City Council Work Session

448 E 1st Street, Room 190 Salida, Colorado 81201
August 17, 2026 at 6:00 PM

Agenda

Please register, **BY 4:30 pm the day of the Work Session** for City Council Work Session
https://zoom.us/webinar/register/WN_AlrC-BsIRNiigokU1E5K4w
After registering, you will receive a confirmation email containing information about joining the webinar. To watch live meetings:
http://www.youtube.com/@cityofsalidacolorado

Discussion Items

1. Preliminary review of Housing Needs Assessment Results

Adjourn

Individuals with disabilities needing auxiliary aid(s) may request assistance by contacting the City Clerk at 448 E. 1st Street, Ste. 112, Salida, CO 81201, Ph.719-530-2626 at least 48 hours in advance.

City Council Work Session Memo

Department	Presented By	Date
Community Development	Kristen Hodges - Senior Planner	August 17, 2026

Agenda Item
Preliminary review of Housing Needs Assessment Results

Background
Senate Bill 24-174 requires subject jurisdictions, including the City of Salida, to complete a Housing Needs Assessment (HNA) by the end of 2026. The HNA evaluates existing and projected housing needs by analyzing demographic and economic trends, housing inventory, market conditions, development constraints, and community input. Rather than simply estimating future housing demand, the HNA identifies where housing needs are currently unmet and estimates the types and quantities of housing needed to support residents and employees across a range of income levels and life stages. The HNA is an informational tool that serves as the foundation for Salida's Housing Action Plan, a policy which must be adopted by the end of 2027. The findings will help guide future housing policies, programs, and implementation strategies while ensuring the City remains eligible for state housing grant opportunities.

Recognizing that housing challenges extend beyond municipal boundaries, Chaffee County, the City of Salida, the Town of Buena Vista, and the Town of Poncha Springs are completing the HNA as a regional effort. Earlier this year, the regional review committee selected Root Policy Research to prepare the assessment. Since then, the project team has held monthly coordination meetings and conducted extensive public outreach, including community events, participation at other existing local events, and a regional survey that received approximately 850 responses. As part of the state-required process, the draft HNA must be presented to each governing body for review and feedback before it is finalized and submitted to the Colorado Department of Local Affairs (DOLA) for compliance review and approval. Root Policy has now completed its initial analysis and is prepared to present the preliminary findings.

Requested Direction from Council
Staff is requesting that Council provide feedback on the draft findings, including any questions or areas where additional analysis or clarification may be warranted prior to finalization.

Chaffee County

REGIONAL HOUSING NEEDS ASSESSMENT
DATA UPDATE

ROOT POLICY RESEARCH

PRESENTED BY

Avilia Bueno, *Director*

Project Objective: Better understand current and future housing needs in Chaffee County and its communities—as well as comply with SB24-174. HNA will inform future Housing Action Plans for Chaffe County, Buena Vista, Poncha Springs, and Salida.

Chaffee County HNA: Project Overview

Methodology and Terminology

- **Data sources:** The report (and presentation) rely on the U.S. Census Bureau's American Community Survey (ACS) data and state demographer estimates as well as market sources such as CoStar, Zillow Analytics, and Assessor sale reports.
- **Geography:** participating jurisdictions are Chaffee County, Buena Vista, Poncha Springs, and Salida.
- **Affordability:** Industry standards consider housing affordable when the housing payment—the rent or mortgage payment plus taxes and utilities—consumes 30% or less of a household's gross income.

- **Area Median Income (AMI):** The HNA uses both household income ranges and "Area Median Income (AMI)." AMI is a measure of income based on the median, or middle income household. Housing programs base program eligibility on income limits that are represented as percentages of AMI (published by HUD by region and household size). The 2026 100% AMI for a 2-person household is $88,900.

Demographic and Economic Trends

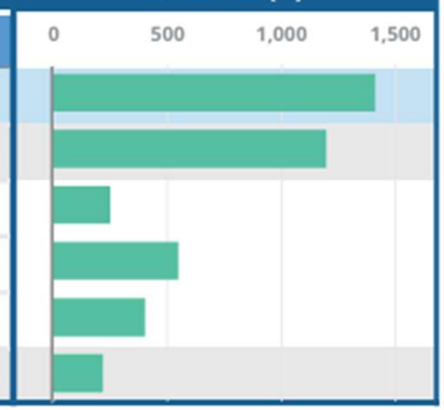
POPULATION GROWTH & AN AGING COUNTY

- Chaffee County grew to ~20,800 residents (+7% since 2019); Poncha Springs grew fastest (+64%), while Salida remains the largest community (29% of county population)
- Growth is projected to continue to ~22,000 by 2050, driven entirely by net migration — natural increase is turning negative as the population ages
- Residents 65+ rose from 16% (1990) to 26% today, and are projected to reach 38% by 2050, while the core 25–44 workforce age group shrinks from 27% to 19%

POPULATION TRENDS BY COMMUNITY, 2010-2024

	Population			% of County			Pop. Change 2019-2024	
Jurisdiction	2010	2019	2024	2010	2019	2024	Num.	Pct.
Chaffee County	**17,809**	**19,390**	**20,802**	**100%**	**100%**	**100%**	**1,412**	**7%**
Incorporated Areas	8,590	9,404	10,601	48%	48%	51%	1,197	13%
Buena Vista	2,617	2,824	3,073	15%	15%	15%	249	9%
Poncha Springs	737	861	1,409	4%	4%	7%	548	64%
Salida	5,236	5,719	6,119	29%	29%	29%	400	7%
Unincorporated Areas	9,219	9,986	10,201	52%	52%	49%	215	2%

Population Change 2019-24 Charted (#)



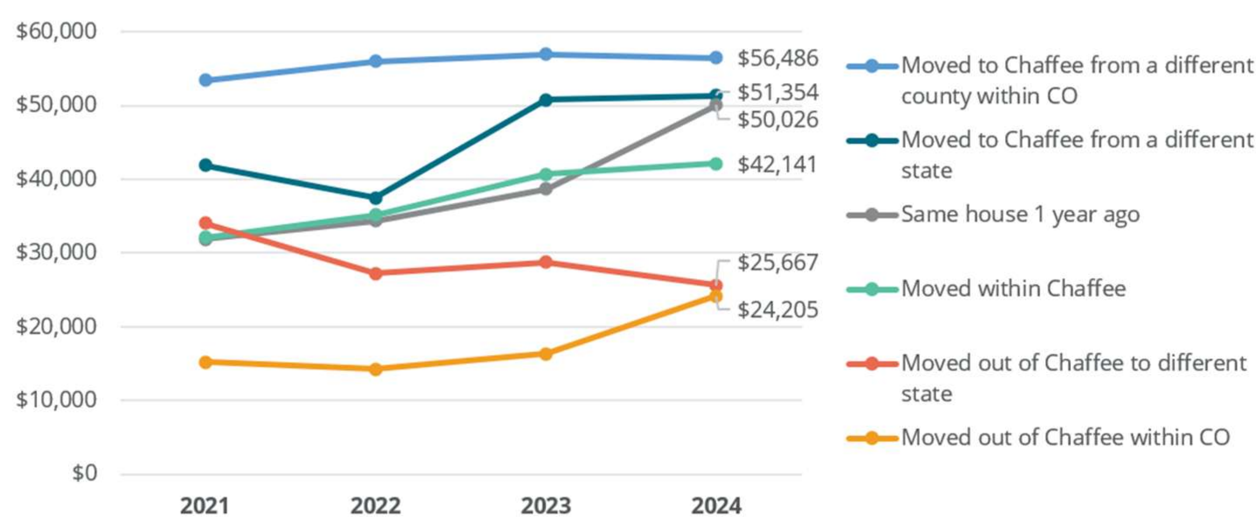
NEW ARRIVALS ARE YOUNGER AND WEALTHIER

- 55% of in-migrants are 18–34, vs. just 13% of the current population
- The income gap between people moving in and moving out has widened sharply — from ~$12,000 (2015–16) to as much as $53,000 (2021–22)
- Individuals leaving Chaffee earn far less than those arriving ($24,205–$25,667 for out-movers vs. $51,354–$56,486 for in-movers), suggesting displacement pressure

AGE DISTRIBUTION OF RESIDENTS MOVING INTO CHAFFEE, 2024

Age Cohort	Current Distribution	In-migrant Distribution
1 to 4 years	3%	3%
5 to 17 years	11%	1%
18 to 24 years	2%	28%
25 to 34 years	11%	27%
35 to 44 years	15%	12%
45 to 54 years	13%	11%
55 to 64 years	15%	11%
65 to 74 years	18%	5%
75 years and over	10%	1%

MEDIAN INDIVIDUAL INCOME BY GEOGRAPHICAL MOBILITY, CHAFFEE COUNTY, 2021-2024

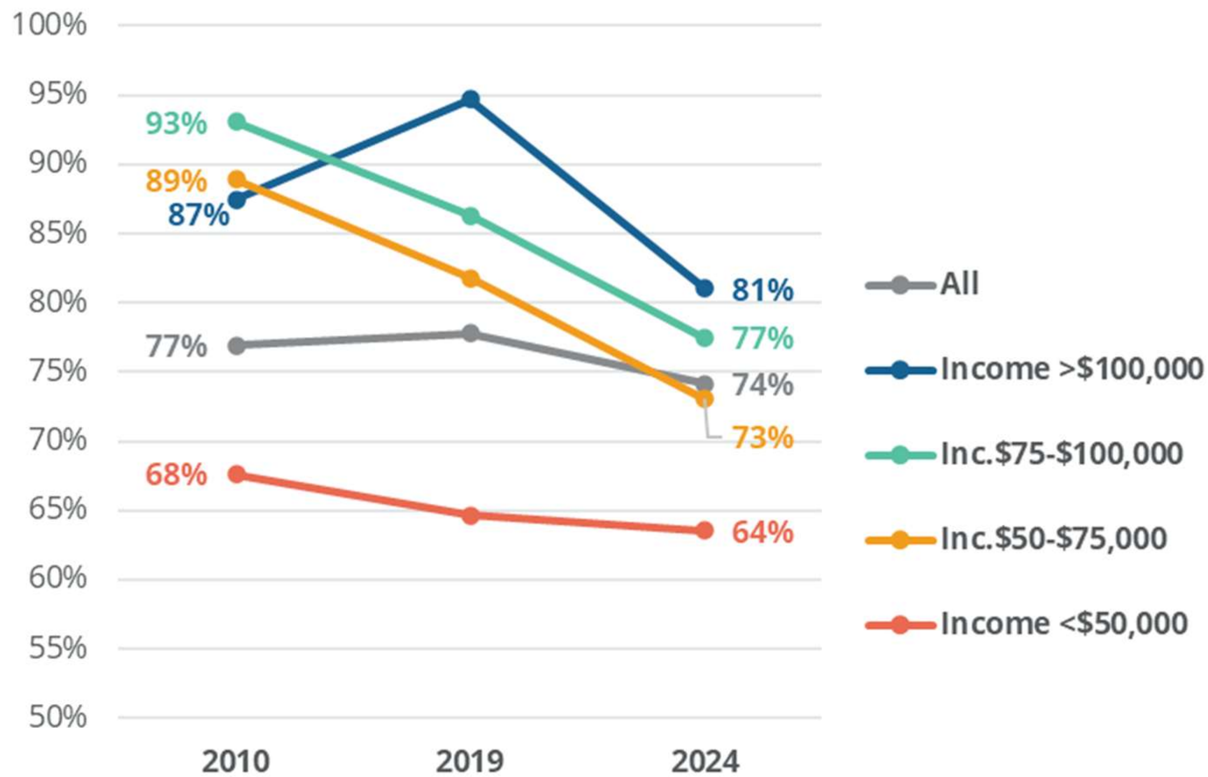


Rising Incomes, Falling Homeownership

Median household income in Salida increased by 49% between 2019 and 2024.

Countywide homeownership slipped from 77% to 74% between 2019 and 2024, with the most significant drops among middle-income households.

HOMEOWNERSHIP RATE BY HOUSEHOLD INCOME, CHAFFEE COUNTY, 2010-2024



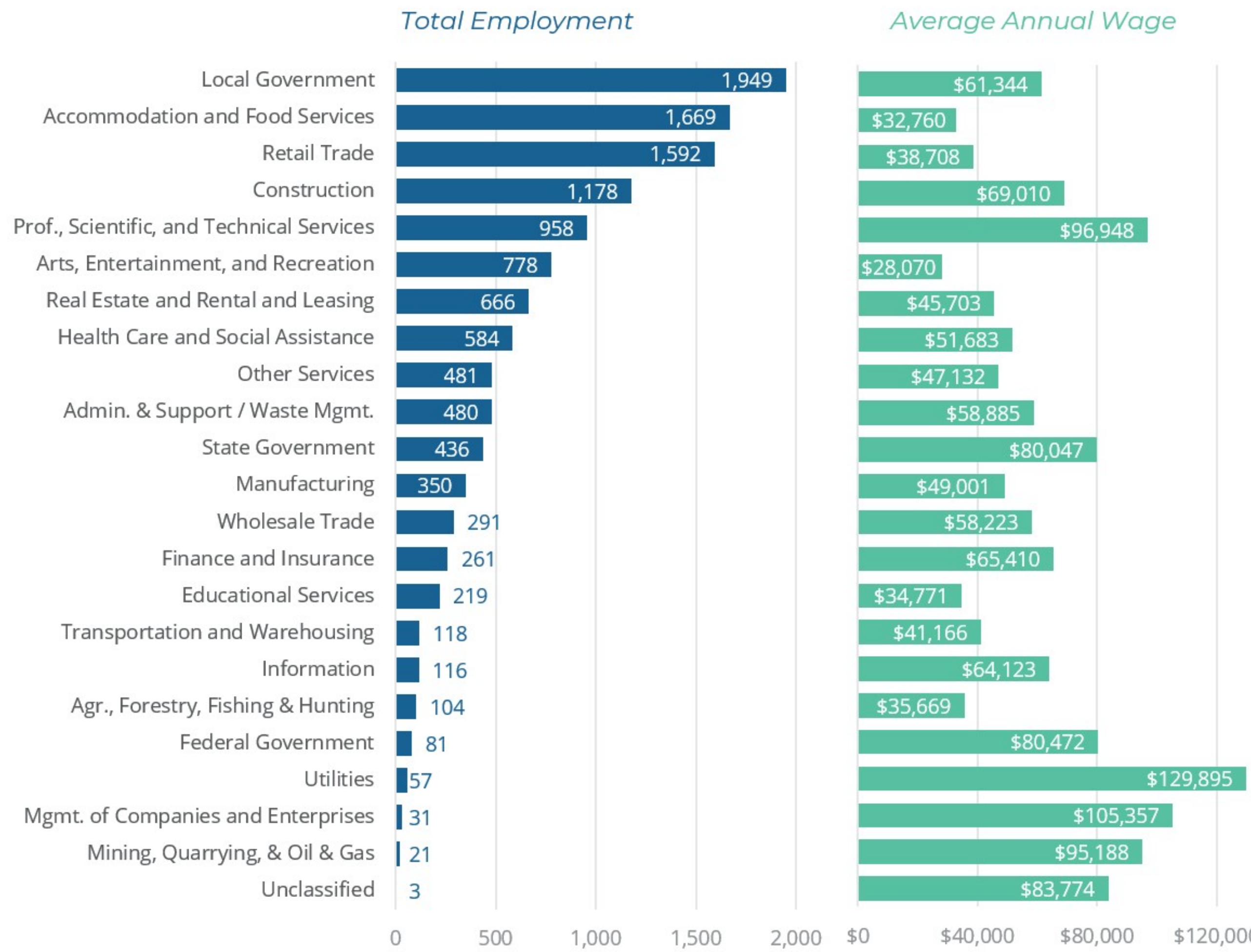
Employment and Wages

Top employers are local government, accommodation/food services, and retail trade. These tourism sectors pay the lowest average wages ($28K–$38K)

The county's most common occupations (fast food workers, cashiers, retail sales) pay $34K–$46K — generally 30%–80% AMI for a single person

Jobs grew 51% since 2010, far outpacing household growth (27%) and housing unit growth (24%)

EMPLOYMENT AND WAGES, CHAFFEE COUNTY, 2024



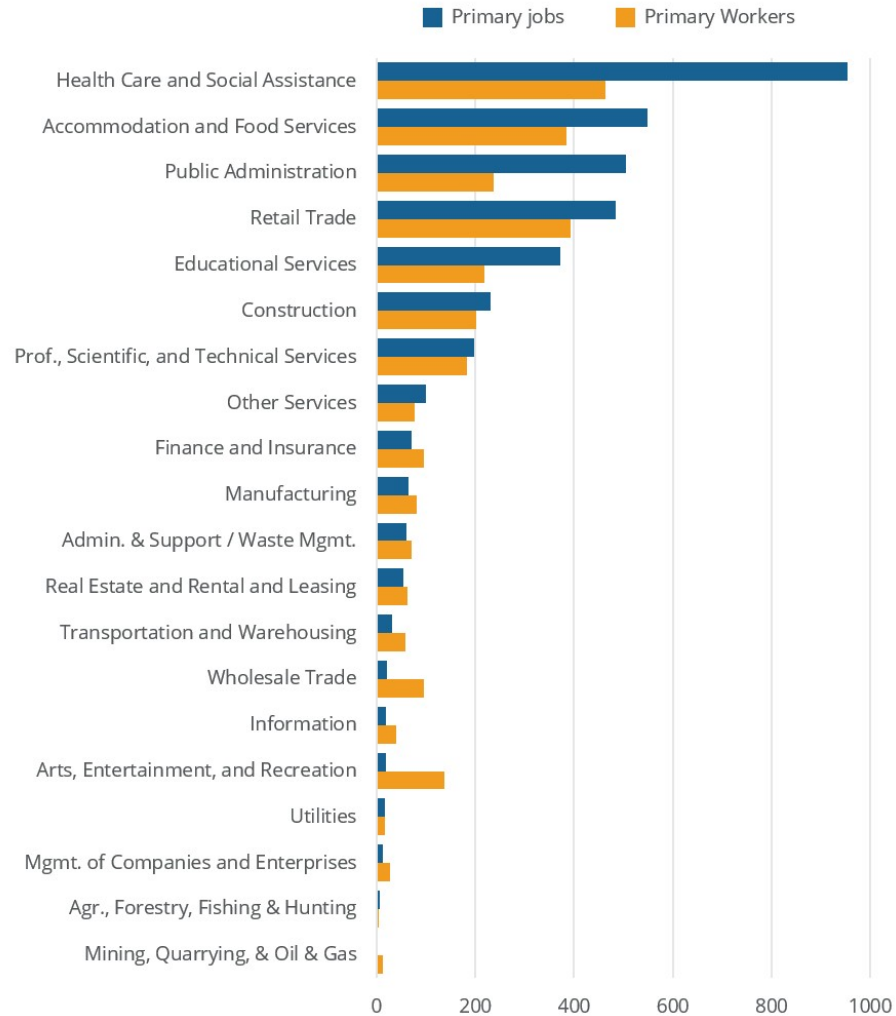
Commuting Patterns

Salida is the dominant employment center

66% of Salida jobs were filled by workers living outside town in 2023, up from 58% in 2010; meanwhile, 55% of Salida residents work elsewhere, up slightly from 54%

Remote work has nearly doubled since 2019 (13% to 25% countywide) and in Salida, from 15% to 28%

PRIMARY JOBS V. PRIMARY WORKERS, SALIDA, 2023



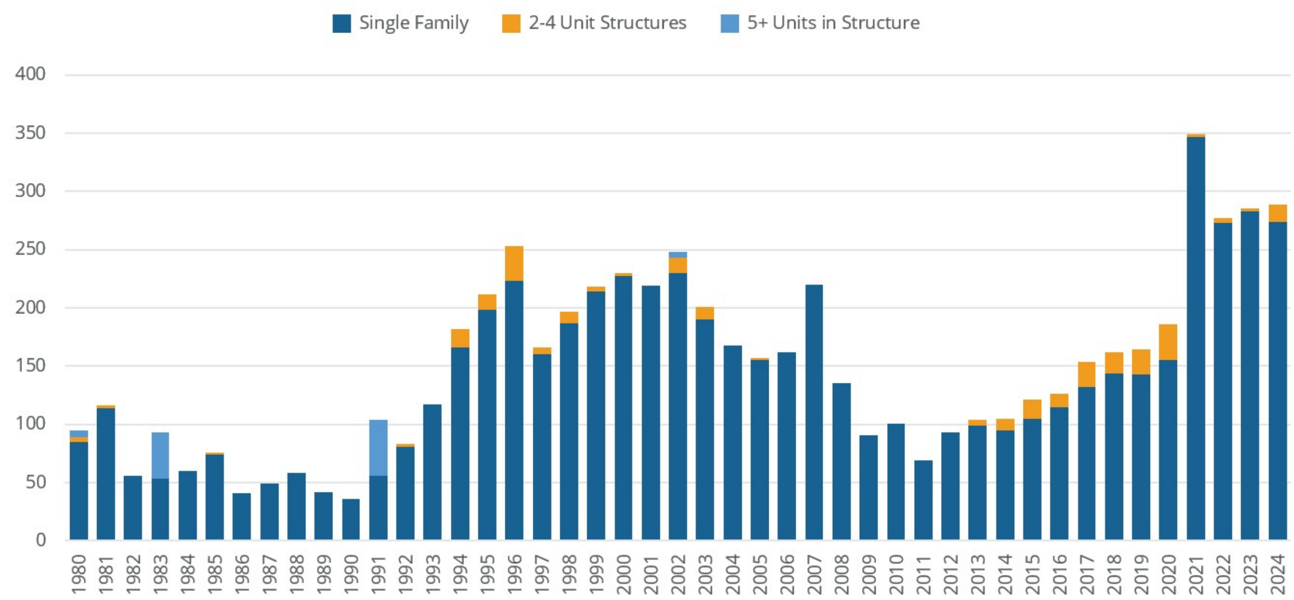
Housing Stock and Market Trends

HOUSING STOCK

- Salida has 3,760 housing units (2024), up 15% since 2019 (+498 units)—accounting for 30% of the county's total housing stock
- Salida's stock is the oldest in the county; nearly 40% of units were built before 1950, reflecting its historic townsite — meaning a large share may need condition improvements
- Salida has the highest multifamily share in the county alongside Buena Vista (8% vs. 4% countywide). Renters in Salida occupy a varied stock: 42% single-family, 27% attached, 23% multifamily, and 7% mobile homes.

BUILDING PERMITS BY UNITS IN STRUCTURE, CHAFFEE COUNTY, 1980-2024

Permits hit a record ~350 in 2021 but have declined since, driven by higher interest rates



VACANCIES

- Salida's vacancy rate is 10% (320 units) — lower than the county average (14%) — but 93% of those vacant units are held for seasonal or recreational use
- 361 active short-term rentals operate in the Salida market area as of 2026 (nearly all whole-home), representing 5.4%–6.4% of total housing units
- On the affordable side, Salida holds 128 of the county's 259 federally assisted units (the largest share of any community)

VACANT UNITS AND DISTRIBUTION OF REASONS FOR VACANCY, 2024

	Vacant Units		Distribution of Vacant Units by Status					
	% of Total Units	# Vacant Units	Seasonal/ recreational	For Rent	Rented, not occupied	For sale	Sold, not occupied	Other
Chaffee County	**14%**	**1,619**	**87%**	**4%**	**0%**	**0%**	**0%**	**9%**
Buena Vista	4%	59	80%	0%	0%	0%	0%	20%
Poncha Springs	11%	67	75%	0%	0%	0%	0%	25%
Salida	10%	320	93%	0%	0%	0%	0%	7%
Unincorporated	19%	1,173	86%	6%	0%	0%	0%	9%

CHANGES IN AFFORDABILITY

- Median home value has more than doubled since 2010
- Incomes grew, but not as fast: median household income rose 51% since 2019, while median rent rose 73% — both trailing home price growth
- The affordability gap is widening, with housing costs consistently outpacing the income measures households rely on to cover them

MEDIAN INCOME AND HOME PRICE GROWTH, CHAFFEE COUNTY, 2010-2024

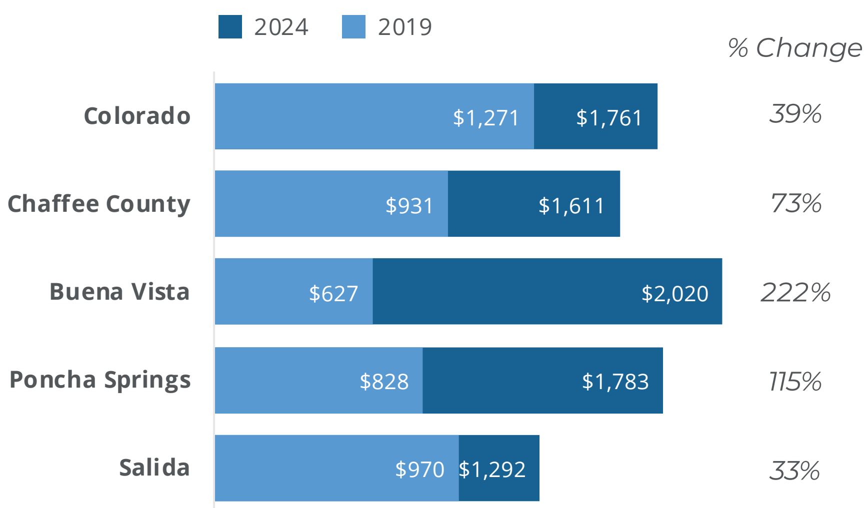
	Values			Percent Growth	
	2010	2019	2024	2010-2019	2019-2024
Income Measures					
Median Income	$42,941	$55,771	$84,132	30%	51%
Median Owner Income	$49,254	$65,519	$93,960	33%	43%
Median Renter Income	$28,483	$33,994	$62,500	19%	84%
4-person AMI	$56,400	$68,100	$94,200	21%	38%
Median Earnings	$24,167	$32,835	$56,530	36%	72%
Housing Costs					
Median Gross Rent	$702	$931	$1,611	33%	73%
Median Home Value	$248,100	$357,800	$665,700	44%	86%

WORKFORCE AFFORDABILITY

	Percent of Total Jobs	Average Annual Wage	Rental Affordability		Purchase Affordability		
			Max Affordable Rent	Can Afford Median Rent of $1,611?	Max Affordable Price	Typical Home Value of $651,282 with one job?	Can Afford Median Home Price with 2 jobs per Household?
Goods-Producing	**13%**	**$62,881**	**$1,572**	**No**	**$175,585**	**No**	**No**
Agriculture, Forestry, Fishing and Hunting	1%	$35,669	$892	No	$99,601	No	No
Mining, Quarrying, and Oil and Gas Extraction	0%	$95,188	$2,380	Yes	$265,799	No	No
Construction	9%	$69,010	$1,725	Yes	$192,701	No	No
Manufacturing	3%	$49,001	$1,225	No	$136,829	No	No
Service-Providing	**87%**	**$53,230**	**$1,331**	**No**	**$148,638**	**No**	**No**
Wholesale Trade	2%	$58,223	$1,456	No	$162,580	No	No
Retail Trade	12%	$38,708	$968	No	$108,087	No	No
Transportation and Warehousing	1%	$41,166	$1,029	No	$114,950	No	No
Utilities	0%	$129,895	$3,247	Yes	$362,714	No	Yes
Information	1%	$64,123	$1,603	No	$179,055	No	No
Finance and Insurance	2%	$65,410	$1,635	Yes	$182,648	No	No
Real Estate and Rental and Leasing	5%	$45,703	$1,143	No	$127,619	No	No
Professional, Scientific, and Technical Services	8%	$96,948	$2,424	Yes	$270,714	No	No
Management of Companies and Enterprises	0%	$105,357	$2,634	Yes	$294,195	No	No
Admin. and Support and Waste Mgmt.	6%	$58,885	$1,472	No	$164,428	No	No
Educational Services	2%	$34,771	$869	No	$97,093	No	No
Health Care and Social Assistance	4%	$51,683	$1,292	No	$144,318	No	No
Arts, Entertainment, and Recreation	6%	$28,070	$702	No	$78,382	No	No
Accommodation and Food Services	13%	$32,760	$819	No	$91,478	No	No
Other Services (except Public Administration)	4%	$47,132	$1,178	No	$131,610	No	No
Federal Government	1%	$80,472	$2,012	Yes	$224,707	No	No
State Government	3%	$80,047	$2,001	Yes	$223,520	No	No
Local Government	15%	$61,344	$1,534	No	$171,295	No	No
Total Employment	*100%*	*$54,487*	*$1,362*	*No*	*$152,147*	*No*	*No*

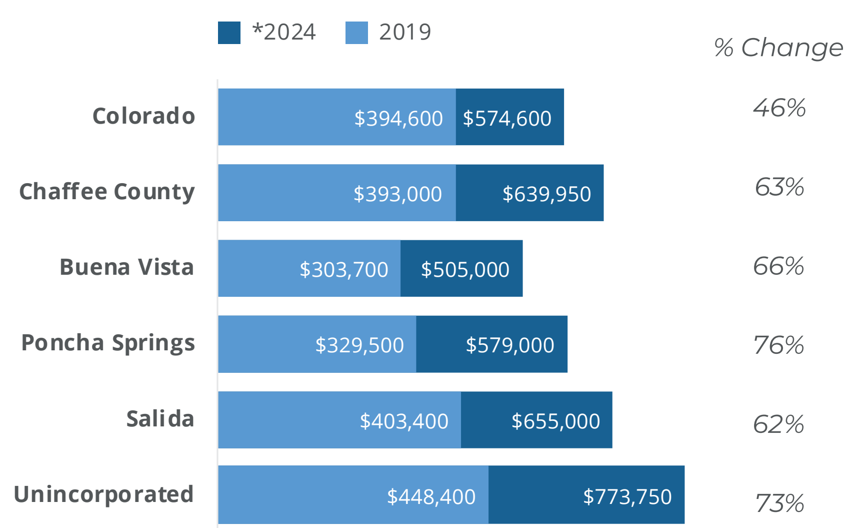
HOUSING PRICE GROWTH

MEDIAN RENT, 2019 AND 2024



Source: ACS 5-year estimates and Root Policy Research.

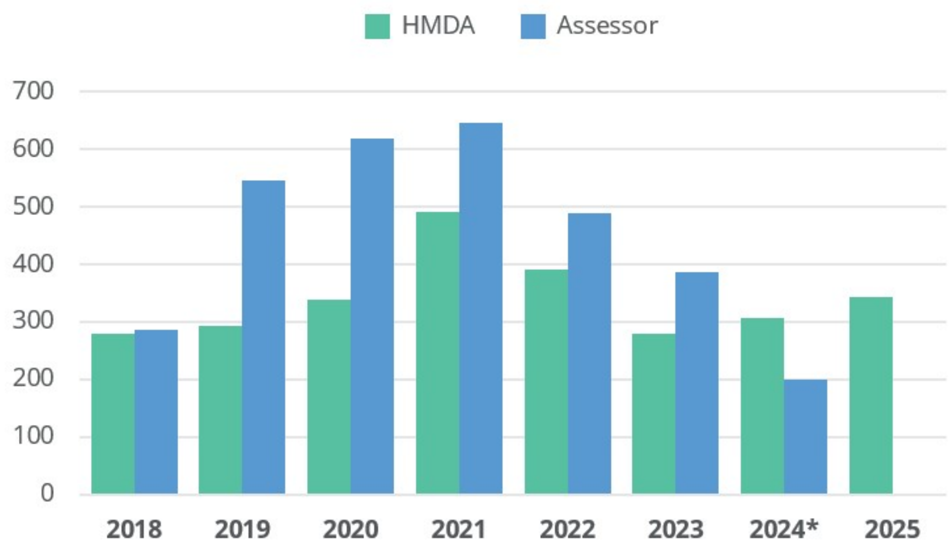
MEDIAN HOME PRICE, 2019 AND 2024



Note: Assessor data are through June 2024. Colorado data are from ACS 1-year estimates.
Source: Chaffee County Assessor, ACS 1-year estimates, and Root Policy Research.

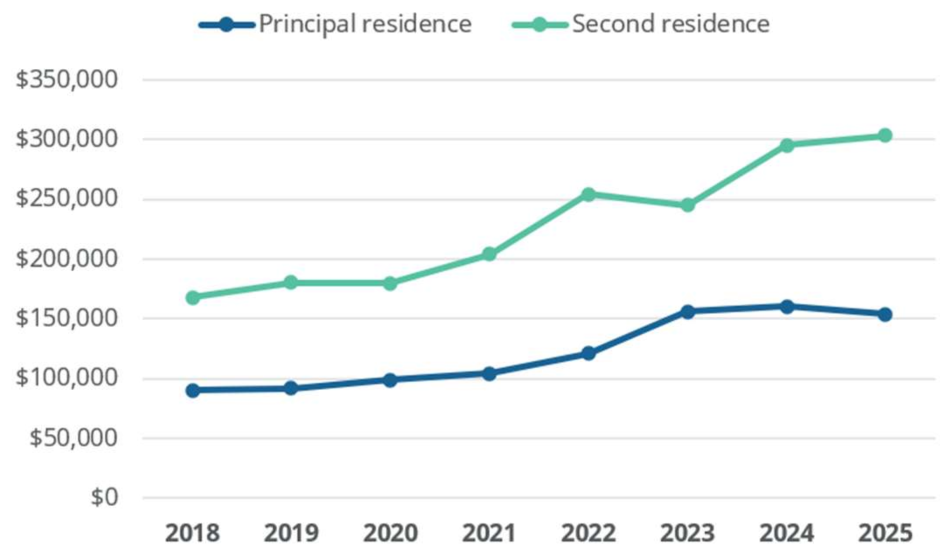
CASH BUYERS AND SECOND HOME PURCHASES

HOME SALES AND MORTGAGE VOLUME, CHAFFE COUNTY, 2018-2025



Note: *Assessor data are through June 2024. HMDA data include first lien mortgages for home purchases.
Source: Chaffee County Assessor, HMDA, and Root Policy Research.

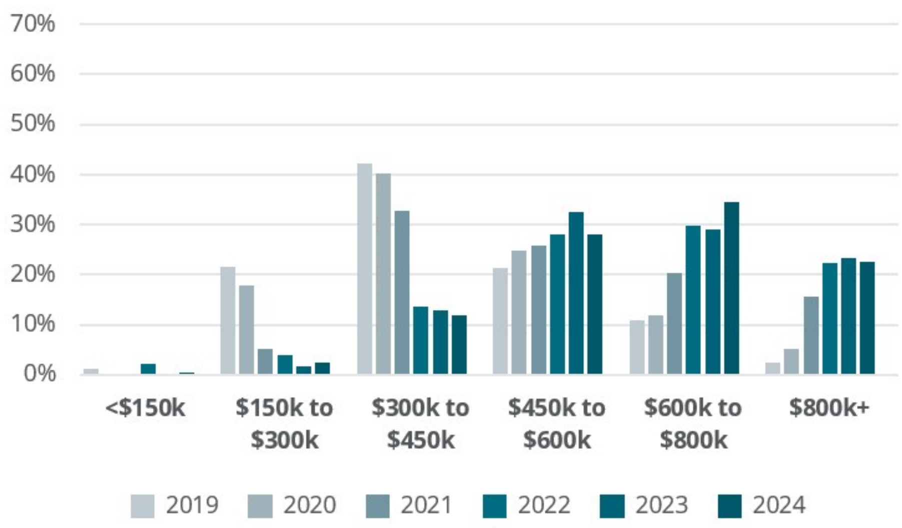
MEDIAN INCOME FOR MORTGAGES, PRINCIPAL RESIDENCE VS. SECOND HOME, CHAFFEE COUNTY, 2018-2025



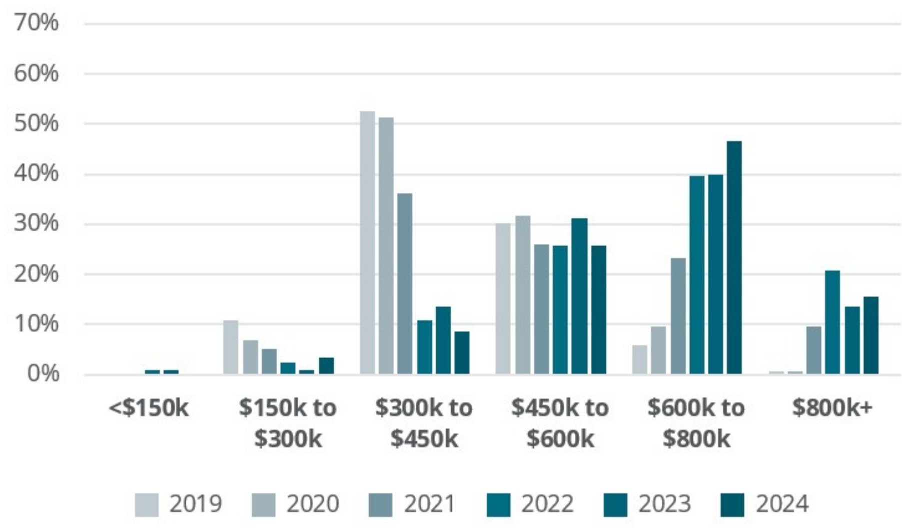
Note: HMDA data include first lien mortgages for home purchases.
Source: HMDA and Root Policy Research.

HOME PRICE DISTRIBUTION

HOME PRICE DISTRIBUTION, CHAFFEE COUNTY, 2019-2024*



HOME PRICE DISTRIBUTION, SALIDA, 2019-2024*



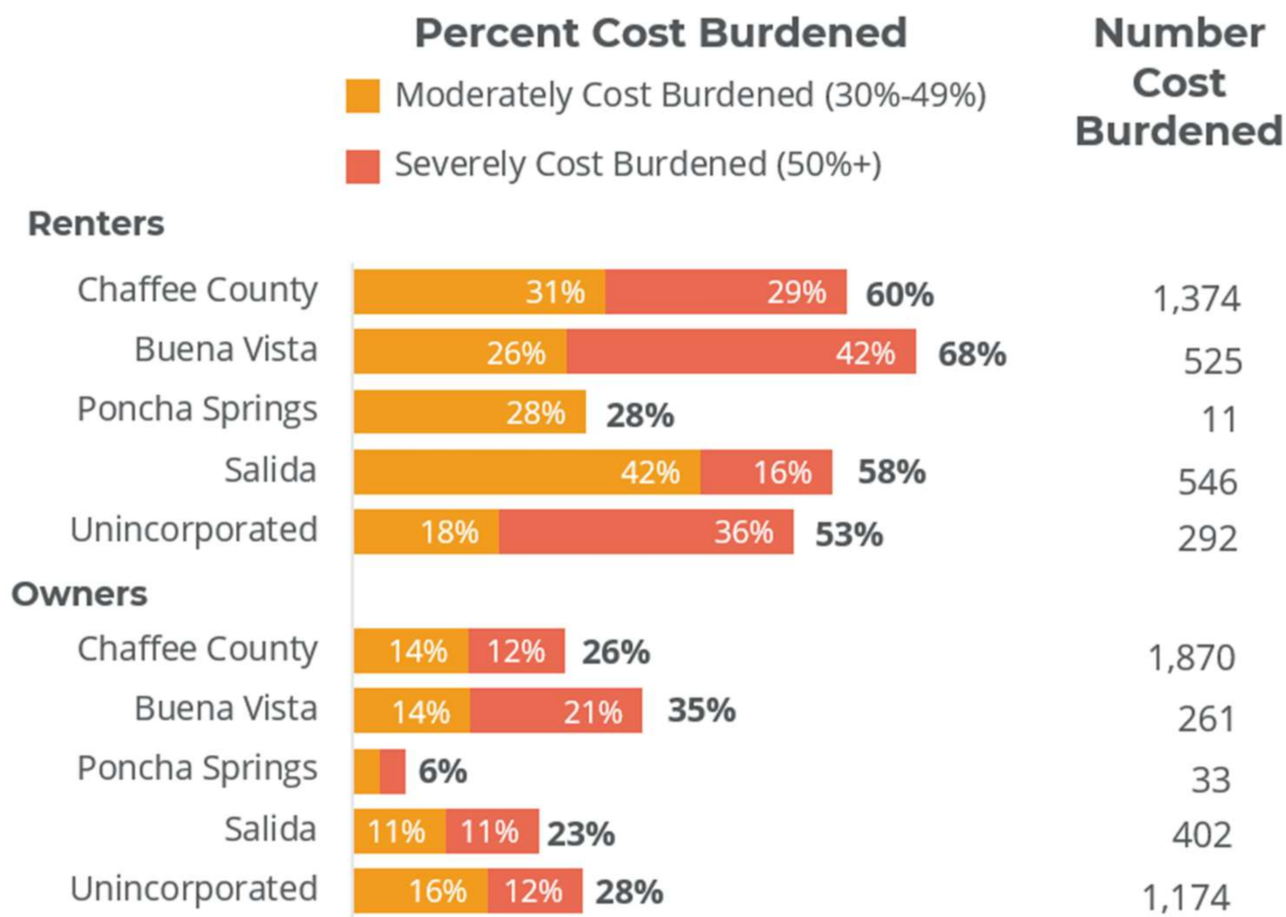
Countywide, homes sold under $450k dropped from roughly 65% of sales in 2019 to about 20% in 2024, while sales above $600k grew from ~15% to nearly 60%

Salida shows the same shift even more starkly — sales in the $600k–$800k range alone grew from 6% to 46% of the market between 2019 and 2024

Housing Needs

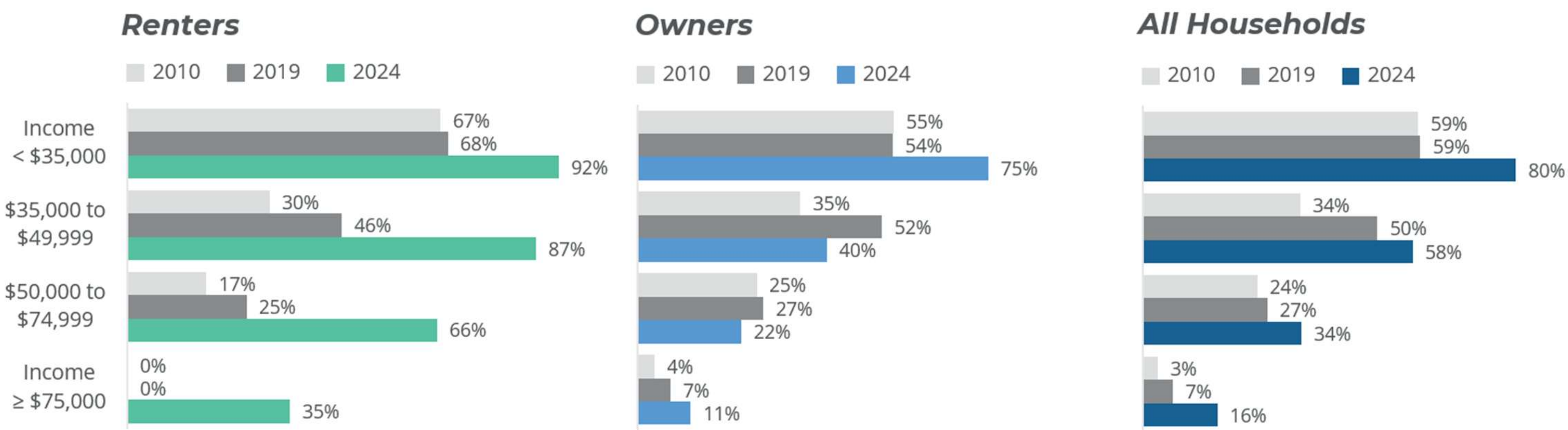
Cost Burden

Cost burden rates are elevated in Salida — 58% of households pay 30%+ of income on housing, the second-highest rate in the county after Buena Vista (68%)



Cost Burden by Tenure and Income, Chaffee County

Cost burden has risen sharply across nearly all income levels over the period, and the increase has been most dramatic for renters.

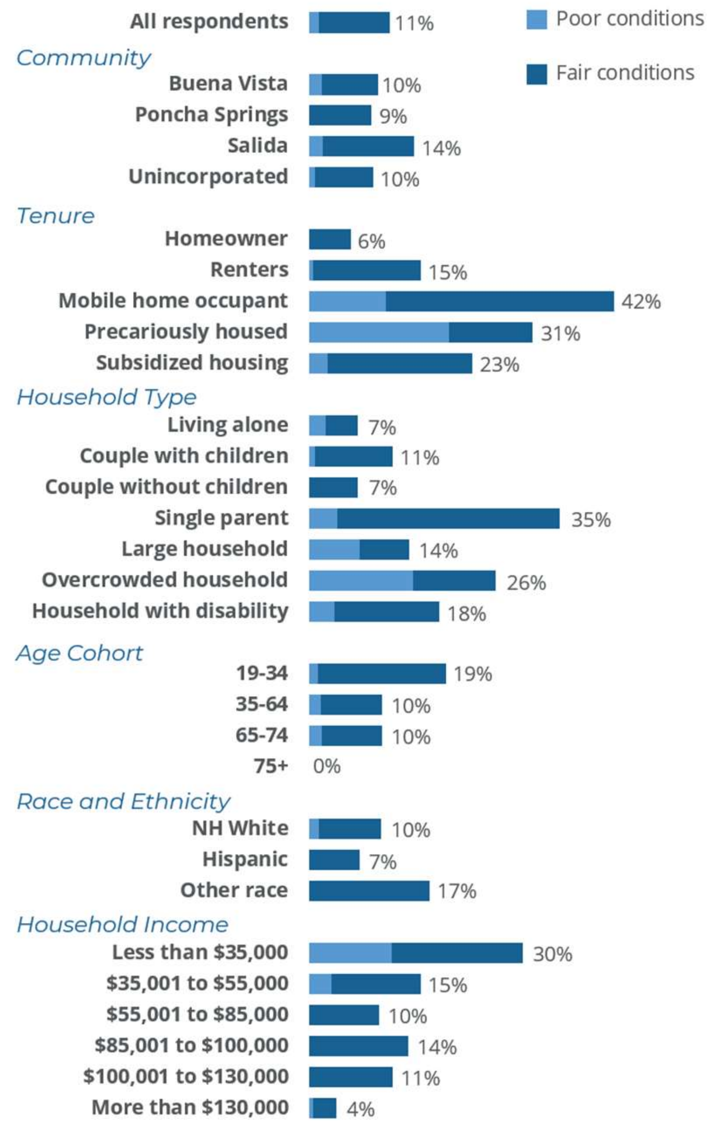


Housing Condition

Figure shows percentage of respondents who rated their home as being in poor condition (defined as a home or apartment with major problems that are not healthy or safe) or fair condition (defined as a home or apartment that needs a lot of work)

Additionally, countywide, 5% of respondents live in overcrowded conditions, defined as someone in the household regularly sleeping on the couch or floor because there is no room in a bedroom.

RESIDENT SURVEY POOR OR FAIR HOUSING CONDITION RATINGS

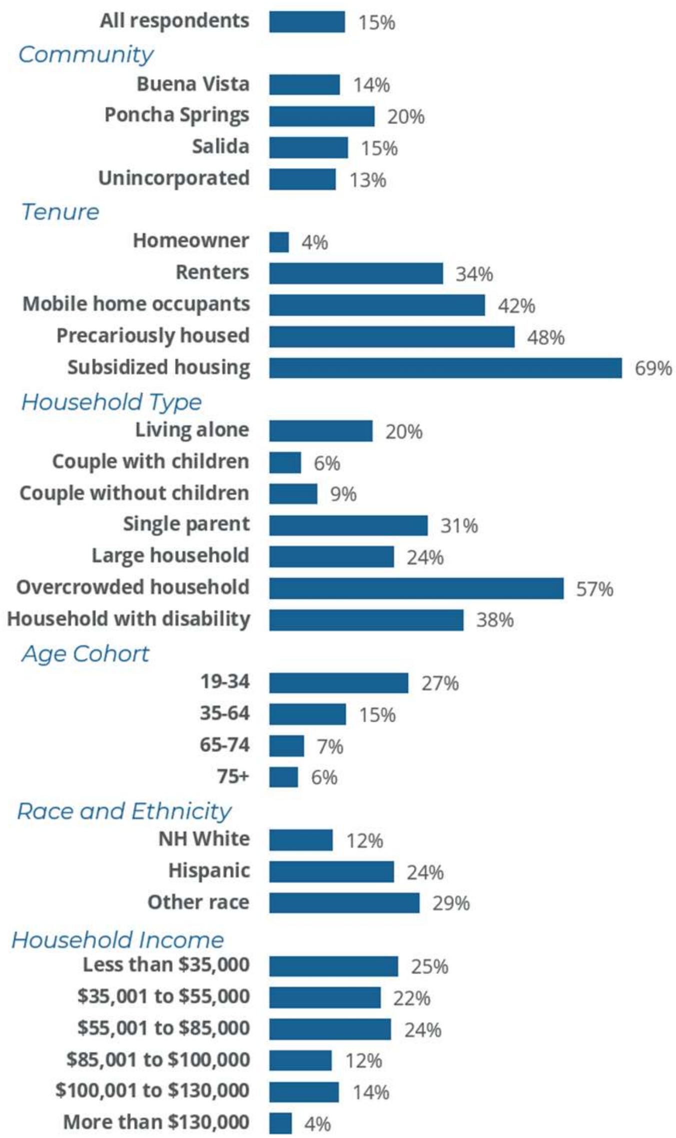


Displacement

Among Chaffee County respondents who experienced displacement:

- Sixty-two percent said it took more than one month to find a new place to live;
- Forty-five percent experienced higher rent or housing costs after displacement;
- One-third (33%) said that the quality of their apartment or home was worse than the home from which they were displaced; and
- Twenty-three percent reported that their commute to work or school became longer.

IN THE PAST 5 YEARS, HAVE YOU HAD TO MOVE OUT OF A HOME WHEN YOU DID NOT WANT TO?

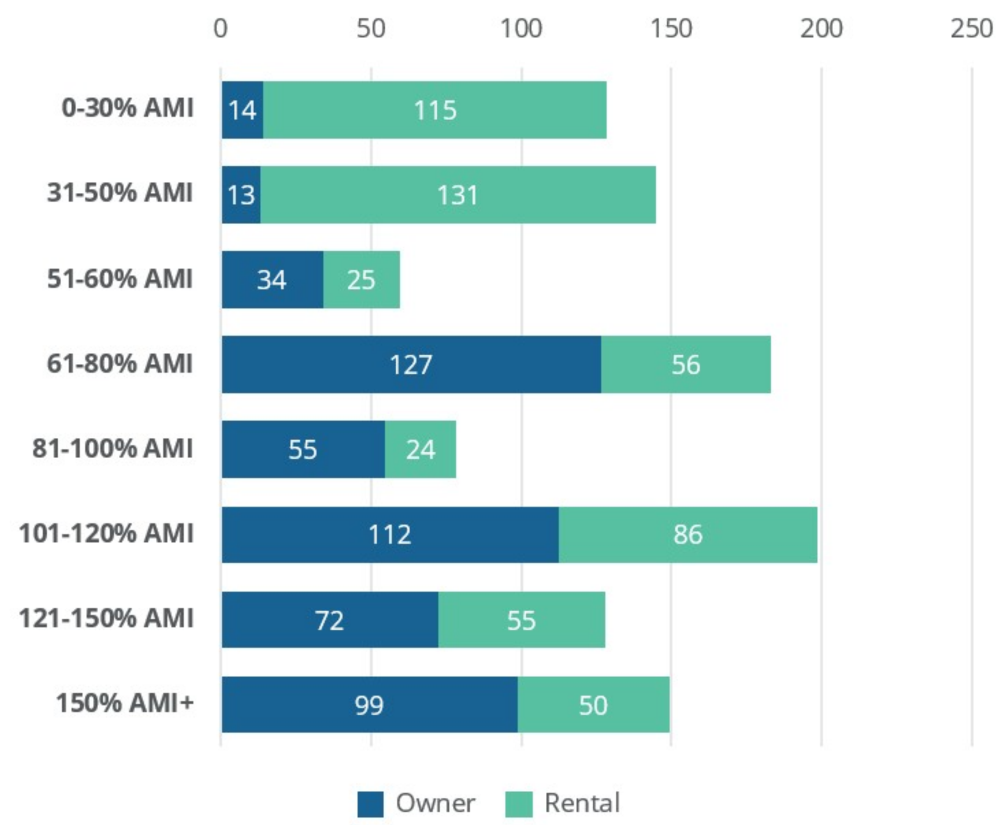


Production Needs

Catch-up needs: Chaffee County needs 465 new housing units (149 units for sale and 316 rental units), to alleviate overcrowding and soften vacancy rates for current residents.

Keep-up needs: Chaffee County needs to add 605 units (377 for sale and 227 for rent) in the next 10 years to keep up with projected population and job growth.

Countywide: 1,070 units over 10 yrs



Distribution of Production Needs

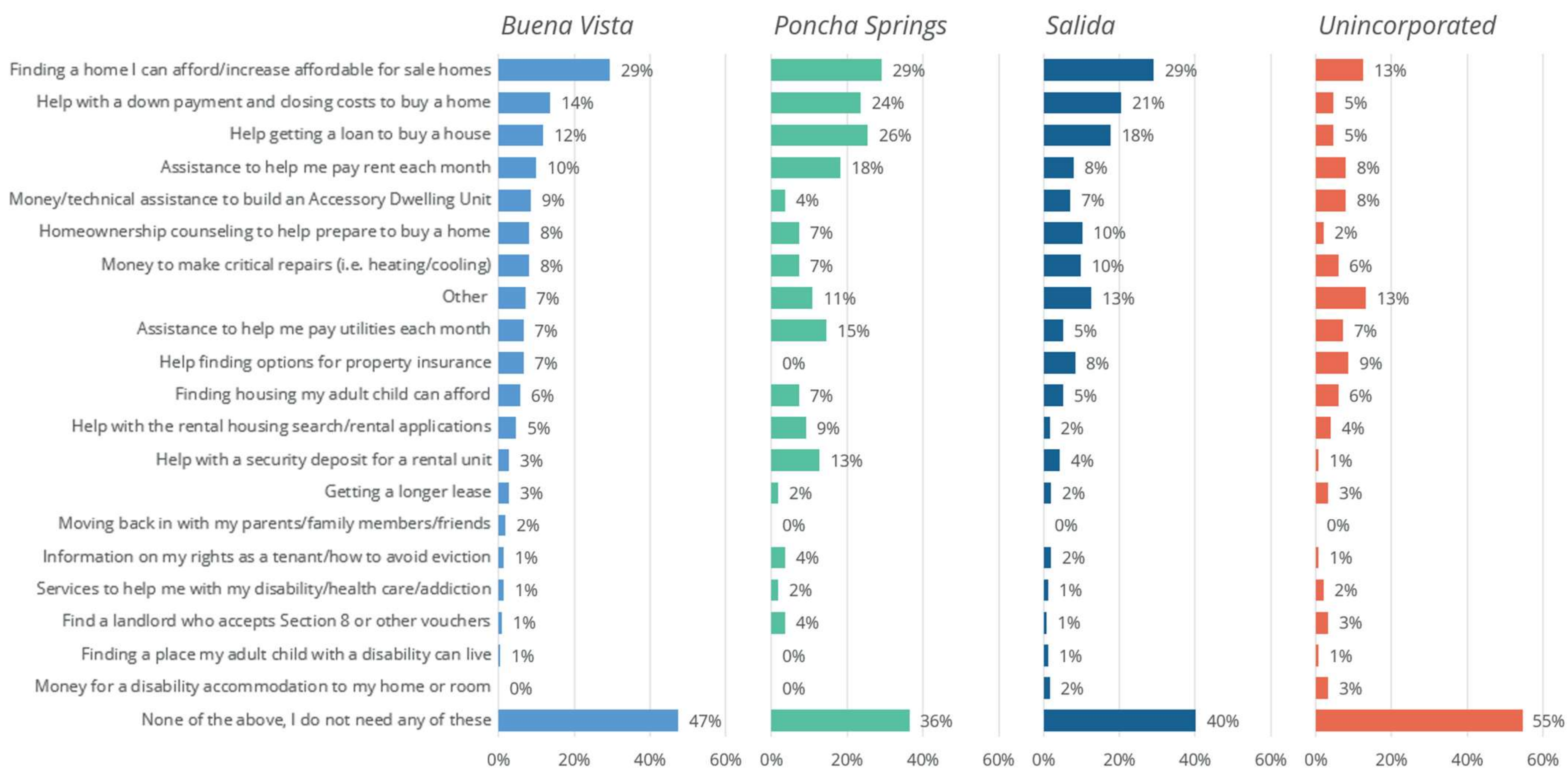
Salida accounts for 636 of the 1,070 countywide units based on its current share of county households.

	Chaffee County			Buena Vista			Poncha Springs			Salida		
AMI Category	Owner	Rental	Total Need	Owner	Rental	Total Need	Owner	Rental	Total Need	Owner	Rental	Total Need
Total Units	**526**	**543**	**1,070**	**144**	**149**	**293**	**69**	**71**	**141**	**313**	**323**	**636**
0-30% AMI	14	115	129	4	31	35	2	15	17	8	68	76
31-50% AMI	13	131	145	4	36	40	2	17	19	8	78	86
51-60% AMI	34	25	59	9	7	16	4	3	8	20	15	35
61-80% AMI	127	56	183	35	15	50	17	7	24	75	34	109
81-100% AMI	55	24	78	15	6	21	7	3	10	32	14	46
101-120% AMI	112	86	199	31	24	54	15	11	26	67	51	118
121-150% AMI	72	55	128	20	15	35	10	7	17	43	33	76
151% AMI +	99	50	149	27	14	41	13	7	20	59	30	89

Resident Survey

Housing Stability:

What would make you feel more secure in your current housing situation?



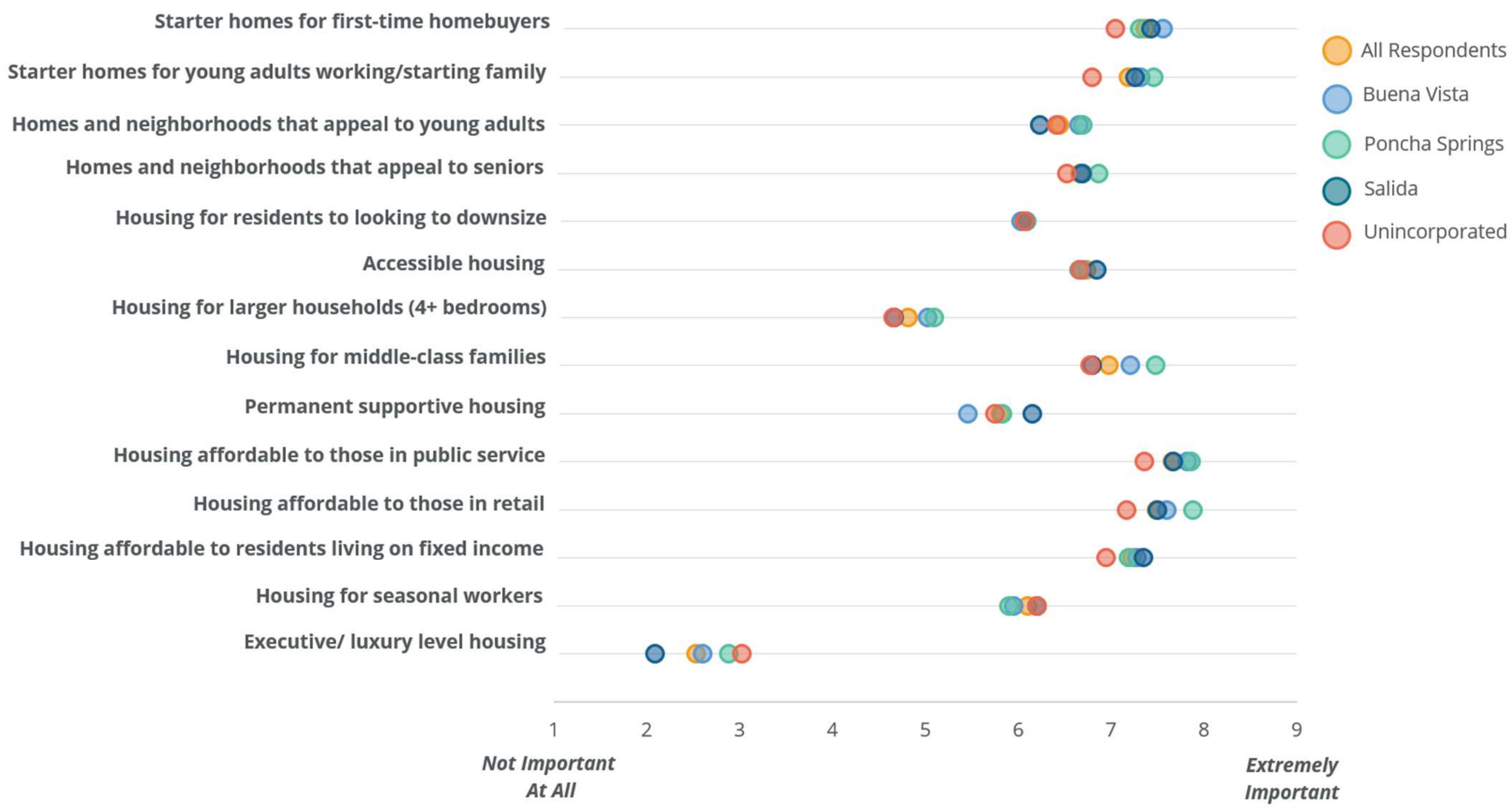
Barriers to Homeownership for Renters who want to buy…

- The top barriers to homeownership for renters were mortgage affordability concerns (55%), inability to afford the down payment (54%), and inability to afford homes close to work or preferred schools (51%).

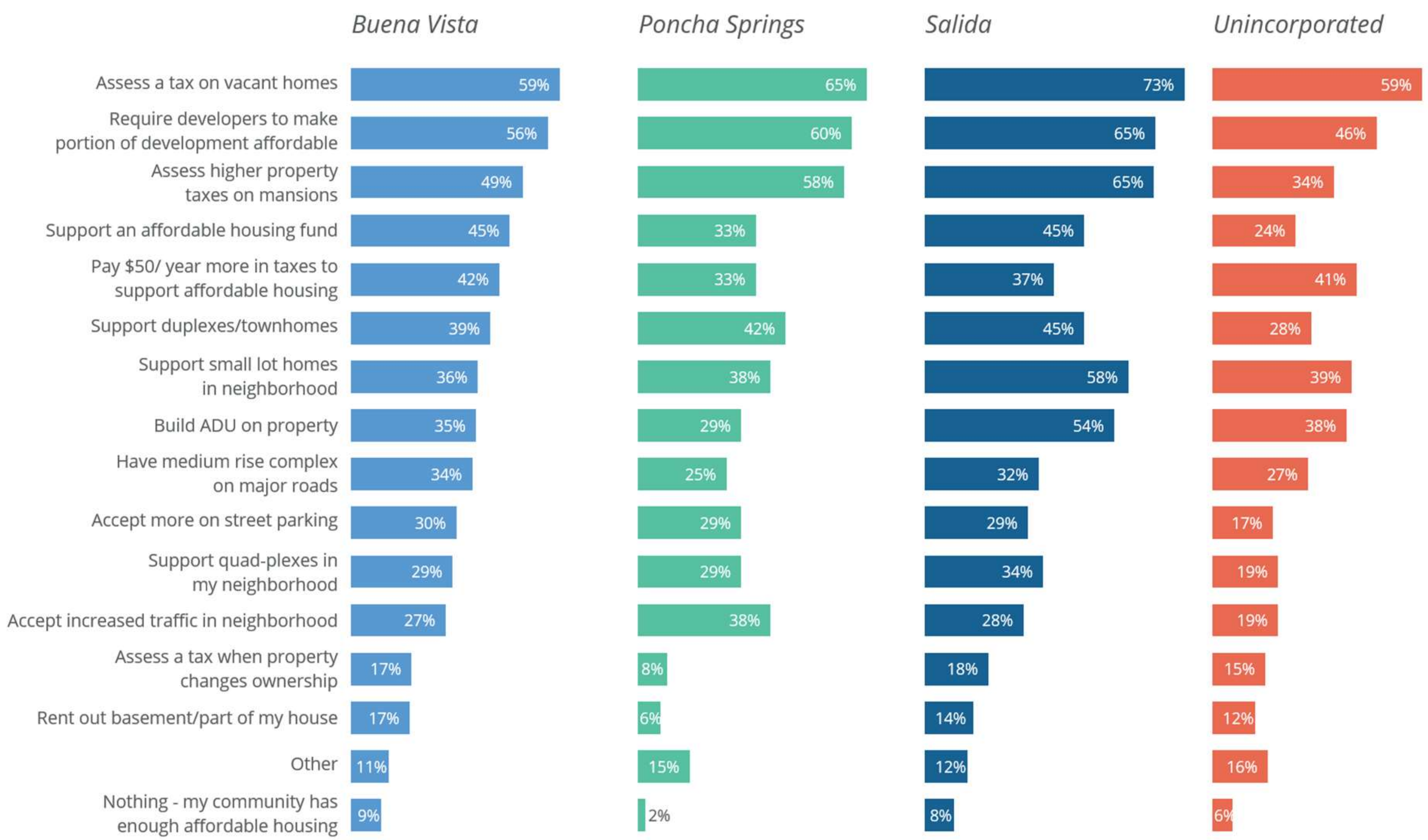
- Renters were asked to rate interest in an affordable homeownership program that would place restrictions on renting the home and resale to other eligible participants.

  - Support was high: 44% said they would be very interested in participating in this deed-restricted program and 33% said they would be somewhat interested.

IMPORTANCE RATINGS OF VARIOUS HOUSING TYPES

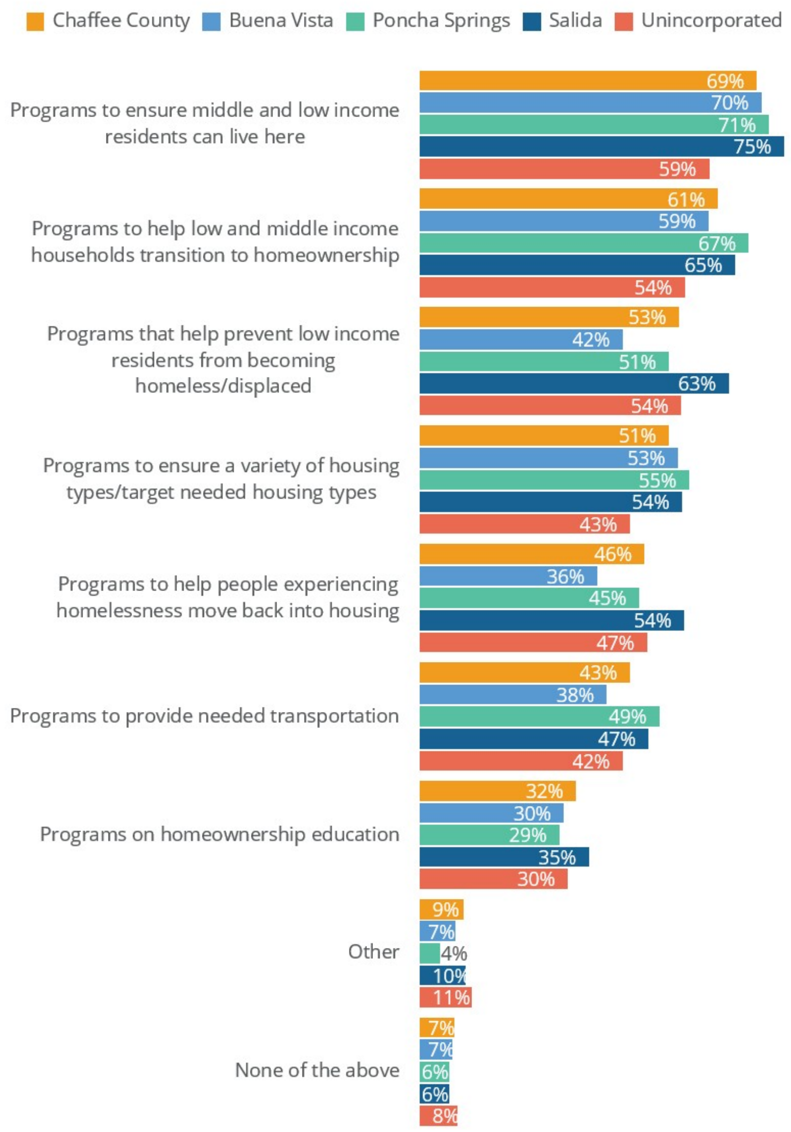


TRADE-OFFS TO MAKE HOUSING MORE AFFORDABLE



Program Priorities

Which types of housing programs should your City and/or County invest in over the next five years?



Thank you!

ROOT POLICY
RESEARCH