

## Employee Housing Survey

### *Summary of Key Findings*

In December 2018, an online survey was administered to employees of Arlington County (AC) and Arlington County Public Schools (APS). The goal of the survey was to collect information about housing affordability among employees and to assess the level of interest in County-supported employee housing initiatives. The survey was distributed to all County and APS employees. A total of 1,921 employees responded to the poll, including 869 AC employees and 1,052 APS employees.

### Demographics

- **Age.** Forty-one percent of respondents were between the ages of 35 and 48. Thirty percent were between the ages of 21-34.
- **Gross Annual Income.** 30 percent of respondents report a household income of \$141,000 and above. 16 percent have income between \$81,000-\$100,000 and 16 percent report a household income below \$61,000. (Note: area median income for a household of four: 80%= \$93,000 and 120%= \$140,000)
- **Household Size.** Half of AC and APS employees live in two- or three- person households. 30 percent live in four- to six-person households. 16 percent of respondents are single person households.

56 percent of respondents have no children under the age of 18.

38 percent have one- to two- children under the age of 18.

- **Arlington Residency.** 44 percent of respondents currently reside in Arlington.
- **Arlington County Work Tenure.** 25 percent of respondents have worked for Arlington County for 2-5 years. 26% have worked for the County for 11-20 years. Seventeen percent have worked for the County for less than 2 years.
- **Place of Residence.** 44 percent live in Arlington County. 12 percent live in Alexandria and 6% reside in the city of Falls Church.

## Housing

- **Affordability.** About 55 percent of respondents think their household spends considerably more than 30 percent of their income on housing costs (rent/mortgage, taxes, HOA fees). Twenty-six percent think they spend about 30% of income on housing expenses. Twenty-four percent have had to move out of a residence within the past 5 years due to lack of affordability.
- **Housing Type.** Of the 44 percent of respondents who live in Arlington, 18 percent reside in detached single-family homes, while 10 percent reside in a multi-unit property under five stories. Of the 56 percent of respondents who live outside Arlington, 41 percent live in single family homes. The remaining 59 percent of non-Arlingtonians live in townhomes, condominiums and apartments.
- **Occupancy.** 61 percent of respondents currently own the home in which they reside. 40 percent are renters.
- **Arlington homeowners.** 75 percent of Arlingtonian respondents own their home.
- **Arlington renters.** Of the current Arlington renter respondents (25% of total), 16 percent indicate they are likely to leave Arlington for a community that better suits their financial needs.
- **All renters.** 41 percent of renter respondents would like to purchase a home in Arlington in the near future. However, 41 percent of those who would like to purchase do not expect to find a home they can afford.
- **Live Where You Work (LWYW) and Moderate-Income Purchase Assistance Program (MIPAP).** 11 percent of respondents have previously applied for LWYW. 2% percent have applied for MIPAP. 25 percent of respondents say they intend to apply for one or both programs in the future.