

**WORKFORCE HOUSING INITIATIVE**  
2019 EMPLOYEE HOUSING SURVEY KEY FINDINGS



ARLINGTON  
VIRGINIA

# INTRODUCTION

- **Background:** In December 2018, at the request of the County Manager, an employee housing survey was conducted to identify opportunities for development of employee housing incentives.
- **Methodology:** The survey was distributed via email to all employees of Arlington County (AC) and Arlington County Public Schools (ACPS).
- **Response:** A total of 1,921 employees responded to the poll, including 869 AC employees and 1,052 ACPS employees.

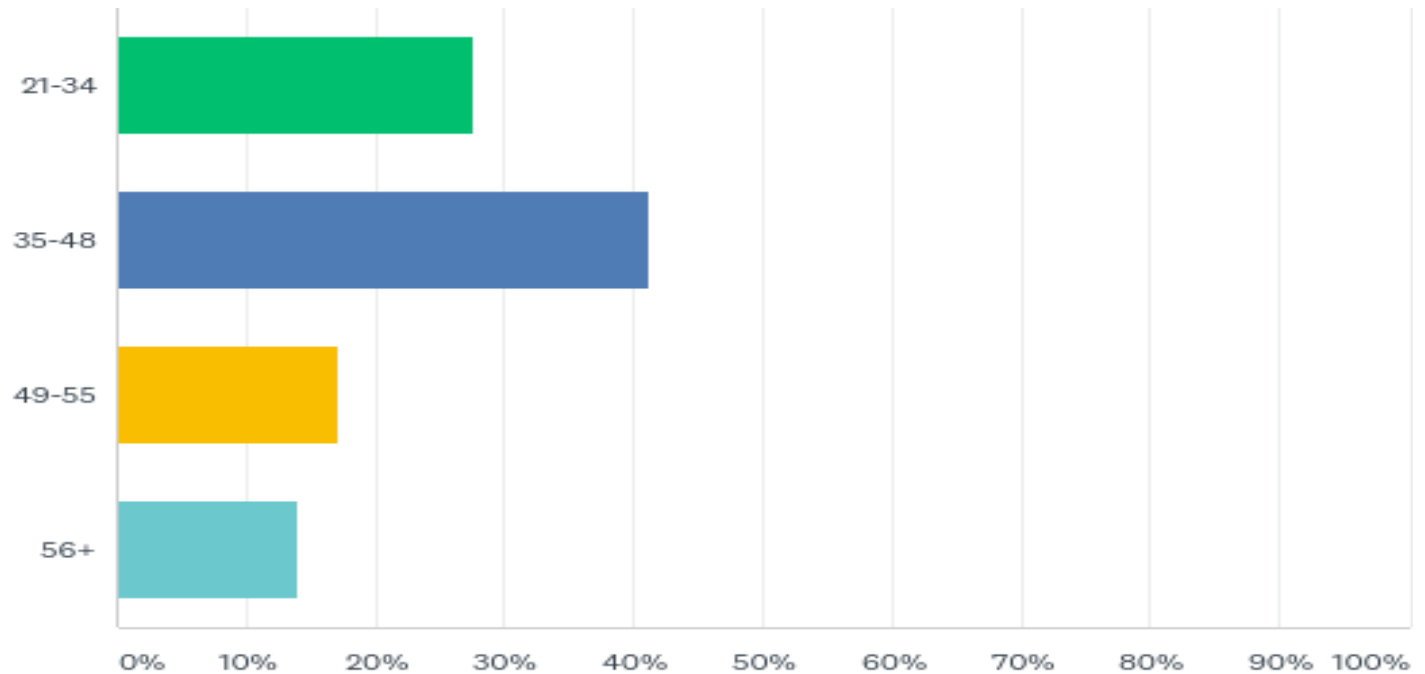
# DEMOGRAPHICS



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# AGE RANGE

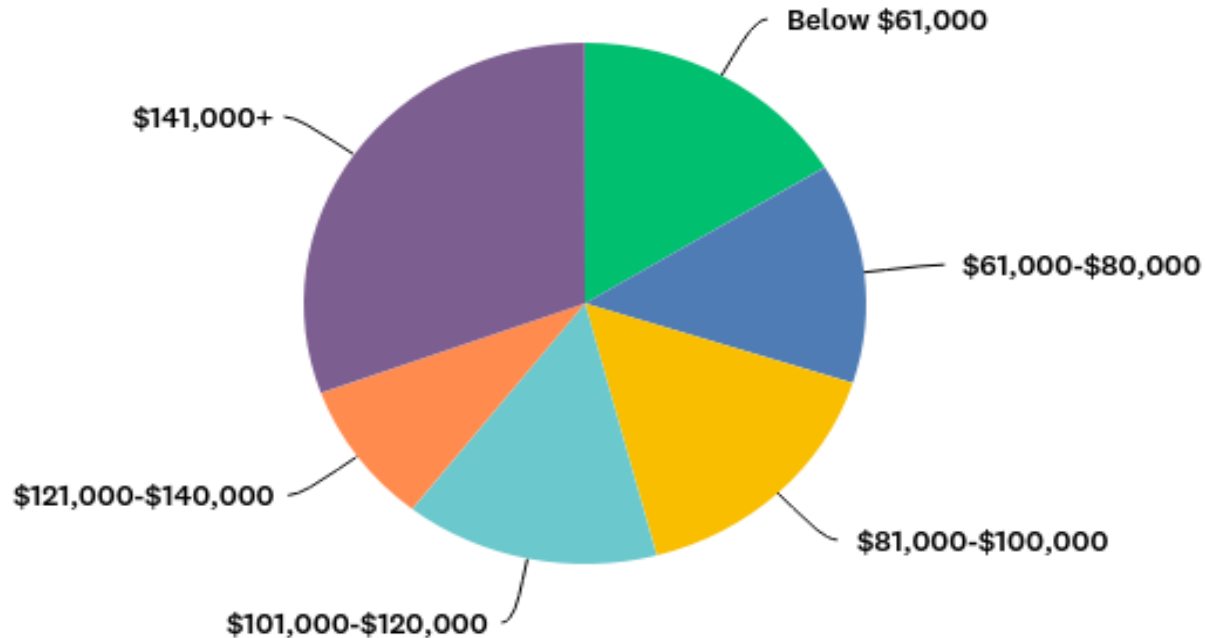
Answered: 1,918 Skipped: 3



- 41% of respondents were between the ages of 35 and 48.
- 31% were between the ages of 21-34.

# TOTAL GROSS HOUSEHOLD INCOME

Answered: 1,913 Skipped: 8

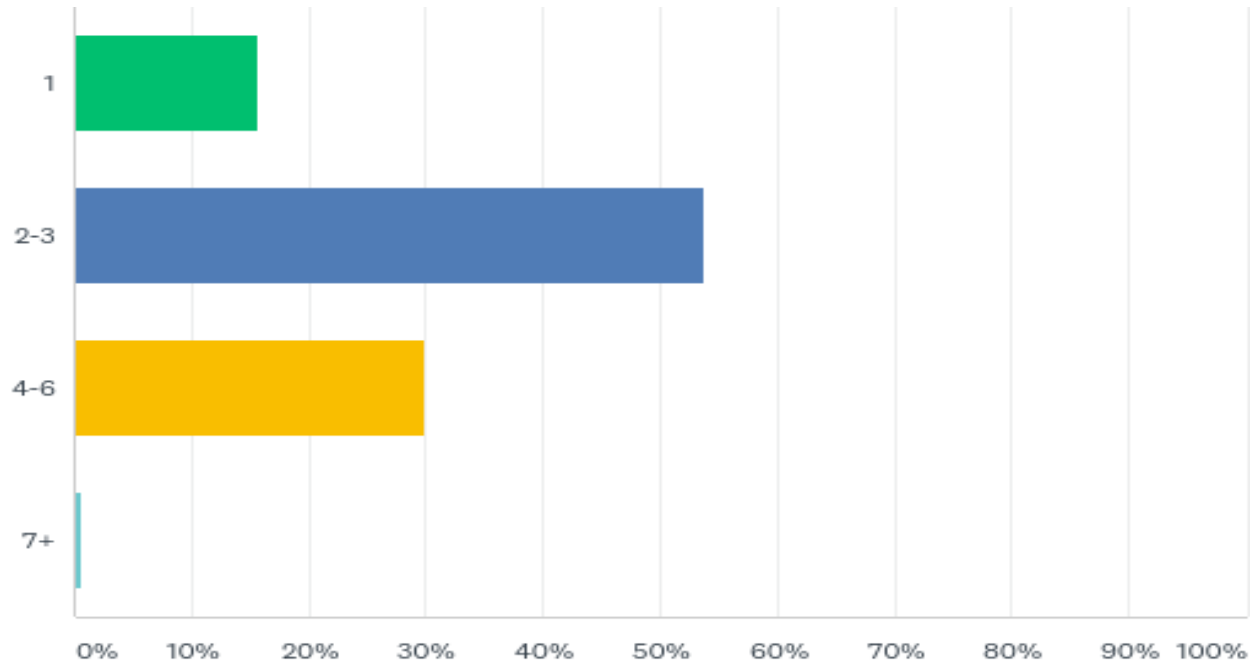


- 30% of respondents report a household income of \$141,000+
- 16% have income between \$81,000-\$100,000 and 16 percent report a household income below \$61,000

Note: Area median income for a household of four: 80%= \$93,000 and 120%= \$140,000

# HOUSEHOLD SIZE

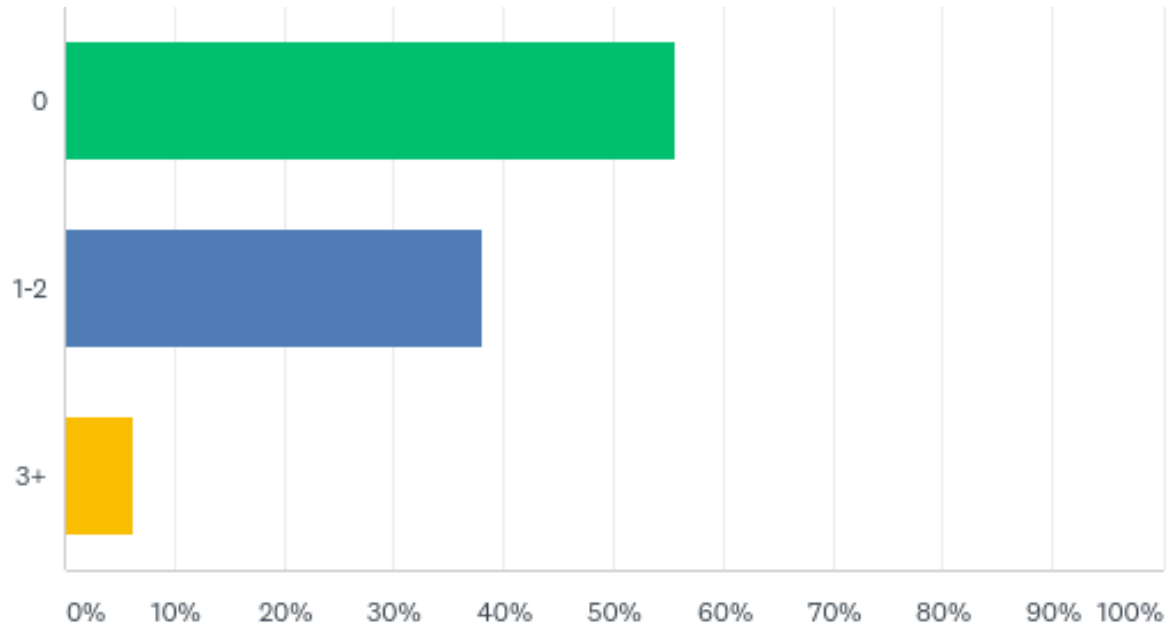
Answered: 1,914 Skipped: 7



- Half of AC and APS employee respondents live in two- or three- person households
- 30% live in four- to six-person households
- 16% of respondents are single person households

# CHILDREN UNDER THE AGE OF 18

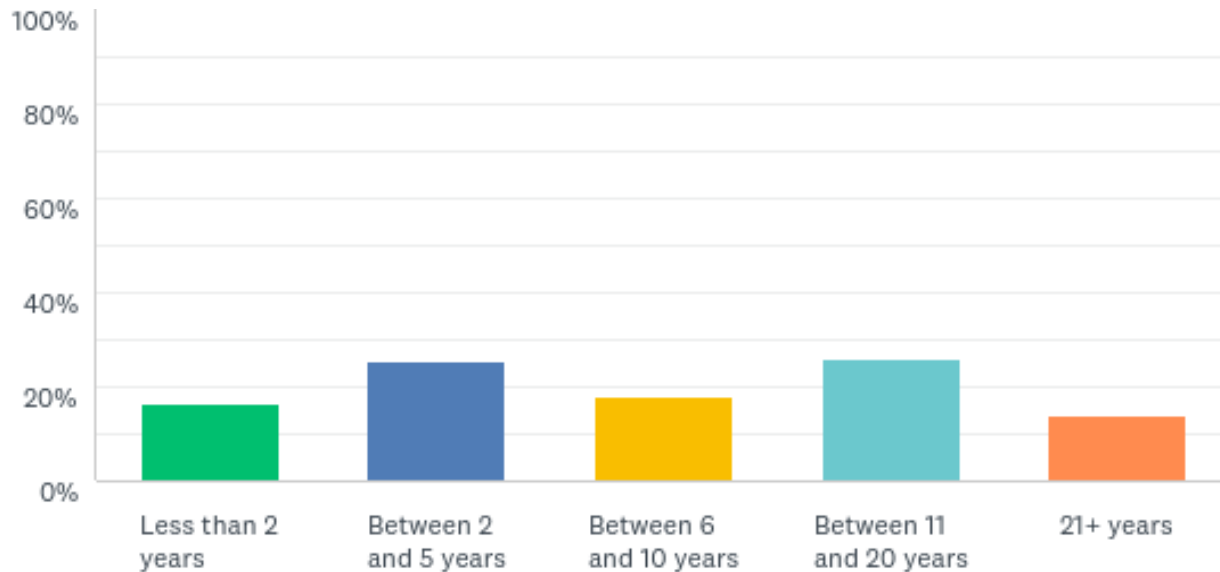
Answered: 1,915 Skipped: 6



- 56% of respondents have no children under the age of 18
- 38% have 1-2 children under the age of 18

# ARLINGTON COUNTY EMPLOYMENT

Answered: 1,917 Skipped: 4

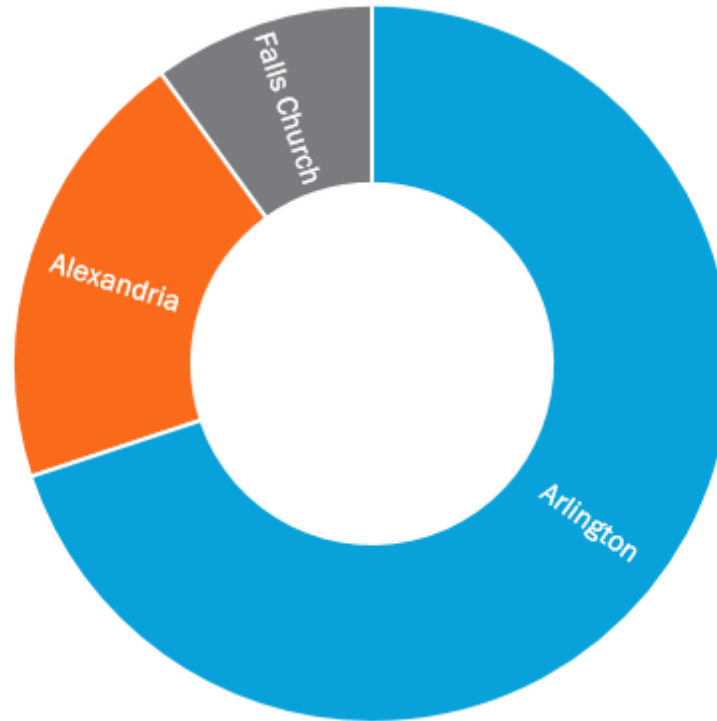


- 25% have worked for the County 2-5 years
- 26% have worked for the County 11-20 years
- 17% have worked for the County less than 2 years



# HIGHEST RESIDENCY CITIES AMONG RESPONDENTS

Answered: 1,917 Skipped: 4



44% live in Arlington County  
12% live in Alexandria  
6% live in the city of Falls Church

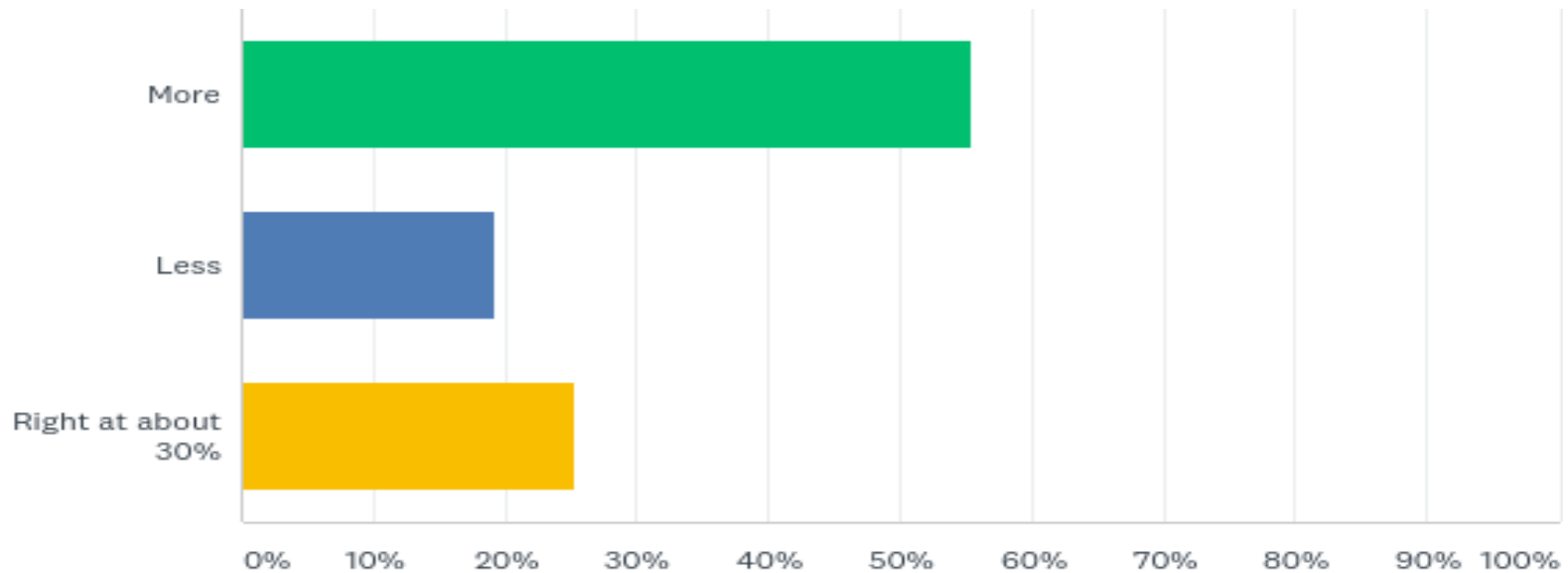
# HOUSING



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# AFFORDABILITY

Percentage of income spent on housing (more, less or at 30%)



- About 55% of respondents say they spend **more than** 30 percent of their income on housing costs (rent/mortgage, taxes, HOA fees).
- 26% say they spend about 30% of income on housing expenses.
- 24% have had to move out of a residence within the past 5 years due to lack of affordability.

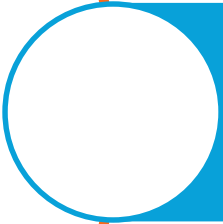
# AFFORDABILITY




## Occupancy of Respondents

Owners: 60%

Renters: 40%



**Arlington renters.** Of the current Arlington renter respondents (25% of total), 16% indicate they are likely to leave Arlington for a community that better suits their financial needs.



**All renters.** 41% of renter respondents would like to purchase a home in Arlington in the near future. However, 41% of those who would like to purchase do not expect to find a home they can afford.

# HOUSING PROGRAMS

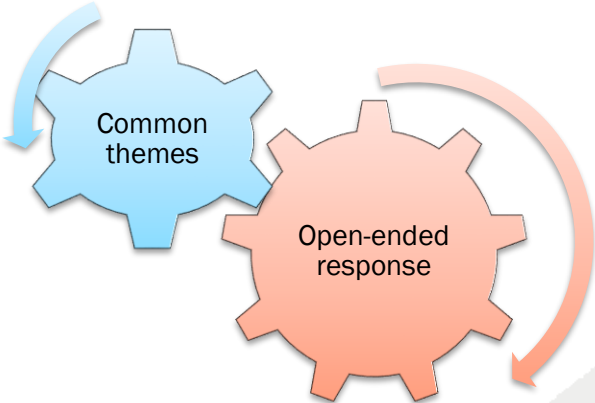


## **Live Where You Work ([LWYW](#))**

Home Purchase and Rental grants provided to eligible employees

## **Moderate Income Purchase Assistance Program ([MIPAP](#))**

First-time homebuyer down payment assistance loan



Commute

UnitSize  
Family  
Space

Purchase  
Incentives

GreatSchools

EmployeeHousing

Affordability

SalaryPublicSafetyTeachers

PricedOutDevelopmentRent

Expensive  
Programs

CondoFees  
Options

MIPAP

Budget

LWYW

# MAJOR TAKE-AWAYS

## **Homeownership**

- Eliminate 1st time homebuyers requirement
- Increase income limits to 120% AMI
- Increase or eliminate maximum purchase price (beyond \$500K)
- Down payment match program
- Employee Real Estate Tax Relief

## **Rental**

- Ongoing rental stipends to LWYW
- Rent reduction for employees- to allow them to save for purchase.
- Partner with more apartments to provide rent reductions

## **Other**

- Eliminate parking costs for employee vehicles



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# NEXT STEPS

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