

Questionnaire for Businesses and Organizations (names removed)

What is your position within the business/ organization?	Generally, where do your employees/ members live?	How has housing impacted your employees/members?	Has housing been a challenge for hiring and retaining employees? If so, how?	What stories do you hear from your employees/members related to housing?	Is there anything else related to housing that you would like to share?	Any additional notes?
Recruiting Manager	on campus/Main Street. All UNH students.	Pricely - room pricing is protective	No - they provide parking to commuters	Apts are nice and well-located, parking is \$100/month + rent		
Food/Beverage Manager	Durham, Hampton, Rochester, Dover, Somersworth	Limits supply to university students	No. Tighter this year than in the past. Off-campus is tighter than on-campus.	Mid-summer is challenging	Real difficulties staffing during the summer.	
Manager	Strafford County, Newmarket, Middleton, Hampton, 4 students, Epping, Nottingham	Cannot locate housing, long commute	Yes	Constantly relocating	Walking up 108 from Newmarket	
Superintendent	In district and surrounding communities including southern Maine.	It is very difficult for ORCSD employees to find housing they can afford within the district due to cost an availability.	ORCSD is a destination district for educators due to it's excellent reputation. Too often new employees must find housing elsewhere.	It's the same story over and over, no affordable or available housing. Support staff nearly always live outside the district as do beginning teachers.	Housing costs drive salaries up. It's important to the school system to have employees in the district so that they are committed to the school system professionally and economically.	59 out of 218 teachers live within one of the three district towns
Manager	Surrounding towns, Maine, Massachusetts					
Executive Director	220 employees total. Mostly in outskirts of Durham area: Rochester, Somersworth, Maine, Exeter, Newmarket. Most were already living in those towns when they came on staff at RWD. Some commute 45-60 minutes. One exception is a new Director of Health services who is currently commuting from New London while looking to move closer.	Most seem satisfied; a few would like to live closer to work, the Oyster River schools would be attractive	Not usually the determining factor. RWD is aware of the idea of providing staff housing...	Traffic very heavy coming from the Dover direction, shortage of housing and difficulty finding it if needing to move, entry level staff earn \$15/hour so limited ability to afford housing. RWD has raised staff salaries significantly in the last year to be competitive in hiring and retention.	Only 10 staff of the 220 live in Durham; they were mostly long-time residents before joining RWD. Those people love living in Durham, and the connection with UNH. The general perception is that living in Durham is for wealthier people and is out of reach for most staff.	Willing to arrange opportunities for staff to be interviewed. It will be easier to fill out an online outreach form.
Pastor	Congregation, largely Durham, a few outside.	Congregation: most are long-time home-owners. About 5-6 are younger people who have had to live in 'Dover, Newmarket and even outside Manchester because of housing costs.	No	Younger people cannot afford to live in Durham. Newmarket is is a frequent choice.	He thinks that housing density belongs in the already-developed parts of town, conserving open space outside them. He moved to Durham two years ago. One of the major factors was that there is a rectory that provides housing. He wants to live in the same community as his congregation, but now with a child and single income, they had to have the rectory to afford to live in Durham.	
Owner/Manager	Durham	Family business...				
General Manager	University housing, Lee	Working to cover rent costs	Not recently			

Business Manager	2 in Madbury, 1 in Durham, 1 in Newmarket	Housing has not been an issue in her department. However, it has on the Welfare side. The Business Office helps people who need assistance with housing. There have been several people lately looking for help. They are being evicted or their rents go up and they can't afford to keep their apartment. There have been 4 or 5 people coming in this year (2023). Things get scooped up very quickly. People can be desperate when they come in. Some have been living in their car and have nowhere to go. They are much more likely to find something outside of Durham.	No	Nothing beyond the welfare side	No	
Police Chief	25 fulltime employees, including police officers, parking enforcement, and administrative assistants. Most live in Strafford County, a few in Rockingham County. One lives in Berwick, one lives in Manchester, one lives outside of Boston.	The situation has not impacted people being able to get to work. Nobody has mentioned housing being a factor in employment. Some younger officers have been interested in buying a house in Durham but then see that the prices here, along with the property taxes, put Durham out of reach.	It has not.	He doesn't hear much about this. Officers may find it more affordable in places like Nottingham, Barrington and Northwood. There are a few people in Dover, but they rent their homes.	That covers it.	
Public Works Director	Most live outside Durham. In Lee, Dover, Portsmouth, Madbury, Wakefield, Concord.	It can be hard for some people especially when they have to come in during a snow emergency. Housing in Durham is expensive and there is not much available. However, many people in Public Works want a larger property, they like having more land, like being on a farm, and having a place to keep their equipment. So they understand they will need to commute to their job here. If offered an affordable house with less land in Durham they would prefer to have more land and some commute.	There have been a few who ended up leaving or not accepting a job because housing was easier further in land than on the Seacoast. But it is a combination of things. Maybe the job was a better fit elsewhere also. On a scale of 1-10 with 10 meaning housing is a huge challenge and really affects hiring then we experience a 3 or 4.	People don't talk about it. They are generally okay with their own situation. Again, many like having some land and being in the woods.	One employee took the position and then had a hard time finding housing. There was not much available. It was difficult and took a while. But he did find an apartment in Newmarket which worked out fine. Rich commutes almost an hour from Bedford but that is his choice. As a manager he is able to use his commuting time effectively, taking care of work business on the phone.	
Chief	Officers generally don't want to live in the communities they work in	Admin positions are hard to fill because housing is too expensive in this area	Yes - some people have left for similar pay but for a shorter commute	it's just expensive		
Asst Vice President	All over the place. Gloucester, MA to southern Maine. Moving to Rochester/Dover. Lower pay staff share housing in Dover.	Area of concern - stops hiring who you want - small candidate pools	Yes on hiring. Retaining is a problem because of salary.	No temp/short term housing has been a problem	Can XXX connect with ADU owners?	
Co-executive Director	Two paid staff - rent in Dover	One experienced being unhoused this summer in between rentals. Another has struggled to purchase a house. We consistently receive communications from folks looking for housing.	The two staff are compromising their financial wellbeing in order to work here. If/when we choose to leave, the agency would need to shut down.	We are consistently navigating supporting students/individuals needing housing. International students, PhDs and postdocs, elderly.	Impact of Forest Park being taken away, income requirements and cost of applications, background checks, etc.	

Co-executive Director	Employees - apartments in Dover. Residents - in our business building.	Housing has had a large impact on our employees and all those whom we serve. It's one of the topmost important elements of survival and has affected most people we communicate with daily.	Yes. We're a small nonprofit with two parttime staff which have been hugely negatively affecting our ability to live locally, and thus the functionality of our organization.	Many folks we talk to daily have stories and/or urgent requests about at some point being unhoused, including our own employees at times.	UNH has NOT been accountable for housing their students, especially international graduate students, and they've NOT made up for the lack of Forest Park.	
Site Director	NOT in Durham nor the Oyster River School district	They cannot afford to live in the area.	no	Too expensive to live in the area.	no	
Town Administrator	Seacoast, Strafford County, quite a few from Maine, Dover, Rochester, Barrington, Lee	Most employees do not live in Durham	Housing has not been a challenge. More of a challenge with other towns paying more. We have lost police, firefighters to Dover, Portsmouth and private sector. (Occasionally Salem, Exeter, Concord.)	The topic does not come up.	Todd walked through Fitts Farm recently and observed how compatible it is with Durham, other than being age-restricted. Inviting, comfortable, attractive place to live.	
Community Manager	Dover, Somersworth, MA, and northern NH counties. None reside in Durham except for my student interns.	Current employees are unable to locate affordable housing in Durham and are being forced to commute from surrounding areas up to an hour away.	Yes. Longer commutes has contributed to quicker burnout and turnover. It has also been a deciding factor for potential employees that are not willing to make the commute and can't afford to relocate closer.	There is no affordable inventory in Durham and even employees that have relocated to surrounding areas are stretched thin due to an overall increase in cost of housing in the Seacoast.	The cost of living and housing has been an issue in attracting and retaining employees, especially when we require our on-call maintenance employees to live within a 30 minute radius of Durham. We have seen our bottom line increase due to having to increase salaries to remain competitive.	
Fire Chief	Now there are no firefighters who live in Durham. They live as far away as the White Mountains.	There are not many who live nearby. This can affect their participation outside of their normal business hours. We have call backs when there is a fire or an accident and it is difficult for people who live far away to return to Durham, or at least to do so in a timely manner, if they need to drive an hour.	During their most recent search for a Deputy Fire Chief, applicants said they were trying to figure out how they could afford to live in the area.	Everybody wants to earn a good wage and they want to live in a house with their family and with a yard. They cannot afford this in Durham or the surrounding area.		
Business Owner	Nearly half live within walking distance because they are students. Some others live in Durham and others commute from surrounding communities.	Not that he is aware of.	No.	Finding housing for students is tight and they need to research their options and secure apartments far ahead of time.		
Practice Manager	Rochester/Dover area	The cost of housing/rent locally impacts each employee. At least one has a second job.	The hiring pool is very small.	The challenge of making ends meet.	No	