



# Improving Nantucket Municipal Workforce Housing

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# Mission Statement



**This project, through research and community engagement, provides best-practice recommendations to the Town of Nantucket concerning municipal workforce housing.**



# Objectives



1. Assessment of the current state of workforce housing
2. Assessment of municipal housing needs and perspectives
3. Exploration of housing solutions found in similar communities and the public and private sectors on Nantucket
4. Provide the community with the opportunity to learn more about workforce housing
5. Develop short and long term recommendations for addressing workforce housing needs



# Background



2002: Recognition of Municipal Housing Crisis

2009: Housing Production Plan

2014: Housing specialist hired

2015: Workforce Housing Needs Assessment

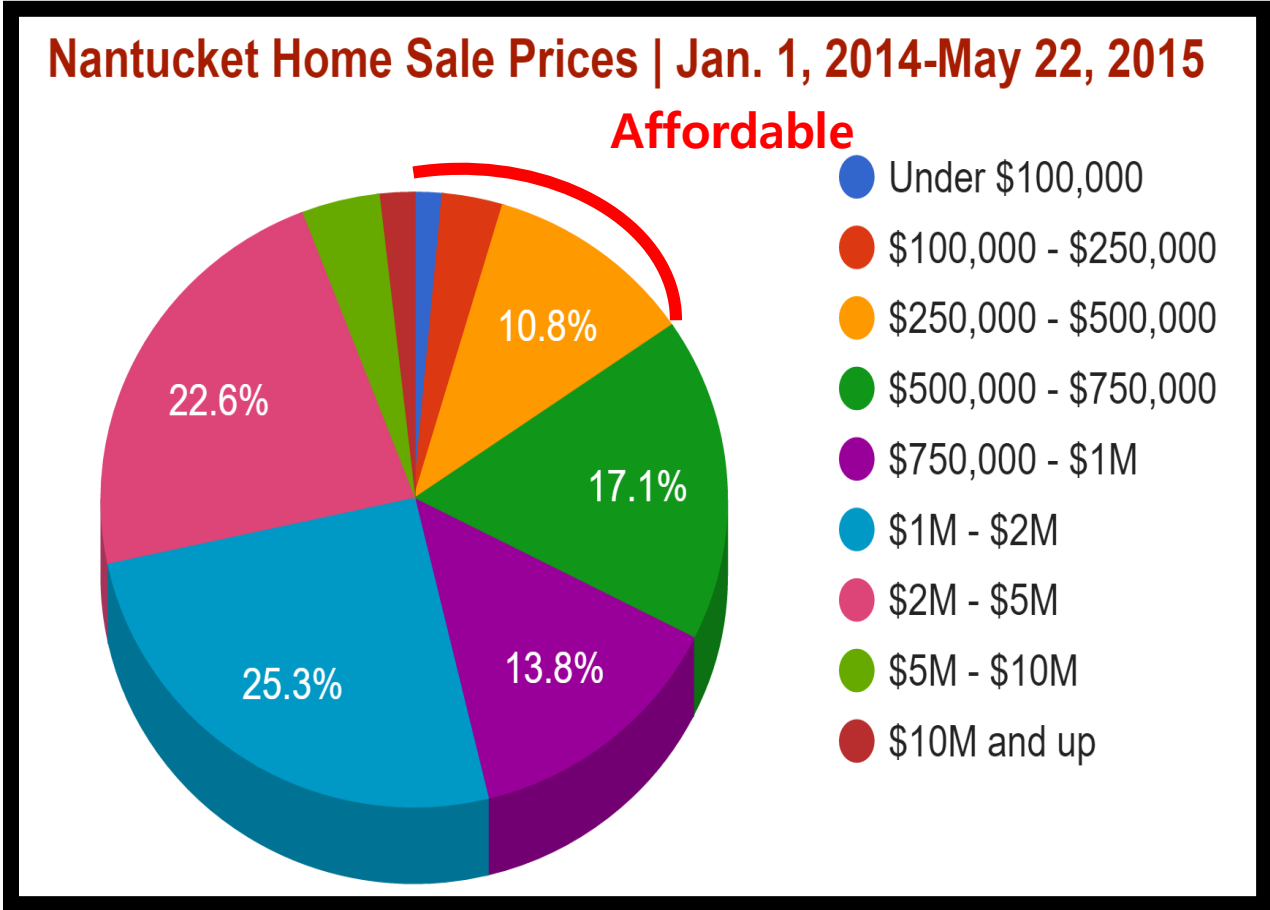


(A Nantucket Covenant Home)

# Housing Cost



Housing Costs	
Average Home Price (U.S.)	\$354,900
Average Home Price (Nantucket)	\$1,700,000



<http://www.capecodtimes.com/article/20150615/NEWS/150619632>



# Housing Stock

- 11,650 housing units
  - Seasonal: 65%
  - Year-round: 35%
- Population Uncertain
  - 14% census growth
  - 30% Nantucket Public Schools growth
- Year-round Population
  - Census Estimate: 10,952
  - Town Information: 13,000
  - High Estimate: 23,000



(Illegal apartment)

# Effects on the Community



- Difficulty filling and retaining key positions
- Less Trash Pickup
- Fines From State/Federal Gov.
- Fewer Beaches Lifeguarded
- Degrading Infrastructure
- Decreased Quality of Emergency Services



<https://www.amazon.com/Warning-Lifeguard-Duty-Swim-Your/dp/B0089P2LEQ>

# Similar Communities



1. Hamptons, NY
2. Key West, FL
3. Provincetown, MA
4. Arlington County, VA
5. Vail, CO
6. Block Island, RI
7. Mount Desert Island, ME
8. Martha's Vineyard, MA
9. Aspen, CO





# Methodology



## Achieving Our Objectives

1. Review of housing reports
2. Interview key stakeholders
3. Conduct housing assessments
4. Create educational resources



(Team Touring 39 Washington St)

# Key Findings



1. Municipal workforce housing is a well-recognized problem
2. Foundation for municipal housing development
3. Housing precedent set by private businesses



(The new 6 Fairgrounds Rd site)



# Island Perspectives



Interviewees recognize:

1. Lack of housing stock
2. Lack of cost-effective housing
3. Decreased quality of life on island without municipal employees





# Existing Infrastructure: Seasonal Lifeguard Housing



39 Washington St

Occupancy: 8 female lifeguards  
Notable Complications:  
Owned by Land Bank



109 Washington St. Ext

Occupancy: 2 Lifeguard  
Supervisors  
Notable Complications:  
Aging home



47 Okorwaw Rd

Occupancy: 14 Male Lifeguards  
Notable Complications:  
Aging home

# Existing Infrastructure: Other Town Seasonal Housing



## Community Service Officer Housing



54 Low Beach Rd

Occupancy: 36 CSOs; 1 year-round officer  
Notable Complications:  
Owned by U.S.C.G.

## Airport Worker Housing



60 Madequecham Valley Rd

Occupancy: 12 Seasonal Workers  
Notable Complications:  
Too close to airport



# Existing Infrastructure: Year Round Town Housing



## Department Head Housing



38 West Chester St

Occupancy: Fire Chief  
Notable Complications:  
Small, aging home

## Wastewater Operator Housing



5 & 7 Hillside Ave

Occupancy: Wastewater Operators/DPW  
Workers  
Notable Complications:  
Restricted to Wastewater Operators



# Recommendations



## Constraints:

1. Should the town be in the property management business?
2. How should the town manage fair housing laws?
3. How does housing stock and cost affect recommendations?
4. What are the seasonal and year-round employee housing needs?



(A road on the way to the airport house.)

# Recommendation #1: Create a Workforce Housing Policy



- Create a Workforce Housing Policy to effectively and fairly implement recommendations
- Long term solution
- Exemplars:
  - Arlington County, VA
  - Vail, CO



# Recommendation #2:

## Build Dormitory Style Housing



- Build mixed use dormitories to benefit seasonal, short-term, and year-round employees
- Long term solution to create stock
- Location:
  - 6 Fairgrounds Road
  - Other vacant town land
- Exemplars:
  - Nantucket Yacht Club
  - Nantucket Community Sailing
  - Vail, CO



(Current Dormitory at Nantucket Yacht Club)



# Recommendation #3:

## Partner with Island Organizations



- Partner with Island organizations that have the infrastructure in place to aid seasonal workers
- Short term solution to increase stock
- Location:
  - Nantucket Community Sailing
  - Housing Nantucket
  - Nantucket Islands Land Bank
- Exemplars:
  - Key West, FL



# Recommendation #4:

## Repurpose Unused Town Buildings



- Repurpose old town buildings to create seasonal housing without building new structures
- Short term solution to increase stock
- Location:
  - 2<sup>nd</sup> floor of Sheriff's Station
  - Siasconset Fire Station
  - Our Island Home
- Exemplars:
  - Provincetown, MA



(Upper floor of 20 South Water St)

# Recommendation #5: Increase 'Friendly 40B' Development



- Increase amount of 'Friendly 40B' developments to work towards 10%
- Long term solution to create stock
- Location:
  - 6 Fairgrounds Road
- Exemplars:
  - Nantucket, MA
  - Block Island, RI\*



(Richmond Community, Sandpiper Village)



# Recommendation #6: Home Owner Assistance Program



- Provide employees with bridge grants to help afford a home on the island in return for shared equity
- Long term solution to aid in cost
- Exemplars:
  - Mount Desert Island, ME
  - Stanford University
  - Harvard University

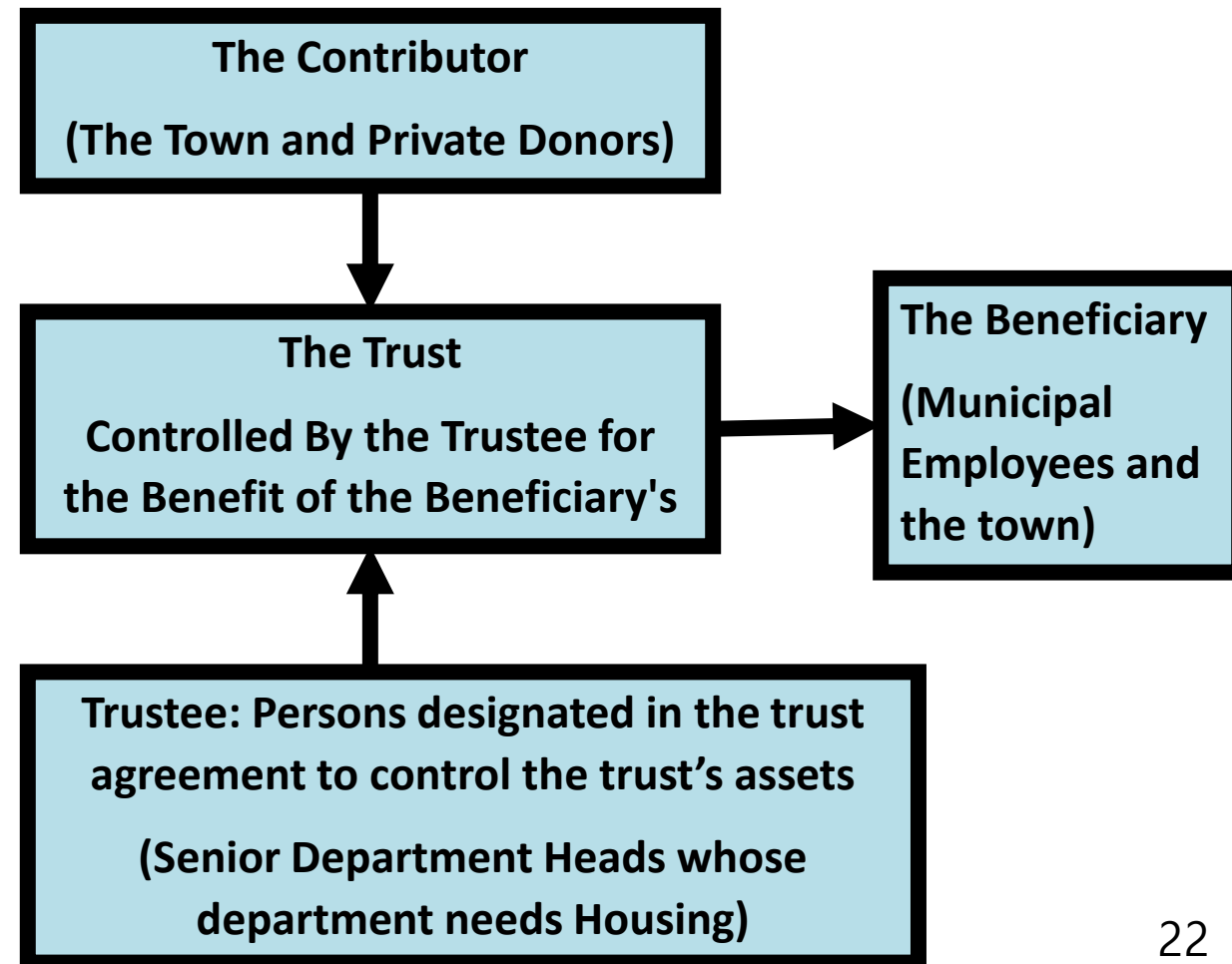


# Recommendation #7: Create a Workforce Housing Trust



- Create a Workforce Housing Trust to fund and manage projects
- Long term solution
- Exemplars:
  - Nantucket Educational Trust
  - Mount Desert Island, ME
  - The Hamptons, NY

## Housing Our Municipal Employees (H.O.M.E)



# Recommendation #8:

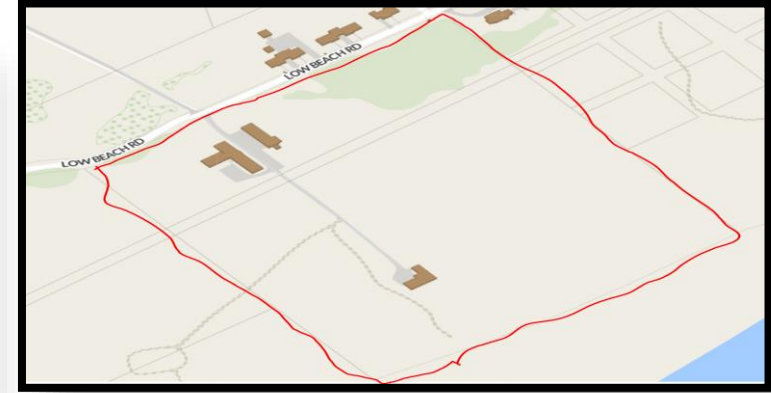
## Develop or Expand Existing Sites



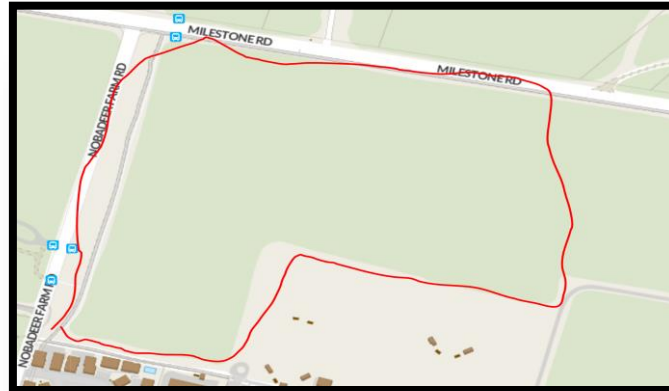
- Use the HOME trust to develop housing on town owned land and give preference to municipal employees
- Long term solution for stock and cost
- Location:
  - 6 Fairgrounds Rd
  - Surfside WWTF
  - LORAN Coast Guard Station
  - 'Delta Fields'
- Exemplars:
  - Cow Pond Lane (NET)
  - Aspen, CO



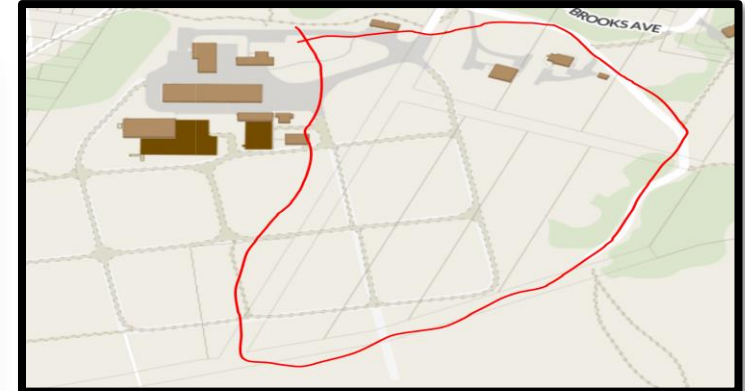
6 Fairgrounds Rd



LORAN Coast Guard Station



'Delta Fields'



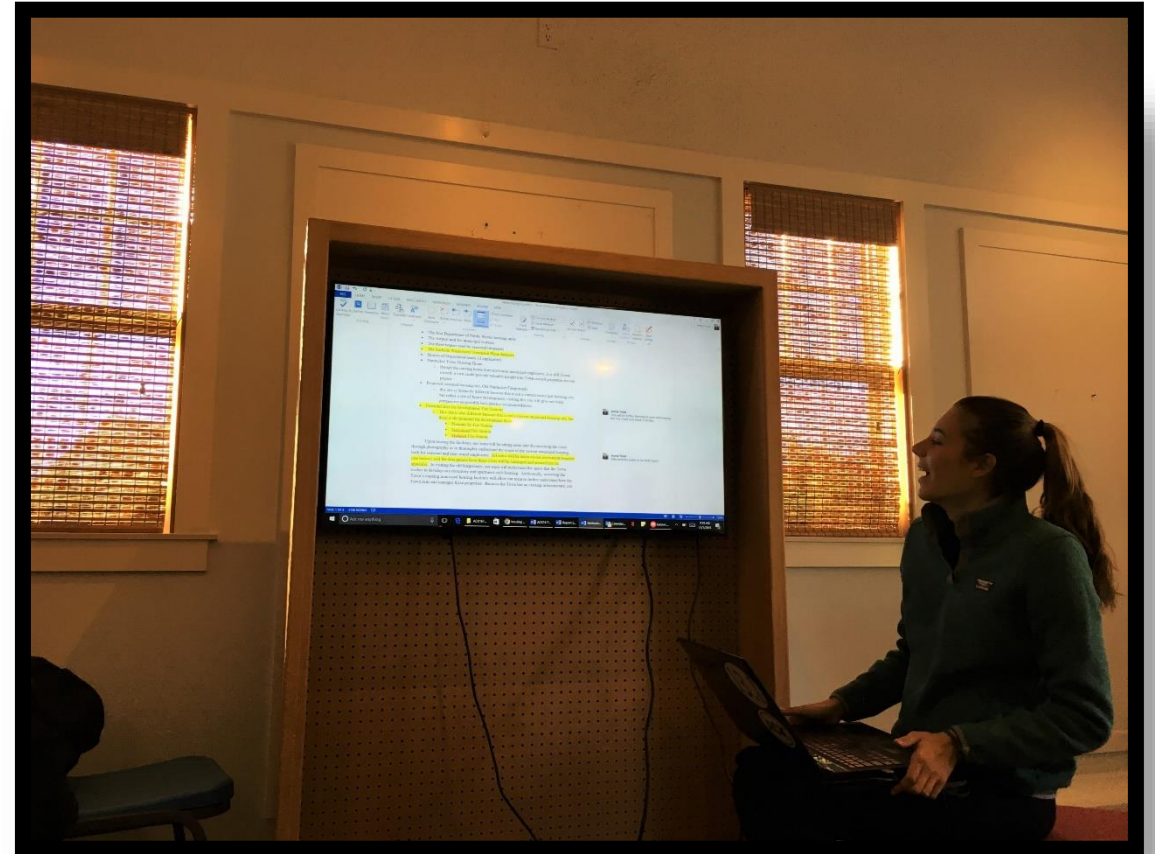
Surfside Wastewater Treatment Facility



# Conclusions



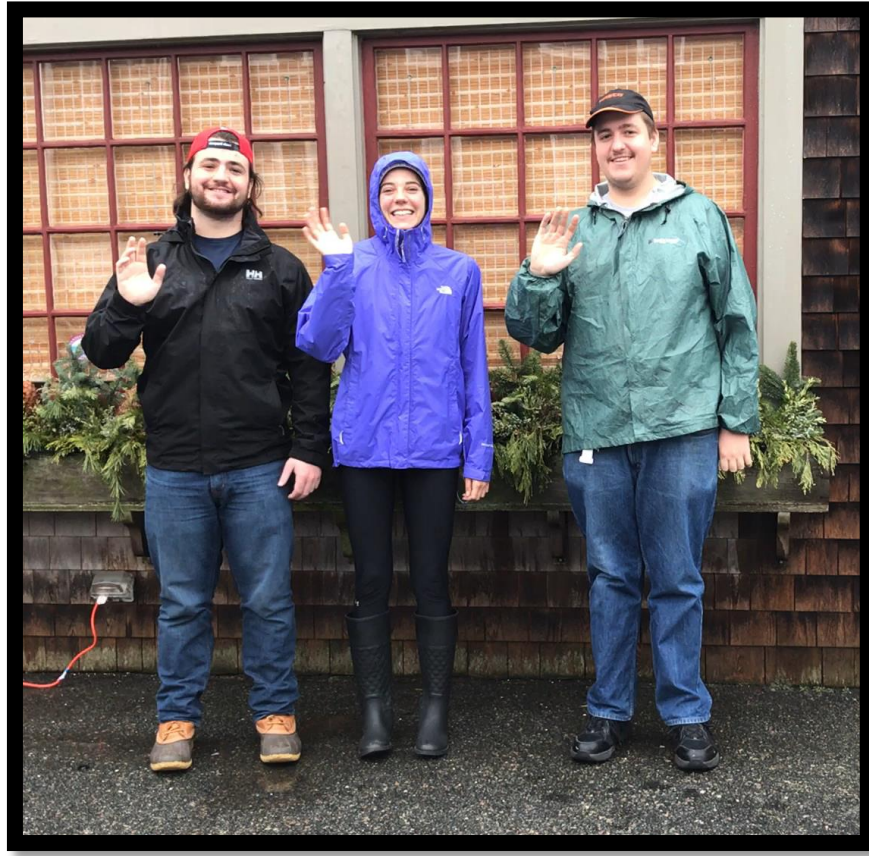
- Municipal workforce housing is a vital issue
- More housing needed for both seasonal and year-round employees
- Creation of a housing policy is necessary



# Questions?



Thank You



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All of our Interview Subjects