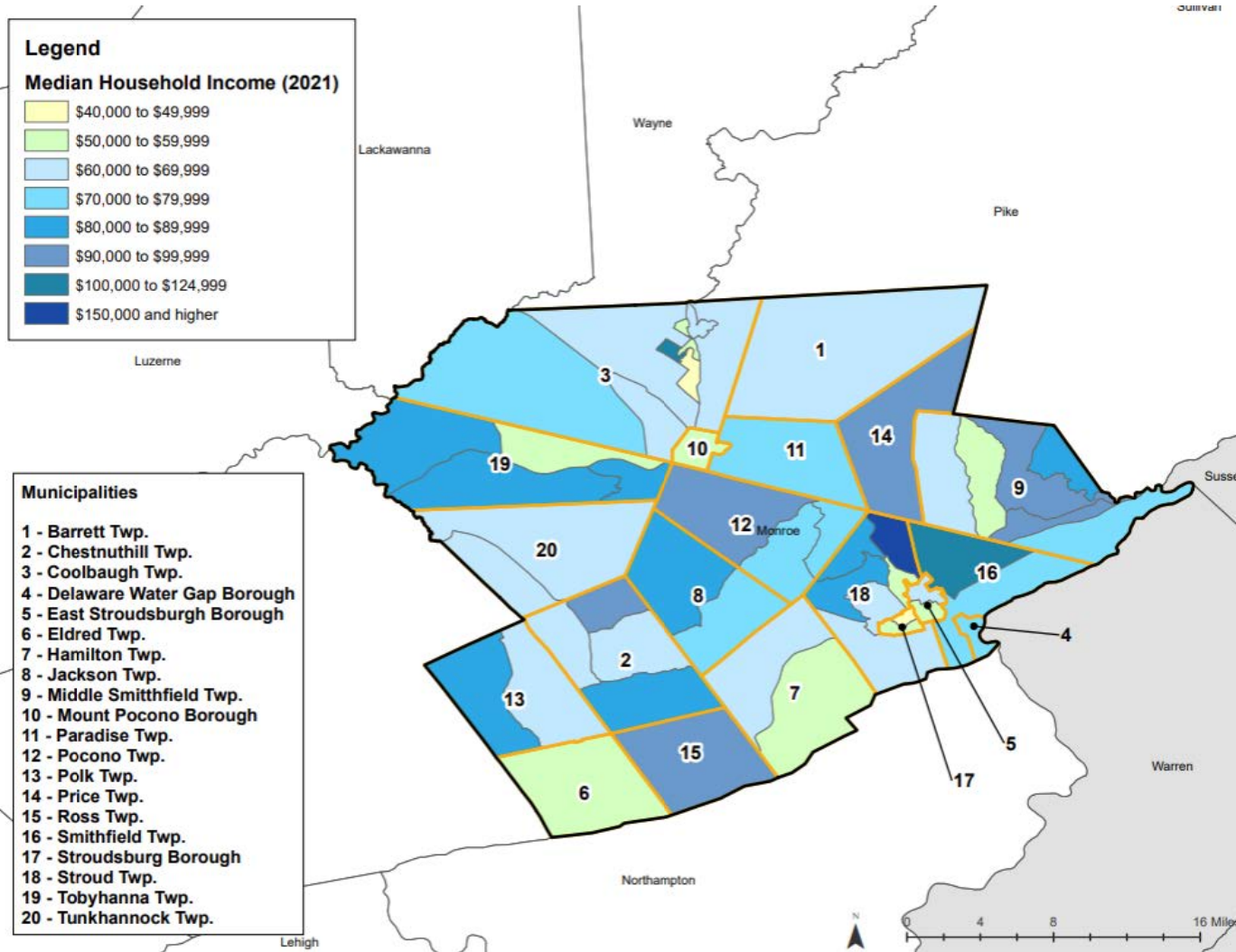


Source: American Community Survey (ACS) estimates, DP04

This plan uses median household income rather than median family income. Median household income includes the income of the householder and all other individuals 15 years old and over in the same household, whether or not they are related and regardless of the size of the household. Because many households consist of only one person, median household income is usually less than median family income. In Monroe County, for example, the median household income in 2021 was \$72,679 while the median family income was \$81,500. Recent HUD data revealed the 2023 median family income for Monroe County is now \$100,000.

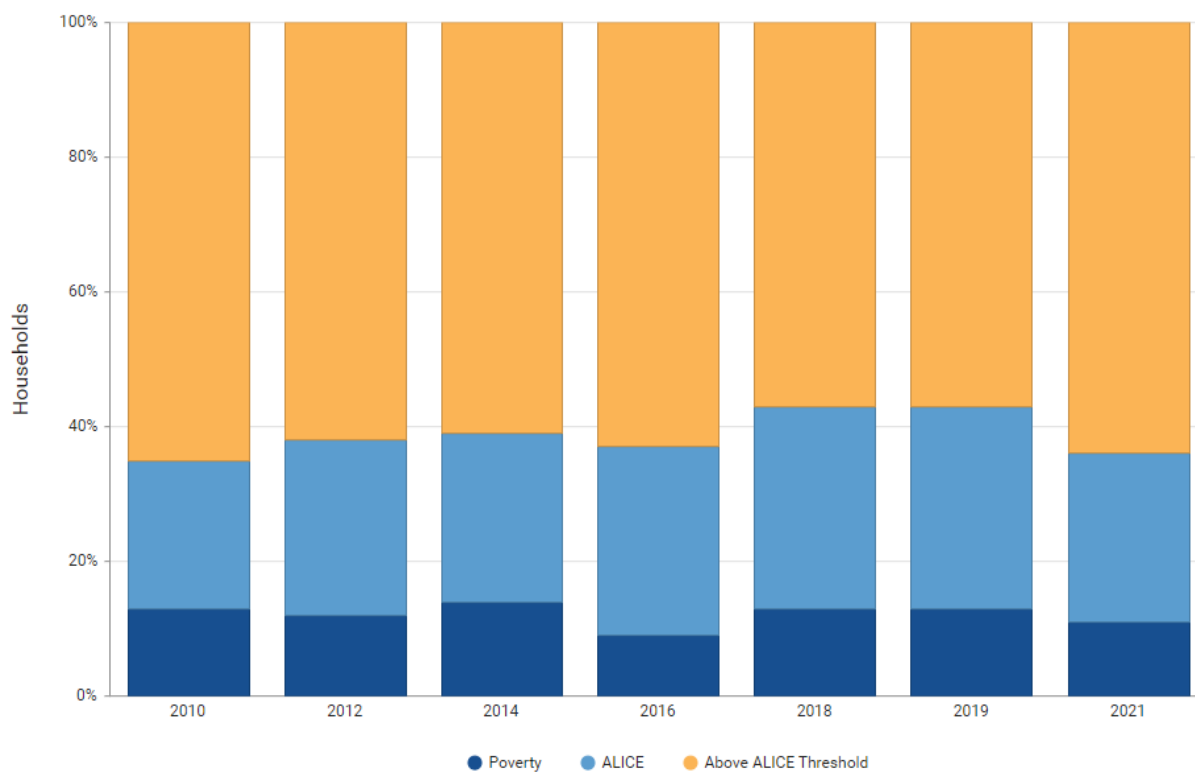
The following map illustrates household income for the Census block groups within each municipality. Households earning higher incomes are found in Pocono, Polk, Price, and Ross Townships as well as in parts of Coolbaugh, Smithfield, Stroud Townships. Households earning lower incomes are in East Stroudsburg and Stroudsburg Boroughs, and Eldred Township, as well as parts of Hamilton and Middle Smithfield Townships.

Figure 15 Median Household Income by Municipality, 2021



Nearly 36% of all County households cannot afford the basic essentials. The United Way in Pennsylvania, and in several states, gathers data for households considered **Asset Limited, Income Constrained, Employed (ALICE)**. While conditions have improved for some households, many continue to struggle, especially as wages fail to keep pace with the rising cost of household essentials (housing, childcare, food, transportation, health care, and a basic smartphone plan). Households below the ALICE Threshold — ALICE households plus those in poverty — cannot afford the essentials. They often earn too much to qualify for government assistance but are unable to save for emergency situations. Across Pennsylvania, ALICE households represent 27% of the population. Coupled with the number of Pennsylvanians who live below the federal poverty level, 39% of Pennsylvanians faced financial hardship in 2021. In Monroe County, 11% of all households lived at or below the federal poverty level and another 25% of households lived below the ALICE threshold. In total, 36% of Monroe County households faced financial hardship meaning the County fared just slightly better than the State. In 2021, there was a slight decrease in the percentage of households facing financial hardship in part due to the additional funding brought forth in response to the COVID-19 Pandemic.

Figure 16 Household by Income, Percentages, 2010-2021

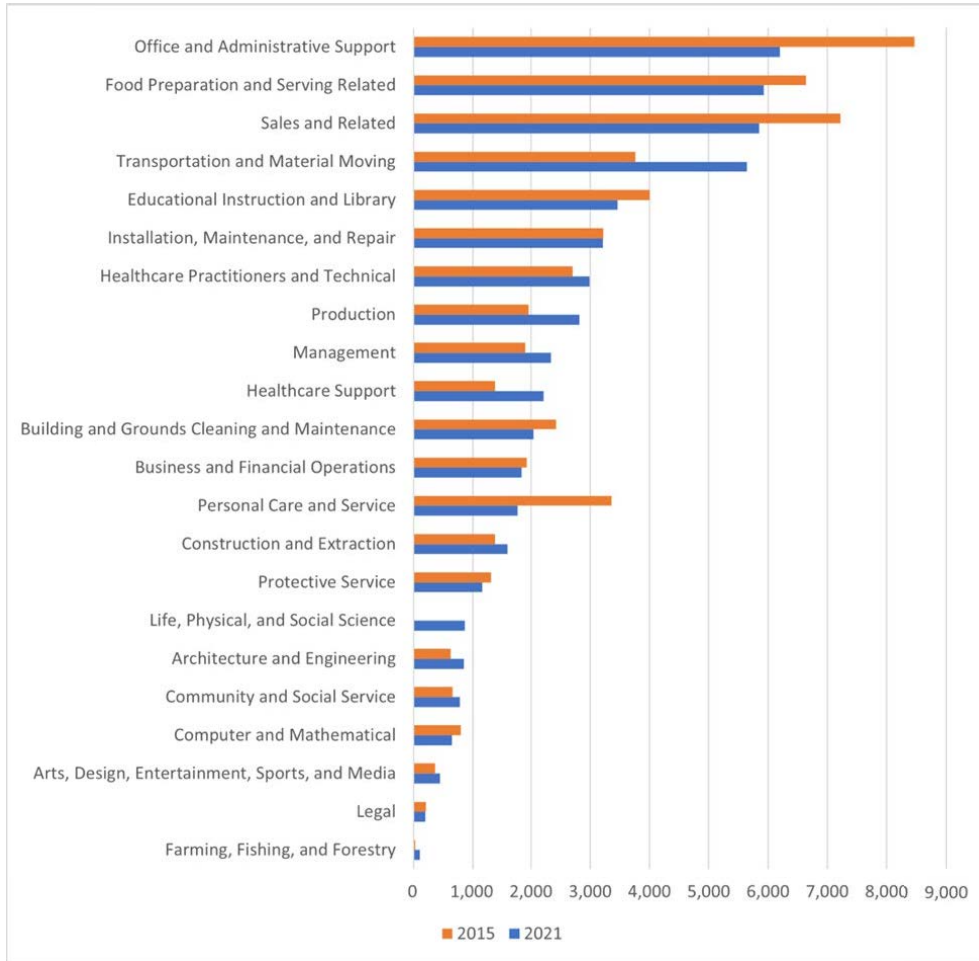


Source: United Way ALICE, 2021

EMPLOYMENT TRENDS

The top industry sectors of employment in Monroe County in 2021 were Office and Administrative Support occupations (11.7%), Food Preparation and Serving Related occupations (11.2%), Sales and Related occupations (11.0%), and Educational Instruction and Library occupations (10.5%).

Figure 17 Employment Sectors in Monroe County, 2015-2021



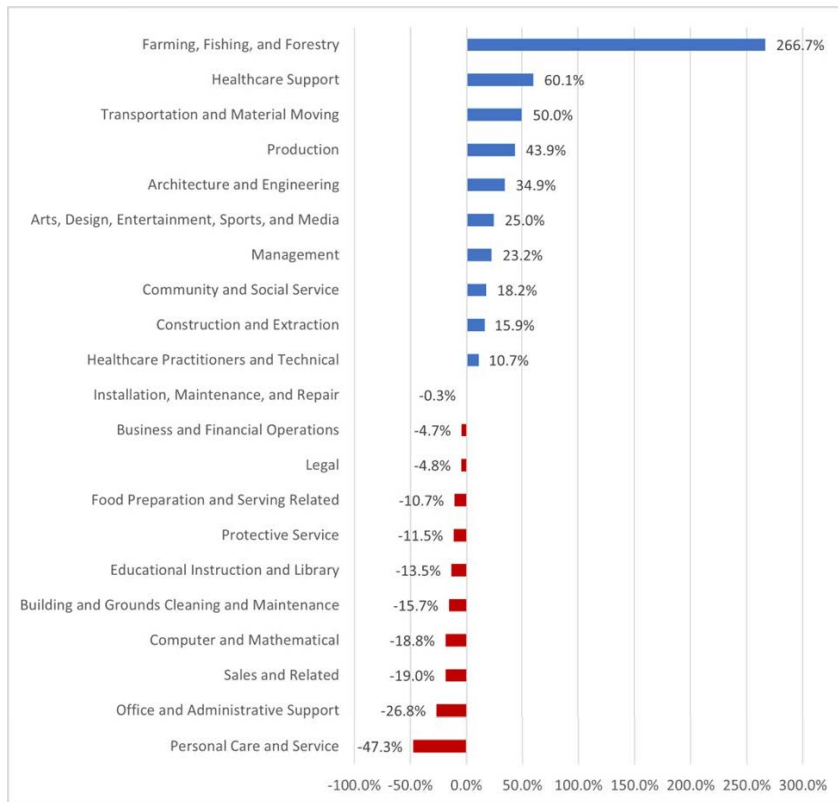
Source: Bureau of Labor Statistics, 2015 & 2021

WAGES BY INDUSTRY

The fastest growing sectors by wages paid are Farming, Fishing, and Forestry occupations (+266.7%), Healthcare Support occupations (+60.1%), and Transportation and Material Moving occupations (+50.0). The massive growth in Farming, Fishing, and Forestry occupations is likely due to being the smallest employment sector in Monroe County, employing 30 individuals in 2015 and 110 individuals in 2021.

Five of the County's largest employment sectors experienced job losses between 2010 and 2021. Large declines occurred in Office and Administrative Support occupations (-15.3%), Personal Care and Service occupations (-7.7%), and Educational Instruction and Library occupations (-7.7%). With the exception of educational occupations, these occupations also tend to pay lower wages.

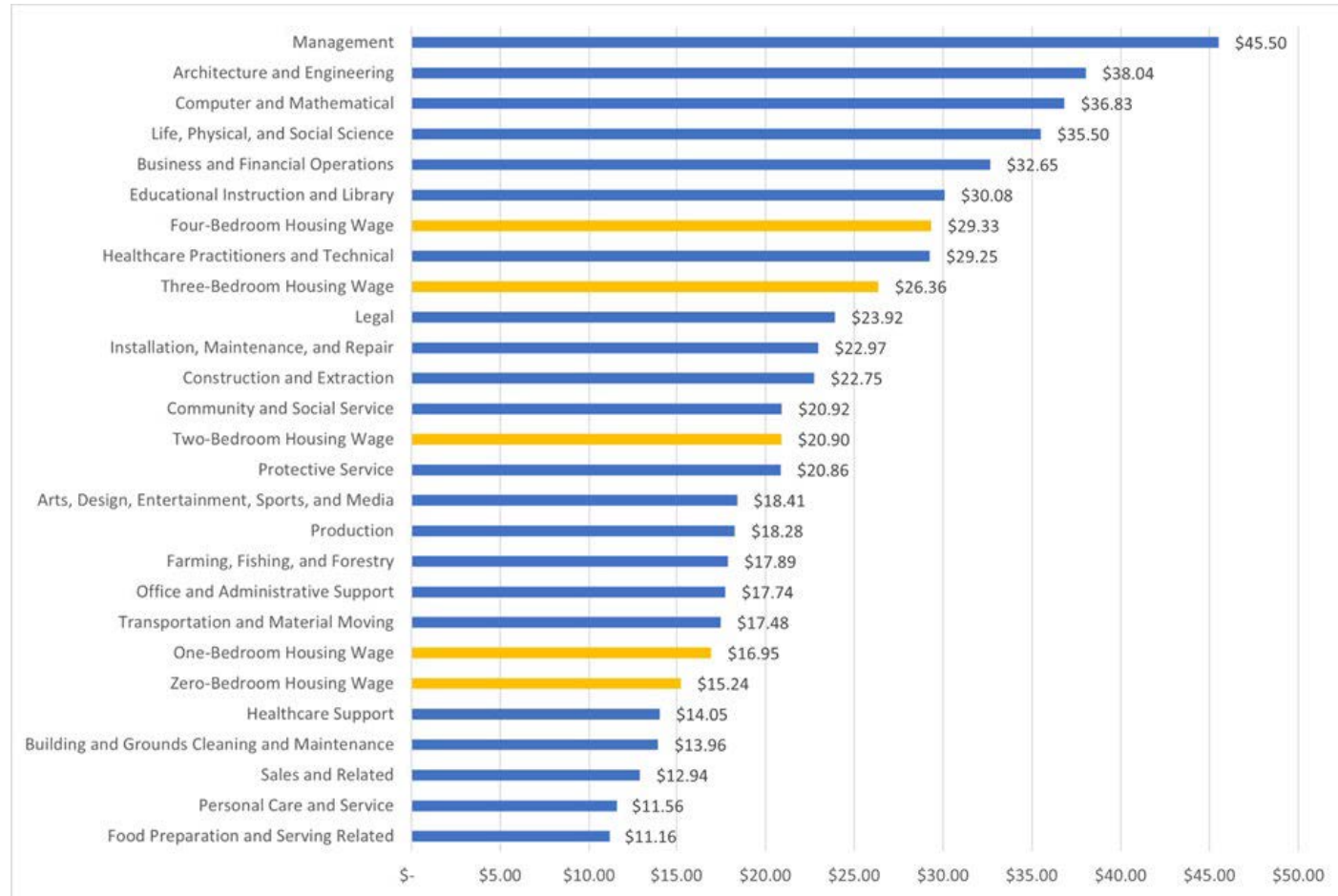
Figure 18 Occupation Growth in Monroe County, 2010-2021



Source: Bureau of Labor Statistics, 2010 & 2021

The hourly wage rates for workers in three of the five largest employment sectors are insufficient to afford a studio apartment or a one-bedroom unit. The housing wage is an estimate of the hourly wage a full-time worker must earn to afford a rental at HUD’s fair market rent without spending more than 30% of their gross income on housing costs. The following chart illustrates how the median wage by occupation in Monroe County compares to the housing wage necessary to afford rental housing by bedroom size.

Figure 19 Median Hourly Wage by Occupations Compared to Housing Wage, 2021



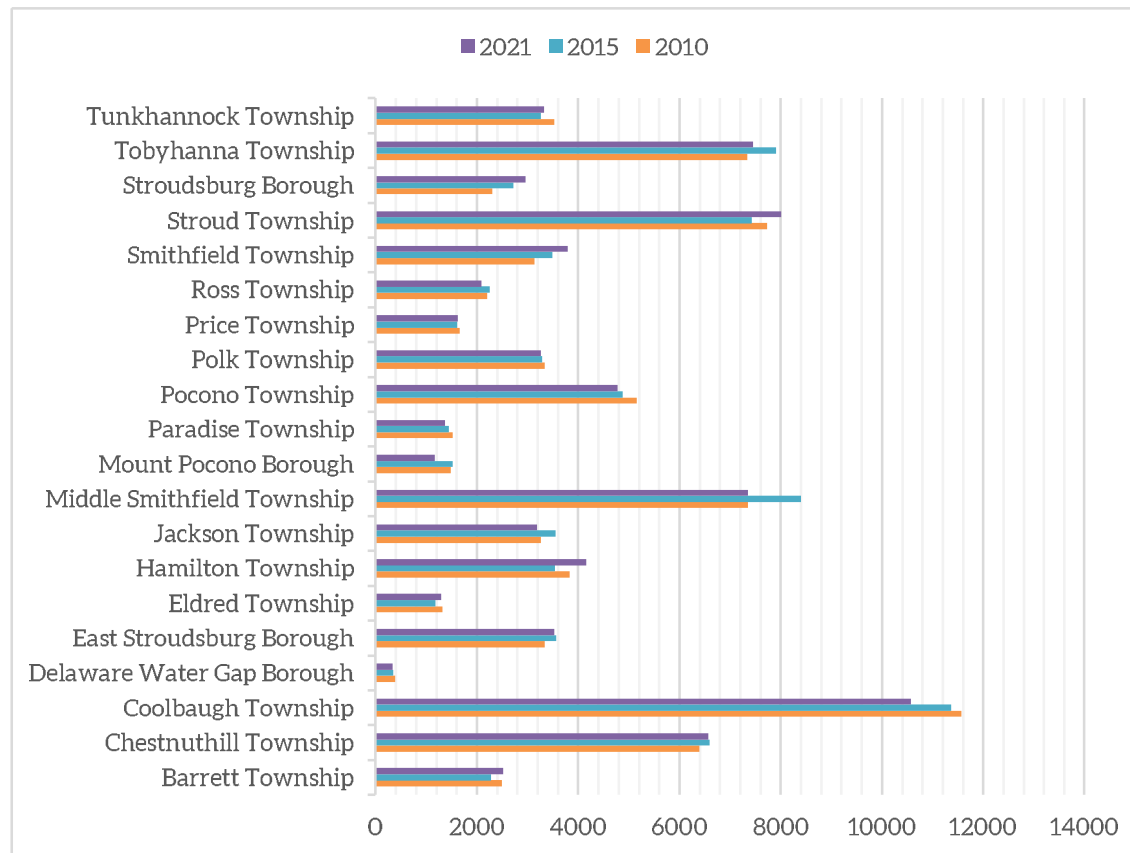
Source: The Occupational Employment and Wage Statistics (OEWS), Bureau of Labor Statistics, 2021; National Low Income Housing Coalition

CURRENT HOUSING INVENTORY

OVERVIEW

Monroe County's housing inventory shrank by 1.6%, a rate driven by a majority of municipalities losing units. There were slight changes to the number of housing units over the past decade. Six of the twenty municipalities experienced an increase in units; however, the majority of municipalities lost units since 2015.

Figure 20 Housing Units by Municipality, 2010-2021



Source: American Community Survey (ACS) estimates, B25001, 2010, 2015 & 2021

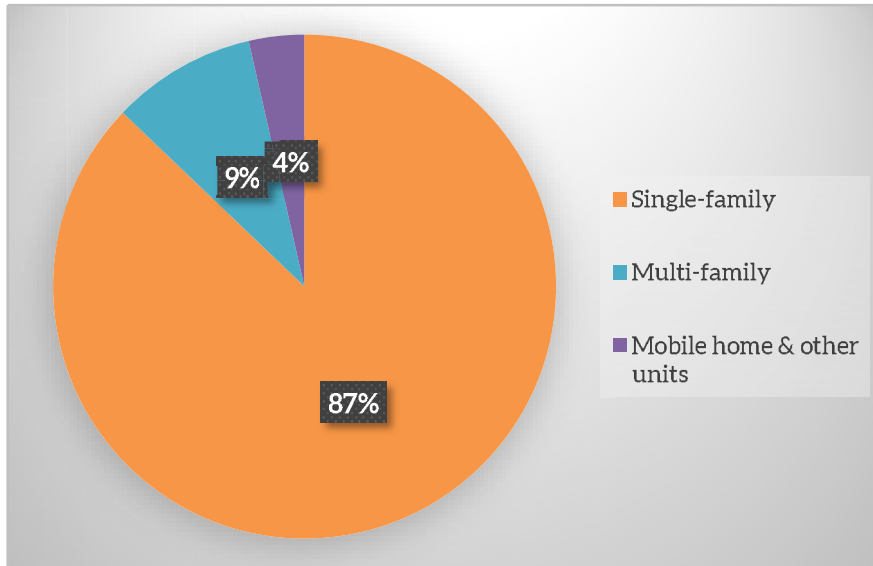
HOUSING UNIT TYPE

In keeping with the trend from previous years, the bulk of Monroe County's housing stock is comprised of single-family homes. In 2021, 87.1% of the housing stock was single-family, while just 9.2% was multi-family. The balance of the inventory was comprised of mobile homes and other units (i.e., boats and recreational vehicles).

Figure 21 Change in Housing Units, 2015-2021

	2015	2021	Change	% Change
Single-family	71,539	69,139	-2,400	-3.4%
Multi-family	6,088	7,377	1,289	21.2%
Mobile Home & Other Units	3,005	2,830	-175	-5.8%
Total Housing Units	80,632	79,346	-1,286	-1.6%

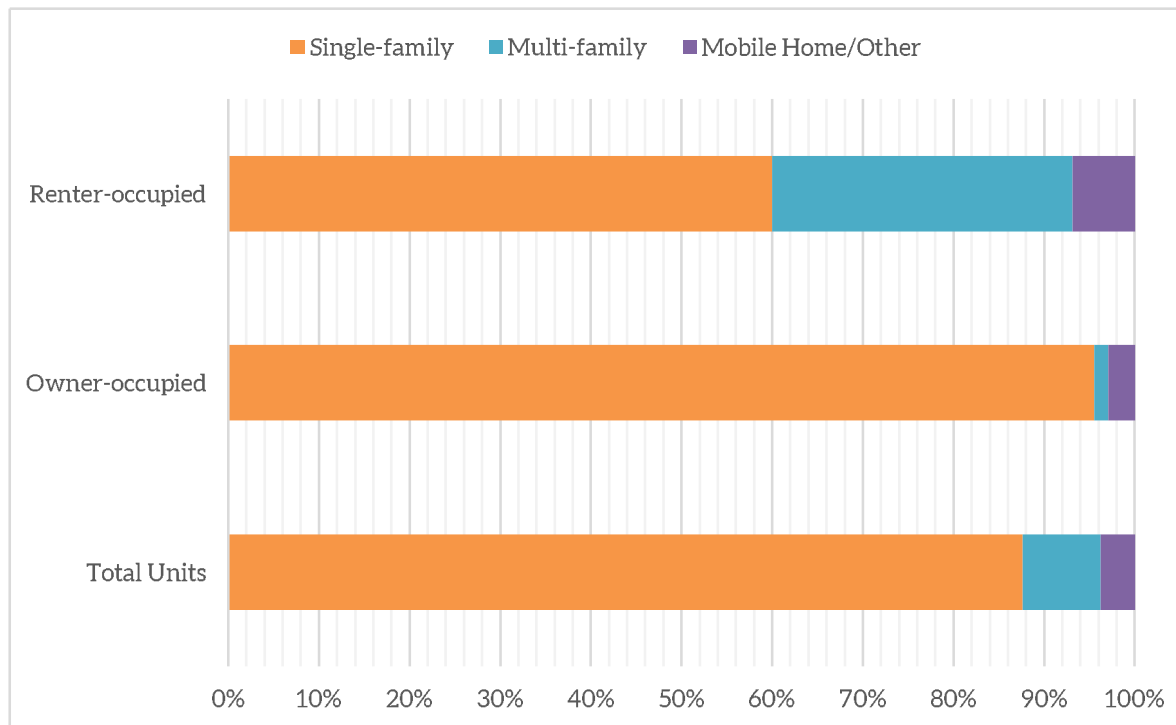
Figure 22 Percentage of Housing Unit Types, 2021



Source: American Community Survey (ACS) estimates, B25024

Sixty percent of renters live in single-family homes, while 33% live in multi-family units. The remaining 7% of renters live in mobile homes or other unit types. Approximately 96% of owner-occupied units are single-family homes, which represents 84% of all single-family units in the County. Only 1.6% of owners live in multi-family units and the remaining 3% live in mobile homes and other unit types.

Figure 23 Structure Type by Tenure, 2021



Source: American Community Survey (ACS) estimates, B25032

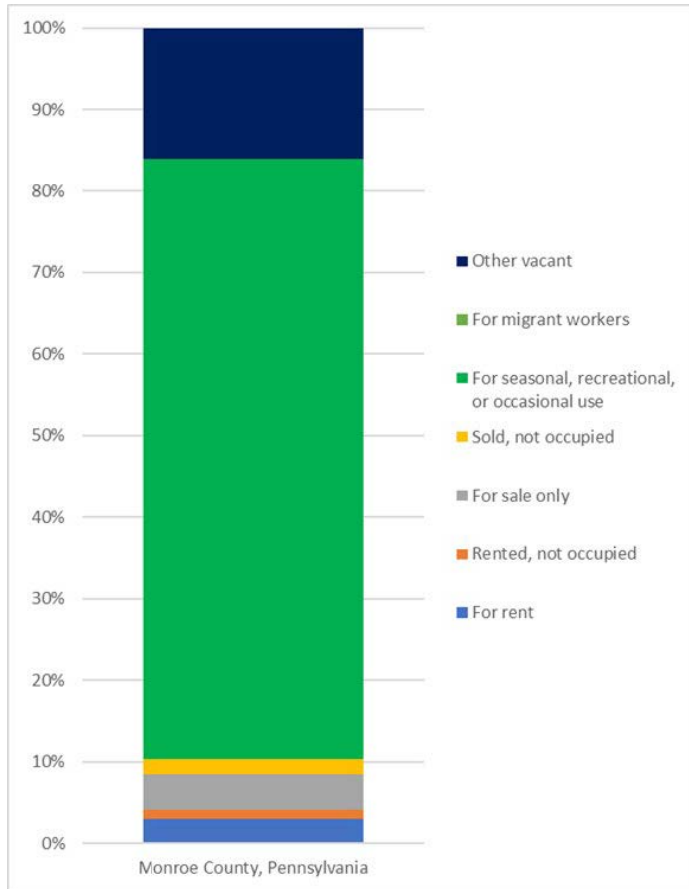


Keswick Pointe in Tobyhanna Township

VACANT UNIT ANALYSIS

Seasonal housing units account for 73.6% of all units identified as vacant by the Census. Of the 79,346 housing units in Monroe County, 20,138 are vacant (25.4%). While this appears high, it includes seasonal housing units, which account for 73.6% of all vacant units in Monroe County. The destination status of the Poconos indicates that many of these vacation homes are short-term rentals. The year-round homeowner vacancy rate compared to the State is relatively high but low for renters. For year-round residents, the homeowner vacancy rate is 1.9% and the rental vacancy rate is 4.2%.

Figure 24 Status of Vacant Units, 2021



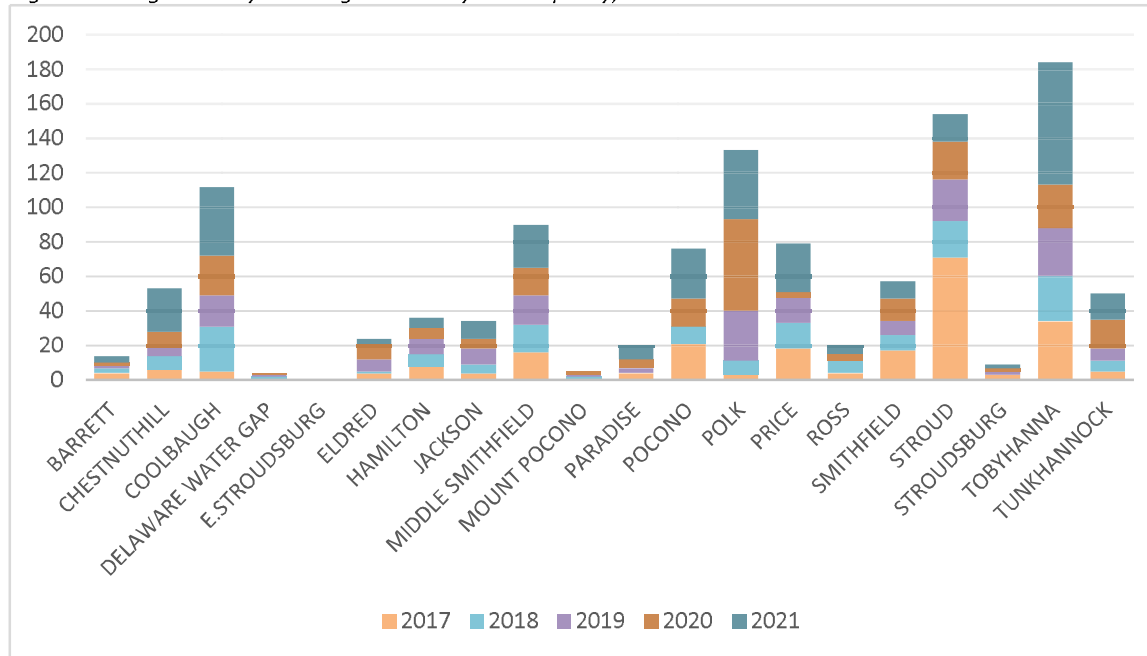
Source: American Community Survey (ACS) estimates, B25004

BUILDING PERMIT TRENDS

A few municipalities have experienced increases in permitting activity over the five years from 2017 to 2021. The Monroe County Planning Commission receives a tally from local municipalities of the single-family building permits issued. Residential building permit activity can give insight into the overall investment in residential areas. The issuance of a permit does not guarantee that any construction work is completed and can be issued for projects ranging from large ones like the construction of a new multi-unit apartment building to projects as small as a single window replacement.

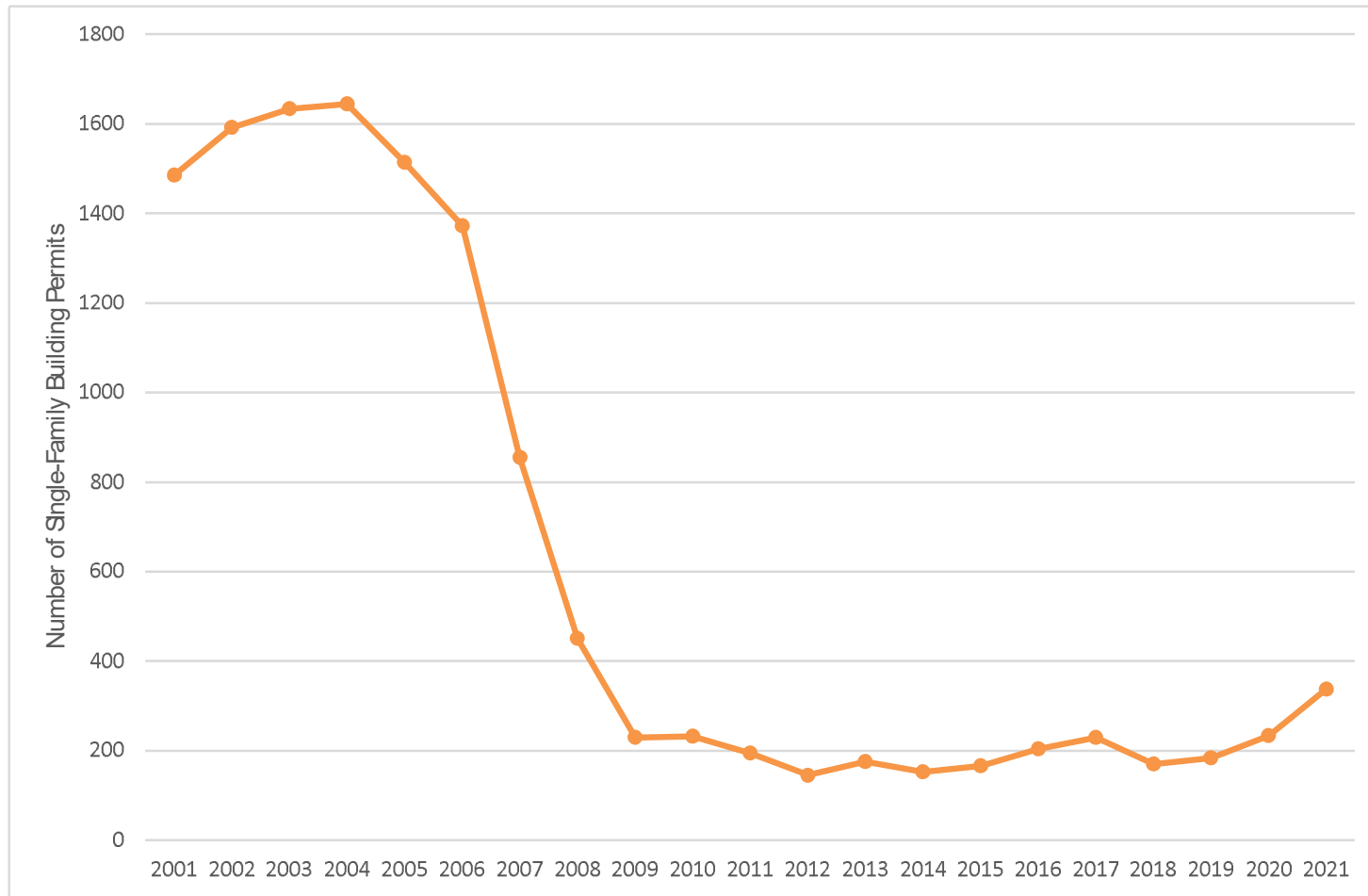
A total of 1,548 residential structures were issued permits between 2010-2020 in Monroe County. Of these, 25.3% were for rental units, while the majority of 74.7% were for owner-occupied units. In 2009, there was a steep decline in development activity and the number of permits issued remained low for over ten years due to the 2008-2009 housing crisis. In 2020 the trend began to move upward and continued into 2021. Seven municipalities issued more than 60 building permits for single-family units between 2017 and 2021.

Figure 25 Single-Family Building Permits by Municipality, 2017-2021



Source: Monroe County Planning Commission

Figure 26 Single-Family Building Permit Trend, 2001-2021



Source: Monroe County Planning Commission

HOUSING CONDITION

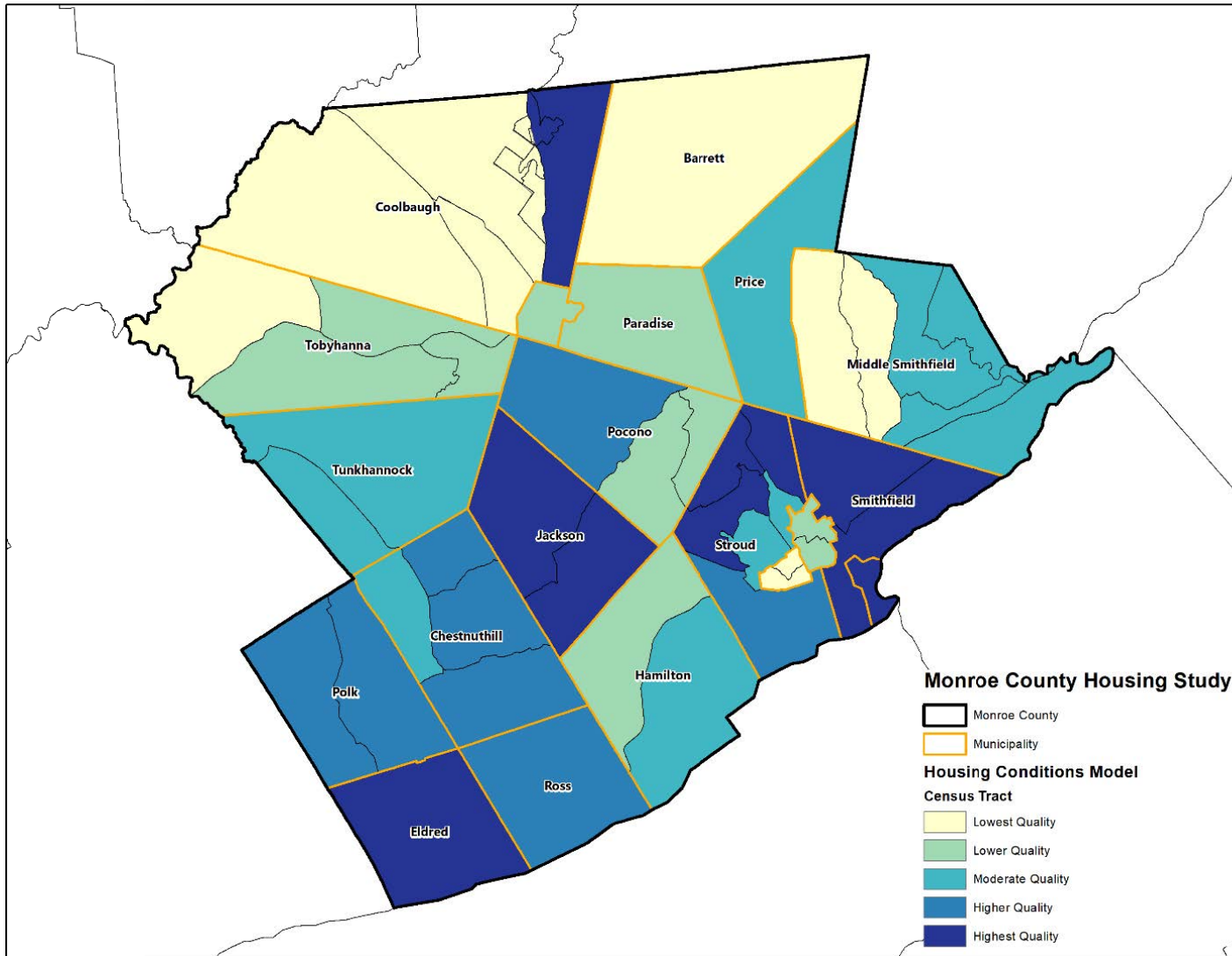
A Housing Conditions Model was created to estimate the housing conditions in each census tract. The model utilizes data from the American Community Survey (ACS) and includes the following factors:

- Median housing value
- Poverty rate
- Age of housing units
- Presence of incomplete plumbing and kitchen facilities
- Cost burden

The output of the model is a numerical score used to classify jurisdictions' housing conditions into five categories – Lowest, Lower, Moderate, Higher and Highest Quality. Classifications are based on the median score throughout the County.

The areas with the Highest Quality housing stock are found outside of Stroudsburg and East Stroudsburg, which includes Stroud Township and Smithfield Township, Jackson Township, Eldred Township, and the eastern border of Coolbaugh Township. The Lowest Quality housing stock is in Stroudsburg Borough and the northern part of Monroe County, including Barrett Township, most of Coolbaugh Township, and the western halves of Tobyhanna Township and Middle Smithfield Township. Areas with high quality homes tended to be older, larger, and more expensive. See [Appendix B](#) for more information on the Housing Conditions model.

Figure 27 Housing Conditions Model, Monroe County, PA

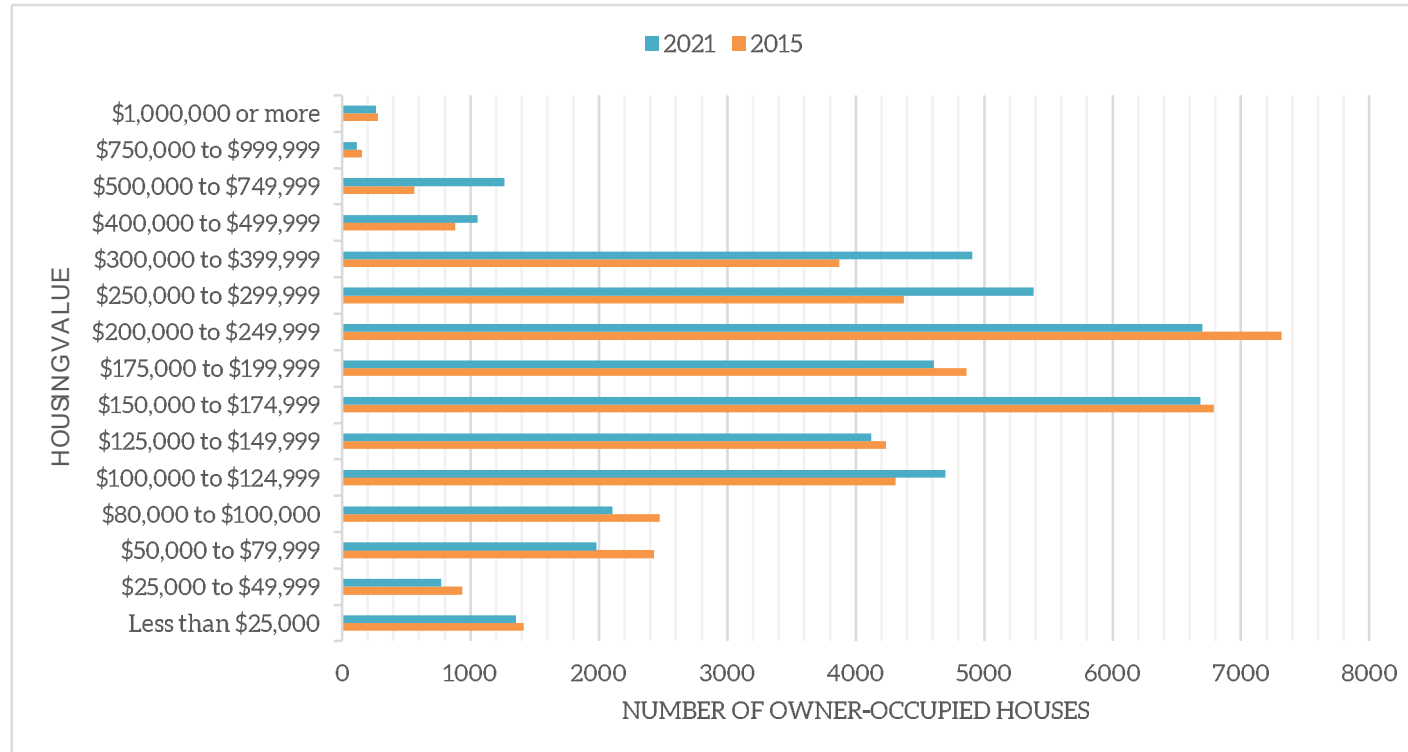


Note: The model used 2019 ACS data to track trends due to the change in census tract boundaries in 2020. There is insufficient current data from 2020-2021 to make a more recent comparison, and factors measured in units such as percentages or currency cannot be cross-walked.

HOUSING VALUES

Adjusting for inflation, the median housing value in 2015 was \$199,500 in 2021 dollars meaning home values have not kept pace with inflation. The median value of owner-occupied homes was \$182,000 in 2021. By category, 23.7% of homes across the County were valued by their owners at amounts less than \$125,000, down 2.1% from 2015. An additional 28.2% valued their homes above \$250,000, an increase of 5.7%. The remaining 48.1% (compared to the 51.7% in 2015) were valued between \$125,000 and \$250,000.

Figure 28 Housing Values, 2015-2021



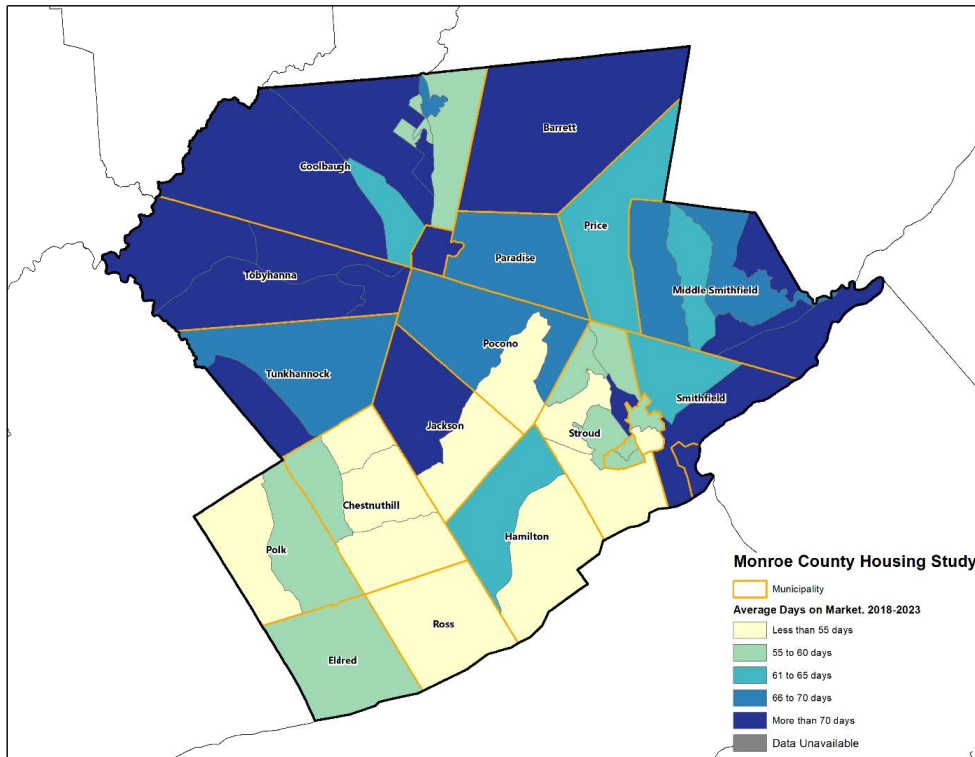
Source: American Community Survey (ACS) estimates, B25075, 2015 & 2021

MLS ANALYSIS

The Multiple Listing Service (MLS) is a database established by cooperating real estate brokers to provide observed data about properties for sale. By utilizing this database, housing market activity in Monroe County can be observed at the Census tract level. The sales data analysis covers the period from January 2018 to February 2023.

The most active housing markets are found in the southern half of the County. Market activity can be estimated in terms of the number of days properties have spent on the market. This can be attributed to a substantial portion of northern Monroe County being undeveloped due to State parks and game lands. Exceptions can be found in the fast-moving market east of PA-196 north of Mount Pocono and the slower market in Stroud Township along its border with East Stroudsburg.

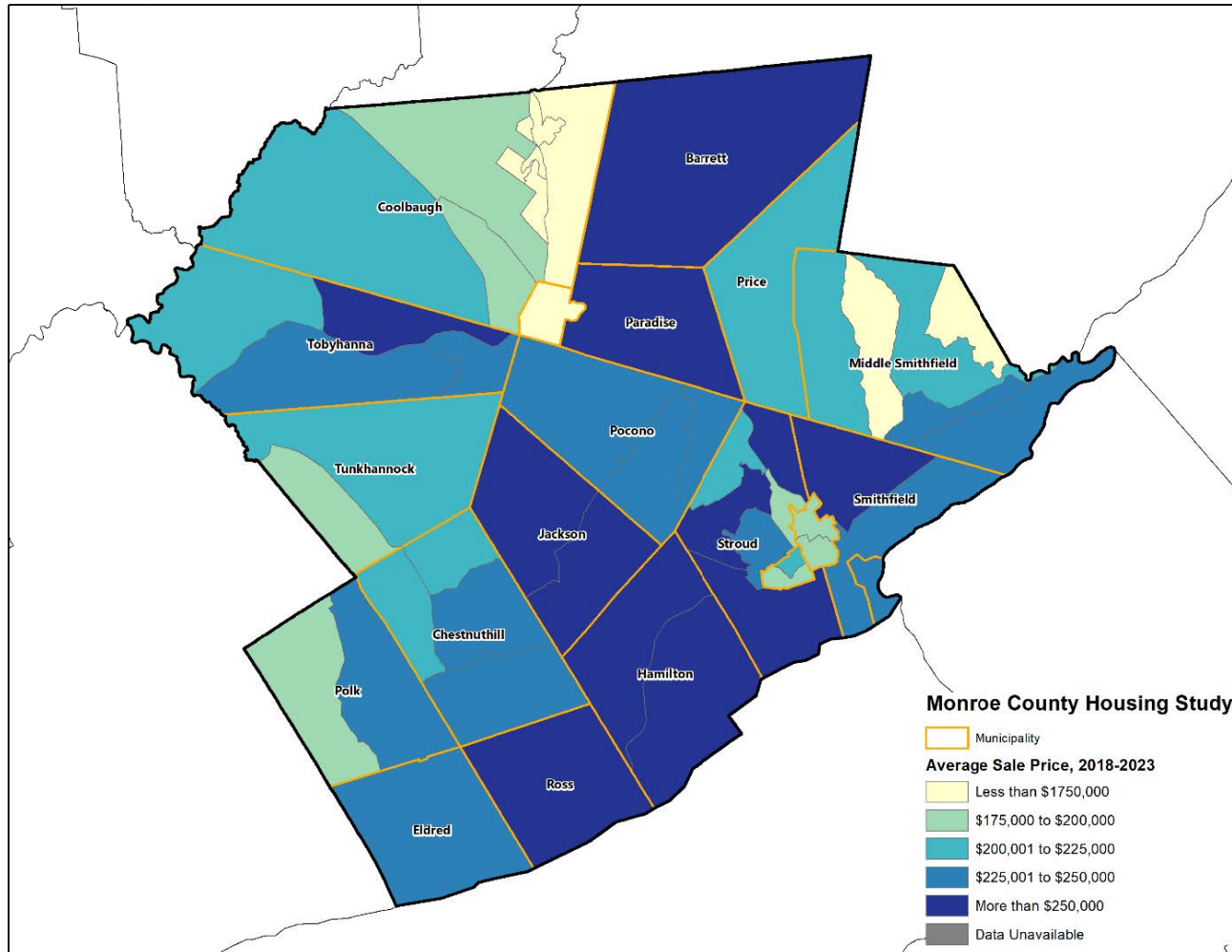
Figure 29 Average Days on Market, 2018-2023



Source: Pocono Mountains Association of REALTORS MLS

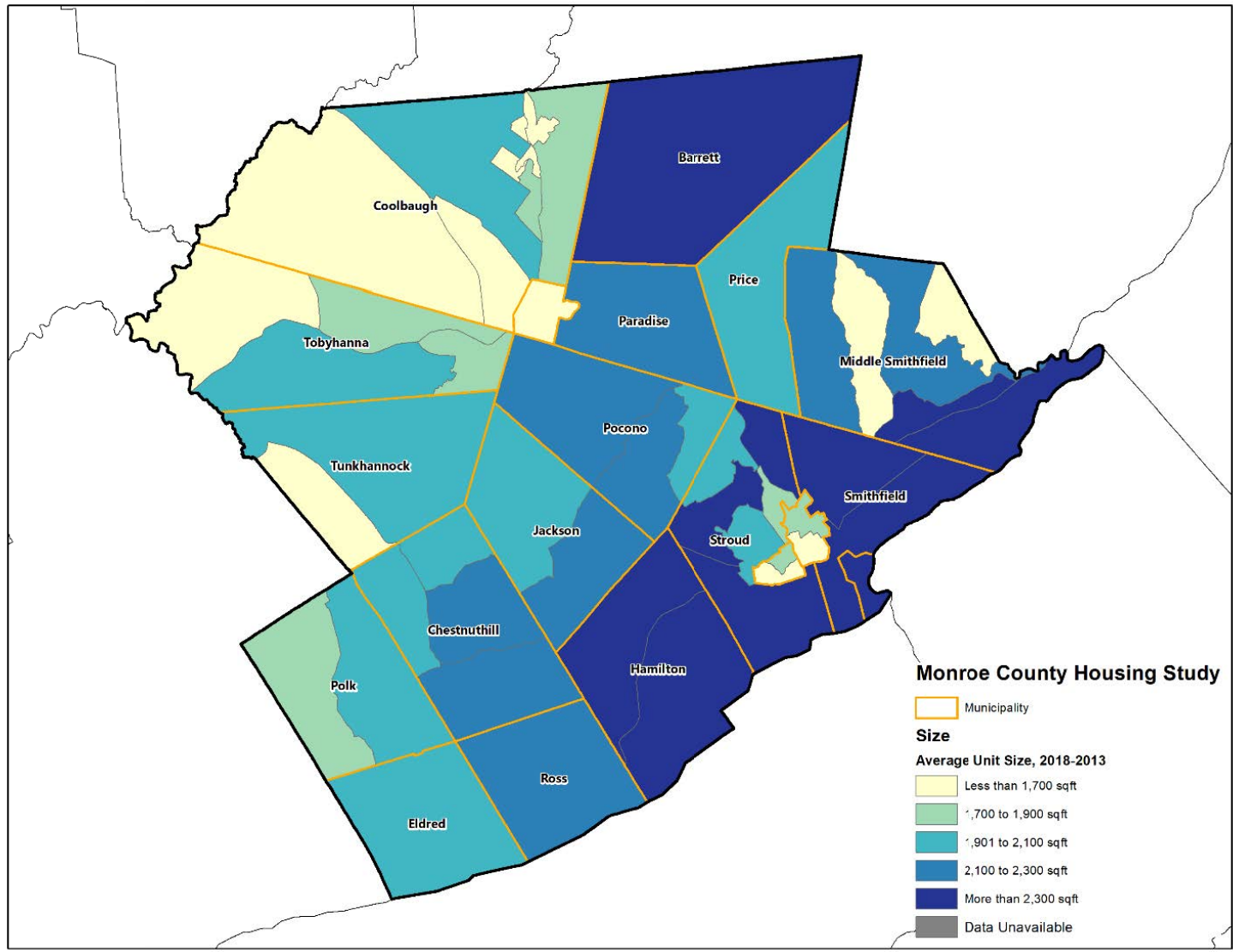
On average, the most expensive homes were sold in Ross, Hamilton, Jackson, Stroud, Smithfield, Paradise, and Barrett Townships. The cost of the home tended to correlate with size, with larger homes being more expensive.

Figure 30 Average Sale Price, 2018-2023



Source: Pocono Mountains Association of REALTORS MLS

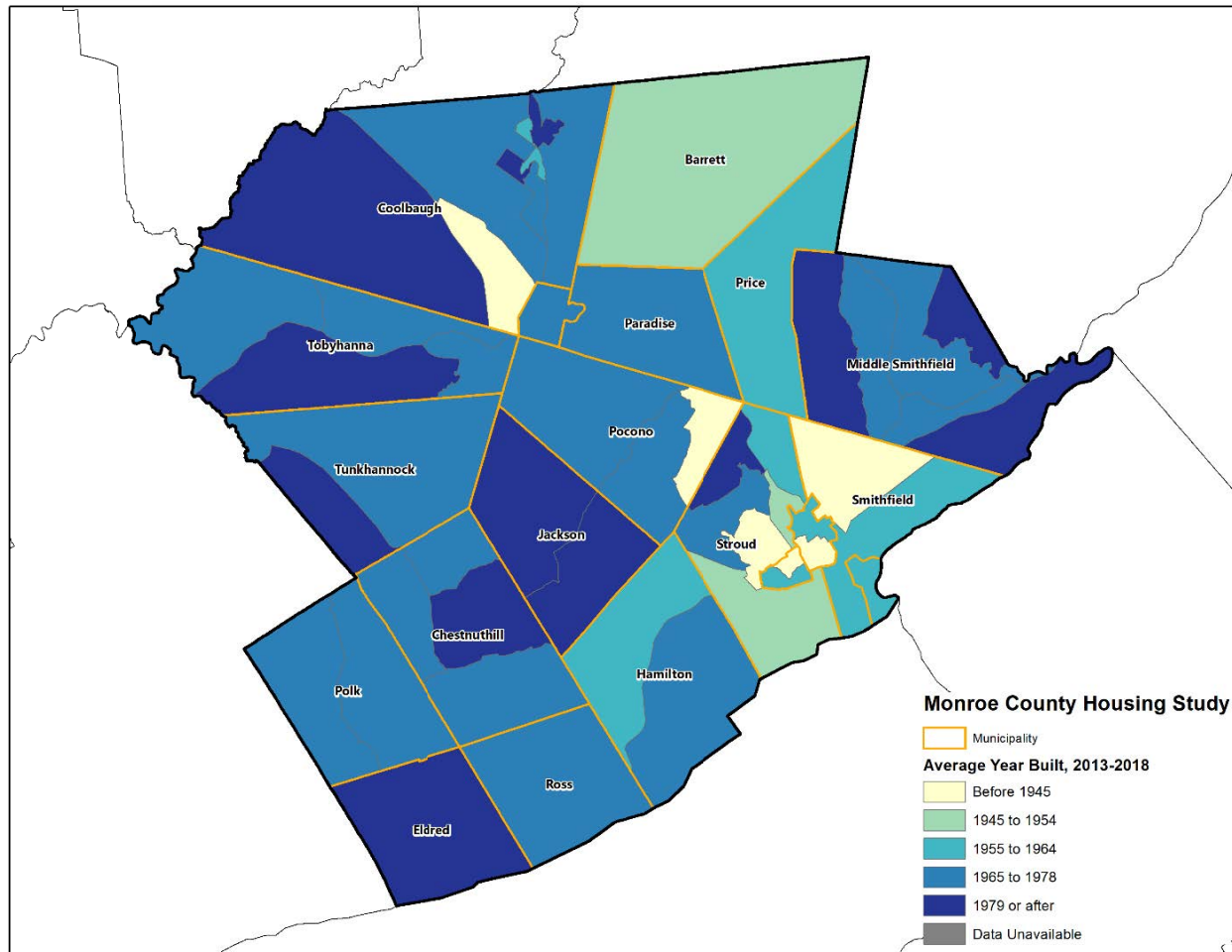
Figure 31 Average Size of Homes Sold, 2018-2023



Source: Pocono Mountains Association of REALTORS MLS

Monroe County has much newer housing stock compared to the State, with the median year of homes built being 1984 compared to 1965 for all of Pennsylvania. The oldest homes can be found in and around Stroudsburg, East Stroudsburg, and Pocono Summit in Coolbaugh Township. Areas with older homes tended to also have lower sale prices. While older homes are more affordable, housing conditions and lead-based paint hazards may become concerns.

Figure 32 Average Year Built of Homes Sold, 2018-2023

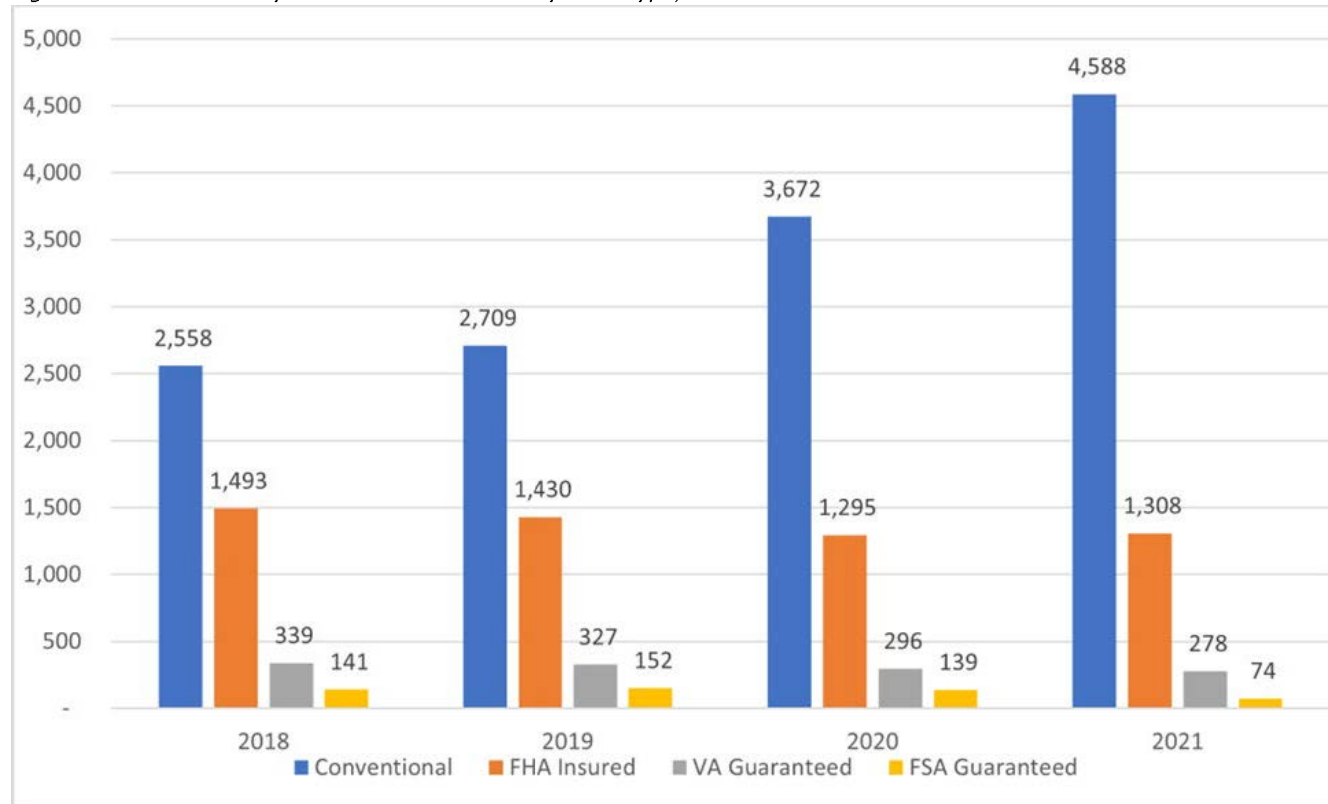


Source: Pocono Mountains Association of REALTORS MLS

MORTGAGE LENDING ANALYSIS

The number of mortgage applications for home purchases has consistently increased each year since 2018, growing by 37.8% from 2018 to 2021. In 2021, there were 6,248 mortgage applications for home purchases in Monroe County according to data collected under the Home Mortgage Disclosure Act (HMDA). Conventional loans comprise the majority of home purchase loans (73.4% in 2021) and experienced a growth rate of 24.9% between 2020 and 2021. Other loan types have an equal share of the remaining loans, with each of these slightly decreasing annually.

Figure 33 Monroe County Home Purchase Loans by Loan Type, 2018-2021

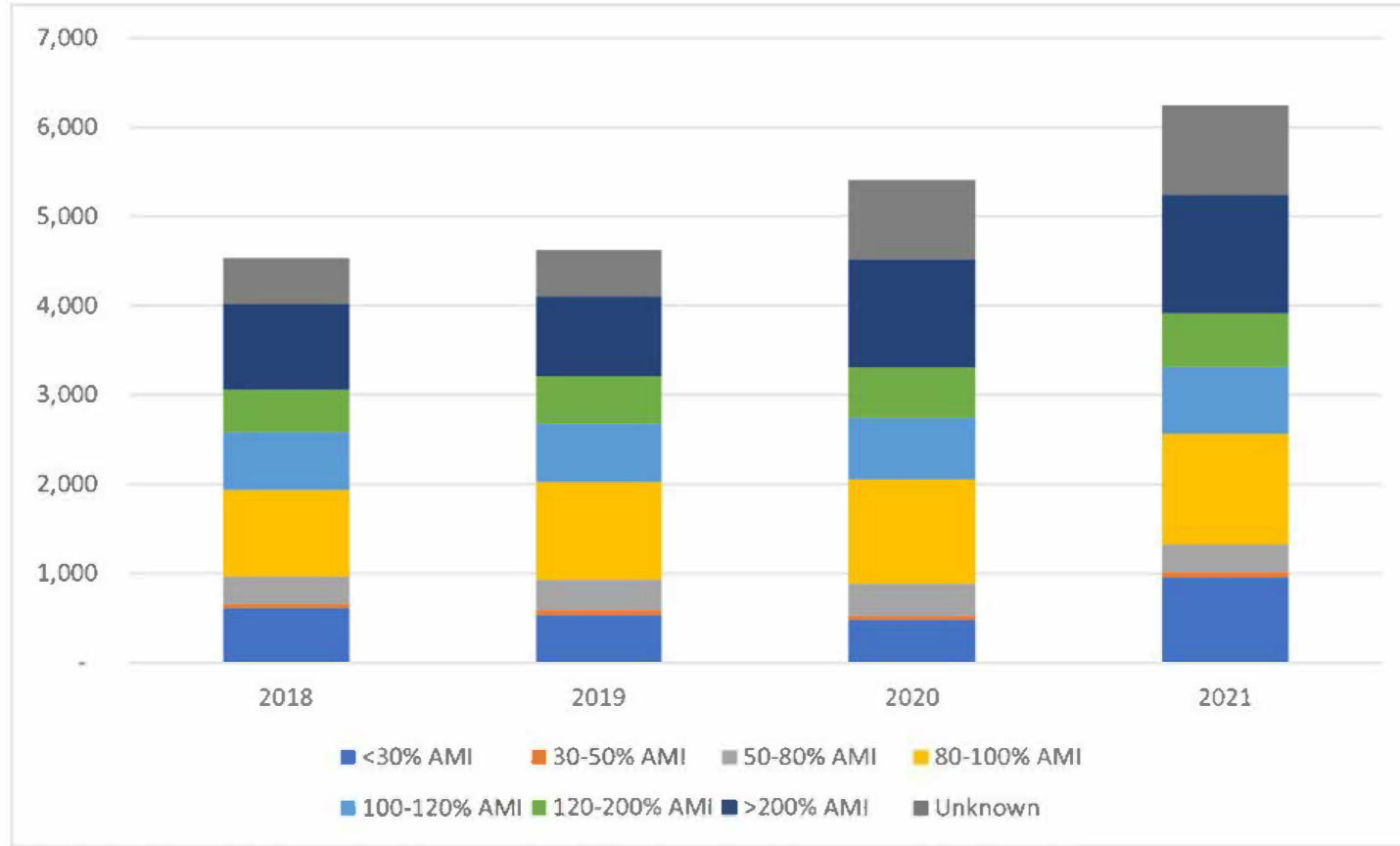


Source: Home Mortgage Disclosure Act, 2018-2021

MORTGAGE APPROVALS BY INCOME

More than one-fifth of home purchase loans in Monroe County were provided to households earning more than 200% of AMI followed by households earning between 80% and 100% AMI. Households at the lower end of the income tiers received fewer mortgages. This breakdown has remained consistent over the years, even as the number of applications continued to grow.

Figure 34 Mortgage Applications for Home Purchases by Income, 2018-2021

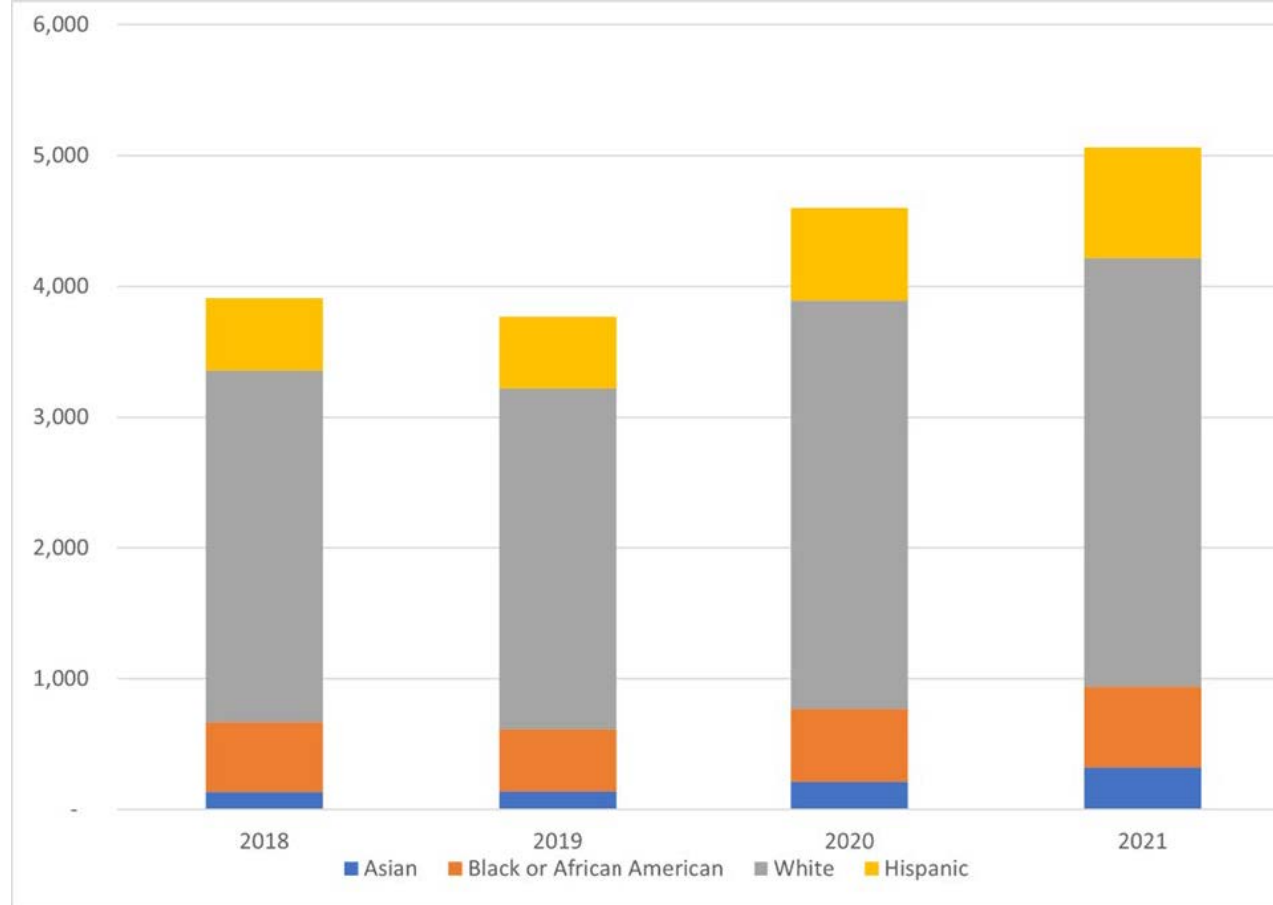


Source: Home Mortgage Disclosure Act, 2018-2021

MORTGAGE APPROVALS BY RACE AND ETHNICITY

Most home purchase loans were awarded to White householders (52.4% in 2021), who comprise 63.5% of the population. Loans were disproportionately distributed among Black householders (9.9% of mortgages compared to 13.1% of the population) and Hispanic/Latino householders (13.5% of mortgages and 17.2% of the population). However, a sizable portion (32.2%) of applications did not provide the race or ethnicity of the applicant.

Figure 35 Mortgage Applications for Home Purchases by Race and Ethnicity, 2018-2021

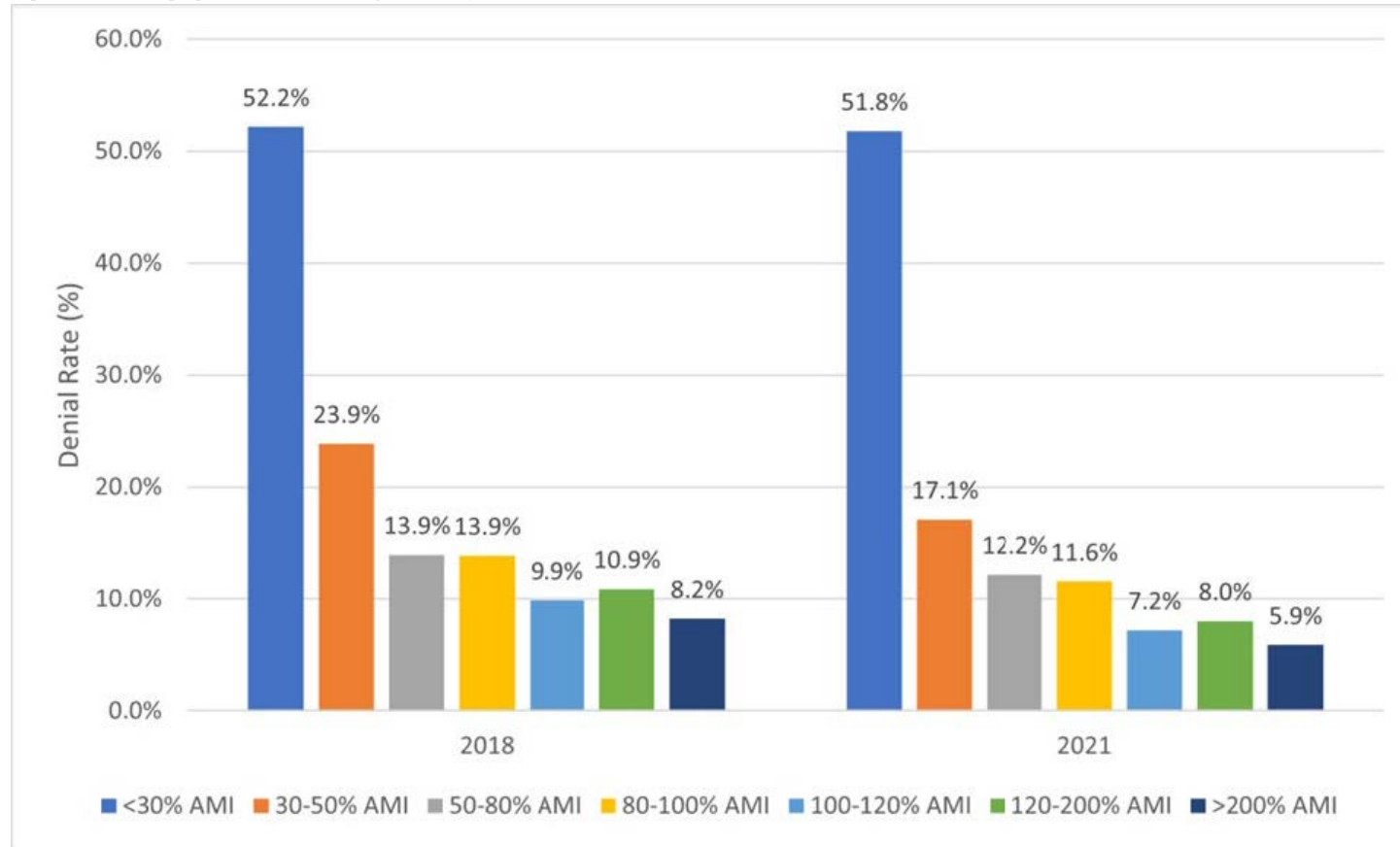


Source: Home Mortgage Disclosure Act, 2018-2021

MORTGAGE DENIALS

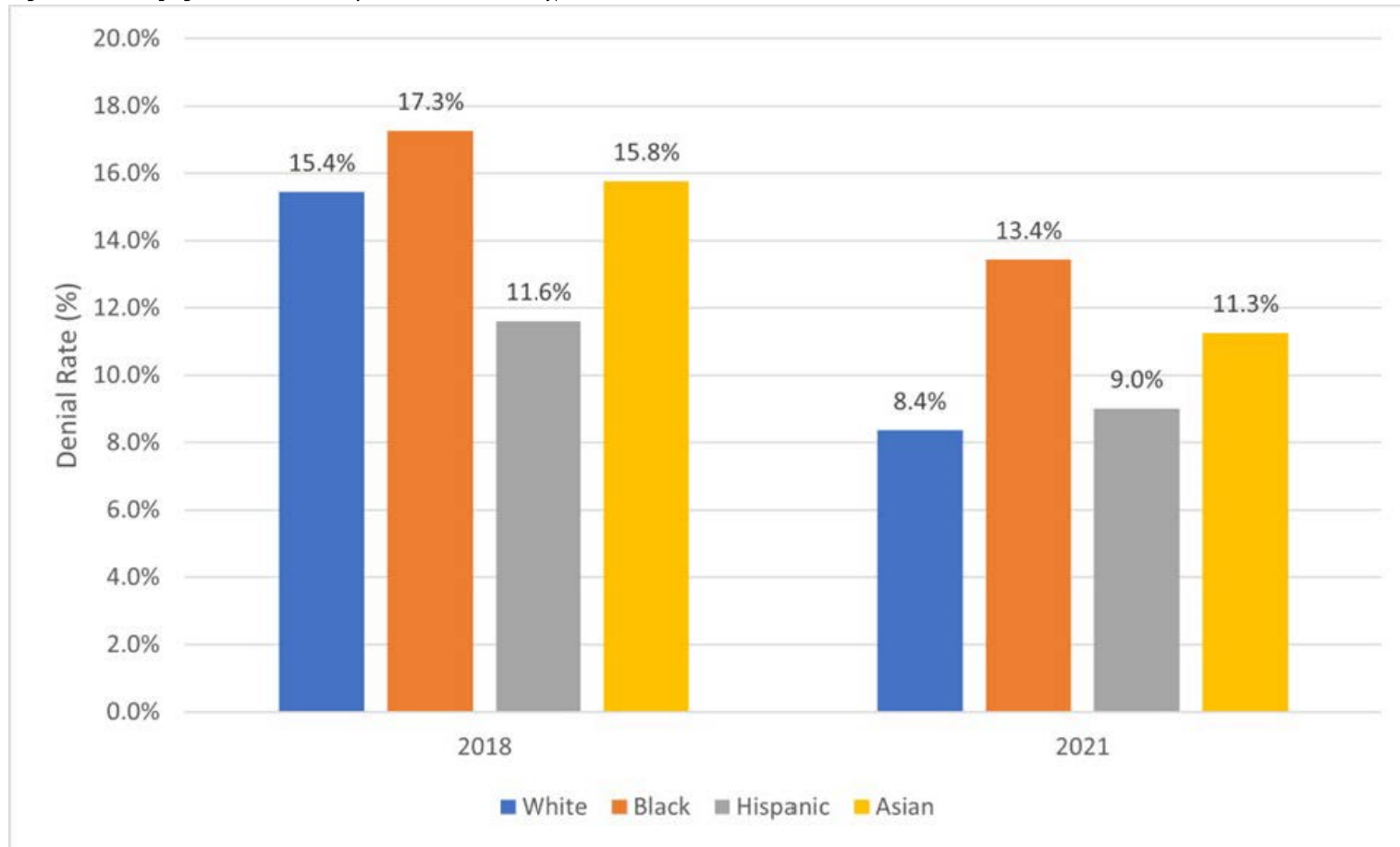
The rate at which mortgage applications were denied decreased between 2018 and 2021, a percentage difference of 2.2%. However, home purchase loan applications were denied at different rates and for several reasons depending on income and race. The lower the applicant's income, the more likely they were denied. In terms of race and ethnicity, Black households had the highest denial rate in 2021 at 13.4% followed by Hispanic/Latino households at 11.3%. This was also the case in 2018.

Figure 36 Mortgage Denial Rates by Income, 2018 and 2021



Source: Home Mortgage Disclosure Act, 2018-2021

Figure 37 Mortgage Denial Rates by Race and Ethnicity, 2018 and 2021



Source: Home Mortgage Disclosure Act, 2018-2021

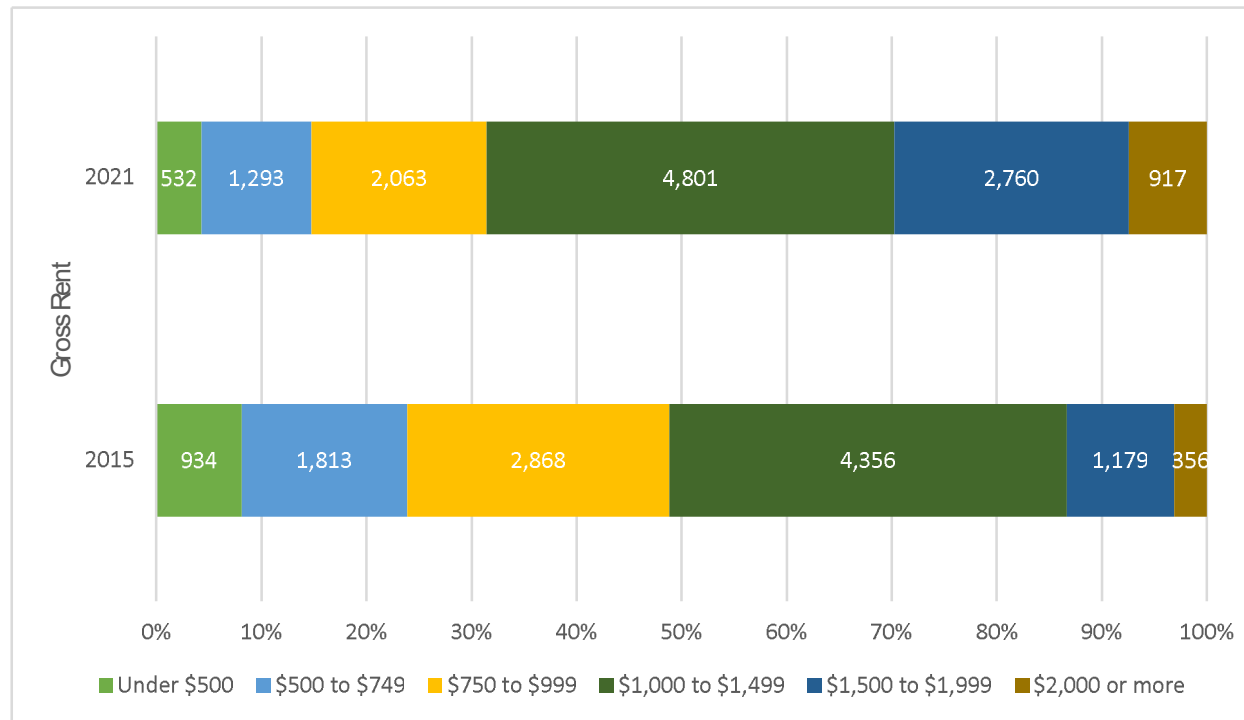
RENTER MARKET

Only 22.3% of occupied housing units in Monroe County are renter-occupied. Sixty percent of renters live in single-family homes, 33% live in multi-family units, and 7% live in mobile homes or other units.

GROSS RENT

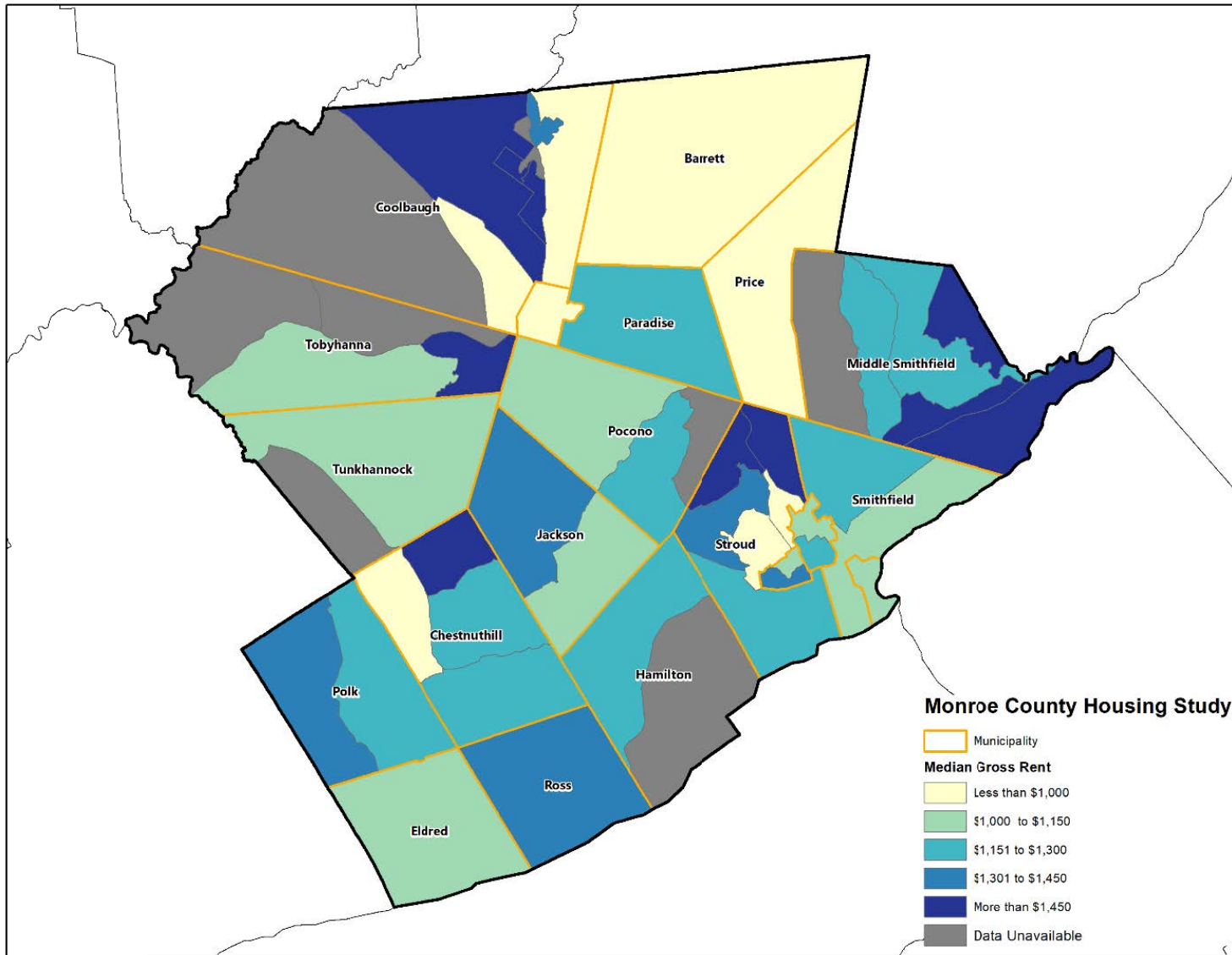
The number of renter-occupied units from 2015 to 2021 increased by 7.5% in spite of a clear uptick in gross rent. The percentage of renters paying less than \$1,000/month decreased by about 30% while the number of renters paying \$2,000+/month increased by over 150%. Notably, there are several areas within Monroe County where areas of the lowest and highest gross rent are adjacent to one another. These include Stroud, Coolbaugh, and Chestnuthill Townships. Other areas with some of the lowest gross rents include Barrett and Price Townships while Middle Smithfield boasts some of the highest gross rents.

Figure 38 Gross Rent, 2015-2021



Source: American Community Survey (ACS) estimates, B25063, 2015 & 2021

Figure 39 Median Gross Rent by Census Tract, 2021



Source: American Community Survey (ACS) estimates, B25063

ASSISTED RENTAL HOUSING

There are 1,104 assisted rental housing units in 23 complexes across seven municipalities in the County. Assisted rental housing is developed with public funding sources. For this reason, residents must be income-eligible to live in these units. The specifics of the guidelines depend on what type of funding, or subsidy, was used to develop the housing.

PUBLIC HOUSING

The Housing Authority of Monroe County (HAMC) is the public housing authority in the County. HAMC operates 300 units in seven public housing developments for very low- and low-income individuals and households and is funded through the U.S. Department of Housing and Urban Development (HUD). Demand for these units is high. As of November 2022, HAMC reported over 4,500 families on the waitlist for public housing.

LOW-INCOME HOUSING TAX CREDIT

HAMC manages and operates three subsidized developments funded through the Low-Income Housing Tax Credit (LIHTC) program. The LIHTC program encourages the construction and rehabilitation of affordable housing by providing developers with a credit against their federal tax liability. In addition, there are nine other LIHTC developments in Monroe County that are owned and managed by private entities.

OTHER ASSISTED HOUSING FUNDING PROGRAMS

Other assisted housing includes other types that are financed with different public subsidies. Another way assisted rental housing is financed is with the use of Project-Based Rental Assistance through HUD. This program provides rental housing subsidies to the units occupied by very low-income households in privately owned and managed rental units. Two developments have these subsidies.

HUD's Section 202 Supportive Housing for the Elderly provides funding for the Eagle Valley Apartments development in East Stroudsburg, which has 20 units for disabled seniors. This apartment complex is privately owned and operated.

Pennsylvania's Act 137 allows counties to raise funds for affordable housing through recordation fees to capitalize an Affordable Housing Fund. The Redevelopment Authority of the County of Monroe administers the fund. Since 1996, 465 housing units have been created or rehabilitated using this source.

HAMC operates a Housing Choice Voucher (HCV) program with 400 vouchers and administers roughly 200 portable vouchers from other jurisdictions. These vouchers are used by households to rent units from private landlords. Vouchers are distributed to families earning less than 50% of the Median Family Income (\$72,679 in 2021 for Monroe County). Families with vouchers pay 30% of their adjusted annual income towards rent and utilities and HAMC pays the 70% balance directly to the landlords. There are over 400 households on HAMC's Housing Choice Voucher list, one indication of the depth of cost-burdened renter households in the County.

Figure 40 Assisted Housing Units in Monroe County, 2023

Name	Jurisdiction	Units	Year Built	Subsidy Type	Population	Unit Sizes
West Hills Apartments	Stroud Township	10	2007	Act 137	Disabled	0BR, 1BR, 2BR, 3BR
Bridge Street	Stroud Township	52	2000	LIHTC	General	4BR
Milford Commons	Smithfield Township	88	1999	LIHTC	General	2BR, 3BR
Milford Commons (Phase II)	Smithfield Township	42	2001	LIHTC	General	2BR, 3BR
Prospect Hill	East Stroudsburg	68	1994	LIHTC	General	3BR
Oaks Senior Community	Barrett Township	32	2001	LIHTC, Act 137	Senior	1BR, 2BR
Skyline Heights	Smithfield Township	42	2010	LIHTC, Act 137	General, PSH	2BR, 3BR
Wisteria Commons	Barrett Township	40	2008	LIHTC, HOME, Act 137	Senior	1BR, 2BR
Ivy Ridge	Smithfield Township	35	2012	LIHTC, PennHOMES	General, PSH	2BR, 3BR
Limekiln Manor	Mount Pocono	40	2011	LIHTC, PennHOMES	General	1BR, 2BR
Belmont Knoll	Mount Pocono	39	2003	LIHTC, PennHOMES, Act 137	Senior	1BR
Hamilton Manor	Hamilton Township	40	1997	LIHTC, PennHOMES, Act 137	Senior	1BR
Knob Crest	Mount Pocono	41	2007	LIHTC, PennHOMES, Act 137	Senior	1BR
White Stone Commons	Stroudsburg	72	2011	LIHTC, PennHOMES, Act 137	Senior	1BR, 2BR
Creekview	Stroudsburg	80	1982	Project-based Section 8	General	1BR, 2BR, 3BR
Shirley Futch Plaza	East Stroudsburg	100	1979	Project-based Section 8	Senior	1BR

Eagle Valley Apartments	East Stroudsburg	20	2001	Project-based Section 8, Act 137, Section 202	Senior	1 BR
Avon Court	East Stroudsburg	40	1966	Public Housing	Senior & Disabled	0BR, 1BR
Barnum, Lenox and Kistler Street	East Stroudsburg	45	1980	Public Housing	Family	1BR, 2BR
Garden Street	Stroudsburg	28	1958	Public Housing	Family	1BR, 2BR, 3BR, 4BR
Hawthorne Terrace	Stroud Township	28	1958	Public Housing	Family	1BR, 2BR, 3BR, 4BR
Normal, Hill & Taylor Street	East Stroudsburg	60	1956	Public Housing	Family	1 BR, 2 BR, 3BR, 4BR, 5BR
Westgate	Stroudsburg	99	1970	Public Housing	Senior & Disabled	0BR, 1BR, 2BR
Total		1,104				

Source: HAMC 2023, PHFA 2022



Whitestone Commons in Bartonsville

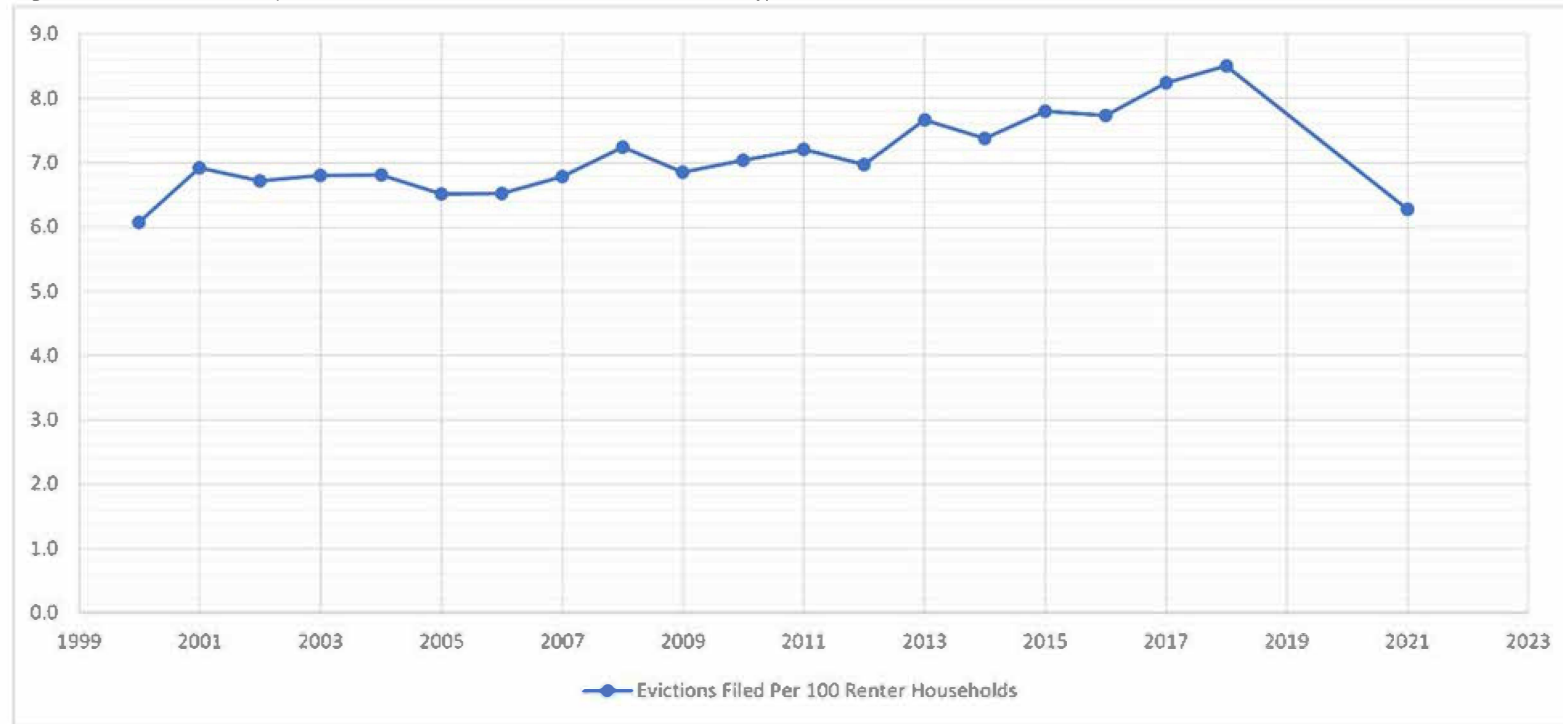
SUPPORTIVE HOUSING

Monroe County has permanent supportive housing (PSH), rapid rehousing (RRH), and transitional housing (TH) options. At the time of the January 2022 point-in-time count (PIT), 94.5% of the 145 emergency shelter beds, 88% of the 205 PSH beds, 100% of the RRH beds, and 54% of the 63 TH beds were in use.

EVICCTIONS

There were 6.3 evictions filed for every 100 renter households in Monroe County in 2021. As a result of the COVID-19 pandemic, evictions are known to have exacerbated. Evictions can disrupt both individual households and communities economically, physically, and mentally. While this bucks the pre-pandemic rising trends, the CDC eviction moratorium was still in effect until August 2021. With the moratorium lifted, eviction filings are expected to increase.

Figure 41 Evictions Filed per 100 Renter Households in Monroe County, 2000-2021



Source: Eviction Lab; Housing Alliance of Pennsylvania

AFFORDABILITY ANALYSIS

RENTERS

According to the National Low-Income Housing Coalition's (NLIHC) Out of Reach report, an individual in Pennsylvania would need to work 94 hours at the state minimum wage of \$7.25 to afford a one-bedroom rental unit. The definition of rental affordability is a gross rent amount (rent plus utilities) that does not exceed 30% of household income. For example, rent of \$750/month (or \$9,000 per year) requires an annual income of at least \$30,000 to be affordable.

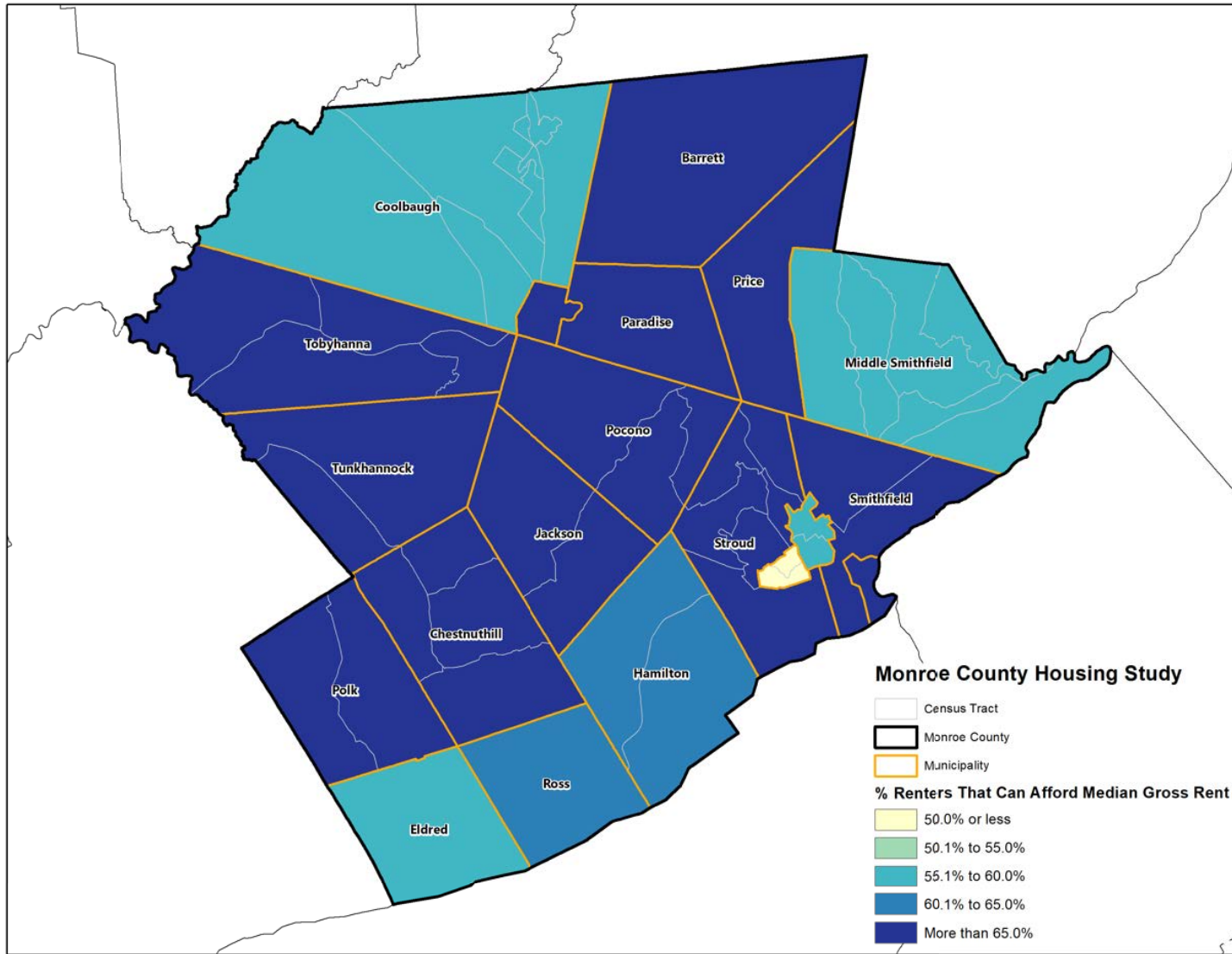
The rent that is affordable to someone earning minimum wage is \$377, while the fair market rent for a one-bedroom home is \$882. The median gross rent in Monroe County in 2021 was \$1,229. Individuals earning minimum wage need to work 93 hours a week to afford a one-bedroom rental unit, virtually the same as the State rate of 94 hours.

A look at each municipality in Monroe County indicates the most expensive place to rent an apartment is Middle Smithfield Township (median gross rent of \$1,542/month). This has changed since 2017 when it was Hamilton Township, now the fifth most expensive municipality with a median gross rent of \$1,279/month. Coolbaugh Township (\$1,451/month) remains the second highest. The third most expensive municipality has changed from Price Township to Ross Township at \$1,386/month. In order to live in the median-priced apartment in those communities and not pay more than 30% of income on rent, a household would have to earn \$55,500 - \$62,000 per year. For reference, the County median household income was \$72,679 in 2021.

While the median gross rent in Monroe County was \$1,229 in 2021, there are municipalities where less expensive units can be found. The least expensive municipalities to rent a median-priced apartment are Mount Pocono Borough (\$744/month), Barrett Township (\$913/month), which was the least expensive five years ago, and Price Township which is now the third least expensive (\$938/month). These municipalities require yearly household incomes of \$30,000 - \$37,500 to afford the median rents. These wages would equate to an hourly wage of \$14.42 - \$18.03 if an individual worked 40 hours/week. According to the NLIHC, the housing wage for a one-bedroom in Monroe County is \$16.85, requiring an income of \$35,040/year.

Stroudsburg Borough has the lowest number of households that can afford median gross rent based on household income; however, the majority of municipalities have 65% or more households with incomes who can afford the median gross rent.

Figure 42 Percentage of Renters Who Can Afford Median Rent by Municipality, 2021



Source: American Community Survey (ACS) estimates, B25064 & S1901

HOMEBUYERS

A similar analysis was performed for homebuyers. The maximum home purchase price affordable to homebuyers at the median household income in each municipality was based on the following assumptions:

- The mortgage is a 30-year fixed-rate loan at a 7.34% interest rate as of August 2023¹
- The buyer made a 3.5% down payment on the sales price²
- Private mortgage insurance (PMI) in August 2023 is 1.22% of the mortgage amount³
- Homeowner's insurance on average in the US in 2023 is \$146/month⁴
- Principal, interest, taxes, and insurance (PITI) equals no more than 30% of gross monthly income

This analysis does not include additional monthly housing costs such as maintenance, homeowner association fees, etc. It also does not consider the condition of homes and any additional investment beyond the purchase price that might be necessary to make the home livable. There are also more factors than monthly mortgage payments that contribute to a household's ability to achieve homeownership such as credit score, employment history, and the ability to save for a down payment that are not calculated here.

The most expensive places to purchase a home in Monroe County are Jackson Township (\$259,000 median sales price), Eldred Township (\$250,400), and Smithfield Township (\$225,600). To purchase a median-priced home in these municipalities and not pay more than 30% of income on housing costs, a household would need an annual income of \$95,892-\$100,734.

The least expensive municipalities to buy a median-priced home are Mount Pocono Borough (\$134,600), Coolbaugh Township (\$137,400), and Tunkhannock Township (\$158,400). These municipalities require yearly household incomes of \$56,413-\$63,775 to afford the median sales price.

Figure 42 illustrates the percentage of owners in each municipality who can afford median home values. Stroudsburg Borough, and Eldred and Hamilton Townships have less than 50% of households who can afford the median home value. Coolbaugh, Paradise, Pocono, Polk, and Tobyhanna Townships have more than 65% of households who can afford the median home value.

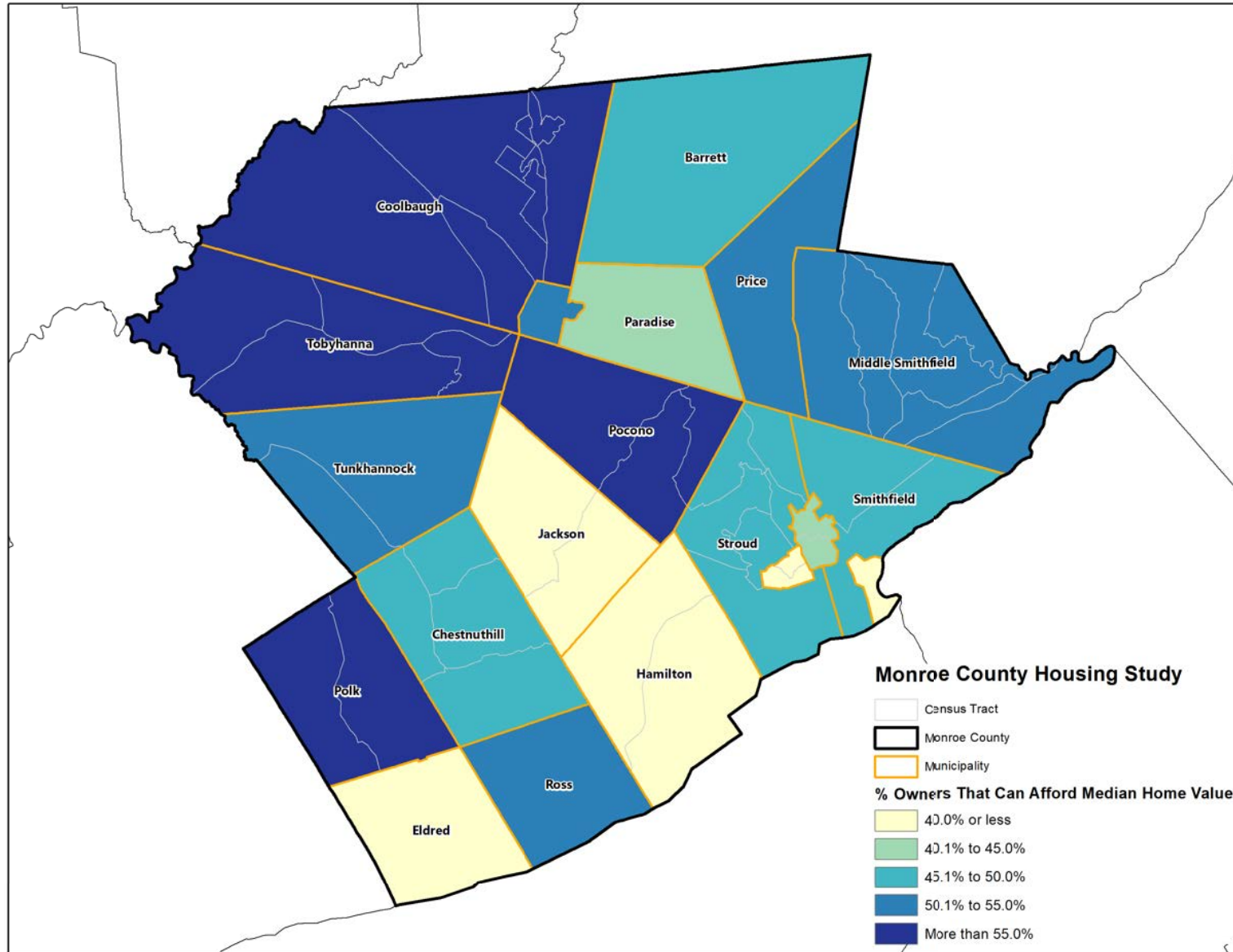
¹ According to www.bankrate.com

² According to FHALoans.com

³ According to www.bankrate.com

⁴ According to www.policygenius.com

Figure 43 Percentage of Owners Who Can Afford to Purchase the Median Value Home by Municipality, 2021



COST BURDEN

A household is considered cost burdened if it spends more than 30% of income on housing costs. Comprehensive Housing Affordability Strategy (CHAS) data was used to determine cost burden by income tier and tenure. The CHAS dataset is a custom tabulation of Census data produced by HUD. It provides actual household counts within each income tier and adjusts for household size, while ACS data only provides aggregated data such as median household income for a jurisdiction.

Overall, one-third of all households in Monroe County were cost-burdened in 2019. Although renters are more likely to be cost-burdened than owners, there is twice the number of cost-burdened homeowners than renters. Among renters, nearly half pay more than 30% of their income on housing costs compared to 29.5% of homeowners. Expectedly, as household income increases, cost burden rates decrease.

RENTERS

Nearly 8 in 10 renter households earning up to 50% AMI are cost-burdened. The lowest income renters experience the highest rates of cost burden between 78-79%. At 51-80% AMI, the rate decreases to 58% indicating more than half at this income tier are cost-burdened. At above 80% AMI, there is a significant decline in cost burden, which falls still further for 100%+ AMI households.

Figure 44 Cost Burdened Renter Households by Income, 2019

Income Tier	Renter Households	Cost-Burdened Households	% Cost Burdened
0 - 30% AMI	2,820	2,250	79.8%
31 - 50% AMI	2,605	2,035	78.1%
51 - 80% AMI	2,715	1,575	58.0%
81 - 100% AMI	1,400	270	19.3%
100%+ AMI	3,595	205	5.7%
Total	13,135	6,335	48.2%

Source: 2015-2019 CHAS

OWNERS

Owner-occupied households at 0-30% AMI are the most heavily cost-burdened group at a rate of 81.7%. This is the highest cost burden rate among all income tiers, including both owner and renter households, although it was comparable to renters in the same income tier. This income tier is the smallest group of homeowners in the County, accounting for only 7.7% of all homeowner households.

In Monroe County, 29.5% of all homeowners are cost-burdened. The largest group of homeowners are households at 100%+ AMI, representing more than half of homeowner households. This group also had the lowest rate of cost burden at 9.8%.

Figure 45 Owner-Occupied Households by Income Tier

Income Tier	Owner Households	Cost Burdened Households	% Cost Burdened
0 - 30% AMI	3,390	2,770	81.7%
31 - 50% AMI	3,790	2,480	65.4%
51 - 80% AMI	7,375	3,570	48.4%
81 - 100% AMI	4,920	1,755	35.7%
100%+ AMI	24,485	2,400	9.8%
Total	43,960	12,975	29.5%

Source: 2015-2019 CHAS



Wisteria Commons in Barrett Township

HOUSING GAP ANALYSIS

The Housing Gap Analysis indicates the number of additional housing units by tenure and affordability that are needed for the housing inventory to match the number of households within the corresponding affordability/income tier based on Area Median Income (AMI). For the gap to be equal to zero for a particular income tier and tenure, all households in that group must occupy a unit that is affordable to a household in that income tier (i.e., a 31-50% AMI household lives in a unit affordable to a 31-50% AMI household). Factors that contribute to the gap—which is a measure of the mismatch between households and units—include:

1. Having more households than units in a particular tier (i.e., 1,000 households but only 500 units); and/or
2. Having households outside of a particular tier residing in those units (i.e., 1,000 households and 1,500 units for a particular tier but 750 of the units occupied by households outside the tier leading to only 750 units available to the 1,000 households).

In Monroe County, both conditions exist.

CHAS data provides a count of units and households by income tier and tenure including occupancy data. To determine the gap at the County level, the number of households and housing units (both occupied and vacant units) were counted within each income tier by tenure. Units occupied by households outside of the income tier were subtracted from the total because these units are not available to households in the specified tier. The difference in the number of households in a tier/tenure and the number of units occupied by households in that tier/tenure is referred to as the gap. The gap represents the mismatch in households and units based on both the number of units in the AMI tier and/or households outside the AMI tier residing in the units as described above. The gap does not represent the number of units that need to be built. Rather, it demonstrates a need for available and affordable units across all AMI tiers.

The 2015-2019 CHAS data used was the current data set at the time this analysis was conducted. It does not reflect current housing market conditions that have resulted from the Covid-19 pandemic, including recent rent surges. However, it is still valuable in analyzing the degree to which higher income households are renting and buying down-market due to a lack of housing inventory for households above 80% AMI, thus placing pressure on many lower income households to rent up-market, thereby becoming cost-burdened.

RENTERS

For every 100 households at 0-30% AMI, there are only 25 units that are available and affordable to them. According to CHAS data, there are 2,590 renter households at 0-30% AMI. However, there are only 1,754 rental units affordable to this group of households. Further exacerbating the situation is that only 650 of these 1,754 affordable units are occupied by 0-30% AMI households. The remaining 1,059 units are occupied by households with incomes above 30% AMI. ***This results in a housing gap of 1,940 rental units affordable and available to 0-30% AMI renter households.***

For every 100 households at 31-50% AMI, there are only 25 units that are available and affordable to them. Moving up the income spectrum, there are 2,605 renter households at 31-50% AMI. For this income group, there is an over-supply of 2,845 units affordable to them. However, only 660 of the 2,845 units are occupied by 31-50% AMI households. The remaining supply of 1,855 units are occupied by households of other income tiers, likely including some of the 0-30%

AMI households who are living in units outside of their income tier that would cause them to be cost burdened. ***This results in a housing gap of 1,945 rental units affordable to 31-50% AMI renter households.***

For every 100 households at 51-80% AMI, there are only 51 units that are available and affordable to them. Among the 51-80% AMI group, there is also over-supply of 7,040 units for the 2,715 households in this income tier. However, only 1,385 of the 7,040 units are occupied by 51-80% AMI households with the remaining 5,205 units occupied by households from other income tiers. ***This results in a housing gap of 1,330 units for 51-80% AMI renter households.***

For every 100 households at 81%+ AMI, there are only 22 units that are available and affordable to them, meaning that the largest housing gap among renter households is found in the highest income tier. For the 5,000 renter households at 81%+ AMI, there are only 2,335 units identified as affordable and available to them. Only 1,110 81% AMI households occupy these units with the remaining 1,225 occupied by households with incomes below this level. The result is a housing gap of 3,890 units—the largest among all income tiers—that are available and affordable to this income tier.

Figure 46 Housing Gap Analysis Among Renter Households, 2019

Renter Households	0-30% AMI	31-50% AMI	51-80% AMI	81%+ AMI
Total Households	2,590	2,605	2,715	5,000
Affordable Housing Units	1,754	2,845	7,040	2,335
Units Occupied by Appropriate Income Tier ¹	650	660	1,385	1,110
Units Occupied by Other Income Households ²	1,059	1,855	5,205	1,225
Missing Units for Appropriate Income Tier	881	90	-	2,665
Gap ³	1,940	1,945	1,330	3,890

¹ Number of housing units occupied by a household of the same income tier (i.e., a 0-30% AMI household occupies a unit that is affordable to a 0-30% AMI household)

² Number of housing units occupied by a household that is not of the same income tier (i.e., a 0-30% AMI unit is occupied by a household above 30% AMI)

³ Total Number of Households minus Units Occupied by Appropriate Income Tier equals the number of units needed to house the balance of the households within that income tier that are occupying units affordable to households above their income tier (i.e., the housing gap).

Source: 2015-2019 CHAS

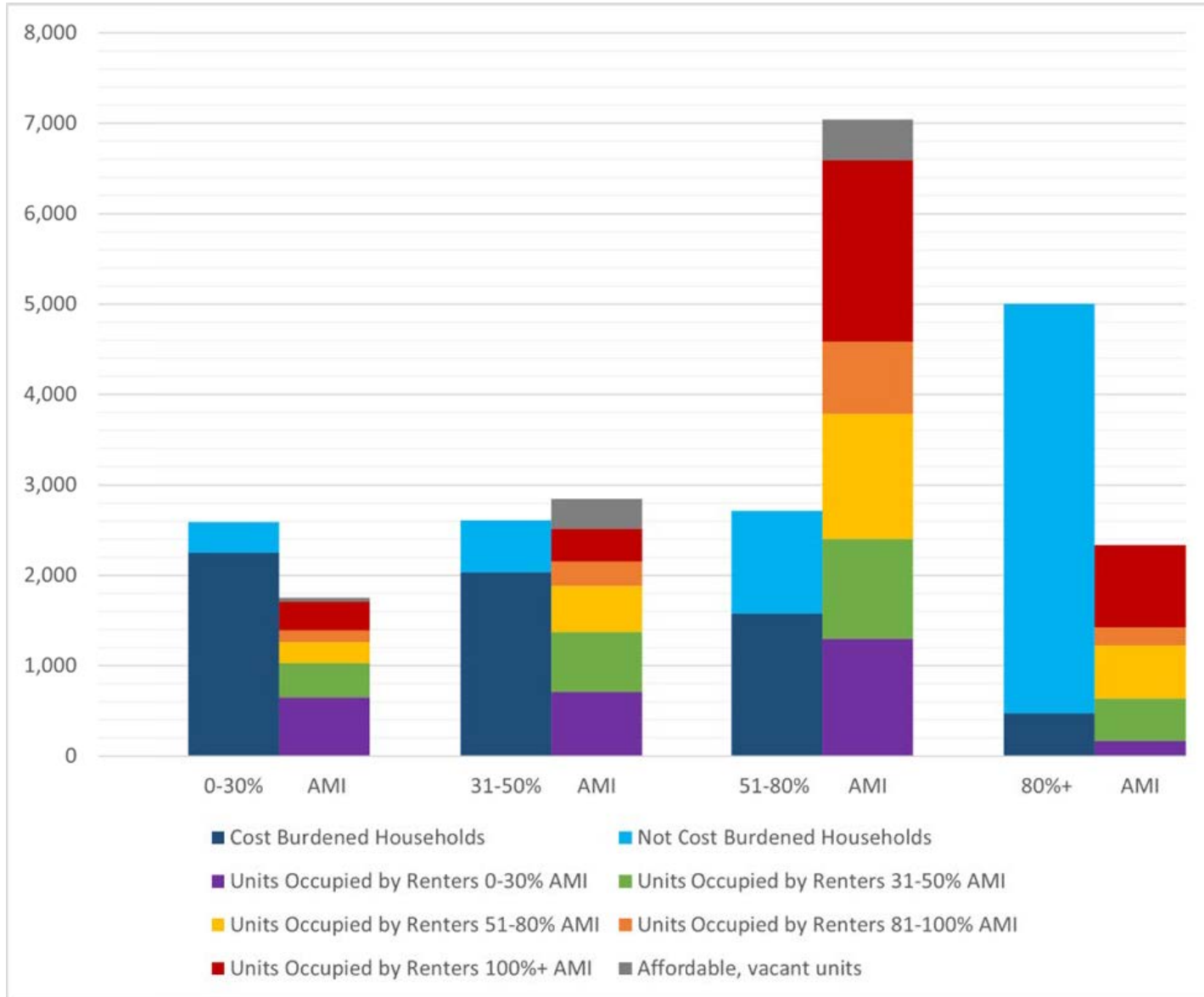
The gap analysis reveals a significant shortage of rental units across all income households. Specifically, it is the lack of an adequate supply of housing for higher-income households that forces them to rent down-market, competing with lower-income households for available rental housing. This situation also forces the lowest-income households to rent units that are out of their affordable price range because there is an inadequate supply of units available for the

0-30% AMI tier. This scenario has a disproportionate impact on the lowest income households who have the fewest resources to rent up-market, thereby becoming cost-burdened.

The rainbow-colored chart on the following page graphically illustrates the housing gap analysis among renter households. Each blue bar illustrates the number of cost-burdened households in dark blue and the number of households that are not cost-burdened in light blue within that income tier. Among the 0-30% AMI tier, more than 2,100 (dark blue) of the 2,590 households are cost-burdened. Moving up the income spectrum, the rate of cost burden decreases as illustrated by the dark blue segment growing shorter. The number of units that are affordable to households in each income tier is represented by the total height of the rainbow-colored bar next to each blue bar. Among 0-30% AMI renter households, only 650 (purple) of the 1,754 units affordable to this income tier are actually occupied by 0-30% AMI households. The presence of the green bar (31-50% AMI households), the yellow bar (51-80% AMI), the orange bar (81-100% AMI households), and the red bar (households at 100%+ AMI) indicate that 60% of the 1,754 units are occupied by households above 0-30% AMI. With so many households above 30% AMI residing in the supply of units affordable to the 0-30% AMI segment, the mismatch of households living in units affordable to them becomes clear.

The gray level in each rainbow bar indicates the number of vacant units in an income tier. Vacancy data is graphed for reference but is not included in the gap analysis because the calculation is based on the alignment/misalignment of households and units. In addition, the data does not indicate whether a vacant unit is habitable.

Figure 47 Housing Gap Analysis Among Renter Households, 2019



Source: 2015-2019 CHAS

OWNERS

For every 100 households at 0-50% AMI, there are only 51 units that are available and affordable to them. According to CHAS data, there are 6,880 owner households at 0-50% AMI. For this income tier, there is an over-supply of 15,654 units that are available and affordable. However, only 3,534 households at 0-50% AMI reside in these units with the balance of 11,600 units occupied by households from higher income tiers. ***This results in a housing gap of 3,346 owner units that are affordable and available to 0-50% AMI renter households.***

For every 100 households at 51-80% AMI, there are only 39 units that are available and affordable to them. Within the 51-80% AMI tier, there are 7,375 households for whom there is an over-supply of 15,519 units affordable to them. However, only 2,905 of the 15,519 units are occupied by 51-80% AMI households. The remaining supply of 12,259 units is occupied by households of other income tiers, likely including some of the 0-50% AMI households who are living in units outside of their income tier that would cause them to be cost-burdened. ***This results in a housing gap of 14,470 owner units affordable to 51-80% AMI households.***

For every 100 households at 81-100% AMI, there are only 9 units that are available and affordable to them. Within the 81-100% AMI group, there also appears to be an over-supply of 5,794 units for the 4,920 households in this income tier. However, only 3,613 of the 5,794 units are occupied by 81-100% AMI households with the remaining 5,239 units occupied by households from other income tiers. ***This results in a housing gap of 4,475 units for 81-100% AMI owner households.***

The most significant housing mismatch is found with the highest income tier of 101%+ AMI where there are 14 units for every 100 households. Only 3,613 units are occupied by 101%+ AMI households with the balance of 1,860 occupied by households with incomes below this level. The result is a housing gap of 20,872 units—the largest among all income tiers—that are available and affordable to this income tier. Consequently, this creates a housing gap at all income tiers between 0-100% AMI despite there being more affordable housing units than households in each of these income tiers.

Figure 48 Housing Gap Analysis among Owner Households, 2019

Owner Households	0-50% AMI	51-80% AMI	81-100% AMI	101%+ AMI
Total Households	6,880	7,375	4,920	24,485
Affordable Housing Units	15,654	15,519	5,794	5,643
Units Occupied by Appropriate Income Tier	3,534	2,905	445	3,613
Units Occupied by Other Income Households	11,600	12,259	5,239	1,860
Missing Units for Appropriate Income Tier	-	-	-	19,012
Gap	3,346	4,470	4,475	20,872

¹ Number of housing units occupied by a household of the same income tier (i.e., a 0-30% AMI household occupies a unit that is affordable to a 0-30% AMI household)

² Number of housing units occupied by a household that is not of the same income tier (i.e., a 0-30% AMI unit is occupied by a household above 30% AMI)

³ Total Number of Households minus Units Occupied by Appropriate Income Tier equals the number of units needed to house the balance of the households within that income tier that are occupying units affordable to households above their income tier (i.e., the housing gap).

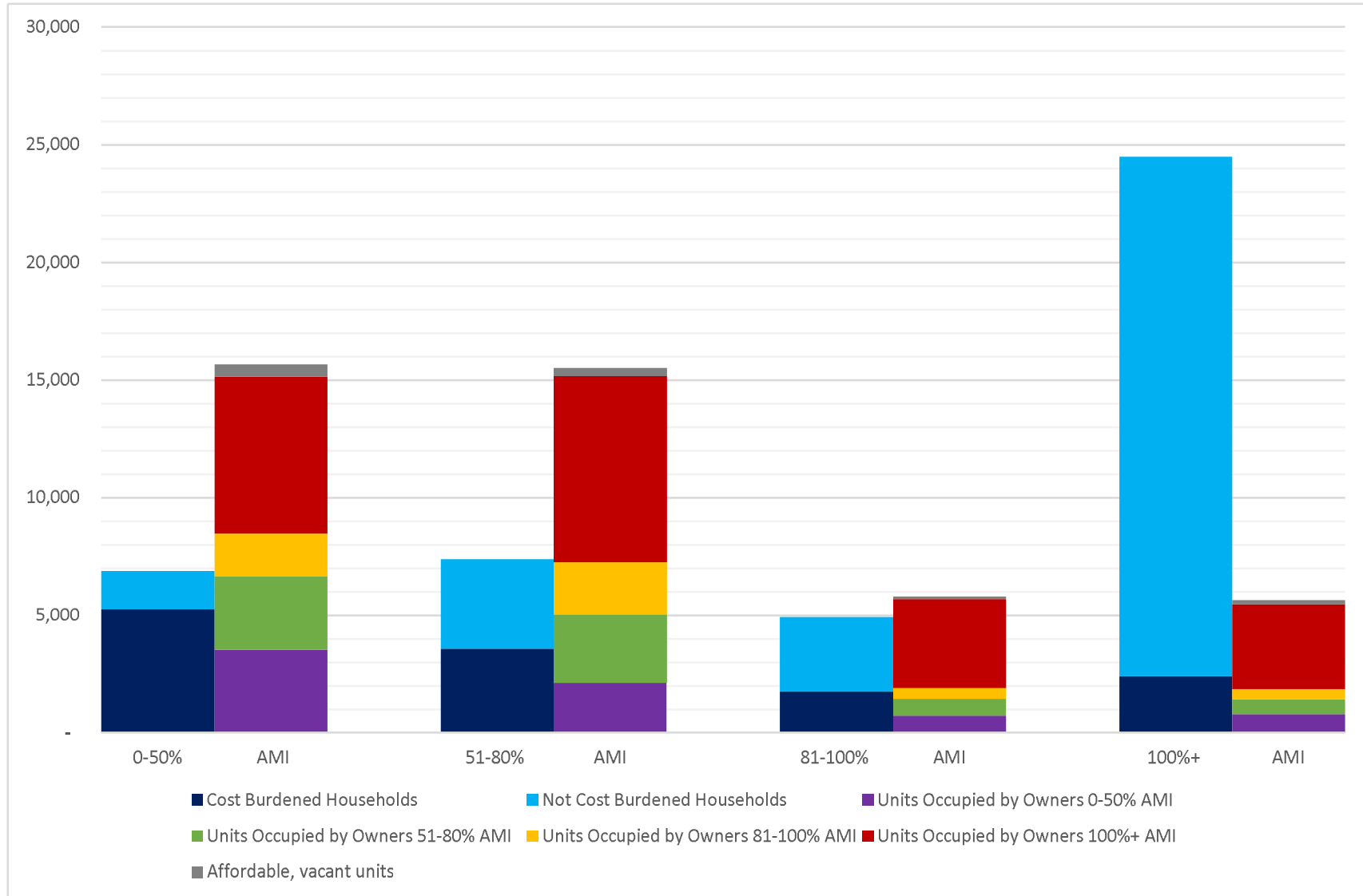
Source: 2015-2019 CHAS

The rainbow-colored chart on the following page graphically illustrates the housing gap analysis among owner households. Each blue bar illustrates the number of cost-burdened households in dark blue and the number of households that are not cost-burdened in light blue within that income tier. Among the 0-50% AMI tier, more than 5,000 (dark blue) of the 6,880 households are cost-burdened. Moving up the income spectrum, the rate of cost burden decreases among 51-80% AMI households and 81-100% AMI households as illustrated by the dark blue segment growing shorter. A slight uptick in cost burden occurs in the highest income tier.

The number of units that are affordable to households in each income tier are represented by the total height of the rainbow-colored bar next to each blue bar. Among 0-50% AMI owner households, 3,534 (purple) of the 15,654 households in this income tier reside in units affordable to 0-50% AMI. The presence of the green bar (51-80% AMI households), the yellow bar (81-100% AMI), and the red bar (households at 100%+ AMI) indicate that 11,600 of the 15,654 units (74%) are occupied by households above 0-50% AMI. With so many households above 50% AMI residing in the supply of units affordable to the 0-50% AMI segment, the mismatch of households living in units affordable to them becomes clear.

The gray level in each rainbow bar indicates the number of vacant units in an income tier. Vacancy data is graphed for reference but is not included in the gap analysis because the calculation is based on the alignment/misalignment of households and units. In addition, the data does not indicate whether a vacant unit is habitable.

Figure 49 Housing Gap Analysis among Owner Households, 2019



Source: 2015-2019 CHAS

The housing gap analysis reveals four key findings:

- There is a lack of housing inventory available and affordable to all income tiers for renters and owners in Monroe County.
- The lack of inventory for households above 80% AMI does not negate the need for more units that are affordable and available to the most vulnerable households at 0-30% AMI. In fact, this analysis indicates that the shortage of units for the lowest-income households is, in part, attributable to the lack of inventory for households above 80% AMI.
- Increasing the supply of units affordable to households above 80% AMI is dependent on several factors including changes to zoning and land development regulations that currently restrict higher-density housing development, adequate infrastructure to support such development, and public support for these initiatives.
- Developing new housing for households up to 50% AMI is challenging, especially in today's market with rising construction costs, higher interest rates, a lack of adequate construction workers, much higher rents, and limited public financing available, among other factors.

FACTORS IMPACTING THE MARKET

Several factors influence housing availability and affordability in Monroe County. Greater demand for a limited supply of housing results in higher costs with lower income households being the most vulnerable to housing instability due to limited resources. Land use regulations can increase the costs of development, thereby increasing the end-product for homebuyers and renters. A lack of developable land with water and sewer infrastructure will increase the costs of the remaining developable parcels in a community where housing is in tight supply. These and other market drivers are discussed in this section.

LAND AVAILABILITY

The ability to develop housing is directly influenced by available land. Land available for development is more complex than whether there is open land. Many aspects are involved, and even more issues are involved that impact the development of affordable housing. Topography has a major impact on the ability to develop land for any use as it also dictates the ability to construct necessary infrastructure. Additionally, how land is zoned determines what types of uses and the level of density can be developed where.

INFRASTRUCTURE FOR DEVELOPMENT

The topography of Monroe County is a challenge for infrastructure development in many areas. It would be very difficult to develop affordable housing outside of areas with water and sewer infrastructure. If developers and builders are required to pay for new infrastructure, then the cost per residential unit would exceed what lower income households could afford. According to the 2014 Monroe County Comprehensive Plan Update's Future Land Use map, the areas with water and sewer infrastructure that can support new residential development are found along the Route 611 corridor from Stroudsburg and East Stroudsburg Boroughs through Tannersville and ending at Mt. Pocono Borough.

ZONING

The type, size, and cost of housing units are heavily influenced by the zoning districts in which the land is located. Zoning protects the quality of development through regulations and the impact from surrounding land uses, but it can also be a regulatory barrier to development. Regulations are necessary to protect people and property and preserve the quality of life in neighborhoods and communities, but research has revealed that over-burdensome regulations impact housing markets in ways that are most detrimental to lower income households.

The Monroe County Comprehensive Plan's Future Land Use Map is focused on development centers. Having such areas allows for enhancing their value and to strengthen them economically. They are also important for upgrading and containing arterial corridors, so they are more inviting and appealing. The Plan identified areas for future development, which are the same areas where infrastructure exists: the Route 611 corridor from the centers of Stroudsburg and East Stroudsburg Boroughs, through the center at Tannersville in Pocono Township, and ending with the center at Mt. Pocono Borough. Blakeslee in Tobyhanna, Brodheads ville in Chestnuthill, and Great Bear in Middle Smithfield Townships are also identified as centers. Additionally, there are at least 11

villages throughout the County for proposed future development. Furthermore, the municipalities of Hamilton, Stroud, Pocono, and Stroudsburg adopted a 2022 regional comprehensive plan identifying these areas in the respective four municipalities for future housing development.

Zoning can create a challenge in land availability for developing affordable housing, but it can guide residential development to the ideal places. For the more rural areas of the County, the Comprehensive Plan recognizes that market demand for large lot exurban dwellings has declined and evidence from comparable communities in Pennsylvania and other states indicates a resurgence of interest in more compact home-sites protected by large areas of common open space. The plan's strategy for areas outside the development centers continues to encourage conservation or open space subdivisions at an average of two units per acre with appropriate utilities. Large areas of woodlands or other common use space can thus be maintained. In the last couple of decades, 17 of the 20 Monroe County municipalities have adopted or are working to adopt such provisions.

Higher density doesn't necessarily mean high density. If the highest density permitted is one dwelling per acre, then increasing the density to 4-6 units per acre is higher density housing. And affordable and higher density housing can be designed to be compatible within existing neighborhoods in terms of scale and form.

Zoning that favors (i.e., makes it easier to develop) large-lot single-family dwellings over higher density multi-family apartments is a primary contributor to housing unaffordability and unavailability. Increasing density to provide more housing on available vacant and under-utilized parcels to accommodate current and future housing demand allows local units of government to harness the resources and capacity of the private market to address a basic human need of their residents.

Stakeholders also identified East Stroudsburg and Stroudsburg Boroughs, Middle Smithfield and Pocono Townships, and the Route 611 corridor as good places to increase multi-family zoning. However, each municipality has its challenges. In East Stroudsburg Borough, parking requirements could hinder the ability to develop housing at a scale to be affordable. In Middle Smithfield Township, the lot size minimums in all three of its residential districts could be a challenge to gain affordable housing units. Additionally, the maximum impervious surface allowance could be a barrier. Pocono Township also has large minimum lot sizes in its two residential districts that could make developing affordable housing difficult.

Stroudsburg Borough recently adopted a zoning amendment to allow for zero-lot line subdivisions in its medium and high-density residential districts, as well as its mixed-use district. The amendment defines a zero-lot line subdivision as a residential lot where a single-family dwelling joins another single-family dwelling via a common unpierced wall shared by the adjacent units where the shared wall also corresponds to a side lot line and the land under each dwelling unit is owned in common with the dwelling unit. A zero-lot line subdivision may accommodate new construction of single-family detached and single-family attached dwellings.

ENVIRONMENTAL CONSERVATION

The land in Monroe County has many natural features and conservation areas. Such conservation areas are identified in municipal zoning maps and furthers an objective in the County Comprehensive Plan. In addition, the Pennsylvania Department of Environmental Protection has given stream designations of

Exceptional Value and High-Quality to many County streams. The stream designations are the highest two classifications by the Pennsylvania Department of Environmental Protection. Just 2% of streams statewide qualify as Exceptional Value, but 80% of those are in the Poconos.

Among other reasons, it is important to keep high designation streams from degradation for economic benefits. According to a report released by the Our Pocono Waters (OPW) campaign, Northeast Pennsylvania's Exceptional Value and High-Quality streams bring about \$3 billion in economic benefits to the region. The OPW campaign manager told the Pocono Record in the summer of 2022 that much of the total benefit comes from ecosystem services such as riparian buffers along those streams that provide pollution reductions cost savings, nutrient retention, and sediment control.

In terms of housing, protecting the streams reduces the amount of developable land, which restricts supply. Alternatively, developing land near the streams creates the cost of mitigating stream degradation, which in turn increases the total cost of development. It also makes it more difficult to expand public sewer and water infrastructure, which limits all kinds of residential and commercial development. However, the long-term benefits of a healthy, sustainable environment can outweigh such a negative impact and the cost gained from preserving such streams would be lost.

REGIONAL IMPACT

The local Keller Williams real estate office reported in early 2023 that during the Covid-19 pandemic, home prices were high with fewer owners selling their homes. This in turn caused buyers to pay more than the asking price and potentially even more than the appraised value of the home. It appears that as time has passed since the onset of Covid-19 that the market is beginning to normalize.

According to stakeholders, people from larger cities are moving to the County and commuting outside the County for work or working remotely from home. This has impacted the housing market because these individuals typically have higher incomes and find the local market more affordable. Covid-19 has exacerbated this trend. The rising cost of other necessities and goods is also compounding the issue, especially for those on fixed incomes.

According to a September 2019 article from Housing Matters, an Urban Institute initiative, housing availability and affordability are two important factors for companies when choosing where to locate. If employees cannot find affordable housing near their jobs, it raises the potential for employers to pay more in wages and/or turnover costs. An adequate inventory of housing that is affordable to an employer's workers allows employers to gain and retain employees at all pay levels. If workers cannot afford housing, employers risk the loss of productivity because of the economic strain on their employees and through unfilled jobs. According to the Housing Matters article, housing instability is closely linked to economic instability, especially among low-wage earners such as those in the growing service industry, who face several barriers, including cost burden and transportation costs. In addition, the spatial mismatch of where workers can afford to live and where they work generates congestion on roads and highways, increases commuting time, and limits the time that workers have available for their families and activities that contribute to the overall quality of life such as volunteering in their communities, attending public meetings, etc.

Habitat for Humanity discusses "the cost of home" and the impact of housing affordability on communities. It is important for a community to ensure that police officers, firefighters, teachers, nurses and others who work and serve communities can afford to live where they work. An ample supply of affordable places to live promotes many economic benefits for communities and serves to enhance civic participation, increase public safety, and generate a greater

sense of community pride. It stands to reason that the inability for service workers and other low-wage earners to continue to be priced out of Monroe County has the potential for fewer small businesses to survive and thrive, leading to a ripple effect causing parts of the County, such as downtown East Stroudsburg, to lose what makes it special. And the less that residents spend on housing, the more they are able to spend and contribute to the local economy. Majora Carter, an urban revitalization strategy consultant, emphasizes that economic diversity leads to neighborhoods where quality of life is higher. However, she also recognizes that for that to happen and continue, businesses that provide needs and services need affordable housing options at all income levels to keep a community vibrant. If affordability cannot be secured, she notes vibrancy can fade quickly. It is imperative for people to feel part of their community for the good of present and future residents. This fostered sense of place cannot occur if segments of the workforce and population are priced out or are living beyond their means.

Stakeholders and the Monroe County Planning Commission staff reported there was an influx of people from neighboring New Jersey and New York at the onset of the Covid-19 pandemic. Unfortunately, it is not yet reflected in the Census or other datasets. In the next couple of years, the impacts of the pandemic on the population and housing market of Monroe County will become clearer.

VACATION HOMES & SHORT-TERM RENTALS

Monroe County has historically been a vacation destination. As previously mentioned, seasonal housing units account for 73.6% of all units identified as vacant by the Census. Of the 79,346 housing units in Monroe County, 20,138 are vacant (25.4%). This includes seasonal housing units, which account for 73.6% of all vacant units in Monroe County.

In the *2021 Vacation Homes Counties Report* issued by the National Association of Realtors (NAR), Monroe County was ranked the 14th largest vacation home county based on the number of homes for seasonal/recreational use as of 2019. NAR identifies a county as a “vacation home county” if vacant homes for seasonal, occasional, or recreational use account for at least 20% of the housing stock. As of 2019, 323 out of 3,143 US counties were “vacation home counties”. The report also details that home prices in vacation home counties were higher. The median existing home sales price in non-vacation home counties increased by 10.1%, but in vacation home counties it increased by 14.2%.

Short-term rentals (STRs) have become increasingly popular in Monroe County’s housing landscape. The Monroe County Planning Commission staff reports that STRs have become a major portion of the County’s tourism sector since the mid-2010s. In most states, a short-term rental is defined as a unit that is rented for periods of less than 31 consecutive days. Platforms such as Airbnb, VBRO, and HomeAway facilitate STRs by connecting property owners or ‘hosts’ with potential renters. Units are commonly located within an owner-occupied property (referred to as home-sharing), but there are an increasing number of non-owner-occupied units available through these platforms. These platforms have emerged as a major competitor to traditional hotels, bringing more tourists and travelers into residential areas. The rapid growth of STR platforms has prompted concerns about impacts on residential rental markets.

Proponents of short-term rental platforms argue that they attract more tourists and bring in revenue for local businesses, while providing an additional income stream for homeowners. However, the impact of STRs on local residential housing markets is a growing area of concern, specifically as it relates to rental housing shortages. Homeowners who use these platforms may be converting existing long-term rentals to STRs. Doing so could decrease the supply of long-

term rentals and lead to increased prices. Stakeholders report that investors are acquiring housing units to create short-term rentals and removing units from the housing market inventory.

In 2022, the County reported that 2,667 hotel tax certificates for STRs were registered. Only 647 were registered in 2019 indicating an upward trend in owners using properties as STRs. Just two of the 20 Monroe County municipalities house nearly one-third of the permitted STRs. Coolbaugh Township has 704 STRs registered and another 176 are registered in Tunkhannock Township. According to Planning Commission staff, those numbers do not accurately reflect the actual numbers of STRs in operation. It is difficult to know how many STRs are operating, as many are not locally permitted.

Monroe County adopted Ordinance #2017-1 to assist the Pocono Mountain Vacation Bureau (PMVB), the County's designated Tourist Promotion Agency, in planning and promoting programs designed to stimulate and increase the volume of tourists, visitors, and vacation business within the Pocono Mountain Region comprised of Carbon, Monroe, Pike and Wayne Counties. Under this ordinance, every business holding itself out as a "hotel" (which includes STRs) must apply a 3% tax to each rental of a room with a bed. The funds are deposited in a special account and can only be expended on tourism, convention promotion and tourism development as specifically stated in the Commonwealth of Pennsylvania Act 18 of 2016.

Planning Commission staff are monitoring the STR situation. They reported that given the potential for high revenues that can be generated by STR owners, speculation and conversions will continue with the unfortunate effect of pricing out local residents and making homes unaffordable for traditional home buyers. It is unknown when market saturation for STRs will be reached. The Poconos has always been a tourist destination, once the country's honeymoon capital and now one of its largest waterpark destinations. The jobs associated with this industry are not the type that could support living in this emerging real estate market, especially with STRs now so deeply impacting local housing availability and affordability.

COMMUTING PATTERNS

According to the 2019 LEHD Origin-Destination Employment Statistics (LODES), Monroe County has 66,400 individuals who commute to their place of work. Of those, 42.7% work within Monroe County while 18.8% commute out to New Jersey or New York. The remaining 38.5% of commuters travel to other Pennsylvania counties. Based on stakeholder comments, it is likely that the number of Monroe County residents who commute out of the county, particularly to New Jersey and New York, has increased since the onset of the Covid-19 pandemic.

Stakeholders also indicated the planned return of a passenger rail service to the area. Increasing transportation options to Monroe County, particularly from New Jersey and New York, will have an impact on the housing market. Amtrak just finished a two-year study on adding a commuter rail line from New York to Scranton. The line would have two stops in Monroe County and could happen as soon as 2028. Amtrak estimates the project would bring more than \$80 million to the local economy.

SALES MARKET

In the 2022 Annual Report from the Monroe County Planning Commission, 2022 remained a sellers' market as sale prices were high, homes were only on the market for a few days, and there was a low inventory of units on the market. The report also indicated that the cost of a single-family home increased \$40,000 from 2021 to 2022, thereby increasing the financial difficulty for homebuyers to purchase a house.

HOUSING INVENTORY

Housing markets across the US are described as severely low in inventory. With the recent rise in mortgage interest rates and double-digit growth in home prices, there is an expectation that market activity will cool as first-time homebuyers and others on a budget are priced out of the market, delay their purchases and remain in the rental market. But historically low rental vacancy rates and rising rents could exacerbate their homebuying efforts.

Homebuyers in the Northeast US spend more than three months looking for a home to purchase, according to a Housing Trends Report released by the National Association of Home Builders for the first quarter of 2022. Reasons for unsuccessful searches include not being able to find affordable homes that meet their budgets, are located in desirable neighborhoods, or have desirable features without being outbid by other buyers. The report also included an upward trend in buyers postponing their search for a year or more. This trend puts pressure on the rental market resulting in lower turnover since renters are not becoming homebuyers and thereby freeing up their units for other renters.

According to the National Association of Realtors, there are more houses for sale than a year ago, but local Realtors report homes are hard to come by as the number of homes for sale in Monroe County remains low. As it continues to be a sellers' market, a local Keller Williams office reported in early 2023 that the inventory for residential homes in Monroe County was about 550 houses. A healthy market in Monroe County would have closer to 2,000-2,500 homes for sale. Covid-19 disrupted the local housing market as many buyers were making offers that exceeded the sales price, but the market has recently begun to show small signs of normalizing with decreasing sales prices. It remains, however, a seller's market.

RISING MORTGAGE RATES

As of Tuesday, March 14, 2023, current rates in Pennsylvania were 6.9% for a 30-year fixed rate mortgage. Homebuyers who had been searching for homes to purchase a year ago had greater purchasing power with interest rates closer to 5.6%. Rising interest rates mean higher downpayments may be required (as a percentage of the loan amount) and more of the mortgage will be required to pay the higher interest rate. According to the National Association of Home Builders (NAHB), mortgage rates increased rapidly in 2022, starting the year at 3% and rising above 7% before dropping back to roughly 6.5% at the end of the year. NAHB explains the difference in a 3% mortgage rate and a 7% mortgage rate is approximately an additional \$1,000 mortgage payment to a typical, new median-priced single-family home. For example, a mortgage payment on a \$450,700 home would have increased from \$1,925 in January 2022 to \$2,923 in late October when mortgage rates exceeded 7%. According to stakeholders, rental rates are rising more dramatically than in previous years. The sales market may fluctuate, but rental rates tend to not recede once they have increased.

BUILDING MATERIALS AND LABOR

Along with most everything else, the cost of building homes has increased. According to the Monroe County Comprehensive Plan, the construction of new housing units sharply declined by 2012. Construction increased slightly in the next couple of years in some municipalities, but overall, the County numbers did not rebound. The National Association of Home Builders reported a 4.9% increase in building materials since January 2022, which reflects a year-over-year increase of 19.2%. A local Monroe County builder reported a 49% increase in costs to build from 2018-2022. This includes increases in softwood lumber, steel products, ready-mix concrete, and gypsum products. The NAHB estimated lumber price increases have added \$18,600 to the price of an average new single-family home since the fall of 2021. While it is possible these costs will decrease, it is unlikely as building materials rarely become cheaper. Additionally, labor is becoming more difficult to afford as older workers retire and there are fewer individuals choosing careers in the trades to replace them. According to the National Association of Manufacturers, at the beginning of the Covid-19 pandemic, about 1.4 million US manufacturing jobs were lost. The industry has recovered, but nearly 77% of manufacturers report ongoing difficulties retaining workers. The Home Building Institute estimated in 2021 that 2.2 million new construction workers were needed within the next three years to close the gap and meet housing demand.

According to Monroe County Planning Commission staff, new construction for single-family dwellings increased in 2021. That year, staff recorded 337 permits, which was a 10-year high and comparable to permits being issued before the 2008 market crash. The value of new construction is also increasing. Staff reports that the average new construction value was over \$300,000 compared to \$240,000 five years prior. In the 2022 Annual Report from the Monroe County Planning Commission, building permits for new single-family homes dropped to 203.

The 2021 Pocono Mountain Association of Realtors Annual Report indicates a trend of growing housing demand. Housing inventory is at a historic low with an inventory of 400 homes compared to 1,500 a few years ago. Total number of closed sales were approximately 23% higher in 2020 and 2021 over 2019. The average number of days on the market has dropped dramatically. Furthermore, the average sale price rose over \$60,000 from 2020.

TRENDS BY GENERATION

The National Home Builders Association Housing Trends Report for the first quarter in 2022 reported there were declines in the share of buyers among Millennials (born 1981-1996) planning a home purchase (from 32% to 22%), including those who are first-time homebuyers (from 71% to 66%). There was also a drop in those wishing to purchase new construction (56% to 34%). Additionally, the share of buyers actively searching for a home declined from 73% to 52%.

While homebuying among Millennials experienced the greatest changes, other generations also saw some fluctuations. Among Gen X'ers (born 1965-1980) looking to purchase a home, there was only a slight drop from 13% to 11%. Those preferring new construction also dropped (27% to 17%), indicating a focus on potentially lower-priced sales housing. In other categories, Gen X buyers followed similar trends. Among Gen Z (born 1997-2004), potential homebuyers increased (15% to 20%) but those considered first-time homebuyers declined (85% to 78%). Buyers interested in new construction also declined (28% to 21%). As for Baby Boomers (born 1946-1964), homebuyers looking to purchase remained at 6% and first-time home buyers decreased (24% to 18%).

Overall, the proportion of buyers who were able to afford less than half the homes on the market increased across all generations, but especially among Millennials. Furthermore, buyers actively looking to purchase declined among all generations, especially among Millennials. The inability to find an affordable home to purchase has increased as the reason that active buyers of every generation have not been able to purchase a home, except for Boomers (for whom it was about flat).

According to the NAR's *2021 Profile of Home Buyers and Sellers*, the average first-time buyer was 33 years old (unchanged from 2020), while the average repeat buyer age continued to climb to an all-time high of 56 years old. A further breakdown of who is buying homes showed 60% of buyers were married couples, 19% were single females, 9% were single males, and 9% were unmarried couples. Fifteen percent of buyers purchased a new home while 85% purchased a previously owned home. The typical home purchased that year was 1,900 square feet with three bedrooms and two bathrooms and was built in 1993. The most common housing type continued to be detached single-family homes (82%).

Down payments came from various sources such as savings (61%), proceeds from the sale of a primary residence (56%), and 28% of first-time buyers used a gift or loan from friends or family. Saving for a down payment was the most difficult part of the process for 29% of first-time home buyers, most of whom made financial sacrifices to purchase a home, including cutting spending on luxury goods, entertainment, and clothes.

In 2021, according to the NAR, sellers cited that they sold their homes for a median of \$85,000 more than the purchase price, a 29% increase from 2020.

AFFORDABLE HOUSING PLAN

INTRODUCTION

The trends and conditions revealed through the Affordable Housing Plan indicate that the overall housing inventory in Monroe County needs to be expanded to accommodate households of all types and across the income spectrum. In particular, the lack of affordable housing for renters under 50% AMI is impacting the most vulnerable households who are cost-burdened and, therefore, at greatest risk of housing instability. The Housing Gap Analysis revealed there is an enormous need for rental units for households within each income tier *despite there being more housing units than households*. This need is revealed when the supply of rental units within each income tier is analyzed against the income of all households residing within each tier. Comparable trends were noted among owner-occupied households although the supply of units was lower than the number of households.

The Housing Gap Analysis revealed the need for units that are available and affordable to households within each income tier (i.e., 0-30% AMI, 31-50% AMI, etc.) but is not meant to be a production goal. Simply, it demonstrates that the overall lack of housing in Monroe County is placing the greatest pressure on the lowest income households, both renters and owners, because higher income households (who also lack an adequate supply of housing in their income tiers) are forced to rent or buy down-market in many cases. Lower income households compensate by trying to find housing outside of their income tier even if it results in severe cost burden. The Housing Gap Analysis revealed who is most impacted by a distorted housing inventory and where local initiatives should be focused.

The review of factors that impact the housing market in Monroe County revealed that any plan to address the creation of more affordable units will be immensely expensive and generally limited in location. This scenario makes the preservation of existing affordable housing a high priority to avoid the loss of these units to deterioration, neglect, demolition and/or removal from the inventory for short-term rentals. It costs far less to preserve existing housing than to develop new housing in today's market. However, the creation of new housing is equally important as preserving the existing inventory in order to increase the overall housing inventory in Monroe County.

The Monroe County Affordable Housing Plan provides an assessment of the overall County housing market. Successful implementation of the recommended strategies will require a coordinated approach among many entities, both public and private. To improve the chances of achieving meaningful change in the housing environment, new partnerships may be required. A Housing Task Force of key community partners meeting regularly could evaluate progress moving forward and facilitate frequent reviews of what's working, what isn't and what should be modified. A Housing Task Force could assist in spreading the responsibility for plan implementation among private and public entities who are committed to improving the affordable housing environment in Monroe County.

REVIEW OF 2018 STUDY

Recommendations in the 2018 Affordable Housing Plan were reviewed for progress and to determine if they remain applicable five years later. Many of the 2018 recommendations were not implemented due to hurdles such as lack of staffing and funding capacity. In order to create a more implementable plan beginning in 2023, the recommendations have been re-focused on key strategies that can be initiated within one to three years. Focusing efforts on the strategies that are more likely to be achieved can become the incentive for everyone involved to continue working, knowing that their efforts can make a difference. For this reason, most of the recommendations from the 2018 plan were carried forward into the 2023 plan.

For each goal listed in the 2023 plan, one or more strategies are described. Most will require increased funding, staffing, and/or capacity within existing organizations, which is why partnerships will be critical for success. The goals listed are long-term and on-going. One or more responsible entities for implementation are identified along with community partners. In nearly all cases, the potential for successful implementation will be dependent upon a strong collective of key community partners. The power of the private sector, local municipalities, the nonprofit sector, the Redevelopment Authority of the County of Monroe, Monroe County Land Bank, Monroe County Housing Authority, and others will be needed to join with the Monroe County Board of Commissioners to effectuate transformational change across the County.

The recommendations included in this section are divided into three groups:

- Tier I: recommendations that are appropriate for implementation by the Monroe County Board of Commissioners.
- Tier II: recommendations to be implemented under the leadership of the Redevelopment Authority of Monroe County.
- Tier III: recommendations to be implemented by other public and private entities.

Monroe County has several programs and organizations, both public and private, who have existing working relationships. On a daily basis, these entities work towards the common goal of alleviating the housing challenge in the County. The existing relationships and programs have been crucial in promoting a good working relationship between the County and the municipalities, and they should be continued. Furthermore, the plan points to the direct need for multiple entities to be engaging with each other to achieve mutual goals.

SUMMARY OF GOALS AND STRATEGIES

Goal 1: Help people stay in their homes.

- 1.1 Continue prioritizing the funding of housing rehabilitation and weatherization activities.
- 1.2 Establish a security deposit assistance program.

Goal 2: Provide opportunities for homeownership.

- 2.1 Continue providing homeownership assistance.
- 2.2 Encourage major employers to initiate employer-assisted housing programs.
- 2.3 Educate potential homeowners about purchase-rehabilitation programs.

Goal 3: Improve access to employment opportunities.

- 3.1 Increase awareness of the Monroe County Transit Authority and its ability to provide services to employees and employers.
- 3.2 Engage and work with the Monroe Career and Technical Institute on its Building Maintenance Program.

Goal 4: Encourage and facilitate the preservation and development of affordable housing units.

- 4.1 Revise municipal zoning regulations to increase the amount of land zoned for multi-family rental housing.
- 4.2 Continue to identify and acquire eligible properties through the Monroe County Land Bank.
- 4.3 Continue seeking LIHTC for the creation of affordable rental units for families and the elderly.
- 4.4 Apply to the County's Local Share Account (LSA) fund to affordable housing activities including the extension of public water and sewer service that would allow for the development of more housing.

GOALS & STRATEGIES BY TIER

	Tier I	Tier II	Tier III
Goal 1: Help people stay in their homes.			
1.1 Continue prioritizing the funding of housing rehabilitation and weatherization activities.		•	
1.2 Establish a security deposit assistance program.			•
Goal 2: Provide opportunities for homeownership.			
2.1 Continue providing homeownership assistance.		•	
2.2 Encourage major employers to initiate employer-assisted housing programs.			•
2.3 Educate potential homeowners about purchase-rehabilitation programs.			•
Goal 3: Improve access to employment opportunities.			
3.1 Increase awareness of the Monroe County Transit Authority and its ability to provide services to employees and employers.			•
3.2 Engage and work with the Monroe Career and Technical Institute on its Building Maintenance Program.		•	
Goal 4: Encourage and facilitate the preservation and development of affordable housing units.			
4.1 Revise municipal zoning regulations to increase the amount of land zoned for multi-family rental housing.			•
4.2 Continue to develop the housing stock of the County land bank.		•	
4.3 Continue seeking LIHTC for the creation of affordable rental units for families and the elderly.			•
4.4 Apply to the County's Local Share Account (LSA) fund to affordable housing activities including the extension of public water and sewer service that would allow for the development of more housing.	•		

RECOMMENDATIONS

Goal 1: Help people stay in their homes.

Cost burden remains a significant challenge for lower income households. One-third of all County households were paying more than 30% of their income on housing in 2019. Among renters at 0-50% AMI, however, nearly 8 in 10 households were cost-burdened. Homeowners at 0-30% AMI were cost-burdened at the same rate. The high cost of living in Monroe County may make it difficult for people to afford home repairs, accessibility modifications, and weatherization improvements. Cost burden places lower income households at increased risk of foreclosure or eviction should financial crises such as loss of employment or a medical emergency occur.

1.1 Continue prioritizing the funding of housing rehabilitation and weatherization activities.

The Redevelopment Authority has a long, successful track record of providing housing rehabilitation and weatherization assistance to eligible homeowners through several State programs including DCED's Small Communities Block Grant Program, DOE's Weatherization Program, DHS's Low-Income Home Energy Assistance Programs, and PHFA's Pennsylvania Housing Affordability and Rehabilitation Enhancement Fund. In addition, the County has received USDA Housing Preservation Grants. Between 2021 and 2022, funding in excess of \$3 million was received to carry out these activities. Yet, the need remains high as indicated by the 729 income-eligible applicants on the waiting lists for these programs.⁵ The County's new allocation of more than \$1.5 million in Whole Home Repair funding from DCED will enable the Redevelopment Authority to assist about 24 income-eligible households from the waiting lists.

Responsible entity: Redevelopment Authority of the County of Monroe

1.2 Establish a security deposit assistance program.

There are renters who can afford the monthly rent for a unit but they do not have the funds required upfront for rent and utility deposits. Providing financial assistance for security deposits in these circumstances could help more people find appropriate housing. Funding for this program could be accessed through the PHARE program. The PHARE program prioritizes the following activities: housing rehabilitation, first-time homebuyer assistance, rental assistance, homeless needs, and LIHTC developments. It is a competitive program that targets areas within communities which have experienced significant divestment of resources. At least 30% of PHARE program funds must be spent on households earning up to 50% of AMI.

Responsible entities: Pocono Mountains United Way, Family Promise

⁵ Redevelopment Authority of the County of Monroe 2022 Strategic Plan

Goal 2: Provide opportunities for homeownership.

Outside of Stroudsburg Borough and Hamilton and Eldred Townships, more than 50% of the households in each municipality can afford to purchase the median priced home in the municipality but challenges remain for those seeking to become homebuyers. A very low sales market inventory coupled with higher mortgage interest rates may be delaying home purchases. For prospective buyers who are currently renting in the County, their ability to save for the downpayment and closing costs could be made more difficult with recent rent increases. Providing financial assistance to eligible homebuyers will continue to create opportunities for households seeking to own a home.

2.1 Continue providing homeownership assistance.

The County provides closing cost assistance through its Act 137 Affordable Housing Fund. These funds could be used as a match for additional first-time homebuyer assistance through the federal HOME Investment Partnerships (HOME) program, which the County can apply for through a competitive process with DCED. Counties can apply for up to \$750,000 in funding and are required to provide at least 25% in matching funds. The County may also want to establish a downpayment assistance program to complement the closing cost assistance and make homeownership even more affordable. Another potential funding source for these types of activities would be the Federal Home Loan Bank of Pittsburgh's Affordable Housing Program. Other sources of homeownership assistance funding include PHFA and USDA's Rural Development Office. These low-interest loans are provided to qualified persons directly by PHFA or USDA and through private financial institutions.

Responsible entity: Redevelopment Authority of the County of Monroe

Partners: Local lending institutions, Realtors

2.2 Encourage major employers to initiate employer-assisted housing programs.

PHFA offers an Employer Assisted Housing initiative (EAH) to help address the lack of affordable housing for low- and moderate-income workers. This program provides eligible employees with a Keystone Advantage Loan of up to \$8,000 for downpayment and/or closing cost assistance in the form of a ten-year interest-free loan.

Responsible entity: Monroe County employers

Partners: Pocono Mountains Economic Development Corporation (outreach to employers)

2.3 Educate potential homeowners about purchase-rehabilitation programs.

Homes requiring repairs tend to be some of the most affordable housing stock but may not be attractive to first-time homebuyers due to the costs and inconvenience of making repairs. Providing financial assistance to help first-time homebuyers rehabilitate homes can expand homeownership opportunities and preserve existing housing stock. PHFA offers several purchase-rehabilitation loan products for various income

levels. Its HomeStyle Renovation Program lends up to 50% of the completed appraised value of the property in conjunction with its Preferred purchase loans.

Responsible entity: Local lenders

Partners: PHFA Approved Housing Counseling Agencies (to assist buyers)

Goal 3: Improve access to employment opportunities.

Increasing livable wage employment opportunities and providing access to employment centers is critical to providing residents with the ability to improve their financial capacity. Five of the County's largest employment sectors experienced job losses between 2010 and 2021. Large declines occurred in Office and Administrative Support occupations (-15.3%), Personal Care and Service occupations (-7.7%), and Educational Instruction and Library occupations (-7.7%). With the exception of educational occupations, these occupations tend to pay lower wages. Better wages and access to jobs in locations that provide them can help lower income households become more stably housed.

3.1 Increase awareness of the Monroe County Transit Authority and its ability to provide services to employees and employers.

Monroe County Transportation Authority's Pocono Pony offers an on-demand, curb-to-curb service that allows anyone to request a shared ride using a smartphone app in two designated service areas in Monroe County: the Tri-Boro Connector area (Delaware Water Gap, East Stroudsburg, and Stroudsburg boroughs) and the Pocono Summit Connector area (Pocono Summit and Mount Pocono Borough). The service costs \$2 per trip, customers can book a ride from 6:30 a.m. to 6:30 p.m. Monday through Friday, and the PonyPlus app will provide confirmation of the trip or a message to adjust the request based on the availability of vehicles.

Responsible entity: Monroe County Transit Authority

Partners: Pocono Mountains Economic Development Corporation (outreach to employers)

3.2 Engage and work with the Monroe Career and Technical Institute on its Building Maintenance Program.

Monroe County, through the Redevelopment Authority, was allocated \$1,571,066 from the State's new Whole Home Repair Program. These funds can be used to provide grants for making essential repairs to homes occupied by low income owners. Another component of the program is a workforce development initiative geared toward individuals to obtain skills in the construction trades, thereby providing local contractors with a supply of qualified workers. With more local construction workers and funding for housing repairs, the Redevelopment Authority can better address its lengthy waiting list of homeowners in need of essential improvements and repairs to their homes.

Responsible entity: Redevelopment Authority of the County of Monroe

Partner: Monroe Career and Technical Institute

Goal 4: Encourage and facilitate the preservation and development of affordable housing units.

The Housing Gap Analysis revealed the need for more housing units across all income levels. For every 100 renter households at 0-30% AMI, there are only 25 units that are available and affordable to them. At the opposite end of the spectrum, there are only 22 units available and affordable for every 100 renter households at 81%+ AMI.

4.1 Revise municipal zoning ordinances language to increase the amount of land zoned for multi-family rental housing.

Work with East Stroudsburg and Stroudsburg Boroughs, and Middle Smithfield, Hamilton, Stroud, and Pocono Townships to reform zoning regulations to allow for more multi-family and affordable rental housing in the County, specifically focusing on the areas identified in the 2022 Regional Comprehensive Plan. Density limitations in some ordinances may be unnecessarily restrictive. Helping municipal leaders and residents visualize various levels of density may encourage the relaxation of lot size and density requirements in some areas. Consideration could also be considered to reducing parking minimums for developing affordable multi-family housing, particularly in East Stroudsburg and Stroudsburg Boroughs. Incentives could include allowing pervious parking surfaces, increased height, and increased maximum buildable coverage.

Responsible entities: Monroe County Planning Commission, local municipalities and planning staff

4.2 Continue to identify and acquire eligible properties through the Monroe County Land Bank.

The County Land Bank was established in 2018 as a critical tool for revitalization with the long-term goal of returning blighted properties to productive uses and assets to communities. Through June 2022, the Land Bank purchased two properties and, with PMEDC, identified an additional eight potential properties for future acquisition.

Responsible entity: Monroe County Land Bank

Partners: Habitat for Humanity, Pocono Mountains Economic Development Corporation

4.3 Continue seeking LIHTC for the creation of affordable rental units for families and the elderly.

The LIHTC program is the primary financing mechanism for constructing new and preserving existing multi-family rental units by providing developers with a federal income tax credit. The program also serves as an incentive for private investors to participate with developers in the construction and rehabilitation of low-income housing. PHFA issues LIHTC requests for proposals once a year. HOME funds are commonly used in conjunction with LIHTC to cover funding gaps and make applications more competitive. USDA Section 538 multi-family loan guarantees are another form of financing, allowing low-interest rates and a 25-40 year amortization period. Additionally, PHFA also provides PennHOMEs funds to projects on a competitive basis for gap financing for projects that are awarded PHFA tax credits. The Federal Home Loan Bank (FHLB) of Pittsburgh's Affordable Housing Program grants, and PHFA PHARE funds could also be used as gap financing for LIHTC projects. For FHLB AHP funds, project sponsors must partner with an eligible FHLB member institution, such as ESSA Bank and Trust in Stroudsburg. The County's Affordable Housing Trust Fund has been used to support LIHTC projects in the past and could use this source again in the future. The benefit of

using non-federal funds to support a LIHTC development would be more flexibility in setting income restrictions for some units, allowing for mixed-income developments.

Unfortunately, the biggest challenge to developing rental housing in Monroe County is a lack of land suitable for development.

Responsible entity: Monroe County Housing Authority

4.4 Apply for Local Share Account (LSA) fund to affordable housing activities, including the extension of public water and sewer service that would allow for the development of more housing.

Mount Airy Casino is required to share 2% of its proceeds with Monroe County, Carbon County, Lackawanna County, Northampton County, Pike County, and Wayne County. Eligible uses of funds include public interest projects, community improvement projects, economic development projects, and roadway improvement projects. Half of the local share goes to projects Monroe County, and the remaining funds goes to projects in the other five counties. Monroe County currently allocates \$2.4 million of its annual share to retiring the 20-year debt for construction of the Northampton Community College campus. The remaining funds (approximately \$3.8 million annually) are distributed among eligible projects in the County through a competitive allocation process. Projects are approved through the Commonwealth Financing Authority (CFA). In 2017, funds were awarded to municipal and nonprofit equipment and vehicle acquisition, transportation and infrastructure upgrades, public and commercial facility acquisition and improvements, and non-residential demolition.

LSA funds could be used to help defray the costs of extending existing water and sewer service in Monroe County. Expanding areas currently serviced by public water and sewer could create new land areas suitable for moderately denser housing. The State's Small Water and Sewer Program provides funding up to \$500,000 for the construction, improvement, expansion, or rehabilitation or repair of water supply systems and sanitary sewer systems. USDA has a similar program.

Responsible entity: Local Pennsylvania State Delegates and Senators

Partners: Local municipalities and municipal authorities

APPENDIX A: EMPLOYER SURVEY SUMMARY

An Employer Survey was distributed through the Pocono Chamber of Commerce and Pocono Mountains United Way in April 2023. A total of 18 responses were received. Although this rate was insufficient to analyze, a summary of the responses is provided below.

- Responses were received from:
 - Nonprofit organizations – 7
 - Accommodation / Food Service businesses – 3
 - Healthcare / Social Assistance organizations – 2
 - Public / Private Education services – 2
 - Government entities – 2
 - Arts / Entertainment & Recreation businesses – 1
 - Manufacturing facilities – 1
- The number of current full-time employees among the employers ranged from 491 (Healthcare) to 1. The average was 42 employees.
- The number of current full-time positions that employers reported they were trying to fill ranged from 55 (Healthcare) to 0 with the average being 5.
- As a priority among employers, housing shortage / affordability was a mid-range priority for 8 employers, a top-three priority for 6 employers and a top priority for 3 employers.
- Fourteen employers reported they were unable to hire one or more employee applicants because of a lack of housing in Monroe County. Similarly, housing affordability or availability was a factor in losing one or more employees for 9 employers.
- Salary ranges for new / potential new hires who did not accept employment offers ranged from \$5,000-\$24,999 (13 positions) to \$25,000-\$49,999 (24 positions) up to \$50,000-\$74,999 (2 positions).
- Employers reported the reasons that have adversely affected their existing workforce and growth as a company to include:
 - High and rising costs of goods and services (10)
 - Attracting and retaining workers (8)
 - Strain on the existing workforce (8)
 - Limited supply and high cost of housing (7)
 - High cost of or unavailable childcare (7)
 - Wage / salary demands were too high (5)
- Eleven of the 18 respondents reported that their employees have problems finding housing in Monroe County. Of these, the following type of employees were identified as most in need of housing:
 - Individuals (9)
 - Couples (4)
 - Families (4)

- Employers were asked to identify the type of housing issues encountered by their employees:
 - Affordability (i.e., lack of affordable housing) (13)
 - Availability (i.e., lack of affordable housing) (10)
 - Landlords selling the properties they had been renting (4) or converting the units to vacation rentals (3)
 - Inability to find housing to meet their family needs (3)
- Sixteen employers reported needing year-round housing for their employees.
- None of the responding employers were provided employee housing; however, some employers helped their employees access housing by:
 - Paying livable wages so employees could find adequate housing (6)
 - Finding housing for them (2)
 - Subsidizing housing for them (1)
 - Providing a homeownership assistance program (1)
- Employers reported that the greatest barriers to overcoming employee housing included:
 - Cost of rental housing
 - Supply of available housing
 - Cost of homeownership
 - Adequacy / safety of available housing
- None of the employers reported having to restrict their operations due to the supply of year-round workers or delayed or ceased business expansion plans because of the lack of housing.
- A total of fourteen employers reported that they will need more than 134 additional full-time employees and more than 149 additional part-time employees over the next five years to support anticipated growth within their companies.
- The housing type most needed, in the opinion of employers, included the following top seven responses:
 - Apartment units for elderly households (60 years and older) where rent is income-based
 - Small buildings (up to 10 units) for lower income households where rent is income-based
 - Apartment buildings (10+ units) where rent is income-based
 - Apartments that are accessible for persons with disabilities and rent is income-based
 - Small buildings (1-4 units) for lower income households and rent is income-based
 - Small buildings (1-4 units) for middle income households (e.g., police, teachers, etc.)
 - Apartment buildings (10+ units) for middle income households (e.g., police, teachers, etc.)
- “Build more affordable housing” was the opinion of 7 employers to fix the biggest housing issue in Monroe County, followed by making housing more affordable (6).
- Ten employers reported they would be willing to advocate for local support of specific workforce housing projects in Monroe County; eight reported they would be willing to advocate for local zoning changes.

APPENDIX B: HOUSING CONDITIONS MODEL DATA

The data source for the model was 2015-2019 ACS. Although more current ACS data is available, the 2019 ACS five-year estimates were used to retain consistency between the data and the census tract boundaries used for the same. In addition, the Housing Gap Analysis was calculated using 2019 CHAS data, the most current year available for this dataset. Using the same year for both the Housing Conditions model and the Housing Gap Analysis provides an apples-to-apples comparison.

HOUSING CHARACTERISTICS

Census Tract	Housing Condition Ranking	Median Home Value, 2015*	Median Home Value, 2019	Change in Median Home Value, 2015-2019	Median Gross Rent, 2015*	Median Gross Rent, 2019	Change in Median Gross Rent, 2015-2019	Median Year Housing Built, 2019	% Lacking Complete Plumbing, 2019	% Lacking Complete Kitchen Facilities, 2019
Census Tract 3001.01	14	\$176,040	\$174,500	-0.9%	\$1,368	\$1,322	-3.4%	1986	2.8%	2.8%
Census Tract 3001.02	32	\$149,472	\$129,900	-13.1%	\$1,486	\$961	-35.3%	1987	0.3%	0.3%
Census Tract 3002.01	33	\$196,992	\$176,900	-10.2%	\$762	\$808	6.0%	1966	0.0%	0.0%
Census Tract 3002.02	22	\$172,260	\$158,000	-8.3%	\$943	\$866	-8.1%	1981	0.0%	0.0%
Census Tract 3003.01	31	\$173,880	\$142,800	-17.9%	\$1,048	\$941	-10.2%	1986	0.0%	0.0%
Census Tract 3003.04	19	\$164,916	\$147,900	-10.3%	\$1,246	\$1,147	-8.0%	1988	0.0%	0.0%
Census Tract 3003.05	4	\$132,624	\$122,700	-7.5%	\$1,348	\$1,318	-2.2%	1992	0.7%	0.0%
Census Tract 3003.07	27	\$148,608	\$114,500	-23.0%	\$1,436	\$1,498	4.3%	1987	0.0%	0.0%
Census Tract 3003.08	30	\$165,672	\$150,100	-9.4%	\$1,392	\$1,198	-13.9%	1984	0.0%	0.0%
Census Tract 3003.09	25	\$165,780	\$165,000	-0.5%	\$1,043	\$993	-4.8%	1986	0.0%	0.0%
Census Tract 3003.11	23	\$247,644	\$152,900	-38.3%	\$835	\$1,031	23.5%	1981	3.2%	0.0%
Census Tract 3003.12	28	\$187,380	\$157,000	-16.2%	\$981	\$897	-8.5%	1977	0.0%	0.0%
Census Tract 3004.01	7	\$207,036	\$174,000	-16.0%	\$1,328	\$1,525	14.8%	1977	0.0%	3.4%
Census Tract 3004.02	26	\$207,144	\$173,600	-16.2%	\$958	\$1,089	13.7%	1986	0.0%	0.0%
Census Tract 3004.03	1	\$223,992	\$234,700	4.8%	\$1,099	\$1,000	-9.0%	1985	0.0%	0.8%
Census Tract 3005.01	3	\$197,640	\$198,000	0.2%	\$1,126	\$1,233	9.5%	1983	0.0%	0.0%
Census Tract 3005.02	6	\$213,732	\$202,900	-5.1%	\$943	\$1,116	18.4%	1989	0.0%	0.0%

Census Tract	Housing Condition Ranking	Median Home Value, 2015*	Median Home Value, 2019	Change in Median Home Value, 2015-2019	Median Gross Rent, 2015*	Median Gross Rent, 2019	Change in Median Gross Rent, 2015-2019	Median Year Housing Built, 2019	% Lacking Complete Plumbing, 2019	% Lacking Complete Kitchen Facilities, 2019
Census Tract 3006	21	\$181,224	\$153,200	-15.5%	\$1,037	\$1,146	10.5%	1968	0.0%	0.0%
Census Tract 3007	24	\$145,476	\$140,200	-3.6%	\$1,160	\$1,098	-5.3%	1958	0.0%	0.8%
Census Tract 3008	29	\$192,132	\$161,500	-15.9%	\$889	\$1,006	13.2%	1951	0.0%	1.1%
Census Tract 3009	16	\$199,584	\$187,000	-6.3%	\$1,136	\$921	-18.9%	1975	0.0%	0.0%
Census Tract 3010.01	2	\$210,492	\$192,800	-8.4%	\$1,231	\$1,232	0.1%	1989	0.0%	0.0%
Census Tract 3010.02	9	\$233,712	\$216,300	-7.5%	\$1,350	\$1,398	3.6%	1978	0.0%	0.0%
Census Tract 3011.01	20	\$238,680	\$199,500	-16.4%	\$1,392	\$936	-32.8%	1981	0.0%	0.0%
Census Tract 3011.02	18	\$247,320	\$241,700	-2.3%	\$1,656	\$1,109	-33.0%	1982	0.0%	2.3%
Census Tract 3012.02	11	\$210,060	\$171,400	-18.4%	\$1,053	\$1,014	-3.7%	1981	0.0%	1.7%
Census Tract 3012.03	10	\$208,764	\$204,900	-1.9%		\$1,321		1987	0.0%	0.0%
Census Tract 3012.04	17	\$191,700	\$154,300	-19.5%	\$1,416	\$1,293	-8.7%	1986	3.0%	2.1%
Census Tract 3012.05	8	\$203,040	\$181,700	-10.5%	\$1,323	\$963	-27.2%	1990	0.0%	0.0%
Census Tract 3013.01	12	\$193,752	\$161,400	-16.7%	\$885	\$1,076	21.6%	1983	0.0%	1.5%
Census Tract 3013.02	5	\$204,660	\$194,700	-4.9%	\$1,013	\$1,143	12.8%	1978	0.0%	0.0%
Census Tract 3014.01	13	\$219,240	\$167,000	-23.8%	\$1,138	\$1,250	9.8%	1992	0.0%	0.0%
Census Tract 3014.02	15	\$179,604	\$168,200	-6.3%	\$1,508	\$1,068	-29.2%	1988	0.7%	0.7%

HOUSEHOLD CHARACTERISTICS

Census Tract	Housing Condition Ranking	Poverty Rate, 2015	Poverty Rate, 2019	Change in Poverty Rate, 2015-2019	% Cost Burdened Renters	% Cost Burdened Homeowners Without a Mortgage, 2019	% Cost Burdened Homeowners With a Mortgage, 2019
Census Tract 3001.01	14	9.2%	9.0%	-0.2%	63.5%	0.0%	31.2%
Census Tract 3001.02	32	6.0%	11.6%	5.6%	65.2%	24.0%	42.8%
Census Tract 3002.01	33	14.3%	21.9%	7.6%	76.3%	25.4%	52.9%
Census Tract 3002.02	22	8.0%	6.8%	-1.2%	62.8%	33.8%	28.2%
Census Tract 3003.01	31	9.6%	22.6%	13.0%	46.7%	19.7%	45.1%
Census Tract 3003.04	19	12.4%	12.2%	-0.2%	74.5%	15.0%	38.0%
Census Tract 3003.05	4	18.7%	9.3%	-9.4%	38.7%	17.9%	44.1%
Census Tract 3003.07	27	12.7%	17.1%	4.4%	61.9%	18.6%	39.4%
Census Tract 3003.08	30	13.6%	13.0%	-0.6%	87.4%	17.2%	53.1%
Census Tract 3003.09	25	10.9%	9.8%	-1.1%	86.8%	12.4%	54.6%
Census Tract 3003.11	23	10.4%	3.3%	-7.1%	72.6%	26.4%	17.6%
Census Tract 3003.12	28	26.6%	12.3%	-14.3%	79.9%	15.4%	28.4%
Census Tract 3004.01	7	13.8%	9.2%	-4.6%	54.0%	6.6%	38.2%
Census Tract 3004.02	26	10.0%	11.9%	1.9%	83.3%	35.0%	31.3%
Census Tract 3004.03	1	10.5%	9.4%	-1.1%	33.8%	19.9%	26.2%
Census Tract 3005.01	3	19.2%	18.1%	-1.1%	57.1%	4.9%	30.4%
Census Tract 3005.02	6	9.6%	14.9%	5.3%	53.2%	11.7%	42.7%
Census Tract 3006	21	19.0%	14.4%	-4.6%	63.5%	30.3%	20.6%
Census Tract 3007	24	32.9%	20.6%	-12.3%	45.5%	20.3%	16.5%
Census Tract 3008	29	34.7%	15.7%	-19.0%	56.1%	28.5%	34.3%
Census Tract 3009	16	12.8%	10.6%	-2.2%	32.7%	26.2%	44.6%
Census Tract 3010.01	2	12.1%	7.7%	-4.4%	43.9%	17.3%	49.9%
Census Tract 3010.02	9	9.8%	13.4%	3.6%	52.3%	27.5%	43.8%
Census Tract 3011.01	20	4.8%	6.9%	2.1%	61.5%	10.0%	30.9%

Census Tract	Housing Condition Ranking	Poverty Rate, 2015	Poverty Rate, 2019	Change in Poverty Rate, 2015-2019	% Cost Burdened Renters	% Cost Burdened Homeowners Without a Mortgage, 2019	% Cost Burdened Homeowners With a Mortgage, 2019
Census Tract 3011.02	18	7.2%	10.7%	3.5%	58.1%	13.2%	46.3%
Census Tract 3012.02	11	12.5%	6.3%	-6.2%	36.4%	9.0%	30.1%
Census Tract 3012.03	10	9.3%	12.4%	3.1%	80.8%	22.2%	22.4%
Census Tract 3012.04	17	4.9%	4.9%	0.0%	45.3%	15.0%	33.8%
Census Tract 3012.05	8	5.1%	4.4%	-0.7%	40.7%	13.0%	26.5%
Census Tract 3013.01	12	14.8%	11.7%	-3.1%	50.3%	19.6%	24.1%
Census Tract 3013.02	5	8.0%	11.1%	3.1%	38.1%	8.9%	49.4%
Census Tract 3014.01	13	9.0%	10.3%	1.3%	56.6%	23.3%	43.4%
Census Tract 3014.02	15	13.2%	6.5%	-6.7%	46.1%	26.1%	34.2%