Community Values

Authentic

Connected

Accountable

Bold

Town Council 5-year Goals:

- *Approach community challenges through active collaboration and public engagement.*
- *Accommodate growth in a way that maintains our rural feel.*
- *Enable people who live and work here to thrive.*
- *Retain the unique character and traditions of Crested Butte.*
- *De-emphasize cars and focus on walking, biking, and transit.*
- *Continue to passionately care for our natural surroundings and forever protect Red Lady.*
- *Act on the urgency of climate change and prepare for the changes we expect from it.*

Critical to our success is an engaged community and knowledgeable and experienced staff.

AGENDA
Town of Crested Butte
Regular Town Council Meeting
Town Council Chambers
507 Maroon Ave; Crested Butte, CO
Tuesday, February 17, 2026

Meeting information to connect remotely:
https://us02web.zoom.us/j/86915114684
Join via audio: +1 719 359 4580 US +1 669 444 9171 US +1 253 205 0468 US +1 689 278 1000 US +1 305 224 1968 US +1 309 205 3325 US +1 360 209 5623 US +1 386 347 5053 US +1 507 473 4847 US +1 564 217 2000 US +1 646 931 3860 US
Webinar ID: 869 1511 4684

Public comments may be submitted at any time to the entire Council via email at towncouncil@crestedbutte-co.gov.

The times are approximate. The meeting may move faster or slower than expected.

6:00 WORK SESSION

1) Parks, Recreation, Open Space and Trails (PROST) Draft Plan.
Staff Contact: Parks, Recreation, Open Space and Trails Director Janna Hansen

7:00 REGULAR TOWN COUNCIL MEETING CALLED TO ORDER BY MAYOR OR MAYOR PRO-TEM

7:02 APPROVAL OF AGENDA

7:03 CONSENT AGENDA

1) February 2, 2026 Regular Town Council Minutes.
Staff Contact: Town Clerk Lynelle Stanford
2) (First Reading) Ordinance No. 03, Series 2026 - An Ordinance of the Crested Butte Town Council Approving the Renewal Lease of a Portion of the Property at 601 Alke Ave. to West Elk Soccer Association.
Staff Contact: Public Works Director Shea Earley
3) (First Reading) Ordinance No. 04, Series 2026 - An Ordinance of the Crested Butte Town Council Authorizing the Sale of 816 Gothic Avenue, #3A, Crested Butte.
Staff Contact: Housing Director Erin Ganser
4) Public Art Commission Appointments.
Staff Contact: Community Development Director Mel Yemma
5) Fall 2025 Community Grant Recommendations.
Staff Contact: Interim Finance Director Rob Sweeney
The listing under Consent Agenda is a group of items to be acted on with a single motion. The Consent Agenda is designed to expedite Council business. Council members may request that an item be removed from Consent Agenda prior to the Council's vote. Items removed from the Consent Agenda will be considered under New Business.

7:05 PUBLIC COMMENT

The public has the opportunity to comment during the public comment period at the beginning of every regular Council meeting. At this time people may speak for up to five minutes on any topic that is not on the agenda. The Mayor may limit public comments to no more than three minutes if it appears there will be many comments on a similar topic. The public comment period is a time for the Council to listen to the people. Council generally should not engage in a two-way conversation at this time nor should the Council feel compelled to respond to the comments. If Council chooses to discuss, discussion will be at the end of the Council meeting under "Other Business to Come Before the Council."

7:10 STAFF UPDATES

7:15 LEGAL MATTERS

7:20 PRESENTATION

1) Marshals' Addition/Crank's Plaza 30% Design.
Staff Contact: Town Planner III Jessie Earley, Public Works Director Shea Earley, and Chief Marshal Mike Reily

7:30 PUBLIC HEARING

1) (Second Reading) Ordinance No. 02, Series 2026 - An Ordinance of the Crested Butte Town Council Amending Section 1-4-30 of the Crested Butte Municipal Code Regarding Application of General Penalty.
Staff Contact: Town Attorney Karl Hanlon

7:35 NEW BUSINESS

1) (First Reading) Ordinance No. 05, Series 2025 - An Ordinance of the Crested Butte Town Council Adopting the Colorado Wildfire Resiliency Code as Chapter 18, Article 6.5 of the Crested Butte Municipal Code.
Staff Contact: Building Inspector Astrid Matison

7:45 2) 2024 Gunnison Valley Housing Needs Assessment - Local Government Review.
Staff Contact: Housing Director Erin Ganser

8:05 3) Single Use Plastic Reduction Policies for Special Events Discussion.
Staff Contact: Sustainability Coordinator Dannah Leeman Gore

8:25 4) Discussion Regarding Policy for Special Events.
Staff Contact: Town Clerk Lynelle Stanford

8:45 **COUNCIL REPORTS AND COMMITTEE UPDATES**

8:50 **OTHER BUSINESS TO COME BEFORE THE COUNCIL**

8:55 **DISCUSSION OF SCHEDULING FUTURE WORK SESSION TOPICS AND COUNCIL MEETING SCHEDULE**

- Monday, March 2, 2026 - 5:00PM Joint Work Session with BOZAR - 7:00PM Regular Council
- Monday, March 9, 2026 - Long-Term Financial Planning Work Session - 6:00PM to 8:00PM
- Monday, March 16, 2026 - 6:00PM Work Session - 7:00PM Regular Council
- Monday, April 6, 2026 - 6:00PM Work Session - 7:00PM Regular Council

9:00 **ADJOURNMENT**

Staff Report
02/17/26

To: Mayor and Town Council

Prepared By: Janna Hansen - Parks, Recreation, Open Space & Trails Director

Thru: Dara MacDonald, Town Manager

Subject: Work Session: PROST Draft Plan & Cost Recovery Philosophy

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Summary: We will focus on two primary objectives during the work session:

1. Feedback on Cost Recovery Philosophy
2. Feedback on draft Action Items

Previous Council Action:

11/17/25 Work Session: Reviewed draft success measures and draft open space definition, values, and strategies

What we heard from Council:

- Make the success measures more specific and nest them within each division in the Plan
- Focus on the "why" with Success Measures (e.g. Why do we need these specific services in town? Why is the Town uniquely positioned to provide these services vs. another entity?).
- Council agreed with the definition, values, and strategies presented for Open Space and wished to emphasize the desire to prioritize funding and efforts close to town in ways that will connect to our existing opens space and trails system.

Background:

Our guiding goal statement for this plan is to:

Optimize the Town's parks, recreation, open space, and trail (PROST) resources to better meet the community's needs, and support community health while being responsible stewards of the environment and actively partnering to support the growing demands of the broader region.

Our three primary focus areas for this plan are:

1. *Balancing demand with capacity and financial sustainability without losing our authenticity*
2. *Clarifying the Town's role and strengthening partnerships*
3. *Improving connectivity and access while protecting natural areas and ecosystems*

Plan Process:

What we have done so far:

- Plans Review (local and regional adjacent planning efforts)
- Level of Service Analysis
- Challenge and Opportunity Statements
- SWOT Analysis
- Community Engagement Events
- Park Concept Designs
- Trail Connectivity and Town as Trailhead Concepts
- Open Space Definition, Values, and Strategies
- Success Measures

What we're currently working on:

- Draft Cost Recovery Philosophy
- Draft Parks Decision-Making Framework
- Draft Plan Input

Discussion:

I. **Draft Cost Recovery Model:**

Please Review Attachment: PROST Cost Recovery Model

Since the reorganization of PROST funds starting with the 2024 budget, the Recreation Fund has achieved an overall average cost recovery of 27.62% when accounting for both direct and administrative indirect costs. Historically we have achieved a cost recovery of 130% when accounting for direct program costs only. The following numbers account for all administrative indirect costs including full-time and part-time staff, benefits, software expenses, advertising, professional development, office supplies, and professional memberships. This does not include facility-related indirect costs like utilities and property insurance, or capital recovery costs. Further analysis of facility-specific indirect costs, and the development of a Parks Capital Replacement Plan will be required during the Cost Recovery implementation process to identify those additional expenses.

	2024	2025	2026
Program Revenue	69,919	72,141	73,200
Costs	239,125	276,647	289,335
Cost Recovery	29.24%	26.08%	25.30%

Indirect costs such as ball-field striping, mowing, and irrigation necessary to maintain fields for outdoor recreation programs such as soccer, baseball, and softball are currently covered by the 0.5% Parks, Rec, & Trails sales tax. These services benefit multiple programs and uses including use by the general public and use by our program partners renting the space such as WESA and CBCS (no charge per our IGA). These indirect expenses are not attributed to any specific program.

Questions for Council

- Is there a target cost recovery goal that Council would like to see for the Recreation Fund? Currently the General Fund supports the Recreation Fund covering about 72% of costs for an annual average of about $196,000.
- Does Council agree with the tiered Pyramid approach to cost recovery for the PROST department?
- Does Council have other general comments or concerns regarding the Cost Recovery Model?

II. **Draft Action Items**

Please Review Attachment: PROST Draft Plan – Action Items pg. 14-39

The Action Items are organized by division and include success measures by division. These Action Items are a result of robust community outreach during our planning effort and have been reviewed by the PROST Plan Advisory Committee and key staff. It is important to remember that this is a 10-year plan and Action Items will be prioritized by Council based upon staff recommendations with upcoming items placed on the 5-year capital plan. Each Action Item will go through a robust individual planning process including community outreach, stakeholder engagement, design, engineering, grant writing, and funding identification prior to construction.

Questions for Council

- Are there any red flags you see for any of the proposed Action Items?
- Is there anything missing that you would like to add?
- What changes need to be made to the Draft Plan before being released to the public for review?

Next Steps:

- 3/2-3/23 Draft Plan and survey circulated to the community and stakeholders
- 4/6 Council Presentation: Draft Parks Decision-Making Framework, survey results, and anticipated changes to the Plan
- 5/4 Council adoption of the Plan

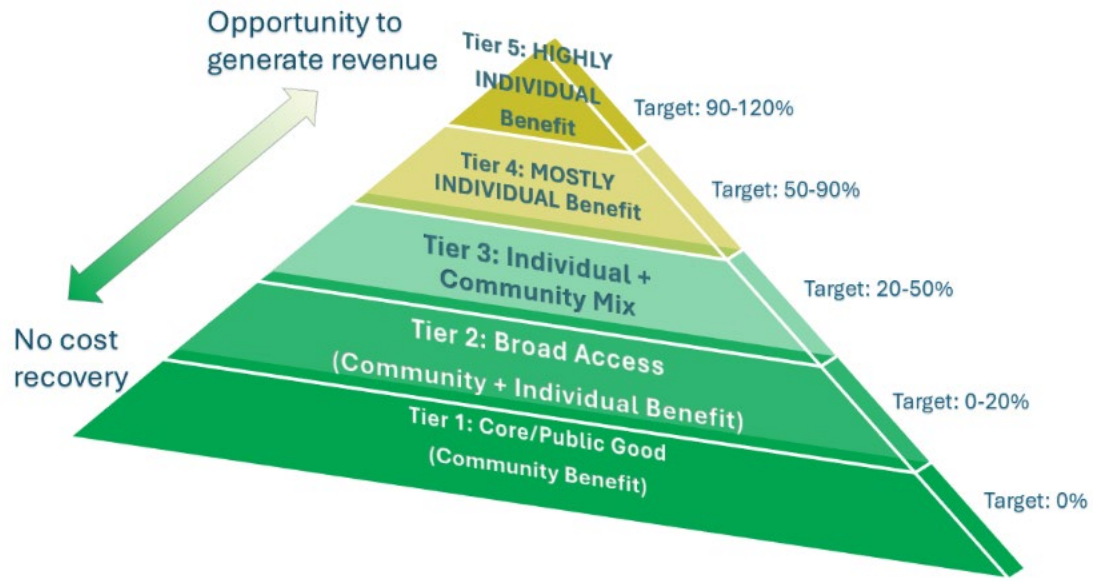
PROST Cost Recovery Model

PROST COST RECOVERY PHILOSOPHY

The PROST Department sets fees using a transparent, equitable cost-recovery model that reflects Crested Butte's values, community priorities, and small-mountain-town realities. Guided by the Community Compass, PROST balances fiscal accountability with broad access by aligning subsidy levels to community benefit: programs and spaces that strengthen connection, health, and shared public life are intentionally subsidized, while services that provide greater individual benefit or exclusivity recover a higher share of their full cost. Fees are established using a nationally recognized cost-recovery pyramid, informed by local partnerships, regional market conditions, annual cost-of-service assessments, and Town Council's XX% target cost recovery goal for the Recreation Fund. Fees are reviewed annually to ensure they remain fair, defensible, and responsive and aligned with the Town's financial goals. PROST works collaboratively with CBCS, nonprofits, and partners to minimize competition and maximize community impact, while prioritizing access for historically underserved groups through targeted subsidies and scholarships. This approach ensures PROST remains financially sustainable, authentically CB, accountable to taxpayers, and bold in its commitment to serving both today's community and future generations.

COST RECOVERY PYRAMID STRATEGY: ORGANIZING SERVICES

A five-level cost recovery pyramid model is the industry standard for parks and recreation services nationwide. This model places each recreation program/service into tiers based upon community benefit vs. individual benefit. The National Recreation and Park Association (NRPA) pairs cost recovery with equity by utilizing a tiered service model, where specialized programs (high cost) subsidize essential, low-cost community services. This approach ensures financial sustainability without creating financial barriers for vulnerable populations, aligning with the "Benefits Principle" (who benefits pays) while protecting access for those with limited ability to pay. We have adopted a PROST-specific tiered pyramid model that includes our unique programs, services, and community priorities.



<u>Tier 1 - Community Benefit: Core/Public Benefit Services</u>
Cost recovery target: 0% (fully subsidized)
At the base of the pyramid, Tier 1 programs and services have universal access and benefit for the community. This is the foundation of PROST services. Examples include access to parks, playgrounds, open space, trails, and community events such as Town Picnic. These programs and services are free to the community. Tier 1 services enhance community health and livability and have minimal obstacles to participation.

<u>Tier 2 - Community + Individual Benefit: Broad Access Community Benefit Services</u>
Cost recovery target: 0-20% (highly subsidized)
The next level of the pyramid contains programs and services that benefit mainly the community but also individuals. These programs and services benefit a broad range of users and promote physical and mental well-being, foster community connection, and may also serve other vital community functions such as childcare and senior programming. While it does vary, these programs typically require less staff time to implement than our higher-tier programs. Examples include beginner youth recreation programs like 5U soccer, adult drop-in programs like pickleball and basketball, and high community benefit partner programs like Munchkin Music.

<u>Tier 3 - Individual + Community Benefit: Shared Benefit</u>
Cost recovery target: 20-50% (moderately subsidized)
Tier 3 is a step up the ladder toward more individual benefit while still providing critical community services. Examples of Tier 3 services and programs include youth sports programs that play in leagues such as baseball, or those that require more specialized instruction and/or equipment such as indoor rock climbing and gymnastics. Adult softball

and facility use by our local partner non-profit recreation service providers such as WESA and WEHA, and facility rentals for the community that provide a *"3rd space" type of service such as Jerry's Gym birthday parties fall into Tier 3.

** A third space is a social environment, distinct from the home ("first place") and workplace/school ("second place"), where people gather, connect, and foster community.*

Tier 4 - Mostly Individual Benefit: Specialized Services
Cost recovery target: 50-90% (slightly subsidized)
Programs and services in Tier 4 shift to those that primarily benefit individuals by providing specialized or highly individual instruction using Town facilities. Examples of Tier 4 programs and services include advanced adult lessons such as tennis and facility use by outside organizations for youth sports camps such as Challenger Sports Soccer Camp.

Tier 5 - Highly Individual Benefit: Exclusive & Enterprise Market-Based Services
Cost recovery target: 90 - 120%
Tier 5 programs and services provide an opportunity to generate net revenue and benefit specific groups or individuals. Examples include facility rentals to private groups such as weddings at the Depot or Town Ranch, private instruction such as tennis lessons, and facility rentals for revenue-generating special events by 3rd parties.

SCHOLARSHIPS

While not heavily utilized currently, PROST will continue to provide a needs-based scholarship program funded by an annual adult softball or youth baseball tournament. Scholarships could also be funded through donations and other fundraising opportunities. Recipients receive up to 50% reduction in program fees. Information about our scholarship program can be found on every program page on our website. PROST will track scholarship usage and set an annual budget for scholarships if possible.

FEE SETTING APPROACH & CONSIDERATIONS

The PROST Department establishes fees through an annual, data-informed review process that balances financial sustainability, equitable access, and community priorities. As part of the budget development process, staff evaluate the full cost of service, cost recovery performance, market conditions, and participant feedback to ensure fees remain fair, transparent, and aligned with adopted policy goals. Using the community benefit versus individual benefit cost-recovery pyramid, PROST sets fees that reflect both the value of services provided and the Town's commitment to health, connection, and inclusion. Town Council establishes specific facility fees through adoption of the annual Fee Schedule. This approach allows the Department to reinvest in priority programs, responsibly manage public resources, and maintain long-term service quality.

Considerations When Setting Fees

When establishing or adjusting fees, PROST considers the following factors when placing programs and services within the Cost Recovery Pyramid:

- **Community Benefit and Public Value**
  The degree to which a program or facility supports community health, connection, and shared benefit versus individual or exclusive use.
- **Cost of Service**
  Total direct and indirect costs, and consistency in calculation methods year over year.
- **Market Conditions and Demand**
  Comparison with regional and peer communities, local supply and demand, and participant price sensitivity.
- **Program Lifecycle and Performance**
  Whether a program is new, established, growing, or declining.
- **Equity, Access, and Priority Populations**Impacts on youth, seniors, low-income households, people with disabilities, and historically excluded groups, including the availability of scholarships and subsidies.
- **Age-Based and Health Prioritization**
  Alignment with community priorities for youth development, senior services, and wellness promotion.
- **Staffing and Administrative Capacity**
  Level of staff time, expertise, and operational support required to deliver the program.
- **Revenue Optimization and Reinvestment**
  Opportunities to align fees with what the market will bear, avoid underpricing, and reinvest surplus revenue in lower-recovery priority programs.
- **Phased Implementation and Affordability**
  Use of gradual increases to meet target recovery rates, typically limited to 10% annually for community-level programs, and phased adjustments over multiple years when needed.
- **Data, Monitoring, and Accountability**
  Ongoing tracking of participation, cost per participant, scholarship use, facility utilization, and impacts of fee changes.

- **Governance and Policy Alignment**
  Alignment with Town Council cost recovery goals for the Department, alignment with our IGA providing free access to facilities for CBCS, maintaining our 0.5% sales tax allocation to the Parks Fund to cover indirect facilities costs, and supporting the Recreation division with General Fund monies to cover the cost of programs and services which the Town subsidizes.
- **Partnership and Community Commitments**
  Adherence to agreements with CBCS and partner organizations and continued support for staff benefits and community partnerships.
- **Town of CB Staff Benefits**
  Honoring the Town of Crested Butte staff discount of 50% off all program registration and facility rental fees to foster a collective team culture of being valued and appreciated.

COST COMPONENTS

Operational revenues and expenses for the Recreation division are tracked in isolation within the PROST fund. Operational and capital expenses for the Town's parks are contained within the Parks division of the PROST fund, along with revenues from the 0.5% sales and use tax and from facility rentals.

Direct Costs - The costs directly attributed to providing a specific service. Direct costs include instructor time, uniforms, program-specific equipment, and anything directly related to providing the service. These types of costs have been carefully tracked in the recreation division for many years.

Indirect (overhead) Costs - Costs incurred across the division that are not directly attributed to a specific service but benefit the division as a whole. Indirect costs include marketing expenses, software, and administrative staff that support a variety of services or programs. Indirect costs such as utilities and maintenance like resurfacing of the gym floor may also be associated with a specific facility such as Big Mine Ice Arena or Jerry's Gym when considering facility rental fees. Upon completion of a Parks Capital Replacement Plan, Council may consider including capital recovery costs when setting fees for facility rentals. An allocation method (e.g., percent of personnel or cost-per-hour) is a good approach to calculating indirect costs.

COST CALCULATIONS

Unit Cost: The unit cost is the cost of service per participant or per hour of facility use and is calculated by:
Unit cost = (Direct costs + Allocated share of Indirect costs) / expected attendance, team count, etc.

Fee Setting Formula
Base fee = Unit cost × Target cost recovery % for that program's Pyramid tier

IMPLEMENTATION STEPS

- **Inventory & Tiering Workshop** - Map every existing program, class, and rental into a Pyramid tier.
- **Costing Exercise** - Capture direct & indirect costs for a 12-month baseline then create a PROST department cost template. Work with Finance to determine actual expenses for operations and maintenance of parks and facilities including utilities and facility specific maintenance, to inform an hourly fee rate for indirect costs.
- **Set Recovery Targets** - Adopt Pyramid bands, revenue targets, and a scholarship policy.
- **Model Fees** - Calculate fees program-by-program using the Fee Setting Formula. Produce a draft fee schedule.
- **Community Input** – Present a draft to Council and conduct an online survey including tier justification and fee setting considerations to gauge community alignment.
- **Adopt & Publish** – Finalize the Cost Recovery Policy and place on the Council agenda for adoption.
- **Annual review** – Run costing and recovery calculations annually and adjust for inflation, wage changes, utility/capital costs, etc.

EXAMPLE CALCULATIONS & FEES

Below are illustrative numbers which may be used as templates when running actual cost calculations:

Assumptions (example programs/rentals)

- Youth Soccer: Total direct & indirect cost = **$9,000**, expected enrollment **64** → unit cost $141

- Jerry's Gym Birthday Party Rental: Town facility fully burdened hourly cost = **$100/hr**.
  Adult Softball: Total direct and indirect cost = **$8,000**, expected team count **16** → unit cost $500/team

Recovery targets (example tiers)

- Youth Soccer → **Tier 2** (Community + Individual Benefit) → **20% target**
- Jerry's Gym Birthday Party Rental → **Tier 3** (Individual + Community Benefit) → **50% target**
- Adult softball → **Tier 3** (Individual + Community Benefit) → **50% target**

Fee formulas example (Fee = unit cost × target recovery))

- Youth Soccer: $141 × 20% = $28.20 → **Recommended fee = $28 (round to $25 - $30)**
- Jerry's Gym Birthday Party Rental: $100 × 50% = $50 → **Recommended fee = $50/hr.**
- Adult Softball: $500 × 50% = $250 → **Recommended fee = $250/team**



CRESTED BUTTE, COLORADO
A National Historic District

Crested Butte Parks | Recreation Open Space | Trails Plan



Executive Summary

OVERVIEW

We last adopted a PROST Plan in 2010, and since then our community, population, and recreation system have grown substantially in size, complexity, and demand. This Plan is needed to address growing capacity and facility challenges, improve efficiency and access, and guide future investments over the next decade in alignment with the Community Compass values.



Totem Pole Park, Lydia Stern

PLAN GOAL

Optimize the Town's parks, recreation, open space, and trail (PROST) resources to better meet the community's needs, and support community health while being responsible stewards of the environment and actively partnering to support the growing demands of the broader region.

Key Focus Areas for the Future

The big three challenges and opportunities that the Town is trying to tackle in this plan are:

1. Balancing Demand with Capacity and Financial Sustainability
2. Clarifying the Town's Role and Strengthening Partnerships
3. Improving Connectivity and Access While Protecting Natural Areas

How we will Measure Success

This Plan establishes four key objectives with measurable outcomes:

- Focus Town Resources Where Unique Value Can Be Provided
- Leverage Strong Partnerships to Provide Services Throughout the Region
- Prioritize Creative Multi-Use of PROST Spaces
- Financial Sustainability

PLAN PRIORITIES

Parks

1. Preserve existing Town Ranch / Tommy V Park uses while upgrading facilities to support daily community recreation and better utilize existing park space.
2. Develop the underutilized western portion of Big Mine Park to provide passive park space, trails, and low-impact recreation areas.
3. Develop a multi-purpose Park at Pyramid Ave./Sled Hill to meet the needs of the growing neighborhood.
4. Activate underutilized Town land for passive recreation and placemaking.
5. Address ongoing capital needs with an emphasis on financial sustainability, maintenance, and staffing impacts

Recreation

1. Improve and utilize existing public facilities for indoor recreation where possible & collaborate with regional partners
2. Reduce recreation program waitlists
3. Support nonprofit and private program providers
4. Adopt and implement a cost recovery model and fee structure

Open Space

1. Improve the systems with which the PROST department acquires, stewards, and makes decisions about Open Space properties

Trails

1. Develop the "Town as a Trailhead"
2. Establish the Perimeter Trail
3. Integrate public art and wayfinding into trails and the public realm
4. Leverage trails partnerships



Plan Outcome

This Plan will guide the PROST Department's work over the next 10 years, serving as a living workplan that sets clear priorities and actions. While it establishes an important starting point, implementation will include ongoing opportunities for public input as projects move through community outreach, stakeholder engagement, design and engineering, grant writing, and construction. The Town of Crested Butte will continue to rely on the expertise and perspectives of its partners, engaging them throughout the life of the Plan to ensure thoughtful, well-informed outcomes.

ACKNOWLEDGMENTS

This plan was developed through much collaboration and feedback from elected officials, volunteers, community members, and Town staff.

Town Council

- Ian Billick, Mayor
- Mallika Magner, Mayor Pro Tem
- John O'Neal
- Anna Fenerty
- Beth Goldstone
- Gabi Prochaska
- Kent Cowherd
- Kate Guibert

Town Staff

- Dara MacDonald, Town Manager
- Janna Hansen, PROST Director
- Joey Carpenter, PROST Supervisor
- Mel Yemma, Community Development Director
- Shea Earley, Public Works Director
- Jack Morgan, Parks Manager

Advisory Committee Members

- Mike Eaton, Community Representative
- Kent Cowherd, Town Council Representative
- Nick Catmur, STOR & National Forest Foundation
- Derrick Nehrenberg, MetRec
- Jake Jones, Crested Butte Land Trust

Consultant Team

- Scott Robson
- Gabby Voeller
- Dillon McBride
- Noelle Gignoux
- Tess Tanner
- Dayton Crites
- David Nicholas

Photo Credit

- Lydia Stern
- Nolan Blunck
- Robby Lloyd

Thank you to our community members who participated in this process through surveys, in-person engagement, and focus group conversations!

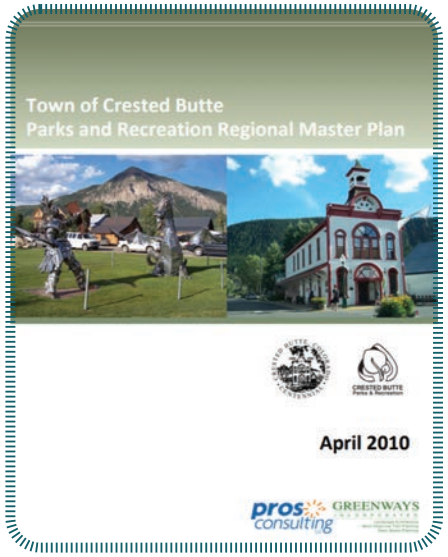
Introduction



WHY THIS PLAN, WHY NOW?

2010 Parks, Recreation, Open Space, & Trails Plan

The last Parks, Recreation, Open Space, and Trails Plan for Crested Butte was adopted in 2010. The Plan included a comprehensive assessment of recreational assets and programs, a needs analysis, public input, regional impact analysis, and strategic implementation plan. The Plan included implementation guidelines, funding and revenue strategies, a capital development plan, and an implementation and action plan. For the past 15 years PROST staff has "worked the plan," using the tools provided to strategically guide decision-making, capital improvement projects, and program offerings.



How has Crested Butte Changed since 2010?

Many things have changed in Crested Butte over the last 15 years. These changes inevitably influence the Towns' Parks, Recreation, Open Space, and Trails priorities and needs. Several specific changes and the ways that the influence both challenges and opportunities for the Town are discussed in more detail in the "Challenge & Opportunity" section of this plan. A few large-scale changes are:

- 25% increase in enrollment at the Created Butte Community School (CBCS) since 2010
- 66% of units built in town since 2015 are deed restricted
- 90 new deed-restricted community housing units built in town since 2015

WHAT HAS BEEN ACCOMPLISHED SINCE 2010?

A lot has been done in 15 years! Many of the following accomplishments were identified in the 2010 PROST plan. Here are a few highlights:

Parks

Ice Arena Roof 2011

Tennis Court Renovation 2015

McCormick Ditch Project 2015

Big Mine Park Master Plan 2015

0.5% Sales Tax for Parks/Rec/Trails 2015

100 Block Elk Ave Bricks 2018

Bike Park 2019, 2022, 2024

Town Park Playground 2019

Henderson Park Renovation 2021

Hockey Changing Rooms 2021

Slate River Boat Launch 2021

Gothic Field Raw Water 2021

Big Bellies 2022

Rec Path Bridge River Access 2022

Big Mine Skatepark 2023

Big Mine Bathrooms 2023

Nordic Outpost 2024

Totem Pole Renovation 2024/25

Trails

Baxter Gulch Trail 2012

Cowell Ditch Trail 2012

Lupine Trail 2012

Boardwalk Trail 2013

Rec Path Paving 2015

Slate River Trail 2021

Mogul Storage Trail 2022

Mineral Point Trail 2025

Woodswalk Connection from Old Kebler

Deli Trail Easements and Improvements

Open Space

Kochevar II Acquisition 2011

Coralhouse CE 2013

Kochevar I & II Acquisition 2013

Avalanche Park Pine Beetle 2019 & 2021

Kikel III Acquisition 2021

Slate River Public Access Easement 2021

Niccoli CE 2021

Kikel B CE 2022

Hermanson CE 2022

Kikel A Acquisition 2022

Town Ranch Water Attenuation 2023

Mt. Emmons CE 2024

Kochevar III Acquisition 2024

Schutt CE 2024

Red Lady Open Space Fire Mitigation 2024

Cement Creek Ranch CE 2025

Long Lake CE 2025

Pristine Point CE 2025

NOTE: This will be formatted into a graphic timeline for the final document

Crested Butte PROST as a Regional Partner

The Town of Crested Butte plays an active and central role in regional recreation through ongoing participation in regional planning efforts, partnerships with local recreation providers, and close coordination with a wide range of public, nonprofit, and private organizations. Town staff regularly work alongside numerous partners to align facilities, programming, stewardship, and investments across organizations, positioning the Town to provide core infrastructure, coordination, and community-serving spaces that support a broader regional recreation system. This role is inherently symbiotic: while many programs are delivered by partners, they rely on Town-managed facilities and support for program delivery, and conversely, the Town relied on partners such as CBCS and the Adaptive Sports Center for indoor programming space that the Town lacks. Ongoing coordination with public, private, non-profit organizations, and regional partners will continue to be an important component of delivering the actions outlined in this plan. This plan identifies areas where the Town is uniquely positioned to act, and where coordinated, collaborative efforts with other partners will be necessary.

Relationship with the Community Compass and other plans

Guided by the Community Compass, this Plan translates Crested Butte's shared values into actionable items. Rooted in being authentic, connected, accountable, and bold, the PROST Plan helps ensure the Town's parks, programs, trails, and open spaces support the broader Town of Crested Butte strategic plan goals of enabling people who live and work here to thrive, passionately caring for our natural surroundings, and retaining the unique character and traditions of Crested Butte.

This plan does not stand alone. It is intentionally integrated with the Town's other Compass initiatives, including Transportation Mobility, Climate Action, Historic Preservation, and the Community Plan, recognizing that recreation, access, affordability, climate resilience, and preservation are deeply connected. Together, these efforts help guide how Crested Butte grows, adapts, and cares for the people and places that define community life.

Timeline of Engagement

Over the course of this planning effort, the PROST department and project team provided several community engagement opportunities. Community members, stakeholders, and partners who participated in these efforts directly informed this Plan.

- June 6 | Visioning survey at the Town Picnic
- June 23 | Public engagement at the Alpenglow summer concert
- June 23, 24, 26, July 1, 8 | Focus Group conversations with community and regional stakeholders representing a wide range of Parks, Recreation, Open Space, Trails stakeholders, coaches, participants, non-profit organizations, and champions.
- July Stakeholder Survey | This survey supplemented the in-person stakeholder conversations held in late June 2025. Seven stakeholder representatives responded, outlining organizational priorities, PROST challenges and opportunities, and plan goals.
- October 1 | The PROST Department and Chamber of Commerce, supported by SE Group, hosted the "Pumpkins & Portraits" public engagement event at Town Ranch.
- Presented at 5 Town Council meetings
- Held 5 PROST Plan Advisory Committee meetings

NOTE: This will be formatted into a graphic timeline for the final document

Challenges & Opportunities



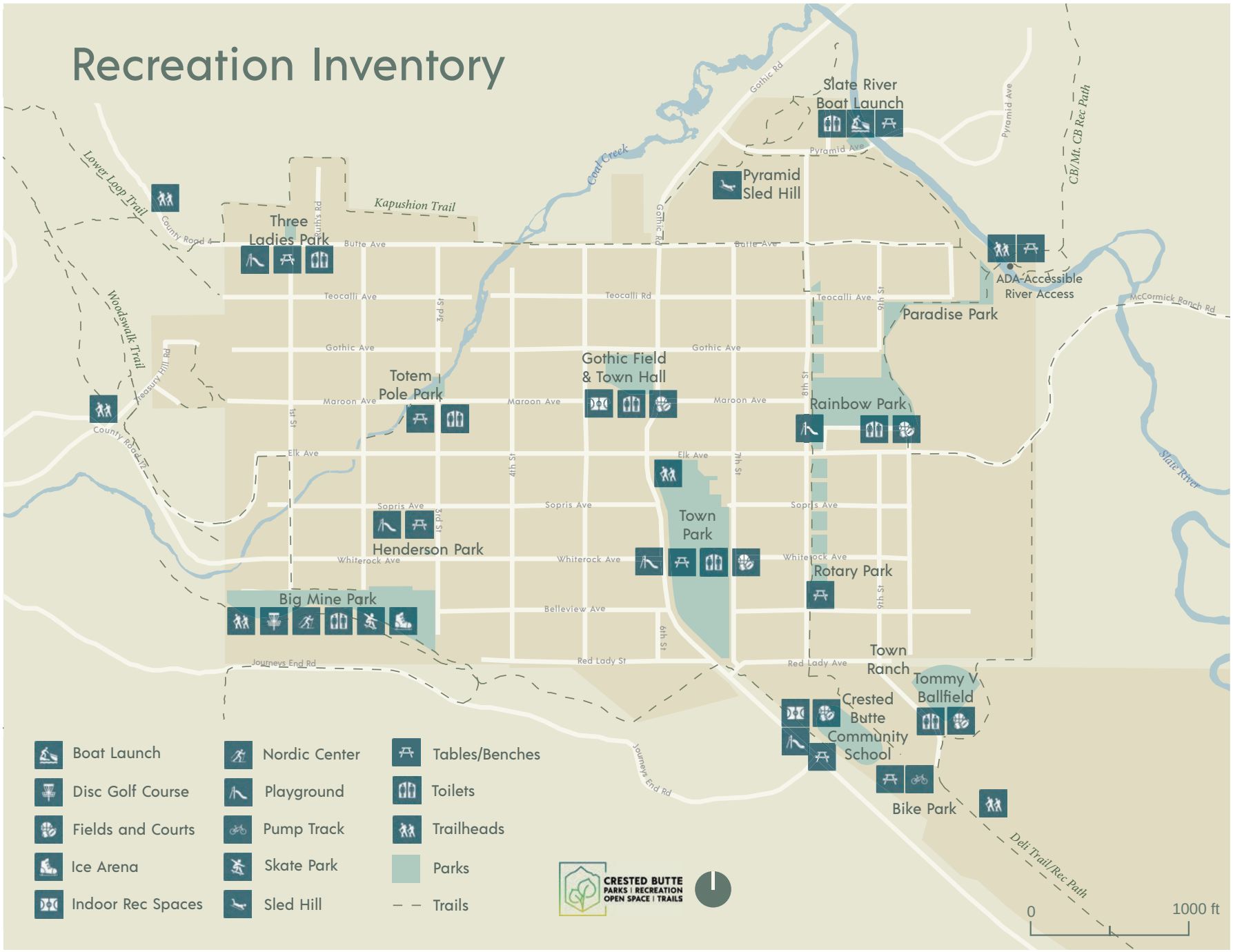
UNDERSTANDING WHERE WE ARE TODAY

The Town of Crested Butte PROST Department operates with eight full-time staff and up to 50 seasonal employees within an adopted 2025 budget of $1.45 million. While serving a town population of 1,600 residents, the department's true service area extends across the North Valley to approximately 5,000 year-round residents, surging to over 10,000 during peak seasons.

Despite its lean budget and staff size compared to peer mountain communities, PROST manages an impressive breadth of community assets. The department oversees three major parks (Town Park, Rainbow Park, Big Mine Park), four pocket parks, over 100 youth and adult recreation programs annually, a network of recreation trails, the seasonal ice rink, multiple ballfields, specialized facilities including a bike park and skate park, and various open space parcels.

Photo Credit: Lydia Stern

Recreation Inventory



OUR CURRENT LEVEL OF SERVICE

The Level of Service (LOS) assessment completed through this planning process reveals both strengths and challenges in how PROST serves the community. Below is an overview of where Crested Butte excels, and where department resources are stretched. The full Level of Service Assessment is provided in Appendix X.

Where We Excel

- With 14.68 acres of parkland per 1,000 Town residents, Crested Butte exceeds the national average of 12.6 acres per 1,000 residents for communities under 20,000
- 100% of Town residents live within a 10-minute walk of a park or recreation facility, far exceeding NRPA standards
- The Town manages above-average numbers of key facilities including parks, ballfields, basketball courts, playgrounds, restrooms, tennis courts, and our unique sledding hill and skate park
- Recreation programming offers at least 60 different youth classes and 45 adult programs across 17 different sports

Where We're Stretched

- Approximately 50% of recreation programs have waitlists, particularly for indoor youth programs like basketball, gymnastics, soccer, and climbing
- Key facilities are aging and showing signs of wear
- The department's cost recovery rate of 12.5% is below the 31% average for small communities
- Lack of public senior center space, teen space, indoor fitness equipment, swimming facilities, regulation-size basketball courts, or indoor running track in the North Valley



Pyramid Sledding Hill



Pitsker Ball Field



Jerry's Gym Wall Damage



Youth Soccer, Robby Lloyd

THREE KEY FOCUS AREAS FOR OUR FUTURE

As we grow, we face real challenges and exciting opportunities. Together, we can make smart choices that reflect who we are and what we value as a community. Here are three key focus areas grounded in the values and planning process of the Community Compass.

1. Balancing Demand with Capacity and Financial Sustainability Without Losing Our Authenticity

The Challenge We Face

Our current assessment reveals the strain on PROST resources. With 50% of recreation programs experiencing waitlists and aging facilities operating beyond their designed capacity, we've reached critical thresholds. Jerry's Gym, the only publicly accessible indoor recreation facility in the North Valley, is 100 years old and has numerous structural issues. Rainbow Park playground is nearing the end of its useful life and many components have needed to be replaced over recent years. Big Mine Warming House has drainage issues and insufficient space for its level of use. The open-air ice arena lacks refrigeration, limiting high school team use and season length.

Meanwhile, operating costs run high at $39,000 per managed acre compared to the national median of $9,512, reflecting both the intensity of use and the challenges of maintaining facilities in a mountain environment. With only 23.5 acres of usable parkland serving a regional population of 5,000 to 10,000, and cost recovery below peer communities at 12.5%, we face difficult decisions about prioritization and sustainability.

Rising user expectations and increased demand may challenge the authenticity that defines us. We have limited opportunities for new PROST amenities within Town boundaries, and upgrades are costly. We must ensure long-term financial sustainability while maintaining the character and accessibility that make Crested Butte special.

The Opportunity Before Us

PROST is ready to rise to the challenge of increased demand by wisely allocating our resources in town and thoughtfully engaging in community and regional partnerships. This means prioritizing funding, staffing, and maintenance, optimizing existing assets before building new ones, keeping the community engaged throughout the creative process, and factoring in operations, maintenance, and replacement costs into every capital decision.



Big Mine Ice Arena



Rainbow Park Playground



Jerry's Gym

2. Clarifying the Town's Role and Strengthening Partnerships

The Challenge We Face:

The LOS assessment highlights how Crested Butte functions as the de facto regional recreation hub, serving a population three times larger than our Town boundaries. This dynamic has evolved organically over decades as neighboring jurisdictions have limited park and recreation prioritization or funding. CB South lacks funding for $7-9 million in improvements needed, Mt. Crested Butte offers minimal recreation facilities, and Gunnison County provides limited programming and facilities. The Town is the only governmental entity that provides programming in the North Valley. Recent residential development proposals may increase the North Valley population substantially over the next decade.

This creates an unclear service model where Town resources are stretched to meet regional demand without formal intergovernmental agreements, nor shared financial responsibility among governmental agencies. Our current budget of $1.45 million and eight full-time staff manages over 100 annual programs, 23.5 acres of parks, multiple specialized facilities, and regional trail connections. The 50% waitlist rate for programs and aging facilities demonstrates that we've exceeded what our resources can sustainably provide alone.

Without clearly defined roles, we risk overextending Town resources while not fully leveraging the potential strength of our governmental partnerships and regional relationships. We need clarity on what services, facilities, and programs the Town is uniquely positioned to provide versus what is better championed by regional partners and non-profit program providers.

The Opportunity Before Us:

We can celebrate community with spaces that are authentic to us and work for everyone when we invest in what brings people together. This means prioritizing collaborative efforts to meet community needs and building on the strong partnership foundation that already exists with organizations like CBMBA, WESA, WEHA, School of Dance, Devo, and CB Nordic.



Crested Butte Devo, Nolan Blunck



Crested Butte Nordic Alley Loop, Nolan Blunck



Little League Practice, Nolan Blunck

3. Improving Connectivity and Access While Protecting Natural Areas and Ecosystems

The Challenge We Face:

Our LOS assessment reveals gaps in connectivity despite excellent proximity to recreation resources. While 100% of Town residents live within a 10-minute walk of a park, the quality and safety of those connections vary significantly. Sidewalks exist along only a handful of routes, with inconsistent pavement conditions creating tripping hazards. The critical corridor between the Community School and Big Mine Park lacks sidewalks or bike lanes despite heavy use. Pedestrian walkways along Coal Creek aren't accessible and face maintenance challenges. Key trail connections like Baxter Gulch have dangerous access points.

Meanwhile, we hold significant open space parcels without a comprehensive stewardship strategy to ensure conservation values are maintained. As land prices rise and development pressures increase, we need clear priorities for where and how to balance trail connectivity, park access, and ecosystem protection. The Town's dedicated Real Estate Transfer Tax (RETT) funding provides opportunity, but we lack a climate-resilient vision for maximizing its impact.

Regional trailheads are congested, impacts of overuse are growing, and given the Town's proximity to vast trail networks, we're not optimized as the natural central trailhead we could be. Expanding trail connectivity and park access can conflict with protecting natural areas and ecosystems without thoughtful planning.

The Opportunity Before Us:

By improving trail connections, we can build a truly car-free system that links Crested Butte's community hubs to each other and our surrounding trail network. Key sidewalk connections, wayfinding, and a perimeter trail can keep people moving and connected. We can create a clear, shared vision for open space by setting priorities, using our RETT funding wisely, aiming to maintain public access, biodiversity, and ecosystem services in the face of a changing climate, and working with partners to protect what makes Crested Butte special.



Crested Butte Rec Path



Lupine MTB Trail, Nolan Blunck



Town Ranch Elk Herd, Nolan Blunck

Action Plan



WHERE THE RUBBER MEETS THE ROAD (OR SINGLETRACK)

This Action Plan is an important starting point for the PROST Department, and implementation of the following priorities and actions will include ongoing opportunities for public input over the next decade as projects move through community outreach, stakeholder engagement, design and engineering, grant writing, contracting, and construction. The Town of Crested Butte will continue to rely on the expertise and perspectives of its partners, engaging them throughout the life of the Plan to ensure thoughtful, well-informed outcomes.

Photo Credit: Nolan Blunck

WHAT DOES SUCCESS LOOK LIKE?

Following the Community Compass decision-making framework, these success measures were generated by identifying how the community's values relate to PROST's challenges and our Plan goals.

Authentic

Being Authentic means this Town's vibe is diverse, modest, and quirky.

To be authentic, the Town may need to consider prioritizing recreation opportunities for residents while welcoming visitors with facilities that balance rough edges with safety to feel modest and accessible rather than exclusive.

Bold

Being Bold means we are not afraid to experiment or be the first to try something.

To be bold, the Town may need to consider experimental, unconventional multi-use public spaces that haven't been tried before or may change with the seasons.

Connected

Being Connected means residents don't need a car to live here and visitors don't need a car to travel here.

To be connected, the Town may need to consider making streets, trails, and public spaces safe and inviting for neighbors to gather and connect.

Accountable

Being Accountable means living in Crested Butte is accessible to those who work locally.

To be accountable, the Town may need to consider being fiscally, environmentally, and socially responsible in the management of parks, recreation, open space, and trails so these amenities can benefit the community without overextending resources.

Being Accountable also means we continue to reduce development impacts on our natural environment.

To be accountable, the Town may need to consider being thoughtful about how we prioritize future open space and conserved lands to ensure that our natural environment remains intact for future generations

To be successful, the Town will...

Optimize the Town's parks, recreation, open space, and trail (PROST) resources to better meet the community's needs, and support community health while being responsible stewards of the environment and actively partnering to support the growing demands of the broader region.

To do so, the Town will:

- Focus Town resources where unique value can be provided
- Leverage strong partnerships to provide services throughout the region
- Prioritize the creative multi-use of PROST spaces
- Ensure financial sustainability

Specific metrics to measure success are outlined for each PROST department and listed in each Action Plan section below.

Our Key Partners

PROST relies upon a wide variety of local and regional partners to help meet the diverse and considerable need for recreation and cultural programming and spaces, open space conservation and stewardship, and construction and maintenance of our many trails. Realizing the actions identified in the plan will require continued partnership and support from our key partners. Throughout the Action Plan, icons identify which groups of partners the Town will collaborate with on each priority. An extensive list of our regional partners at the time this plan was written can be found in Appendix X.

Recreation Program Providers

These partners play a critical role in meeting the community need for recreational programming. They provide adult and youth programs and spaces for critical program delivery. These partners may use Town owned indoor recreation space, and Town parks to facilitate programming, and we may use spaces they own to deliver our programming. Examples of key Recreation Program Providers are West Elk Soccer Association, CB Devo, and Crested Butte Community School.

Arts and Cultural Program Providers

Partners in this category provide a variety of arts and cultural programs and may use Town Hall, or Town Parks to hold their programs. Examples of key Arts and Cultural Program Providers are the Center for the Arts, Munchkin Music, and The Trailhead Children's Musem.

Trail-Based Partners

This includes both summer and winter trails partners who use, develop, and maintain the trails in and around Crested Butte, such as CB Nordic, CBMBA, Sustainable Tourism and Outdoor Recreation (STOR) Committee, Adaptive Sports Center, and others.

Open Space Partners

These partners are connected to the acquisition and stewardship of open space and include key partners such as the Crested Butte Land Trust and the Colorado State Forest Service.

Event Coordinators

The Town of Crested Butte is fortunate to hold a wide variety of events that serve a local, regional, and national audience. Many events are held in Town Parks. Partners include: Aplenglow Events, Belleview Weddings and Events, Crested Butte Events, Lucky Penny Events.

Community Partners

These community partners build the fabric of our community by providing a broad range of engagement opportunities with diverse offerings from community gardening to wildflower hikes and substance abuse prevention for our youth.

Municipal Partners

This includes regional municipalities and governing organizations in the north valley such as MetRec, Gunnison County, Mt. Crested Butte, and CB South POA.

The icons for these partners will be added to each priority in the next draft

PARKS

Parks are a highly visible and extremely well-used asset managed by PROST that benefit both residents and visitors to Crested Butte and are a particular point of pride for locals. While the community ranks well nationally from a parks-per-capita standpoint, the modest 23.5 acres of "usable" parks in town and the amenities within, are often challenged to accommodate the capacity and diversity of needs in the community, particularly during peak outdoor-use seasons. Given the Town's small size and geographic constraints, the guiding strategy is to enhance existing parks and underutilized Town owned land, rather than focusing on expansion, by upgrading and diversifying the amenities in each public space. This includes the addition of public art in more park spaces throughout the community.

Through such actions, PROST can create a more diverse tapestry of usable park space for Crested Butte residents and visitors without costly new land acquisition or impacts to land earmarked for other community priorities, such as housing or open space. This strategy will be particularly important as the existing regional base of 5,000 residents is expected to grow significantly over the next decade, and town budgets become more constrained. Additionally, the strategy has particular focus on serving the growing school-aged population which has increased at the Community School by 25% over the past 15 years since the 2010 PROST Master Plan was adopted.



Henderson Park, Crested Butte


Crested Butte Skate Park

Success for Parks will look like:

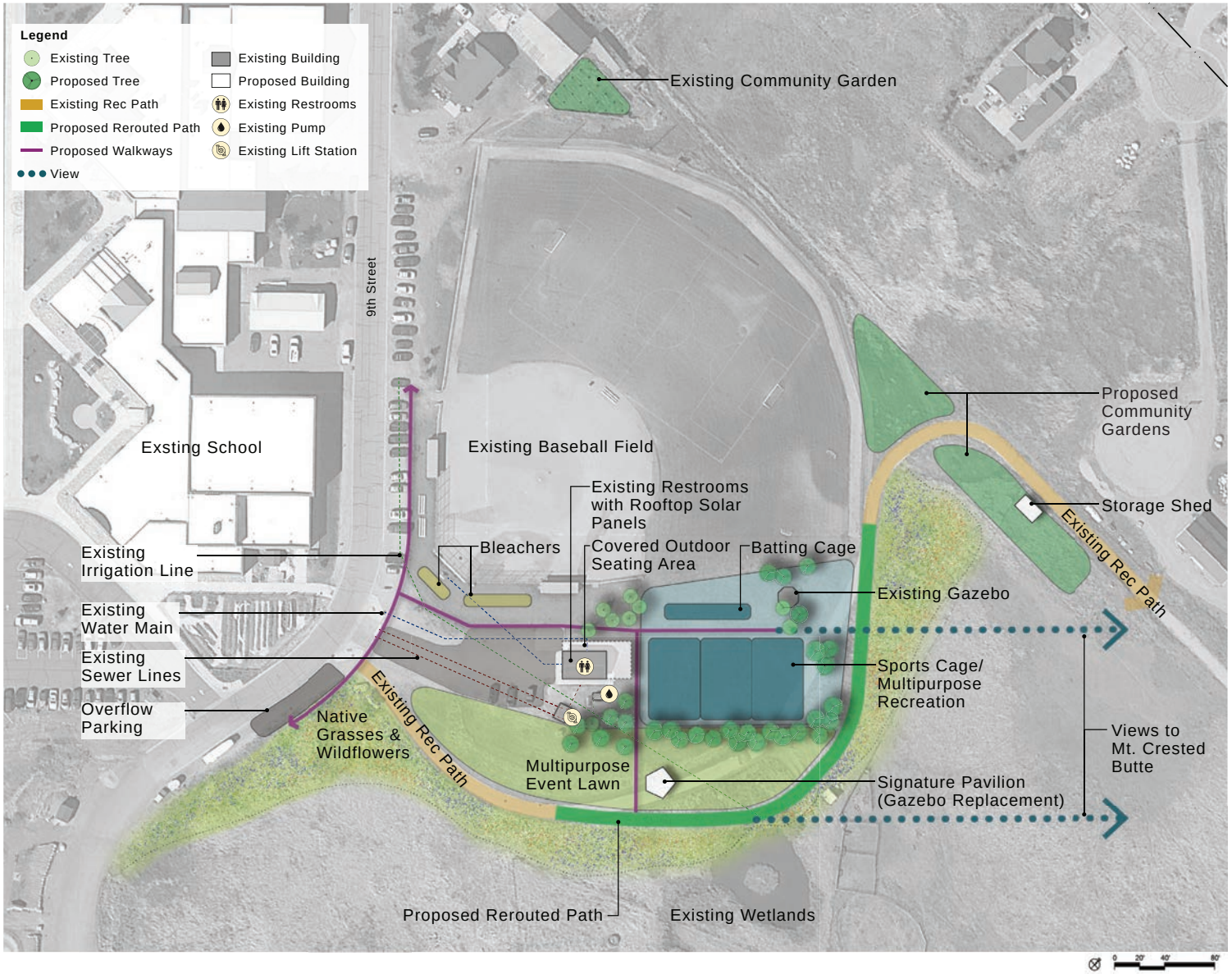
Focus Town resources where unique value can be provided: Intentionally directing limited resources toward parks and facilities where clear, unique community and regional value are provided, while avoiding overextension that compromises quality, safety, or character. Success will be reflected in our ability to preserve Crested Butte's creative, "rough-edged" identity through durable, artistic design that meets safety and accessibility standards.

Leverage strong partnerships to provide services throughout the region: Using strategic partnerships to equitably share the responsibility for providing parks and facilities that the Town is not positioned to provide on our own. Success will be measured by our ability to provide collaborative support to regional partners in the development of amenities outside of Town boundaries. Success will also be measured by our ability to create equitable access across competing uses for Town parks supported by transparent scheduling practices and community feedback.

Prioritize the creative multi-use of PROST spaces: Increased and effective use of centrally located, accessible, multi-use Town facilities that support a diverse range of programs and community needs across seasons, particularly those that would be cost-prohibitive for individual organizations to deliver independently.

Ensure financial sustainability: Optimizing use of existing PROST facilities before pursuing new development and prioritizing renovations and modest, high-impact projects that are aligned with identified needs and the Community Compass values. Success will be reflected by the adoption and ongoing use of a capital replacement plan for parks that includes impacts to operations as well as capital replacement that will help ensure capital investments do not create unfunded future obligations.

Parks Priority #1: Preserve existing Town Ranch / Tommy V Park uses while upgrading facilities to support daily community recreation and better utilize existing park space.



Concepts were brought to October Engagement Events, and revised based on Community feedback.

Action A: Replace existing gazebo with a signature pavilion

This new signature pavilion should be designed with a consistent Crested Butte "mountain aesthetic" and create a gathering and shade space that locals and sports teams can use informally. An improved design and increased size will additionally enhance the Towns' ability to generate positive revenue through rental of the pavilion to private parties such as weddings or large family gatherings.



Example Signature Pavilion

Action B: Develop fenced sports courts

Develop fenced sports courts to diversify the types of enclosed courts available in the community with multi-use spaces that provide for a variety of uses and could include soccer, pickleball, basketball, and paddle sports. The precise number of courts will be determined based on spatial constraints.

Action C: Relocate existing community gardens

The existing community gardens are located in Town right-of-way to the northwest of the Tommy V Ballfield and should be relocated to dedicated Parks space northeast of the ballfield (right field) to provide a viable long-term location for the gardens while also creating additional space for local food production, individual garden plots, and more proximate access to shade, gathering spaces, and public restrooms. A design could be developed in collaboration with the nonprofit organization, Mountain Roots, and current community garden citizen managers to ensure that all garden needs such as fencing, irrigation, and management practices will work for the gardening community.

Action D: Add ballfield supportive infrastructure

1. Add a batting cage with a pitching machine to the south of the ballfield to be used by youth softball, baseball, and adult softball league participants.
2. Add bleachers behind the backstop of the ballfield for spectators.

Action E: Improve park entrance and usability

3. Redistribute current parking to a zone outside of the usable park area, including parallel parking along the road to the Bike Park.
4. Expand covered outdoor seating options near the existing restrooms.
5. Enhance multi-use lawn area with grading, seeding, and mowing for a larger usable space.

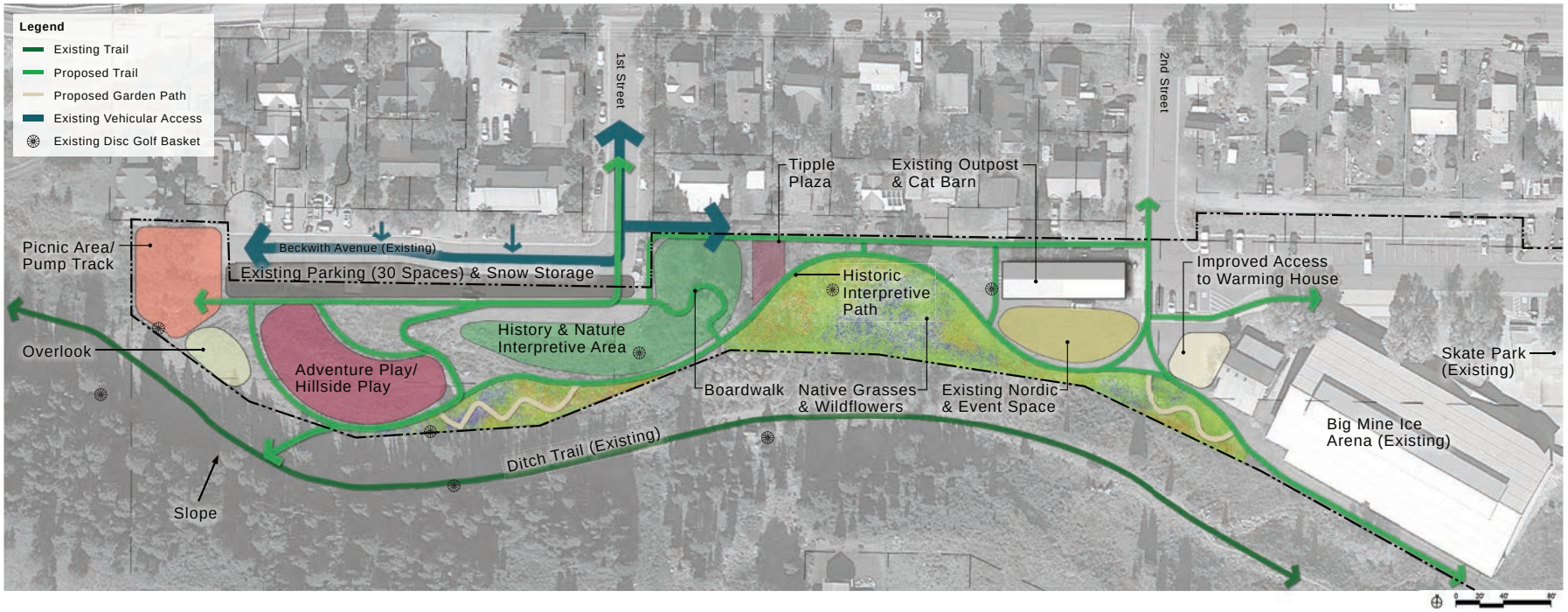
Action F: Enhance Rec Path and Perimeter Trail connectivity

Ensure that the connections to the Rec Path and Perimeter Trail are seamless and convenient, especially to the Boardwalk to the north, and to the Bike Park and Community School to the south. The updates to this park may require adjusting the Rec Path alignment further to the east to allow for additional recreation amenity development such as the sports cages and pavilion.



Example Community Gardens

Parks Priority #2: Develop the underutilized western portion of Big Mine Park to provide passive park space, trails, and low-impact recreation areas.



Concepts were brought to October Engagement Events, and revised based on Community feedback.

Action A: Improve Disc Golf Course

Community engagement and stakeholder feedback revealed that the Disc Golf Course at Big Mine Park is well loved by users but considered to be poor quality amongst the disc golf community. Further, there is no formal map of the course which can lead to confusion and frustration for visitors and novices. Near-term improvements include improved basic access to the course and the creation of a map for the Disc Golf Course that can be available on the Town's website and physically at Big Mine Park. The PROST team will work with partners to understand long-term improvements needed to improve the user experience of the Disc Golf Course at Big Mine Park.

Action B: Develop an interconnected trail system

Develop a more established system of trails throughout the park that provide access to recreation areas and the existing Ditch Trail (a segment of the larger Perimeter Trail). These trails should be designed with accessible widths and grades to support almost any user. Upgrading the Ditch Trail with an improved trail surface will also support the Perimeter Trail initiative by closing an existing but small gap in system.

Action C: Develop bike pump track and short track course

Design and develop a bike pump track and short track course in collaboration with CB Devo and CBMBA that can accommodate both informal use and organized short track competitions.

Action D: Improve wayfinding and signage

Develop consistent wayfinding and signage to improve user access and experience of Big Mine Park, making it easy and convenient to move throughout the park and connect to neighboring trails and recreation areas. This may be part of a larger wayfinding and signage initiative for a variety of Crested Butte parks and trails to create uniform signage while still preserving the unique identity of each park and recreation asset. Include interpretive signage about the Big Mine and Crested Butte's rich mining history.

Action E: Develop an adventure/nature play area

Design and develop an adventure/nature play space for young children to experience more active play at Big Mine. This play area could reference elements of Crested Butte's mining history and incorporate public art that honors our mining heritage.



Example Adventure Play



Example Adventure Play

Action F: Propagate native grasses and wildflower seeding

Use native grasses and wildflower seeding in key areas throughout the Park to reduce invasive plants and reinforce Crested Butte's status as the Wildflower Capital of Colorado.

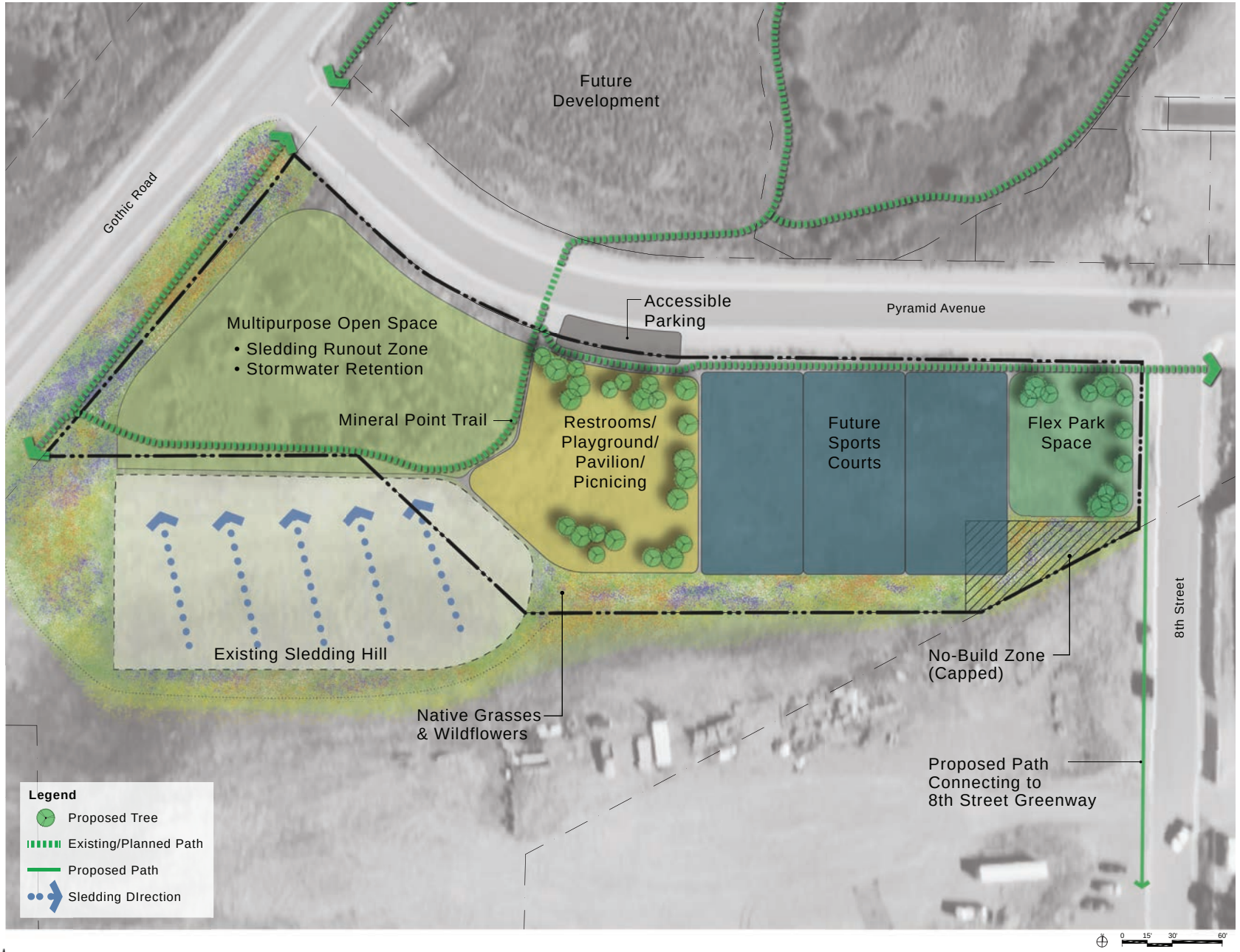
Action G: Develop a "Tipple Plaza" shade structure

Design and develop a small plaza and pavilion/shade structure to provide sheltered space for picnics and small gatherings. The design should hearken back to the form and materials of the historic Tipple, and the location should be aligned with the historic Big Mine Tipple structure.



Historic Tipple Plaza

Parks Priority #3: Develop a multi-purpose Park at Pyramid Ave./Sled Hill to meet the needs of the growing neighborhood.



Concepts were brought to October Engagement Events, and revised based on Community feedback.

Action A: Maintain existing sledding hill and develop supportive amenities

The existing sledding hill offers a critical non-skiing winter activity for the community and visitors. Continue to maintain the sledding area and "run-out" zone in a safe manner free of obstacles, and provide supporting amenities such as year-round restroom facilities and gathering areas.

Action B: Develop a public playground, restrooms, and pavilion

1. Develop a public playground intended for younger children, aged 2-5, to provide play spaces that will be proximate to future high density community housing. Ensure year-round usability of facilities where possible and a creative playground and pavilion design unique to Crested Butte.
2. Develop public restrooms on the southwest corner of 8th and Pyramid for proximate access to existing utilities. Restrooms should be accessible to all users of recreation amenities along Pyramid Ave. including the Slate River Boat Launch, Pyramid Sled Hill, Mineral Point Trail, and future playground, pavilion, and sport courts.
3. Build a small pavilion/shade structure that can be used year-round to accommodate the playground and Sled Hill.

Action C: Consider dedicated space for future sports courts

Consider dedicating space for the development of future sports courts to replace park space that may be lost with the redevelopment of the 4-Way area. This area is not dedicated parks space and there may be competing community uses for this space.

Action D: Native landscaping and flex park space

Use native grasses and wildflower seeding in key areas throughout the Park to eliminate the need for irrigation or tie into the raw water line at the north side of the intersection of 8th and Pyramid Ave. Plant and initially irrigate trees around the playground and pavilion. The "Flex" park space should eventually be developed to accommodate uses that could range from a picnic area to a fenced dog park or an open green space for the neighborhood depending on future needs.



Example Playground



Native landscaping

Parks Priority #4: Activate underutilized town land for passive recreation and placemaking

Action A: Expand access to Coal Creek and new pocket parks

Public access to Coal Creek is currently limited to only Totem Pole Park and various informal access points. Developing small pocket parks adjacent to the creek on underutilized Town-owned land, along with safe access points to the creek within Town right-of-way, would provide new small gathering spaces for residents along with a greater community connection to this natural resource. Opportunities that were also identified in the Transportation Mobility Plan for enhanced pedestrian and bike connectivity across town include the Teocalli Ave. right-of-way, Gothic Ave. right-of-way, the Elk Ave. and 1st Street parking lot, and the 1st Street and Sopris Ave. right-of-way. These spaces could include pedestrian bridges, stone seating, and other natural elements to create gathering and play spaces along the Creek. A robust community outreach effort to understand the potential neighborhood impacts should be included in the planning process.

Action B: Repair and Enhance Riverwalk along Coal Creek

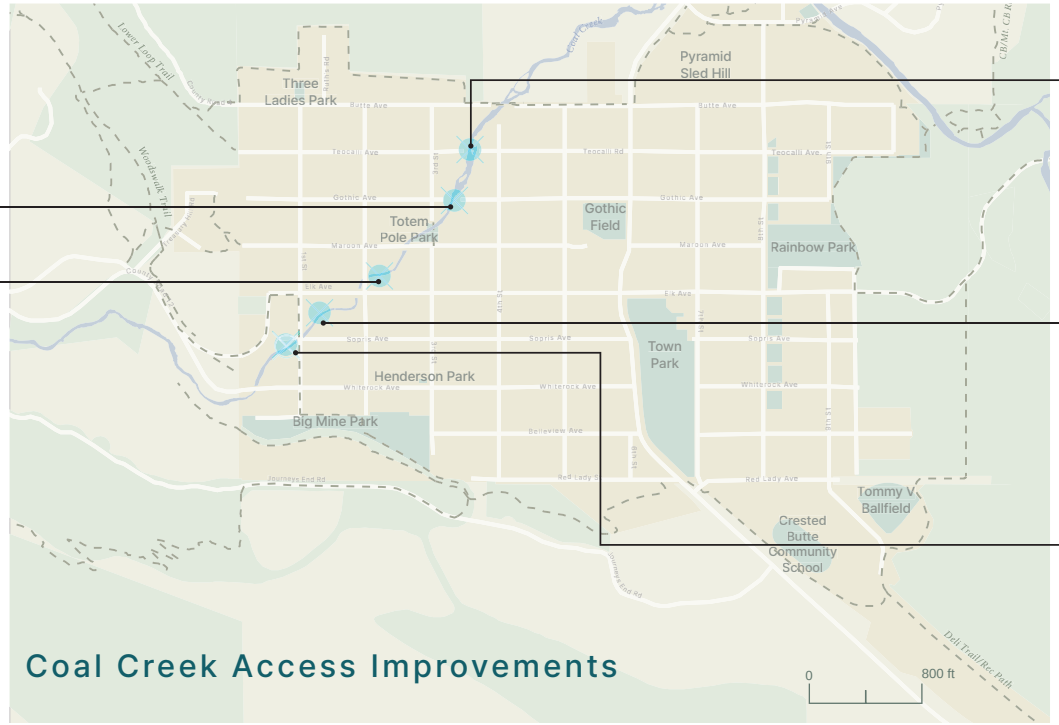
The Riverwalk surface in the downtown core could be enhanced and made accessible for all users, along with a renovation to the existing gabion baskets and stepped access to the creek bed. These enhancements would improve snow management, provide safer pedestrian and bicycle circulation, and create a more inviting and creative feel to the zone. While the area's tight footprint will require a detailed feasibility study and careful engineering, the concept represents an exciting step toward a more connected and accessible corridor that celebrates and highlights Coal Creek in town.

Potential Access

Gothic ROW



River Walk Expansion



Coal Creek Access Improvements

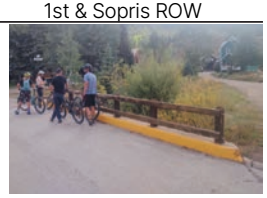
Teocali ROW



Elk/1st Public Parking



1st & Sopris ROW



Action C: Develop passive summer recreation opportunities along the 8th Street Greenway

While serving as critical snow storage space during winter months, the 8th Street Greenway from Elk Ave. to Teocalli Ave. could be enhanced for residents to utilize during warm-season months through the addition of removable and modest activation features. Such features could include formalizing small soft-surface activity nodes with removable shade structures, temporary bike features for children, play zones, or removable benches. At 8 acres in size, the 8th Street Greenway would represent up to a 35% increase to the 23.5 acres of usable park land in Crested Butte if enhanced for use in warm months. Native grasses, and low-water wildflower varietals could accompany temporary warm weather activation to enhance the natural feel of the space.



Trails Skills Feature



8th Street Snow Storage

Action D: Heat the Pitsker restrooms at Town Park

The current bathrooms at Town Park are not heated which creates ongoing management challenges and unnecessary costs even during warm months. With freezing temperatures occurring every month in Crested Butte, frozen pipes regularly are in need of repair in the restrooms which necessitates the rental of portable toilets which are costly, unpleasant to use by most, and often smell. Town Park is the most heavily utilized park in town by locals and visitors, and heated, year-round bathrooms are a critical amenity in this location.

Parks Priority #5: Address ongoing capital needs with an emphasis on financial sustainability, maintenance, and staffing impacts

Action A: Complete the items currently identified on the 5-Year Capital Plan including:

1. Three Ladies Park Renovation
2. Town Park Hammock Replacement
3. Big Mine Dasher Board Replacement
4. Rainbow Playground Renovation

Action B: Develop a capital replacement plan for Parks

Develop a capital replacement plan and schedule for park amenities and equipment to help define usable life and associated future budget impacts.

Action C: Propose a recreation impact fee for new developments in unincorporated Gunnison County located north of Round Mountain

Collaborate with Gunnison County through the Corridor Planning process to implement an impact fee assessed to new developments to help fund parks, recreational programming, trails, and trailhead infrastructure.

RECREATION - FACILITIES & PROGRAMS

The diverse recreation programs offered by PROST are utilized primarily by local and regional patrons and less so by out-of-town visitors. Programming is at the heart of PROST's benefit to the community and is a critical community health resource for youth, adults, and seniors. In reflecting on the relative Level of Service of recreation programs in Crested Butte, programming is generally above the national average for small communities in North America due to PROST's historic emphasis on programming for youth and adults, and the considerable number of 3rd party partners such as WESA, School of Dance, WEHA, and CB Nordic which offer a broad range of programs . The number of PROST partners helping deliver recreation programming in the community is well above both regional and national averages and significantly reduces the budgetary impact on PROST that would be required if those programs were managed by town government.

However, when analyzing the Level of Service for indoor recreation facilities in Crested Butte, the total size of space, age, and quality of facilities are all below national averages for a small community. Additional indoor recreation space emerged as a major need for the community but there is a recognition that the Town has limited budget and physical space available for adding new indoor recreation facilities. Therefore, the guiding strategy for recreation facilities should be focused on enhancing and expanding existing indoor spaces. This strategy would repurpose select Town-owned spaces and partner with Met Rec and surrounding jurisdictions to find regional space and funding for indoor facilities outside the town limits of Crested Butte.

By using this guiding strategy, PROST can effectively meet the demand of the growing community's recreation needs by creating additional year-round options through expansion and renovation without adding costly new buildings. This strategy will be particularly important as the existing regional population continues to grow and municipal budgets face more pressure.



Crested Butte Tennis Courts

Success for Recreation will look like...

Focus Town Resources Where Unique Value Can Be Provided: Strategically allocating resources to recreation facilities and programs where we provide unique value by filling gaps that are not met by private providers or regional partners. Success metrics include increasing year-round access to high-demand programs, reducing waitlists for youth and adult indoor recreation, becoming more fiscally sound through adherence to our cost recovery model and controlling facilities expenses, and addressing underserved populations such as tweens, teens, and seniors.

Leverage Strong Partnerships to Provide Services Throughout the Region: Clearly define and sustain our role as a convener, provider, and partner in community recreation without overextending Town resources. This includes documented clarity in roles and responsibilities between the Town and partner organizations reflected in formal agreements, shared use policies, and coordinated programming calendars.

Prioritize Creative Multi-Use of PROST Spaces: Maximizing year-round use and community benefit from PROST facilities through creative, flexible programming, and multi-use design. Metrics include increasing capacity without compromising our ability to operate and maintain spaces such as Jerry's Gym and Big Mine Ice Arena through facility renovation, seasonal multi-sport and cross-program opportunities, and reducing waitlists for high-demand programs by optimizing scheduling and shared-use partnerships.

Financial Sustainability: Implementing a formal cost recovery model that balances access, equity, and long-term fiscal health that will be utilized annually for fee-setting that meets the Town's financial goals.

Recreation Priority #1: Improve and utilize existing public facilities for indoor recreation were possible & collaborate with regional partners

Action A: Upgrade Jerry's Gym

1. Renovate/Rehabilitate Jerry's Gym - Implement current upgrades budgeted in the 2026-2027 town budget and plan for future, ongoing investments for this critical facility. Jerry's Gym and the activity rooms were built in 1927 and there are no major renovations on record in the 99 years it has been in use. This is the only public indoor recreation space available to the community in the north valley. Multiple issues have been identified including structural concerns, exposed pipes and electrical wires, crumbling walls, water infiltration, faulty heat systems, and more. The wood court floor is "dead" in spots and is not regulation in size for high school basketball.
2. Build an addition to Jerry's Gym to include a full-size basketball court. The small size of Jerry's Gym limits the number of participants PROST can allow in our programs, and current waitlists for indoor programs will not be reduced without the addition of indoor programming space. The addition of a full-size court will significantly increase the number of participants that can attend programs and will better meet both current community needs and anticipated future needs for our growing community.

Action B: Conduct a feasibility study to enclose the Big Mine Ice Arena

After the completion of a PROST Capital Replacement Plan, conduct a feasibility study to understand the capital and operating costs and the community benefits of enclosing this open-air space. Costs in addition to design and construction may include a required reimbursement of the original GOCO grant that helped fund the original construction of the open-air arena in 2010 (GOCO funds only "outdoor" recreation facilities). Benefits of an enclosed arena may include the operational ability to regulate temperature for participants and spectators, refrigerate the ice, and significantly extend the indoor ice season. An enclosure would also expand year-round programming and net revenue opportunities and provide for additional much-needed indoor programming space for athletic programs such as soccer and pickleball, and community programs such as roller skating and special events.

Action C: Conduct a feasibility study to repurpose Town's properties at 3rd & Maroon

Conduct a feasibility study to repurpose the former fire station into a "3rd" space" for the community that could include teen and senior spaces, indoor fitness, a climbing wall, recreation and dance spaces, and flexible gathering spaces for all demographics. Ensure the new space is fully accessible. With the approaching end of public access at the Elevation Hotel fitness center in Mt. Crested Butte (spring 2026) which is well utilized by residents, there will be no indoor fitness facilities in the North Valley available to the public apart from small private studios with fees that might not be attainable for some residents. This important and large space could significantly address the community need for year-round indoor fitness for seniors, adults and children.

Action D: Collaborate with the Arts Center to conduct a needs assessment for the old Center space in Town Park

Collaborate on a public-private partnership with the Center for the Arts to ensure any new facility in Town Park that replaces the old Art Center, includes flexible space viable for use by a wide range of community members, and fully accessible. In this Action, the Town could help advance significant indoor and outdoor community-serving spaces without assuming full responsibility for funding, operations, or maintenance. The renovation of the outdoor stage at this location will be key to future outdoor arts and cultural programming such as music and film for the community, which is particularly important within a Colorado Creative District.

Action E: Support the use of non-public shared spaces for underserved populations

Particularly for seniors and teens in the community, dedicated space is virtually nonexistent. Shared flexible space for both summer and winter use is critical particularly in semi-public buildings throughout Crested Butte such as churches, art centers and theaters. PROST can continue to serve as a convener of interested parties in an effort to match programming needs with private spaces that are not managed by PROST to help meet the need for gathering spaces for these underserved populations.

Recreation Priority #2: Reduce recreation program waitlists

Action A: Implement Recreation Priority #1

Waitlists cannot be reduced without an increase in indoor facilities.

Action B: Hire and train PROST staff to oversee multiple programs

Particularly for programs that may include exposure to higher risk activities such as rock climbing, skateboarding, and gymnastics, a PROST staff position could be created to oversee multiple recreation programs. This would reduce reliance on the high degree of parent/volunteer oversight and reduce the time full-time staff spend on coaching.

Action C: Diversify and expand available program spaces

By building upon partnerships with entities such as the Crested Butte South POA, Town of Mt. Crested Butte, CBCS, Adaptive Sports Center, Center for the Arts, Vail Resorts, MetRec, and others, new or shared spaces can be utilized to add to the portfolio of options that would allow for program expansion, reduced waitlists, and optimized scheduling of shared-use spaces to add capacity for all programming.

Action D: Further incentivize coaches, instructors, and volunteers

Provide robust training, incentives, and competitive pay to recruit and retain coaches to increase program capacity and foster community connection. Strategies include the development of new and innovative incentive packages for parents and local citizens to volunteer, coach appreciation gifts and parties, and free registration for family members. A bi-annual compensation study should be conducted to ensure that pay is competitive and aligned with pay for similar work at other local program providers and mountain communities.

Recreation Priority #3: Support nonprofit and private program providers

Action A: Clearly define and sustain PROST's role as a convener, provider, and partner

Without overextending Town resources, continue to support and expand existing partnerships with the many nonprofit organizations who offer youth athletics programming in particular. Make available public spaces at rates attainable by nonprofit athletic clubs and private instructors.

Action B: Add senior programming through local partnerships.

Seniors have historically been underserved in Crested Butte but have found recent success in programming through the creation of the Crested Butte Senior Group that partners with churches and other semi-public spaces for program spaces. The Town should help facilitate new activities when possible and help facilitate the shared use of public spaces. Senior Center leadership should be invited to the community conversations related to reuse of Fire Station #1.



Wildflower Festival Watercolor Class, Nolan Blunck

Recreation Priority #4: Adopt and implement a cost recovery model and fee structure

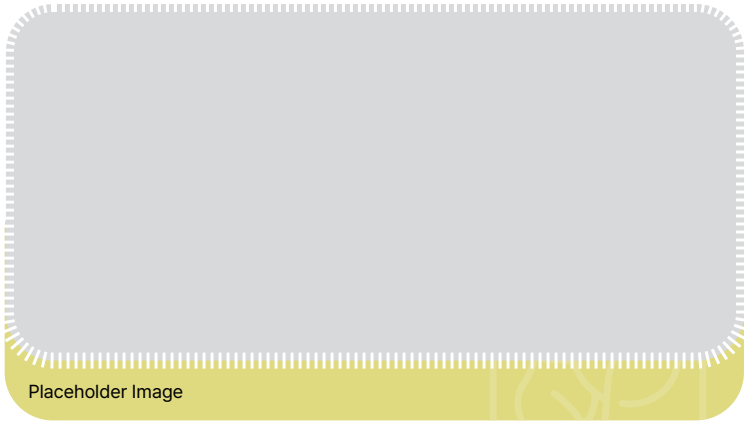
Action A: Adopt a cost recovery model.

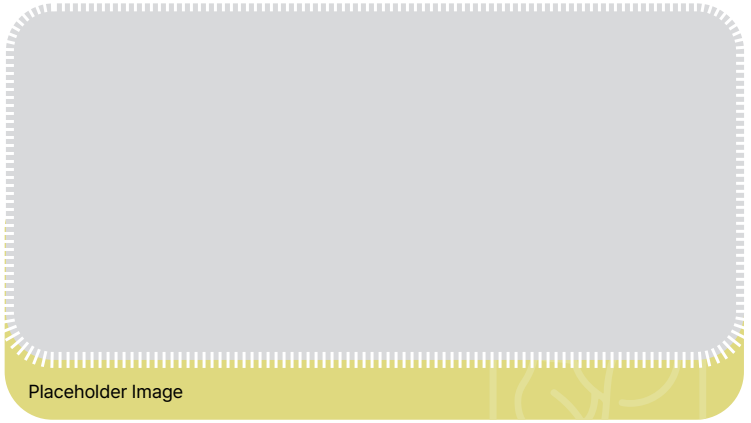
For recreation programs in particular, a public cost recovery model is a transparent and clear way to identify for the public and elected officials, which recreation programs are most critical to the community and kept most affordable, and which programs primarily benefit individuals and offer an opportunity for PROST to generate net revenue that helps subsidize other operations. For greater detail on the cost recovery model proposal outlined in this Plan, see Appendix X.

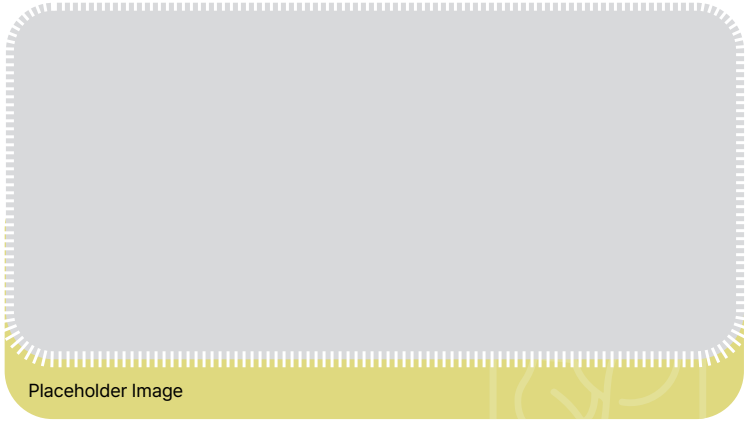


Action B: Adopt and regularly assess program fee structure

Based on the Cost Recovery Model adopted, the fee structure should reflect PROST annual budgetary needs while weighing the realities of the local economy and wages of participating families and individuals. Regular but small incremental adjustments to fees every 1-2 years are generally more desirable for municipalities and less impactful to the community than large increases that occur less regularly. Continue to offer a need-based scholarship program to enhance equitable access to programs, regardless of economic status.







OPEN SPACE

Since 1992, the Town of Crested Butte has partnered with organizations like 1% for Open Space, Crested Butte Land Trust, Gunnison Ranchland Conservation Legacy, and Trust for Public Lands to conserve open space for wildlife, watershed protection, agriculture, scenic views, and recreation. The Town holds interests in 2,297 acres through conservation easements, restrictive covenants, and owned land, and maintains numerous heavily utilized trails including Woods Walk, Lupine, Green Lake, Deli Trail, and Baxter Gulch. Further, Crested Butte has funded over 5,000 additional acres of conserved land.

The Town dedicates half of its 3% Real Estate Transfer Tax to open space, with a current fund balance of $2 million. However, staffing is below peer community standards. Full-time PROST staff working on open space duties must split their time with trails and recreation duties netting out to the full-time equivalent of one staffer dedicated to open space management and administration, and one seasonal employee with boots on the ground for open space stewardship efforts.

Key challenges exist: the Town lacks clearly defined Open Space values, an acquisition strategy, and an open space definition. Fragmented North Valley growth has resulted in agricultural land loss to housing development, creating competing priorities for remaining lands. While RETT funding has historically supported acquisitions, land prices are at an all-time high and current funds may only cover one major purchase without partnerships or grants, making open market competition difficult.



Town Ranch Elk Herd, Nolan Blunck

Success for Open Space will look like:

Focus Town Resources Where Unique Value Can Be Provided: Improved connectivity and access while protecting the ecological integrity and conservation values that define Crested Butte. Success metrics include consistent use of our decision-making framework for land conservation, acquisition, and stewardship and strategic use of RETT funding to advance priority conservation and connectivity goals.

Leverage Strong Partnerships to Provide Services Throughout the Region: Clearly define and consistently fulfill our role as a strategic regional partner in the acquisition, stewardship, and management of open space and conserved lands. Success will also be reflected in the Town's ability to leverage partnerships with land trusts, Gunnison County, regional agencies, and private landowners to increase conservation impact, share financial and management responsibilities, and advance the Town's open space values. Effective partnerships will demonstrate cost-sharing, coordinated stewardship, appropriate delegation of management where beneficial, and measurable public benefit.

Prioritize Creative Multi-Use of PROST Spaces: Balance conservation and public benefit by enabling creative, appropriate multi-use of Open Space through clear definitions and a decision-making framework that guides when and where recreation, stewardship, agriculture, and public access occur. Success will include higher-use activities near town, protect sensitive habitats in more remote areas, strategically invests RETT funds in multi-benefit projects, and uses tools such as seasonal use strategies, compatible infrastructure, and interpretive access to expand community benefit while maintaining long-term ecological integrity.

Financial Sustainability: Strategic use of RETT funds guided by our decision-making framework, demonstrated leverage of partner funding to increase purchasing and stewardship capacity, and selection of property interests and management approaches that align conservation goals with the Town's financial and operational capacity.

Open Space Priority #1: Improve the systems with which the PROST department acquires, stewards, and makes decisions about Open Space properties

Action A: Adopt and utilize the new definition of Open Space

Open Space refers to areas outside the Town of Crested Butte boundaries as of November 5th 1991 that are acquired, managed, or permanently protected through the Open Space Fund to provide public benefit while preserving the region's natural character. These lands are intended to protect and enhance wildlife habitat, scenic vistas, recreation, agriculture, watershed health and ecosystem integrity.

They may include significant ecosystems, forests, grasslands, wetlands, stream corridors, and other natural features, along with appropriate infrastructure such as trails, signage, and small facilities that enhance public access, recreation, and interpretation. All uses and improvements are designed to maintain a conservation focus and support sustainable land use while restricting activities that could compromise established conservation values.

Property interests in these lands through fee ownership, conservation easements, leases, licenses, first rights of refusal, or other tools are administered, maintained, and managed to ensure their long-term protection and minimal development, contributing to community health and recreation while safeguarding environmental and cultural resources.



Action B: Adopt and utilize the new Open Space Values

The following Open Space Values were identified by research conducted through this planning effort on similar values held by other land trusts and mountain communities (see Appendix X for a list of research sources), and in alignment with stated community goals and values identified in the Community Compass. Please see Open Space Values Alignment with Compass Goals and Values in Appendix X.

Core Open Space Values:

Wildlife Habitat

Scenic Vistas

Recreation

Agriculture

Watershed Health

Ecosystem Integrity

to be formatted as a sidebar call-out

Action C: Use the Open Space Decision-Making Framework

The Open Space Decision-Making Framework should be used by the Town staff and elected officials as a comprehensive framework to evaluate new opportunities to utilize Open Space Fund resources for future open space and conserved lands. These considerations are designed as guiding questions rather than requirements, ensuring that the community's six core open space values of wildlife habitat, scenic vistas, recreation, agriculture, watershed health, and ecosystem integrity, are thoroughly reflected in the evaluation of acquisition and stewardship opportunities. See the full Open Space Decision-Making Framework in Appendix X.

Sidebar: Key elements of the decision-making framework:

1. Geographic Positioning
2. Recreational Opportunity
3. Conservation Value Analysis
4. Scenic Vistas and Cultural Values
5. Partnership and Financial Considerations
6. Management and Stewardship Feasibility
7. Community Impact and Equity

Action D: Clearly define the Town's role in working with partners on the acquisition and management of open space.

The Town of Crested Butte should serve as a strategic partner, funding source, and long-term steward in collaborative efforts to acquire and manage open space outside Town boundaries. Through the Open Space Fund, the Town provides financial resources, local knowledge, and administrative capacity while working with conservation organizations, land trusts, Gunnison County, private landowners, and other partners to identify, acquire, steward, and preserve priority open space lands that serve the values of wildlife habitat, scenic vistas, recreation, agriculture, watershed health, and ecosystem integrity.

Roles that the Town is uniquely positioned to provide:

- Financial Partner: Leveraging Open Space Fund resources alongside partner funding to increase acquisition capacity and share costs to make conservation dollars "go further" on an open real estate market.
- Long-term Steward: Taking a leadership role in the ongoing administration, maintenance, and management of acquired properties and the associated infrastructure utilized to enhance public access and recreation opportunities both directly and in close coordination with designated partner entities.
- Community Representative: Be a responsible steward of public interest by ensuring that partnership activities and Open Space fund investments align with community values and provide appropriate public access and community benefits.

Action E: Create an Open Space Stewardship Plan

Create a Stewardship Plan to help guide the strategies and priorities for management of our open spaces for current and future stewardship needs.

TRAILS

Crested Butte holds an iconic place in North America as the birthplace of mountain biking and the hub of a world-class trail system, and is ranked by national organizations such as People for Bikes and others as one of the most "bike-friendly" towns in the country. From a Level of Service standpoint, Crested Butte stands out for its exceptional access to both accessible and challenging trails for users of all types.

The in-town infrastructure to support this world-class trail system could be improved. Opportunities to implement relatively small enhancements could greatly impact the user experience by reducing crowding at popular out-of-town trailheads, enhancing wayfinding, and improving trailhead amenities.





Success for Trails will look like:

Focus Town Resources Where Unique Value Can Be Provided: Progress toward closing key pedestrian, bicycle, and trail connectivity gaps that improve safety, equity, and access to community hubs. Success will also be reflected in our ability to function as an intuitive and well-managed central trailhead supported by wayfinding, in-town trailheads, and perimeter connections that reduce congestion at trailheads outside of town and create intuitive flow through town.

Leverage Strong Partnerships to Provide Services Throughout the Region: Collaboratively expand and maintain a safe, accessible, and connected trail network that serves both residents and regional visitors while protecting trail quality and sustainability. Metrics include establishing and strengthening partnerships with regional organizations, landowners, and user groups (e.g., CBMBA, CB Nordic, Met Rec) to co-manage, fund, and maintain trails, securing permanent easements to ensure long-term public access, and implementing consistent policies for multi-use, adaptive, and E-bike access.

Prioritize Creative Multi-Use of PROST Spaces: Enhanced trail infrastructure to support safe, equitable, and diverse multi-use for residents and visitors of all ages and abilities. Success metrics include improving accessibility through accessible and multi-modal trail enhancements, completing key connectivity projects to accommodate multiple user groups while reducing conflicts. Success will also be reflected in the installation of clear wayfinding, maps, and trailhead amenities to facilitate use and expand community understanding of trail etiquette.

Financial Sustainability: Fund, maintain, and enhance the trail network in a fiscally responsible and sustainable manner while maximizing regional and community benefit. Success metrics include leveraging partnerships with regional organizations, nonprofits, and landowners to share the costs of trail construction, maintenance, and easement acquisition, collaborating with regional partners on grant applications for trails with multiple landowners, and establishing recurring maintenance and stewardship plans that account for seasonal wear, high-use areas, and winter conditions.

Trails Priority #1: Develop the "Town as a Trailhead"

Action A: Activate the 4-Way and Visitor's Center as the Town's primary trailhead

Through the introduction of improved amenities and artistic placemaking features at the 4-Way pedestrian space and parking lot, this hub of town could become the primary trailhead reducing crowding at the outlying trailheads while supporting local businesses. Potential amenities include:

- Placemaking (e.g. 3D topographic trail map that encourages users to "meet at the map!")
- Food Truck/Visitor Center Synergy
- Outdoor Seating
- Bike Repair Station
- Revised Parking Circulation
- Large Scale Wayfinding
- Transit Connections
- Increased Bike Parking

Action B: Enhance existing in-town trailheads

Existing in-town parking areas and trailheads can be upgraded with additional amenities to make them more attractive for folks to start their ride from town, thereby reducing crowding and conflict at nearby congested trailheads. Kiosks with trail maps, bike repair stations, seating, shade, public art, and other amenities could enhance the trailheads at Town Ranch, Big Mine Park, the Rec Path Bridge, Woodswalk, and Peanut Lake Rd.



Example 3D Topographic Trail Map

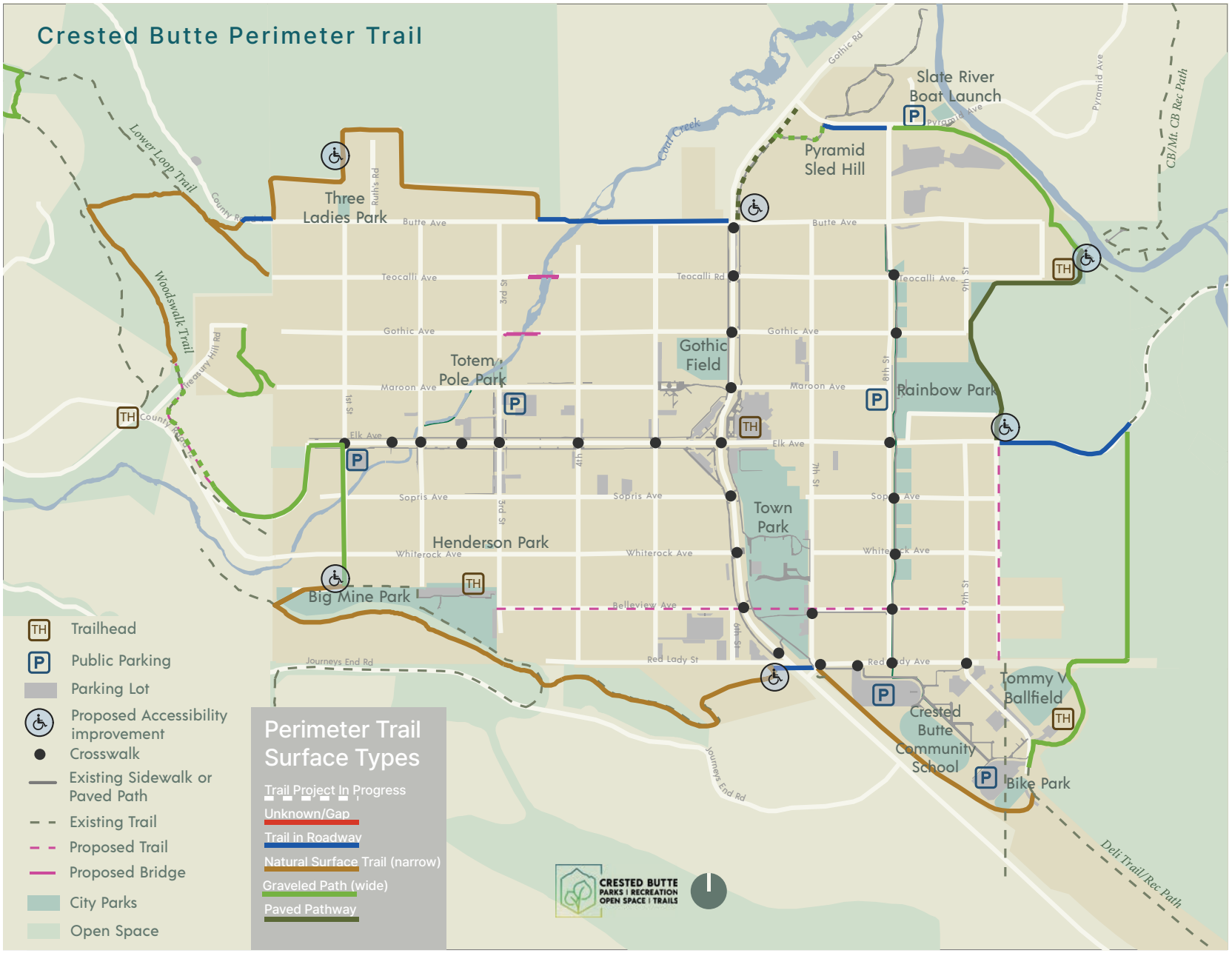


Example Outdoor Seating



Example Large Scale Wayfinding

Trails Priority #2: Establish the Perimeter Trail



Action A: Close the Perimeter Trail gaps and improve safety and accessibility

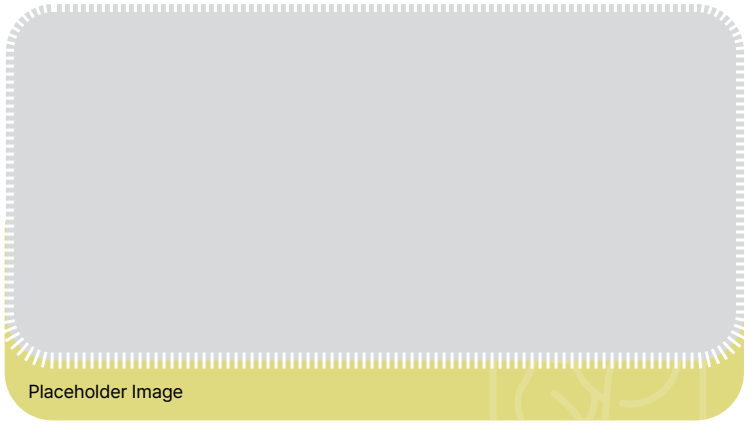
There are several small gaps to be closed to create a contiguous loop around Crested Butte on safe, dedicated, and accessible trails. Though not every trail surface should be the same, a goal for future improvements will be to ensure that the trail remains accessible for all ages and abilities, including handcycling.

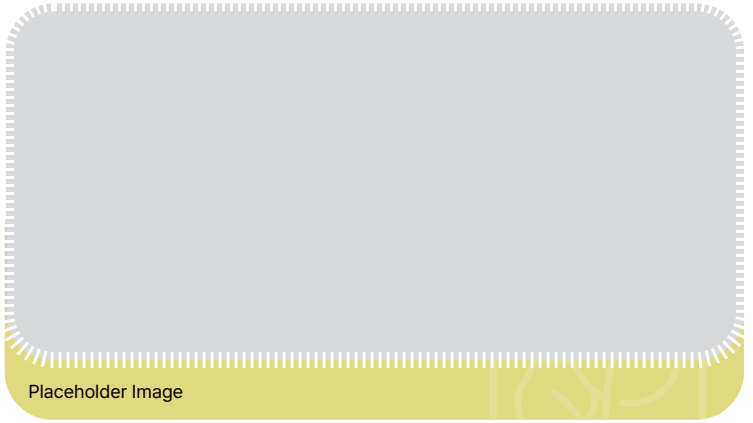
Specific improvements for safety and accessibility:

- Big Mine Park
  - Build an accessible alternate route for pedestrian and bike access from CBCS to Big Mine Park
  - New trail work in Big Mine Park should provide access from Belleview Ave. to the Ditch Trail and be built to accessible trail standards
  - Future reroute from the Ditch Trail to Red Lady Ave. should be designed and built to accessible trail standards
- 8th St. Sidewalk/Safe Route to School needs accessible ramps
- Kapushion Trail should be regraded to be an accessible surface
- Collaborate with CBLT, CBMBA, and private landowners to develop a strategy to create a wider, multi-use trail for Woodswalk
- Create safe access to the Baxter Gulch Trailhead from Town

Action B: Develop consistent signage, maps, and wayfinding.

Much of the Perimeter Trail already exists but has yet to be designated or advertised as an official route. The Town should develop a consistent signage plan, maps, trailhead kiosks, and wayfinding to improve community awareness of the Perimeter Trail as an option for people on foot or wheels to enjoy.







Trails Priority #2: Integrate public art and wayfinding into trails and the public realm



Trails Priority #3

Action A: Use technical trail features as placemaking and wayfinding

Permanent or temporary technical trail features in unused portions of the public right-of-way could "connect the dots" between town trailheads and the trails beyond. These would provide experiential incentive and an innovative approach to encourage the short ride between the 4-Way Trailhead and the trail system beyond. These features should be either seasonally removable or compatible with snow storage and removal operations.

Action B: Use public art as placemaking and wayfinding

Seasonal art and unique placemaking/wayfinding features provide an opportunity for exciting and unique cross-town access to get bikers from in-town trailheads to the Perimeter Trail and beyond. This could be accomplished through a 'breadcrumb' system of public art that uses areas within the right-of-way, within traffic circles (recommendation 3.A of CB's Transportation Mobility Plan) or along the travel lane. Public art features should be bold, authentic, appreciate the outdoors, celebrate Crested Butte's unique bike culture, and compatible with snow storage.



Example Technical Trail Feature as Placemaking + Wayfinding



Example Technical Trail Feature as Placemaking + Wayfinding



Example Public Art as Placemaking + Wayfinding

Trails Priority #4: Leverage trails partnerships

Action A: Continue to collaborate with CB Nordic on winter trail infrastructure

Winter trails for Nordic skiing, fat biking, snowshoeing, and dog walking, are an integral part of our winter recreation, culture, and way of life. The Town should continue to work collaboratively with CB Nordic to ensure that these recreation assets are maintained, that easements remain intact, and that operational space is prioritized.

Action B: Prioritize trail accessibility, connectivity, and wayfinding improvements

The Town should work with regional partners including Mt. CB, CBMBA and Adaptive, land managers, and the community to prioritize trail accessibility improvements on key regional trails. This may include accessible grades and trail widening to accommodate handcycles. Connectivity of trails is a top priority for Crested Butte residents, and the Town should work with regional partners to close trail gaps, secure easements, create consistency in wayfinding, and improve connectivity where possible. The perimeter trail maps shown in this plan highlight areas where accessibility improvements would improve the user experience and ensure that the perimeter trail is a viable option for folks of different abilities. Surface improvements along the natural surface trail connections, ramps and safe crossings over Butte Ave. and Red Lady, and accessible transition ramps over the Slate Creek bridge along the Rec Path.

Action C: Support a Crested Butte to CB South regional trail

Work with MetRec, Gunnison County, and other regional partners to develop a multi-use, paved trail connecting Crested Butte to Crested Butte South, enabling expanded non-motorized recreation access, bicycle commuting, easier access to regional trailheads, and reduced vehicle reliance.

Action D: Collaborate on the development of a regional e-bike policy

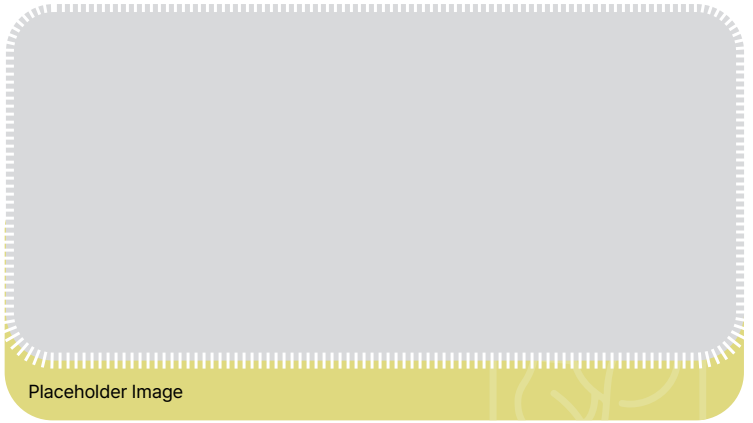
PROST staff should serve as a Town representative for regional conversations with regional partners and land managers to create a regional e-bike policy for trails. A regional policy is important to reduce confusion for visitors and residents alike. This policy should reference recent research on e-bike impacts, regulations, and community needs.

Action E: Adopt a Commercial Use Policy

The Town has an informal policy around commercial trail use which can lead to equity and liability concerns. The Town should write and adopt an official policy regarding commercial use of Town trails.

Action F: Continue to acquire recreation easements to facilitate trail connectivity

The Town should continue to work with regional partners, landowners, and land managers to identify and acquire recreation easements to improve trail connectivity from Town to key recreation areas and trail networks.



MINUTES
Town of Crested Butte
Regular Town Council Meeting
Monday, February 2, 2026

Mayor Billick called the meeting to order at 7:05PM.

Council Members Present: Mayor Ian Billick, Gabi Prochaska, Kate Guibert, John O'Neal, Mallika Magner (via Zoom), and Kent Cowherd (via Zoom)

Staff Present: Town Attorney Karl Hanlon, Town Manager Dara MacDonald, Town Clerk Lynelle Stanford, Community Development Director Mel Yemma, and Public Works Director Shea Earley

Sustainability Coordinator Dannah Leeman Gore (via Zoom) (for part of the meeting)

APPROVAL OF AGENDA

Prochaska moved and Guibert seconded a motion to approve the agenda. A roll call vote was taken with all voting, "Yes." **Motion passed unanimously.**

CONSENT AGENDA

1) January 20, 2026 Regular Town Council Minutes.
Staff Contact: Town Clerk Lynelle Stanford

2) (First Reading) Ordinance No. 02, Series 2026 - An Ordinance of the Crested Butte Town Council Amending Section 1-4-30 of the Crested Butte Municipal Code Regarding Application of General Penalty.
Staff Contact: Town Attorney Karl Hanlon

3) Resolution No. 05, Series 2026 - A Resolution Supporting the Grant Application for a Grant from the Department of Local Affairs' (DOLA) Energy and Mineral Impact Assistance Fund (EIAF) for the Completion of the Crested Butte Marshals' Facility Construction Project.
Staff Contact: Town Planner III Jessie Earley

4) Final Payment to Dietrich Dirtworks Block 80 Waterline Improvements 2025.
Staff Contact: Housing Director Erin Ganser

5) Final Payment to Dietrich Dirtworks Construction for the Whiterock Watermain Replacement Project.
Staff Contact: Public Works Director Shea Earley

6) Appointment of Representatives to the Gunnison/Hinsdale Combined Emergency Telephone Service Authority (GHCETSA) Board (Communications Board).

Staff Contact: Chief Marshal Mike Reily

7) Letter from the Town Council – Colorado Energy Office Local IMPACT Accelerator Grant.
Staff Contact: Sustainability Coordinator Dannah Leeman Gore

8) Appointment of Board of Zoning Architectural Review (BOZAR) Commissioner and Reappointment of Existing BOZAR Commissioner.
Staff Contact: Town Planner III Jessie Earley

Item number seven was removed from the Consent Agenda and discussed under Other Business.

O'Neal moved and Prochaska seconded a motion to approve the Consent Agenda, as amended, removing item number seven from the Consent Agenda. A roll call vote was taken with all voting, "Yes." **Motion passed unanimously.**

PUBLIC COMMENT

Billick acknowledged emails sent by Melinda Hoover, Laird Cagan (four emails), and Pete Cook (two emails).

STAFF UPDATES

MacDonald updated and answered questions posed by Council members.

LEGAL MATTERS

Hanlon updated.

PRESENTATION

1) Ashley Bembenek and Kristin Green from the Water Quality/Quantity Committee (QQ).

Bembenek and Green presented.

COUNCIL REPORTS AND COMMITTEE UPDATES

Cowherd and Billick provided updates.

OTHER BUSINESS TO COME BEFORE THE COUNCIL

1) Letter from the Town Council – Colorado Energy Office Local IMPACT Accelerator Grant.
Staff Contact: Sustainability Coordinator Dannah Leeman Gore

O'Neal moved and Guibert seconded a motion to approve this letter (Consent Agenda item number seven). A roll call vote was taken with all voting, "Yes." **Motion passed unanimously.**

DISCUSSION OF SCHEDULING FUTURE WORK SESSION TOPICS AND COUNCIL MEETING SCHEDULE

- *Tuesday*, February 17, 2026 - 6:00PM Work Session - 7:00PM Regular Council
- Monday, March 2, 2026 - 5:00PM Joint Work Session with BOZAR - 7:00PM Regular Council
- Monday, March 16, 2026 - 6:00PM Work Session - 7:00PM Regular Council

ADJOURNMENT

Mayor Billick adjourned the meeting at 7:38PM.

_____

Ian Billick, Mayor

_____

Lynelle Stanford, Town Clerk (SEAL)

Staff Report
February 16th, 2026

To:	Mayor and Town Council
Prepared By:	RaeMarie Barry, Property Manager
Subject:	First Reading of Ordinance 03, Series 2026 - An ordinance of the Crested Butte Town Council approving the renewal lease of a portion of the property at 601 Elk Ave. to West Elk Soccer Association.
Date:	January 29th, 2026

Summary: The West Elk Soccer Association (WESA) fosters soccer development and provides a fun, high quality experience for youth and adults living in the Gunnison valley. WESA desires to continue to rent office space in the commonly known building, The Chamber, in the North Valley at 601 Elk Ave.

Discussion: The renewal tenant has agreed to pay $240 for the first year, at a rate of $3.28 per square foot, with a 1% annual rent increase. This rate is below the current market value of $4.00 per square foot and below the target price established by the Council.
Entering a five-year lease without an automatic renewal clause is in the Town's best interest.

Climate Impact: None

Financial Impact: No significant impact.

Legal Review: The Town Attorney has reviewed and approved of the lease.

Recommendation: Staff recommends the Council set Ordinance No. 03, Series 2026 for public hearing on March 2nd, 2026.

Proposed Motion: A Council member may make a motion, "to set Ordinance No. 03, Series 2026 for public hearing on March 2nd, 2026" as part of the Consent Agenda.

ORDINANCE NO. 03

SERIES NO. 2026

AN ORDINANCE OF THE CRESTED BUTTE TOWN COUNCIL APPROVING THE LEASE OF THE PROPERTY AT 601 ELK AVENUE TO THE WEST ELK SOCCER ASSOCIATION.

WHEREAS, the Town of Crested Butte, Colorado (the "Town") is a home rule municipality duly and regularly organized and now validly existing as a body corporate and politic under and by virtue of the Constitution and laws of the State of Colorado; and

WHEREAS, pursuant to Section 31-15-713 (c), C.R.S., and Section 1.4. of the Town Charter, the Town Council may lease any real estate, together with any facilities thereon, owned by the Town when deemed by the Town Council to be in the best interest of the Town; and

WHEREAS, the Town Council and West Elk Soccer Association, wish to enter into a long-term Business Lease attached hereto as **Exhibit A**; and

WHEREAS, the Town Council finds hereby that approving leases of various Town properties for use by certain entities is in the best interest of the Town.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF CRESTED BUTTE COLORADO:

Section 1. **Findings.** The foregoing recitals are incorporated herein as if set forth in full.

Section 2. **Authorization of Town Manager.** Based on the foregoing, the Town Council hereby authorizes the Town Manager to execute a lease in substantially the same form as attached hereto as **Exhibit A**.

INTRODUCED, READ AND ADOPTED BEFORE THE TOWN COUNCIL THIS 16TH DAY OF FEBRUARY 2026.

ADOPTED BY THE TOWN COUNCIL UPON SECTION READING IN PUBLIC HEARING THIS ____ DAY OF _____ 2026.

TOWN OF CRESTED BUTTE, COLORADO

By: _____
Ian Billick, Mayor

ATTEST:

_____
Lynelle Stanford, Town Clerk

BUSINESS LEASE

THIS BUSINESS LEASE (this "**Lease**") is entered into this ___ day of _____ 2026, with an effective date of _____ (the "**Effective Date**") by and between the TOWN OF CRESTED BUTTE, COLORADO ("**Landlord**"), a Colorado home rule municipality and West Elk Soccer Association., a Colorado non-profit corporation ("**Tenant**").

AGREEMENT:

1. Premises. Landlord hereby leases to Tenant, and Tenant hereby leases from Landlord, upon and subject to the terms and conditions as set forth herein, the real property and improvements thereon, as more particularly described as follows:

601 Elk Avenue
Town of Crested Butte,
County of Gunnison,
State of Colorado,

and commonly known as the Chamber building (the "**Premises**").

Tenant has inspected the Premises and accepts the same in its "as is" condition.

2. Use; Parking; Maintenance; Signage.

2.1. Tenant may use and occupy the Premises solely for activities directly related to the provision of housing authority business and purposes. Any other uses shall be following Landlord's prior written consent.

2.2. All public facilities on the Premises shall be utilized as directed by Landlord and not restricted by Tenant. There is not parking provided on the Premises.

2.3. During the Term (as defined below), Tenant shall provide routine maintenance and care respecting the Premises, including, without limitation, regular cleaning and general cosmetic care (collectively, "**Maintenance Plan**"). All such maintenance and care shall be performed at Tenant's sole cost and expense.

2.4. Without limiting Tenant's obligation respecting such maintenance and care of the Premises, Landlord shall maintain the structure, plumbing, mechanical systems and other parts or systems that are appurtenant to the building.

2.5. Tenant shall pay the gas and electric utilities, trash and recycling, and communications services used by Tenant on the Premises during the Term, regardless of whether the services are billed directly to Tenant or through Landlord. Such amounts, where payable to Landlord, shall be payable as additional rent to be paid by Tenant within fifteen (15) days after delivery of an invoice from the Town for such charges and expense.

2.6. Landlord shall pay the expenses for water and sewer.

2.7. All signage shall be installed only upon prior approval of Landlord.

3. Term.

3.1. Provided that Tenant is not in default under any term or condition of this Lease, Tenant shall have and hold the Premises for a five (5) year period (the "Term") that shall commence on the Effective Date hereof and expire five (5) years following the commencement of the Term.

3.2. At the expiration or earlier termination of this Lease, Tenant shall surrender the Premises in broom clean, good order and condition, in the same condition and repair as Tenant initially took occupancy of the Property on the Effective Date, ordinary wear and tear excepted. Tenant shall fully repair any damage occasioned by the removal of any trade fixtures, equipment, furniture, alterations, additions and improvements. All trade fixtures, equipment, furniture, alterations, additions and improvements not so removed shall conclusively be deemed to have been abandoned by Tenant and may be appropriated, sold, stored, destroyed or otherwise disposed of by Landlord without notice to Tenant or to any other person and without obligation to account therefor. Tenant shall pay Landlord all expenses incurred in connection with Landlord's disposition of such property, including the cost of repairing any damage to any improvements or the Premises caused by such removal. Tenant's obligation to observe and perform the foregoing requirements shall survive the expiration or earlier termination this Lease.

4. Rent; Additional Rent; Security Deposit.

4.1. Tenant shall pay Landlord $240 on the Effective Date of this Lease and each month thereafter during the first year of the Term (the "**Rent**"). If the Tenant chooses, it may pay the full amount for the coming year ($2,880) on the Effective Date and subsequent anniversaries. Rent shall increase 1% annually as follows:

Timing of Increase	Monthly Rent	Annual Rent
1 year after effective date	$242.40	$2,908.80
2 years after effective date	$244.82	$2,937.84
3 years after effective date	$247.27	$2,967.24
4 years after effective date	$249.74	$2,996.88

4.2. Any Rent that is paid late shall accrue interest at a rate of 1.5% of such unpaid Rent per month. Rent shall be prorated for any partial month.

4.3. Rent, any additional rent and any other amounts due Landlord under this Lease shall be paid at Landlord's address specified herein for notices, without prior demand and without any abatement, deduction or setoff.

4.4. To secure the faithful performance by Tenant of all of Tenant's covenants, conditions, and agreements in this Lease to be observed and performed, Tenant shall deposit with Landlord a security deposit (the "Security Deposit"). Tenant's security deposit is $200.00. The Security Deposit may also be used in the event of termination of the Lease

by re-entry, eviction, or otherwise. The parties agree that the Security Deposit or any portion thereof, may be applied to any Event of Default (as defined below) that may exist, and/or payment of subsequent damages and costs incurred by Landlord, without prejudice to any other remedy or remedies that Landlord may have on account thereof. If Tenant shall perform all of its respective covenants and agreements in the Lease, the Security Deposit, or the portion thereof not previously applied pursuant to the provisions of the Lease, together with a statement, shall be returned to Tenant without interest, no later than sixty (60) days after the expiration of the Term, or any renewal or extension thereof (or such earlier time if required by applicable law), provided Tenant has vacated the Premises and surrendered possession thereof to Landlord.

5. Landlord's Access. Landlord, its agents, employees and contractors may, at their sole risk, enter the Premises at any time in response to an emergency, and at other reasonable time upon reasonable prior notice to Tenant, without limitation, (a) inspect the Premises, (b) determine whether Tenant is complying with its obligations under this Lease, (c) supply any other service that Landlord is required to provide, (d) post notices of non-responsibility or similar notices, or (e) make repairs which this Lease requires Landlord or Tenant to make. All work of Landlord shall be performed as promptly as reasonably possible and so as to cause as little interference to Tenant as reasonably possible, at all times taking into account the nature and extent of such work. Landlord shall at all times have a key with which to unlock all of the doors to the Premises (excluding Tenant's vaults, safes and similar areas designed in writing by Tenant in advance).

6. No Alterations. Without limiting Tenant's obligations to maintain, repair, restore and replace the Premises and any portion thereof, Tenant shall not make any alterations, additions, repairs, restorations or improvements to the Premises without Landlord's prior written consent.

7. Compliance with Laws.

7.1. Tenant shall not use or occupy, or permit any portion of the Premises to be used or occupied in violation of any law, ordinance, order, rule, regulation, certificate of occupancy or other governmental requirement.

7.2. Tenant and the Premises shall remain in compliance with all applicable laws, ordinances and regulations (including consent decrees and administrative orders) relating to public health and safety and protection of the environment, including those statutes, laws, regulations and ordinances, all as amended and modified from time to time.

8. No Unsightliness. Tenant covenants and agrees that no unsightliness shall be permitted on the Premises. Without limiting the generality of the foregoing, no vehicles, machinery, equipment, tools, refuse, scrap, debris, garbage, trash, bulk materials, used vehicle parts or waste shall be kept, stored or allowed to accumulate on the Premises at any time. The Tenant shall have the right to tow vehicles from the Premises and place signage on the Premises to enforce the above provisions.

9. Insurance.

9.1. At its sole expense, Tenant shall obtain and keep in force during the Term commercial general liability insurance with a combined single limit of not less than One

Million Dollars ($1,000,000.00) for injury to or death of any one person, for injury to or death of any number of persons in one occurrence, and for damage to property, insuring against any and all liability of Landlord and Tenant, including coverage for contractual liability, broad form property damage, and non-owned automobile liability, with respect to the Premises or arising out of the maintenance, use or occupancy of the Premises. The insurance shall be noncontributing with any insurance that may be carried by Landlord and shall contain a provision that Landlord, although named as an insured, shall nevertheless be entitled to recover under the policy for any loss, injury, or damage to Landlord, its agents, and employees, or the property of such persons.

9.2. Upon receipt of written notification from the Town, at Tenant's sole expense, Tenant shall obtain and keep in force, during the Term, "all-risk" coverage naming Landlord and Tenant as their interests may appear and other parties that Landlord or Tenant may designate as additional insureds in the customary form for buildings and improvements of similar character, on all buildings and improvements now or hereinafter located on the Premises. Such coverage shall include, without limitation, the historic replacement value of the Premises building structure. The amount of the insurance shall be designated by Landlord no more frequently than once every twelve (12) months, shall be set forth on an "agreed amount endorsement" to the policy of insurance and shall not be less than the value of the buildings and improvements.

9.3. All insurance required in this Section and all renewals of it shall be issued by companies authorized to transact business in the State of Colorado, and rated at least A+ Class X by Best's Insurance Reports (property liability) or approved by Landlord. All insurance policies shall be subject to approval by Landlord and any lender as to form and substance, said approval not to be unreasonably withheld or delayed; shall expressly provide that the policies shall not be canceled or altered without thirty (30) days' prior written notice to Landlord and any lender, and to Landlord in the case of general liability insurance; and shall, to the extent obtainable without additional premium expense, provide that no act or omission of Tenant which would otherwise result in forfeiture or reduction of the insurance shall affect or limit the obligation of the insurance company to pay the amount of any loss sustained. Tenant may satisfy its obligation under this Section by appropriate endorsements of its blanket insurance policies.

9.4. All policies of liability insurance that Tenant is obligated to maintain according to this Lease (other than any policy of workmen's compensation insurance) shall name Landlord and such other persons or firms as Landlord specifies from time to time as additional insureds provided such other persons have an insurable interest and does not result in any additional premium expenses. Original or copies of original policies (together with copies of the endorsements naming Landlord, and any others specified by Landlord, as additional insureds) and evidence of the payment of all premiums of such policies shall be made available to Landlord prior to Tenant's occupancy of the Premises and from time to time at least thirty (30) days' prior to the expiration of the term of each policy. All public liability, property damage liability, and casualty policies maintained by Tenant shall be written as primary policies, not contributing with and not in excess of coverage that Landlord may carry. No insurance required to be maintained by Tenant by this

Section shall be subject to any deductible in excess of $20,000.00 without Landlord's prior written consent.

9.5. Landlord and Tenant waive all rights to recover against each other, or against the officers, elected officials, directors, shareholders, members, partners, joint venturers, employees, agents, customers, invitees, or business visitors of each of theirs, for any loss or damage arising from any cause covered by any insurance required to be carried by each of them pursuant to this Section or any other insurance actually carried by each of them. Tenant shall cause its insurer to issue an appropriate waiver of subrogation rights endorsements to all policies of insurance carried in connection with the Premises and any personal property located on the same. Tenant shall cause all other occupants of the Premises claiming by, under, or through Tenant to execute and deliver to Landlord a waiver of claims similar to the waiver in this Section and to obtain such waiver of subrogation rights endorsements.

10. Indemnification; Tenant Waiver and Release

10.1. Tenant shall indemnify Landlord, its elected officials, officers, employees, agents, contractor, attorneys, insurers and insurance pools (collectively, the "**Landlord Parties**"; as applicable, each an "**Indemnitee**") against, and hold each Indemnitee harmless from, any and all demands, claims, causes of action, fines, penalties, damages (including consequential damages), losses, liabilities, judgments, and expenses (including attorneys' fees and court costs) incurred in connection with or arising from: (i) the use or occupancy of the Premises by Tenant or any person or entity claiming under Tenant, the employees, agents, contractors, guests, invitees or visitors of Tenant or any person or entity (each, a "**Tenant Related Person**"); (ii) any activity, work, or thing done or permitted or suffered by a Tenant Related Person in or about the Premises; (iii) any acts, omissions, or negligence of any Tenant Related Person; (iv) any breach, violation, or nonperformance by any Tenant Related Person of any term, covenant, or provision of this Lease or any law, ordinance or governmental requirement of any kind; or (v) except for loss of use of all or any portion of the Premises or Tenant's property located within the Premises that is proximately caused by or results proximately from the gross negligence of Landlord, any injury or damage to the person, property or business of a Tenant Related Person entering upon the Premises under the express or implied invitation of Tenant. If any action or proceeding is brought against an Indemnitee by reason of any claim solely arising out of subparagraphs (i) through (v) above, upon notice from Landlord, Tenant shall defend the claim at Tenant's expense with counsel reasonably satisfactory to Landlord.

10.2. Tenant waives and releases all claims against Indemnitees with respect to any loss, injury, death, or damage (including consequential damages) to persons, property, or Tenant's business occasioned by, without limitation, theft; act of God; public enemy; injunction; riot; strike; insurrection; war; court order; requisition; order of governmental body or authority; fire; explosion; falling objects; steam, water, rain or snow; leak or flow of water (including water from the elevator system), rain or snow from the Premises or into the Premises or from the roof, street, subsurface, or from any other place, or by dampness, or from the breakage, leakage, obstruction, or other defects of the pipes, sprinklers, wires, appliances, plumbing, air conditioning, or lighting fixtures of the building; or from

construction, repair, or alteration of the Premises or from any acts or omissions of any visitor of the Premises; or from any cause beyond Landlord's control.

11. Default Provisions.

11.1. If Tenant fails to perform any of its obligations under this Lease, then Landlord, after ten (10) days' written notice to Tenant (or, in case of any emergency, upon notice or without notice as may be reasonable under the circumstances) and without waiving any of its rights under this Lease, may (but shall not be required to) pay the amount or perform the obligation. All amounts so paid by Landlord and all costs and expenses incurred by Landlord in connection with the performance of any obligations (together with interest at the prime rate from the date of Landlord's payment of the amount or incurring of each cost or expense until the date of full repayment by Tenant) shall be payable by Tenant to Landlord on demand and as additional rent. In the proof of any damages that Landlord may claim against Tenant arising out of Tenant's failure to maintain insurance that is required by terms of this Lease, Landlord shall not be limited to the amount of the unpaid insurance premium but shall also be entitled to recover as damages for the breach the amount of any uninsured loss (to the extent of any deficiency in the insurance required by the provisions of this Lease), damages, costs and expenses of suit, including attorneys' fees, arising out of damage to, or destruction of, the Premises occurring during any period for which Tenant has failed to provide the insurance.

11.2. The following occurrences are "**Events of Default**": (i) Tenant defaults in the due and punctual payment of rent or any other amount due under this Lease, and the default continues for five (5) days after notice from Landlord; (ii) Tenant defaults in the performance of any other obligation under this Lease that is not cured after ten (10) days' written notice to Tenant (or, in case of any emergency, upon notice or without notice as may be reasonable under the circumstances); or (iii) Tenant vacates or abandons the Premises.

11.3. If any one or more Events of Default occurs, then Landlord may, at its election, give Tenant written notice of its intention to terminate this Lease on the date of the notice or on any later date specified in the notice, and, on the date specified in the notice, Tenant's right to possession of the Premises shall cease and this Lease shall be terminated. In addition, landlord shall have all other rights available at law and in equity, including, without limitation, recovery of actual damages, costs and expenses, including reasonable attorneys' fees. All remedies may be cumulatively and concurrently applied and enforced.

12. Assignment. Tenant may not assign this Lease, or sublet the Premises, in whole or in part, without Landlord's prior written consent.

13. Notices. All notices, demands, and requests required to be given by either party to the other shall be in writing, and with a copy given to counsel for each such party as provided below. All notices, demands, and requests shall be delivered personally or sent by electronic mail (e-mail), nationally recognized overnight courier, certified or registered mail, return receipt requested, postage prepaid, or via facsimile, addressed to the parties at the addresses set forth

below or at such other addresses as the parties may designate in writing delivered pursuant to the provisions hereof. Any notice when given as provided herein shall be deemed to have been delivered on the day of delivery if delivered personally, on the first business day following the confirmation of sending of an e-mail when sent by electronic mail, on the first business day following deposit with the courier service when delivered by overnight courier, three business (3) days subsequent to the date that said notice was deposited with the United States Postal Service, or on the first business day following the date of confirmation of receipt when delivered by facsimile.

To Landlord:	Town Manager Town of Crested Butte P.O. Box 39 507 Maroon Avenue Crested Butte, CO 81224 Facsimile: (970) 349-6626
With a copy to:	Town Attorney Town of Crested Butte P.O. Box 39 507 Maroon Avenue Crested Butte, CO 81224 Facsimile: (970) 349-6626
To Tenant:	_____ _____ _____ _____
With a copy to:	_____ _____ _____ _____

14. No Waiver. No waiver of any condition or agreement in this Lease by either Landlord or Tenant shall imply or constitute a further waiver by such party of the same or any other condition or agreement.

15. Attorneys' Fees. In case a dispute between the parties shall arise in connection with this Lease, the prevailing party shall be entitled to recover and shall be awarded (in addition to other relief granted) all reasonable attorneys' fees and costs in connection with such dispute from the non-prevailing party.

16. Severability. If any sentence, paragraph or article of this Lease is held to be illegal or invalid, this shall not affect in any manner those other portions of the Lease not illegal or invalid and this Lease shall continue in full force and effect as to those remaining provisions.

17. Successors and Assigns. The conditions and provisions hereof shall inure to the benefit of, and shall be binding upon, Landlord, Tenant and their respective personal representatives, successors and permitted assigns.

18. Obligation to Report. Tenant shall report any material damage to the Premises or disturbances therein or thereon to Landlord as soon as it becomes aware of any such damages or disturbances.

19. Miscellaneous Provisions.

19.1. Each party represents and warrants that it has obtained any and all approvals necessary to enter into and perform the obligations contained in this Lease, if any.

19.2. This Lease shall be construed and enforced in accordance with the laws of the State of Colorado.

19.3. This Lease is entered into at Crested Butte, Colorado, and it is agreed that the proper jurisdiction and venue of any action pertaining to the interpretation or enforcement of this Lease will be in the District Court of Gunnison County, Colorado.

19.4. This Lease may be executed in multiple counterparts each of which shall constitute an original, and both of which when taken together shall constitute one and the same document. The parties hereby agree to accept facsimile or electronic copies of signatures as original signatures

19.5. A recordation of this Lease or any record thereof, or the recordation of any encumbrance against the Premises and/or the Improvements by any person, including, without limitation, any mortgagee of Tenant, except Landlord and any mortgagee of Landlord, shall be void *ab initio* and a default under this Lease.

19.6. This Lease constitutes the entire and exclusive agreement between the parties relating to the specific matters covered herein. Any other agreements between the parties, whether written or oral are hereby merged herein and of no further force and effect.

19.7. Unless otherwise provided in the Lease, the Lease may be amended, modified, or terminated only by a written instrument executed by Landlord and Tenant.

[Signature page follows.]

IN WITNESS WHEREOF, Landlord and Tenant have executed Lease by their duly authorized officials effective as of the Effective Date first written above.

LANDLORD:
TOWN OF CRESTED BUTTE, COLORADO

By: _____
Dara MacDonald, Town Manager

ATTEST:

_____
Lynelle Stanford, Town Clerk

TENANT:
WEST ELK SOCCER ASSOCIATION
a nonprofit corporation

By: _____
Name: _____
Title: _____

Staff Report
February 17, 2026

To: Mayor and Town Council

Prepared By: Erin Ganser, Housing Director

Thru: Mel Yemma, AICP, Community Development Director

Subject: Ordinance 4, Series 2026**:** An Ordinance of the Crested Butte Town Council Authorizing the Sale of 816 Gothic Ave, 3A in Crested Butte

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Summary: On January 20th, the Town Council approved the purchase of 816 Gothic, a deed restricted unit, to add income and asset limits to the deed restriction and to grant the Town the first right of refusal on future sales with the intent of selling the unit under the Town's Affordable Housing Guidelines by lottery to a qualified buyer. As is required by the Town Charter, staff now requests that the Town Council approve the sale of the unit.

Previous Council Action: Council approved the purchase on January 20th. Council previously approved this approach on 822 Gothic and 828 Gothic, to address the exclusion of income and asset limits in the deed restriction on that home.

Background: Based on Town records, previous Staff carefully crafted sales prices based on target AMIs for the 30 homes that were constructed and sold by Bywater Construction in 2018-2020. The deed restriction on these homes includes an appreciation cap based on those sales prices as well as the requirement that one individual on the deed be a full-time participant in the local workforce and the standard prohibition on the ownership of other improved residential real estate. However, the restriction does not include an income restriction or a limit on the assets of potential buyers. The ongoing expectation is that Town will step in to update the remaining 27 Bywater deed restrictions with then current Town policy objectives when their owners are ready to sell.

As part of the 5 Year Housing Strategy, staff are working with Economic Planning Systems to analyze the Town's deed restricted housing portfolio and gain a deeper understanding of the types of restrictions in place, who they serve, and whether there are other deed restrictions that should be evaluated for similar updates to better position the homes to respond to housing needs

Discussion: Purchasing 816 Gothic enables the Town to release the current deed restriction and record a new restriction that targets household incomes that are not served by the housing market and establishes asset limits, which ensures that those with high net value do not qualify to purchase the home. Staff uses a reverse affordability calculation, which converts the maximum allowable

sales price into an affordable monthly housing cost and then converts that cost into an income and corresponding asset limit using standardized assumptions on the loan for the home and the 30% housing cost burden metric. A cushion is included in the interest rate to help protect against swings that could render the price of the home unaffordable at the designated income limit.

The elements of the new deed restriction include:

- Income limit of 155%, or $174,375 for a household of four based on 2025 HUD issued Area Median Incomes.
- Asset cap defined for the applicant's household size and average age of the household members over 21 years of age as defined in the Affordable Housing Guidelines (see PDF pg. 37).
- A first right of refusal for the Town.

The property was advertised the CB News and announced via Gunnison County Housing Authority's (GCHA) homeownership interest list for the purchase price of $360,039. The application window is from February 5 through February 26. Property information and the application are posted on the Town's Community Housing website. The lottery is anticipated to be scheduled for the week of March 9 pending completion of application processing and outcomes of the objection period. Town Council members are encouraged to attend. Staff anticipate that the sale will occur within 45-60 days of the lottery.

Climate Impact: N/A

Financial Impact: Staff anticipate that the costs to purchase and resell the property will be approximately $4,000 for standard closing costs excluding the Real Estate Transfer Tax which is not required for a Town transfer of a deed-restricted property.

Legal Review: Town legal counsel is engaged to support staff in this effort.

Recommendation: For a council member to set a public hearing for March 2, 2026.

Proposed Motion:
A Council member should make a "make a motion to set a public hearing for March 2, 2026" and a roll call vote.

Attachments
Ordinance 4, Series 2026

ORDINANCE NO. 4

SERIES 2026

AN ORDINANCE OF THE CRESTED BUTTE TOWN COUNCIL AUTHORIZING THE SALE OF 816 GOTHIC AVENUE, #3A, CRESTED BUTTE.

WHEREAS, the Town of Crested Butte, Colorado ("Town") is a home rule municipality duly and regularly organized and now validly existing as a body corporate and public under and by virtue of the Colorado Constitution and laws of the State of Colorado; and

WHEREAS, under Section 14.4 of the Town of Crested Butte Charter, the Town Council shall not sell, exchange or dispose of real property currently in use for public purposes except by ordinance; and

WHEREAS, the Town of Crested Butte has purchased a deed restricted property at 816 Gothic Avenue, #3A, Crested Butte ("Property"); and

WHEREAS, pursuant to the Master Deed Restriction recorded March 15, 2019, under Reception No. 659099 in the records of the Gunnison County Clerk and Recorder; and

WHEREAS, the Town purchased the Property with the intention of reselling the deed restricted property under the Towns Affordable Housing Guidelines, as amended from time to time; and

WHEREAS, the Town Council finds that the sale of the Property are in the best interests of the health, safety and general welfare of the Town.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF CRESTED BUTTE, COLORADO, THAT,

Section 1. The foregoing recitals are incorporated herein as if set forth in full.

Section 2. The Town is authorized to sell the Property.

Section 3. The Town Manager is designated and authorized to execute all documents necessary to sell the Property including but not limited to the deed of transfer on behalf of the Town,

INTRODUCED, READ AND SET FOR PUBLIC HEARING MARCH 2, 2026.

TOWN OF CRESTED BUTTE, COLORADO

By: _____
Ian Billick, Town Mayor

ATTEST:

_____
Lynelle Stanford, Town Clerk

Staff Report

February 17, 2026

To: Mayor and Town Council

From: Mel Yemma, AICP, Community Development Director

Thru: Dara MacDonald, Town Manager

Subject: **Public Art Commission Appointments**

Summary: This agenda item reappoints Public Art Commissioners to two-year terms.

Background: Ordinance No. 36, Series 2019 replaced the Creative District Commission with a five member Public Art Commission. The Commission administers the Town's Arts in Public Places Policy, which requires that 2 percent of capital projects within the Creative District boundary or in a public park be dedicated to public art.

Examples of projects completed through this policy include the mural at Big Mine Ice Arena associated with the hockey changing rooms, the iron Nordic ski sculpture associated with the Outpost Project, and the integrated artwork wraps on the Big Belly receptacles. The Commission identifies and administers these projects and recommends artist selection to the Town Council.

The Town did not undertake any Arts in Public Places projects over the past year and a half. Due to the lack of projects or meetings, as well as staff turnover, the appointment terms for current commissioners lapsed. All current members have expressed interest in continuing to serve and are eligible for reappointment to two-year terms. After this term, staff recommends staggering future appointments. Commissioners are required to be residents of the Town of Crested Butte, and the current membership reflects a diverse range of interest and experience in public art.

Commissioners up for reappointment include:

- Chad Reich
- Mimi Mather
- Jill Dustman
- Neil Windsor
- Heather Leonard

Councilmember Mallika Magner serves as the Town Council liaison and votes in the event of a tie. The Center for the Arts Creative District Commission provides a non-voting liaison to the Public Art Commission and is currently identifying a new representative.

An upcoming Arts in Public Places project is anticipated in association with the Marshals' Addition and Renovation and Crank's Plaza landscape improvements. Based on project costs, the public art allocation is expected to reach the maximum 2 perfect contribution of $20,000. The Commission is expected to reconvene this spring to initiate this project.

Recommendation: A Council member should make a motion, followed by a second, to approve the appointments of the listed individuals to two-year terms on the Public Art Commission as part of the consent agenda.

Motion: I move to approve the appointments of Chad Reich, Mimi Mather, Jill Dustman, Neil Windsor, and Heather Leonard to two-year terms on the Public Art Commission.

Staff Report
February 17, 2026

To: Mayor and Town Council

Thru: Dara MacDonald, Town Manager

From: Rob Sweeney, Interim Finance and Administrative Services Director

Subject: Fall 2025 Community Grant Recommendations

Summary
Every year, the Town supports the community by providing financial resources to non-governmental organizations for special projects and programs that supplement municipal government operations and enhance quality of life for the community. The 2026 budget includes $278,000 for the Community Grants Program. Because grant funds awarded in the fall are paid out in the spring of the following year, the 2026 budget is comprised of awards made for both they fall 2025 and the spring of 2026 grant cycles.

Background
General Community Grants are funded via the General Fund from various revenue sources. These grants account for $103,000 of the total $278,000 budgeted amount. Nicotine-related tax revenues collected via the General Fund provide funding for the remaining $175,000. General Community Grants can be awarded to any qualifying applicant. Nicotine Tax Grants are intended to support local organizations addressing mental and physical health, substance abuse, teen vaping, and other needs as Council sees fit.

Per the Community Grant Guidelines adopted by Council in the fall of 2021, qualifying applicants include:

Applicant Qualifications

- An organization holding a current tax-exempt status under Section 501(c) of the IRS Code
- Applicants should be organizations of the Crested Butte community (Upper Valley preference)
- Applicants must provide significant and measurable benefits (offsetting pandemic impacts) to the greater Crested Butte community
- Applicants must be fiscally responsible with clear budgets, no past-due debts, etc.

- Organizations may not be religious nor political in nature (Note: CRS §31-15-901(c) authorizes jurisdictions to appropriate funds to aid and foster charity organizations; however, no money can be provided to an organization wholly or in part under sectarian or denominational control)

In addition:

Strong Community Grant Proposals Should Demonstrate:

- Funding requests must align with one or more of the guiding principles listed above
- Community support is evident through local contributions / volunteer engagement
- Organization has a track record of effective outcomes
- Use of funds is clearly articulated within overall project budget
- Good planning is evident in the project timetable, goals, and staffing
- Plans for evaluating impact are clear, appropriate, measurable, and achievable

Typically, individual awards for General Community Grants are limited to 50% of the total project cost up to a maximum award of $5,000. Applicants new to the General Community Grants Program or programs and projects new to the Program are generally given priority and funded at 100% of their ask subject to the 50% of total project cost up to $5,000 criteria previously described. Any remaining budgeted funds are distributed as available for ongoing operating expenses and/or program/project costs for programs/projects that significantly add to community. This funding is also limited to 50% of the total project cost up to a maximum award of $5,000. Nicotine Grants also prioritize new programs and projects but do not apply the 50% of total project cost up to a maximum of $5,000 criteria.

Grant applications are reviewed and evaluated by the Community Grant Review Committee (Committee). The Committee includes representation from the Town Council and Town staff. The Fall 2025 grant cycle Committee consists of Councilmember Kent Cowherd, Councilmember Gabi Prochaska and Interim Finance and Administrative Services Director Rob Sweeney. The Committee utilized existing grant guidelines and historical evaluation criteria to review all requests. The Committee is not recommending any changes to the evaluation criteria at this time.

Discussion

The Town received 21 grant requests totaling $129,007; $94,007 associated with General Community Grant funding and $40,000 seeking Nicotine Tax Grant funding. One applicant submitted its $5,000 request for both types of funding. The Committee determined two applicants for General Community Grant funding did not meet eligibility requirements.

The Town previously committed $140,000 annually from Nicotine tax-related grant funds to support two clinical therapist positions with the RE1J School District. After accounting for this funding, $35,000 remained available for additional Nicotine Tax grant awards. The Committee recommends awarding the remainder of the Nicotine Tax grant funding per the attached matrix.

The Committee aligned each of the General Community Grant requests to a primary Community Compass goal to help evaluate each request. The Committee also summarized the overall goals of the grant program (above) into the following categories: climate/environment; Town character/traditions; local impact; community collaborations; well defined/articulated application. This summary was used to guide the Committee in evaluating submissions and formulating a final recommendation.

The Committee recommends awarding approximately one-half of the 2026 General Community Grant funding ($51,486) during the Fall 2025 grant cycle (attached).

Recommendation

The Community Grant Evaluation Committee recommends the Town Council approve the awards identified for the Fall 2025 grant cycle, per the attached matrices.

Attachments

- Community Grant Evaluation Matrix
- Nicotine Tax Grant Evaluation Matrix

Town of Crested Butte
Community Grant Evaluation Matrix Fall 2025 Grant Cycle

	Community Grant Requests							General Guidelines and Allocation Key*						
								100%	72.00%	50%	0%	TBD		
	Requesting Organization	Project Name	Amount of Request	Total Project Cost	Town's Portion	Request @ 50%, Max Request OR Ask*	Non-Profit Status?	#1 Ask is from applicant new to Community Grant Program OR for new program/project	#2 Ask is for ongoing operating expenses but program/project significantly adds to community or expands existing programming	#3 Ask is for general operating budget but adds to community - funded subsequent to #1 and #2 only if funds are available	#4 Ask doesn't meet guidelines	#5 Large asks that meet guideline #1 but exceed $5K	Compass Alignment	2025 Recommended Award
1	Adaptive Sports	Adaptive Sports Center: Access for All Community Programming	$5,000	$145,756	3%	$5,000	Y		X				3	$3,600
2	CB Center for the Arts	Open Doors Program	$5,000	$10,000	50%	$5,000	Y	X					3	$5,000
3	CB Mountain Theatre	CBMT YouTheatre Educational Programming	$5,000	$6,950	72%	$3,475	Y	X					3	$3,475
4	CB Museum	K-12 Programming Support	$3,250	$6,500	50%	$3,250	Y	X					3	$3,250
5	CB Nordic	Dog Waste Patrol	$700	$910	77%	$455	Y	X					6	$455
6	CBCS PTA	Literacy Implementation Coach Funding	$6,000	$50,646	12%	$5,000	Y	X					3	$5,000
7	Elk Mountain Back Country Alliance	Winter Use Data Collection Initiative (Administered by WCU)	$2,787	$12,454	22%	$2,787	Y		X				6	$1,250
8	Elk Mountain Back Country Alliance	Crested Butte Snow Ranger Program	$2,340	$8,900	26%	$2,340	Y		X				6	$1,250
9	Gunnison County Food Pantry	Gunnison County Food Pantry	$8,000	$1,254,216	1%	$5,000	Y	X					3	$5,000
10	Gunnison Tough	Transportation Program	$4,000	$34,545	12%	4,000	Y			X			3	$1,000
11	Hey Crested Butte	Event Promotion	$5,000	$25,000	20%	-	N				X		-	$0
12	KBUT	Sustaining KBUT: Our Shared Frequency	$5,000	$720,272	1%	$5,000	Y			X			4	$1,500
13	Living Journeys	Financial Grants Program	$5,000	$120,000	4%	$5,000	Y		X				3	$3,600
14	Mountain Roots	Backyard Harvest - Fresh Food Box Program	$7,500	$195,230	4%	$5,000	Y	X					3	$5,000
15	Paradise Place	Essential Exterior Renovations and Improvements	$5,000	$6,296	79%	$3,148	Y	X					3	$3,148
16	Stepping Stones	Tuition Assistance Program	$5,000	$15,000	33%	$5,000	Y	X					3	$5,000
17	Trailhead Children's Museum	Accessibility and Inclusion Project	$4,430	$5,830	76%	$2,915	Y			X			3	$1,458
18	Vincent Cranberry	Shining on Elk	$10,000	$10,000	100%	$0	N				X		-	$0
19	West Elk Hockey Association	Gunnison County Girls Hockey Growth Initiative	$5,000	$10,905	46%	$5,000	Y			X			3	$2,500
		TOTAL	**$94,007**	**$2,639,410**	**4%**	**$67,370**								**$51,486**

*asks should not exceed $5,000 and Town's portion of the total project cost should be 50% or less

Summary	
2026 Annual Community Grant Budget excluding Nicotine tax-related grants	$103,000
LESS Previously Committed Annual Community Grant Requests*	$0
Balance of Community Grant Budget Available for Distribution in 2025 Budget	$103,000
Grants available for Fall 2025 (~1/2 annual budget)	$51,500
Grants awarded Fall 2025	$51,486
Grant funds transferred to Nicotine Funding	$0
Balance avaialble for Spring 2026	$51,514

Town of Crested Butte

Nicotine Tax Grant Evaluation Matrix Fall 2025 Grant Cycle

	Nicotine Tax Grant Requests						General Guidelines and Allocation Key							
							100%	100.00%	50%	0%	TBD			
	Requesting Organization	Project Name	Amount of Request	Total Project Cost	Town's Portion	Non-Profit Status?	#1 Ask is from applicant new to Community Grant Program OR for new program/project	#2 Ask is for ongoing operating expenses but program/project significantly adds to community or expands existing programming	#3 Ask is for general operating budget but adds to community - funded subsequent to #1 and #2 only if funds are available	#4 Ask doesn't meet guidelines	#5 Large asks that meet guideline #1 but exceed $10K		PAID	2025 Recommended Award
1	GCSAPP	GCSAPP Youth Programming and Youth Wellness	$15,000	$35,000	43%	Y		X						$15,000
2	CB State of Mind	Therapy Scholarship Program	$20,000	$145,000	14%	Y		X						$20,000
3	West Elk Hockey Association	Gunnision County Girls Hockey Growth Initiative	$5,000	$10,905	46%	Y				X				$0
		TOTAL	**$40,000**	**$190,905**	**21%**									**$35,000**

	Summary	
	2026 Annual Nicotine Tax Portion of Community Grants Budget	$175,000
	LESS Previously Committed Annual Nicotine Tax Grant Requests*	-$140,000
	Balance of Nicotine Tax Grant Budget Available for Distribution in 2026 Budget	$35,000
	Funds transferred to Nicotine Grant budget from General Community Grant budget Fall 2025	$0
	Total Annual Funds Available for Award	$35,000
	Total Fall 2025 Awards	$35,000
	Balance Available for Spring 2026 Award	$0

***Previously Committed Nicotine Tax Grant Requests**

	Requesting Organization	Project Name												Amount of Request
1	RE1J	2 Clinical Therapist Positions											F23	$140,000
		Total												**$140,000**

Memorandum

To: Town Council

From: Dara MacDonald, Town Manager

Subject: Manager's Report

Date: February 17, 2026

Town Manager

1) Gunnison Valley Salary & Benefits Survey from the Community Foundation of the Gunnison Valley – "The survey was designed as a community-wide effort to create shared, locally grounded data on wages and benefits across all sectors. Your participation made it possible to produce a resource that can support more informed conversations and decision-making across the Gunnison Valley. We hope you find the data useful in your own work, whether for planning, benchmarking, or simply better understanding the local employment landscape." The survey report is attached and will be utilized as a data source as we review and recommend updates to the Town's compensation and wages in 2026. Town did participate in the CFGV survey.

2) HB1036, Vacant Homes Tax, Testimony – Council member Gabi Prochaska did a great job representing CB and CAST during her testimony in front of the Colorado House Finance Committee on February 9th.

3) Crested Butte / Mt. Crested Butte Annual Report – Please see attached for summary presentation and annual report from the Chamber. Please let me know if you would like to hear more from the Chamber and I will schedule a presentation.

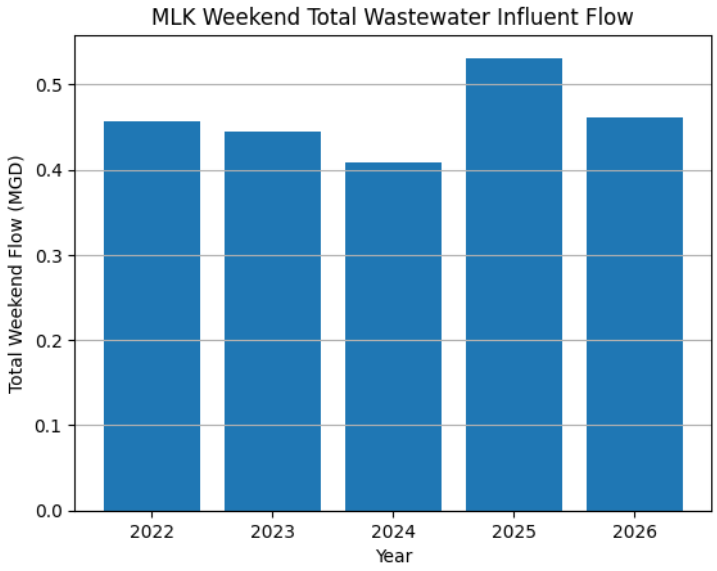
Public Works

1) Roundabout coordination with Gunnison County: Town Staff and Kimley-Horn engineers met with Gunnison County Staff and Mead & Hunt engineers to discuss collaboration moving forward with both projects. The two engineering firms will share current roundabout designs with each other to ensure uniformity in materials and signage. The Brush Creek Roundabout is aesthetically constrained by requirements from the Whetstone development with things like concrete colors and patterns. The County is currently expecting to go out to bid for a construction contractor in May 2026. The Town is hoping to be ready for RFP at the same time, but we are still awaiting CDOT approval of our 60% design. Where possible we will try and share contractors or collaborate on things like traffic control and messaging during construction.

2) Mill & Overlay RFP: Staff is currently working with JVA Engineering to finalize the scope of work, as well as develop the contract documents for the issuance of the RFP for the large paving projects this summer. Staff anticipate issuing the RFP by end of February. This project will include approximately 30 blocks, or 2.4 of the 11 miles of roads in town. In other words, the project will include approximately 21.5% of the roads in town. We will work with the selected contractor to avoid the busiest parts of the summer season or schedule to minimize impacts to the extent possible.

3) Raw water line update: Staff have been working with JVA Engineering to develop alternatives to address the raw water line crossing at Coal Creek. Through the Wildfire Ready Action Plan (WRAP), the crossing at Coal Creek has been identified as being vulnerable to debris flows in post wildfire conditions. At this time, the Town is pursuing the option to bury the line as it crosses Coal Creek. This would alleviate concerns around debris flows, as well as freezing conditions. Next steps are to continue to develop preliminary designs, including geotechnical investigations. This is anticipated to occur this spring and summer with full design developed for construction in 2027.

4) Wastewater Flows for MLK: Public Works staff have utilized wastewater flows entering the WWTP as an indicator of the amount of activity in Town. The table below shows the influent flows (**M**illion **G**allons per **D**ay or MGD) at the WWTP headworks for the last five Martin Luther King Jr. (MLK) weekends. MLK Weekend influent flows show a notable increase in 2025 following a lower-use year in 2024, with 2026 returning closer to historical norms. Sunday remains the peak flow day during the holiday weekend. Staff plans to track flows and other metrics at the utilities going forward as indicators of intensity of utilization and visitor numbers/impacts.



MLK Weekend Wastewater Flows (in MGD)				
	Sat	Sun	Mon	Total
2022	0.142	0.161	0.153	0.456
2023	0.141	0.154	0.15	0.445
2024	0.133	0.146	0.129	0.408
2025	0.168	0.183	0.18	0.531
2026	0.151	0.157	0.153	0.461

5) Snow Removal: Staff performed the first plow of the season on December 1, 2025. Since then, streets staff have had:

7 Full plows
5 Clean up plows
2 Banks on Elk (one of which was because of Alley Loop)
374 Truck loads of snow hauled to permanent storage.
26 Sanding Routes

Marshals

1) Officers conducted their annual urban avalanche probe and shovel training led by Deputy Chief Joe Dukeman. At that training we also met with former Montrose CSP Captain Laurie Hadley who is now the law enforcement coordinator for the Rocky Mountain Information Network who outlined investigative support resources they can provide to assist in our more complex investigations.

Parks, Recreation, Open Space and Trails

1) **Kapushion Spehar Wetlands Update:** The funding agreement has been signed with CBLT for the Kapushion Spehar Wetlands Conservation Easement. The Legal Description and updated plat will be recorded concurrently with the closing on Tuesday, February 10th.

2) **Rink Update:** Despite record-breaking high temperatures, the ice at Big Mine is holding strong. Hockey is scheduled through mid-March, and we will do our best to keep the rink open for the spring break crowds after that.

Community Development

1) **Mineral Point Update:**
   a. Building A is currently scheduled to be finished by the end of February. Materials delays such as flooring have delayed the completion of this project.
   b. Buildings B and C are still scheduled to be completed by the end of March.
   c. Landscaping work is still underway. Completion of the landscaping was scheduled to be done by the end of this week except now that snow will be arriving on Wednesday-Thursday, completion will not happen for another week or two depending upon the amount of snow that falls.
   d. Exterior of Buildings finish work should be completed by the end of this week.

2) **Professional Development:** Jessie Earley is attending the Colorado Preservation Inc. Saving Places Conference this week and will be presenting on the development and implementation of the Town's Historic Preservation Plan.

3) **Upcoming Community Engagement:** Please save the date for an **Open House on the Zoning Code and Design Standards Updates on March 11 from 3-6 pm** at the Center for the Arts. Marketing will commence for this event during the week of February 16.

4) **Christmas Lights Reminder:** As a reminder, residential Christmas lights aren't permitted to be lit up per the Town Code after January 15. The following PSA will be shared with the Crested Butte News.
   a. **Let's *Lighten Up*, Crested Butte!**
   We love a good glow-up! The Town's lighting ordinance allows **temporary ornamental (holiday) lighting on residential properties from November 15 through January 15**.
   That means your twinkling reindeer, glowing snowmen, and festive rooflines were welcome during this time, but now that we're past January 15, it's time for those lights to take a well-earned vacation—no matter how cheerful they still feel.
   This helps reduce light pollution, keeps neighborhoods cozy, and ensures everyone can enjoy dark winter skies once the holidays are over.
   Thanks for keeping the Town bright *and* compliant, and for knowing when it's time to unplug.
   For questions or additional information, please contact the Community Development Department at building@crestedbutte-co.gov.
   Thanks for keeping it festive—at the right time of year!

5) **Community Spaces Working Group:** Staff will be convening a working group of local non-profit and business leaders in March and early April for a Community Spaces working group to solicit feedback and generate strategy ideas for the Community Spaces Strategy.

6) **816 Gothic Sale:** The Town is currently accepting applications for a 2 bed/1.5 bath deed restricted home for sale at 816 Gothic Avenue, which will be sold by lottery. The price is $360,039 and has an AMI limit of 155% AMI. Please visit this link for more information.

7) **"Peanut-about" Press Release:** Attached is a press release explaining the 60% design of the Red Lady roundabout and its next steps. This was drafted in collaboration with Kimley Horn, The School District, and Mountain Express and will be shared with the Crested Butte News.

Town Clerk

1) The planning phase of the Gunnison Valley Leadership Committee is progressing. The curriculum subcommittee drafted a schedule reflecting an outline of the potential curriculum, and the finance subcommittee is in the early stages of budget development. The committee has been directed to seek funding from the Town via the next grant cycle for community grants, likely through the Community Foundation.

2) Potential changes, specifically the expansion of allowable locations for parklets, will be presented to the Council on the March 2 agenda. This item was initiated in response to a parklet request from Sherpa Cafe and will be considered at the policy level, including whether parklets should be expanded into the parking areas east and west of Elk Avenue adjacent to the Four Way.

3) The Town Attorney, the Clerks Office, and the Marshals Office will be meeting February 18 to discuss the evolvement of processes for municipal court.

Finance/HR/IT

1) No updates.

Upcoming Meetings or Events Council may choose to attend

March 11, 3:00-6:00, location TBD - Zoning Code and Design Standards Updates Open House
May 16, 9:00-noon, Town Clean-Up

Upcoming Agenda Items

See attached **draft** list of upcoming Council agenda topics

* As always, please let me know if you have any questions or concerns. You may also directly contact department directors with questions as well.

2025 Gunnison Valley Salary & Benefits Survey Report



Published February 2026

2025 Gunnison Valley Salary & Benefits Survey
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Executive Summary

In 2025, Community Foundation of the Gunnison Valley (CFGV) and project partners undertook the first community-wide Salary & Benefits Survey to better understand local compensation practices across all sectors. The survey was designed to help employers benchmark their pay and benefits, strengthen retention, and inform long-term workforce planning throughout the Gunnison Valley.

Participation included organizations of every size—from single-person businesses to large employers—spanning nonprofits, public agencies, service providers, and private enterprises. While not every employer participated, the data collected provide a credible snapshot of how local organizations structure pay, benefits, and flexibility in an evolving labor market.

Key Findings

- **Workforce Structure:**
  Most organizations maintain a mix of full-time, part-time, and seasonal staff, reflecting the region's blend of year-round operations and seasonal industries. Seasonal employment remains central to the local economy, with many employers offering creative incentives such as housing, recreation benefits, and end-of-season bonuses.
- **Compensation Patterns:**
  Base pay generally increases predictably with job level, and both hourly and salaried pay structures are well represented. Hourly pay predominates in operational and customer-facing roles, while salaried pay is more common among administrative, managerial, and leadership positions.
- **Benefits Coverage:**
  Despite the Valley's small size and limited resources, the majority of reported positions included comprehensive benefits:
  - 92% offered paid time off or sick leave
  - 90% included a retirement plan
  - 81% offered health insurance
  - 70%+ included dental and vision coverage

  Many employers also provide locally distinctive benefits—such as ski passes, housing support, and professional development stipends—that reflect the Valley's culture of creativity and care.
- **Flexibility and Modern Practices:**
  Roughly half of all employers offer some form of hybrid, remote, or compressed work scheduling. Even in traditionally in-person sectors, employers are exploring flexible approaches to promote balance and retention.

Community Implications

The findings point to a community of employers deeply committed to their people. Even without the scale of larger labor markets, Gunnison Valley organizations demonstrate ingenuity in balancing competitive pay, benefits, and workplace culture.

This project also underscores the importance of collaborative data sharing. By pooling information and protecting confidentiality through safe-harbor standards, local employers have created a trusted foundation for community-wide learning.

Future iterations of the survey will continue refining job classifications, expanding participation, and building an increasingly robust dataset to support wage equity, talent retention, and economic sustainability.

About This Report

The 2025 Gunnison Valley Salary & Benefits Survey and Report were developed by CFGV, a project committee, and community partners, with technical and editorial assistance supported by artificial intelligence tools to ensure clarity, consistency, and efficiency. All data were self-reported by participating employers, reviewed for accuracy, and aggregated to ensure confidentiality and compliance with safe-harbor standards.

1. Purpose, Principles, and Methodology

1.1 Purpose of the Survey

The 2025 Gunnison Valley Salary & Benefits Survey was designed to provide a clear, community-wide snapshot of how local employers compensate and support their employees. The survey aims to strengthen workforce stability and transparency by giving employers—from small sole-proprietor businesses to large public institutions—a reliable reference point for pay and benefits in our unique mountain economy.

This project builds on previous nonprofit-sector salary studies coordinated by the Community Foundation of the Gunnison Valley (CFGV) and, for the first time, expands participation to include employers across the community. Our shared goal is to inform decision-making that helps all people and employers thrive here.

1.2 Guiding Policies & Practices

Community Collaboration
This survey was coordinated by CFGV in partnership with representatives from Adaptive Sports Center and Crested Butte Nordic, who constituted the project committee, along with input and insights from other local partners such as the chambers of commerce and the Tourism and Prosperity Project. The effort reflects our community's belief that shared data leads to shared understanding and stronger local outcomes.

Methodology and Confidentiality Approach
The committee was guided by widely recognized safe-harbor principles for pay and benefits surveys and applied them thoughtfully within the context of a small, rural labor market. During analysis, it became clear that strict application of all safe-harbor thresholds would significantly limit the ability to report results in ways that were meaningful or useful to the community.

In response, the committee evaluated alternative reporting approaches and engaged directly with the largest participating employers whose data comprised a substantial portion of the dataset. With their consent, the committee proceeded with a reporting approach that relaxes certain safe-harbor constraints while continuing to prioritize confidentiality and responsible data use. In practice, this meant that:

- Data were reviewed and aggregated to reduce the risk of identifying individual employers or positions, with particular care taken in categories with small numbers of observations.
- Employer concentration was considered when determining how results could be grouped or presented, balancing data usefulness with confidentiality protections.
- All compensation data reflect figures that were at least three months old at the time of analysis, helping to prevent any real-time influence on wage-setting behavior.

- In some cases, a reported position represents a single employee rather than a group of employees. This reflects the structure of certain organizations and roles within the community and is an inherent feature of the dataset in a small labor market.

This approach reflects a deliberate effort to balance methodological rigor, transparency, and practical usefulness in a small-community context.

Data Security and Retention
Survey responses were stored on secure, access-restricted drives during data collection and collation. Once data collection was complete, source files were transferred to an external drive maintained in a secured location within one committee member's office. All analysis was conducted using an anonymized master dataset. Source data will be deleted from the external drive following a reasonable retention period after the final report has been completed and quality-checked. The committee's Data Confidentiality and Retention Policy is included as an appendix to this report.

1.3 Methodology Overview

Data Collection Components

1. An Organizational & Benefits Questionnaire captured information on workforce composition, benefits, and policies.
2. A Position-Specific Wage Spreadsheet collected pay data for distinct roles, categorized by functional area and job level.

Participation and Scope
A total of 29 employers submitted salary and/or benefits data, representing over 1,200 employees across sectors. Employers were asked to report only on positions hireable within the Gunnison Valley, excluding specialized roles typically recruited from outside the area.

Data Cleaning and Consolidation
Responses were reviewed for completeness and consistency. Similar positions reported by a single employer were combined to avoid duplication, and functional categories were standardized. Outlier or incomplete entries were handled conservatively to preserve accuracy and anonymity.

Treatment of Missing or Partial Data
Where employers submitted only one portion of the survey (either the benefits questionnaire or the wage spreadsheet), their data were included in aggregate analyses where applicable. Missing or non-numeric values were excluded from percentage and median calculations.

1.4 Data Interpretation Notes
Results represent aggregated local trends rather than prescriptive wage standards. Variations across positions and employers reflect differences in organizational size,

structure, and mission. The findings are intended as a benchmarking resource to support informed decision-making, not as definitive pay guidance.

1.5 Use of AI Assistance

Portions of this report—including data summaries, visualization planning, and early narrative drafts—were developed with assistance from OpenAI's GPT-5.2, an artificial-intelligence language model.

All analysis, interpretation, and editorial decisions were reviewed and approved by the project committee. Only anonymized datasets were processed using AI tools, and all confidentiality standards were maintained throughout the data collection process and analysis. The use of AI allowed the committee to streamline data analysis and produce a high-quality community resource more efficiently, while maintaining full human oversight and accountability.

2. Workforce Composition

2.1 Overview

The Gunnison Valley's workforce is as diverse as its landscape, spanning government agencies, health and human-service nonprofits, small local businesses, and large seasonal employers. This section provides an overview of the employment structure represented in the 2025 Gunnison Valley Salary & Benefits Survey, focusing on the mix of full-time, part-time, and seasonal roles, as well as the distribution of job levels and pay types.

While participation was not exhaustive, the data provide valuable insight into how employers of varying size and mission structure their staff and allocate personnel resources.

2.2 Employment Type

Survey participants reported a broad range of staffing models, from single-employee sole proprietorships to organizations employing more than one hundred people.

- **Full-time, year-round employees** made up the majority of reported positions, underscoring the Valley's reliance on stable, long-term staff to sustain operations throughout the year.
- **Part-time and seasonal employees** remain essential, reflecting the Valley's cyclical tourism and service-driven economy.
- **Contract and 1099 workers** represent a small share, providing specialized expertise or project-based labor.

This balance of employment types highlights both the resilience and adaptability of the local workforce, with many employers maintaining a core year-round team and supplementing capacity seasonally.

2.3 Seasonal Workforce

Seasonal employment is a defining characteristic of the Gunnison Valley labor market. Seasonal positions appear across industries—from ski area operations and guiding services to education and outdoor retail—and often account for significant short-term employment spikes.

Although pay rates for seasonal roles are typically lower than year-round equivalents, several employers reported offering premium hourly wages, housing options, or in-kind perks (such as recreation passes) to remain competitive.

2.4 Job Levels

Positions were grouped into six standardized job levels, and corresponding definitions were provided so respondents could consistently classify employees:

- **Executive / Senior Leadership**: Organization wide decision making; C-Suite or equivalent (e.g., CEO, Executive Director, General Manager).
- **Director / Senior Manager**: Oversees multiple functions or departments; strategic decision making; reports to executive leadership.
- **Manager**: Manages a department or major function; budget responsibility; hires/fires staff.
- **Supervisor / Team Lead**: Oversees a small team; responsible for daily operations and work assignments.
- **Skilled / Specialist**: Experienced in role; may mentor others; works independently with moderate supervision.
- **Entry-Level / Support Staff**: Performs defined tasks; limited experience required; works under close supervision.

Some observations:

- The majority of reported roles fall into the Entry-Level and Skilled/Specialist categories, consistent with the service-oriented and operational focus of many local employers.
- Supervisory and managerial roles constitute a smaller but vital middle tier, reflecting lean organizational structures.
- Director and executive positions are fewer in number but carry broader strategic and fiscal responsibilities.

This distribution suggests a labor market weighted toward hands-on service delivery, with leadership concentrated in a relatively small cohort of experienced professionals.

2.5 Pay Type (Hourly vs. Salary)

Employers reported a near-even division between hourly and salaried pay structures: roughly 40 percent of positions compensated hourly and 60 percent annually.

Hourly compensation predominates in operations, technical, and customer-facing roles, while annual salaries are more common among administrative, managerial, and professional staff. This distinction roughly aligns with non-exempt vs. exempt classifications and influences how benefits and leave policies are applied.

2.6 Personnel Costs

Across all respondents, personnel expenses accounted for a median 46 percent of total organizational expenditures (interquartile range 26–60 percent). Labor thus remains the single largest investment for most Gunnison Valley employers.

Organizations reporting lower percentages often rely on volunteer labor or seasonal staff, whereas those with higher shares typically operate service-intensive programs that require year-round professional staffing.

2.7 Notes on Data Quality & Representation

Participation varied by organization size and type, resulting in stronger representation from some employer categories than others. While the dataset does not capture every local employer, it reflects a broad cross-section of the Gunnison Valley's workforce and provides a credible baseline for understanding compensation and benefits patterns across the community.

All data were reviewed and standardized to ensure internal consistency. Responses that could potentially identify a single employer or individual, such as highly specific job titles or outlier pay values, were either aggregated or excluded. To preserve confidentiality, results are presented only at the community level, without comparison or breakdown by industry or individual organization.

3. Compensation Findings

3.1 Overview

The 2025 Gunnison Valley Salary & Benefits Survey provides a first-year snapshot of reported wages and salaries across a range of employer types in the Gunnison Valley. To reflect the realities of how local work is structured, compensation patterns are best understood through three broad lenses: job level, type of employment (full-time, part-time, seasonal), and type of work performed (functional area).

This section summarizes high-level patterns observed in the reported data. Because this is the first year of an expanded, community-wide effort in a small labor market, results should be interpreted as directional local context rather than definitive "market rates" for specific jobs.

3.2 Pay Type Distribution

Respondents reported both hourly and salaried positions, illustrating the balance between hands-on service and professional roles within the local workforce.

- Approximately 40 percent of reported positions were compensated on an hourly basis, most often in operations, technical, or customer-facing functions.
- The remaining 60 percent were salaried positions, generally representing administrative, managerial, or professional staff.

This split indicates a healthy mix of role types across the Gunnison Valley's employment landscape, with hourly and salaried pay structures coexisting to meet the needs of diverse organizational models.

3.3 Pay Progression by Level of Responsibility

Across employers, reported compensation generally increases as roles move from entry-level and support functions toward higher levels of responsibility and decision-making. In broad terms, positions categorized as supervisory, managerial, director-level, and executive tend to show higher typical pay than entry-level and specialist roles. This progression aligns with how compensation typically reflects scope, complexity, and accountability, even though the actual responsibilities tied to a given job level can vary significantly across organizations.

3.4 Full-Time, Part-Time & Seasonal Roles Operate in Different Pay Structures

Seasonal roles are integral to the Gunnison Valley economy, particularly in recreation, education, and hospitality. As expected, pay for seasonal employees typically reflects shorter employment durations and the absence of long-term benefits eligibility.

- Seasonal positions were concentrated in entry-level and skilled categories.
- Median hourly rates were generally lower than for comparable year-round roles but often supplemented with in-kind benefits such as housing, gear stipends, or ski passes.
- A few employers reported using premium pay rates or end-of-season bonuses to offset limited benefit access and encourage retention.

These findings underscore the economic importance of seasonal labor and highlight the creative strategies employers use to attract short-term talent in a competitive labor market.

3.5 Differences by Type of Work

When the data are viewed by broad functional area, compensation tends to vary based on the degree of specialization required, certifications or licensure, working conditions, and labor availability. Roles associated with specialized expertise (for example, some technical, skilled trade, IT, or clinically-related work) often exhibit higher typical pay than broad support functions. At the same time, some functional areas contain a wide mix of responsibilities — meaning the range of pay can be broad even within the same category.

This reinforces a key point: functional area categories provide community-level context, but they cannot fully substitute for position-by-position benchmarking, especially in a small market where job scope may vary significantly from one employer to another.

3.6 Interpreting the Results

The primary value of this first-year dataset is to provide a shared reference point that can support informed conversations among employers, employees, and community leaders about compensation, benefits, and workforce sustainability in the Gunnison Valley. Readers should interpret findings with an understanding that:

- some categories reflect limited data,
- local job scope and organizational scale vary widely, and
- compensation practices may differ substantially between sectors.

Over time, as participation grows and reporting becomes more robust, future iterations of the survey may be able to provide more granular and stable benchmarks while continuing to protect confidentiality.

4. Benefits Findings

4.1 Overview

Benefits are an essential part of total compensation and reflect how employers invest in workforce stability and well-being. In the Gunnison Valley, where a high cost-of-living and seasonal employment present unique challenges, employers reported an encouraging range of offerings—from traditional insurance and retirement programs to creative, locally-inspired perks.

The following summary captures high-level trends drawn from both organizational and position-level data, representing community-wide patterns rather than industry-specific comparisons.

4.2 Core Benefits Coverage

Across all reported positions:

- 91.8% included paid time off or sick leave.
- 89.6% were eligible for a retirement plan.
- 81.1% received health insurance coverage.
- 71% had dental coverage, and 70% had vision coverage.

These figures suggest that, even among small and mid-sized employers, a majority of positions in the Valley include the same foundational benefits often associated with larger organizations.

4.3 Health & Wellness

Among employers offering health coverage, plan structures varied, but most reported using traditional PPOs or high-deductible health plans with HSAs. Median employee contribution estimates ranged around $20 per month for individual coverage and $40 for family coverage, though actual amounts differed widely.

Roughly one-third of respondents also reported offering some form of mental-health support, whether integrated into their insurance or as a separate resource such as an Employee Assistance Program (EAP).

Wellness programs, like gym reimbursements or mindfulness incentives, were reported by only a small minority, underscoring the resource limitations typical in small organizations.

4.4 Retirement & Financial Benefits

Retirement participation was particularly strong: nearly nine out of ten positions were covered by a retirement plan such as a 401(k) or 403(b). Of these, a majority included an employer match, typically 100 percent of contributions up to 3% of salary.

A few respondents mentioned tuition or professional development stipends or certifications as additional financial benefits, reinforcing a growing local emphasis on career investment.

4.5 Leave & Time Off

Most respondents provided paid holidays (median 10 days per year) and separate sick leave averaging 10 days.

Roughly one-fifth offered floating holidays, and about one-third provided bereavement leave averaging five days.

While a small number described "unlimited PTO" policies, the majority used traditional accrual systems, with several allowing carryover into the next year.

4.6 Flexibility & Work-Life Balance

Approximately half of all employers indicated that at least some positions could be hybrid or remote, and more than half allowed compressed workweeks.

Childcare assistance, flexible scheduling, or on-site amenities were less common but still present in a few organizations—evidence of evolving approaches to employee balance and retention.

4.7 Other & Locally Distinct Benefits

The Gunnison Valley's geography and culture shape its unique incentives.
Over half of respondents reported at least one "other" benefit category beyond traditional offerings. Common examples included:

- Ski passes or outdoor recreation perks
- Cell phone reimbursements and travel stipends
- Professional certification or continuing-education support
- Housing assistance or shared seasonal accommodations

These locally tailored benefits reflect employers' creativity in attracting and retaining staff within a competitive mountain-town economy.

4.8 Seasonal Employees

Seasonal roles rarely include conventional benefits such as health or retirement, but many employers compensate through non-monetary or short-term perks such as recreation passes and end-of-season bonuses. Such practices demonstrate community employers' commitment to fair treatment and continuity even within short-term employment cycles.

4.9 Summary

Overall, Gunnison Valley employers show a strong commitment to offering meaningful benefits despite varied budgets and staffing models. Traditional benefits like health insurance, retirement plans, and PTO are widespread, and locally specific incentives add distinctive value to employment packages. These findings illustrate both the shared priorities and creative resilience of the Valley's workforce ecosystem.

5. Data Tables

This section provides the survey's tabular data outputs for readers who want to review the detailed results directly. Tables are organized to support three ways of viewing compensation information: by employment type (full-time, part-time, seasonal), by job level, and by functional area. Benefits tables follow, summarizing reported benefit availability and selected plan details.

Because this is a first-year community-wide effort in a small labor market, readers should treat these tables as directional local context, not definitive "market rates" for specific job titles.

5.1 Participation Snapshot

Table 5.1.1 Participation Overview

Twenty-nine respondents submitted data, either through the online survey, the position spreadsheet, or both. The table below is a summary of position and employee counts from all respondents who submitted position-specific data.

	Salary	Hourly	Total
# Full Time Positions	327	169	496
# Full Time Employees	459	356	815
# Part Time Positions	18	45	63
# Part Time Employees	20	83	103
# Seasonal Positions	2	32	34
# Seasonal Employees	2	294	296
# Total Positions	347	246	593
# Total Employees	481	733	1,214

5.2 Compensation Tables

The compensation tables that follow summarize pay information reported by participating employers for groups of similar positions. To help interpret the data, the column headers and summary statistics are defined below.

Position and Employee Counts

- **# Positions**: The number of distinct position entries reported. Employers were allowed to group multiple employees performing the same role into a single position entry.
- **# Employees**: The total number of employees represented by those position entries. This helps distinguish between a role held by one person and a role held by many people.

Pay Summary Statistics
Pay figures are shown using common summary measures to illustrate both typical values and the overall spread of reported pay:

- **Low**: The lowest reported pay value in the group.
- **25th Percentile**: The value at which 25% of reported pay values fall below and 75% fall above.
- **Median**: The midpoint of the reported values; half of reported pay values fall below this amount and half fall above. The median is used as the primary indicator of a "typical" pay level because it is less influenced by very high or very low values.
- **75th Percentile**: The value at which 75% of reported pay values fall below and 25% fall above.
- **High**: The highest reported pay value in the group.

In cases where only a small number of observations were available, these statistics may reflect limited data and should be interpreted with caution.

Hourly and Annual Pay
Hourly and annual pay figures are reported separately and should not be directly compared without considering differences in job structure, hours worked, and employment type. Annual pay is referred to as "salary" in the tables presented here.

5.2.1 Full-Time Positions

Table 5.2.1A: Full-Time – Overall Pay Distribution Summary

Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Salary	327	459	$28,000	$ 65,922	$ 82,246	$108,225	$226,418
Hourly	169	356	$ 15.81	$ 24.72	$ 28.52	$ 34.56	$ 69.63

Table 5.2.1B: Full-Time – Pay by Job Level (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	49	84	$28,000	$ 59,000	$ 68,558	$ 78,007	$144,828
Skilled / Specialist	Salary	108	196	$41,400	$ 60,130	$ 72,000	$ 87,588	$107,185
Supervisor / Team Lead	Salary	32	36	$60,000	$ 76,737	$ 90,000	$112,256	$134,100
Manager	Salary	52	54	$46,100	$ 65,000	$ 88,253	$101,379	$126,132
Director / Senior Manager	Salary	49	50	$42,000	$ 80,000	$105,987	$132,338	$173,013
Executive / Senior Leadership	Salary	37	39	$48,000	$100,000	$154,300	$183,812	$226,418

Table 5.2.1B: Full-Time – Pay by Job Level (Salary and Hourly)(continued)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	78	217	$15.81	$23.48	$25.56	$29.30	$40.98
Skilled / Specialist	Hourly	49	90	$18.00	$26.37	$30.30	$34.24	$45.88
Supervisor / Team Lead	Hourly	30	37	$22.00	$27.25	$32.22	$40.98	$57.15
Manager	Hourly	11	11	$21.62	$34.81	$36.00	$41.17	$54.85

Table 5.2.1C: Full-Time – Pay by Functional Area (Salary and Hourly)

Functional Area	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Administration / Office Support	Salary	77	90	$48,000	$64,200	$83,367	$121,211	$226,418
Creative / Design	Salary	3	3	$42,000		$54,000		$ 60,000
Education / Training	Salary	4	7	$56,160	$57,242		$ 79,400	$ 87,602
Finance / Accounting	Salary	30	31	$50,213	$71,752	$79,724	$ 95,785	$183,812
Fundraising / Development	Salary	14	15	$52,027	$60,000	$65,000	$ 72,000	$154,500
Healthcare / Wellness Services	Salary	26	51	$53,000	$76,052	$89,711	$108,224	$170,185
Human Resources	Salary	11	12	$51,500	$66,560	$84,198	$102,097	$173,013
Information Technology	Salary	20	23	$56,779	$71,897	$90,000	$119,417	$163,700
Marketing / Communications	Salary	13	15	$52,575	$53,750	$61,017	$ 78,000	$130,439
Nonprofit Programs	Salary	11	11	$28,000	$50,440	$60,000	$ 78,000	$147,711
Operations / Facilities	Salary	98	163	$46,100	$69,178	$82,521	$110,000	$177,700
Skilled Trades / Technical Services	Salary	20	38	$65,880	$76,493	$96,084	$126,132	$149,100

Functional Area	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Administration / Office Support	Hourly	41	94	$19.38	$24.07	$25.77	$30.00	$39.63
Customer Service / Guest Services	Hourly	2	5	$15.81				$22.00
Education / Training	Hourly	2	2	$26.37				$30.47
Finance / Accounting	Hourly	5	5	$27.94	$29.34	$33.54	$33.54	$40.98
Food Service / Hospitality	Hourly	6	8	$22.37	$24.80	$30.00	$36.00	$44.63
Healthcare / Wellness Services	Hourly	41	97	$19.03	$25.83	$30.96	$35.99	$57.15
Human Resources	Hourly	3	3	$24.90		$27.84		$29.30
Information Technology	Hourly	6	10	$21.50	$22.93	$27.07	$35.80	$69.63
Marketing / Communications	Hourly	5	5	$22.00	$30.30	$30.91	$30.69	$39.04
Nonprofit Programs	Hourly	5	5	$18.00	$18.45	$20.80	$22.00	$23.58
Operations / Facilities	Hourly	35	85	$17.75	$25.83	$27.32	$35.61	$45.88
Skilled Trades / Technical Services	Hourly	18	37	$23.21	$24.84	$33.09	$41.17	$52.19

Table 5.2.1D: Full-Time – Pay By Functional Area and Job Level

This section presents a series of tables, one for each functional area where data was reported.

Administration / Office Support (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	10	15	$49,204	$54,238	$58,167	$65,273	$167,600
Skilled / Specialist	Salary	19	25	$52,085	$61,603	$69,000	$83,367	$114,157
Supervisor / Team Lead	Salary	3	3	$72,268		$73,400		$119,947
Manager	Salary	11	11	$50,887	$65,000	$85,247	$88,253	$ 98,342
Director / Senior Manager	Salary	7	7	$66,750	$71,000	$104,062	$114,000	$150,000
Executive / Senior Leadership	Salary	27	29	$48,000	$94,716	$140,700	$184,000	$226,417

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	24	70	$19.38	$21.78	$24.63	$25.77	$39.63
Skilled / Specialist	Hourly	8	11	$20.50	$27.38	$30.41	$32.95	$34.67
Supervisor / Team Lead	Hourly	7	11	$25.76	$26.68	$30.00	$32.05	$38.88
Manager	Hourly	2	2	$34.81				$38.88

Creative Design (Salary)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	1	1			$42,000		
Supervisor / Team Lead	Salary	1	1			$54,000		
Director / Senior Manager	Salary	1	1			$60,000		

Customer Service / Guest Services (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	2	5	$15.81				$22.00

Education / Training (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	3	6	$56,160		$57,242		$79,400
Director / Senior Manager	Salary	1	1			$87,602		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	1			$30.47		
Skilled / Specialist	Hourly	1	1			$26.37		

Finance / Accounting (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	12	12	$50,213	$61,000	$77,883	$85,452	$ 98,342
Skilled / Specialist	Salary	7	8	$51,500	$61,279	$71,752	$90,126	$102,960
Supervisor / Team Lead	Salary	2	2	$75,705				$102,100
Manager	Salary	4	4	$73,542		$79,724		$ 90,000
Director / Senior Manager	Salary	3	3	$78,750		$126,896		$150,000
Executive / Senior Leadership	Salary	2	2	$165,600				$183,812

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	3	3	$27.94		$31.69		$40.98
Skilled / Specialist	Hourly	2	2	$29.34				$33.54

Food Service / Hospitality (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	2	4	$22.37				$24.80
Supervisor / Team Lead	Hourly	3	3	$27.36		$30.00		$44.63
Manager	Hourly	1	1			$36.00		

Fundraising / Development (Salary)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	5	6	$52,027	$55,000	$56,000	$61,688	$66,000
Manager	Salary	2	2	$60,000				$65,000
Director / Senior Manager	Salary	6	6	$67,000	$70,000	$85,000	$132,507	$154,500
Executive / Senior Leadership	Salary	1	1			$65,000		

Healthcare / Wellness Services (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	3	4	$61,375		$77,031		$117,126
Skilled / Specialist	Salary	14	38	$53,000	$72,321	$89,738	$104,499	$170,185
Supervisor / Team Lead	Salary	4	4	$83,220	$89,711		$106,847	$112,256
Manager	Salary	4	4	$65,000	$89,585		$108,224	$124,654
Director / Senior Manager	Salary	1	1			$97,926		

Healthcare / Wellness Services (Salary and Hourly)(continued)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	13	45	$21.69	$23.94	$25.10	$27.51	$34.94
Skilled / Specialist	Hourly	15	36	$19.03	$29.81	$31.07	$42.31	$44.60
Supervisor / Team Lead	Hourly	11	14	$26.87	$29.19	$33.83	$40.98	$57.15
Manager	Hourly	2	2	$30.96				$54.85

Human Resources (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	7	8	$ 51,500	$60,130	$ 82,305	$90,854	$105,097
Director / Senior Manager	Salary	3	3	$109,942		$118,839		$173,013

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	3	3	$24.90		$27.84		$29.30

Information Technology (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	1	2			$ 72,414		
Skilled / Specialist	Salary	12	14	$ 56,779				$112,602
Supervisor / Team Lead	Salary	3	3	$ 90,000		$ 92,715		$ 93,218
Manager	Salary	1	1			$119,417		
Director / Senior Manager	Salary	2	2	$123,135				$129,286
Executive / Senior Leadership	Salary	1	1			$163,700		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	2			$22.93		
Skilled / Specialist	Hourly	4	7	$21.50	$27.07		$27.53	$35.80
Director / Senior Manager	Hourly	1	1			$69.63		

Marketing / Communications (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	3	3	$52,575		$53,750		$ 77,000
Skilled / Specialist	Salary	5	7	$52,575	$54,453	$57,000	$60,000	$ 71,070
Manager	Salary	1	1			$61,017		
Director / Senior Manager	Salary	4	4	$78,000	$80,000		$89,000	$130,439

Marketing / Communications (Salary and Hourly)(continued)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	2	2	$31.69				$39.04
Skilled / Specialist	Hourly	3	3	$22.00		$30.30		$30.91

Nonprofit Programs (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	1	1			$28,000		
Skilled / Specialist	Salary	2	2	$41,400				$ 50,440
Manager	Salary	3	3	$47,436		$51,258		$ 60,000
Director / Senior Manager	Salary	5	5	$65,978	$77,000	$78,000	$90,808	$147,711

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Hourly	3	3	$18.00		$18.45		$20.80
Supervisor / Team Lead	Hourly	2	2	$22.00				$23.58

Operations / Facilities (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	18	46	$54,765	$ 68,480	$ 71,378	$ 77,600	$131,375
Skilled / Specialist	Salary	25	56	$55,365	$ 59,751	$ 74,000	$ 84,000	$125,200
Supervisor / Team Lead	Salary	16	20	$63,441	$ 76,737	$ 87,267	$112,256	$134,100
Manager	Salary	24	26	$46,100	$ 69,700	$ 95,784	$108,224	$118,961
Director / Senior Manager	Salary	9	9	$99,400	$105,987	$113,000	$128,896	$152,000
Executive / Senior Leadership	Salary	6	6	$50,000	$131,501	$145,218	$154,300	$177,700

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	20	61	$17.75	$23.48	$25.90	$27.84	$40.98
Skilled / Specialist	Hourly	8	17	$26.15	$26.69	$34.00	$34.24	$35.88
Supervisor / Team Lead	Hourly	2	2	$27.25				$37.03
Manager	Hourly	5	5	$21.62	$35.51	$35.95	$38.10	$42.11

Skilled Trades / Technical Services (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	8	25	$65,880	$68,133	$ 76,493	$ 83,033	$110,653
Supervisor / Team Lead	Salary	3	3	$82,650		$106,425		$119,600
Manager	Salary	2	2	$77,976				$126,132
Director / Senior Manager	Salary	7	8	$96,084	$99,500	$134,667	$146,100	$149,100

Skilled Trades / Technical Services (Salary and Hourly)(continued)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	7	21	$23.21	$24.84	$29.30	$34.34	$36.50
Skilled / Specialist	Hourly	5	10	$23.39	$23.63	$30.60	$31.96	$40.08
Supervisor / Team Lead	Hourly	5	5	$34.56	$41.21	$42.31	$49.67	$52.19
Manager	Hourly	1	1			$41.17		

5.2.2 Part-Time Positions

Table 5.2.2A: Part-Time – Overall Pay Distribution Summary

Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Salary	18	20	$25,000	$32,000	$41,200	$46,800	$112,923
Hourly	45	83	$ 15.36	$ 21.00	$ 29.28	$ 35.00	$ 62.16

Table 5.2.2B: Part-Time – Pay by Job Level (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	1	1			$30,750		
Skilled / Specialist	Salary	7	7	$25,000	$32,000	$52,132	$68,711	$112,923
Manager	Salary	5	6	$38,000	$40,000	$41,200	$45,000	$ 45,450
Director / Senior Manager	Salary	1	1			$44,000		
Executive / Senior Leadership	Salary	4	5	$25,000	$32,448		$46,800	$ 56,000

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	27	43	$15.36	$18.00	$22.17	$30.41	$49.23
Skilled / Specialist	Hourly	14	35	$18.30	$24.00	$32.33	$48.03	$62.16
Supervisor / Team Lead	Hourly	2	3	$32.00				$35.00
Manager	Hourly	2	2	$32.64				$50.00

Table 5.2.2C: Part-Time – Pay by Functional Area (Salary and Hourly)

Functional Area	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Administration / Office Support	Salary	6	7	$25,000	$30,750	$ 32,448	$46,800	$56,000
Customer Service / Guest Services	Salary	1	1			$ 32,000		
Finance / Accounting	Salary	1	1			$ 61,800		
Fundraising / Development	Salary	1	1			$ 25,000		
Healthcare / Wellness Services	Salary	1	1			$112,923		
Information Technology	Salary	2	2	$52,132				$68,711
Nonprofit Programs	Salary	4	5	$25,000	$38,000		$40,000	$45,450
Operations / Facilities	Salary	2	2	$41,200				$45,000

Table 5.2.2C: Part-Time – Pay by Functional Area (Salary and Hourly)(continued)

Functional Area	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Administration / Office Support	Hourly	7	11	$18.68	$21.00	$26.52	$36.00	$45.00
Customer Service / Guest Services	Hourly	3	14	$15.36		$16.48		$17.00
Education / Training	Hourly	3	12	$22.50		$24.00		$29.30
Finance / Accounting	Hourly	1	1			$29.28		
Food Service / Hospitality	Hourly	1	1			$20.10		
Fundraising / Development	Hourly	1	1			$30.47		
Healthcare / Wellness Services	Hourly	14	17	$18.90	$24.28	$30.41	$48.03	$62.16
Information Technology	Hourly	1	1			$48.30		
Marketing / Communications	Hourly	1	1			$21.00		
Nonprofit Programs	Hourly	3	11	$18.00		$18.30		$30.00
Operations / Facilities	Hourly	7	10	$17.00	$19.63	$30.00	$32.00	$50.00
Skilled Trades / Technical Services	Hourly	3	3	$23.21				$35.00

Table 5.3.2D: Part-Time – Pay By Functional Area and Job Level

This section presents a series of tables, one for each functional area where data was reported.

Administration / Office Support (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Salary	1	1			$30,750		
Director / Senior Manager	Salary	1	1			$44,000		
Executive / Senior Leadership	Salary	4	5	$25,000	$32,448		$46,800	$56,000

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	4	6	$18.68		$21.00		$26.52
Skilled / Specialist	Hourly	2	4	$36.00				$45.00
Manager	Hourly	1	1			$32.64		

Customer / Guest Services (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	1	1			$32,000		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	3	14	$15.36		$16.48		$17.00

Education / Training (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	1			$29.30		
Skilled / Specialist	Hourly	2	11	$22.50				$24.00

Finance / Accounting (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	1	1			$61,800		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Hourly	1	1			$29.28		

Food Service / Hospitality (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	1			$20.10		

Fundraising / Development (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	1			$30.47		

Healthcare / Wellness Services (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	10	12	$18.90	$24.28	$28.48	$34.52	$49.23
Skilled / Specialist	Hourly	4	5	$32.33		$48.03		$62.16

Information Technology (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	2	2	$52,132				$68,711

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Hourly	1	1			$48.30		

Marketing / Communications (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Hourly	1	1			$21.00		

Nonprofit Program (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	1	1			$25,000		
Manager	Salary	3	4	$38,000		$40,000		$45,450

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	2	2	$18.00				$30.00
Skilled / Specialist	Hourly	1	9			$18.30		

Operations / Facilities (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Manager	Salary	2	2	$41,200				$45,000

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	4	5	$17.00	$19.63		$27.84	$30.47
Skilled / Specialist	Hourly	1	2			$ 30.00		
Supervisor / Team Lead	Hourly	1	2			$ 32.00		
Manager	Hourly	1	1			$ 50.00		

Skilled Trades / Technical Services (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	1			$23.21		
Skilled / Specialist	Hourly	1	1			$35.00		
Supervisor / Team Lead	Hourly	1	1			$35.00		

5.2.3 Seasonal Positions

Table 5.2.3A: Seasonal – Overall Pay Distribution Summary

Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Salary	2	2	$20,000				$26,430
Hourly	32	294	$ 17.00	$23.00	$25.00	$28.50	$ 50.00

Table 5.2.3B: Seasonal – Pay by Job Level

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	1	1			$20,000		
Supervisor / Team Lead	Salary	1	1			$26,430		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	20	158	$17.00	$22.21	$23.04	$26.33	$40.00
Skilled / Specialist	Hourly	8	127	$23.00	$25.23	$28.00	$35.00	$50.00
Supervisor / Team Lead	Hourly	3	8	$19.00		$25.00		$28.00
Director / Senior Manager	Hourly	1	1			$30.00		

Table 5.2.3C: Seasonal – Pay by Functional Area

Functional Area	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Administration / Office Support	Hourly	2	4	$23.00				$25.00
Customer Service / Guest Services	Hourly	5	69	$17.00	$23.00	$23.00	$25.00	$28.00
Food Service / Hospitality	Hourly	4	48	$18.00	$19.00		$28.00	$40.00
Operations / Facilities	Hourly	12	43	$20.85	$22.21	$24.14	$25.23	$30.00
Outdoor Recreation / Guiding / Instruction	Hourly	7	125	$23.00	$26.33	$28.50	$35.00	$50.00
Skilled Trades / Technical Services	Hourly	2	5	$25.00				$34.34

Functional Area	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Administration / Office Support	Salary	1	1			$20,000		
Outdoor Recreation / Guiding / Instruction	Salary	1	1			$26,430		

Table 5.2.3D: Seasonal – Pay By Functional Area and Job Level

This section presents a series of tables, one for each functional area where data was reported.

Administration / Office Support (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Skilled / Specialist	Salary	1	1			$20,000		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	3			$23.00		
Supervisor / Team Lead	Hourly	1	1			$25.00		

Customer Service / Guest Services (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	4	65	$17.00		$23.00		$25.00
Supervisor / Team Lead	Hourly	1	4			$28.00		

Food Service / Hospitality (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	3	45	$18.00		$28.00		$40.00
Supervisor / Team Lead	Hourly	1	3			$19.00		

Operations / Facilities (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	9	36	$20.85	$23.04		$25.00	$28.69
Skilled / Specialist	Hourly	2	6	$25.23				$28.00
Director / Senior Manager	Hourly	1	1			$30.00		

Outdoor Recreation / Guiding / Instruction (Salary and Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Supervisor / Team Lead	Salary	1	1			$26,430		

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	1	4			$26.33		
Skilled / Specialist	Hourly	6	121	$23.00		$28.50		$50.00

Skilled Trades / Technical Services (Hourly)

Job Level	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Entry-Level / Support Staff	Hourly	2	5	$25.00				$34.34

5.2.4 Cross-Cutting Pay Summary

This table provides a high-level comparison across employment types.

Table 5.2.4: Pay Distribution by Employment Type (Full-Time, Part-Time, Seasonal)

Job Type	Pay Type	# Pos	# Empl	Low	25th %ile	Median	75th %ile	High
Full-Time	Salary	327	459	$28,000	$65,922	$82,246	$108,225	$226,418
Full-Time	Hourly	169	356	$ 15.81	$ 24.72	$ 28.52	$ 34.56	$ 69.63
Part-Time	Salary	18	20	$25,000	$32,000	$41,200	$46,800	$112,923
Part-Time	Hourly	45	83	$ 15.36	$ 21.00	$ 29.28	$ 35.00	$ 62.16
Seasonal	Salary	2	2	$20,000				$ 26,430
Seasonal	Hourly	32	294	$ 17.00	$ 23.00	$ 25.00	$ 28.50	$ 50.00

5.3 Benefits Tables

All 27 employers who completed the online questionnaire reported offering at least some employee benefits, including health and wellness coverage, retirement plans, paid time off (such as vacation, sick, and bereavement leave), flexible work arrangements, and other supplemental benefits. Results reflect employer policies and do not capture differences in benefit eligibility by position or employment type.

The tables in this section summarize benefit availability and selected benefit design features across participating employers. Percentages represent the share of responding employers offering each benefit and are not weighted by organization size. Because not all employers answered every question, percentages are based on the number of employers responding to each item and may not sum to 100%.

5.3.1 Health & Wellness Benefits

Table 5.3.1A: Health & Wellness Benefits Offered

The following table summarizes the number and percentage of employers who reported offering either health insurance or a stipend. One respondent reported offering a stipend to employees who opt out of group insurance plans.

Ins/Stipend	#	%
Group Insurance	10	47.6%
Stipend	10	47.6%
Both	1	4.8%

Employer/employee contributions for group insurance ranged widely. Stipends ranged from $150-$525 per month and $4,500-$5,000 per year.

Table 5.3.1B: Health Plan Offerings

The following table summarizes the number and percentage of the types of plans offered by the employers that provide group health insurance. Several employers offer more than one type of plan.

Table 5.3.1B: Health Plan Offerings (continued)

Type of Plan	#	%
Preferred Provider Organization (PPO)	8	72.7%
Health Maintenance Organization (HMO)	2	18.2%
High Deductible Health Plan (HDHP) w/Health Savings Account (HSA) or Flexible Spending Account (FSA)	3	27.3%

Table 5.3.1C: Other Health & Wellness Benefits Offerings

The following table summarizes the number and percentage of employers who reported offering additional health and wellness benefits.

Other Benefits	#	%
Dental	8	29.6%
Vision	6	22.2%
Mental Health/EAP	11	40.7%
Gym/Fitness	6	22.2%
Wellness	7	25.9%
Other	6	22.2%

5.3.2 Retirement Benefits

Table 5.3.2A: Retirement Benefits Offered

The following table summarizes the number and percentage of employers who reported offering retirement benefits.

Retirement	#	%
Multiple Options	3	11.1%
One Option	16	59.3%

All but one employer offers a match—ranging from 2% to 6%—and vesting schedules range from immediate to five years, with a few exceptions.

Table 5.3.2B: Retirement Plan Offerings

The following table summarizes the number percentage of the types of plans offered by employers who provide retirement benefits.

Type of Plan	#	%
Pension	2	7.4%
401(a)	3	11.1%
401(k)	6	22.2%
403(b)	3	11.1%
457(b)	3	11.1%
IRA	8	29.6%
Other	1	3.7%

5.3.3 Time Off & Leave

In addition to the paid time off outlined in the tables below, ten employers also reported offering caregiver and/or bereavement leave of varying lengths.

Eighteen employers also reported utilizing the State of Colorado's FAMLI program, and four reported utilizing a private plan to meet their FAMLI obligations.

Table 5.3.3A: Paid Time Off Offered

The following table summarizes the number and percentage of employers who reported offering paid time off (beyond holidays).

PTO	#	%
Vacation / Sick	12	50.0%
Combined	12	50.0%

Sixteen employers allow employees to carry some number of hours over into a subsequent year.

Table 5.3.3B: How Paid Time Off is Earned

The following table summarizes the number and percentage of how employees earn paid time off by employers who reported offering it.

Earned	#	%
Accrued	17	77.3%
Front Loaded	5	22.7%

Table 5.3.3C: Paid Holidays

The following table summarizes the number and percentage of employers who reported offering a specific number of paid holidays. Two employers reported not offering paid time off but reported offering paid holidays.

# Holidays	#	%
5	1	6.7%
6	1	6.7%
7	1	6.7%
8	2	13.3%
9	1	6.7%
10	2	13.3%
11	3	20.0%
12	2	13.3%
13	2	13.3%
Plus Floating	6	40.0%

5.3.4 Flexible Work & Other Benefits

Table 5.3.4A: Remote / On-Site / Hybrid Arrangements

The following table summarizes the number and percentage of employers who reported remote, on-site, and hybrid work arrangements.

Arrangement	#	%
Fully Remote	0	0.0%
Fully On Site	9	33.3%
Hybrid/Flexible	15	55.6%

Table 5.3.4B: Other Benefits Offered

The following table summarizes the number and percentage of employers who reported offering other types of benefits not already included in previous tables.

Other	#	%
Flexible Schedules	4	15.4%
Compressed Workweeks	14	53.8%
Childcare Assistance	2	7.7%
On-Site Amenities	5	19.2%
Social/Team Building	15	57.7%
Ski Passes	6	23.1%
Professional Development/Certification	21	80.8%
Cell Phone Reimbursements	6	23.1%
Travel Stipends	4	3.8%
Housing	5	19.2%

5.4 Notes on Interpretation & Limitations

The tables in this section are intended to provide contextual, community-level insight into compensation and benefits practices in the Gunnison Valley. Readers should keep the following considerations in mind when reviewing and using the data:

- **Data are self-reported and represent a point-in-time snapshot.** All information was provided directly by participating employers and reflects compensation and benefit practices at the time of data collection. The survey does not capture changes made after submission.
- **Job scope and responsibilities vary widely across employers.** Even within the same functional area or job level, positions may differ significantly in duties, required experience, certifications, supervisory responsibility, and organizational complexity. As a result, reported pay figures should not be interpreted as precise benchmarks for specific jobs.
- **Some categories are based on limited data.** In a small labor market, certain functional areas, job levels, or employment types include relatively few

reported positions or employers. These figures should be interpreted cautiously and are best used as directional indicators rather than definitive market rates.

- **Results are aggregated to protect confidentiality.** Pay values are summarized primarily using medians and percentile ranges, and in some cases values may be rounded or grouped to reduce the risk of identifying individual employers or positions. In a small labor market, complete anonymization is not always possible; however, the committee applied these practices to promote responsible data stewardship while sharing meaningful local context.
- **Percentages reflect employer participation, not workforce size.** Benefits tables report the percentage of employers offering a given benefit and are not weighted by the number of employees at each organization. As a result, they describe the prevalence of employer policies rather than the proportion of the workforce covered.

Taken together, these tables are best used to inform conversations, planning, and future data collection efforts, rather than to serve as prescriptive guidance for setting compensation or benefits for any individual position or organization.

6. Acknowledgments

The Community Foundation of the Gunnison Valley (CFGV) extends heartfelt thanks to the employers, organizations, and individuals who made the 2025 Gunnison Valley Salary & Benefits Survey possible.

This project was a true community effort. It was guided by a multi-sector advisory committee representing nonprofits, businesses, government agencies, and education partners who shaped the survey design, methodology, and outreach. Their time, insight, and commitment ensured that this effort reflects the diversity and reality of our local workforce.

We are especially grateful to the employers who participated, providing detailed and thoughtful responses in the spirit of transparency and collaboration. Your willingness to share data—confidentially and responsibly—has created a valuable resource that will strengthen the entire Gunnison Valley community.

CFGV also thanks the project committee and other partners who assisted with survey distribution, testing, and data review. Your behind-the-scenes work was essential to bringing this report to life.

Project Committee:

- Alicia Corliss – Community Foundation of the Gunnison Valley
- Pamela Maestro – Adaptive Sports Center
- Brittany Perkins – Crested Butte Nordic

Other partners and advisors:

- Andrew Sandstrom – Tourism and Prosperity Project
- Heather Leonard – CB/Mt. CB Chamber of Commerce
- Leora Wallace – Gunnison Country Chamber of Commerce
- TJ Taylor – ICELab

Appendix Materials

Appendix A. Survey Instrument

Section 1: Organization Information

1. Organization Name *(Optional – kept confidential; visible only to the coordinating committee)*

2. Industry *(Select one):*

- Agriculture / Ranching / Natural Resources
- Construction / Trades
- Education / Childcare
- Government / Public Sector
- Healthcare / Wellness Services
- Hospitality / Lodging
- Nonprofit / Community Organization
- Outdoor Recreation / Guiding / Instruction
- Professional / Technical Services *(e.g., legal, accounting, consulting)*
- Restaurant / Food & Beverage
- Retail / Sales
- Transportation / Logistics
- Other (please specify)
- Prefer not to answer

3. Primary Workforce Location(s) in the Gunnison Valley:

[Text box]

4. Approximate Annual Revenue:

- Under $100k
- $100k – $499k
- $500k – $999k
- $1M – $2M
- $2.1M – $5M
- $5.1M – $10M
- Over $10M
- Prefer not to answer

5. Approximate Annual Expenses:

(Same ranges as above)

6. Approximate percentage of expenses dedicated to personnel costs:

___ %

Section 2: Health & Wellness Benefits

Health Insurance

1. Do you offer health insurance?

- Yes
- No. If no, do you offer a stipend? (Yes/No)

2. What types of health plans do you offer? *(Select all that apply)*

- PPO (Preferred Provider Organization)
- HMO (Health Maintenance Organization)
- High Deductible Plan (HDHP) with HSA/FSA (Health/Flexible Spending Account)
- POS (Point of Service)

- Other (please specify)

3. Average monthly employee contribution for:

- Individual coverage: $ ___ or % ___
- Family coverage: $ ___ or % ___

4. Do you offer:

- Dental insurance? (Yes/No). If yes, average employee contribution: $ ___ or % ___
- Vision insurance? (Yes/No). If yes, average employee contribution: $ ___ or % ___
- Mental health benefits? (Yes/No). If yes, are they:
  - Integrated with health plan
  - Offered separately

5. Wellness Programs *(Select all that apply)*

- Gym memberships / fitness reimbursement
- On-site fitness facilities or physical therapy
- Wellness challenges or incentives
- Employee Assistance Program (EAP)
- Mindfulness / stress reduction
- Mental health stipends or funding
- Nutritional counseling
- Other (please specify)

Section 3: Retirement & Financial Benefits

1. What retirement plans do you offer? *(Select all that apply)*

- None
- 401(k)
- 403(b)
- Pension (defined benefit)
- IRA options
- Other (please specify)

2. Do you offer an employer match?

- Yes. Please describe: ___
- No

3. Typical vesting schedule for employer contributions:

[Text box]

Section 4: Time Off and Leave

Paid Time Off (PTO)

1. PTO days (vacation, sick, personal) offered annually to new full-time employees:

___ days

2. PTO is:

- Accrued
- Front-loaded

3. Is there a cap on PTO accrual?

- Yes
- No

4. Can unused PTO be carried over into the next year?

- Yes – How much? ___
- No

5. Do you offer unlimited PTO?

- Yes
- No

Paid Holidays

1. How many paid company holidays per year? ___

2. Do you offer floating holidays?

- Yes – How many? ___
- No

Sick Leave

1. Is sick leave separate from PTO?

- Yes – Number of days: ___
- No

Extended Leave / Family Leave

1. Do you use the Colorado FAMLI program or a private plan?

- FAMLI
- Private Plan

2. Do you offer paid parental leave (maternity, paternity, adoption)?

- Yes – For primary caregiver: ___ weeks / Secondary caregiver: ___ weeks
- No

Bereavement Leave

1. Do you offer paid bereavement leave?

- Yes – Number of days: ___
- No

Section 5: Flexible Work & Work-Life Balance

Remote / Hybrid Work

1. Primary work model:

- Fully in-office
- Hybrid
  - If hybrid, typical in-office days/week: ___
- Fully remote
  - If remote, do you offer a home office or internet stipend? (Yes/No)
- Other (please specify)

Work Hours

1. Do you offer flexible work hours?

- Yes – Please explain: ___
- No

2. Do you offer compressed workweeks (e.g., 4x10s)?

- Yes
- No

Other Work-Life Balance Benefits

1. Do you offer:

- Childcare assistance or subsidies? (Yes/No). Please explain: ___
- On-site amenities (e.g., gym, cafeteria)? (Yes/No). Please explain: ___
- Social/team-building activities? (Yes/No). Please explain: ___

Section 6: Other Benefits

1. What other benefits do you offer? *(Select all that apply)*

- Ski pass
- Professional development
- Professional certifications
- Cell phone reimbursement
- Travel stipends
- Other (please specify)

Section 7: Employee Housing

1. Do you offer employee housing?

- Yes – Please describe how it works: ___
- No

Section 8: Position Data

For each distinct position in your organization, please provide the following information.

- If you have multiple people in the same role, group them together and provide average/typical figures.
- If you are the only person in your business (sole proprietor), enter your own role information.

Step 1 – Functional Area *(Select one for each position)*

- Administration / Office Support
- Finance / Accounting
- Human Resources
- Operations / Facilities
- Sales / Business Development
- Marketing / Communications
- Customer Service / Guest Services
- Skilled Trades / Technical Services
- Information Technology
- Creative / Design
- Education / Training
- Healthcare / Wellness Services
- Food Service / Hospitality
- Outdoor Recreation / Guiding / Instruction
- Other (please specify)

Step 2 – Job Level *(Select one)*

- Entry-Level / Support Staff – Performs defined tasks; limited experience required; works under close supervision.
- Skilled / Specialist – Experienced in role; may mentor others; works independently with moderate supervision.
- Supervisor / Team Lead – Oversees a small team; responsible for daily operations and work assignments.
- Manager – Manages a department or major function; budget responsibility; hires/fires staff.
- Director / Senior Manager – Oversees multiple functions or departments; strategic decision-making; reports to executive leadership.
- Executive / Senior Leadership – Organization-wide decision-making; C-suite or equivalent (e.g., CEO, Executive Director, General Manager).

Step 3 – Position Details

For each position, please provide:

- Position Title *(e.g., Bookkeeper, Housekeeping Supervisor, Line Cook)*
- Number of employees in this position
- Full-Time / Part-Time / Seasonal *(select one)*
- Average Annual [Salary] or Hourly Pay *(specify which)*
- Eligibility for Bonuses/Variable Pay? *(Yes/No – if yes, typical bonus % or amount)*
- Typical Benefits Offered *(check all that apply: Health, Retirement, PTO, Housing, Other)*

Appendix B. Data Confidentiality and Retention Policy

Purpose
This policy establishes how survey data will be collected, stored, protected, and ultimately destroyed in order to safeguard employer confidentiality, comply with best practices, and maintain trust in the final report.

1. Data Collection

- Responses will be collected through SurveyMonkey and via an Excel spreadsheet provided to larger employers.
- Respondents may submit organizational data (revenue, expenses, benefits) and position-level data.
- All submissions are voluntary; organization names are optional.

2. Confidentiality Commitments

- All responses will be reviewed only by the survey project committee.
- Organization names and identifying information will never be published in any form.
- Individual data points that could identify a specific employer or role (e.g., a unique high-level salary) will be excluded or combined before inclusion in the final report.

3. Safe-Harbor Best Practices

Even though the DOJ rescinded its formal safe-harbor guidelines in 2023, the survey will adhere to these widely accepted HR standards as much as possible:

- Minimum sample size: No data point will be reported unless at least 5 employers have contributed.
- No dominance: No single employer's data will make up more than 25% of a reported statistic.
- Data age: All reported information will reflect data that is at least 3 months old to prevent real-time wage manipulation.
- Aggregation: Only aggregated results will be shared; raw data will never be distributed.

[Safe Harbor practices modified in final report with permission of employers whose data constituted a large portion of the data set and might be identifiable.]

4. Data Retention

- Raw survey responses (SurveyMonkey exports and spreadsheets) will be securely stored during the analysis phase.
- The data will be used solely for producing the aggregated final report.
- Raw data will be permanently deleted within 12 months of survey completion.
- Only the final aggregated, anonymous report will be retained for long-term reference.

5. Data Handling Procedures

- Access to raw responses is restricted to project committee members.
- Files will be stored in password-protected and secure locations.

- When retention limits are reached, deletion will be permanent (no archived copies retained).
- In communications with participants, the confidentiality and safe-harbor commitments will be consistently reiterated.

When referencing confidentiality in the survey, prep guide, and communications, the following statement will be used (or adapted as needed):

"All responses will be kept strictly confidential and reviewed only by the survey committee. Results will be reported only in aggregated form and never tied to any single employer or individual. To align with safe-harbor best practices, data will not be reported unless at least five organizations have contributed, no single employer's data will make up more than 25% of a published statistic, and all reported information will reflect data that is at least three months old."

Approved by Project Committee members: August 27, 2025

Crested Butte | Mt Crested Butte Chamber of Commerce
2025 Visitors Centers Report

Summary

If 2024 was the year of analysis and alignment, then 2025 was the year of implementation and streamlining. Throughout 2025, the CB | Mt. CB Chamber of Commerce focused on putting foundational work into action, strengthening operations, improving visitor services, and deepening partnerships across the community.

One of the most visible accomplishments of the year was the implementation of a new website and a new customer relationship management system. The first part of 2025 was spent in identifying new software options and the second part of 2025 in implementing the new system. By moving to Chamber Nation, we were able to save on expenses, launch a new website, streamline and automate billing, improve our communication tools, improve our events calendar and so much more. In 2026, we'll be focused on using all the features and working with our membership and the community to engage with the new system.

Increasing retail at the 4-Way was also a key focus of 2025. We designed postcards, stickers and magnets. We worked with local artists to create unique visitor-focused items, and we added refrigerated beverages.

We worked intentionally to better align staffing between the two Visitor Centers, recognizing the seasonal shifts in demand — with higher summer traffic at the 4-Way and peak winter activity at the Transit Center. We were fortunate to continue working with a strong team of returning staff, while also expanding opportunities by partnering with local high school students during the summer season.

In addition, we continued to develop and strengthen relationships with key regional partners, including the Tourism and Prosperity Partnership (TAPP) and the Gunnison Chamber of Commerce. We created the CB – Mt CB Chamber Foundation so we could continue to grow community projects like the Trailhead Porta Potty Program and offer educational resources to businesses. These collaborations support a more cohesive regional approach to tourism, business development, and community connection.

2025 Visitors Center Operations Overview
Throughout 2025, both visitors centers served as vital community resources, providing visitor information, supporting local businesses, and promoting responsible recreation across the Gunnison Valley.

Annual Visitation Summary
Total walk-in visitors served: 33,654
CB 4-Way annual total: 20,513
Mt CB Transit Center annual total: 13,141

Operating Days
CB 4-Way: 335 total days
Mt CB Transit Center: 239 total days

2025 Visitors Center Achievements
- Raised starting wage to $20/hr
- Updated existing retail POS to streamline retail operations
- Launched I Heart CB campaign and additional retail at the 4-Way
- Expanded resources for front line staff
- Finalized update to CB kiosk and received Mt CB kiosk
- Re-established social media presence with consistent messaging and branding
- New website
- Improved content of mobile visitors centers
- Successfully expanded retail operations at 4-Way
- Accepted into Colorado Tourism Office Partner Program
- Worked with community stakeholders to expand and streamline visitor messaging
- Paired existing visitors center staff with high school students

2026 Visitors Center Goals
- Create a training manual and program for new staff members
- Overhaul our visitor guest book and demographic data collection
- Grow 4-way retail
- Finalize Community Clicker and roll out to community
- Improve content of mobile visitors centers
- Work with community stakeholders to expand and streamline visitor messaging

2025 Chamber Achievements

- Completed strategic planning with external facilitator
- Restructured chart of accounts
- Streamlined financials and QBO
- Migrated to a better CRM that implements more digital member benefits
- New website
- Updated member benefits
- Secured additional grant funding for Trailhead Porta Potty project
- Created a 501c3 Chamber foundation
- Facilitated business education
- Worked with Western and CBCC to connect businesses with students for summer staffing
- Continued to establish stronger connections with our partners across the valley

2026 Chamber Goals

- Monthly Winter Webinars that connect business community with resources
- Complete CRM roll-out and engage membership to use the system
- Increase social media engagement through celebrating member achievements and news
- Update website with additional resources for businesses and visitors
- Increase membership to 320
- Eliminate A/R over 60 days
- Grow 4-Way retail, increasing net profit to $15k
- Increase winter visitor engagement
- Host spring and fall business networking events to bring community together during lower visitation time periods

Conclusion

As we reflect on the challenges and achievements of 2025, it's clear that adaptability, collaboration, and thoughtful planning have positioned us well for the months ahead. While visitation was down during in some months, and winter conditions continue to be less than ideal, both visitors centers remained a valuable resource for guests and the community alike. We took meaningful steps toward long-term improvements—upgrading our technology, strengthening staff capabilities, expanding regional partnerships, and launching new programs that we'll continue to adapt.

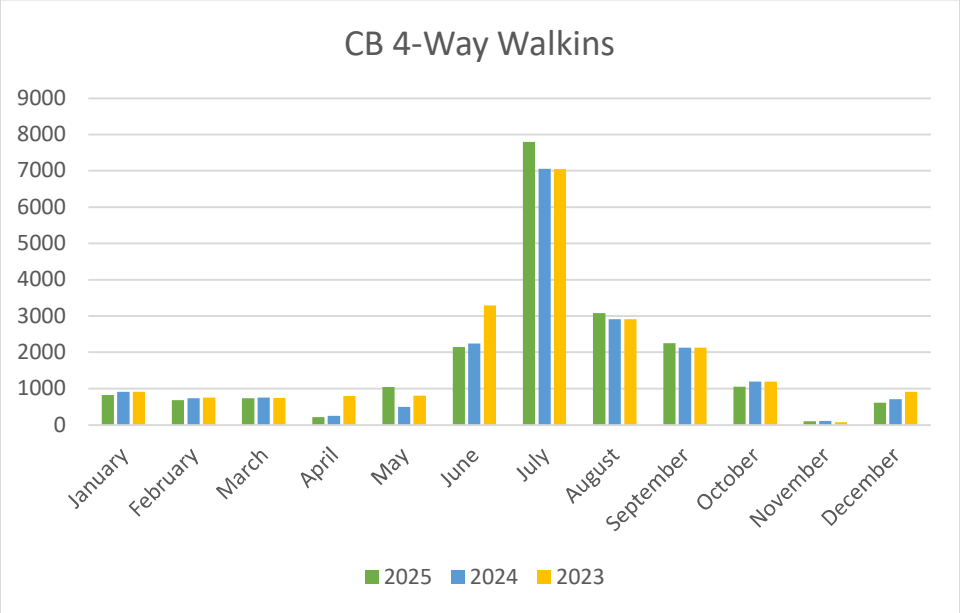
We would like to extend our sincere thanks to the Towns of Mt Crested Butte and Crested Butte, and our partners across the valley for their ongoing support and collaboration. Your partnership continues to be vital to our success and the experience we're able to provide for our visitors.

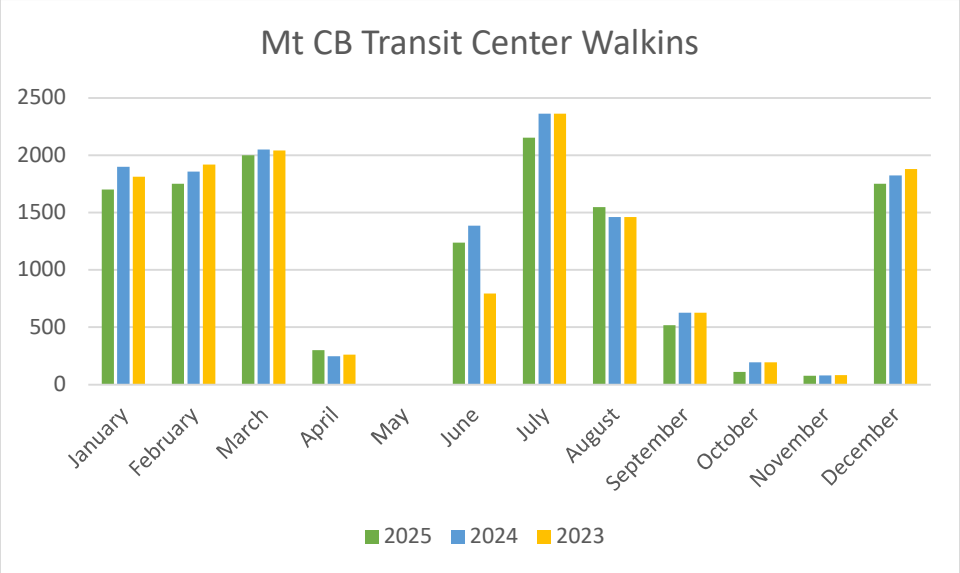
As we head into 2026, we're looking forward to continuing to implement tools that help us improve the visitor experience and the Chamber's relevance to the community and our members. Whether it's through our mobile visitors centers, enhanced communication tools, or expanding stewardship efforts like the porta potty program, we're committed to meeting this season's unique challenges with energy and creativity.

Visitors Center Statistics

2025 Visitor Center Walk-In Traffic

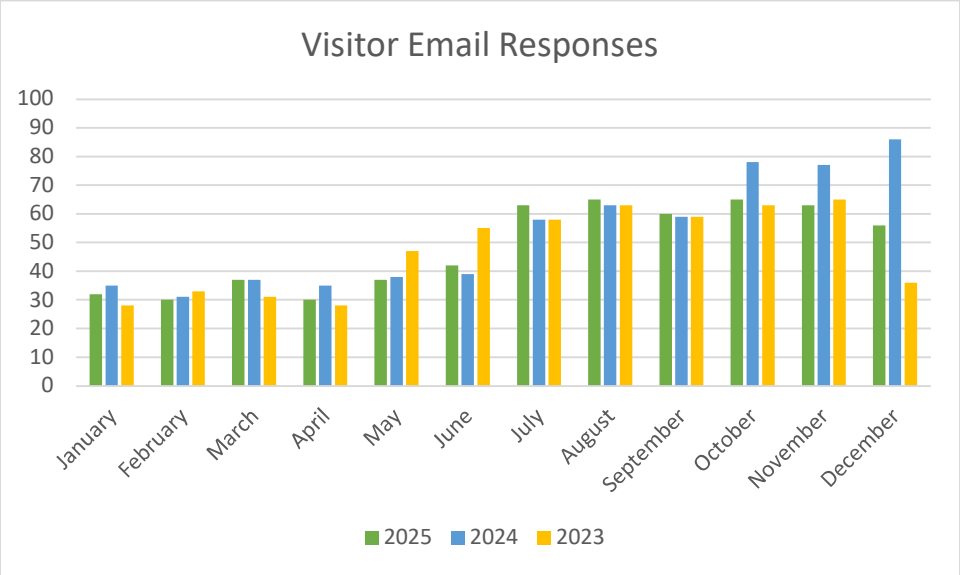
Staff at both visitors centers helped a total of 33,654 visitors in 2025. This is flat to last year.





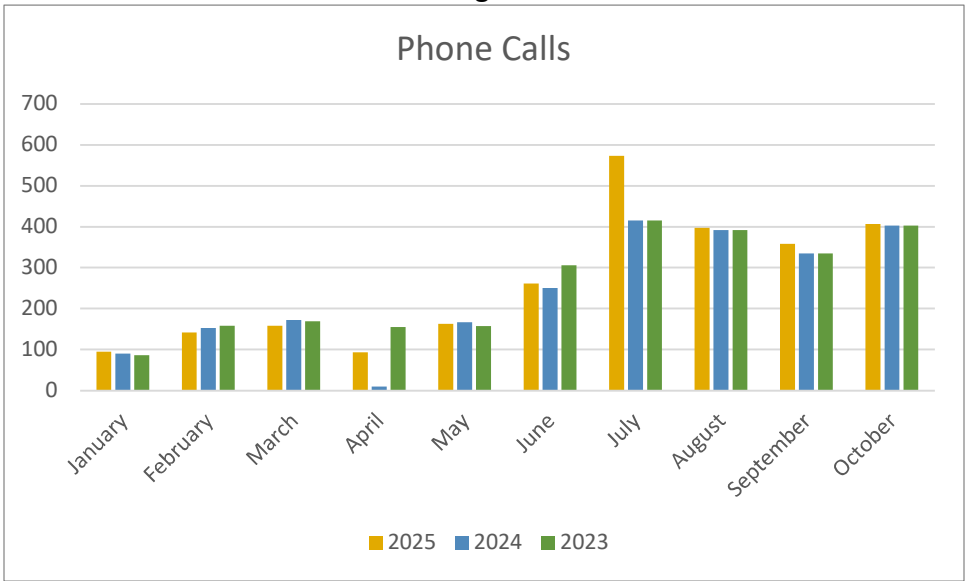
Email Communication

The info specialists monitor the info@cbchamber.com email account, as well as inquiries submitted through cbchamber.com. Email responses are not tracked by location.

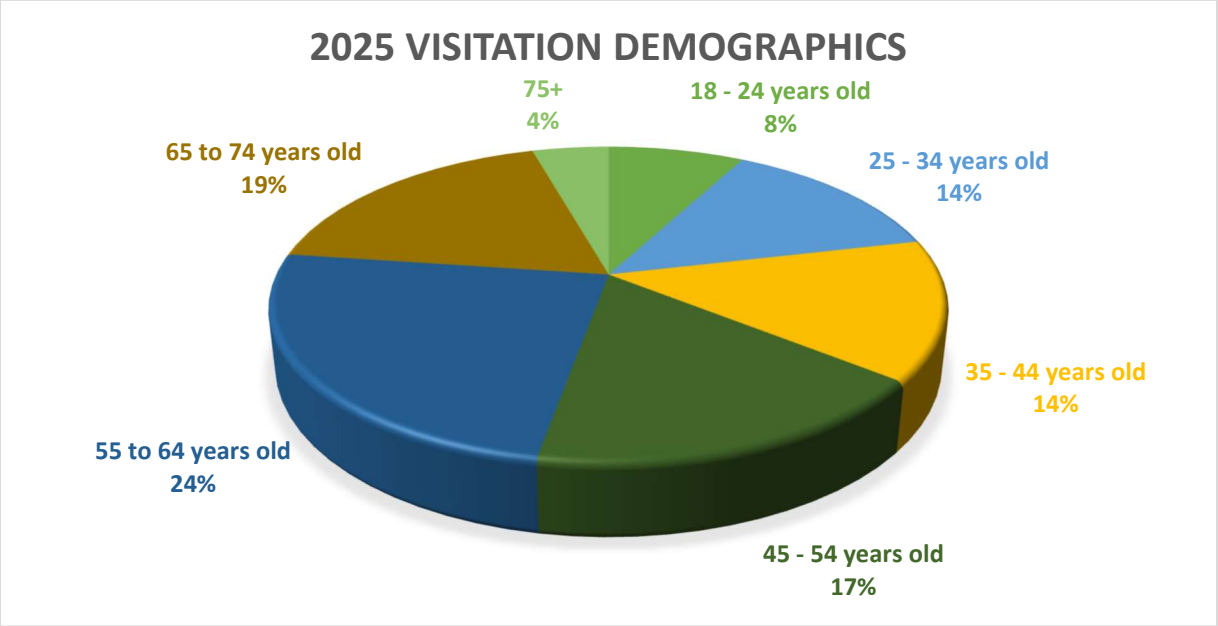


Visitors Center Phone Calls

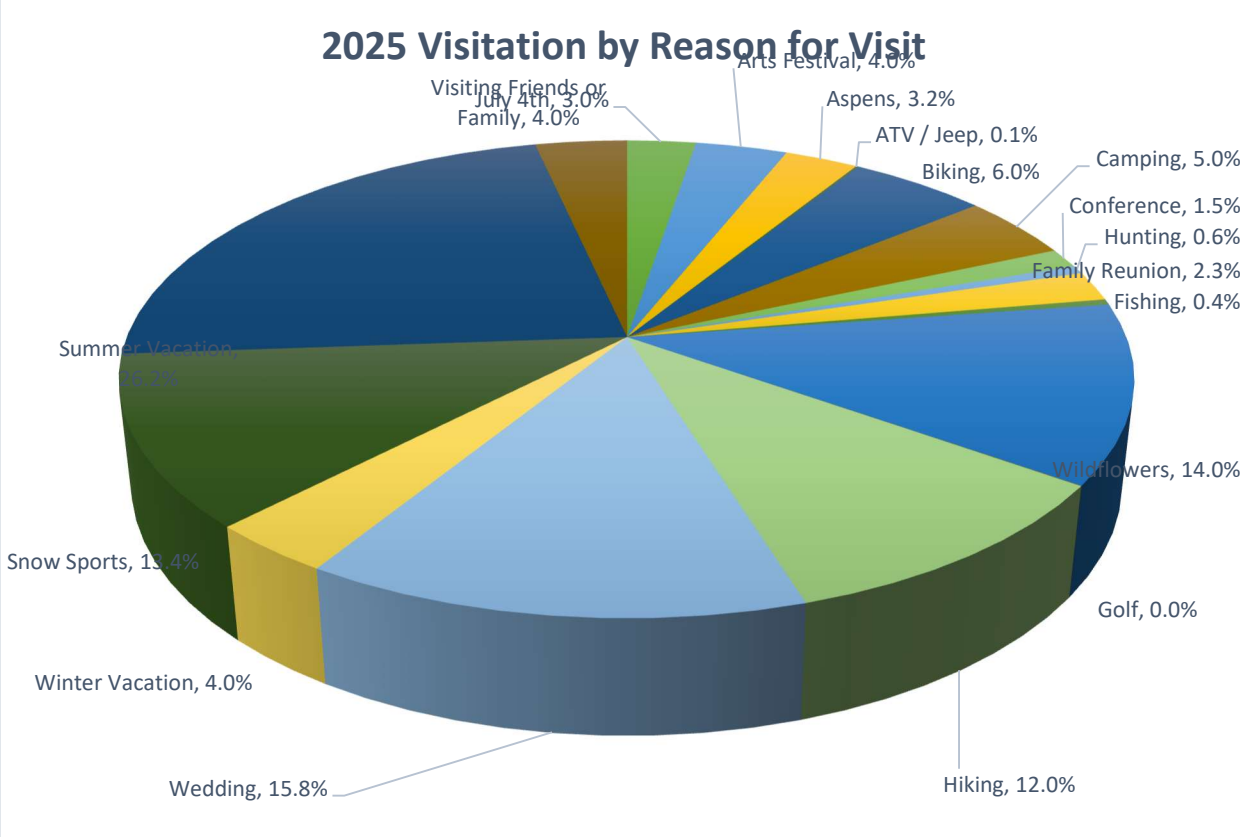
The visitors center main line now rings in both visitors centers.



Visitation Demographics

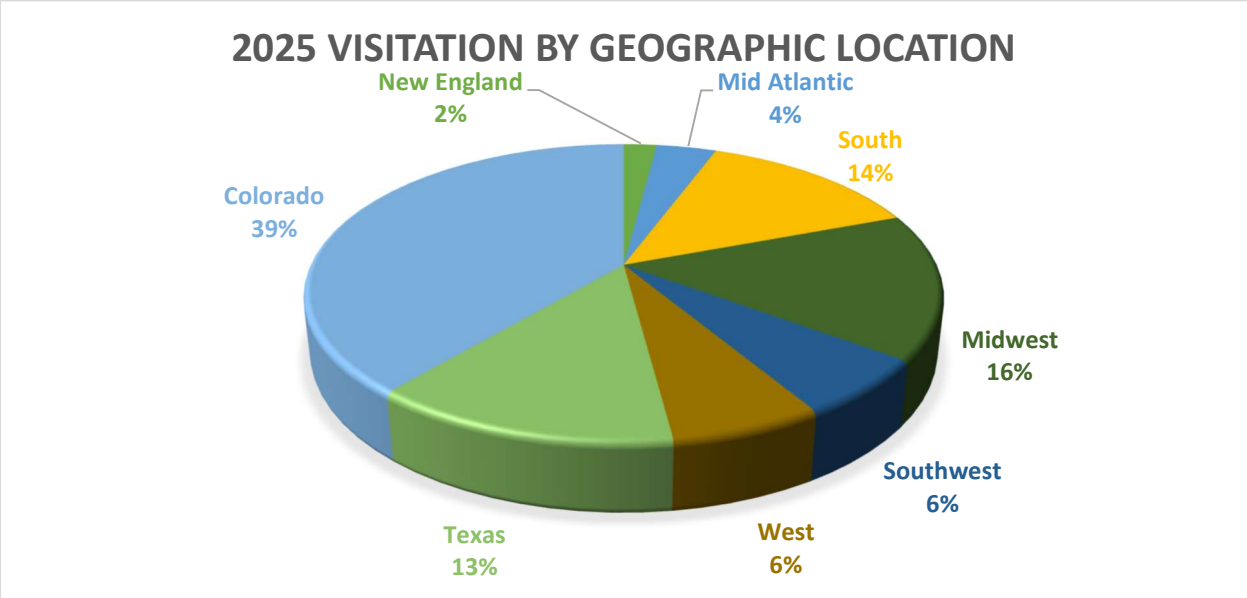


Visitation by Reason for Visit



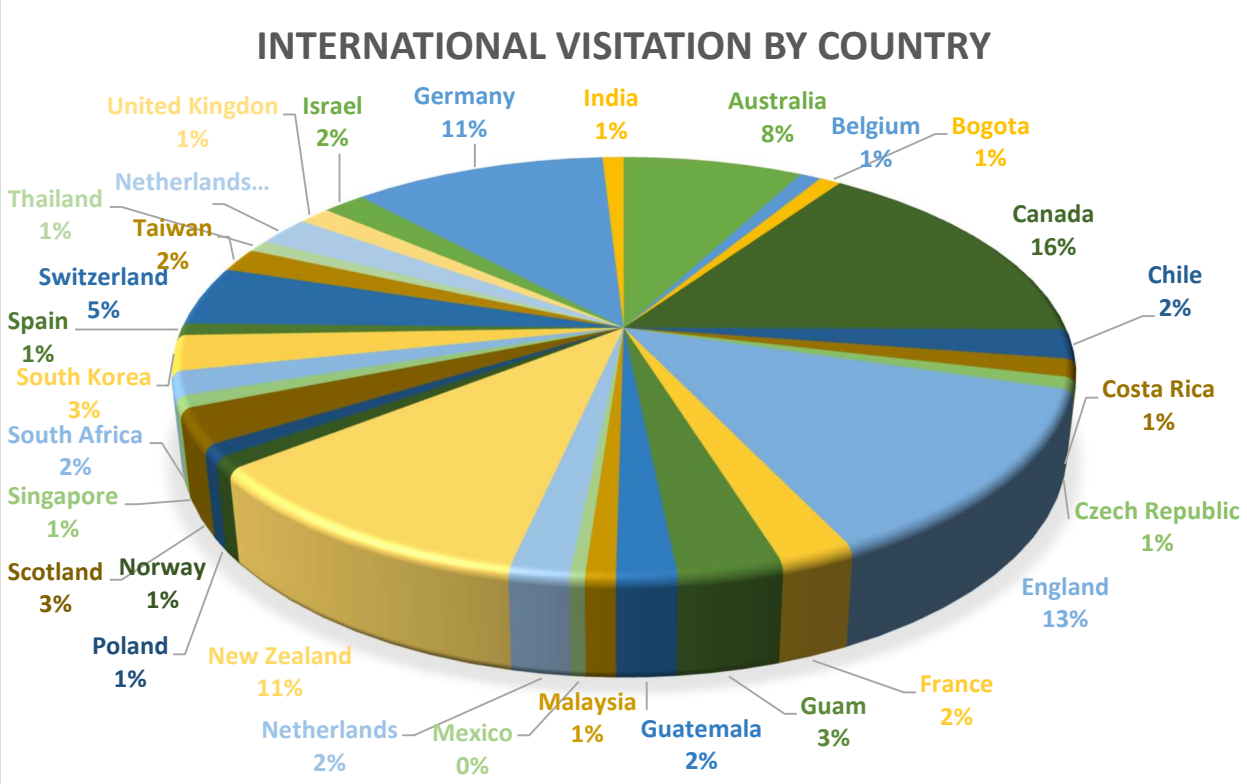
Visitation by Region

Overall visitation by geographic location continues to see Colorado as the number 1 geographic demographic, followed by the Midwest and Texas.



Visitation from Outside the U.S.

International visitation continues to hold a fairly low percentage in overall visitation – just above 2% of total visitors are from outside the US – but with a wide variety of countries.



Board Members Report

Beginning Date	Jan 1, 2025
Ending Date	Dec 31, 2025

Quarterly Beginning Member Count	270	Dues Value	$87,780.00
Quarterly New Members	35	Dues Value	$9,640.00
Quarterly Dropped Members	7	Dues Value	$2,100.00
Quarterly Ending Member Count	298	Dues Value	$95,320.00
Quarterly Retention Rate	97.4%		
YTD Beginning Member Count	270	Dues Value	$87,780.00
YTD New Members	35	Dues Value	$9,640.00
YTD Dropped Members	7	Dues Value	$2,100.00
YTD Ending Member Count	298	Dues Value	$95,320.00
YTD Retention Rate	97.4%		
12 Month Retention Rate	97.4%	12 Month Retention Date	Dec 30, 2024

YTD - From start of current year to report's begin date.

Aging Report

As of Dec 31, 2025

30 Days (1-30)	12	$3,915.00
60 Days (31-60)	8	$2,285.00
90 Days (61-90)	32	$10,300.00
91+ Days	54	$17,540.00

Profit and Loss

Crested Butte/Mt. Crested Butte Chamber of Commerce and Visitor Center

January-December, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
Event/Program Income	
12th Night Income	1,605.92
Butte Bucks Income	2,790.00
Chili & Beer Income	87,155.35
July 4th Income	5,163.92
Misc. Event Income	1,120.00
Porta Potty Income	25,630.00
Total for Event/Program Income	**$123,465.19**
Income	
Donations Income	85.00
Gift Shop Revenue Income	18,158.70
Misc Revenue Income	657.60
Sala Healthcare	740.00
Total for Income	**$19,641.30**
Membership Dues Income	$8,901.67
Gunnison Member Discount	-600.00
Membership Renewals Income	65,742.50
New Membership Income	2,360.00
Total for Membership Dues Income	**$76,404.17**
Restricted Income	
Misc. Grant Income	25,000.00
Town of CB Income	70,875.00
Town of Mt. CB Income	75,000.00
Total for Restricted Income	**$170,875.00**
Total for Income	**$390,385.66**
Gross Profit	**$390,385.66**
Expenses	
Building Expenses	
Building Repair/Maintenance/Decor Expense	273.55
Cleaning & Bathroom Supplies	846.30
Cleaning Labor	8,680.00
Utility Expense	
Electric Expense	2,087.85
Gas Expense	1,821.41
Telephone/Internet Expense	2,955.49
Trash Expense	6,871.44
Water & Sewer Expense	2,215.14
Total for Utility Expense	**$15,951.33**
Total for Building Expenses	**$25,751.18**

Profit and Loss

Crested Butte/Mt. Crested Butte Chamber of Commerce and Visitor Center

January-December, 2025

DISTRIBUTION ACCOUNT	TOTAL
Direct Labor	
Hourly Payroll Reimburable Expense	140.42
Hourly Payroll Tax Expense	10,519.88
Hourly Payroll Wage Expense	110,866.10
Total for Direct Labor	**$121,526.40**
Event/Program Expense	
12th Night Expense	420.80
Business After Hours Expense	1,274.77
Butte Bucks Expense	7,133.10
Chili & Beer Expenses	64,192.11
July 4th Expense	9,765.01
Misc. Event Expense	640.80
Porta Potty Expense	16,190.00
Sidewalk Sales Expense	351.60
Total for Event/Program Expense	**$99,968.19**
General Operating Expense	
Advertising Expense	2,092.80
Business License & Fees	391.00
Equipment/Vehicles/Kiosk Expense	368.47
Insurance Expense	7,562.45
Office Supplies Expense	710.79
Postage Expense	307.00
Professional Fees	25,532.00
Software Expense	14,080.24
Staff/Board Development Expense	1,208.80
Total for General Operating Expense	**$52,253.55**
Gift Shop Expense	$1,562.14
Consignment Fees	330.00
Misc. Expense	1,450.00
Wholesale Expense	6,900.13
Total for Gift Shop Expense	**$10,242.27**
Membership Expense	
Member Retention Expense	93.22
Total for Membership Expense	**$93.22**
Paypal/Merchant/Bank Fees	2,810.21
Payroll Expense	
Events Contract Labor	1,620.00
Executive Director Health Insurance (wages)	4,999.92
Executive Director Payroll Tax Expense	7,039.82
Executive Director Reimbursable Expense	1,442.43

Profit and Loss

Crested Butte/Mt. Crested Butte Chamber of Commerce and Visitor Center

January-December, 2025

DISTRIBUTION ACCOUNT	TOTAL
Executive Director Salary Payroll Wage Expense	78,000.00
Total for Payroll Expense	**$93,102.17**
Total for Expenses	**$405,747.19**
Net Operating Income	**-$15,361.53**
Net Other Income	
Net Income	**-$15,361.53**

Balance Sheet

Crested Butte/Mt. Crested Butte Chamber of Commerce and Visitor Center

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
Bill.com Money In Clearing	0.00
Bill.com Money Out Clearing	0.00
GB&T Butte Bucks Checking (2727)	2,157.51
GB&T Chamber Checking (2921)	12,995.87
GB&T Visitor Center Checking (4355)	529.94
PayPal Bank	970.10
Petty Cash	3,600.00
Total for Bank Accounts	**$20,253.42**
Accounts Receivable	
Accounts Receivable (A/R)	44,156.25
Total for Accounts Receivable	**$44,156.25**
Other Current Assets	
Other Chamber Assets	
Butte Bucks Coins	9,033.60
Total for Other Chamber Assets	**$9,033.60**
Other VC Assets	
VC Loan to Chamber (Payroll)	119,950.44
Total for Other VC Assets	**$119,950.44**
Undeposited Funds	0.00
Total for Other Current Assets	**$128,984.04**
Total for Current Assets	**$193,393.71**
Fixed Assets	
Accumulated Depreciation	-16,595.65
Fixed Assets Chamber	
Chamber Website Design and Computer Equipment	8,964.01
Total for Fixed Assets Chamber	**$8,964.01**
Fixed Assets VC	
VC and Event Equipment	10,131.64
Total for Fixed Assets VC	**$10,131.64**
Total for Fixed Assets	**$2,500.00**
Total for Assets	**$195,893.71**

Balance Sheet

Crested Butte/Mt. Crested Butte Chamber of Commerce and Visitor Center

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable (A/P)	1,117.23
Total for Accounts Payable	**$1,117.23**
Other Current Liabilities	
1% for Open Space Payable	18.76
Chamber Liabilities	
CH Loan from VC (Payroll)	119,950.44
Sustainability Initiatives	13,403.38
Total for Chamber Liabilities	**$133,353.82**
CO Secure Savings Payable	24.27
Sales Tax Payable	143.95
Total for Other Current Liabilities	**$133,540.80**
Total for Current Liabilities	**$134,658.03**
Total for Liabilities	**$134,658.03**
Equity	
Fund Accts (Annual Adj)	
Chamber	29,059.40
Events	88,357.65
Visitors Center	-3,397.79
Total for Fund Accts (Annual Adj)	**$114,019.26**
Net Change in Fund Acct	-34,519.57
Opening Balance Equity	41,302.45
PP Net Change in Fund Account	-92,298.27
SBA PPP Loan Program	36,917.50
Retained Earnings	11,175.84
Net Income	-15,361.53
Total for Equity	**$61,235.68**
Total for Liabilities and Equity	**$195,893.71**

Crested Butte | Mt. Crested Butte Visitors Centers





2025 Annual Report

THE CHAMBER
Crested Butte/Mt. Crested Butte

2025 Visitors Center Accomplishments...

- Raised starting wage to $20/hr
- Updated existing retail POS to streamline retail operaϴons
- Launched I Heart CB campaign and additional retail at the 4-Way
- Expanded resources for front line staff
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- Created a 501c3 Chamber foundation
- Facilitated business education
- Worked with Western and CBCC to connect businesses with students for summer
- staffing
- Continued to establish stronger connections with our partners across the valley

2026 Chamber Initiatives...

- Monthly Winter Webinars that connect business community with resources
- Complete CRM roll-out and engage membership to use the system
- Increase social media engagement through celebrating member achievements and news
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- Increase membership to 320
- Eliminate A/R over 60 days
- Grow 4-Way retail, increasing net profit to $15k
- Increase winter visitor engagement
- Host spring and fall business networking events to bring community together during
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Visitors Center Statistics...

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Operating Days

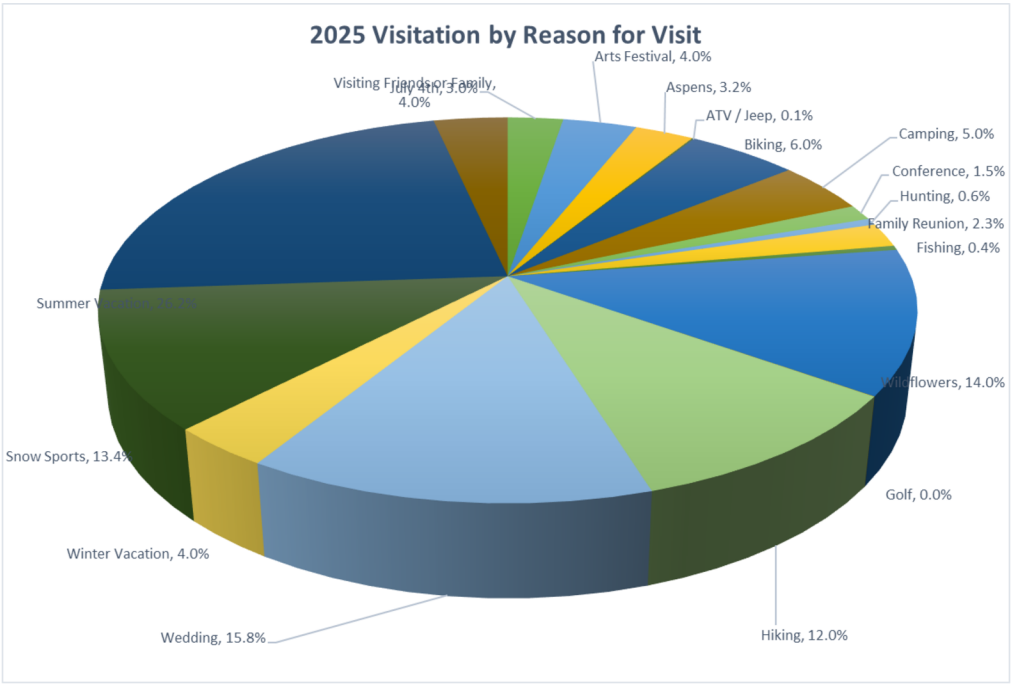
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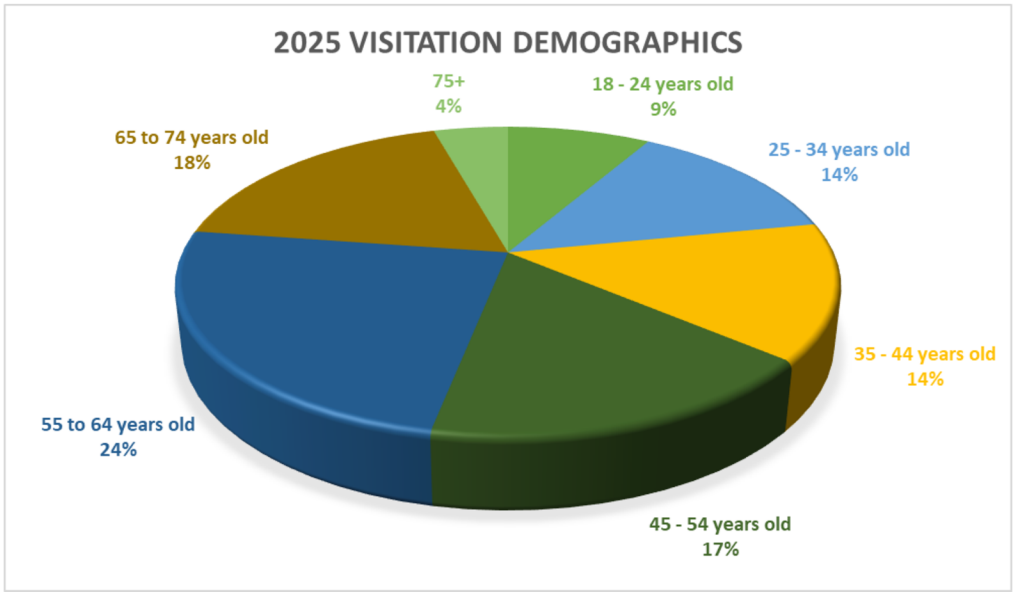
Visitor Emails

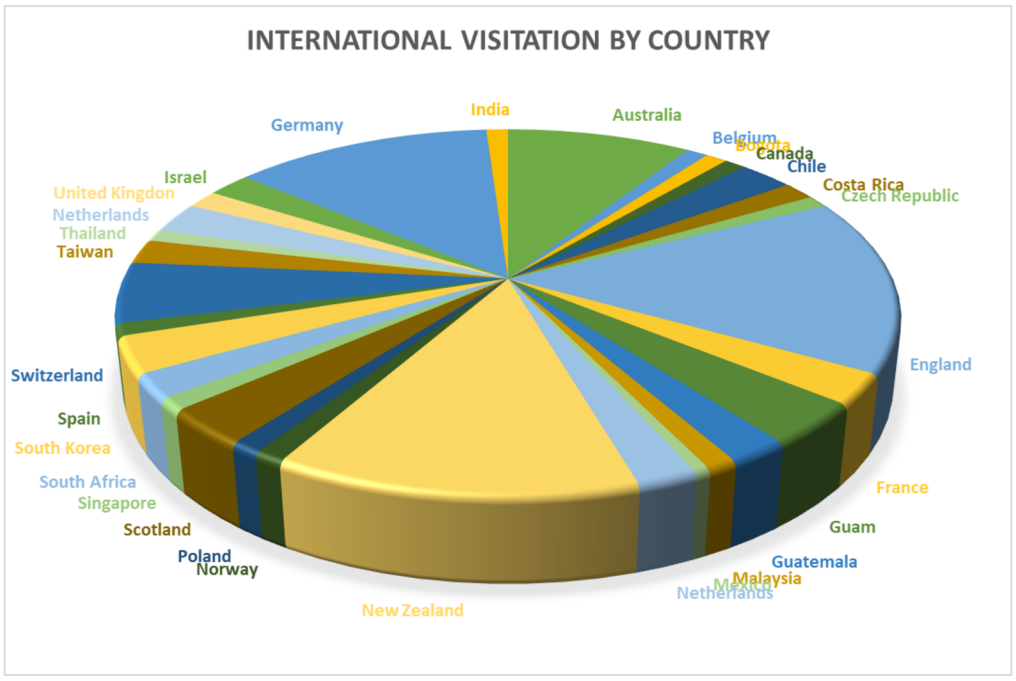
- 580

Visitor Phone Calls

- 3,170




2025 VISITATION DEMOGRAPHICS
75+
4%
18 - 24 years old
9%
25 - 34 years old
14%
35 - 44 years old
14%
45 - 54 years old
17%
55 to 64 years old
24%
65 to 74 years old
18%


INTERNATIONAL VISITATION BY COUNTRY
India
Australia
Germany
Belgium
Canada
Chile
Costa Rica
Czech Republic
Israel
United Kingdon
Netherlands
Thailand
Taiwan
England
Switzerland
Spain
South Korea
South Africa
Singapore
Scotland
Poland
Norway
France
Guam
Guatemala
Malaysia
Netherlands
New Zealand

Thank you!

THE CHAMBER
Crested Butte/Mt. Crested Butte

Town of Crested Butte Releases 60% Design for Red Lady and Highway 135 Roundabout

Crested Butte, CO — The Town of Crested Butte has reached the 60% design milestone for the planned roundabout at Red Lady Avenue and Highway 135. This project is a partnership between the Town, the Gunnison Watershed School District, Gunnison County, CDOT, and the project design team at Kimley Horn. Construction is anticipated to begin in Q4 2026 with the bulk of construction in 2027. The construction project is funded in part through a grant of $2.2M from the FHWA through the Safe Streets for All program.

This intersection has long been recognized as one of the more challenging locations in town for both safety and daily traffic operations, especially during school drop off and pick up times. The peanut-shaped roundabout design is intended to enhance the functionality of the two Red Lady Avenue intersections while significantly improving pedestrian safety. This design provides safer crossing opportunities for pedestrians and reduces traffic speeds. Creating a secure and efficient environment for all road users.

The updated design reflects traffic modeling, engineering analysis, and feedback from community members and partner agencies. A key priority throughout the design process has been improving overall safety and improving connections for people walking, biking, or rolling in this area of town while maintaining slow but more efficient flow of traffic through this intersection.

What the 60% Design Includes

- Slower vehicular speeds and fewer conflict points than the existing two Red Lady Avenue intersections.
- Shorter pedestrian crossing distances and improved walking connections between the school, Town Park, and surrounding neighborhoods
- An intersection control that can accommodate future traffic growth if volumes increase over time
- Enhanced pedestrian features like rectangular rapid flashing beacon (RRFB)

Pedestrian Crossings and Connections

The design includes pedestrian crossings at every leg of the roundabout except the south leg across Highway 135, where there are currently no pedestrian connection points.

These crossings are intended to improve access between Town Park, the Perimeter Trail and Red Lady Open Space, the school campus, and surrounding neighborhoods. They are

meant to provide more mobility options for people moving through this part of town in a safe and intuitive way.

Roundabout crossings are also inherently safer for pedestrians than crossings at a traditional four-way intersection. Instead of navigating multiple lanes of moving traffic at once, pedestrians only cross one direction of traffic at a time and interact with vehicles moving at much slower speeds.

To start, these pedestrian crossings will be maintained during the non-winter seasons and will not be plowed or maintained in the winter, similar to the Knight and Dragon crosswalk and sidewalk today.

These new crossings do not replace or supersede the designated Safe Route to School, which remains the Belleview Avenue crossing and path through Town Park. That route will continue to be the primary pedestrian path for students and an alternative winter path for others traveling through this area.

Understanding the Right Turn Lane Question

One of the most common questions about the design has been the removal of the dedicated right turn lane from Highway 135 onto Red Lady Avenue.

Traffic studies show that this right turn movement is not the source of the current problems at the intersection. The primary issue today comes from vehicles attempting to turn left from Red Lady Avenue onto Highway 135. Drivers must wait for gaps in fast moving highway traffic, which creates delay, backups, and safety concerns. The roundabout directly addresses this problem by allowing vehicles to enter the flow of traffic in a controlled, low speed environment with far fewer conflict points.

Based on CDOT traffic counts and projected growth, a dedicated northbound right turn lane on SH 135 is not warranted at this time. Including one now would also create significant challenges for snow plowing and winter maintenance. What the design does include is a new eastbound right turn lane on Red Lady Ave into the school parking lot. We have already seen improved traffic flows into the school lot with the recent redesign and improved vehicle queuing and drop-off areas. Adding the dedicated right turn into the lot on Red Lady will provide an additional relief value on busy days and allow the roundabout to continue flowing smoothly.

Importantly, the design preserves the space needed to add a right turn lane in the future if traffic volumes increase and CDOT determines it is warranted. The geometry and utility layout will allow that to happen without redesigning the entire intersection.

Capacity, Traffic Flow, and Future Growth

The roundabout has been designed using conservative growth projections and is intended to accommodate future traffic needs while improving how this intersection works today.

One benefit of the roundabout is that it will help break up vehicle platoons entering town. As cars slow and yield while navigating the roundabout, traffic naturally spaces out. This can provide better timing and less stacking pressure as vehicles approach the Belleview intersection.

There will still be busy periods where congestion occurs and traffic may back up toward or into the roundabout, similar to what is experienced today during peak times such as the Fourth of July or busy events. The roundabout is specifically designed to handle peak AM and PM school traffic flows safely and more efficiently than the current intersection.

If future growth and its associated traffic entering or traveling through the town grows over time beyond these conservative projections, the Belleview intersection and the four-way stop will likely need to be evaluated in the future as part of the larger transportation network through Crested Butte.

Transit Expansion Opportunity

The Red Lady roundabout creates a timely opportunity to expand winter transit service to the east side of town, advancing goals identified in both the Town's Transportation Mobility Plan and Mountain Express's five-year service plan. The roundabout will make this expansion feasible by allowing buses to safely turn left onto Red Lady Avenue from Sixth Street, opening access to this part of town for the first time. Improving access to nearby residential neighborhoods and using the Community School parking lot as a weekend and holiday park-n-ride for skiers would bring transit closer to where people live while offering a convenient option for skier and in-town parking. This approach supports greater mobility choices and helps reduce parking pressure in Crested Butte's residential areas during peak periods.

Look for community engagement opportunities in fall 2026 as this route expansion is planned further.

Next Steps

The project team will continue advancing the design toward final plans in June/July. Additional information, including updated graphics, project cost, funding sources, and construction timing, will be shared with the public as the project progresses. More discussion will take place this year with Town Council and the community about what will go in the center of the roundabout so it serves as a thoughtful gateway and reflects Crested Butte's authentic sense of place.

Stay up to date with the latest news at this link: https://townofcrestedbutte.colorado.gov/red-lady-roundabout-project or contact planning@crestedbutte-co.gov.

Crested Butte Town Council
Upcoming Agenda

March 2 - Packets out Monday, February 23rd
Work session – 2hr – 5:00 p.m. start

- Joint work session with BOZAR re: Land Use Code Update

Regular Meeting

1. Consent Agenda
   a. Minutes – Lynelle
   b. Resolution – 2025 Budget Amendment - Rob
   c.
2. Presentation
   a. Mt. Express annual report
   b. 2025 Year-end financial summary
   c.
3. Public Hearing
   a. Ordinance – Colorado Wildfire Resiliency Code, 2nd reading – Astrid
   b. Ordinance, Sale of 816 Gothic Ave, 2nd reading – Erin
   c. Ord 3, Lease, 2nd reading - Rae
4. New Business
   a. Allowing parklets in west-side 4-way parking lot - Lynelle
5. Exec Session

March 16 - Packets out Monday, March 9th
Work session –

-

Regular Meeting

1. Consent Agenda
   a. Minutes – Lynelle
   b.
   c.
2. Presentation
   a.
3. Public Hearing
   a.
4. New Business
   a. 2026 Sustainability Report First Draft – Council Feedback
   b.
   c.
5. Exec Session

April 6 - Packets out Monday, March 30th
Work session – 2hr – 5:00 p.m. start

- Joint BOZAR – development review process & PUD

Regular Meeting

1. Consent Agenda
   a. Minutes – Lynelle

DRAFT

b.
c.
2. Presentation
a. PROST Plan – Survey results & anticipated changes to final plan - Janna
3. Public Hearing
a.
4. New Business
a. Resolution, IGA with Mt CB Water & San for Solids Processing – Shea
b. Annual review of traffic calming and parking management – Mel and Sean
c. Ordinance, Repeal & Replace Chapter 13, 1st reading - Shea
d.
e.
5. Exec Session

April 20 - Packets out Monday, April 13th
Work session
- Community Spaces Strategies - Mel

Regular Meeting
1. Consent Agenda
a. Minutes – Lynelle
b. Q1 Review of Council 2026 Council priorities – Dara (Staff Updates)
c.
2. Presentation
a.
3. Public Hearing
a. Ordinance, Repeal & Replace Chapter 13, 2nd reading - Shea
4. New Business
a.
b.
c.
5. Exec Session

May 4 - Packets out Monday, April 27th
Work session
-

Regular Meeting
1. Consent Agenda
a. Minutes – Lynelle
a. Spring Community grant awards -
b.
2. Presentation
a.
3. Public Hearing
a.
4. New Business
a. Annual update of Housing Guidelines (HUD income limits) - Erin
b. Ord. Amend Sec. 13-5 re ADUs sharing trash cans in next enrollment, 1st reading - Dannah
c. PROST Plan adoption - Janna
5. Exec Session

May 18 - Packets out Monday, May 11th
Work session
-

DRAFT

Regular Meeting

1. Consent Agenda
   a. Minutes – Lynelle
   b. Q1 Financial Summary -
   c. CML Recap of 2026 State Legislative Session - Dara
2. Presentation
   a.
3. Public Hearing
   a. Ord. Amend Sec. 13-5 re ADUs sharing trash cans in next enrollment, 2nd reading - Dannah
4. New Business
   a.
   b.
   c.
5. Exec Session

Future/Annual Items

January – Resolution setting posting places
- Annual resolution approving Council Rules of Procedure
- Annual review of progress on Council goals/priorities
- Annual review of grant applications/awards
- Presentation from QQ (following elections)
- CIRSA elected officials training (following elections)
- Presentation from Region 10 (following elections)
- Town Attorney quarterly report
- Review Council focus for upcoming Town grant cycle

February – Year-end report from Chamber of Commerce
- Year-end financial summary

March - Annual review of traffic calming and parking management (include bike safety and history of why service is outsourced) – 2nd meeting so can have President's Day data
- Mt. Express annual report

April - Q1 review of progress on Council goals/priorities
- Town Attorney quarterly report

May – Q1 financial summary
- Legislative Session summary
- Annual update of AH Guidelines for updated HUD AMI limits
- review of grant applications/awards

June – Annual Report on Visitor Center operations – Chamber Director

July – Q2 review of progress on Council goals/priorities
- Town Attorney quarterly report
- Council goals for upcoming grant cycle?

August – Initiate annual budget with Council

September – Q3 review of progress on Council goals/priorities
- Q2 financial summary

DRAFT

- review of grant applications/awards
- Annual budget work sessions with Council

October – Snow Plan

- Annual revisiting of the Climate Action Plan – strategies & actions
- 15th – deadline for presentation of the annual budget
- Annual rental agreement with WEHA
- Town Attorney quarterly report

November – Annual report by the Chair of the Weed Advisory Board on Weed Management in the Town of Crested Butte

- Q3 financial summary
- Board & Committee appointments (following election)
- Appointment of Mayor pro-tem (following election)
- Adoption of annual budget (Nov or Dec depending on election cycle)

December – Funding agreement with Chamber of Commerce

DRAFT

Staff Report
February 17, 2026

To:	Mayor and Town Council
Prepared By:	Jessie Earley, Senior Planner
Thru:	Mel Yemma, AICP, Community Development Director, Shea Earley, Public Works Director and Mike Reily, Chief Marshal
Subject:	Marshals' Addition/ Renovation and Crank's Plaza 30% Design

Summary: This presentation will overview the 30% design improvements to the existing Marshals' Station. Staff is seeking Council feedback to help inform the issued plans for Construction Manager at Risk (CMAR) Request for Proposals (RFP).

Previous Council Action: On March 17, 2025, the Town Council approved Resolution No. 5, Series 2025, supporting a grant application to the Colorado Department of Local Affairs (DOLA) for $200,000 to support the design of an improved Marshals' Station. As part of the 2025 budget, the Council also allocated $500,000 toward the facility's design. The capital budget currently anticipates spending a total of $5 million in 2026 and 2027 to improve the facility.

On May 5, 2025, the Council gave direction for Town Staff to pursue design for an addition for the facility rather than a new structure. On February 2, 2026, the Town Council approved Resolution No. 5, Series 2026 to apply for a DOLA grant for $200,000 to support construction.

Background: The Marshals' current facility is significantly over capacity, undersized, and the space does not align with best practices for law enforcement, particularly in terms of security. The facility lacks a proper interview room, creating privacy concerns for victims and suspects, and does not provide adequate training space or indoor vehicle storage. The latter is increasingly important as the Town transitions its fleet to electric vehicles through facilitating charging and maintaining battery capacity during cold weather. Though it should be noted that with combustion vehicles, this is also a long-time need as current practice has vehicles idling for long periods during snow events to prevent frozen windshields.

Originally, the Town planned to relocate the Marshals to Station One (with improvements to that facility) following the Fire District's planned departure. However, in 2023, Council adopted the Town's Facility Plan, which recommended exploring whether the Marshals' Station could be renovated or redeveloped on-site to better meet operational needs and support the creation of a civic campus at Crank's Plaza.

In winter 2025, the Town conducted a concept plan and preliminary cost analysis to explore the feasibility of renovating the building in its current location. Based on this concept plan, the Town Council determined that an addition to the existing facility was the path forward. In summer 2025, upon receiving funding to support design of the addition/renovation, the Town awarded the

contract for the design RFP to Reynolds Ash and Associates, who partnered with SCJ Alliance for site work, through a competitive RFP.

The Town is now at the 30% design phase and seeks to finalize the direction of the project to issue a CMAR RFP. Construction Management at Risk (CMAR) is a project delivery method where the owner hires a construction manager (usually a general contractor) during the design phase to act as a consultant and advisor. The "at risk" part means the contractor promised to finish the project at or below a set price, known as the Guaranteed Maximum Price (GMP). This approach overall aims to align construction costs during the design phase, rather than designing the building and needing to go back and value engineer as construction costs are then determined after the design is complete.

Discussion: The design phase process addresses the Marshals' Office interior layout improvements and exterior elevations of the building and its addition. It also includes site recommendations for access to the facility, as well as improvements to Crank's Plaza to address drainage issues that impact the foundation of Town Hall, as well as to foster a civic campus and public space. Staff is seeking Council's feedback on the 30% design.

Interior Layout: The attached floor plan responds directly to the facility challenges identified in both the Facilities Plan and the Marshals' Station needs assessment.

The design provides separate public entrances for KBUT and the Marshals to ensure privacy, along with a secure, private entry for the Marshals when transporting individuals in custody. It includes dedicated secure document storage, an evidence room, a shower, staff lockers, and a private holding cell.

The plan also adds interior vehicle storage and a garage designed to more efficiently charge the Marshals' electric vehicles and improve winter response readiness. Finally, the layout incorporates office space for Park Crested Butte to enhance customer service and strengthen day-to-day coordination with the Marshals' office.

Exterior Elevations/Rendering: The exterior of the building adds the garage addition on the southeast side of the building, and improves the windows on the Marshals' side, updates the entrances, and improves the siding. The siding is a mix of metal and stucco. This building is located within the Public (P) Zone, which has architectural flexibility in the Town's Design Standards, but it is also located within the Historic Core and adjacent to significant historic buildings. The renovation seeks to modernize the building in a modest way that complements the existing historic buildings in Crank's Plaza including the Old Rock library and Town Hall.

The rendering for this proposal is attached to this report and here is an overall fly through of the design.

Site Plan and Crank's Plaza Concepts: The attachments include an overview of existing conditions of the site along with two site plan concepts for Crank's Plaza.

The biggest change is that due to the garage location and site constraints related to snow removal, sheds, and storage, the site plan (introduced in the following section) includes a dedicated fire access and Marshals' vehicle driveway entering from Sixth Street.

This drive will not function as a public road and is physically separated from the pedestrian and bike path to Crank's Plaza. It is intended for limited, seasonal use by the Marshals during the winter months only.

Within Crank's Plaza, the primary driver for improving the landscaping is to resolve existing drainage issues in the flower beds adjacent to Town Hall that are affecting the building's foundation.

The two concepts address these drainage challenges while also introducing enhancements intended to encourage greater public use, gathering, and a stronger civic campus feel.

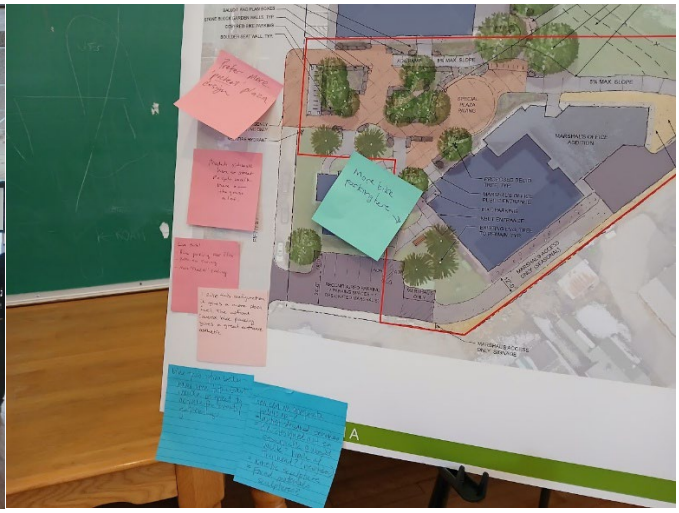
Concept A links each building to the broader civic landscape through a series of human-scaled sub-plazas and a larger flexible plaza for gatherings and events. Slab boulder garden walls with integrated seating create a unified Town identity while preserving most existing trees and vegetation. Special paving distinguishes plaza space from circulation routes, extends to 5th Street to reinforce civic identity, and is complemented by bike parking at key entries. Enhanced emergency access and opportunities for public art further support safety, usability, and Crested Butte's creative character.

Concept B creates a formal central plaza in front of Town Hall, using planters of varying heights to shape both open gathering space and smaller retreats. Rough-cut stone walls tie the plaza to the civic architecture, while perimeter boulders soften the edge into the surrounding landscape. A widened walkway to 5th Street prioritizes pedestrian access and sightlines to the entrance, with a secondary route connecting to the library, a small patio, and covered bike parking. Changes in paving signal pedestrian priority, while added emergency access, seating, preserved trees, and opportunities for public art reinforce safety, usability, and civic identity.

February 6th Open House:

The project team (Town Staff, Reynolds Ash and Associates and SCJ Alliance) held a meet and greet for Sean Besecker and an opportunity for community members to come and give feedback on the proposed design for the Marshal's Addition and the conceptual site plans.





Conceptual Site Plan A was the preferred option. Public Works has noted that head in parking on the south is required and no paved access in the alley to the southeast. This will prevent this looking like a through way and keep this for Marshals' use only.

Staff is requesting Town Council's feedback on the proposed 30% design for both the Marshals' Office and the site as a whole to better inform the issuance of the RFP.

Climate Impact: The design phase is prioritizing energy efficiency and electrification. The addition of indoor vehicle storage supports the Town's transition to an electric fleet and reduction of idling of combustion vehicles. All new construction will comply with current building codes

and the 30% design has continued to explore energy-efficient and electrification options through a cost-benefit lens.

On a parallel track with this design work, Public Works staff have been working hard to determine feasibility for geothermal and how that could be incorporated into the proposal. They have been coordinating regularly with the Mechanical, Plumbing and Electrical (MEP) portion of the design team to ensure that these needs are met.

Financial Impact: As part of the 2025 budget, the Town Council allocated $500,000 for the design of a new Marshals' facility. Then, as part of the 2026 budget, the Town Council allocated $2,750,000 and as part of the 5-year Capital Plan, $2,500,000 is earmarked in 2027 for the remainder of the design and engineering and construction phase of the renovation/addition for the new Marshal's facility and work to Crank's Plaza with the hope that grant funding could be obtained. The Town has put in a Tier 2 application to DOLA for $200,000 for this project.

Legal Review: N/A

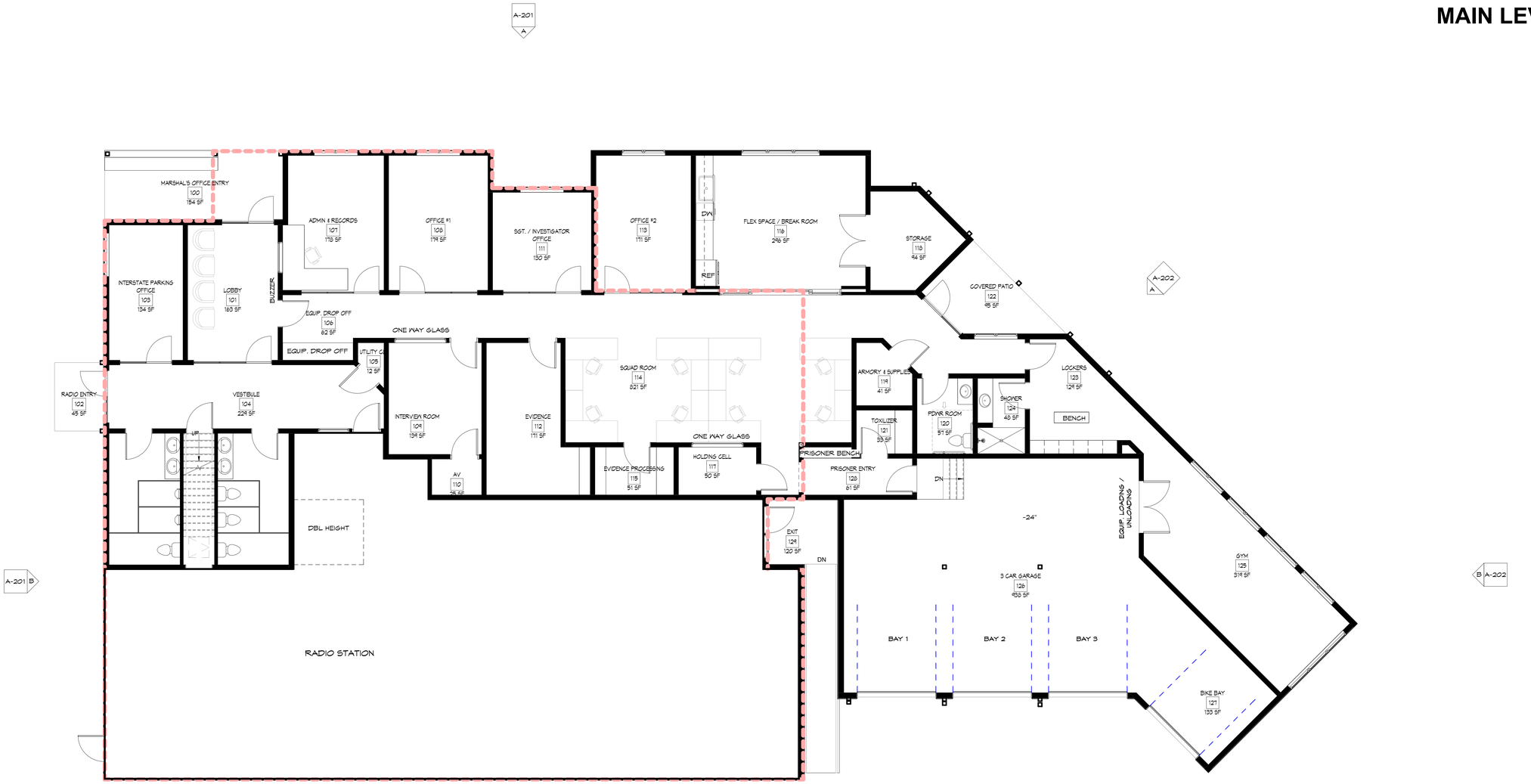
Recommendation: Staff recommends Conceptual Site Plan A and is requesting Town Council's feedback on the proposed 30% design for both the Marshals' Office and the site as a whole to better inform the issuance of the RFP.

ATTACHMENTS:

- Floor Plan
- Rendering
- Site packet

MAIN LEVEL FLOOR PLAN

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GENERAL FLOOR PLAN NOTES

A. HEATING SYSTEM IS FORCED AIR, PROPANE GAS. SYSTEM DESIGNED BY SUBCONTRACTOR. PROVIDE 92% MINIMUM EFFICIENCY FURNACE UNITS WITH PVC INTAKE & EXHAUST. COORDINATE UNIT LAYOUT AND DUCTWORK LAYOUT WITH ARCHITECT.

B. HEATING SYSTEM IS IN-FLOOR RADIANT. PROVIDE HIGH-EFFICIENCY BOILER SYSTEM WITH PVC INTAKE AND VENTING. COORDINATE ZONING WITH OWNER/ARCHITECT. FLOORS TO RECIEVE 1 1/2" LIGHTWEIGHT CONCRETE TOPPING.

C. ANY ROUTING OF DUCTWORK, VENTS, PIPING, ETC., REQUIRING DROP SOFFITS SHALL BE COORDINATED IN ADVANCE WITH ARCHITECT. NO DUCTWORK, PIPE, VENT, ETC. SHALL PENETRATE A STRUCTURAL MEMBER WITHOUT PERMISSION FROM THE ARCHITECT/ENGINEER.

D. ELECTRICAL SERVICE TO BE 200 AMP MINIMUM. LOCATE AS SHOWN ON HTE PLAN.

E. COORDINATE LOW VOLTAGE/ DATA WIRING WITH OWNER.

F. LAYOUT OF ALL LIGHT FIXTURES TO BE CENTERED IN ROOM AT CEILING HEIGHT OR WITHIN THE ARCHITECTURAL CEILING FEATURE, UNLESS NOTED OTHERWISE.

G. INTERIOR GYPSUM BOARD TEXTURE TO BE SPECIFIED BY OWNER.

H. LOCATE ALL DOORS 5" FROM FACE OF JAMB TO ADJACENT WALL, UNLESS NOTED OTHERWISE.

WALL TYPE LEGEND

EXISTING WALL:
EXISTING WALL TO REMAIN, CONTRACTOR TO V.I.F.

EXTERIOR WALL:
2X6 WOOD STUDS @ 16" O.C.
ZIP SHEATHING, SIZE PER STRUCTURAL
EXT. FINISH PER ELEVS.
R-19 OPEN-CELL SPRAY FOAM INSULATION WITH VAPOR BARRIER
1/2" GYPSUM BOARD

INTERIOR WALL:
2X6 WOOD STUDS @ 16" O.C.
UNFACED BATT INSULATION
1/2" GYPSUM BOARD EA. SIDE

INTERIOR WALL:
2X4 WOOD STUDS @ 16" O.C.
UNFACED BATT INSULATION
1/2" GYPSUM BOARD EA. SIDE

FOUNDATION WALL:
8" CONCRETE, SEE STRUCTURAL

METAL PANEL

KEYNOTE LEGEND

APPROXIMATE SQUARE FOOTAGE

MARSHAL GARAGE	1109 SF
MARSHAL ADDTION	1712 SF
MARSHAL REMODEL	2264 SF
MARSHAL TOTAL	5085 SF

0 2.7 5.3 10.7
0 2'
3/16" = 1'-0"
NORTH

NOT FOR CONSTRUCTION

REYNOLDS ASH + ASSOCIATES
ARCHITECTURE ENGINEERING

CRESTED BUTTE MARSHAL'S OFFICE

507 MAROON AVE
CRESTED BUTTE, CO 81224

A-101

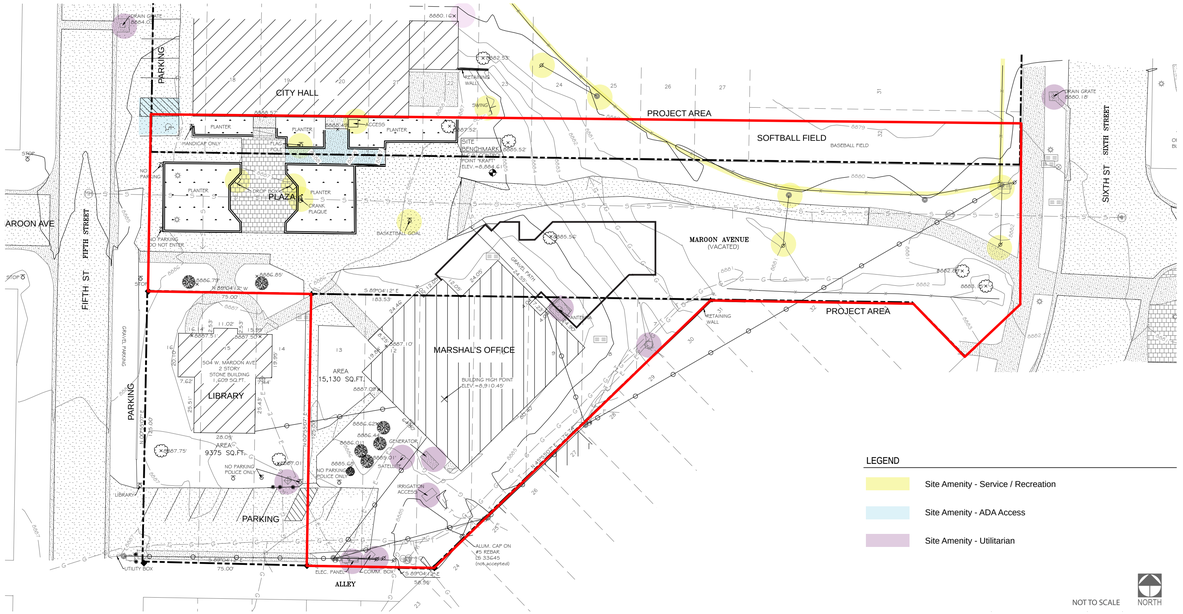
JOB NO. 25135
ISSUE DATE: 2026-02-04

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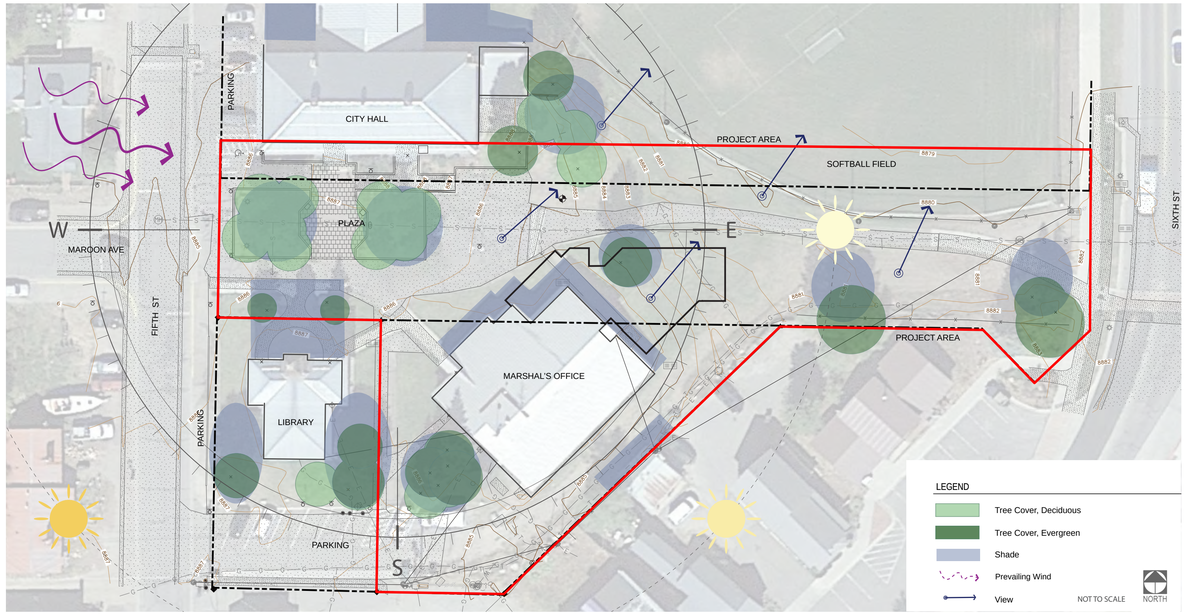

CRESTED BUTTE, COLORADO
National Historic District
MARSHAL
TOWN OF CRESTED BUTTE
COLORADO
EST. 1880
R
A A
REYNOLDS ASH
+ ASSOCIATES
ARCHITECTURE
ENGINEERING

MARSHAL'S OFFICE & CRANK'S PLAZA

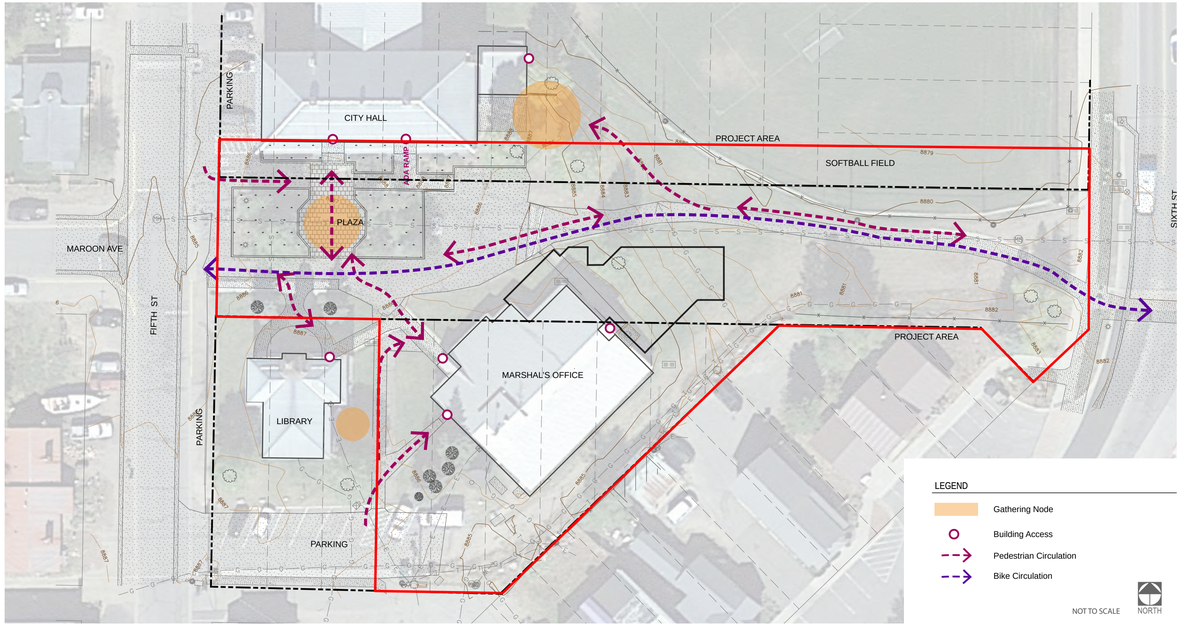
SITE AMENITIES



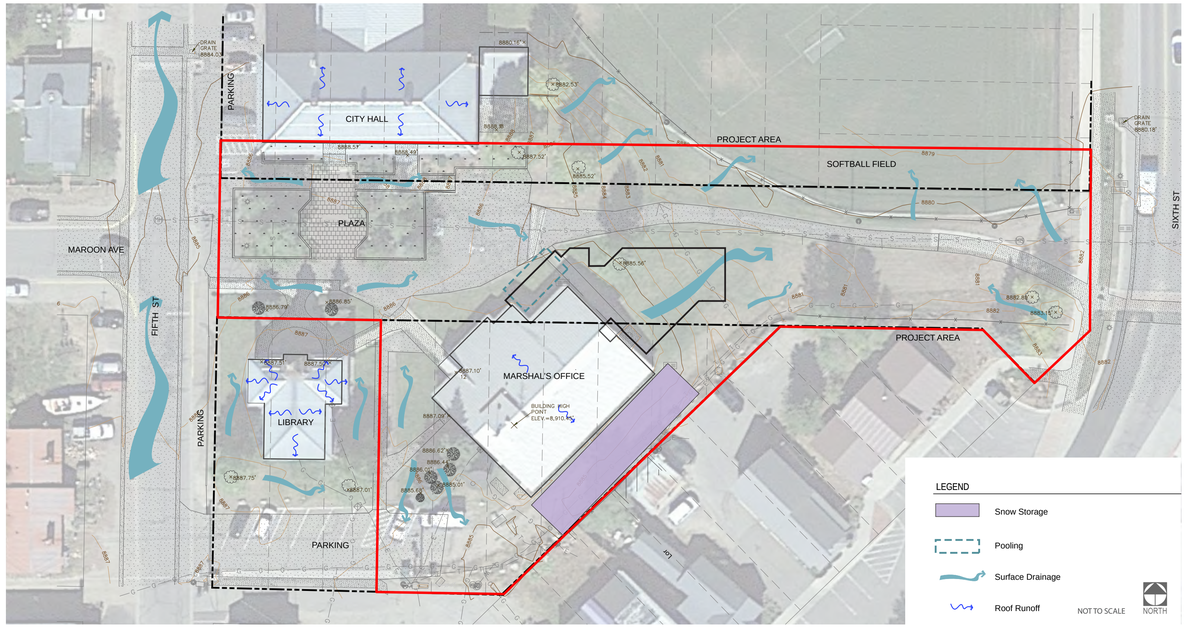
ENVIRONMENTAL CONDITIONS



CIRCULATION



DRAINAGE / TOPOGRAPHY



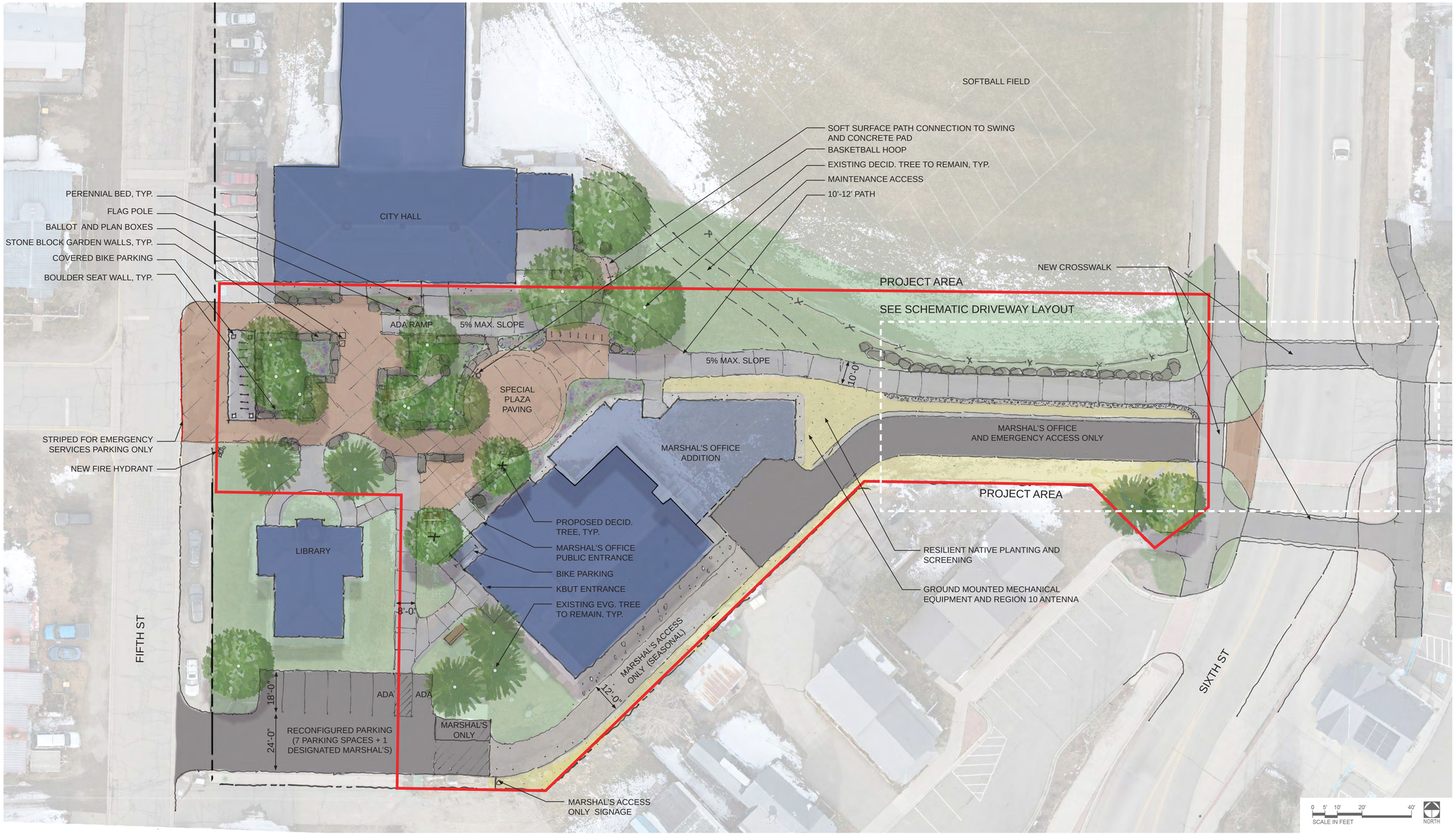
CRESTED BUTTE, COLORADO — A National Historic District

REYNOLDS ASH + ASSOCIATES ARCHITECTURE ENGINEERING

EXISTING CONDITIONS DIAGRAMS

SCJ ALLIANCE CONSULTING SERVICES

MARSHAL'S OFFICE & CRANK'S PLAZA



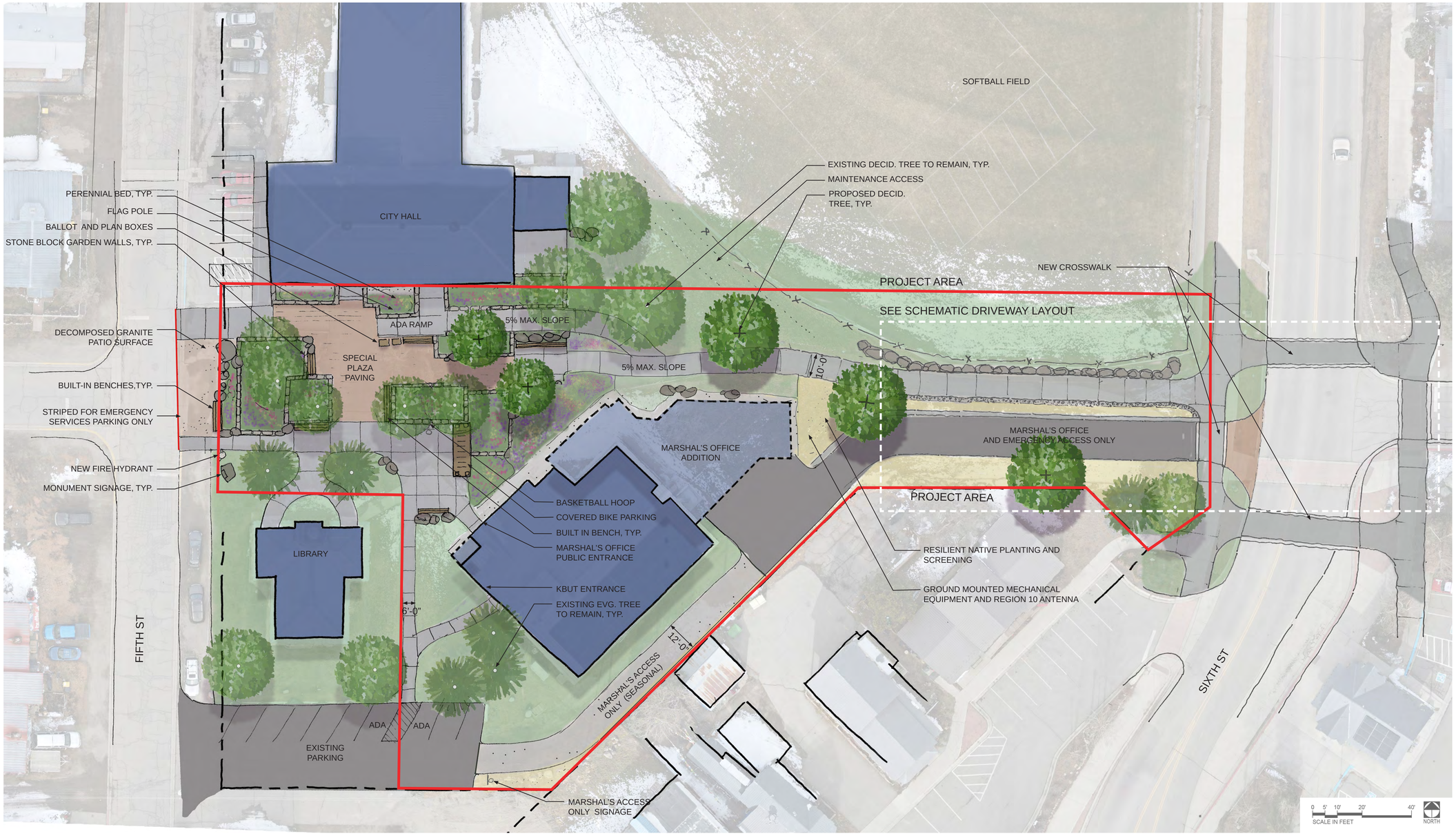
NARRATIVE

In this design, sub-plazas serve as connective tissue between the each building and the overarching civic landscape. The plan utilizes these intimate nodes to create a human-scaled experience at each building. A single larger plaza space provides a flexible community gathering space for events or casual gathering.

- Unified Identity: Garden walls are constructed of slab boulders as used in other public spaces in Crested Butte (Totem Pole Park and Rec Path Bridge Area) to generate a unified identity across Town spaces.
- Welcoming Seating: Boulder seat walls are integrated within the garden walls providing versatility and connection to the garden areas
- Vegetation Preservation: A majority of existing trees and vegetation is preserved using a similar planter footprint.
- Special paving: Paving patterns are used to demarcate plaza space from circulation (multi-use path and walkways) to mitigate potential conflict between bikes and plaza users.
- Civic Identification: Plaza paving is extended to 5th Street to identify pedestrian circulation and the civic space.
- Bike Parking: Bike racks are provided near all plaza area entry points and covered bike parking is located at the main access point (5th St.) contributing to civic identity.
- Emergency Access: A new fire hydrant and emergency services parking area provides additional access for fire protection.
- Art Integration: Existing and future public art may be incorporated into garden spaces, paving, covered bike parking, signage, and site furnishings to support the unique creative character of Crested Butte.

SCJ ALLIANCE CONSULTING SERVICES
REYNOLDS ASH + ASSOCIATES ARCHITECTURE ENGINEERING

MARSHAL'S OFFICE & CRANK'S PLAZA



NARRATIVE

This design centers on the creation of a formalized central plaza in front of Town Hall. Planters of varied heights transition the space between open gathering areas and smaller retreats. Using rough-cut stone, the plan bridges the gap between the formal architecture of the civic buildings and the surrounding natural landscape.

- Dynamic Topography: Planters of varying heights (1' to 4') define the central plaza while carving out smaller spaces.
- Architectural Material: Rough-cut stone integrates the new walls with existing building facades, while local boulders at the plaza's perimeter soften the transition into the adjacent environment.
- Versatile Seating: The layout features large communal benches to support social interaction.
- Sight lines: While the majority of existing trees are preserved, the selective removal of four trees in front of Town Hall provides central gathering space immediately in front of the entrance.
- Prioritized Access: Pedestrian flow is focused to the Town Hall entrance using a broad walkway extension to 5th Street clearly marking the site's entry.
- Library Integration: A secondary route provides streamlined access to the library, a dedicated patio for small groups, and covered bicycle parking.
- Safety & Logistics: A distinct change in hardscape materials signals a transition from the multi-use path, prioritizing pedestrian safety.
- Emergency Infrastructure: A new fire hydrant and dedicated emergency parking zone enhance site-wide fire protection.
- Civic Identity & Art: Large boulders can be used for building signage, while the site remains an opportunity to integrate Crested Butte's creativity into unique site details.

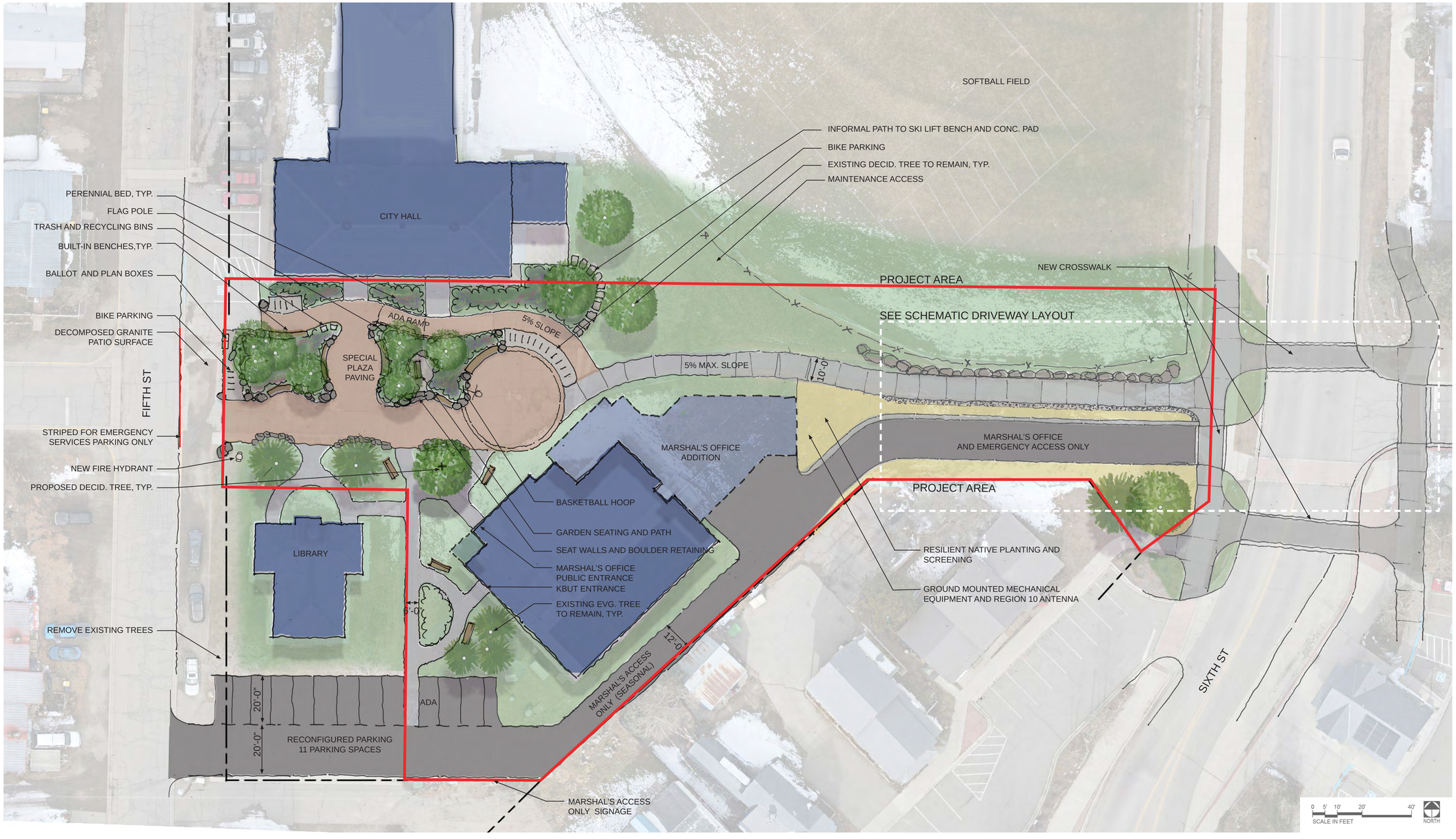
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REYNOLDS ASH + ASSOCIATES ARCHITECTURE ENGINEERING

SCJ ALLIANCE CONSULTING SERVICES

CONCEPTUAL SITE PLAN B

MARSHAL'S OFFICE & CRANK'S PLAZA



NARRATIVE

The proposed design re-imagines the area surrounding Town Hall and the Library into a cohesive civic hub focused on accessibility and community gathering. Raised gardens made of local boulders define spaces and clarify circulation.

- Entry Definition: A central patio space establishes a clear primary entrance to Town Hall.
- Mountain Gardens: Reconfigured raised gardens utilize boulders and sloped edges to frame the plaza. Garden areas are designed to look natural and carve out smaller spaces for people.
- Shaded Seating: Integrated garden nooks with benches provide comfortable, protected rest areas.
- Community Plaza: A large circular space facilitates events and directs pedestrian and cyclist flow around Town Hall's entrance.
- Circulation Logic: Building access paths are upgraded for better flow while respecting the original site layout.
- Universal Access: Dual ADA routes from the east and west ensure inclusive entry to Town Hall.
- Environmental Preservation: Existing trees are preserved to anchor the new landscape.
- Public Safety: Dedicated emergency services parking and a new fire hydrant improve site protection.
- Artistic Integration: Site elements are opportunities to host public art or details that represent elements of Crested Butte's mining past.

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Reynolds Ash + Associates Architecture Engineering

CONCEPTUAL SITE PLAN C

SCJ Alliance Consulting Services

MARSHAL'S OFFICE & CRANK'S PLAZA



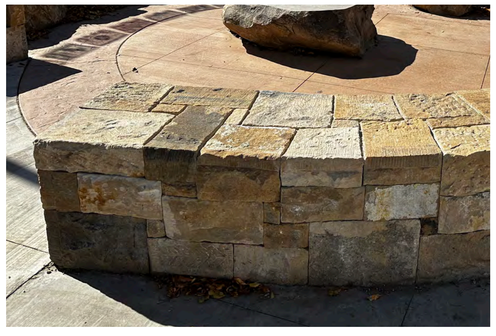




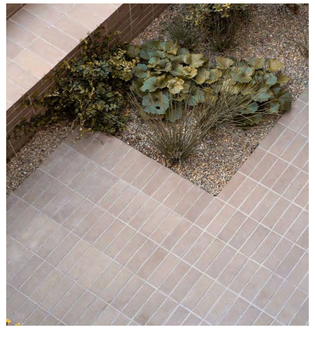

RUGGED MOUNTAIN GARDEN

This approach embraces the unrefined natural look of Crested Butte by prioritizing patches of color and texture commonly seen in local native gardens and the surrounding natural landscape. Integrating slab boulder walls within the hardscape fuses the plaza with adjacent planted areas.

- Irregular Boulders and Walls: Utilizing stones in their "as-found" shapes to create structural interest that mimics natural outcroppings.
- Boulder Seat Walls: Functional yet rugged seating areas integrated within locally sourced boulders.
- Asymmetrical Paving Patterns: Pavers laid in non-linear,paving patterns that encourage a slower, more observational pace.
- Naturalistic Plantings: A "wild" aesthetic where plants are grouped in drifts and allowed to intermingle as they would in nature.
- Pocket Gardens / Planting: Small, unexpected pockets of plants tucked into crevices between stones or along pathways to soften hard edges.



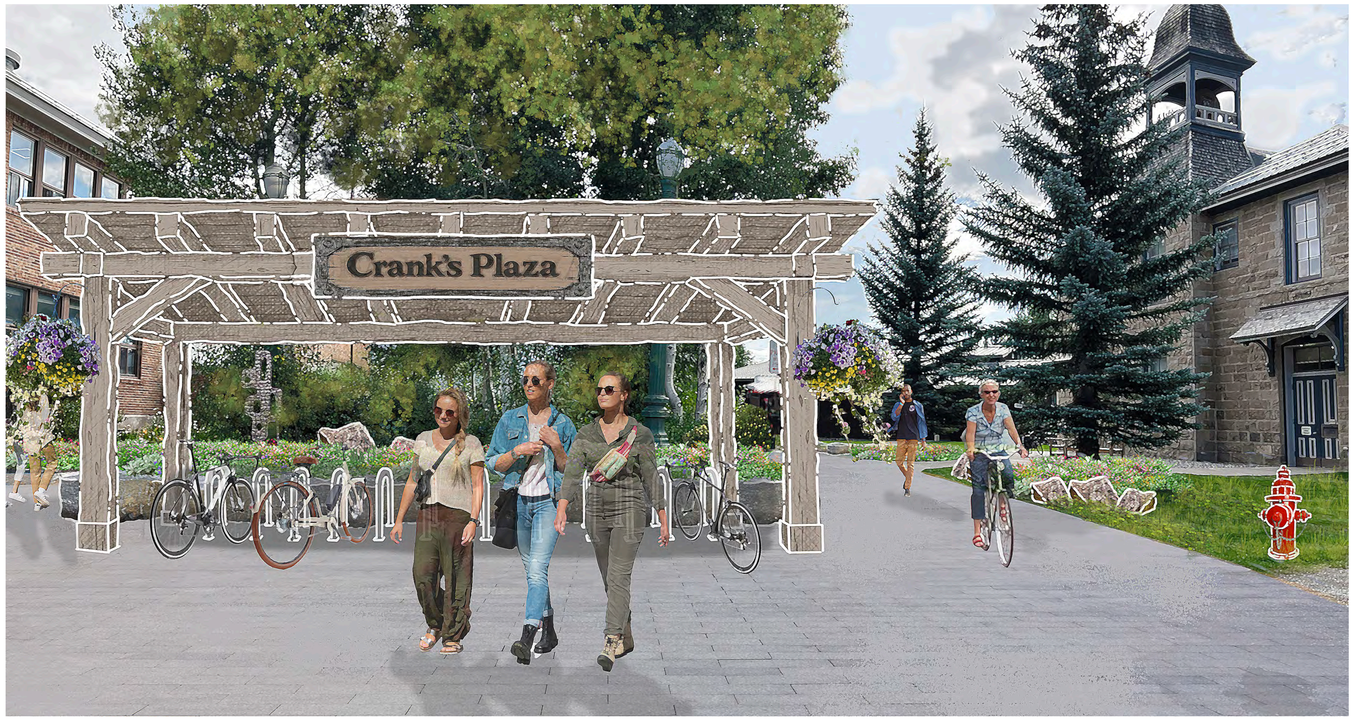


REFINED CIVIC PLAZA

This design approach leans into architectural precision and intentionality through the use of clean lines and geometric order. By grounding the space in structured stone elements and distinct plant massing greenery, it creates a civic atmosphere that is mountain rustic but polished.

- Cut Block or Rough Hewn Walls: Stone masonry that provides distinct vertical boundaries and a sense of permanence.
- Integrated Wood Benches or Seat walls: Seating that is built directly into the hardscape.
- Formal Plant Massing: Uniform groupings of a species create swaths of color or texture, emphasizing scale.
- Linear Paving Patterns: Stone or pavers arranged in geometric grids reinforce the site's structure and relates to the surrounding architecture.

MARSHAL’S OFFICE & CRANK’S PLAZA



CRANK’S PLAZA | ENTRY VIEW



EXISTING



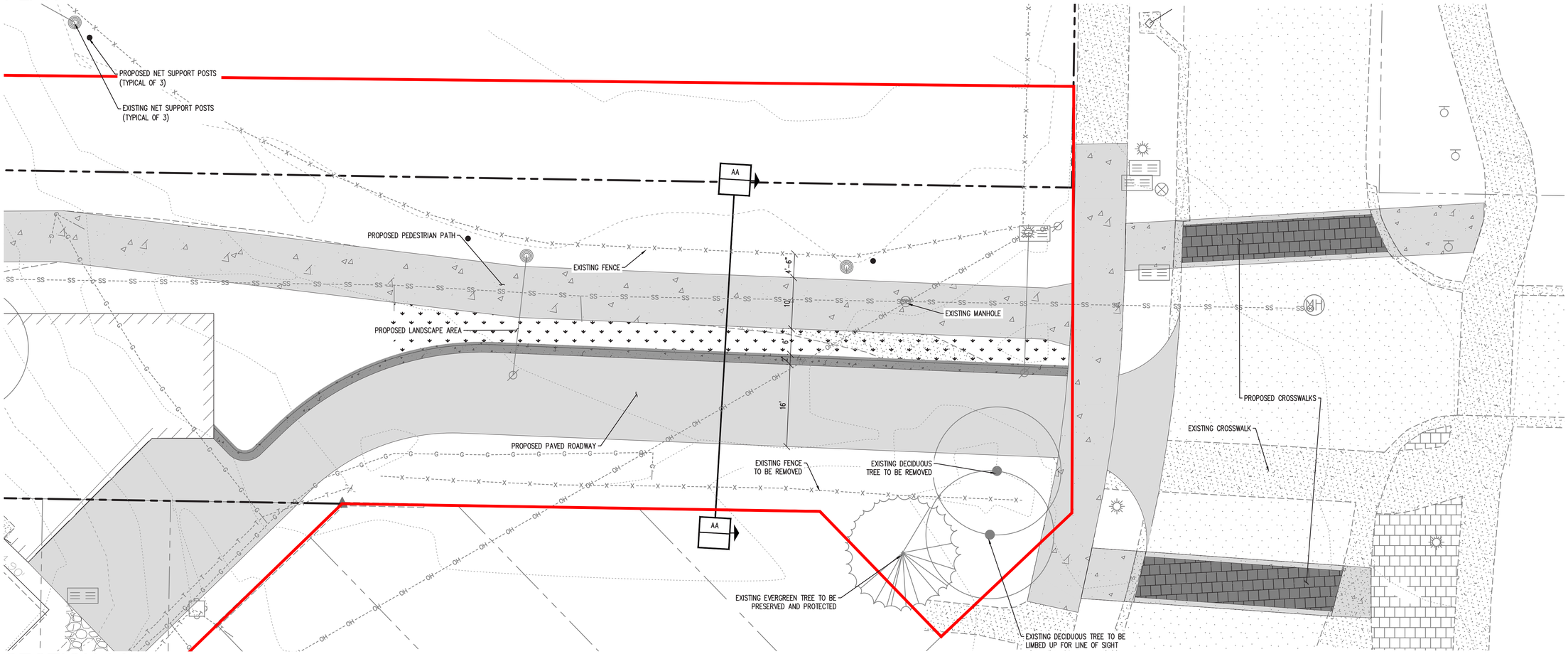
CRANK’S PLAZA | INTERIOR COURTYARD



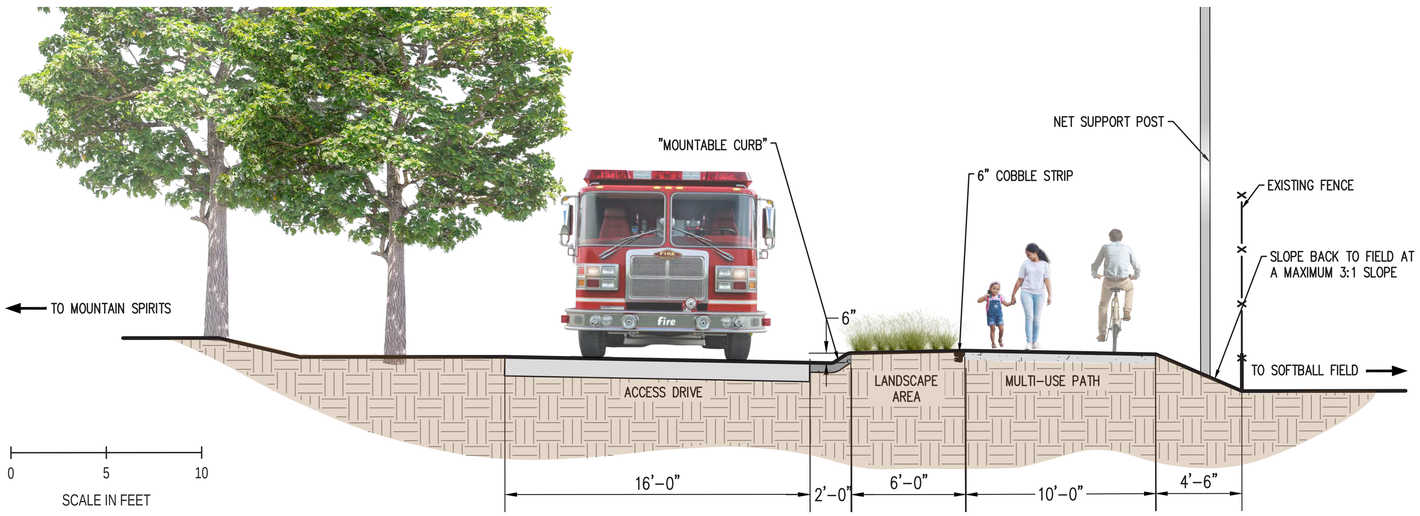
EXISTING

MARSHAL'S OFFICE & CRANK'S PLAZA

PLAN



SECTION AA



LEGEND

- PROJECT BOUNDARY
- PROPERTY LINE
- PROPOSED BUILDING
- EXISTING CONTOURS (MAJOR/MINOR)
- PROPOSED PAVED ACCESS DRIVE
- PROPOSED CONCRETE SIDEWALK
- PROPOSED MOUNTABLE CURB
- PROPOSED CROSSWALK
- EXISTING SEWER
- EXISTING OVERHEAD POWER
- EXISTING TELECOMM
- EXISTING FENCE
- EXISTING NET SUPPORT POLE
- EXISTING LIGHT POLE
- EXISTING IRRIGATION BOX

CRESTED BUTTE, COLORADO — A National Historic District

REYNOLDS ASH + ASSOCIATES ARCHITECTURE ENGINEERING

SCJ ALLIANCE CONSULTING SERVICES

SCHEMATIC DRIVEWAY LAYOUT

DATE: January 21, 2026

TO: Mayor and Town Council, Town of Crested Butte

FROM: Karl J. Hanlon, Town Attorney

RE: Ordinance 4, Series 2026 Amending Sec. 1-4-30 Regarding General Penalty

---

On December 22, 2025, the Colorado Supreme Court issued a decision in the combined cases of *In re People v. Camp* and *In re People v. Simons*, declaring that when a municipal ordinance and a state statute prohibit identical conduct, the maximum penalty imposed under state law preempts local law.[1] The court found that the state interest in setting consistent, statewide sentencing caps for misdemeanors and petty offenses is materially impeded by home-rule ordinances which impose greater penalties for the same offense.[2] This means any penalty imposed for violation of the Crested Butte Municipal Code (the "Code") may not exceed the penalty allowed under the corresponding state statute.

Because the decision was issued so recently and to ensure compliance with the ruling while the municipal code is being updated, the Municipal Judge has issued a standing order specifying that the penalty imposed for any offense shall not exceed the penalty allowed for the same offense under the Colorado Revised Statutes.

Ordinance 4, Series 2026 updates the Town's general penalty provisions to implement the ruling and ensure that the Town's penalty provisions will align with the Supreme Court decision.

[1] No.24SA276, *In re People v.* Camp, No24SA308 & 309, *In re People v.* Simons, 2025 CO 64, ¶3
[2] *Id*.

ORDINANCE NO. 4
SERIES 2026

AN ORDINANCE OF THE CRESTED BUTTE TOWN COUNCIL AMENDING SECTION 1-4-30 OF THE CRESTED BUTTE MUNICIPAL CODE REGARDING APPLICATION OF GENERAL PENALTY.

WHEREAS, the Town of Crested Butte, Colorado ("the Town") is a home rule municipality duly and regularly organized and now validly existing as a body corporate and public under and by virtue of the Colorado Constitution and laws of the State of Colorado; and

WHEREAS, Section 1-4-30 of the Crested Butte Municipal Code (the "Code") sets forth the general penalty for violations of the Code; and

WHEREAS, The Town Council finds and declares that the amendment of Section 1-4-30 as set forth in **Exhibit A** attached hereto and incorporated by this reference are necessary to protect the health, safety, and welfare of the citizens of the City, and are therefore in the best interests of the City.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF CRESTED BUTTE COLORADO:

Section 1. The foregoing recitals are incorporated herein as if set forth in full.

Section 2. Section 1-4-30 is hereby amended as provided for on the attached **Exhibit A.**

Section 3. The codifier is hereby authorized to renumber the Code in conformance with these amendments.

INTRODUCED, READ, AND SET FOR PUBLIC HEARING THIS 2ND DAY OF FEBRUARY 2026.

ADOPTED BY THE TOWN COUNCIL UPON SECTION READING IN PUBLIC HEARING THIS ____ DAY OF _____ 2026.

TOWN OF CRESTED BUTTE, COLORADO

ATTEST:

By: _____
Ian Billick, Mayor

_____
Lynelle Stanford, Town Clerk

EXHIBIT A

Section 1-4-30 – Application of Penalties is hereby amended as follows with double underlined text added and ~~strikethrough~~ text deleted.

CHAPTER 1- General Provisions

* * * *

ARTICLE 4 - General Penalty

* * * *

Sec. 1-4-30. Application of penalties ~~to juveniles~~.

(a) Every person who, at the time of commission of the offense, was at least ten (10) but not yet eighteen (18) years of age, and who is subsequently convicted of or pleads guilty or nolo contendere to, a violation of any provision of this Code, shall be punished by a fine of not more than two thousand six hundred fifty dollars ($2,650.00) per violation or count. Any voluntary plea of guilty or nolo contendere to the original charge or to a lesser or substituted charge shall subject the person so pleading to all fines and/or penalties applicable to the original charge. Nothing in this Section shall be construed to prohibit incarceration in an appropriate facility, at the time of charging, of a juvenile violating any section of this Code.

(b) The imposition of imprisonment for any violation is prohibited except upon written notification to the Defendant and the Municipal Court by the Town Attorney or Town Prosecutor that they will be seeking imprisonment for the violation.

(c) For any penalty set forth in the Code for which there is a corresponding or substantially similar State violation the maximum penalty for such violation shall not exceed that set by the State.

* * * *

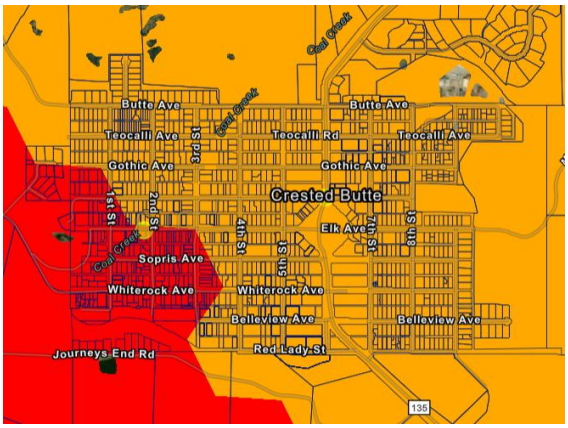
Staff Report
February 17, 2026

To:	Mayor and Town Council
Prepared By:	Astrid Matison, Chief Building Official
Thru:	Mel Yemma, AICP, Community Development Director
Subject:	Ordinance No. 5 Series 2026: Adoption of the Wildfire Resiliency Code

Summary: This is the first reading for Ordinance No. 5, which adopts the State of Colorado Wildfire Resiliency Code (CWRC). The State of Colorado adopted the CWRC on July 1st, 2025. Jurisdictions have until April 1st, 2026, to adopt the code and it cannot be less stringent than the state CWRC code. It is proposed for the effective date of enforcement of the CWRC to be June 1, 2026, as the State requires it to be within 3 months of adoption. The Town of Crested Butte previously did not adopt the 2021 or 2024 International Wildfire Urban Interface Code (IWUIC).

Previous Council Action: The Town Council adopted the 2024 International Building Codes on September 15, 2026.

Background: In 2023, the Colorado State Legislature recognized that Colorado's wildfire risk is increasing, and more communities are at risk. Senate Bill 23-166 established a wildfire code board with the mission to establish minimum regulation for safeguarding of life and for property protection from wildfire and from adjacent structures as well as from structure fires impacting surrounding wildlands. The Colorado Wildfire Board consists of 21 voting members representing both urban and rural communities, building code and fire code professionals, investor-owned utilities, commercial and home building professionals, architects with experience with wildfire codes, fire marshal with wildland fire behavior experience, and land use planning, hazard mitigation, nonprofit affordable home builder, and county and municipalities with experience in implementing codes for wildfire resiliency, and 3 non-voting ex officio members from the Colorado Division of Fire Prevention and Control, Colorado State Forest Service, and Colorado Resiliency Office. The Board met in person every month for more than a year, including creating four advisory committees that met twice a month to focus on specific code areas. All meetings were open to the public and included numerous public comments and considered by the board prior to adoption of the CWRC. Additional information about the board, CWRC and Colorado Wildfire Resiliency Map can be found on the website: https://dfpc.colorado.gov/WRCB
The CWRC code provides for strategies to reduce wildfire risk with building hardening and defensible space around structures at the property parcel level. This code defines the wildland-urban interface as, "that geographic area where structures and other human development meet or intermingles with wildland or vetitive fuels."



As part of this code adoption, communities can choose to adopt the State Wildfire Resiliency Map that encompasses both current and potential wildland-urban interface for the purpose of code application. This map provides an accessible, printable and user-friendly online platform. Map Link The map illustrates levels of fire intensity Class 1(Yellow) low intensity, and Class 2 (red and orange) moderate to high fire intensity. The map shows the Town of Crested Butte in Class 2 moderate to high intensity fire area. The Town could choose to create its own map; however, it is recommended to align with the state's map for implementation clarity. The CWRC allows for a ground-truthing process to verify or review a fire intensity classification.

The attached summary sheet summarizes the code requirements and where they apply. Broadly, the code addresses vegetation management near structures, fire-resistant building materials, and design features such as ventilation location that help harden buildings against wildfire. It applies to new residential and commercial buildings that are occupiable, as well as certain changes to existing structures, including changes of use, additions over 500 square feet, exterior siding or roof replacements exceeding 25%, and new accessory occupiable buildings located within 50 feet of a primary structure.

For historic structures, the Town's adopted design standards and state historic preservation requirements take precedence over the wildfire resiliency code's material allowances. A variance process, approved by the building official, will allow historic rehabilitations to be exempt from meeting certain wildfire resiliency code material requirements if it jeopardizes their conformance with the Design Standards or their historic building designation. As part of this year's Design Standards update, staff will work with the state to improve clarity and alignment between historic building material allowances and the resiliency code. This will give property owners a better understanding of their options (such as using treatment methods on historic siding or more flexibility on materials) while preserving both safety and historic integrity. Staff expects the new Design Standards to be adopted by the end of 2026, leaving about six months to work through the variance process and further research.

It is also important to note that some materials identified in the CWRC, such as vinyl siding or fencing, and slate or concrete roof tile, are not currently permitted under the Town's Design Standards and Guidelines. The summary sheet highlights these conflicts, which will be reviewed this year as the Town updates its Design Standards alongside the Zoning Code Update. In the meantime, there are other options available for compliant materials. Staff have been proactively working with architects and designers to communicate these changes for projects that are in review, in the BOZAR process, or moving from BOZAR approval toward a building permit.

Discussion: There are three amendments to the CWRC that staff is proposing:

1. ***Map:*** Adopting the State Wildfire Resiliency Map
    a. As described above, staff recommends aligning with the State's adopted map for clarity and simplicity.

2. ***Building Envelope Buffer:*** Requiring the Structure Ignition Zone 1(0-5 feet) as measured from the face of the exterior wall of the structure to consist of only non-combustible, hard-surface material, without exception for ignition-resistant plantings.
    a. Town staff recommends no plants in Zone 1 to make it easier for homeowners, landscapers and for building department final inspection. If this code provision is not amended the building department will need to become plant experts.
    b. Gunnison County is also in the process of adopting the CWRC code with this amendment.
3. ***Rafters:*** Allowing an open soffit rafter tail roof construction can only be approved for Historic Structures (that have existing open soffit rafter tail construction that need to be replaced or repaired) as designated by the Town Historic Map.
    a. Open rafter tail design exposes structure to trapped heat and embers. Enclosed soffits are less vulnerable to heat and embers.
    b. The CWRC allows for Historic Structures to be preserved through a code variance process.

Staff is seeking any feedback on these three amendments as well as any additional questions or further information Council requests before the public hearing.

Climate Impact: Wildfire in Colorado is increasing in frequency, intensity, and impact, with 20 of the state's largest fires occurring since 2001 and four of the top five in just the past five years. Beyond the loss of homes and property, wildfires create widespread climate and community impacts, including watershed damage that threatens drinking water and aquatic life, increased flooding and erosion from post-fire runoff, and serious public health risks from smoke, especially for vulnerable populations. Wildfires also strain local economies through impacts to housing, tourism, recreation, and costly recovery efforts such as debris removal, erosion control, and infrastructure repair. The CWRC helps reduce these risks by requiring structure hardening and defensible space in the wildland-urban interface, where development meets vegetative fuels.

Financial Impact: N/A

Legal Review: The attached ordinance was drafted by the Town Attorney.

Recommendation: Staff recommends Council set Ordinance No. 5 for public hearing on March 2, 2026.

Proposed Motion:
A Council member should make a "motion to set Ordinance 5, Series 2026 for public hearing on March 2, 2026," followed by a second and roll call vote.

ATTACHMENTS

1. Ordinance No 5, Series 2026
2. Town of Crested Butte CWRC Summary Sheet

COLORADO WILDFIRE RESILIENCY CODE SUMMARY

Enforcement June 1, 2026

Purpose

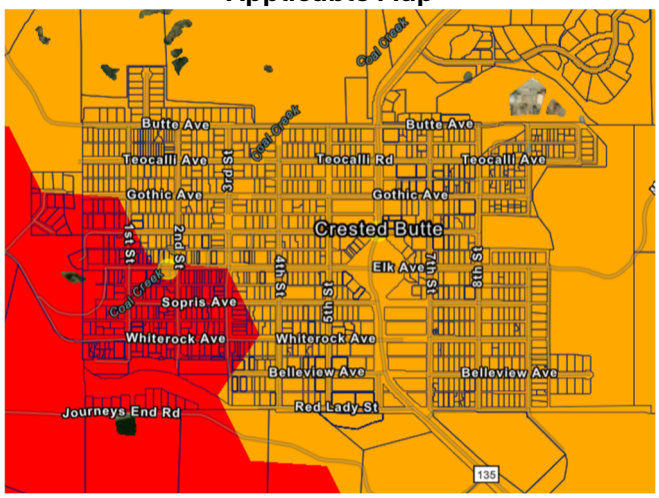
The Colorado Wildfire Riliency Code (CWRC) establishes minimum standards to protect life and property from wildfire, including fires that spread between structures and from structures into surrounding wildlands.

The Town of Crested Butte is mapped as Class 1 (Orange - Low Intensity) and Class 2 (Red - Moderate to High Intensity) fire hazard areas per the Wildfire Resiliency Map Viewer.[1]

Wildfire protection relies on a combination of:

- Vegetation management near structures (defensible space)
- Fire-resistant building materials
- Design features that harden structures against fire

Applicable Map



These requirements apply to new residential and commercial buildings that are occupiable, as well as to certain changes to existing structures.

This Code Applies to:

- New residential and commercial structures
- Change of use of an existing structure
- Moved structures
- Additions that increase the footprint by **500 sq ft or more**
- Replacement of **more than 25%** of exterior siding or roof covering
    - If triggered, the **entire** siding or roof must comply, unless the existing material already meets the code
- Attachments that trigger siding or roof replacement thresholds
- Accessory buildings located within **50 feet** of the main structure

Historic structures may receive a variance if compliance would jeopardize their continued historic designation under Town Code.

This Code *Does Not* Apply to:

- Interior alterations
- Additions under 500 sq ft that do not expand the footprint beyond that threshold
- Exterior wall repairs affecting less than 25% of total wall area
- Roof repairs affecting less than 25% of total roof area
- One-story, detached, non-habitable accessory structures under 130 sq ft
- Non-habitable garages and agricultural structures more than 50 feet from occupiable structures
- Exterior painting, staining, or similar maintenance
- Fences located more than 8 feet from a habitable structure
- HUD manufactured homes
- Historic structures where a Town-approved variance is granted to preserve historic character (minimum necessary relief within the intent of this code)

Specific Requirements

Structure Hardening Requirements for Class 1 and Class 2 Fire Areas:

1. **Class A roof covering or roof assembly**
    - Metal (including non-corrosive metal drip edge flashing)
    - *Other roof coverings such as slate or concrete tile materials are **currently not allowed** in the Town of Crested Butte.*
    - Protection of ridge vents if installed is required. Use non-combustible ridge vent that incorporates an external baffle. An unvented roof protects the structure from embers and heat entering the structure.

Slate tile (left), concrete tile (middle), and rounded concrete tile (right) are currently not permitted in the Town of Crested Butte per the Design Standards and Guidelines.

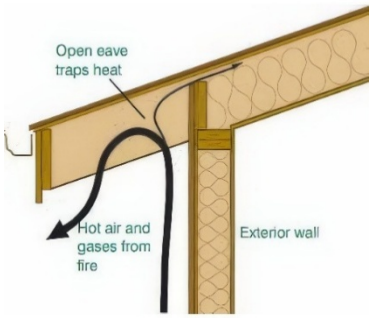




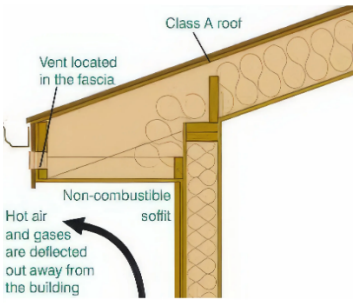
2. **Roof Valley Flashing** shall be non-corrosion resistant galvanized sheet metal No. 26 gage installed over a 36-inch-wide minimum underlayment.
3. **Gutters and downspouts** with leaf guard screen constructed of non-combustible materials
    - Metal only
4. **Roof Overhang: Fascia and Soffit materials** (all gaps sealed)
    - Metal materials
    - Cement based products (i.e. fiber cement boards) are allowed in certain zones.
    - 5/8" Type X drywall
    - 2-inch nominal dimension lumber
    - ¾ inch fire-retardant treated lumber[2]
    - Other materials approved for not less than 1 hour fire resistance rated construction.
    - Fascia boards are required and mut be protected on the backside with noncombustible or ignition resistant material, or with materials approved for a least 1-hour fire-resistance rated construction, including 5/8" Type X drywall or nominal 2-inch dimensional lumber.
    - Provide flat soffits (horizontal) instead of sloped soffits to reduce the potential of embers and hot gases build up.

        Exception: 2-Inch nominal solid wood rafter tails and 2-inch solid wood blocking installed between rafters for Historic Structures Only.

Open rafter tail expose the structure to embers and heat.

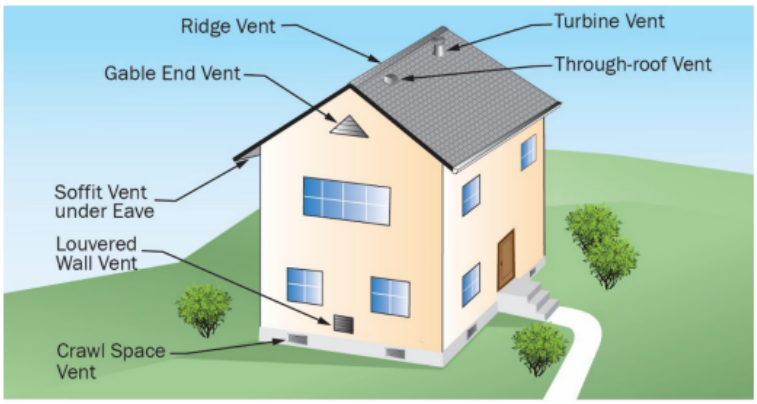


Enclosed non-combustible soffit is less exposed to embers.



5. **<u>Vents for soffits, eaves or crawlspaces</u>** shall be constructed of non-combustible materials (no fiberglass or plastic mesh products) to protect against fire ember entry. Vent openings shall be covered in 1/8" or 1/16" non-combustible wire mesh or baffles. Due to smaller mesh openings, more vents may need to be installed to meet required ventilation per building code.

Types of vents that can expose the structure to embers.



6. **<u>Exterior Walls of Buildings or structures shall be constructed with one of the following methods: (All penetrations through the wall shall be sealed with fire caulk).</u>**
    1. Exterior wall assemblies built with minimum 1 hour fire resistance rating, rated for exposure on the exterior side.
    2. Approved non-combustible siding for example:
        - Three coat stucco
        - *Other than metal wainscotting, metal siding materials are currently only allowed for accessory buildings.* If metal wall coverings are used, install one layer of 5/8" Type X exterior gypsum board with taped joints underneath the vapor barrier. [5]
        - *Fiber cement board siding materials are currently only allowed in certain zone districts.*
    3. Fire retardant treated wood ***2** installed on the exterior side; all joints must be sealed with caulk and maintained and meet the requirements of Section 2303.2 of the 2024 IBC.

4. Ignition-resistant building material[3] installed on the exterior side; all joints must be sealed with caulk and maintained.
    - *Wood plastic composite siding materials are only allowed in certain Town of Crested Butte zone districts.*
    - *Plastic lumber materials are not allowed in the Town of Crested Butte.*
    - Fire retardant wood materials [2]
    - *Vinyl materials are not allowed in the Town of Crested Butte.*

    Exceptions:

    1. Exterior embellishments and architectural trim (exclusive of window and door trim) not exceeding 5 percent of the square footage of the exterior wall is allowed to be wood.

        Example: Wood decorative Embellishments at window and door trim headers are allowed.

    2. Roof or wall top cornice projections and similar assemblies
    3. Solid wood rafter tails (2-inch nominal in size) and solid wood blocking installed between the rafters.

7. **6-inch Metal Flashing or Non-Combustible Material** installed vertically between wall sheathing and exterior cladding shall be installed at ground, decking and roof intersections.
    - 18" metal wainscotting protects combustible siding from fire embers.
8. **All new skylights and windows** shall have safety glazing (tempered), or multilayered glazed panels, or have fire protection of not less than 20 minutes.
    - Multi-pane windows are recommended but not required by this code.
    - Window screens (1/16" bronze, fiberglass with polyvinyl chloride coating) and aluminum) can improve performance of glass exposed to radiant heat and limit large embers from entering the building if the window glass breaks.
    - Window headers shall be flashed.
9. **Exterior Doors** shall be of approved noncombustible construction, solid core wood not less than 1 ¾ inch thick or be a 20-minute door. Door glazing shall be tempered. All door headers shall be flashed.
10. **Vehicle Access Door** shall resist fire embers by preventing gaps between doors and door openings, at the head, sill and jamb from exceeding 1/8 inch.
11. **Deck surface** shall be built of one of the following:
    1. Approved non-combustible materials

2. Class A rated material

   Exception: Class B rated materials such as Redwood or composite decking

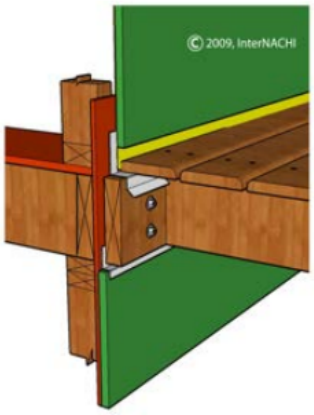
3. Fire retardant treated wood [2]

12. **Deck framing and fascia** (see item 6 Exterior Walls)
    - Provide flashing between deck ledger and siding to protect from ember and moisture intrusion. The flashing is installed behind the siding.
        - **Note:** Enclosed decks perform better from wildfire because combustible debris and stored combustibles cannot accumulate as easily.

Unenclosed deck is vulnerable to embers



Flashing detail at wall to deck connection is required

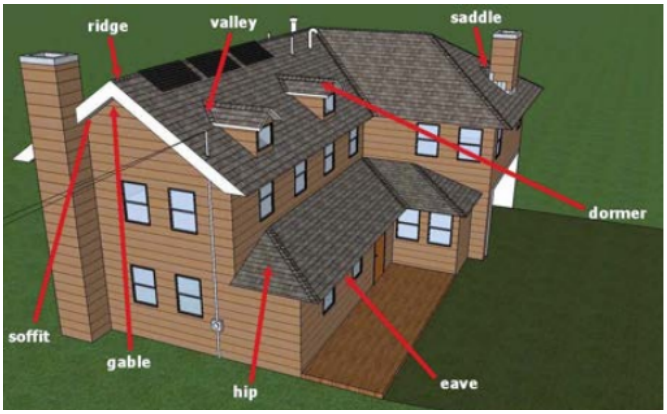


13. **Detached accessory structures** located less than 50 feet from main structure shall have walls constructed as described in item 6 above.
    1. If part of the structure extends beyond the main building footprint and the ground beneath it slopes more than 10 percent, the space below that overhang must be enclosed with walls of fire protected construction and brought to within 6 inches of finished grade.

       Exception: Enclosure is not required if exposed cantilevered floor is constructed of a tested one-hour fire resistance rated horizontal assembly or similar as described in item 6 above.

14. **Phase II EPA Approved Solid Fuel Burning Device Chimney's** shall have spark arrestor installed.

15. **Building Exterior Maintenance** - the property owner needs to regularly inspect and maintain the building exterior to help prevent fire embers from getting inside. This includes checking roof penetrations (such as vents and pipe openings), soffits, chimneys, roof valleys, and siding to make sure there are no gaps, cracks, or other openings. Roof surfaces, including solar panels and skylights, must also be kept clear of combustible debris like dead leaves and pine needles.

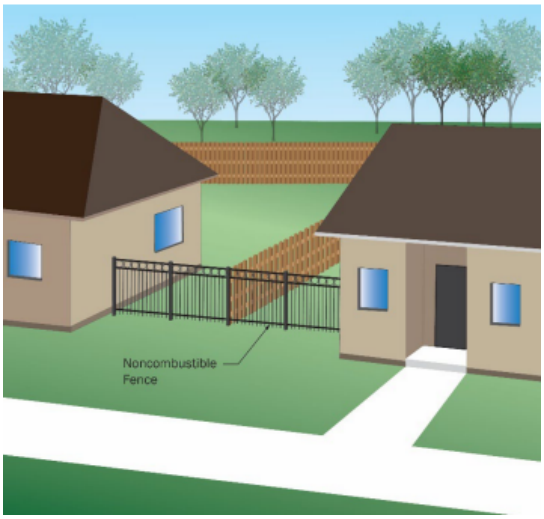


Schematic of various joints at roof structures that are vulnerable to ember intrusion.

Site Fencing, Retaining Walls and Landscaping

Immediate Zone Fire Zone Class 1 (0'-5) area closest to the structure):

1. Signage and addresses (minimum 4 inches high and in a contrasting color from the mounting surface) must be installed and visible from the street.
2. No firewood or combustibles shall be stored next to the structure, or on a deck or patio within this fire zone.
3. Owner is responsible for maintenance (such as removal of dead wood or fallen leaves) of this zone.
4. Fencing and gates installed less than 8 feet away from the structure shall be constructed of non-combustible or *ignition resistant* materials.
    - Metal
    - Fire retardant treated wood [2]
    - *Vinyl materials are **not currently allowed** in the Town* of Crested Butte.



5. Install non-combustible groundcovers such as rock, gravel, or stone/concrete pavers in this zone.
6. Retaining walls shall be non-combustible or ignition resistant materials if located within 8 feet of structure.
    - Stone or concrete
    - Fire retardant treated wood [2]
7. Plants listed as Firewise Plant Materials or Ignition Resistant Landscaping can be planted sparsely in fire Zone 2 (5-30 feet as measured from structure). Links to these published documents are included below.
8. Existing plantings (not listed as fire wise or ignition resistant) and combustible mulch or woody debris shall be removed from Zone 1(0 to 5 feet as measured from exterior building face).



Defensible space fire zones- only Zone 1 (immediate) and Zone 2 (intermediate) apply typically within the Town of Crested Butte.

Trees:

1. No trees can be planted in Zone 1. (0-5 feet from exterior building face)
2. If there are existing trees in this zone they shall be maintained by pruning the trees 6-10 feet from the ground or a third of the total height of the tree, whichever is less.
3. Tree crown shall be maintained to a minimum clearance of 10 feet away from a structure.

* *Colorado State University Extension FireWise Plant Materials*

Intermediate Zone Class 2 (5'-30') -Area Beyond Zone 1:

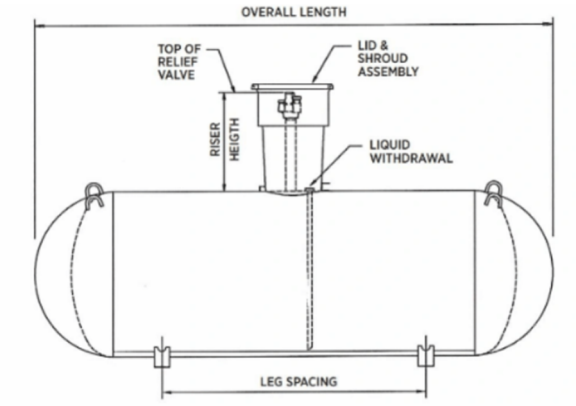
1. Maintain area by removing dead branches, dead plants and leaves.
2. Maintain Tree crowns so they are 10 feet away from structure and other trees.
3. Planted plants and groundcovers shall be fire wise or ignition resistant as listed in the linked Colorado State University documents above.

Trees:

1. Aspen (Populus Tremuloides) – deciduous, one trunk only (no multiple trunks)
    i. Plant aspens at least 10 feet away from other trees and structures.
    ii. Think about the tree's size when it's fully grown. They can grow 50-60 feet tall and 20-30 feet wide.
    iii. Keep aspens away from water pipes, building foundations, and underground structures.
2. Western Chokecherry (Prunus virginiana melanocarpa) - deciduous, grows to 6-8 feet tall and blooms in April-May.
3. Ginnala Maple (Acer ginnala) - deciduous, grows 6-10 feet tall and blooms in spring
4. Rocky Mountain Maple (Acer Glabrun) - deciduous, grows 6-20 feet tall
5. Thinleaf alder (Alnus tenuifolia) - deciduous, grows 6-8 feet tall
6. Common Lilac Bush (Syringa vularis) - Grows 6-8 feet and blooms in May.

Propane Generators

- **Note: Buried propane fuel tanks for emergency backup generators** shall have a pressure relief valve. Without this valve, a buried propane tank is at risk of exploding during a fire. Keep pressure relief valve away from other combustibles.



Definitions Guide and References

1. Fire hazard areas published in the State of Colorado Wildfire Resiliency Risk Map. Areas are designated on the map with a Fire Intensity Scale. The Town of Crested Butte is in Moderate to High Intensity Zone Class 2 fire hazard areas as described in the Colorado Wildfire Resiliency Code. State Map for the application of the 2025 Wildfire Resiliency Map Link

2. Exterior use, Fire-Retardant-Treated (FRT) Wood is defined by this code as any wood product that, when impregnated with chemicals by a pressure process or other means during manufacture, shall have, when

tested in accordance with ASTM E84 or UL 723, a listed flame spread index of 25 or less. The ASTM E84 or UL723 test shall be continued for an additional 20-minute period, and the flame front shall not progress more than 10.5 feet beyond the centerline of the burners at any time during the test.

3. Ignition Resistant Building Material is defined by this code as a type of building material that resists ignition or sustained flaming combustion sufficiently so as to reduce losses from wildfire exposure of burning embers and small flames. Materials shall be tested on the front and back faces in accordance with the extended ASTM E84 or UL 723 test for a total of 30 minutes or with ASTM E2768 test. Flame spread index shall not exceed 25 as tested.

> Exception: Materials composed of a combustible core and noncombustible exterior covering made from either aluminum at a minimum of 0.019-inch thickness or corrosion-resistant steel at minimum of 0.0149-inch thickness shall not be required to be tested with a ripped or cut longitudinal gap.

4. WUI Virtual Handbook for Property Fire Risk Assessment & MitigationSFPE & SFPE Foundation (2023)

5. FEMA Builders Guide to Construction Wildfire Zones

ORDINANCE NO. 05
SERIES 2026

AN ORDINANCE OF THE CRESTED BUTTE TOWN COUNCIL ADOPTING THE COLORADO WILDFIRE RESILIENCY CODE AS CHAPTER 18, ARTICLE 6.5 OF THE CRESTED BUTTE MUNICIPAL CODE.

WHEREAS, the Town of Crested Butte, Colorado ("the Town") is a home rule municipality duly and regularly organized and now validly existing as a body corporate and public under and by virtue of the Colorado Constitution and laws of the State of Colorado; and

WHEREAS, in July 2025 the state legislature adopted the State of Colorado Wildfire Resiliency Code (the "CWRC") which requires municipalities to adopt the CWRC prior to April 1, 2025; and

WHEREAS, Town Council finds it is necessary and proper to adopt the CWRC as Chapter 18, Article 6.5 of the Crested Butte Municipal Code as provide on **Exhibit A**.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF CRESTED BUTTE COLORADO:

Section 1. The foregoing recitals are incorporated herein as if set forth in full.

Section 2. Chapter 18, Article 6.5 of the Crested Butte Municipal Code is hereby adopted with implementation date of June 1st, 2026, as provided for on the attached **Exhibit A**.

Section 3. Upon the effective date of this ordinance, the codifier is hereby authorized to renumber the Code in conformance with this amendment.

INTRODUCED, READ, AND SET FOR PUBLIC HEARING THIS ___ DAY OF FEBRUARY 2026.

ADOPTED BY THE TOWN COUNCIL UPON SECOND READING IN PUBLIC HEARING THIS ____ DAY OF _____ 2026.

TOWN OF CRESTED BUTTE, COLORADO

ATTEST:

By:_____
Ian Billick, Mayor

_____
Lynelle Stanford, Town Clerk

EXHIBIT A

The Colorado Wildfire Resiliency Code is adopted as Chapter 18, Article 6.5 of the Municipal Code as follows:

CHAPTER 18 – Building Regulations

*** * * ***

ARTICLE 6.5 - Colorado Wildfire Resiliency Code

Sec. 18-6.5-10. Adoption.

The 2025 Colorado Wildfire Resiliency Code (CWRC) was established on July 1, 2025, by the Department of Public Safety Division of Fire Prevention and Control 8CCR 1507-39. The adoption of minimum codes and standards for hardening structures and reducing fire risk in the defensible space surrounding structures in the wildland-urban interface.

Sec. 18-6.5-20 Amendments.

The code adoption herein is modified by the following amendments:

(1) Section 102.9 is amended to read as follows:

Section 102.9 Historic Structures. A variance is authorized to be issued for the repair or rehabilitation of a historic structure upon a determination that the proposed repair or rehabilitation will not preclude the structure's continued designation as a historic structure, and the variance is the minimum necessary to preserve the historic character and design of the structure, within the spirit of this code. This variance can include open rafter tail eaves built with 2-inch nominal dimension lumber and blocking between rafters.

(2) Section 303.1.1 is amended to read as follows:

Section 303.1.1 Maps. Utilize the established State of Colorado Wildfire Resiliency Map for implementation of the Colorado Wildfire Resiliency Code that is based on a combination of factors including, but not limited to, vegetative fuels, topography, local weather patterns, and fire behavior modeling data.

(3) Section 502.1.2 is amended as follows:

Section 502.1.2 Materials. Use only noncombustible, hard surface materials in this zone, such as rock, gravel, sand, concrete or stone/concrete pavers.

*** * * ***

Staff Report
February 17, 2026

To:	Mayor and Town Council
Prepared By:	Erin Ganser, Housing Director
Thru:	Mel Yemma, AICP, Community Development Director
Subject:	2024 Gunnison Valley Housing Needs Assessment – Local Government Review

Summary
The Gunnison Valley Regional Housing Authority (GVRHA), with support from Gunnison County, the Towns of Crested Butte and Mt. Crested Butte, the City of Gunnison, and the Valley Housing Fund, completed the 2024 Gunnison Valley Housing Needs Assessment (HNA) and an SB24-174 Compliance Addendum. The HNA provides a comprehensive evaluation of housing conditions, affordability challenges, and projected housing needs through 2029. It serves as the foundation for regional housing planning efforts, including the forthcoming Corridor Plan and Regional Housing Action Plan. The purpose of this report is to present the HNA and Addendum for Council review and comment prior to future regional planning efforts.

Previous Council Action
Council has supported participation in regional housing studies and planning efforts, including funding contributions to the Gunnison Valley Regional Housing Authority and engagement in the Housing Working Group.

Background
Colorado Revised Statute 24-32-3704(2) requires that, "Upon conducting a regional housing needs assessment pursuant to subsection (1) of this section, a regional entity shall provide the regional housing needs assessment to each local government included in the region. Within sixty days of receiving the regional housing needs assessment, a local government's governing body shall review the assessment at a public meeting and shall submit comments to the regional entity." Town staff received the HNA and addendum on from GVRHA staff on December 23, 2025. Within 60 days of receiving comments from the local governments, the regional entity must submit the HNA and any comments to DOLA.

The 2024 HNA identifies significant housing challenges in the Gunnison Valley:

- Housing Need: 1,300–1,550 additional housing units needed by 2029 to address current shortfalls and keep pace with job growth and retirements.

- Affordability: At least 75% of these units must be priced below market to meet local workforce needs.
- Current Conditions:
  - 39% of households are cost-burdened (up from 25% in 2016).
  - Rental vacancy rates remain below 1%, indicating a non-functional market.
  - Homes priced under $500,000 have nearly disappeared in the South Valley; median home prices exceed $1 million in the North Valley.
- Employer Impact: 92% of employers report housing as a serious or critical problem; 8% of jobs remain unfilled due to housing constraints.

The Addendum addresses SB24-174 compliance requirements, including displacement risk analysis, accessible and supportive housing needs, water supply estimates, and baseline data on housing programs and policies.

Discussion

Two considerations for Council review:

1. Defining Affordability: As the Town explores more locally relevant indices for defining "affordability," it is important to note that state and federal programs use Area Median Income (AMI) as the standard metric. It will be important to maintain a correlation with AMI to stay eligible for state and local funding opportunities and data collection.
2. Regional Planning Alignment: The Addendum includes baseline data on current housing programs and policies for each jurisdiction. This information should be reviewed and verified by all jurisdictions to ensure that regional housing and planning efforts launch from a point of accuracy and shared understanding.

Recommendation

Staff recommend that Council review the 2024 HNA and SB24-174 Compliance Addendum and provide comments.

Proposed Motion

A Council member should make a motion to "Accept the 2024 Gunnison Valley Housing Needs Assessment and SB24-174 Compliance Addendum for review and comment."

Attachments

- 2024 Housing Needs Assessment Highlights
- 2024 Housing Needs Assessment
- 2025 Compliance Addendum
- GVRHA Presentation on the Addendum

2024 Gunnison Valley Regional Housing Needs Assessment Highlights

Community Housing Successes

255 community housing units built since 2016.

42% of employers provide housing assistance to employees.

70% of employers are interested in continuing or starting housing support programs.

The provision and development of this much community housing should be celebrated!

Continued Community Housing Shortfall

$350,000 (422% AMI) household income needed to afford median-priced home.

$80,000 (100% AMI) household income will struggle to find rental units under $2,000 per month.

3X faster rent increases in the South Valley have closed the gap with North Valley prices.

Addressing community housing needs is more than just adding supply – it is adding supply at the right price to support the resident and employee community.

Incomes are not keeping up with rising home prices and rents

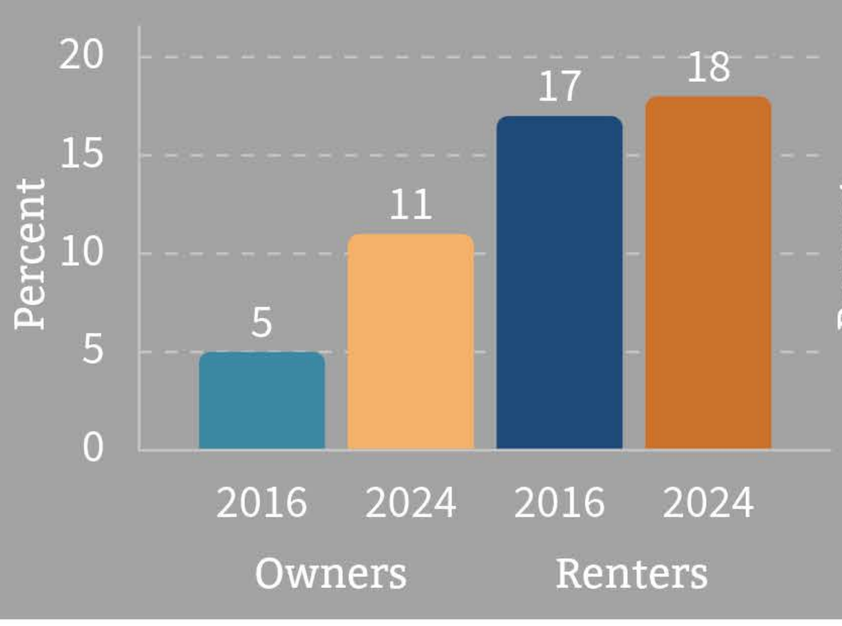


Job growth and housing development are not alligned

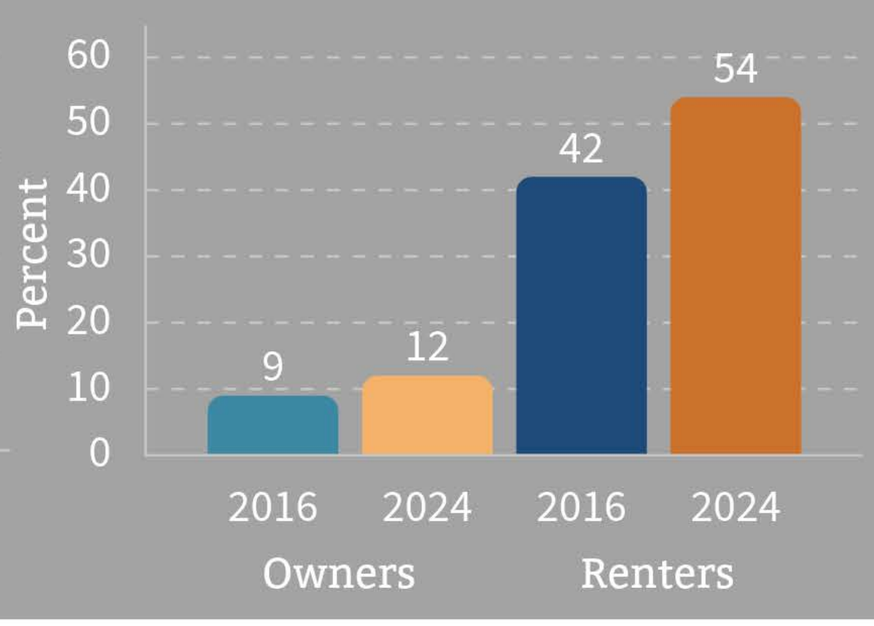


Housing Problems Impacting Residents 2016 and 2024

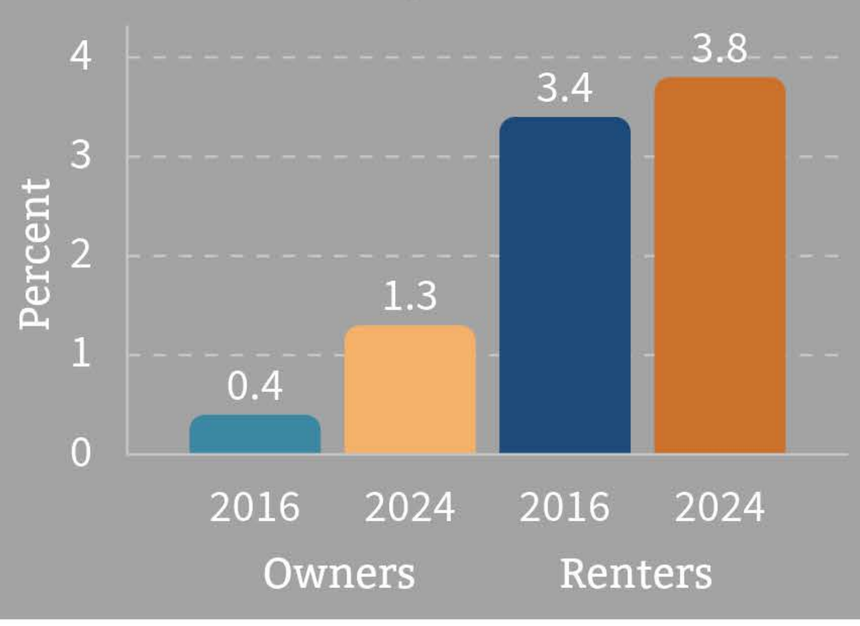
Severely Cost Burdened (>50%)



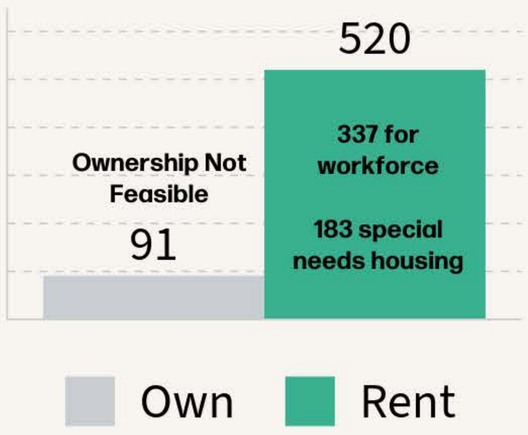
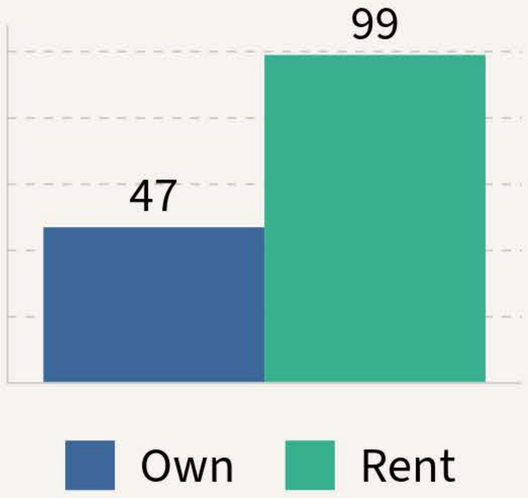
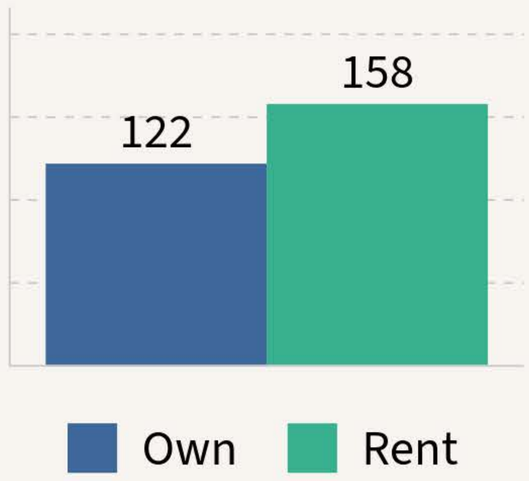
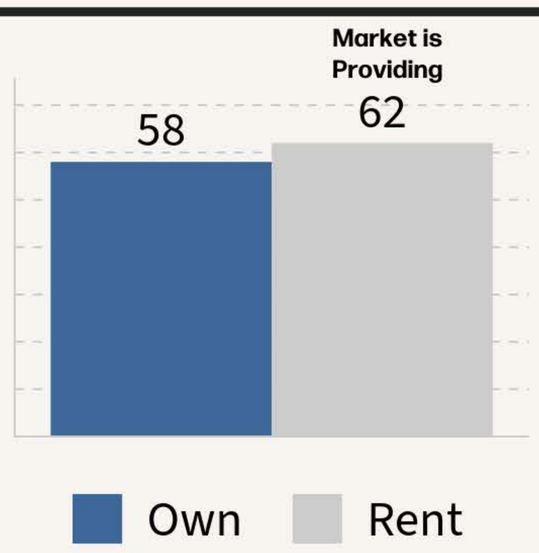
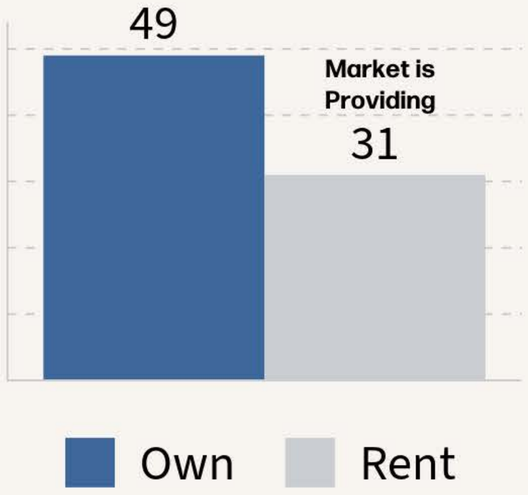
Displaced/Forced to Move



Overcrowding (+2 pp/bedroom)



Note: This summary is a condensed version; the full report includes descriptions, data sources, methodologies, and detailed analysis.

	AMI	Housing Units Needed	Income 2-person HH	Who?	Core Housing Target
Eligible for State and Federal Subsidy	Less than 60%		Less than $49,440/yr $1,240 Rent $156,400 Buy	Service Industry, Childcare, Construction Laborer, Ski Lift Operator	Deeply Subsidized Rentals and Supportive Housing Ownership Not Feasible
	60% to 80%		$49,440 - $65,920/yr $1,650 Rent $208,600 Buy	Service industry, Construction workers, Teacher (entry to mid-level)	Affordable Rentals Valley Wide South Valley Entry Level Ownership
Local Policy	80% to 120%		$65,920 - $98,880/yr $2,470 Rent $312,900 Buy	Teacher, Police and Sheriff's Patrol Officers, Paramedic, Registered Nurse	Market partially provides rentals. Entry Level Ownership Valleywide
Partnership and Current Market	120% to 150%		$98,880 - $123,600/yr $3,100 Rent $391,100 Buy	Civil Engineer, Physician Assistant / Nurse Practitioner	Market is providing rental units Mid Level Ownership Valleywide
	150% to 200%		$123,600 - $164,800/yr $4,120 Rent $521,500 Buy	Other Professional, Business Owner, Investor etc.	Market is providing rental units North Valley Ownership

Rents are rounded to the nearest 10
Example Industries represent the typical income by occupation for individuals, translated to AMI

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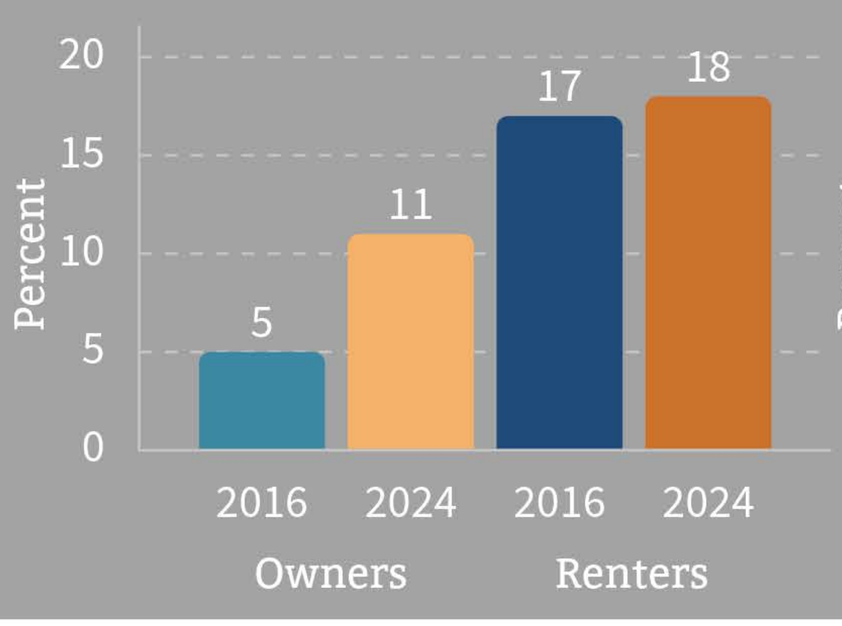


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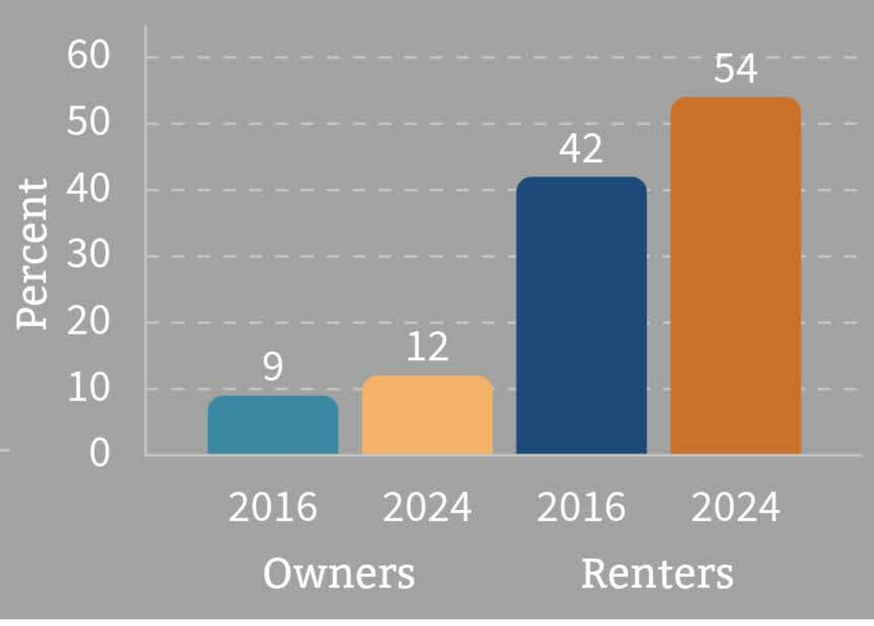


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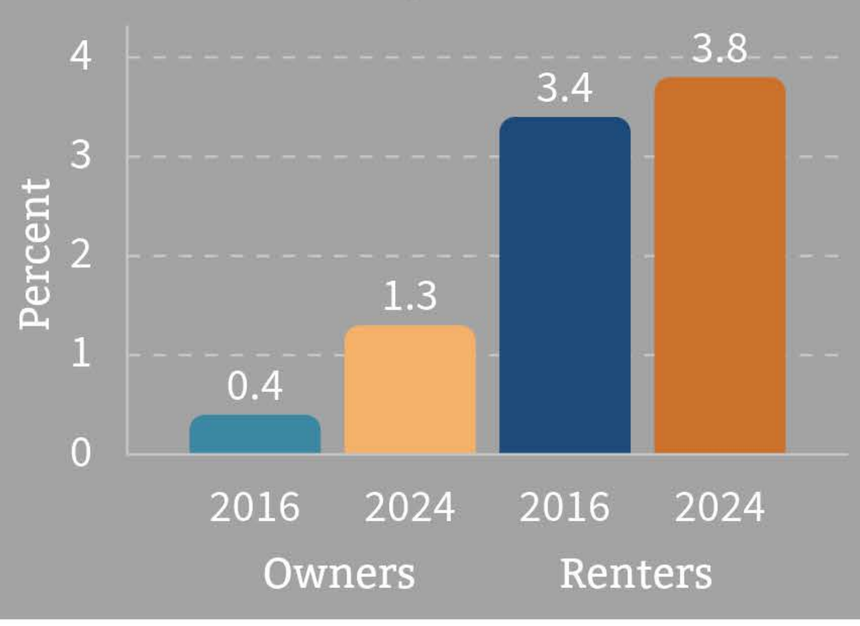
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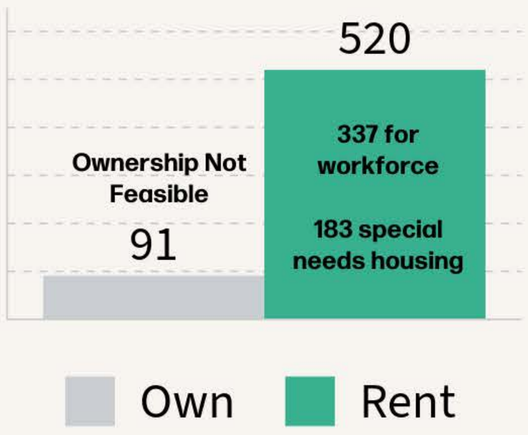
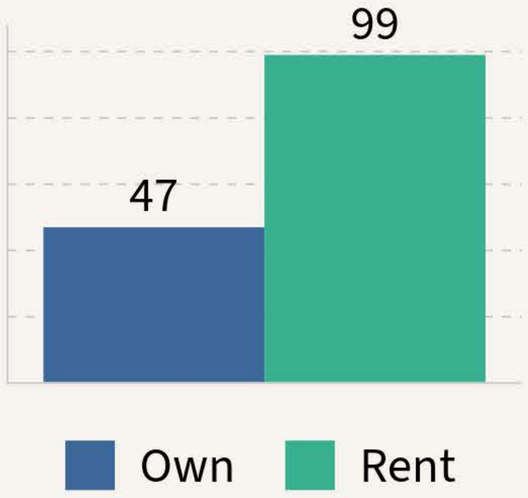
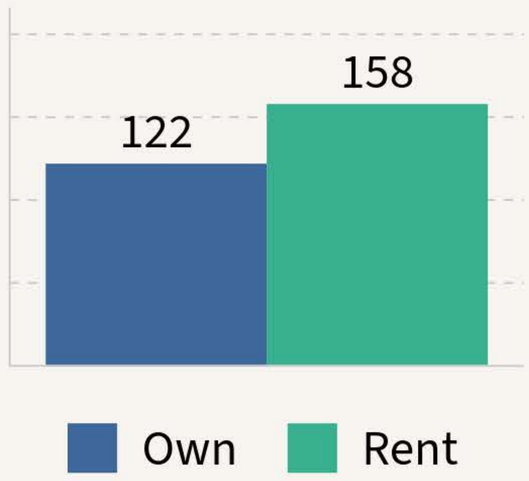
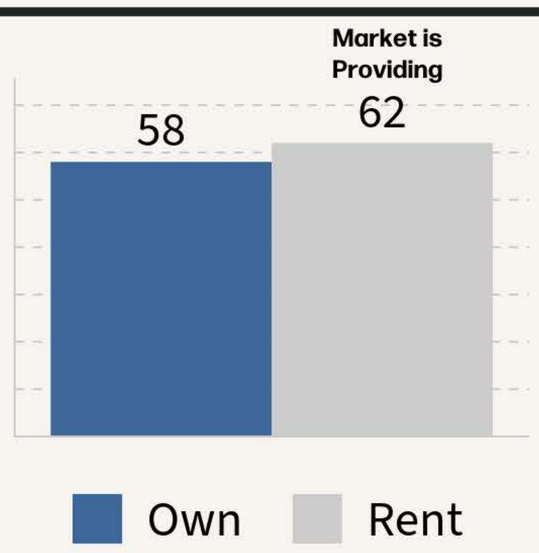
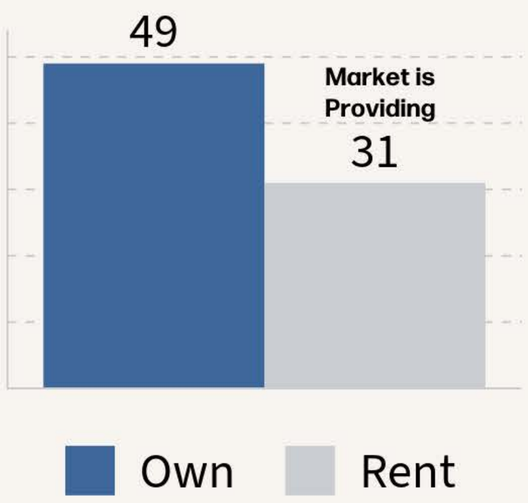
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Gunnison Valley Housing Needs Assessment

September 2024



Commissioned by:

GVRHA
GUNNISON VALLEY REGIONAL HOUSING AUTHORITY

In partnership with:

GUNNISON COUNTY

CITY OF GUNNISON COLORADO

VALLEY HOUSING FUND

CRESTED BUTTE, COLORADO National Historic District

MtCB
Mt. Crested Butte, CO

chfa®

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INTRODUCTION

PURPOSE

The 2024 Gunnison Valley Housing Needs Assessment was sponsored by the Gunnison Valley Regional Housing Authority with the financial support and oversight from Gunnison County, the Towns of Crested Butte and Mt. Crested Butte, the City of Gunnison and the Valley Housing Fund.

The purpose of this assessment is to evaluate the housing market in the Gunnison Valley ("Valley") in serving the Valley's employment needs and identifying the housing needs of those who make their living locally. It answers questions such as how much and at which price points housing is needed to support local residents and the workforce. The study quantifies where gaps exist, providing the number and type of homes needed to attract and retain workers across all income levels of the local economy. This assessment provides a single source of information that can be used by local jurisdictions and authorities to collaborate and to enable elected officials and appointed authorities to craft land use, transportation, and housing policies and direct investment that affect affordable housing goals locally and across the region.

The data and information in this assessment will help to:

- Guide long-term planning in the Valley by informing the development of housing policies, identifying new development opportunities, and creating programs that address the growth needs of each community;
- Educate the community and stakeholders about the housing issues that affect the local workforce and employers and the benefits to the local community, economy, and environment of expanding housing opportunities for residents and employees; and
- Help the Valley entities acquire financing for local housing projects and programs.

The assessment was structured in two phases. This final report includes the results of both phases. Phase I involved an employer survey, extensive outreach through one-on-one listening sessions, and secondary data analysis. Phase II, which began in June 2024, included a resident survey, providing detailed data on resident housing characteristics, housing challenges, needs, and preferences. This phased approach ensured that essential analysis was completed in time for local jurisdictions to remain eligible for state housing funding opportunities.

The assessment builds upon data from prior studies, which include the 2016 Gunnison Valley Housing Needs Assessment and 2021 Gunnison Valley Housing Market Update.

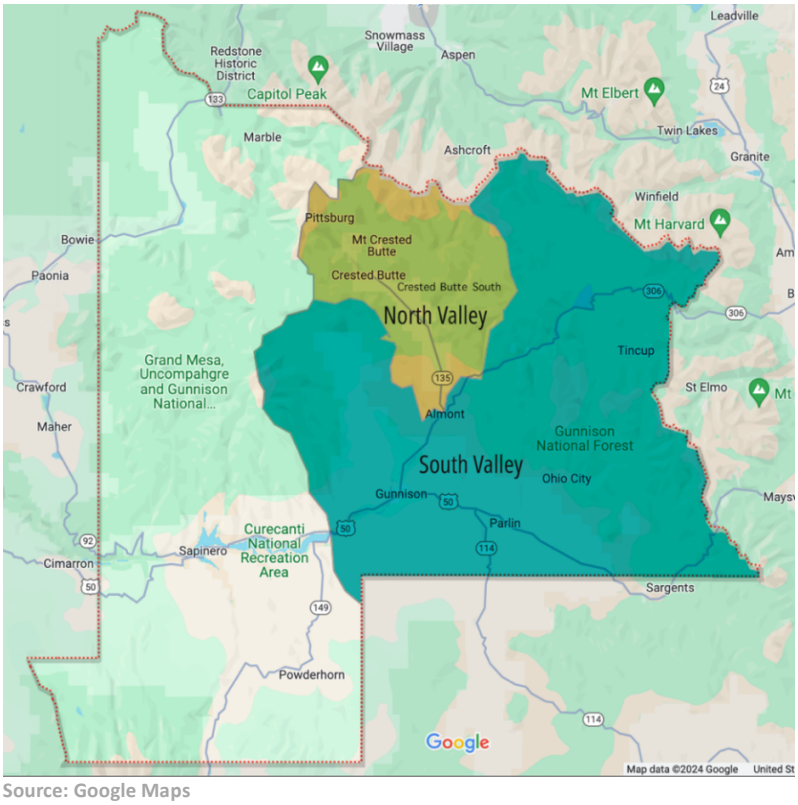
STUDY AREA

This report examines the housing market for the Gunnison Valley as a whole, as well as the sub-markets of the North and South Valley, which are defined in the following table and map. The Valley does not cover the entire county but includes the primary population centers and is covered by the Crested Butte Census County Division (CCD) ("North Valley") and the Gunnison CCD ("South Valley"), which represent distinct market areas and coincide with secondary data availability.

The following table shows how the three market areas examined in the 2016 assessment translate into the simplified North and South market areas in this study and the 2021 Housing Market Update. The shift aligned the available sub-market data sets with the available submarket geographies.

	2016 Gunnison Valley Housing Needs Assessment	2021 Gunnison Valley Housing Market Update and 2024 Gunnison Valley Housing Needs Assessment
North Valley	Included the Towns of Crested Butte and Mt. Crested Butte, and the unincorporated subdivisions as far south as, but not including, Crested Butte South	Includes the Towns of Crested Butte and Mt. Crested Butte, Crested Butte South and unincorporated subdivisions south to, but not including Almont. This is the region encompassed by the Crested Butte CCD.
Mid Valley	Included Crested Butte South, Almont and the area in between and the Taylor River area	N/A (Now part of North and South Valleys, unless otherwise specified in report sections)
South Valley	Included the area in and around the City of Gunnison and Ohio Creek	Includes Almont and the Taylor River area, the area in and around the City of Gunnison and Ohio Creek, and Pitkin and the Quartz Creek Valley. This is the region encompassed by the Gunnison CCD.

Gunnison Valley



Source: Google Maps

METHODOLOGY

A combination of primary research, local data, and existing public secondary data sources were used for this analysis. This section provides a brief overview of primary research methodology. More details are provided in Appendix B – Detailed Methodology, Data Sources, Definitions.

Employer Survey

An online survey of employers was conducted in March 2024 of large and small employers encompassing the full range of industries in the Gunnison Valley.[1] The response rate was high, with a total of 134 participating employers, representing 5,017 jobs, or 44% of jobs in the Gunnison Valley.

The employer survey examined the number of year-round and seasonal workers (summer and winter), where workers live (commute patterns), employee retention and recruitment issues, to what extent employee housing is perceived to be an issue, the severity of housing problems by type of employee, and interest in providing housing assistance for employees.

We received generous assistance from the Gunnison Country Chamber of Commerce and Crested Butte/Mt. Crested Butte Chamber of Commerce and Housing Working Group members in distributing the survey link and helping to conduct individual outreach and follow up phone calls to recruit participation.

Resident Survey

An online survey was conducted in mid-June through the month of July to collect information on housing preferences of residents and employees, future plans, employment, household characteristics, housing perceptions and conditions, and other issues. The link to the survey was widely distributed through media, employers and multiple other outreach efforts. The Gunnison Valley Housing Authority led the efforts, with support from the project sponsors. Booths were set up at local events, posters were distributed at the recreation centers, grocery stores, bus stops and other community spaces. The top employers were personally contacted to encourage their participation though sending it to their employees. In total, responses were received from 986 residents in the Gunnison Valley: 357 North Valley, and 629 South Valley.

The margin of error for survey tabulations is within about 2.5% at the 95% confidence interval, meaning that for any tabulation the percent reported is within plus or minus 2.5% from what is actually the case. For data representing less than the full population of responses (e.g., homeowners only), the margin of error will be higher.

Key Informant Interviews

Interviews were conducted with a variety of community members and professionals. The objective was to obtain information and insights from specialists in residential markets, including real estate agents, property managers, developers, and mortgage lenders. Qualitative information on trends, challenges,

[1] A table of responses by industry is provided in Appendix B.

housing preferences and shifts in demand obtained from these interviews provides a local context from which to ground trends shown by secondary and other data sources.

WHAT IS AFFORDABLE HOUSING IN THE GUNNISON VALLEY?

"Affordable" Defined

Consistent with the 2016 assessment and the 2021 market update, this study requires an understanding of housing affordability. This report uses the following standard, which is commonly applied by federal and state housing programs, local housing initiatives, mortgage lenders and rental leasing agents:

> *Housing is generally considered to be affordable (or attainable) when the monthly housing payment is equal to no more than 30% of a household's gross income[2].*

Because affordability is a function of housing costs and household income, affordability can be a problem for a broad range of income levels, not just low-income households.

Household Incomes and Affordable Housing Prices

For ease of use and implementation of this Assessment, resident and employee housing needs are calculated for households earning at various income levels based on the area median income (AMI) limits established by the U.S. Department of Housing and Urban Development (HUD). Federal and state housing and financing programs use HUD AMI limits to qualify and categorize housing as affordable for various income levels. AMI is published annually by the U.S. Department of Housing and Urban Development (HUD) for each county and varies by household size.

The following table shows HUD AMI for Gunnison County. A household earning 100% AMI earns the median, or middle, income for that household size. Households earning less than the middle income are identified as earning a lower percentage AMI (e.g., 80% AMI).

Gunnison County AMI by Household Size, 2024

AMI	1 PERSON	2 PERSON	3 PERSON	4 PERSON
120%	86,520	98,880	111,240	123,600
100%	72,100	82,400	92,700	103,000
80%	57,680	65,920	74,160	82,400
60%	43,260	49,440	55,620	61,800
50%	36,050	41,200	46,350	51,500
30%	21,630	24,720	27,810	30,900

Source: Colorado Housing and Finance Authority Income Limits

The average household size in the Gunnison Valley is approximately 2.0 persons. The table below shows affordable rent and home purchase prices for various household income levels, based on the Area Median Income (AMI) for the average 2-person household size. The maximum purchase price assumes a 30-year fixed-rate mortgage at a 7% interest rate, with 20% of the payment covering taxes, insurance,

[2] Max purchase price assumes 30-year mortgage at 7% with 5% down and 20% of the payment covering taxes, HOA, PMI and insurance.

and HOA fees, and a 5% down payment. Since each development is unique, these assumptions should be tested against the actual expense burden on residents when determining affordable rent and purchase prices. See Appendix A for a comprehensive table.

Maximum Affordable Rents and Purchase Price by AMI, Gunnison County, 2024

AMI	50%	80%	100%	120%	150%
Max. Household Income	$41,200	$65,920	$82,400	$98,880	$123,600
Max. Affordable Rent	$1,030	$1,648	$2,060	$2,472	$3,090
Max Affordable Purchase Price*	$130,400	$208,600	$260,700	$312,900	$391,100

*Assumes 2-person household, 30-year fixed rate mortgage at 7% interest with 20% of payment covering taxes, insurance and HOA fees and 5% down.

ACKNOWLEDGEMENTS

The consultant team, comprised of Western Spaces, LLC, WSW Consulting, LLC, and Urban Rural Continuum, would like to thank everyone who gave their time, assistance, knowledge, and expertise to this process. Information in this report relied on participation from many individuals and organizations through interviews, data sharing, outreach, etc. We are grateful for the time given by everyone we reached out to, including the Housing Working Group listed below in alphabetical order by first name.

- Amanda Wilson, City of Gunnison Manager
- Andie Ruggera, Senior Planner – City of Gunnison
- Anton Sinkewich, City of Gunnison Community Development Director
- Cathie Pagano, Assistant County Manager for Community & Economic Development
- Chris Lopez, Community Relationship Manager – Southwest Colorado
- Derek Harwell, Association Manager, Crested Butte South Property Owners Association
- Erin Ganser, Director of Housing – Town of Crested Butte
- Julie Baca, Commissioner – Gunnison County Planning Commission
- Laura Puckett Daniels, County commissioner and Chair of Board, Gunnison Valley Regional Housing Authority
- Lauren Koelliker, Executive Director, Valley Housing Fund
- Melissa LaMonica, Executive Director, Gunnison Valley Regional Housing Authority
- Neal Starkebaum, Community Development Director at Town of Mt. Crested Butte,
- Ricardo Esqueda, City of Gunnison as Community and Policy Liaison
- Shannon Hessler, Planner II, Mt. Crested Butte

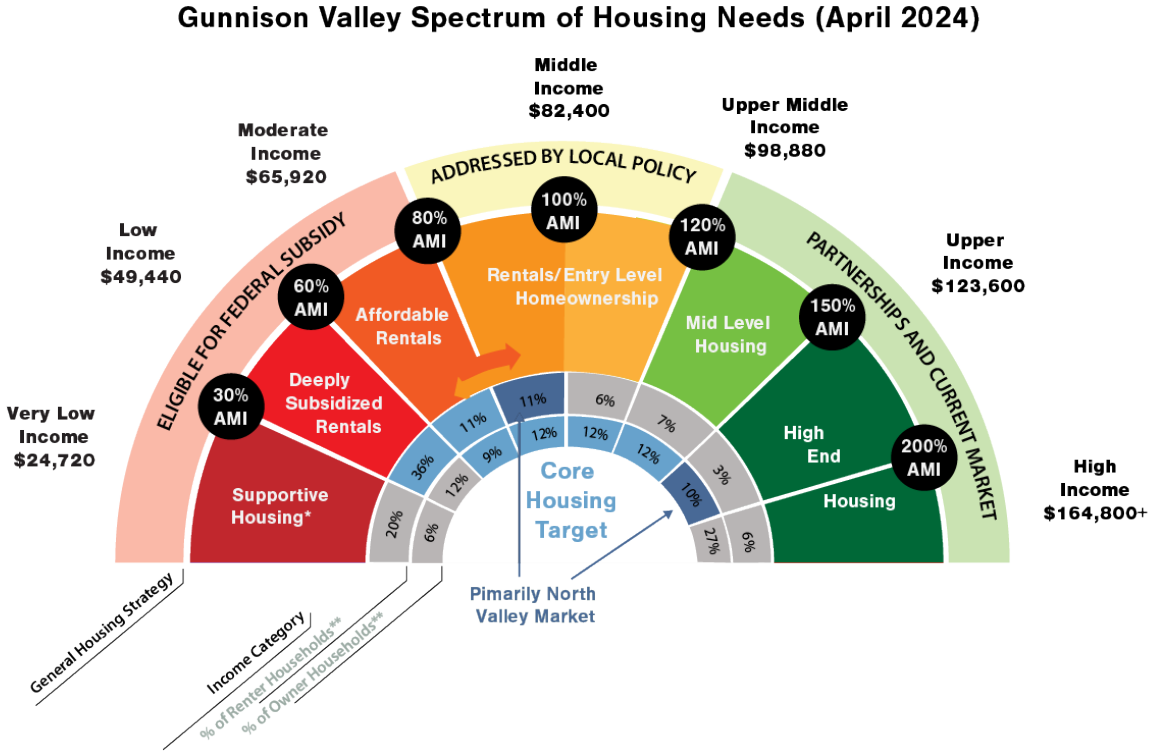
We would like to give particular thanks to the small subset of the Housing Working Group comprised of Melissa, Erin, and Lauren who were instrumental throughout the assessment's preparation, especially helping with data access, employer and resident survey distribution, and review of working drafts.

This report is made possible by local participation, drawing from both data and the lived experiences of Gunnison Valley residents. We appreciate the opportunity to work with communities committed to addressing housing needs for the benefit of the Valley's residents, economy, and overall well-being.

KEY FINDINGS - COMMUNITY HOUSING UNITS NEEDED

SPECTRUM OF HOUSING NEEDS IN THE GUNNISON VALLEY

This Assessment centers on the understanding of what households can afford for housing in the Gunnison Valley and explores where their needs are being met, and where there are gaps. It uses the definition that housing is affordable when monthly housing costs (rent or mortgage, plus utilities, insurance, and property taxes/HOA) is equal to no more than 30% of a household's gross income (i.e., income before taxes).



Source: Dept. of Housing and Urban Development for 2-person household (AMI incomes); consultant team
**Source: Ribbon Demographics, LLC

The housing bridge, illustrated above, presents a picture of what affordability for the residents and workforce in Gunnison Valley should look like and forms the basis by which housing gaps in the community have been identified. The bridge portrays a spectrum of housing that is affordable and most likely to be sought out by households in different income groups. It indicates the percentage of households in the Valley earning incomes in each area median income range and the type of housing likely to be needed at the different income levels. It shows where the market is providing housing and at which price points additional housing is needed to address current shortfalls and to keep up with future retirements and job growth ("Core Housing Target"). By addressing Core Housing Target needs,

Gunnison Valley could improve the availability of housing that is affordable to households at all income levels, providing options for changing life circumstances.

> *I need to leave the Valley because I don't see it being possible to continue to live here long term. Although I have a good job, I cannot even come close to being able to afford a house."*
> -Resident survey respondent

More specifically:

- For local residents and employees searching for rental options, the market is expensive and scarce. A two-person household earning below $80,000 per year (about 100% AMI) will have a hard time finding housing that would be defined as affordable in the market (i.e., $2,000 or less per month).
- Households making their living locally are mostly priced out of all types of market rate ownership housing, including condominiums, townhomes, and single-family homes – housing has simply gotten too expensive. The historic release valve provided by lower priced homes in the South Valley has diminished - housing priced under $500,000 is now scarce everywhere in the Valley.

To address the current housing shortfall and keep up with projected job growth, **at least 75% of the estimated 1,300 to 1,550 homes needed to support local residents and employees** by 2029 in the Valley **will need to be priced below market**. The following table shows how much of the total housing need is due to the current housing shortfall ("catch-up") and how much is due to anticipated retirements and projected job growth ("keep-up"). Jurisdictions and the Valley as a whole will need to make their own policy decisions regarding whether it is in their interest or capacity to address all of the identified needs or focus on certain components of projected needs.

Catch-Up and Keep-Up Housing Needs through 2029[3]

	Units Needed (low)	Units Needed (high)
Total Catch-Up (Existing Needs)	**480**	**480**
Overcrowding	55	55
Functional Rental Market	145	145
Unfilled Jobs	280	280
Total Keep-Up (Projected Needs)	**820**	**1,070**
Job Growth	265	515
Retiring Employees	555	555
Total Housing Units Needed through 2029	**1,300**	**1,550**

Note: figures rounded to nearest 5

[3] More detail on how estimated catch-up and keep-up housing needs are calculated is provided in the Current and Projected Community Housing Needs section of this report. Estimates are also provided for housing needs by North and South Valley and ownership/rental units, recognizing that locally-generated goals in combination with opportunities (primarily funding and land) and private market performance will all be factors when determining income targeting, price points, owner/renter mix and the location of housing produced to address needs.

Addressing housing needs will require well designed and aggressive local policies, financial subsidies, and creative partnerships that build upon the existing achievements of the jurisdictions, local organizations, employers, developers, and the community. Determinations on how each jurisdiction and the Valley as a whole respond to the estimated housing needs is based on each community's values and growth goals.

This Housing Needs Assessment provides the information and story behind the housing spectrum. The Assessment summarizes the local housing challenges of residents, employees, employers, and the community as whole; and the already great strides that have been and are being taken to improve community housing options that support a thriving and vibrant Gunnison Valley.

COMMUNITY HOUSING SUCCESSES

The Valley's community housing stock now represents about 10% of the Valley's occupied housing units.

The Valley has built a commendable amount of community housing since 2016, 255 units in total, significantly ramping up community housing investment. Most (70%) of this new inventory was built in the South Valley where the community housing inventory more than doubled since 2016. The Valley's community housing stock now represents about 10% of the Valley's occupied housing units.

Employers have also been active, with 42% of 2024 survey respondents providing some type of housing assistance to employees. Survey respondents reported providing 503 beds rented to employees, 47 units of temporary/relocation housing for employees, housing stipends ranging from $100 to $600 per month, and helping 87 employees in recent years with first/last/deposit payments to secure rental units. Over 70% desire to begin or continue helping employees with housing.

The provision and development of this much community housing should be celebrated. Bringing such projects to fruition is fraught with challenges and barriers. Overcoming these headwinds requires the public, private, non-profit, and all community sectors to commit to and support the goal of housing the community.

(See *Housing Inventory* section)

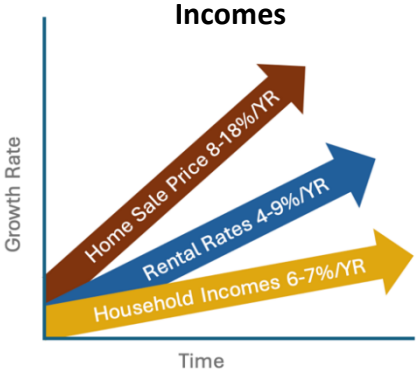
CONTINUED COMMUNITY HOUSING SHORTFALL

Despite successes in providing housing that is and will remain affordable for residents, market trends continue to impose significant challenges for residents, employees, employers, and the community overall. A few key observed trends illustrate the underlying challenge of housing affordability and availability for local residents and employees in the Valley.

1. Incomes are not keeping up with rising home prices and rents.
2. Job growth and housing development are not aligned.
3. Local housing opportunities in the South Valley are disappearing.

1. Incomes are not keeping up with rising home prices and rents.

Change in Home Prices and Incomes



The balance between household income and what housing costs is a struggle. This is not new; this imbalance was apparent in 2016 but has gotten worse.

The increase in home sale prices has been outpacing the rise in resident incomes, meaning that it has become harder for people earning their living locally to buy homes. Whereas a household earning $160,000 per year in 2016 could have afforded median priced housing for sale in the Valley; today, a household must earn $350,000 (422% AMI) to afford median priced housing for sale in the Valley at $1,099,000 in 2023.

In the North Valley, rent increases, while significant in recent years, have been more aligned with increases in resident incomes since 2016. When starting from a position of poor affordability, particularly in the North Valley, however, this just means that rentals have remained out of reach; they have not become more affordable.

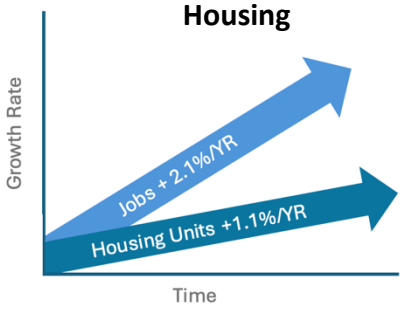
South Valley residents have been feeling the pinch even more so. Rents have been rising three-times faster in the South Valley, shrinking the gap between North and South Valley rents.

Overall, rentals are moderately affordable when compared to many resort-impacted communities, but the lack of supply and, in many cases, quality, makes finding housing to rent extremely hard. Additionally, the vast majority of resident renters need homes priced below $2,000 per month (80% AMI). Only 13 listings were available in February and March throughout the Valley at or below this price. New rental units cannot be built for this price in the Valley without financing assistance (e.g., Low Income Housing Tax Credits, local subsidies, free land and water taps, etc.).

(See *Market Conditions* and *Household Demographics (Household Income Distribution)* sections)

2. Job growth and housing development are not aligned.

Change in Jobs and Housing



Since 2016, the overall growth in housing units, regardless of occupancy, has occurred at about one-half the rate of job growth – creating more of a shortage.

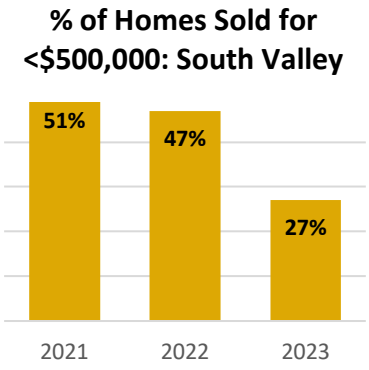
Despite this, new development included a very commendable 247 units of restricted community housing units, meeting about 40% of the below-market housing needed during this time to accommodate employees filling new jobs. More community housing, however, is needed to address demand and achieve a functional rental market with a 5% vacancy.

To be successful, new development needs to at least keep pace with job growth to ensure new employees can find the housing they need. Further, **addressing community housing needs is more than just adding supply – it is adding supply at the right price to support the resident and employee**

community. Of the 1,300 to 1,550 housing units projected to be needed through 2029, at least 75% need to be priced below market to meet the growing needs of local residents and employees. Responding to this need will require a combination of market rate development, public/private/non-profit partnerships, creative financing, supportive policies, and community involvement.

(See *Housing Inventory, Economic Conditions,* and *Current and Projected Community Housing Needs* sections).

3. Local housing opportunities in the South Valley are disappearing.



Just a couple years ago, homes priced below $500,000 were available in the South Valley, which is where the majority of employees who work in both the North and South Valley searched for and found homes to buy. Beginning in 2020 and continuing through last year, **homes priced below $500,000 have been quickly disappearing**. Only 33 homes are now for sale at this price point, 26 of which are condos in the North Valley built primarily for part-time occupancy and have HOA fees in excess of $500 per month.

Households looking to buy a home will find few options below $800,000 in the North Valley or below $500,000 in the South Valley. A $500,000 home, however, requires incomes upwards of $165,000 per year (200% AMI) to afford. Only 19% of residents have incomes at this level.

Rents in the South Valley, once 40% lower than in the North Valley, are now only 20% lower, as **housing prices across the Valley are rising and converging at the higher end.**

As the housing options that residents and employees can afford diminish in the Valley, it becomes even more important to provide opportunities locally.

(See *Market Conditions* and *Household Demographics (Household Income Distribution)* sections)

4. Housing problems are still prevalent among residents.

> *"My household is dual income, multiple degrees, no kids. All our money goes to rent, leaving nothing to build up savings. We are one emergency or extra expense away from not being able to make rent. If we want to have a family, we cannot do so in the Valley."*
> - Resident survey Respondent

Several other indicators point to the housing struggles – observed and hidden – that residents are experiencing. The resident survey probed several potential problems, from the inability for residents to find suitable housing, housing costs far exceeding their ability to pay (i.e., cost burden), needs for home repairs to address livability, and stress experienced from uncertain and changing housing market factors and prices. These issues are summarized in the below table, along with an estimation of the number of owner and renter households in the Valley that are experiencing each problem.

While many of these problems are duplicative – meaning that some households that are severely cost-burdened are also dissatisfied with their home and are still searching for suitable housing – the table illustrates the extent to which each problem affects owners and renters in the Valley. When devising

programs, prioritizing objectives and planning housing to serve residents, it is important to understand these underlying issues and their relevant impacts.

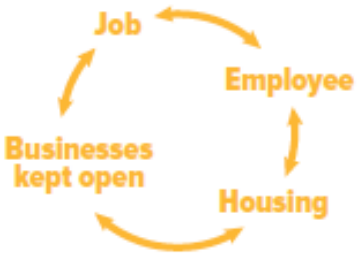
Housing Problems Affecting Residents

	Response %		Household #'s	
	Owners	Renters	Owners	Renters
Homeless/poorly housed:				
Homeless - living in vehicle/couch surfing	-	3%	-	96
Still searching for suitable housing I can afford	2%	12%	80	337
Overcrowded - more than 2 per bedroom	1%	4%	54	106
Housing conditions:				
Very dissatisfied	3%	10%	134	272
Upgrades needed to accommodate disability	1.5%	2%	67	54
Households displaced/forced to move in the past 5 years:	12%	54%	520	1,499
Converted to short term rental	-	12%	-	332
Rent increased too much	-	21%	-	574
Lease renewal was not an option	-	27%	-	743
Owner moved in	-	11%	-	310
Home was sold	-	21%	-	577
Unstable households:				-
Severely cost-burdened (>50% of income needed to pay for housing)	11%	18%	495	486
Housing stress - worried I may not have stable housing in 2 months	5%	38%	210	1,065
Payment stress - utilities threatened to be turned off at least once in past 12 months	5%	8%	208	209

Source: 2024 Resident Survey

BUSINESSES VALLEY-WIDE ARE ADVERSELY IMPACTED

Jobs, employees, housing, and businesses are tied together. Businesses cannot function if employees cannot find homes.

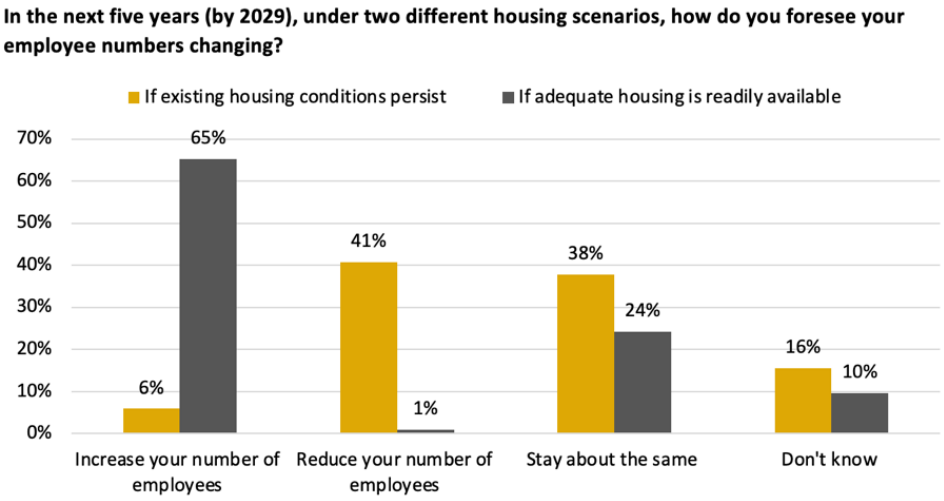


When asked to what extent the availability of housing for the workforce is a problem in the Valley in the 2024 employer survey, nearly all employers (92%) felt that it was one of the more serious problems, if not the most critical problem. Over 70% of employers have encountered problems keeping or hiring employees due to the lack of housing.

The effect this has on Valley employers is significant. This winter, over 8% of jobs were unfilled. While the labor shortage is a national trend, having an available and affordable supply of homes for employees to occupy is a competitive advantage in tight labor markets.

Primary problems experienced due to understaffing include employees covering multiple jobs, employees being overworked and experiencing burnout, unskilled employees filling positions, followed by a decreased ability to provide quality customer service, increased employee turnover, and an inability to grow businesses. Just over 40% of North Valley employers stated they needed to reduce hours or periodically shut doors due to inadequate staffing.

If tight housing conditions persist, most employers indicated that they will either reduce their number of employees (41%) or stay the same size (38%) over the next five years. If more housing options affordable for employees are available, these same employers expect they could fill the vacant jobs they currently have and relieve some of their overworked employees by increasing their number of employees to meet demands (65%).



Therefore, the lack of housing for residents and the workforce impacts not only business revenue and their ability to operate, but also the health and quality of life for employees and residents, available services, local tax revenue, and the experience of visitors.

(See *Housing Inventory* and *Economic Conditions* sections).

HOUSEHOLD DEMOGRAPHICS

POPULATION

The population of the Gunnison Valley is estimated to be about 16,800, representing 94% of the county's population. The Valley's population increased slightly faster per year between 2020 and 2024 (1.4% per year) than in the prior decade (1.0% per year from 2010 to 2020). Over two thirds (68%) of Valley residents live in the South Valley, which has remained fairly consistent since 2010. The Colorado Demography Office forecasts 0.85% per year population growth on average from 2024-2029, below the longer-term rate of about 1.11% in the county and Valley from 2010-2024. The Valley will be home to about 17,560 residents in 2029 if it grows at the rate forecasted by the state and 17,800 if it grows at its higher longer-term rate.

Population, 2010-2024

	2010 Census	2020 Census	2024 Estimate
Gunnison County	15,324	16,918	17,837
Gunnison Valley	14,419	15,951	16,833
North Valley	4,501	5,116	5,372
South Valley	9,918	10,835	11,461

Source: U.S. Census, ACS 2018-2022 5-year estimates, local building permits

The age distribution of the Valley is very similar to that of Gunnison County, but there are differences from south to north. The median age of the South Valley is about 31, much lower than the North Valley (43), which would be expected given the presence of Western Colorado University. About 41% of the South Valley population is between the ages of 19 to 34 and 44% of the North Valley population is between the ages of 35 to 54. Senior residents aged 65 and up represent about 12% of the Valley, with a higher share in the south than in the north. Overall, the population is aging slowly, particularly in the North Valley, where the median age has risen by about 3 years since 2016.

Estimated Age Distribution

	Gunnison County	Gunnison Valley	North Valley	South Valley
Under 18	16%	16%	17%	16%
19 to 24	18%	19%	5%	25%
25 to 34	14%	15%	12%	16%
35 to 44	14%	14%	22%	11%
45 to 54	12%	12%	22%	8%
55 to 64	12%	11%	13%	10%
65+	14%	12%	9%	14%

Source: U.S. Census, ACS 2018-2022 5-year estimates

The Hispanic or Latino population makes up about 10% of all residents of Gunnison County and the Gunnison Valley. The majority of this population resides in the South Valley, where 13% of residents are

of Hispanic or Latino origin. The percentage of residents of Hispanic or Latino origin has remained relatively steady or increased slightly over the past decade.

Percentage of Residents of Hispanic or Latino Origin

	2012	2017	2022
Gunnison County	8%	9%	10%
Gunnison Valley	9%	9%	10%
North Valley	4%	3%	5%
South Valley	11%	12%	13%

Source: U.S. Census, ACS 2018-2022 5-year estimates

HOUSEHOLDS

The Gunnison Valley is estimated to have about 7,100 households (occupied housing units), representing 94% of all households in Gunnison County. Like population, the average rate of growth of the number of households in the Valley grew faster from 2020 to 2024 (1.6% per year) than in the decade from 2010 to 2020 (0.9% per year). About two thirds (67%) of Valley households are in the South Valley.

Households, 2010-2024

	2010 Census	2020 Census	2024 Estimate
Gunnison County	6,516	7,135	7,581
Gunnison Valley	6,126	6,680	7,109
North Valley	2,052	2,256	2,381
South Valley	4,074	4,424	4,728

Source: U.S. Census, ACS 2018-2022 5-year estimates, local building permits

Fifteen percent of households in Gunnison County and the Valley have one or more people with a disability, 83% of which live in the South Valley.

Households with one or more people with a disability

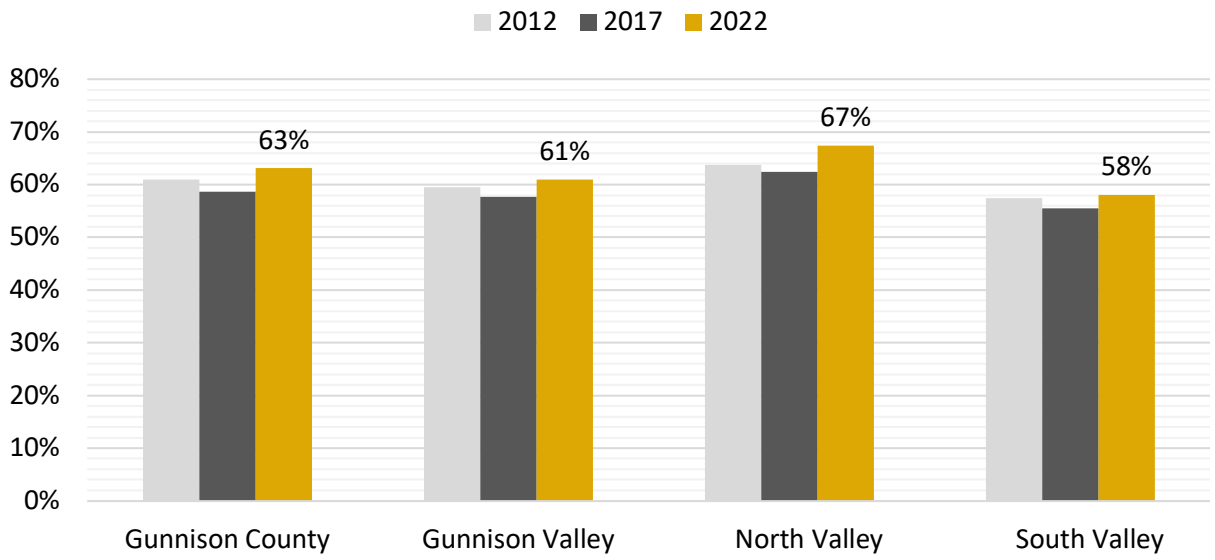
Gunnison County	15%
Gunnison Valley	15%
North Valley	8%
South Valley	18%

Source: U.S. Census, ACS 2018-2022 5-year estimates

TENURE OF HOUSEHOLDS (OWN AND RENT)

About 6 out of 10 households in Gunnison County (63%) and Gunnison Valley (61%) own their home, which is very similar to the estimated homeownership rate ten years prior. The rate of homeownership remains higher in the North Valley (67%) than the South Valley (58%).

Homeownership Rate, 2012-2022



Source: ACS 5-year estimates (2008-2012; 2013-2017; 2018-2022)

HOUSEHOLD INCOME DISTRIBUTION

The U.S. Department of Housing and Urban Development (HUD) calculates the median family income (MFI) for each county annually, which forms the basis for area median income (AMI) limits used in state and federal housing programs. Tracking changes in the MFI provides insight into how household incomes in the Gunnison Valley have shifted over time.

- In 2024, the MFI for Gunnison County is $120,100, nearly double what it was in 2016.
- Between 2016 and 2020, changes in MFI were relatively modest. However, since 2020, rising wages and inflation have led to much larger increases, with MFI jumping over 20% in both 2022 and 2024.

Despite these income increases, rapid housing price growth and limited availability continue to create affordability challenges for local residents and workers.

HUD Median Family Income, Fiscal Year 2016-2024

Fiscal Year	HUD MFI	Annual Change (%)
2016	$68,800	---
2017	$70,800	2.9%
2018	$69,200	-2.3%
2019	$71,000	2.6%
2020	$75,400	6.2%
2021	$80,600	6.9%
2022	$98,100	21.7%
2023	$100,000	1.9%
2024	$120,100	20.1%

Source: HUD Income Limits Documentation System

The distribution of households in Gunnison County by AMI is shown below. The table also shows the income range for the average household size in the Valley (2-persons) at each AMI level.

- About one in three households (33%) earn less than 60% AMI, or about $50,000 for a 2-person household.
- About one in five (19%) households earn above 200% AMI, most of which are homeowners.

The table also illustrates the point at which households that are renting often become homeowners, which occurs when incomes rise to between 80% to 100% AMI. As shown below, a similar percentage of owners and renters earn between 80% to 100% AMI. A much higher percentage of homeowners (61%) earn over 100% AMI than renters (22%); conversely, a much higher percentage of renters (67%) earn 80% AMI or less than owners (27%). This trend is common among communities and helpful to understand when devising homeownership programs.

Gunnison Valley Household Income Distribution, 2024

	Income Range (2-person household)	Rent	Own	Total
<60%	< $49,440	56%	18%	33%
60.1-80%	$49,441 to $65,920	11%	9%	10%
80.1-100%	$65,921 to $82,400	11%	12%	12%
100.1-120%	$82,401 to $98,880	6%	12%	10%
120.1-150%	$98,881 to $123,600	7%	12%	10%
150.1-200%	$123,601 to $164,800	3%	10%	7%
200.1-300%	$164,801 to $$247,200	4%	9%	7%
>300%	> $247,200	2%	18%	12%
TOTAL	-	100%	100%	100%

Note: Percentages may not add to 100% due to rounding
Source: CHFA; Ribbon Demographics, LLC; consultant team

The following table illustrates the type of employees that may fall within various AMI levels, as illustrated by a 1-person household earning within the typical wage range for various industries in the Gunnison Valley.

Renters earning between 80 to 100% AMI often seek to become homeowners; programs helping this happen can retain employees and young families in the community.

- Primarily service workers and entry-level construction laborers can be expected to earn 70% AMI or less;
- Mid-level teachers, emergency responders, and health care workers are likely to earn in the middle range (80% to 120% AMI); and
- Professional staff, such as engineers, physicians and nurse practitioners, may earn in the upper range (e.g., over 150% AMI).

Gunnison Valley Occupations, Income, and Affordable Housing Cost, by AMI Range

Gunnison Valley Occupation	1 Person Household Income [1]	Single Person Affordable Monthly Housing Cost [2]	2024 AMI Range
Lodging Staff	$30-$40k	$750-$1,000	40%-55%
Childcare workers	$30-$45k	$750-$1,150	40%-60%
Restaurant and Bar (wait staff, bartenders, food prep, cooks)	$30-$50k	$750-$1,250	40%-70%
Construction Laborers	$32-$50k	$800-$1,250	45%-70%
Crested Butte Mountain Resort (entry level - lift operator, etc.)	$40-$45k	$1,000-$1,150	55%-65%
Teacher (entry to mid-level)	$48-$61k	$1,200-$1,500	65%-85%
Police and Sheriff's Patrol Officers, Paramedic	$54-$79k	$1,350-$2,000	75%-110%
Registered Nurse (RN)	$67-$91k	$1,650-2,250	90%-125%
Civil Engineer	$75-$112k	$1,900-$2,850	100%-160%
Physician Assistant / Nurse Practitioner	$95-$140k	$2,400-$3,500	135%-195%

[1] Represents paid wage only; exclusive of tips (where applicable). Represents typical wages paid in Gunnison County; individual employers may vary
[2] Represents 30% of 1-person household income, rounded
Note: 2024 AMI ranges are rounded to nearest five
Source: Colorado Dept. of Labor and Employment OEWS, GWSD Teacher Salary Schedule 2023-2024, Colorado Sun

ECONOMIC CONDITIONS

Current and projected economic conditions are important drivers of housing needs. This section includes information on the current and projected total number of jobs, jobs and wages by sector, seasonal changes in employment, jobs held per worker and workers per household, number of unfilled jobs and anticipated retirements, and presents employer perceptions about the current housing market. Projections of future job growth do not include analyses of available land use and zoning capacity. Land use capacity is a critical element to realizing the projected growth. Jurisdictions can use these projections to help seed discussions about local growth goals and the capacity for each community's land use plans to accommodate growth.

JOBS ESTIMATES AND PROJECTIONS

There are currently over 13,000 jobs in Gunnison County. Almost all jobs (87%) are estimated to be in Gunnison Valley. Of these, 58% are in the South Valley and 42% in the North Valley, which has been fairly consistent since 2016.

- Between 2012 to 2022, jobs in the county grew at an average rate of about 2.1% per year. This time period included the Covid downturn and recovery.[4]
- Looking forward, the Colorado Demography Office projects a slower rate of growth from 2024 to 2029 (about 1.1% average growth per year). This is in part due to demographic changes toward an older population and projected insufficient in-migration and retention of younger workers to replace retirees and fill new jobs.[5]

In the following table, the "low" growth rate reflects the slower pace of job growth projected by the Demography Office. The "high" growth rate assumes historic patterns will continue.

Job Estimates and Projections

				Average Yearly % Growth	
	2024	2029 (low)	2029 (high)	(low)	(high)
Gunnison Valley	11,477	12,111	12,714	1.08%	2.07%
North Valley	4,854	5,122	5,377	1.08%	2.07%
South Valley	6,623	6,989	7,337	1.08%	2.07%

Source: Colorado Demography Office, LEHD, ESRI, Consultant Team

[4] The 2016 Assessment estimated jobs would grow at a rate of about 2% between 2016 and 2020, coinciding closely with actual growth during this time.

[5] See "Demographic Trends in Colorado Ski Towns," presentation to Colorado Association of Ski Towns by Greg Totten, Colorado Department of Local Affairs, March 5, 2024.

JOBS AND WAGES BY SECTOR

The distribution of wage and salary jobs by sector changed very little since the 2016 assessment. From 2016 to 2022, the largest change was in the Accommodation and Food Services sector, which declined by about 4 percentage points as a share of jobs in the county. This sector was hit very hard during the pandemic and still hasn't recovered to its pre-pandemic employment level.

Wage and Salary Job Distribution, 2016-2022

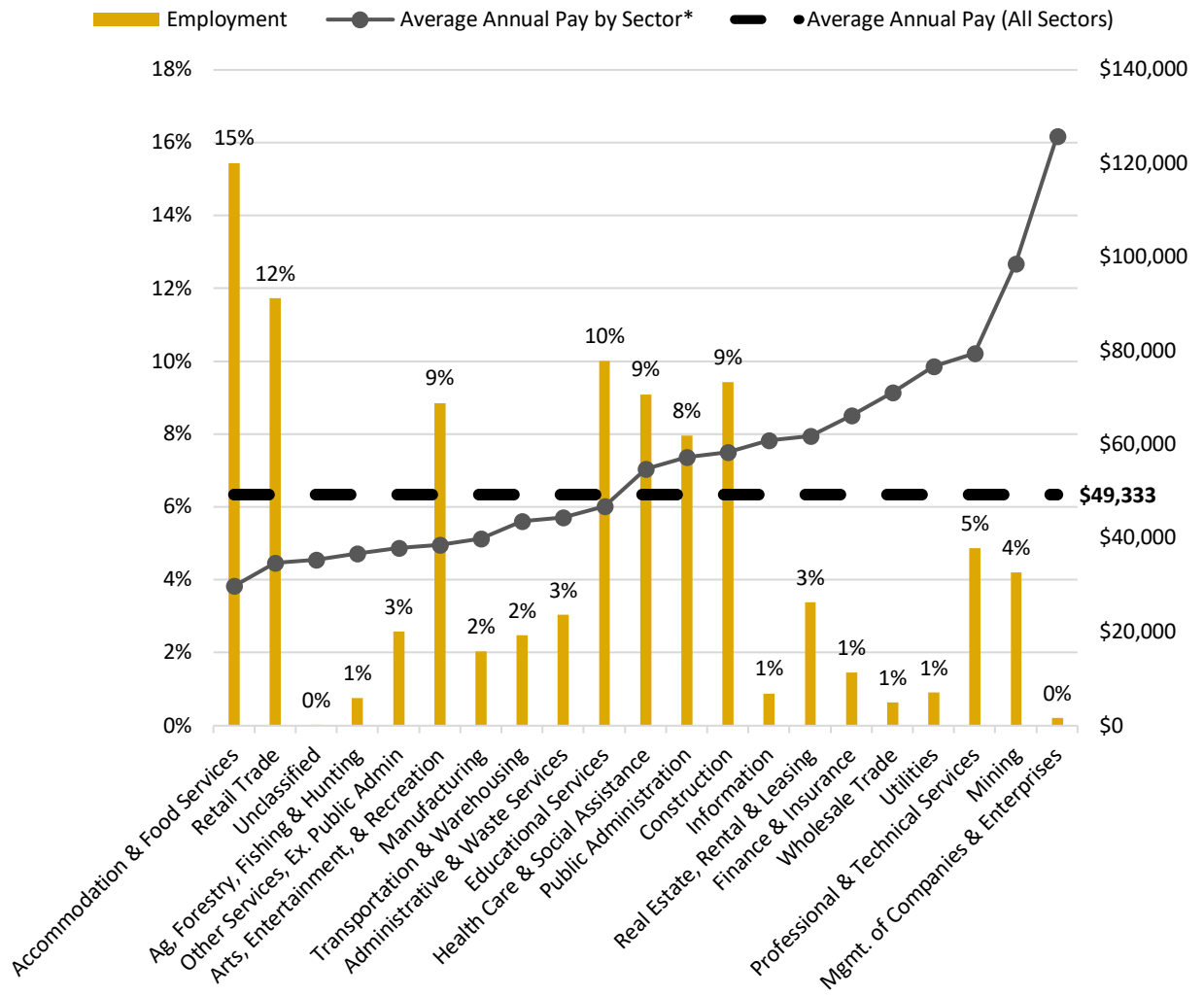
	2016	2018	2020	2022	Percentage Point Change (2016-2022) [1]
Accommodation and Food Services	19.4%	18.7%	15.6%	15.4%	-4.0
Retail Trade	12.6%	12.3%	12.6%	11.7%	-0.9
Arts, Entertainment, and Recreation	10.8%	10.6%	8.8%	8.9%	-1.9
Educational Services	9.8%	10.1%	10.7%	10.0%	0.2
Public Administration	8.6%	8.4%	8.6%	8.0%	-0.7
Construction	8.3%	8.9%	9.9%	9.4%	1.1
Health Care and Social Assistance	7.7%	8.2%	9.7%	9.1%	1.4
Professional and Technical Services	4.4%	4.4%	4.9%	4.9%	0.5
Real Estate and Rental and Leasing	3.2%	3.2%	3.3%	3.4%	0.2
Other Services, Ex. Public Admin	2.9%	2.7%	2.2%	2.6%	-0.3
Administrative and Waste Services	2.5%	2.8%	3.2%	3.0%	0.6
Finance and Insurance	2.0%	1.8%	1.7%	1.5%	-0.5
Transportation and Warehousing	1.9%	2.2%	2.7%	2.5%	0.6
Mining	0.0%	0.0%	0.0%	4.2%	4.2
Other	6.0%	5.9%	6.0%	5.4%	-0.6

[1] Differences may exist due to rounding
Note: Percentages in all other columns may not add to 100% due to rounding
Source: BLS QCEW, Consultant Team

The annual average wage paid by jobs in Gunnison County in 2022 was $49,333. Wages have increased an average of 5.6% per year since 2016, including a 10% increase in 2022.

- Three prominent employment sectors pay wages that are well below the average annual wage in the county. Jobs in Accommodation and Food Services; Arts, Entertainment, and Recreation; and Retail make up about 36% of all jobs in the county, but pay $29,744, $38,532, and $34,684, respectively.
- Education, Health Care, Public Administration, and Construction comprise another 36% of jobs, and all pay wages at or just above the average wage in the county.

Gunnison County Wage and Salary Employment and Annual Pay by Sector, 2022



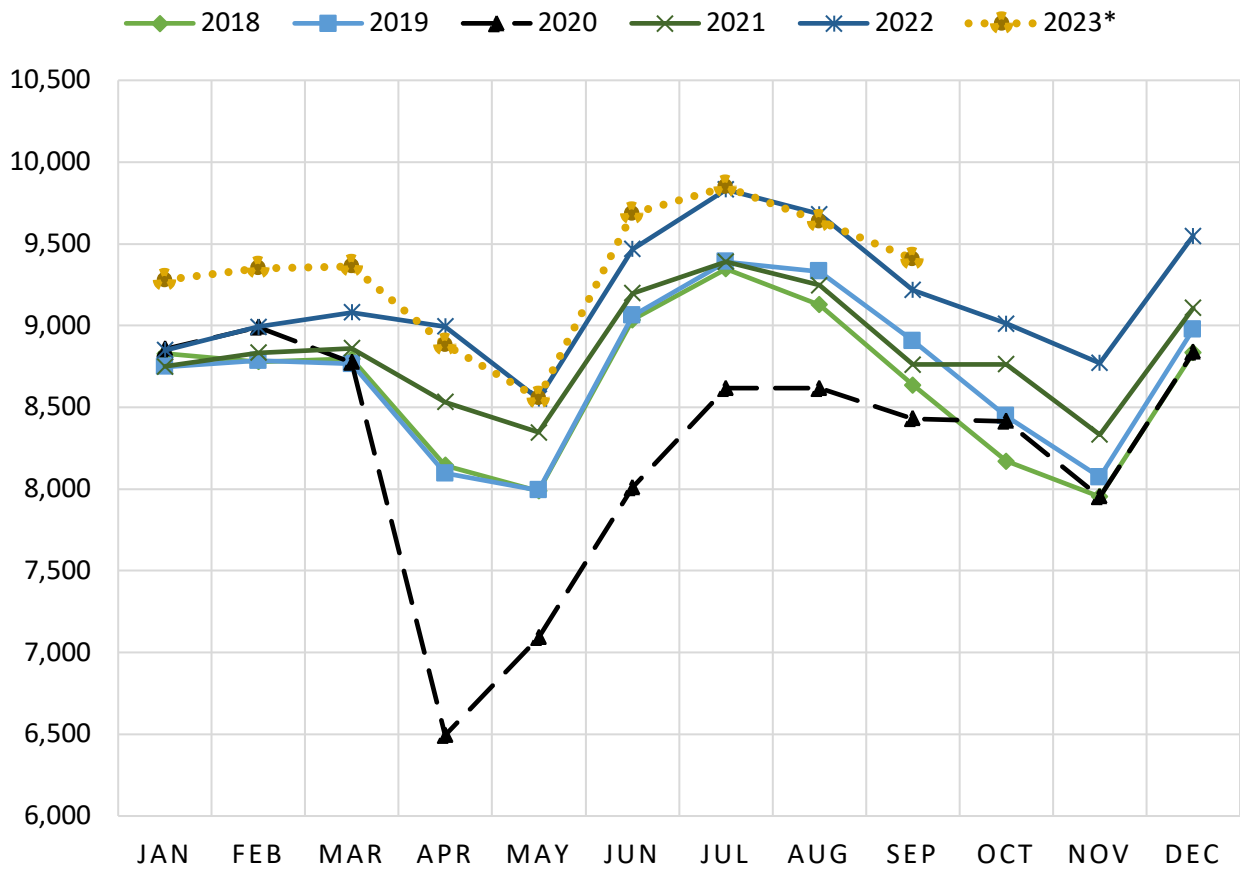
Note: Wages represent average wages paid by employers in each sector; data does not include tips or other income that is not paid directly by the employer
Note: Percentages may not add to 100% due to rounding
Source: CO Department of Labor and Employment, LMI Gateway (QCEW), Bureau of Labor Statistics (QCEW), Consultant Team

SEASONALITY OF JOBS

Gunnison County continues to experience employment peaks in both the summer and the winter, although the change from seasonal lows to highs is less than prior to Covid, indicating a slight decrease in job seasonality.

- Jobs rose 12% in the summer and 7% in the winter in recent years from the lows seen in May and November.
- Prior to Covid (in 2016 to 2019), the rise was about 16% in the summer and 10% in the winter.

Seasonality of Jobs: Gunnison County Wage and Salary Employment, 2018 to Q3 2023



*2023 figures through September from BLS are preliminary and subject to change
Source: BLS QCEW

JOBS PER EMPLOYEE AND EMPLOYEES PER HOUSEHOLD

Because jobs require people to fill them, and people need homes to live in, this section provides the information necessary to translate new or unfilled jobs into the number of housing units needed by workers filling them.

- The 2016 assessment estimated that employed residents hold an average of 1.24 jobs. Employees in most mountain resort communities hold 1.2 to 1.3 jobs on average.[6] Employees responding to the 2024 employee/household survey hold 1.28 jobs on average.
- Households with at least one employed person have about 1.87 employees on average per the 2024 resident survey.

[6] Research in similar resort communities show employees have consistently held between 1.2 and 1.3 jobs on average over at least the past decade. See, e.g., Eagle County, CO (2023); Teton County, WY (2022); Incline Village, CA (2021); San Miguel County, CO (2018); Town of Mammoth Lakes, CA (2017); Estes Park, Colorado (2015); etc.

Translation of Jobs to Households

	Gunnison Valley	North Valley	South Valley
Total Jobs (2023) (SDO, ESRI)	11,380	4,813	6,568
Jobs per employee (2024 employee survey)	1.28	1.28	1.28
Total employees filling jobs	8,890	3,760	5,130
Employees per household	1.87	1.87	1.87
Total households with at least one employee	4,755	2,010	2,745

Note: Differences are due to rounding
Source: SDO, LEHD, ESRI, consultant team

In addition to the jobs supplied in the Gunnison Valley, about 14% of households have at least one person that works from home on business conducted mostly outside of the Gunnison Valley. These remote workers are residents of the area, but do not hold one of the estimated Gunnison Valley jobs. The percentage of households with remote workers has remained fairly consistent since 2016, with only Mid Valley households increasing slightly (29% in 2024, up from 26% in 2016).

Do one or more household members work from a home office on business conducted all or mostly outside of the Gunnison Valley (e.g., remote worker)?

	North Valley	Mid Valley	South Valley	Overall
Yes	18%	29%	10%	14%
No	82%	71%	90%	86%

Source: 2024 Resident Survey

COMMUTING

Employers responding to the survey were asked where their jobs are located and where their workers live. Geographic regions for job locations included:

- The North Valley, Mid Valley, and South Valley to coincide with the market areas in this report and the 2016 assessment.
- Respondents were given the additional option of indicating jobs that occur in "multiple locations." This includes construction, federal government jobs, some hospital staff, landscapers, and other jobs that do not occur at a fixed location in the Valley. The nature of these jobs means that employees will be commuting throughout the Valley, regardless of where they live.

This information is used to understand worker commute patterns within the Valley.

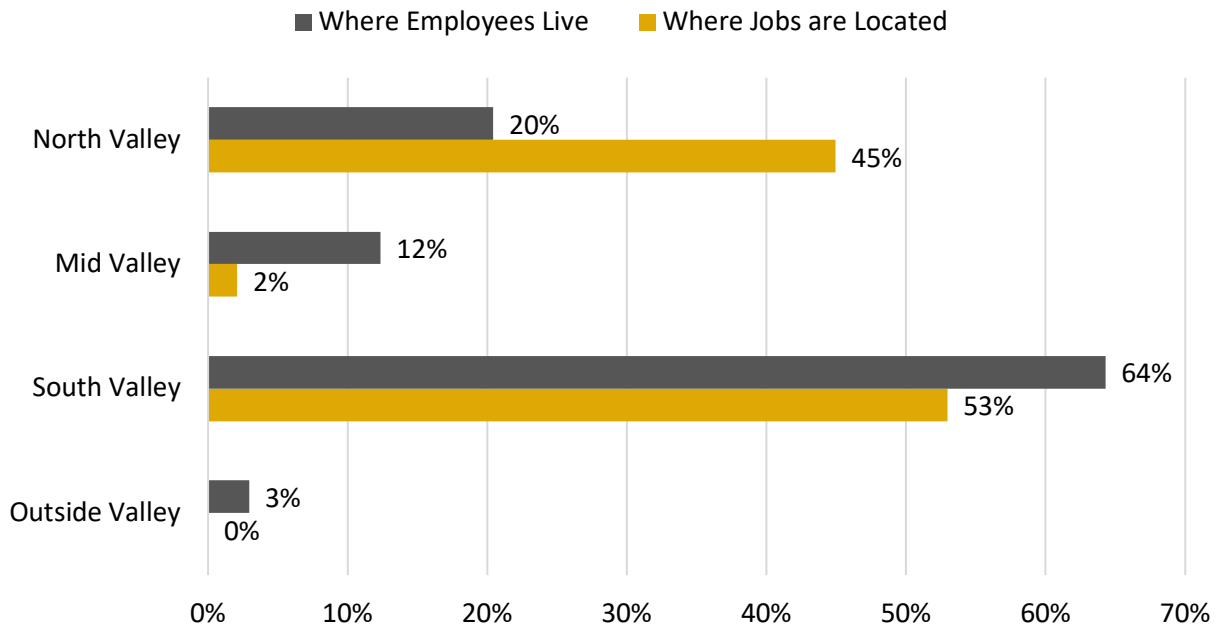
Where Workers Live

To reduce commuting, the percentage of employed residents living within a particular region of the Valley should be about the same as the percentage of jobs located within that region. Overall, commuting patterns have changed little since 2016. This is a positive trend because it indicates a relative balance between job locations and where workers reside within the Valley, even amid rising housing costs and stagnant wages, particularly in the North Valley.

Comparing where jobs are located to where employees are living shows that there is an imbalance of where jobs are located and where workers live:

- The South Valley is a net supplier of housing for workers in the Valley; the North Valley is a net supplier of jobs.
- A very low percentage of employees commute in from homes outside the Valley (3%, or about 270 employees).

Where Gunnison Valley Jobs are Located Compared to Where Employees Live: 2024



Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

More specifically:

- The North Valley houses about 51% of its workers, with 47% commuting from the South Valley and just 2% commuting from outside of the Valley. This is very consistent with commute patterns observed in 2016. Of employees that live and work in the North Valley, 24% reside in the area around Crested Butte South.
- The South Valley, in contrast, houses 88% of its workers, with just 7% coming from the North Valley and an additional 4% coming from outside of the Valley.
- Of employees working in jobs that occur in multiple locations, such as construction and landscaping, 79% reside in the South Valley, with 19% in the North Valley and 3% commuting from outside of the Valley.

Where Workers Live

	Work North Valley	Work South Valley	Work Multiple Locations
Live North Valley	51%	7%	19%
Live South Valley	47%	88%	79%
Live Outside the Valley	2%	4%	3%
Total	100%	100%	100%

Shading denotes workers live in the same region they work
Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

Where Residents Work

The resident survey asked employed residents where they and members of their household work. Based on responses:

- About 90% of households in the North Valley with employed occupants have at least one household member that works in the North Valley. In other words, Gunnison Valley employees are unlikely to be residing in the North Valley unless at least one member of the household is employed in the North.
- Households in the South Valley that are employed are also very likely to have a local employee (91%).
- A higher percentage of South Valley households have an employee commuting to the North Valley (37%) than North Valley households with employees commuting to the South Valley (27%).
- The most notable change since 2016 is that a higher percentage of North Valley households have at least one employee **leaving** the Valley **for work** – 19% in 2024 compared to 13% in 2016, due mostly to a rise in apportioned mid Valley residents working outside of the Valley.

Where Resident Households Work

	Place of residence:	
Where work:	North Valley	South Valley
North Valley	90%	37%
South Valley	27%	91%
Outside of Gunnison Valley	19%	14%

Note: Totals add to over 100% because many households have more than one employee and some employees work in multiple locations
Source: 2024 Resident Survey

Commute Method

Residents were asked to specify whether workers in their household work from home, travel to work, or do a combination of the two. Based on responses:

- About two-thirds of employees living in the Valley travel to work all of the time (64%). Another 23% both work from home and travel to work some days.

- About 11% of employees work from home. Employees living in the North Valley and Mid Valley are more likely to work from home (14% and 22%, respectively) than employees living in the South Valley (8%).

Do employed household members work from home or travel to work?

	Place of residence:			
	North Valley	Mid Valley	South Valley	Overall
Work from home and travel to work	28%	29%	20%	23%
Work from home only	14%	22%	8%	11%
Travel to work only	57%	47%	71%	64%
Total	100%	100%	100%	100%

Note: Percentages may not add to 100% due to rounding
Source: 2024 Resident Survey

Survey respondents were asked to report how frequently they use each of the following modes of travel to get to work each week. As shown below:

- Working at home and telecommuting are more common among workers living in the Mid Valley than in the North and South;
- Employees living in the North and Mid Valley are more likely to use the bus than those living in the South Valley;
- North Valley employed residents are the most likely to walk or bike and least likely to drive alone than employees living in the Mid or South Valley.

Which modes of travel do you use to commute to work throughout the week?

	Place of residence:			
	North Valley	Mid Valley	South Valley	Overall
Work at home	36%	44%	27%	31%
Car (one person)	70%	80%	83%	80%
Carpool/vanpool	4%	13%	9%	9%
Bus	21%	28%	14%	18%
Walk or bike	50%	10%	38%	36%
Telecommute	5%	14%	4%	6%

Note: Totals add to over 100% because respondents use more than one commute mode each week
Source: 2024 Resident Survey

RETIRING EMPLOYEES

As employees retire, employers will need to fill those jobs, and the new employees will need housing. Many retirees will stay in the Valley and remain in their homes, although some will sell their homes and leave. If they do leave, most of those homes will not be attainable to new employees. They will likely be purchased by other retirees, second homeowners, or investors.

Respondents to the employer survey report that about 11.6% of their employees will retire within the next five years, which is higher than that reported in 2016 (7%).

UNFILLED JOBS AND TURNOVER

Unfilled Jobs

When employers cannot fill jobs, business hours are reduced, employees are overworked, and service levels decline. This affects not only local business operations, but level of service to visitors and residents, and, ultimately, tax revenue to the community. Employers have reported increased difficulty recruiting and retaining workers to fill positions. In this tight labor market environment, having housing opportunities for the local workforce provides a competitive advantage. Unfilled jobs are a key indicator of the need for additional workforce housing.

- About 8.1% of jobs in the Valley during the winter of 2024 were unfilled. This varies by job location, with those operating in multiple locations (healthcare, government, construction, etc.) reporting the highest unfilled job rate (11.2%) and those operating in the South Valley reporting the lowest rate (4.0%).
- Valley employers estimate 5.0% of jobs were unfilled last summer. This is up from 2016, when employers reported that about 3.4% of summer jobs were unfilled.

Unfilled Jobs

	Winter 2023/24	Summer 2023
Gunnison Valley	8.1%	5.0%
North Valley	7.8%	7.9%
South Valley	4.0%	3.4%
Multiple Locations	11.2%	7.1%

Source: 2024 Employer Survey

Understaffed

Over 80% of employers across the Valley have experienced problems related to being understaffed, the most prevalent being employees covering multiple jobs/positions (65%), followed by employee dissatisfaction/frustration/burnout (55%), and unskilled employees filling positions (42%).

- Employers in the North Valley are more likely than South Valley employers to experience employee dissatisfaction/frustration/burnout (59%) and unskilled employees filling positions (44%). Almost one-half (46%) of employers in the North Valley report that they are unable to grow their business due to a lack of staff compared to about one-fifth (22%) of employers in the South Valley.
- Employers in the South Valley, as well as those operating in multiple locations, are more likely to report reduced business hours/periodically closed doors due to being understaffed (41% South and 46% multiple locations) compared to the North Valley (18%).
- Close to one-third of North and South Valley employers have experienced decreased level of service and increased employee turnover due to being understaffed.

Has your business experienced any of the following problems related to being understaffed in the last year? (mark all that apply)

	Gunnison Valley	North Valley	South Valley	Multiple Locations
Employees covering multiple jobs/positions	65%	69%	65%	73%
Employee dissatisfaction/frustration/burnout	55%	59%	51%	73%
Unskilled employees filling positions	42%	44%	38%	27%
Decreased level of service/unsatisfied customers	36%	36%	35%	46%
Increased employee turnover	35%	31%	35%	64%
Inability to grow the business	34%	46%	22%	27%
Reduced business hours/periodically closed doors due to being understaffed	30%	18%	41%	46%
Exclusive / None of the above	18%	18%	16%	18%

Source: 2024 Employer Survey

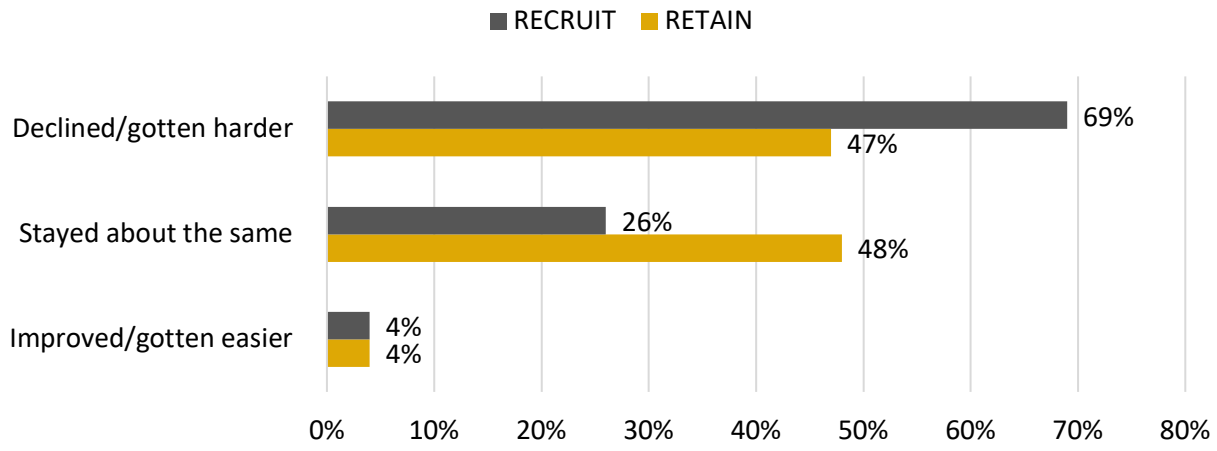
Hiring and Keeping Employees

Recruiting employees to fill jobs and to replace employees that leave is costly to a business. Aside from affecting business service levels and operations when jobs are unfilled (as discussed above), it costs money to recruit and train new employees, which quickly adds up when employees need to be replaced and job offers are declined.

Employers across the Valley report that their ability to both recruit new employees and retain existing employees has declined/gotten harder across the Valley in the last three years. The ability to recruit employees refers to employers' capacity to attract and hire suitable candidates to fill open positions. Employers' ability to retain employees refers to their effectiveness in keeping current staff employed in their jobs.

- Recruiting new employees: About 69% of employers across the Valley report a decline in their ability to recruit qualified employees over the past three years. North Valley employers, who have historically found it more difficult to recruit employees than other parts of the Valley, were less likely to feel that recruiting employees has gotten worse in recent years than employers in the South Valley. In other words, recruiting employees has continued to be hard in the North, but has gotten harder in the South.
- Retaining existing employees: About half of employers across the Valley reported that retaining employees has gotten harder and the other half reported that employee retention has remained about the same. Businesses operating in multiple locations indicate the highest rate of difficulty retaining employees, with 60% indicating that employee retention has declined or gotten harder in the last three years.

How has your ability to RECRUIT and RETAIN qualified employees changed over the past three years?



Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

Employers were asked how many employees left their employment over the past year and how many potential hires declined jobs due to a lack of housing.

- The number of employees that left employment equates to 2.6% of employees in the Valley, or 240 employees which needed to be replaced.
- The number of potential hires that declined positions is equivalent to about 4.4% of Valley employees, or 400 employees in the Valley.

How many people, in your estimation, did not accept a job or left your employment in the past 12 months due to lack of housing?

	% Total Employees	# Total Employees
# of employees that LEFT your employment	2.6%	240
# of potential hires that DID NOT ACCEPT employment	4.4%	400

Source: 2024 Employer Survey

When employers were asked about the issues they experienced when finding or keeping qualified employees, “no/few applicants” was the most prevalent issue (76% of respondents), followed by a “lack of housing” (71%), and “unskilled applicants” (53%). Other issues were less of a problem, but show some differences by job location:

- In the South Valley, the lack of childcare (30%) is much more of an issue than reported by North Valley employers (15%).
- In the North Valley, workers tired of long commutes (20%) and employers observing drug/substance abuse issues (25%) are more prevalent than in the South Valley (3% and 11%, respectively).

In the past year, have you experienced any of the following issues in finding or keeping qualified employees? (select all that apply)

	Gunnison Valley	North Valley	South Valley	Multiple Locations
No/few applicants	76%	80%	73%	83%
Lack of housing	71%	70%	73%	75%
Unskilled applicants	53%	48%	54%	75%
Work ethic/dedication problems	37%	38%	32%	42%
Lack of childcare options	24%	15%	30%	33%
Drug/substance abuse	20%	25%	11%	33%
Lack of transportation	18%	15%	19%	25%
Long commute/tired of commuting	15%	20%	3%	25%
NONE OF THE ABOVE	13%	13%	14%	0%

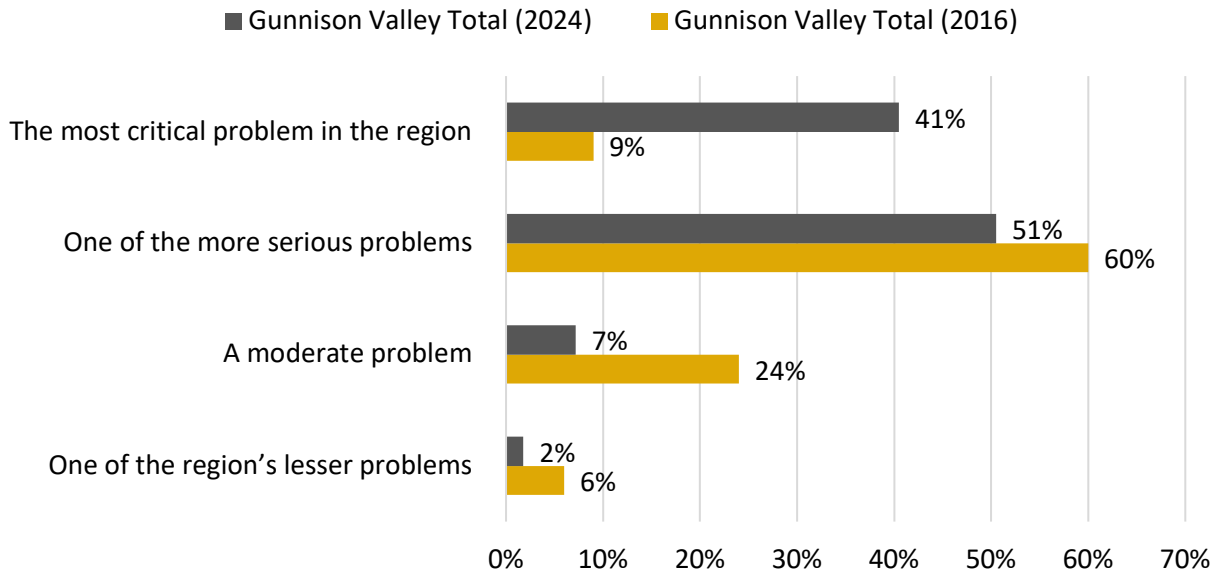
Source: 2024 Employer Survey

EMPLOYER PERCEPTIONS OF THE WORKFORCE HOUSING PROBLEM

Availability of Housing

The lack of availability of housing that is affordable for employees has become more of a problem for employers in the Valley since 2016. Nearly all employers (92%) stated the availability of housing is either the most critical problem or one of the more serious problems in the region, compared to 69% in 2016.

"Do you feel that the availability of housing that is affordable for the workforce in the Gunnison Valley is:" (2016 Compared to 2024)

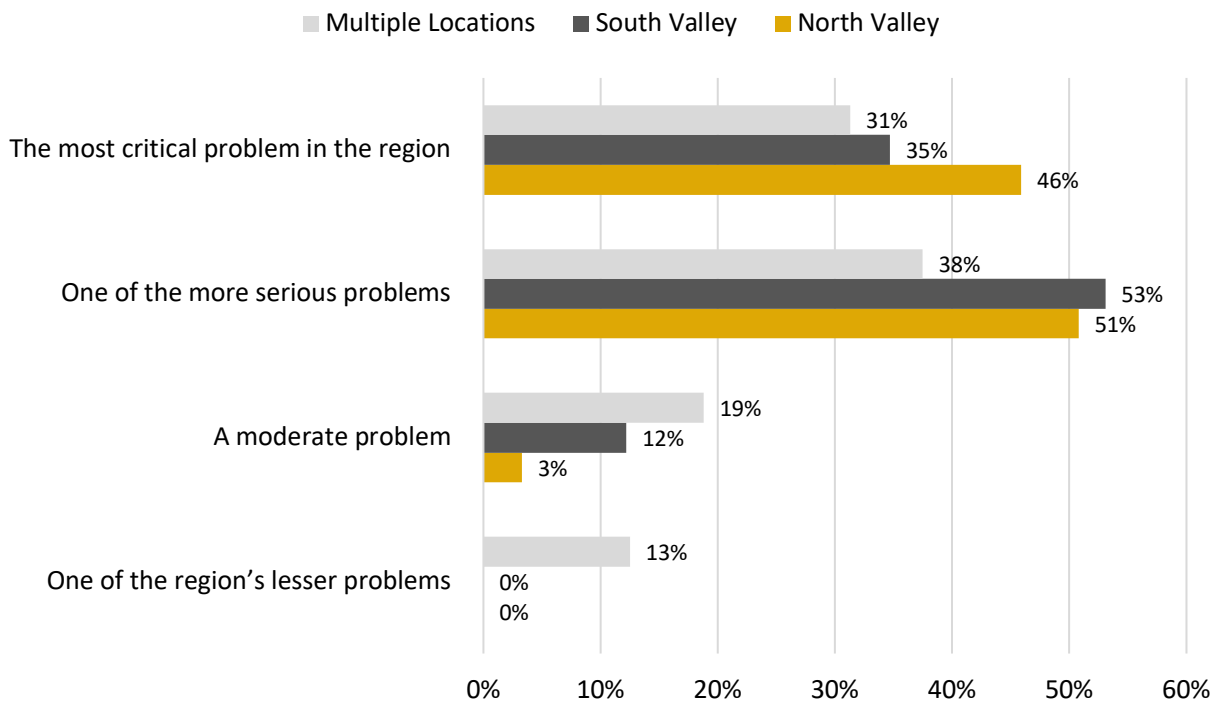


Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

Differences by employer and job location are apparent:

- In the North Valley, 96% of employers indicated the availability of housing is the most critical (46%) or one of the more serious problems (51%).
- In the South Valley, 88% of employers indicated the availability of housing is the most critical (35%) or one of the more serious problems (53%).
- The percentage of employers stating housing is "the most critical problem" increased by about 30 percentage points among both North Valley and South Valley employers since 2016.

Do you feel that the availability of housing that is affordable for the workforce in the Gunnison Valley is:



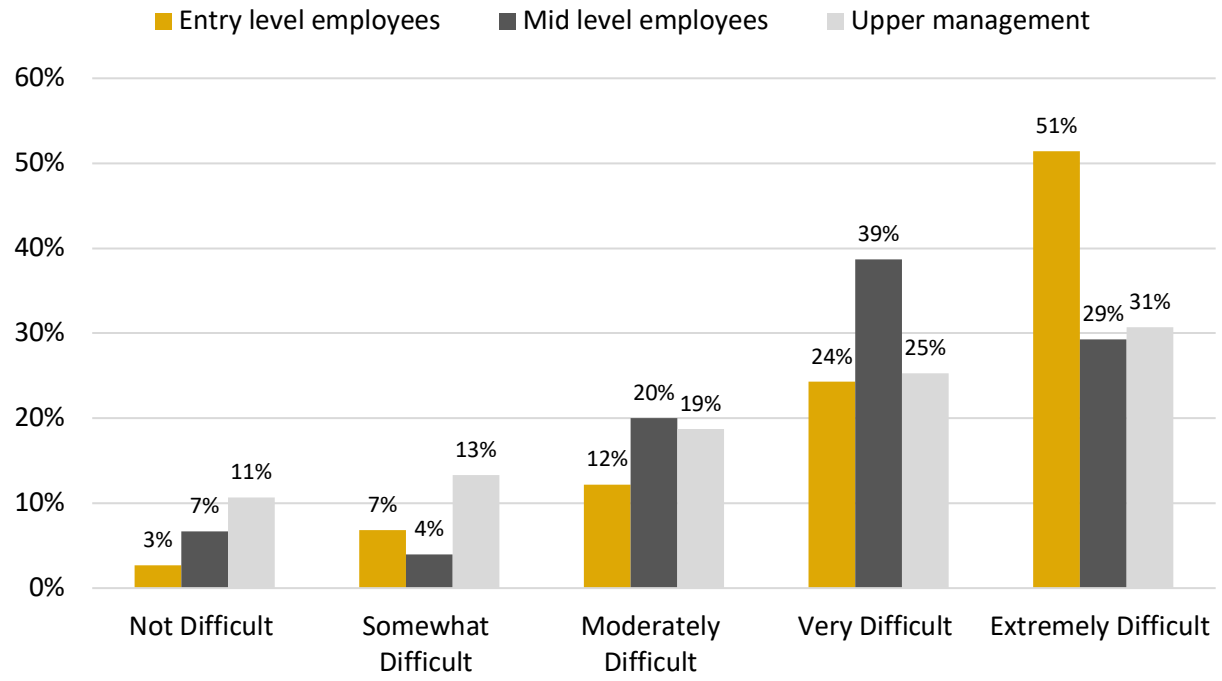
Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

Difficulty Locating Housing

Employers report that employees across all levels have difficulty finding housing.

- Employers feel the issue is most pronounced for entry-level workers, 51% of whom find it "extremely difficult" to find housing.
- Mid-level and upper-level employees still struggle. About 76% of mid-level employees find it very difficult (39%) or extremely difficult (29%) to find housing. Over one-half (56%) of upper management employees also find it very (25%) or extremely difficult (31%) to find housing.
- Difficulty locating housing is consistent across both the North and South Valleys and is particularly acute for employees who work in multiple locations.

To what extent do your employees have difficulty locating housing in the area?



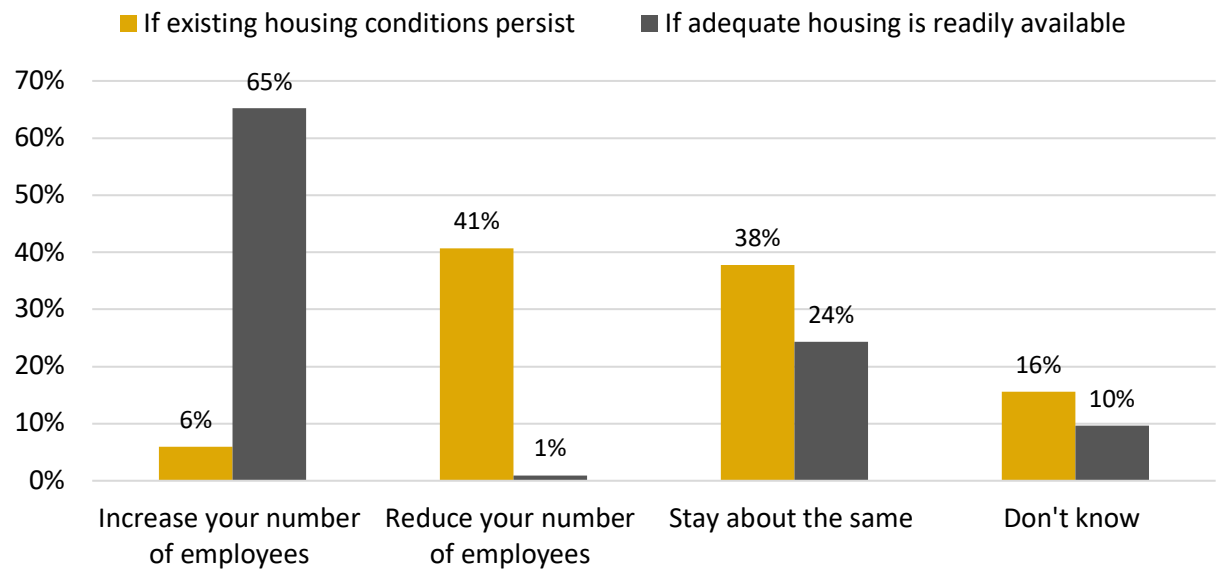
Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

Projected Change in Employment

The lack of housing for employees making their living in the Valley is stifling employers' ability to acquire the staff they need to meet the current demand on their services, much less grow to keep up with increased demand. When asked whether employers expect to add employees, stay the same, or decrease their number of employees over the next five years, responses varied depending upon whether current housing conditions persist or if adequate housing were readily available in the Valley.

- Given current housing conditions, only 6% of employers indicated they would increase their number of employees, while 41% indicated they would reduce their number of employees.
- If adequate housing were readily available, the situation flips: 65% of employers indicated they would increase their number of employees and only 1% indicate they would decrease their number of employees.
- These patterns are similar throughout the Valley, with a slightly higher percentage of employers in the North Valley indicating they would increase their number of employees if adequate housing were available (71%) than South Valley employers (64%).

In the next five years (by 2029), under two different housing scenarios, how do you foresee your employee numbers changing?



Note: Percentages may not add to 100% due to rounding
Source: 2024 Employer Survey

HOUSING INVENTORY

This section discusses the housing inventory in Gunnison Valley, including the number of housing units and occupied housing, community housing inventory, employer housing participation, short term rental estimates, and pending development.

TOTAL HOUSING UNITS

About 670 new housing units are estimated to have been added to the Valley's housing stock in the last four years based on a review of residential permits issued.

Housing Units, 2010-2024

	2010 Census	2020 Census	2024 Estimate
Gunnison County	11,412	12,131	12,889
Gunnison Valley	10,064	10,536	11,203
North Valley	4,150	4,355	4,596
South Valley	5,914	6,181	6,606

Source: U.S. Census, ACS 2018-2022 5-year estimates, local building permits

OCCUPIED HOUSING UNITS

Nearly two-thirds (63%) of housing units in the Valley are occupied by local residents, while the remaining 37% are second homes, short-term rentals, or vacant properties awaiting sale or rental. Occupancy remains low in the North Valley at 52%, though it has risen from 46% in 2016. In the South Valley, nearly three-quarters (72%) of units are occupied by residents, consistent with the 2016 rate.

Housing Units by Occupancy, 2024 Estimate

	Gunnison County	Gunnison Valley	North Valley	South Valley
Housing Units	12,889	11,203	4,596	6,606
Occupied Units / Households	7,581	7,109	2,381	4,728
% occupied	59%	63%	52%	72%
Owner Households	4,786	4,334	1,605	2,729
Renter Households	2,795	2,775	776	1,999

Source: U.S. Census, ACS 2018-2022 5-year estimates, local building permits

COMMUNITY HOUSING INVENTORY

Community housing refers to dwellings occupied by or available to residents who live and/or work in the Valley that carry an occupancy, use, income, and/or price restriction.

There are 698 community housing units in the Valley with various levels of use, price, or occupancy restrictions, representing about 10% of occupied housing units in the Valley.

- Since 2016, about 255 community housing units have been added to the Valley, comprising 37% of the community housing inventory.

- About 56% of community housing units are in the North Valley and 44% in the South Valley. The South Valley more than doubled their community housing inventory since 2016.
- About 60% of community housing units in the Valley are rentals, one third are for homeownership, and the remainder can be either rented or owned by residents.

Gunnison Valley Community Housing by Location and Tenure

	Gunnison Valley	North Valley	South Valley
Homeownership			
Through 2016	137	98	39
2017-July 2024	89	47	42
Own Total	**226**	**145**	**81**
Rentals			
Through 2016	242	154	88
2017-July 2024	166	31	135
Rent Total	**408**	**185**	**223**
Either Homeownership or Rental			
Through 2016	64	64	0
2017-July 2024	0	0	0
Either Total	**64**	**64**	**0**
Total Homeownership and Rentals	**698**	**394**	**304**

Source: Gunnison Valley Housing Needs Assessment (Nov. 2016); Towns of Mt. Crested Butte and Crested Butte, GVRHA, Valley Housing Fund, Gunnison County Assessor records

Specific community housing developments since 2016 are shown in the following table and include:

- North Valley: New community housing inventory in the North Valley included new units in Crested Butte's Paradise Park neighborhood and other small projects, with more focus on homes for ownership than rentals.
- South Valley: A few larger community housing developments comprise most of the new inventory.
  - GardenWalk – a mix of studio, one- and two-bedroom units with income limits of 30%-60% AMI and below. The development was financed with 9% Low Income Housing Tax Credits (LIHTC) and a low-interest loan from the Valley Housing Fund by Belmont Development.
  - Paintbrush Apartments – a mix of studios and 1-, 2-, and 3-bedroom apartments. Units are affordable to households earning between 80% to 200% AMI and are restricted for occupancy by full-time workers in Gunnison County, retirees from a local job, or a person with a disability who previously worked in Gunnison County. The apartments were built through a public-private partnership between Gunnison County and Gatesco, Inc.
  - Lazy K – comprising 21 free market homes and 44 income-restricted cabins and multi-plexes (2 to 5 units per building). Lazy K was a partnership between the City of Gunnison and High Mountain Concepts and included grant funding from DOLA.

Gunnison Valley Community Housing Inventory Built Since 2016

Project	Total Units	Own	Rent
Mt. Crested Butte	**2**	**2**	**0**
Homestead	2	2	---
Crested Butte	**75**	**45**	**30**
Paradise Park – Town Sponsored	35	35	0
Paradise Park – Self Build	10	7	3
Resident Occupied Affordable Housing (ROAH)	3	0	3
VHF - Paul Redden Workforce Housing	3	0	3
Miscellaneous	24	3	21
Gunnison	**177**	**42**	**135**
Wills Way	3	3	0
Paintbrush	76	0	76
GardenWalk	36	0	36
Lazy K	44	39	5
Sawtooth Phase 1	18	0	18
Unincorporated Gunnison County	**1**	**0**	**1**
CB South	1	0	1
Total	**255**	**89**	**166**

Note: excludes 4 units in Crested Butte that are currently owner occupied but otherwise have a long term rental restriction.
Source: Towns of Mt. Crested Butte and Crested Butte, GVRHA, Valley Housing Fund, Gunnison County Assessor records

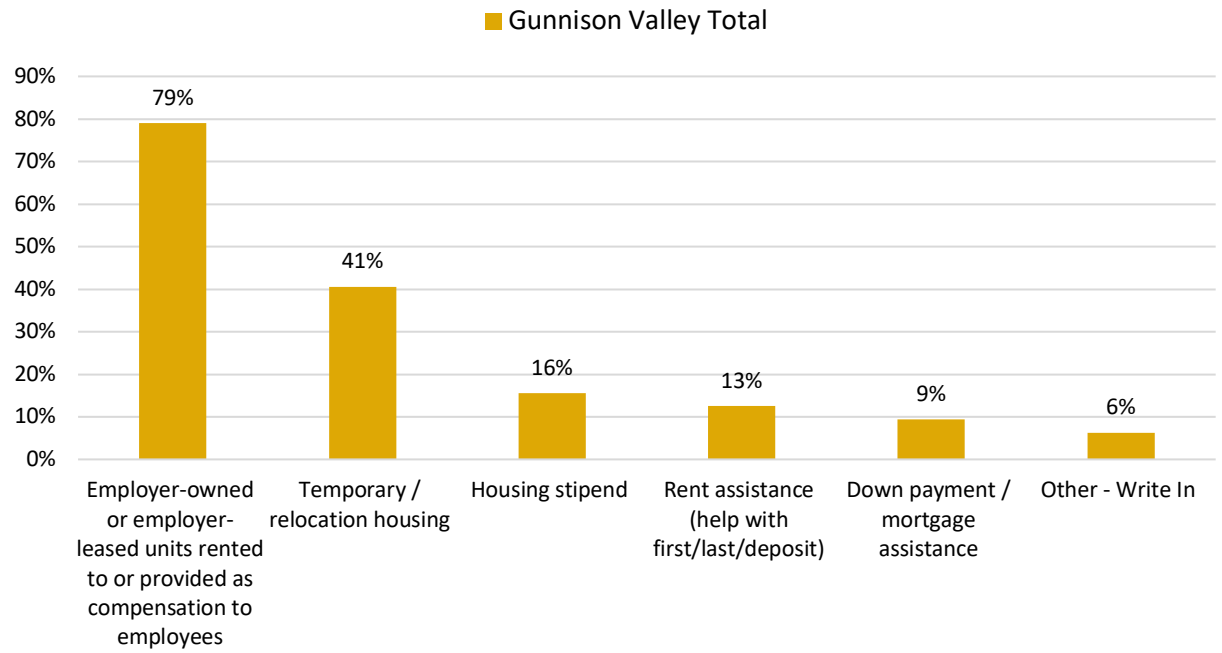
EMPLOYER ASSISTED HOUSING

Many employers in the Valley assist their employees with housing. The level and type of assistance has changed over time. About 41% of employers responding to the survey reported providing some sort of housing assistance to their employees in 2024.

Of employers providing assistance:

- 79% of employers providing assistance across the Valley have employer-owned or employer-leased units rented to or provided as compensation to employees. Responding employers provide 503 beds in the Valley.
- 41% of employers reported providing temporary/relocation housing, for a combined total of 47 units.
- About 16% of employers providing assistance support their employees with a housing stipend, ranging from $100 per month up to $600 per month. While helpful, some challenges with this tool include that, without increased supply, it puts more upward pressure on rents, and the stipend often goes into the pocket of out-of-area owners rather than recirculating in the local economy.
- 13% of employers provided assistance with first/last/deposit on rental units, helping 87 employees.

What type of housing assistance do you currently provide? (select all that apply)



Source: 2024 Employer Survey

The majority of employers that do not provide assistance indicated that they cannot afford to (62%), followed by a preference to pay higher wages (32%), and their desire to not be in the housing business (28%). Only 2% of employers responding had provided housing in the past that was not successful.

If you do not provide housing assistance, why not?

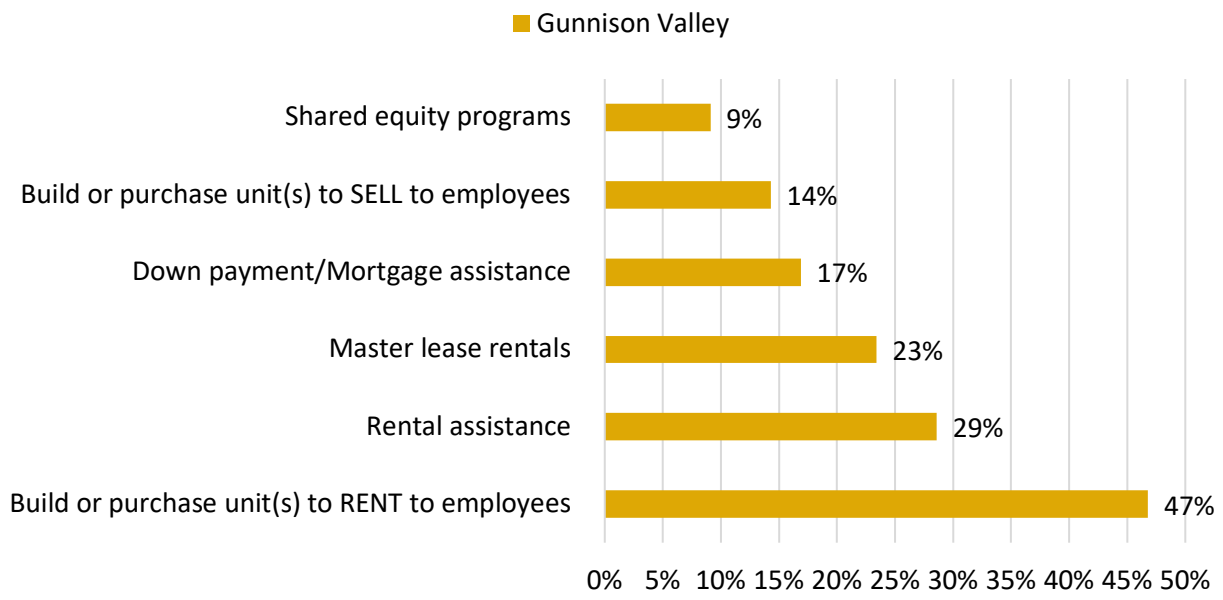
	Gunnison Valley
Cannot afford to provide housing or housing assistance	62%
I prefer to pay higher wages instead	32%
Do not want to be in the housing business	28%
Housing assistance is not needed for our employees	17%
Do not have the expertise or knowledge to help with housing	17%
Housing is the employee's responsibility	17%
Provided housing in the past that was not successful	2%

Source: 2024 Employer Survey

When employers were asked whether they would consider providing housing assistance for employees in the future, 71% indicated they would consider at least one of several options. Of employers that would consider helping with housing:

- 47% indicated they would consider building or purchasing unit(s) to rent to employees.
- North Valley employers are most likely to consider this option (54%) compared to South Valley employers and those in multiple locations (33% both).
- South Valley employers are more likely to consider rental assistance, master leasing rentals and down payment/mortgage assistance than other employers in the Valley.

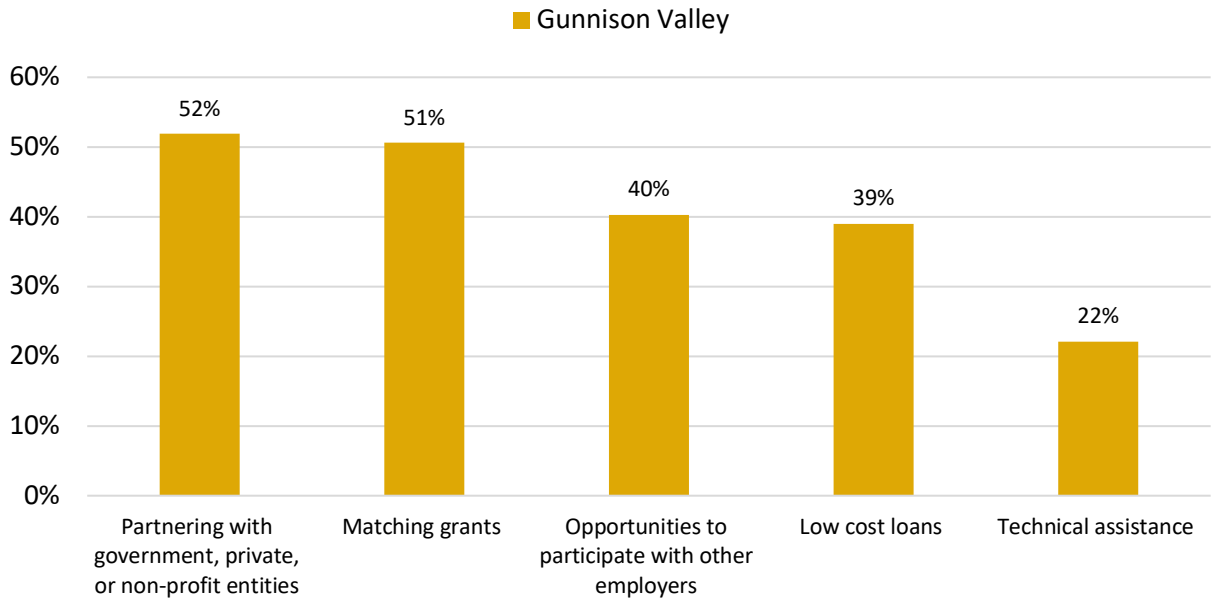
In the future, would you consider providing any of the following types of housing assistance for employees? (Include both current and potential types)



Source: 2024 Employer Survey

There is an opportunity to collectively engage employers in housing solutions to share and build upon the experiences and successes of other employers in the community. When employers were asked what would encourage them to offer, or keep offering, housing support, the most supported options were partnering with government, private or non-profit entities, matching grants, and opportunities to participate with other employers.

What would encourage you to offer, or keep offering, housing support? (select all that apply)



Source: 2024 Employer Survey

SHORT TERM RENTALS

A short-term rental (STR) is defined as the rental of a property for a period of less than 30 days. Short term rentals become a concern when they reduce the inventory of units available for local residents and employees to rent and increase investment buyers who compete with residents for homes. Further, STR's also put pressure on the service industry to increase the number of jobs needed in the Valley while decreasing available housing units for the workforce. Many mountain communities throughout the west have moved toward increased regulation and requirements on short term rentals, if not limiting their use or banning them altogether.

Effects on Resident Households

The resident survey asked whether renters had been forced to move within the past five years due to multiple reasons. In 2024, 23% of displaced renters cited the conversion of their rental into a short-term rental (STR) as the reason, which shows very little change to the 20% reported in 2016. In total, approximately 332 renters were displaced over the past five years due to these circumstances.

Aside from issues of displacement and increased pricing pressure due to investor speculation, short term rentals impact the quality of life of residents. Approximately 4% of owners and 10% of renters reported dissatisfaction with their home due to disturbance from nearby short-term rentals. Problems were slightly more prevalent in the North Valley (affecting 9% of households) than in the South Valley (affecting 6% of households).

Less than 3% of resident owners responding to the survey reported that they occasionally or frequently rent all or part of their home as a STR.

Local Short Term Rental Licensing Requirements

In the Valley, only Crested Butte and Mt. Crested Butte require STR's to be licensed. Crested Butte is the only jurisdiction in the Valley that has a regulatory cap on the number of short-term rentals allowed.

While Crested Butte implemented an STR cap after a moratorium, leading to a decline in STR's in the town since 2016, the rest of the county did not follow suit. Since April 2021, active listings Valley-wide have increased by nearly 50%.

- Since 2016, the number of STR's increased in Mt. Crested Butte and in the South Valley, but the Town of Crested Butte has fewer today than in 2016. Just since April 2021, active listings Valley wide have increased from 929 to 1,375, or almost 50%.
- According to AirDNA.com, there were about 1,375 total active listings in the Valley in April 2024. Of these:
  - » Nine out of ten Valley listings on AirDNA.com are in the North Valley, with high concentrations in Mt. Crested Butte and Crested Butte.
  - » A lower concentration of listings was seen in the Meridian Lake, Skyland and Riverbend areas, along with Crested Butte South.
  - » The South Valley had about 145 active listings, with almost 70% in or near Gunnison. This is a five-fold increase since 2016 when the South Valley had only about 30 short-term rentals.

» The average daily rate in the North Valley ($454) is about 88% higher than in the South Valley ($242).

Short-Term Rentals: Active Listings, Occupancy, and Average Daily Rate (April 2024)

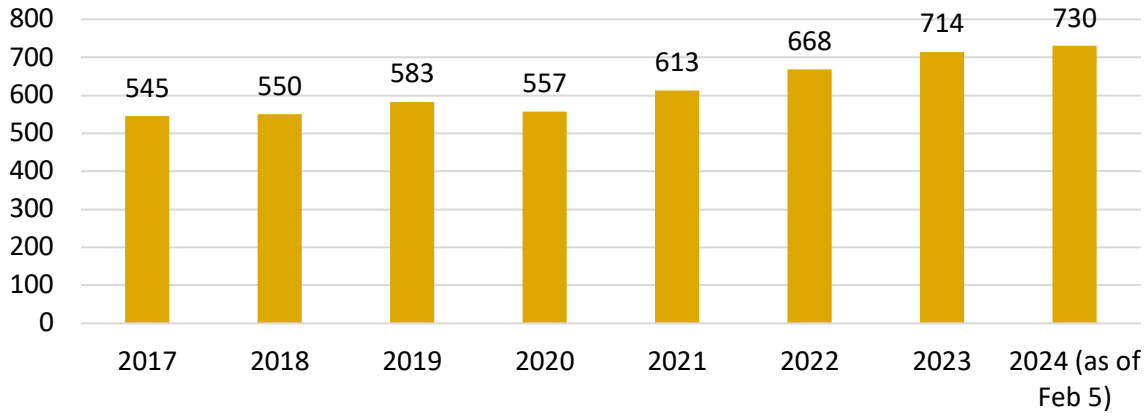
	North Valley [1]	South Valley [2]
Total Active Listings	1,276	145
Occupancy Rate	53%	59%
Average Daily Rate	$454	$242

Note: represents AirDNA geographies: [1] Crested Butte and [2] Total listings from Gunnison, Almont, Pitkin, Ohio City, Parlin; occupancy and avg. daily rate represent Gunnison geography only.
Source: AirDNA.com, accessed 4/11/24

Mt. Crested Butte

The Town of Mt. Crested Butte created a STR licensing program in 2020, requiring any property or part of a property rented for a period of 30 days or less to have a short-term rental license. A new STR license currently costs $275 per calendar year and $200 each year to renew. There is no license limit, and the number of active licenses has grown year over year since 2020. As of February 5, 2024, there were 730 active STR licenses, 185 more than in 2017 (a 34% increase). This equates to nearly one half of all housing units in the town.

Town of Mt. Crested Butte Active STR Licenses, 2017-2024 [1]



[1] as of February 5, 2024
Source: Town of Mt. Crested Butte

Town of Crested Butte

The number of short-term rentals in the Town of Crested Butte has declined since 2016. With the Town's new STR ordinance, the number will fall to less than 198 units, or 15% of the Town's 1,272 housing units. There were an estimated 240 short-term rentals late in 2016; in early April 2024, there were 206.

In Crested Butte, STR's must have one of two available vacation rental licenses and adhere to other regulations summarized below:

- Primary Occupancy License: Issued to people who live in or long-term rent their property for a minimum of six months per year. These licenses are allowed in all zone districts and are exempt

from the block face concentration limit. A maximum of 90 rental nights is allowed per year, and there is no cap on the number of licenses issued. The annual license fee is $250.

- Unlimited license: Allowed only in certain zone districts (R1, R1A, R1C, R1D, R1E, R2, R2C, R3C, B3, and B4). Limited to two per block face, with unlimited rental nights per year. A minimum of 29 rental nights is required per year, and the number of licenses is capped at 198. The annual license fee is $800 annual license fee.

Of the 206 issued licenses, 188 are unlimited licenses (10 lower than the maximum allowed) and 18 are primary licenses. Both license types are taxed at 7.5%.

PENDING DEVELOPMENT

In total, about 380 units of community housing are under construction, approved, or in the planning pipeline. Most of the pending units are in the North Valley, 75% of which are part of the County's Whetstone development.

The volume of potential community housing units and opportunities in the Valley is impressive. While some projects are under construction or have approval to move forward, others are still in the planning phase. Delivery of all units in the table below by 2029 is far from guaranteed. Developing in today's market is challenging due to high construction costs, interest rate uncertainty, funding partner requirements, community opposition to growth, and other potential barriers to completion.

Gunnison Valley Pending Community Housing, 2024-2029

North Valley	Name	Status	Own	Rent	Total
Mt. Crested Butte	Homestead (est. avg. 80% AMI)	Under Construction	22	0	22
Crested Butte	Paradise Park - Infill (est. up to 140% AMI)	Under Construction	0	14	14
Crested Butte	TP-3	Approved	Unknown	Unknown	16
Crested Butte	Mineral Point (est. avg. 30%-60% AMI)	Under Construction	0	34	34
County	Whetstone (est. avg. 115% AMI)	Planning In Process	0	255	255
North Valley Total			**22**	**303**	**341**
South Valley					
Gunnison	Sawtooth Phase 2 (est. avg. 80% AMI)	Approved/Under Construction	0	32	32
Gunnison	Other (est. avg. 80% AMI)	Planning In Process	5	0	5
South Valley Total			**5**	**32**	**37**
Gunnison Valley Total			**27**	**335**	**378**

Source: Gunnison Valley Housing Task Force, local jurisdictions

MARKET CONDITIONS

This section analyzes the for-sale market and rental market. It looks at changes in pricing and availability, along with local workforce affordability.

OWNERSHIP MARKET

Corresponding with analyses throughout this report, the ownership housing market is discussed for the Valley as a whole and the North and South Valley markets, which show significant differences in terms of pricing and availability. The two market areas were delineated using the following MLS categories:

- North Valley: Mt. Crested Butte, Crested Butte, Crested Butte South, Crested Butte Rural
- South Valley: Almont, Gunnison, Gunnison Rural, Quartz Creek Valley

Sales for market rate units and community housing/deed restricted sales are analyzed separately to illustrate the significant price difference between these products.

Price Trends

Market Rate Sales

Market rate sales analyses include condominium/townhome and single family home sales (modular and stick built combined). Condotels are excluded, as are sales of manufactured homes because direct comparison with other home types is challenging since manufactured home sales often do not include the underlying land.[7] Sales of homes known to have a deed restriction are also excluded in this section.

Home sale prices in the Gunnison Valley have increased significantly since the 2016 assessment. Housing prices had been increasing since 2016 at a moderate pace until 2020 when prices in Gunnison County and most other communities exploded. While Covid stalled listings and sales in spring 2020, the market quickly rebounded when summer arrived with strong demand fueled by the ability to work remotely and motivation to escape dense urban areas and experience the mountain lifestyle.

- Between 2015 and 2020, the median price of single family homes sold in the North Valley increased by 86% and nearly doubled in the South Valley (92% increase). The median price of condos/townhomes rose 177% in the North Valley and 155% in the South Valley. Changes in home sale prices far outpaced increases in resident incomes during this period.[8]
- Home sale prices continued to increase through 2023, with a slight pullback in 2023 for single family homes in the North Valley and condos/townhomes in the South Valley. The median sale price of single family homes rose at a faster pace in the South Valley between 2020 and 2023 (18% per year on average) than the North Valley (13% per year on average), with condos/townhomes growing at slower, but still substantial, rates of 6% per year in the South and 11% per year in the North.

[7] There were only 54 manufactured home sales from 2021-2023.
[8] See Household Demographics – Housing Income Distribution section of this report.

- The number of condo/townhome sales declined year over year from 2021 to 2023, while the number of single family home sales declined from 2021 to 2022 before picking up again in 2023. Sales were impacted by the spike in mortgage rates in 2022, which remained high in 2023.
- Looking ahead into 2024, interviews with real estate agents in the North and South Valleys indicate a loosening of the market, with more listings coming online as spring approaches. Coming into summer there is an indication of pent-up demand, and units that are competitively priced are expected to sell quickly.

Gunnison Valley Sale Prices by Home Type, 2015 and 2020-2023

	North Valley		South Valley	
	Sales (#)	Median Sale Price	Sales (#)	Median Sale Price
2015 [1]				
Single Family	-	$695,000	-	$230,000
Condos/Townhomes	-	$210,000	-	$125,000
2020				
Single Family	150	$1,290,000	145	$439,300
Condos/Townhomes	176	$582,500	57	$319,000
Overall (SF + Condos / Townhomes)	326	$792,000	202	$386,250
2021				
Single Family	150	$1,635,500	166	$535,000
Condos/Townhomes	229	$545,000	78	$317,500
Overall (SF + Condos / Townhomes)	379	$850,000	244	$439,000
2022				
Single Family	78	$1,935,000	85	$568,000
Condos/Townhomes	149	$759,000	63	$440,500
Overall (SF + Condos / Townhomes)	227	$975,000	148	$506,250
2023				
Single Family	82	$1,862,500	117	$725,000
Condos/Townhomes	101	$799,000	24	$381,250
Overall (SF + Condos / Townhomes)	183	$1,125,000	141	$650,000

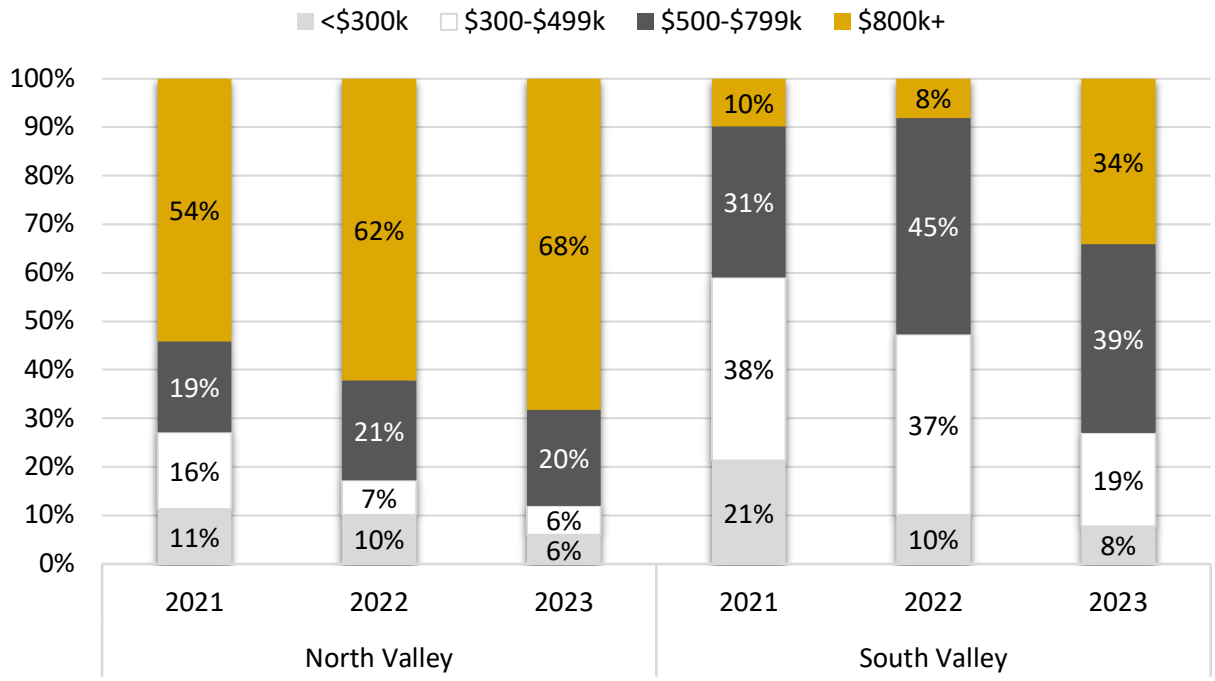
Source: MLS, consultant team (2020 through 2023)
[1] Source: 2016 Gunnison Valley Housing Needs Assessment

The share of market-rate sales from 2021 to 2023 shifted upward into higher price brackets across the Valley, with the South Valley experiencing a profound change in the market. Whereas homes in the North Valley have long been priced out of reach for the majority of local residents, the South Valley has historically provided opportunities for residents to purchase homes ranging below $500,000. These opportunities are quickly disappearing.

- The share of homes sold in the South Valley priced below $500,000 dropped from the majority of sales in 2021 (59%) to only 27% of sales in 2023 – a 32-percentage point decline.

- In the North Valley, the share of homes that sold for over $800,000 rose from just over one-half of sales in 2021 (54%) to over two-thirds of sales (68%) in 2023. Households need to earn $250,000 or more per year (300% AMI) to afford homes at this price point.

North Valley and South Valley Home Sale Distribution by Price, 2021-2023



Note: Percentages may not add to 100% due to rounding
Source: MLS, consultant team

Community Housing/Deed Restricted Sales

Deed restricted housing provide opportunities for local residents and employees to purchase homes at prices they can afford. Many deed restrictions protect homes from rising at escalated market rates to preserve long term affordability for future residents.

- Between 2021 and 2023, just under 80 deed restricted homes were sold. The highest number of sales occurred in 2023 when the Lazy K development came online in Gunnison.
- The annual median sale price over the three years ranged from $260,000 to $290,000, which would be affordable to a household earning between 100% and 110% AMI in 2024 and equates to yearly household incomes of $82,000 to $92,000 per year for a 2-person household.

Gunnison Valley Deed Restricted Home Sales, 2021-2023

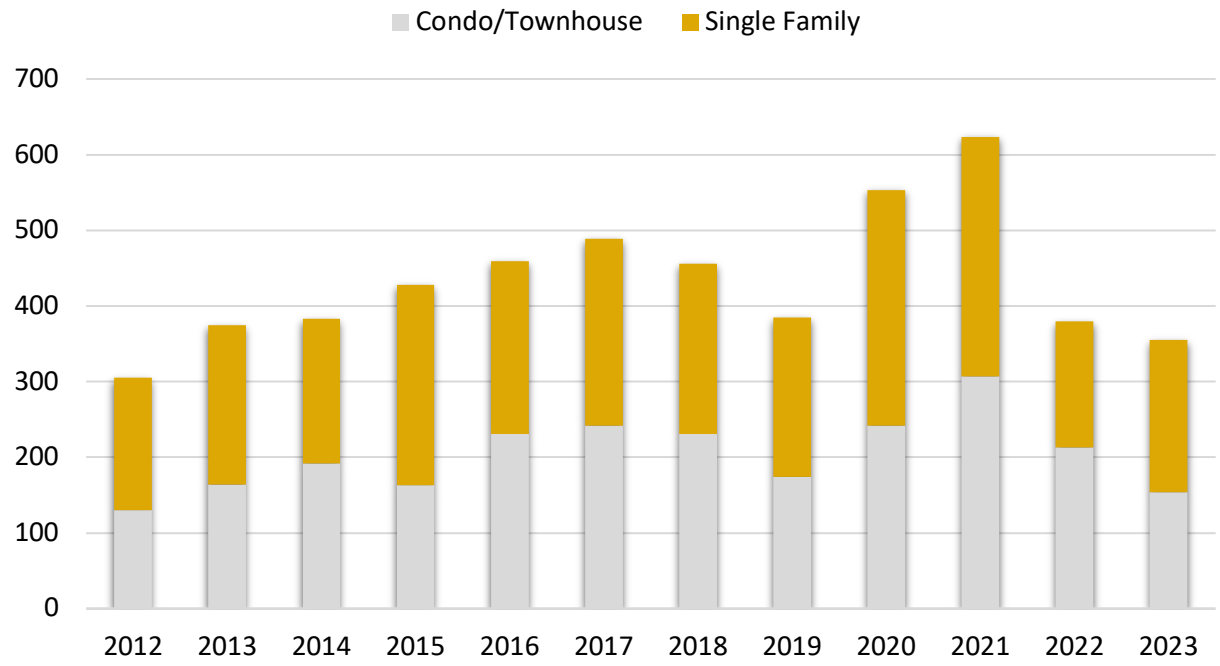
Year	Sales (#)	Average Sale Price	Median Sale Price
2021	11	$418,987	$258,000
2022	19	$577,690	$289,000
2023 [1]	38	$538,293	$268,271

Note: excludes sale price of $0 and properties with more than one unit.
[1] excludes 22 sales to Mt. Crested Butte in Homestead development
Source: Gunnison County Assessor

Sales Volume

The number of sales per year, inclusive of deed-restricted homes, spiked in 2020 and 2021 to the highest level in at least 10 years. Sales in 2022 declined precipitously (44%) from the 2021 high and fell to below 2013 levels in 2023, coinciding with a quick and dramatic rise in mortgage interest rates. Despite the decreased sale volume, however, home prices have still been increasing, indicating that a lack of supply is also affecting sales volumes.

Gunnison Valley Sales per Year, 2012-2023



Source: MLS, consultant team

Availability

A general industry standard is that when the number of homes available for sale is below a 6-month supply, it is a seller's market – meaning that there are more buyers than homes available to purchase, resulting in rising prices. It is important to examine the details, however, as discussed below.

- In March 2024, there were only 171 homes listed for sale in the Gunnison Valley. In August 2016, however, over twice as many homes were listed for sale (396 homes listed for sale).
- Eight out of ten listings in March 2024 were in the North Valley, and over half of all listings were condos or townhomes. Only 32 homes are listed for sale in the South Valley.
- Listed prices are very high and unaffordable for most working households. A 2-person household would need to earn 422% AMI (about $350,000 per year) to afford the median home listed in the Valley in March 2024. In 2016, a household earning 282% AMI ($160,000 in 2016) could have afforded the median listing.

Availability, Price, and Affordability of Homes For Sale, March 2024

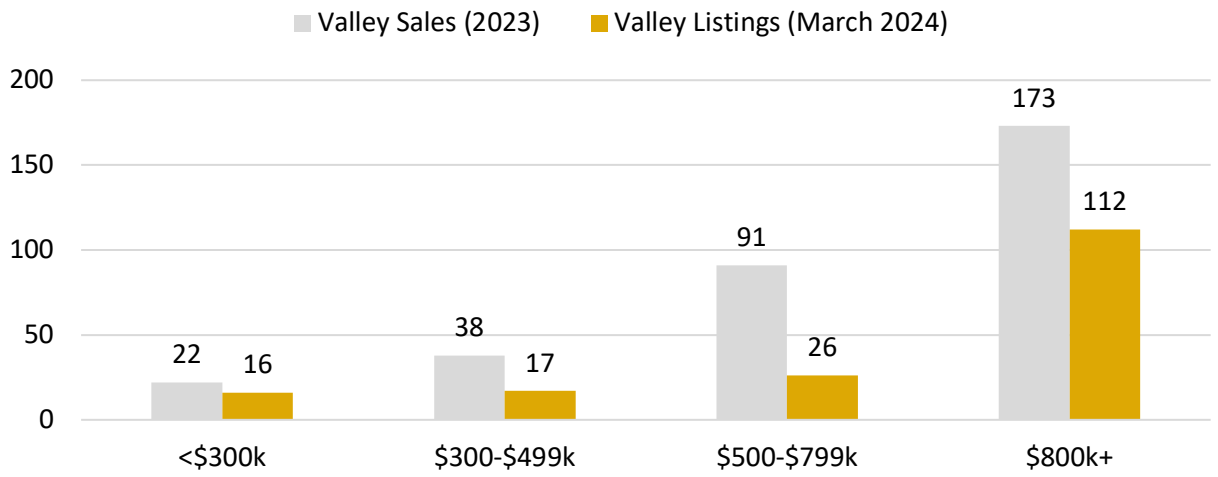
	North Valley	South Valley	Gunnison Valley
Number of listings			
Condos/Townhomes	85	5	90
Single Family	54	27	81
Overall (SF + Condos/Townhomes)	139	32	171
Median Asking Price			
Condos/Townhomes	$785,000	$420,000	$747,500
Single Family	$2,945,999	$895,000	$2,184,000
Overall (SF + Condos/Townhomes)	$1,295,000	$869,500	$1,099,000
AMI to Afford Median Price			
Condos/Townhomes	301%	161%	287%
Single Family	1130%	343%	838%
Overall (SF + Condos/Townhomes)	497%	334%	422%

Source: MLS, consultant team

The Valley had about a 6-month supply of inventory in March 2024 (9 months of inventory in the North Valley and less than 3 months in the South Valley) relative to their respective 2023 average monthly sales volume. This metric, however, is skewed because of the high percentage of homes listed for $500,000 or more and because 2023 sales volume was a ten-year low. For homes under $500,000:

- There is about a 2 month supply of inventory in the South Valley, or a total of six (6) units.
- A total of 27 units were for sale in the North Valley, which would imply over a 12 month supply. This is misleading, however. Twenty-six (26) North Valley units are condominiums (all but four in Mt. Crested Butte) with monthly HOA fees in excess of $500 per month and built primarily for part-time occupancy.

Gunnison Valley 2023 Sales Compared to March 2024 Listings



Source: MLS, consultant team

Local Workforce Affordability

The ability of working households to afford to buy a home in the Valley is very challenging. About three quarters (73%) of owner households have annual incomes under $165,000 (200% AMI) and need homes priced under about $520,000. Only 20% of listings in the spring of 2024 are priced under $520,000, leaving working households with very few choices.

Homeowner Income Distribution Compared to Available Homes for Sale

AMI	Maximum Affordable Price	Owner Household Income Distribution	North Valley Listings	South Valley Listings	Gunnison Valley Listings
<60%	$156,400	18%	0%	3%	1%
60.1-80%	$208,600	9%	1%	0%	1%
80.1-100%	$260,700	12%	8%	3%	7%
100.1-120%	$312,900	12%	1%	0%	1%
120.1-150%	$391,100	12%	1%	9%	3%
150.1-200%	$521,500	10%	8%	3%	7%
200.1-300%	$782,200	9%	12%	19%	13%
>300%	> $782,200	18%	69%	63%	68%
	Total	**100%**	**139**	**32**	**171**

[1] Max purchase price assumes 30-year mortgage at 7% with 5% down and 20% of the payment covering taxes, HOA, PMI and insurance.
Note: Percentages may not add to 100% due to rounding
Source: MLS; CHFA; Ribbon Demographics, LLC; consultant team

Financing Availability

Lenders providing loans to homebuyers in the Valley indicate the loan volume for local buyers has decreased with the tight market, partially due to high interest rates. Rates were very low through the pandemic and have increased to over 7% since then. Not only does this affect the demand for units to buy, but also affects the supply of homes for sale since owners with current lower-interest mortgages are staying put.

Residents seeking a loan typically can qualify, however, little product at any price point is available. Households looking to buy may explore purchasing land and building given the low availability of units on the market; however, high construction costs and interest rates have a notable dampening effect.

Providing loans for deed restricted products can be complicated, but is possible in the Valley, especially if the lender is backed by the USDA. The structure of the deed restriction is important, as many providers require that deed restrictions go away in the event of foreclosure.

Residents purchasing homes that require higher debt to income ratios may be required to put 20% down and pay mortgage insurance. Both factors decrease the ability for residents to afford to purchase homes.

Loans for condominiums can be a challenge. Monthly HOA fees decrease the affordability of units. There are no condominiums in the county that are FHA approved, which reduces lending options.

RENTAL MARKET

Vacancy

As a general rule, double-digit vacancy rates are considered to be very high, rates at or below 3% are very low, and a vacancy rate of around 6% that is trending downward is typically an indication to developers that construction of additional units should begin. These "rules of thumb," however, vary by market area.

Rental listings in the Gunnison Valley were monitored in February and March of 2024. A total of 48 listings were found during this period. This equates to a rental vacancy rate under 1%; the same vacancy rate observed in 2016.

There is slightly more availability in the North Valley (1.65% vacancy); however, many listings are more suited to seasonal visitors, providing fully furnished units and short-term or month-to-month lease options.

Rental Vacancy Rate (March 2024)

	February Listings	March Listings	Average Number	Total Rental Households	Average Monthly Vacancy Rate
Gunnison Valley	27	21	24	2,772	0.87%
North Valley	15	11	13	786	1.65%
South Valley	12	10	11	1,986	0.55%

Source: Crested Butte News, Gunnison Times, Craigslist, Zillow, Property Manager Websites, Facebook, consultant team

When vacancy rates are this low, the rental market is near capacity and cannot absorb new residents or employees moving to the area. This results in several issues:

- Renters have difficulty moving from one unit to another as their circumstances change or landlords impose higher rents or new rules;
- Renters fear reporting needed repairs to landlords due to concerns of retaliation through rent increases or non-renewal of leases;
- New employees struggle to find housing when hired by local businesses;
- Rents increase at rates much faster than incomes; and
- Landlords have little incentive to make repairs and capital investments.

Rent Trends

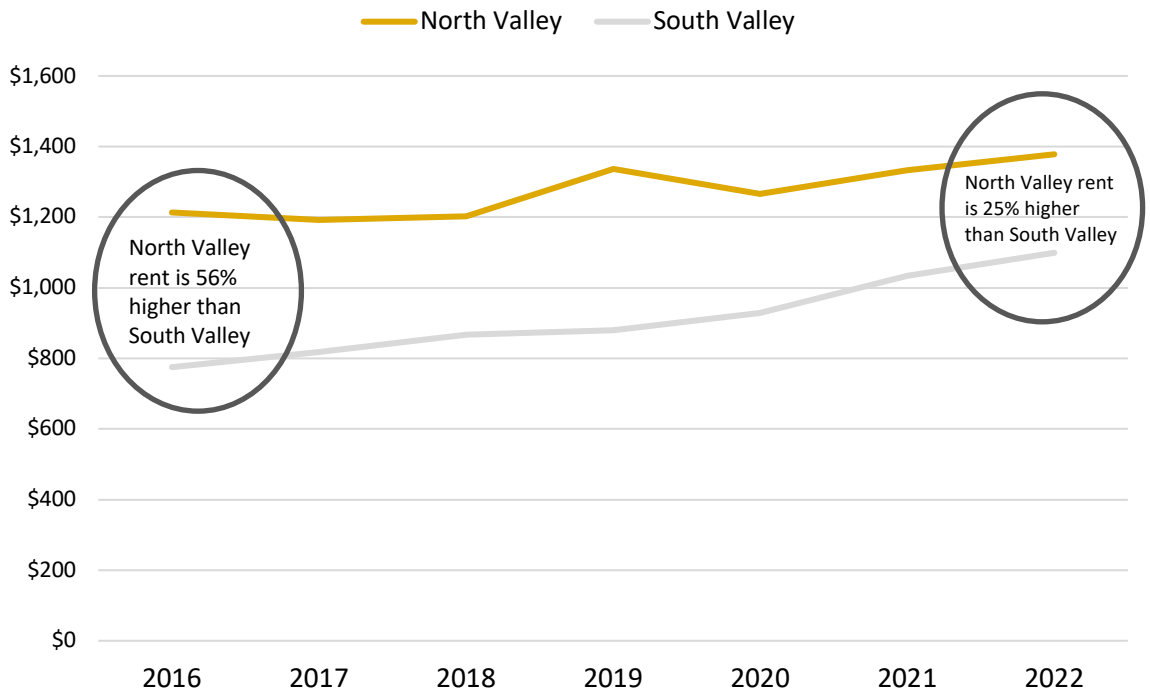
Property managers expressed that there were many early concerns around the rental market when the Covid shutdown occurred in 2020; however, rent delinquencies did not become as widespread as feared. The market soon experienced a surge in rental rates that outpaced what many locally employed renters could afford. As rents escalated and housing availability decreased, overcrowding became more common.

Historically, rents in the North Valley have been higher than those in the South Valley, although trends show that the gap is closing.

The below chart illustrates changes in median gross rents in the North and South Valley as reported by the ACS, which includes rent plus utilities. The ACS data shows that median gross rents increased 42% between 2016 and 2022 in the South Valley, compared to a lower 14% in the North Valley. As a result, where the median gross rent in the North Valley was 56% higher than the South Valley in 2016, as of 2022, this gap had closed to a 25% difference.

Please note that, while the ACS data is helpful to illustrate changes in rents over time, the data is not reflective of current rents charged by property managers.[9] The next section presents data on current rents in Gunnison Valley.

Median Gross Rent



Source: American Community Survey

[9] While this information is valuable for observing long-term trends, ACS rent rates are lower than current market pricing. ACS data represents information from existing renters, which includes a mix of new and long-term renters. Renters that have been in their units for several years typically pay less than full market rates, particularly in fast rising markets, because many landlords impose more modest rent increases for existing tenants than market prices may allow.

Current Rents

Property managers are the best source of information on current rents in a community. The below table illustrates the typical 2024 rents in the Gunnison Valley compared to the average price of available rentals advertised in February and March of 2024. As shown:

- Advertised rentals generally fall on the high side of the ranges given. This is largely because most managed rentals are filled by word of mouth and are never advertised. The units listed, therefore, tend to be higher priced homes that local employees cannot afford.
- Households need to earn close to 100% of the area median income to afford the average rent reported by property managers in the North Valley; about 70% AMI in the South Valley. One- and two-bedroom rents are more affordable, falling at or below 80% AMI in the North and below 60% AMI in the South.
- Advertised rentals cost more. Incomes between 90% to over 120% AMI are needed to afford 2-bedroom or larger advertised rentals. One-bedroom rents are affordable to a household earning 70% AMI.

Rents by Bedroom Size: 2024

North Valley	0/1-bedroom	2-bedroom	3-bedroom	4-bedroom	Overall
Property manager interviews	$1,189	$1,900	$2,301	$3,100	$2,021
Feb/Mar 2024 advertised rentals	$1,450	$2,100	$2,850	na	na
AMI affordability [1]	58%	82%	99%	120%	98%
Income needed to afford rent	$47,560	$76,000	$92,040	$124,000	$80,840
South Valley	**0/1-bedroom**	**2-bedroom**	**3-bedroom**	**4-bedroom**	**Overall**
Property manager interviews	$821	$1,292	$2,106	$2,357	$1,464
Feb/Mar 2024 advertised rentals	$1,450	$2,299	$2,295	$4,500	na
AMI affordability [1]	40%	56%	91%	92%	71%
Income needed to afford rent	$32,840	$51,680	$84,240	$94,280	$58,560

[1] AMI affordability of property manager interview rents. Calculation assumes 2 people in a 0/1 bedroom units, 3 people in 2- and 3-bedroom units, and 4-people in 4-bedroom units.
Source: Property manager interviews; Crested Butte News, Gunnison Times, Craigslist, Zillow, Property Manager Websites, Facebook; consultant team

Local Workforce Affordability

There is a distinct mismatch between the distribution of renter households and available rentals. While 56% of renter households make 60% AMI or below, only 8% of available rentals fall into this income band. Additionally, there are more rental listings between 100% and 150% AMI (51%) compared to renter households (13%).

Property managers note very little turnover and very little availability for residents. Given the lack of choice, many renters would like to move but cannot. The markets in the North and South Valley share these conditions:

- Vacancy rates far below a functional market vacancy level.

- Scarce inventory; there is a very low supply of units available to rent compared to demand from employees seeking housing.
- Increasing rental rates.
- Average rents for occupied units are well below rents for currently listed units.
- Aging inventory.

Renter Income Distribution Compared to Available Homes for Rent

AMI	Household Income Range (2-person household)	Maximum Affordable Monthly Rent	Renter Household Income Distribution	Rental Listings (March/April 2024) (%)	Rental Listings (March/April 2024 (#)
<60%	$49,440	$1,236	56%	8%	3
60.1-80%	$65,920	$1,648	11%	11%	5
80.1-100%	$82,400	$2,060	11%	13%	6
100.1-120%	$98,880	$2,472	6%	18%	8
120.1-150%	$123,600	$3,090	7%	33%	15
150.1-200%	$164,800	$4,120	3%	9%	4
200.1-300%	$247,200	$6,180	4%	7%	3
>300%	> $247,200	> $6,180	2%	0%	0
Total	-	-	100%	100%	45

Excluded three incomplete listings
Source: CHFA; Ribbon Demographics, LLC; Crested Butte News, Craigslist, Zillow, Property Manager Websites, Facebook; consultant team

HOUSING PROBLEMS

This section evaluates key indicators that quantify housing problems in the Gunnison Valley, including cost burden, overcrowding, the condition of homes, forced relocations, and homeless or near homeless residents. Additionally, it addresses specific problems faced by vulnerable populations in the special needs subsection, such as seniors, individuals with disabilities, and Spanish-speaking residents.

COST BURDEN

When housing payments exceed 30%, households have insufficient residual income to afford other necessities like food, transportation and health care. Housing payments include rent plus utilities for renters and mortgage payments plus utilities, property taxes, property insurance and homeowners association payments for homeowners.

In the Gunnison Valley, approximately 2,740 households (39%) are cost burdened by housing payments that exceed 30% of the gross income of household members combined. Renters are much more likely than owners to pay more than 30% of their income on housing (50% compared with 31%).

Cost burden increased from 25% in 2016 to 39% in 2024.

Percentage of Income Spent on Housing Payment by Own/Rent, Gunnison Valley

% of Income = Housing Payment	Own	Rent	Overall
30% or less	69%	50%	61%
31.1% to 50%	20%	33%	25%
More than 50%	11%	18%	14%
Total Percent Cost Burdened	31%	50%	39%
Total Households Cost Burdened	1,364	1,388	2,740

Source: 2024 Resident Survey

Residents of the North Valley are more likely to spend in excess of 30% of their income on housing, yet, due to the larger population, there are more households that are cost burdened in the South Valley.

Percentage of Income Spent on Housing Payment by Area

% of Income = Housing Payment	North	South
30% or less	59%	63%
31.1% to 50%	21%	27%
More than 50%	20%	10%
Total Percent Cost Burdened	41%	37%
Total Households Cost Burdened	977	1,768

Source: 2024 Resident Survey

Very low income households (≤60% AMI) are particularly hard hit by the cost of housing in the Gunnison Valley - 73% are cost burdened. The percentage drops sharply as incomes rise.

Percentage of Income Spent on Housing Payment by AMI

Percent of Income Spent	≤60 %	60.1-80%	80.1-100%	100.1-120%	120.1-200%	Over 200 %
30% or less	27%	48%	64%	75%	89%	93%
31.1% to 50%	32%	40%	27%	20%	10%	7%
More than 50%	41%	12%	9%	5%	1%	0%
Total Percent Cost Burdened	73%	52%	36%	25%	11%	7%
Total Households Cost Burdened	1,707	370	305	175	139	101

Source: 2024 Resident Survey

OVERCROWDING

Overcrowding does not have a strict definition. The Census Bureau defines overcrowded housing units as those with more than 1-person per room. Occupancy limits, whether imposed by a municipality or property owner/manager, are usually based on a per-bedroom limit, and the most common standard is no more than two persons per bedroom.

Valley wide, 2.5% of homes—equivalent to 176 households—are considered overcrowded based on this standard. Renters are more than twice as likely as homeowners to experience overcrowded living conditions.

Overcrowding by Own/Rent

	Own	Rent	Overall
Two or less persons per bedroom	98.7%	96.2%	97.5%
More than two persons per bedroom (overcrowded)	1.3%	3.8%	2.5%
Number of overcrowded households	54	106	176

Source: 2024 Resident Survey

Overcrowding is relatively uncommon in both the North and South regions of the Valley. In the North, 1.6% of households are overcrowded (about 39 households). In the South, the rate is slightly higher, with 3.0% of households overcrowded (about 143 households).

Overcrowding by Area

	North	South
Two or less persons per bedroom	98.4%	97.0%
More than two persons per bedroom (overcrowded)	1.6%	3.0%
Number of overcrowded households	36	140

Source: 2024 Resident Survey

In 2016, overcrowding was most prevalent among low-income households (≤ 50% AMI). However, this trend has shifted, and now affects households similarly up to the 80.1% to 120% middle income category.

Overcrowding by Income

Overcrowding	≤60 %	60.1-80%	80.1-120%	120.1-200%	Over 200%
Two or less persons per bedroom	97.6%	97.3%	96.7%	99.8%	100.0%
More than two persons per bedroom (overcrowded)	2.4%	2.7%	3.3%	0.2%	0.0%

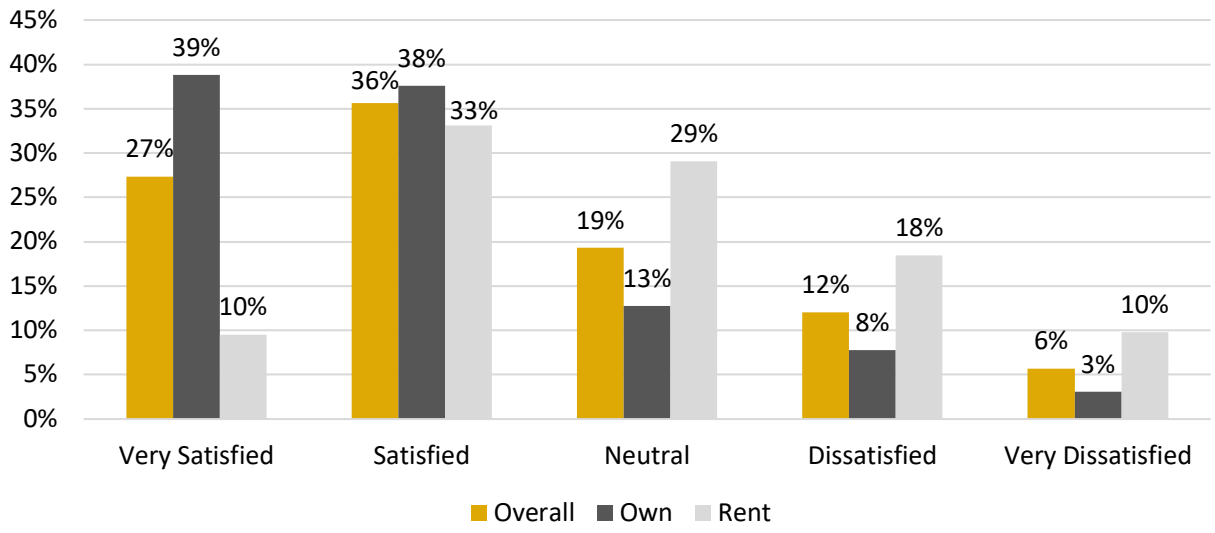
Source: 2024 Resident Survey

SATISFACTION WITH CURRENT HOME

Respondents were asked about their level of satisfaction with their current residence. Overall, 63% of respondents are either satisfied or very satisfied, with 19% being neutral.

Renters (28%) were much more likely than owners (11%) to be dissatisfied or very dissatisfied.

Which choice best describes your satisfaction with your current residence?



Source: 2024 Resident Survey

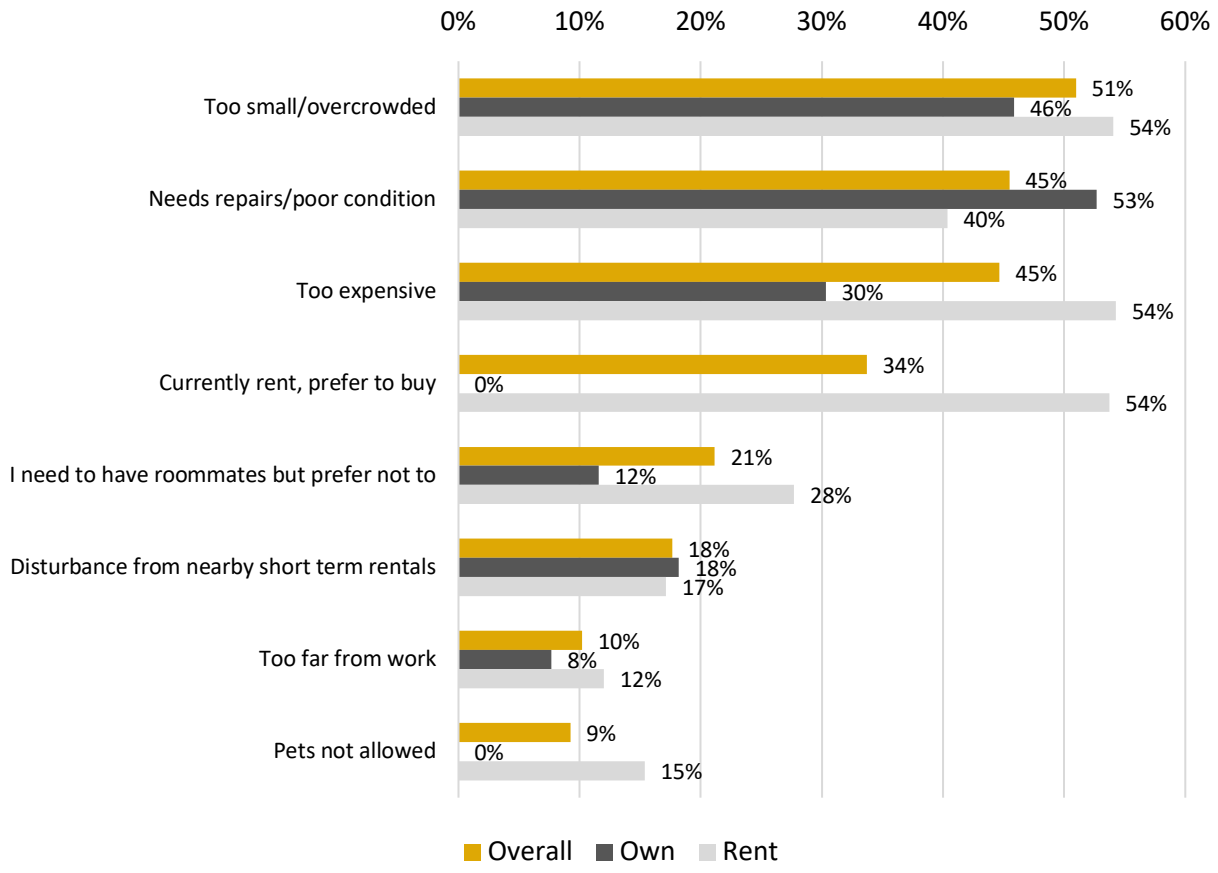
Reasons for Dissatisfaction

The reasons for dissatisfaction with current residences vary between homeowners and renters.

- Among renters, the most common issues are because they desire to own a home (54%), live in a space that is too small or overcrowded (54%) and their housing too expensive (54%). Other notable concerns include the need to have roommates (28%) and restrictions on having pets (15%).
- The predominant issue among homeowners is that their home is in need of repairs or in poor condition (53%), followed by too small/overcrowded (46%). This indicates that programs that can assist with home repairs or remodels may be helpful.

- A lower concern, but one that is equally shared by renters and owners, is disturbance from short term rentals, affecting about 18% of households.

Why are you not fully satisfied with your residence? (check all that apply)



Source: 2024 Resident Survey
Sorted by Overall from highest to lowest

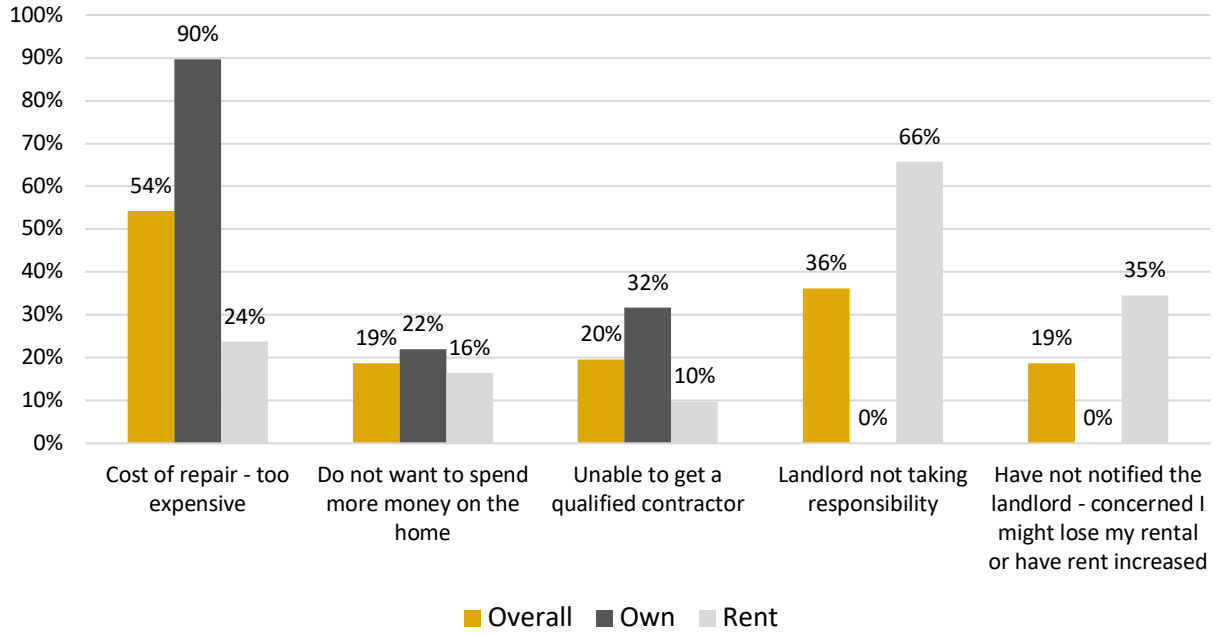
Reasons why repairs have not been made

> *"Basic improvements fail to be made or take a long time. It took 2 ½ years before I had a screen on my one window."*
> - Resident Survey Respondent

Overall, 17% of households are dissatisfied with their homes, citing the need for repairs. This includes 23% of renters and 15% of homeowners. Among these respondents, an additional question was asked to understand why these repairs have not been made.

- For homeowners that have not made repairs, the primary barrier is the cost (90%), followed by difficulty finding a qualified contractor (32%) and reluctance to spend more money on their home (22%).
- For renters, 66% reported that repairs have not been made because their landlord has not taken responsibility. Additionally, 35% of renters have not notified their landlord about needed repairs out of concern that it might lead to rent increases or the loss of their rental. Cost is also a factor for renters, but to a lesser extent, with 24% citing it as a reason for not making repairs.

If your home needs repairs, why have the repairs not been made?



Source: 2024 Resident Survey

FORCED RELOCATION

Approximately 2,038 households (12% of owners and 54% of renters) have been forced to move within the past five years. Notably, 66% of these households have experienced being forced to move more than once during this period. This represents an increase from 2016, when 9% of owners and 42% of renters were forced to relocate.

Forced to Move within Past 5 Years

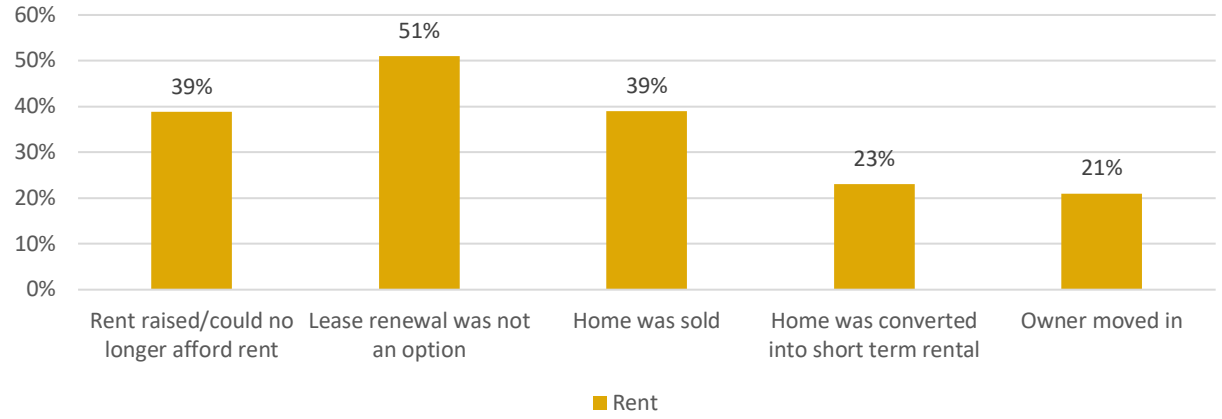
	Overall	Own	Rent
No	71%	88%	46%
Yes	29%	12%	54%
# of households forced to move	2,038	522	1,511

Source: 2024 Resident Survey

Among renters, the most common reason for being forced to move is due to lease renewal not being an option (51%) rent increases or home was sold (39%), followed by home was converted to a short term rental (23%) and owner moved in (21%).

The trend of converting homes to short term rentals, and thus losing workforce housing stock, has remained steady since 2016, when 20% listed this as a reason, compared to 23% in 2024.

Reason Forced to Move within Past 5 Years by Tenure (Renters)



Source: 2024 Resident Survey

Plan to Move

Looking to the future, households were asked if they plan to move within the next five years either because they want to or have to.

- Renters are much more likely to plan to move (85%) than owners (31%), with just under one-third of renters (31%) planning to leave the valley. In total, about 1,570 households (22%) plan to leave the valley in the next five years.
- Of households planning to move, 44% are doing so because they have to, equating to 23% of households overall.

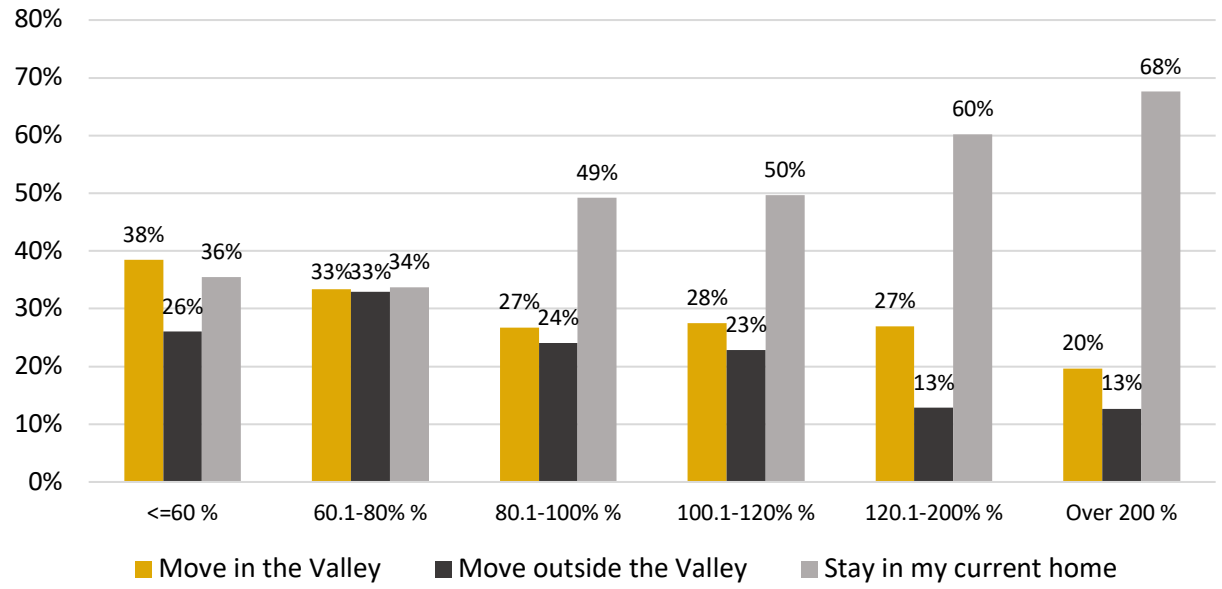
Plans to Move in Next Five Years

	Own	Rent	Overall
Stay in my current home	69%	15%	48%
Move into a different home in the Valley	15%	54%	30%
Move into a different home outside of the Valley	16%	31%	22%
Number of Households Leaving the Valley	708	858	1,571
Move into a different home – because I have to:	7%	48%	23%
Stay in my current home – because I have to:	20%	6%	14%

Source: 2024 Resident Survey

In 2016, lower income households earning below 50% AMI were the most likely to leave the valley (25% of households). In 2024, close to one-fourth or more of households earning below 120% AMI are considering leaving the valley. This drops significantly among higher income households.

Plan to Move by AMI



Source: 2024 Resident Survey

Of households that are leaving the valley, the overwhelming reasons given relate to cost of housing, cost of living overall, and the unavailability of alternative housing for owners and renters. Renters in particular noted the inability to buy a home or afford or find a rental upgrade.

Seniors who are leaving the area noted lack of affordable senior options and a desire for warmer climates or to be nearer family.

HOMELESS AND UNSTABLE HOUSEHOLDS

Around 2% of survey respondents indicated they are homeless, either couch surfing with friends or living in a tent, camper, or vehicle. This equates to 142 households in the Gunnison Valley. Additionally, 6% reported that they still have yet to find suitable housing they can afford, despite residing in the Valley, indicating many are under- or unsuitably housed.

Housing instability is a significant concern for many respondents. About 18% are worried they may not have stable housing in the next two months, with renters being particularly affected (38% compared to just 5% of homeowners). Regionally, 17% of South Valley residents and 18% of North Valley residents share this concern.

In the past year, 6% of households have faced threats of utility shutoffs, with renters (8%) more affected than homeowners (5%). This issue is more prevalent in the South (8%) compared to the North (2%).

Stability by Tenure and Location

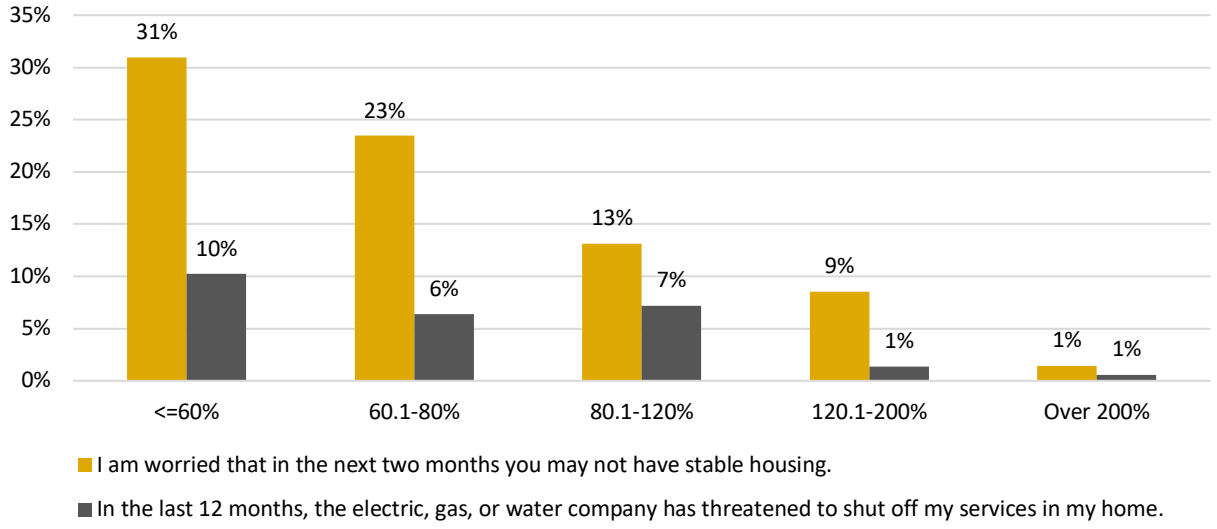
	Overall	Own	Rent	North	South
I am worried that in the next two months I may not have stable housing.	18%	5%	38%	18%	17%
In the last 12 months, the electric, gas, or water company has threatened to shut off my services in my home.	6%	5%	8%	2%	8%

Source: 2024 Resident Survey

Concerns about housing stability vary across income levels. Among households earning 60% or less of the median income, 31% are worried they may not have stable housing in the next two months. This concern decreases as income increases, with only 1% of households earning over 200% of the median income expressing similar worries.

Threats of utility shutoffs in the past 12 months are also more common among lower-income households, with 10% of those earning 60% or less experiencing this issue, although households earning up to 120% AMI are still somewhat affected (7%). In contrast, only 1% of households in the highest income bracket reported such threats.

Stability by Income



Source: 2024 Resident Survey

VULNERABLE POPULATIONS

This summary highlights key differences among vulnerable populations in terms of housing conditions and challenges. These finding could help develop targeted programs to address the needs of vulnerable populations. Additional tables and comparisons are provided in the Appendix to this report.

Senior-Headed Households

- Less likely to be cost burdened (38%) compared to the overall population (39%).

- More likely to live in unsatisfactory conditions due to the high cost of repairs (84% vs. 54% for the overall population).
- 22% of households with a member aged 65 and over report a disability, compared to just 5% of households without members in this age group.

Hispanic/Latino Households

- Higher rates of overcrowding (16.4%) compared to the entire population (2.7%).
- 53% indicated their home needs repairs, of those, the primary reason listed for the repairs not being made were because their landlord is not taking responsibility (64%) and 36% of those needing repairs indicated they haven't notified their landlord, fearing rent increases or eviction.

Persons with a Disability

- About 22% of households with a person with a disability report that their housing does not adequately accommodate their needs, equating to roughly 130 households. The primary home modifications reported included the home being too small, handicap bars or other bathroom modifications, new flooring/remove carpets, and access ramps or home without stairs being needed.

HOUSING PREFERENCES

This section examines the type, tenure, number of bedrooms, and amenities preferred by local residents. This data can be used to guide implementation of solutions to the housing problems of the previous chapter.

OWN OR RENT

For the many households planning to move (see Housing Problems), most would prefer to become or remain homeowners.

Current owners that plan to move mostly want to purchase a different home (85%) rather than rent. Over one-half of renters prefer to buy a home (54%) rather than rent.

Desire to Own or Rent

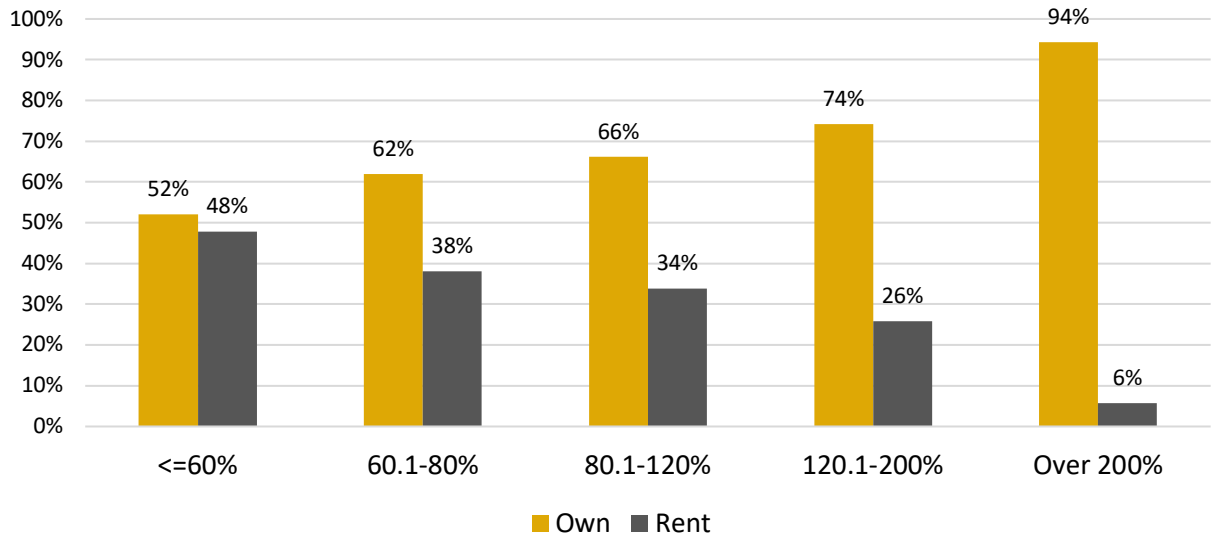
	Currently:				
If you plan to move, do you prefer to:	**Overall**	**Own**	**Rent**	**North Valley**	**South Valley**
Own	63%	85%	54%	62%	63%
Rent	11%	3%	15%	14%	9%
Either own or rent	26%	12%	31%	23%	27%
Total	100%	100%	100%	100%	100%

Source: 2024 Resident Survey

When looking to move within the Valley, preferences for owning versus renting vary by income level.

- Among households earning 60% or less of the median income, preferences are nearly split, with 52% preferring to own and 48% preferring to rent.
- As income levels rise, the desire to own increases notably. For those earning 120.1-200% of the median income, 74% prefer to own, while only 26% prefer to rent.
- This trend is even more pronounced among the highest earners, with 94% of households earning over 200% of the median income expressing a preference for homeownership and only 6% preferring to rent.

Desire to Own or Rent by Income



Source: 2024 resident Survey

Willingness to Purchase a Deed Restricted Home

Interest in purchasing a deed-restricted home to live in their preferred community is highest among renters, with 64% expressing willingness, compared to only 34% of homeowners. Conversely, one-half of homeowners would not consider purchasing a deed-restricted home, while only 13% of renters share this view.

When looking at income levels, those earning between 60.1% and 80% of the Area Median Income (AMI) show the strongest interest, with 73% willing to purchase a deed-restricted home. Interest declines among higher-income households, particularly those earning over 200% AMI, where only 25% are interested, and 50% would not consider such a purchase.

Would you have interest in purchasing a deed restricted home in your preferred residence location?

	Own	Rent	Overall
No - I would not purchase a deed restricted home	50%	13%	25%
Unsure/need more information	16%	22%	20%
Yes - I would purchase a deed restricted home to live in my preferred community	34%	64%	54%
Total	100%	100%	100%

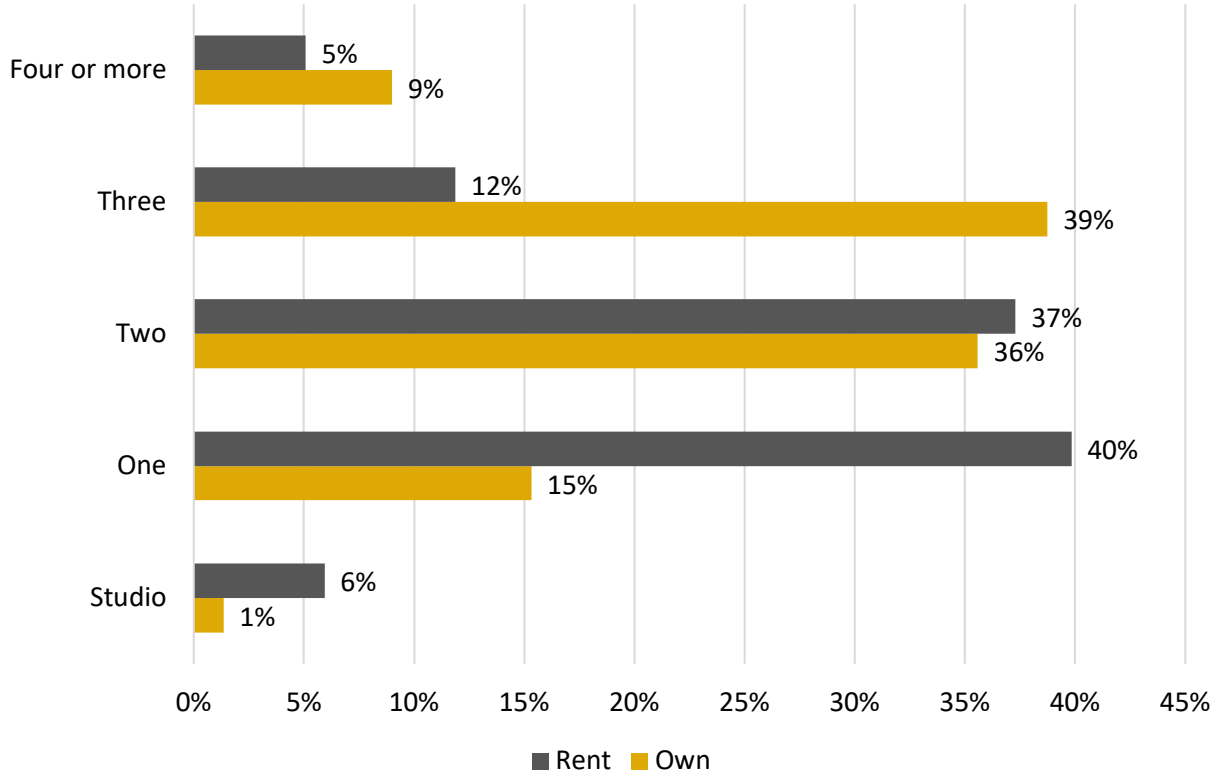
Source: 2024 Resident Survey

NUMBER OF BEDROOMS

When looking for a new home, the bedroom needs of prospective homeowners and renters differ significantly. Among households looking to buy a home, the majority (39%) need three bedrooms, followed by 36% who need two bedrooms. Only a small portion of potential homeowners are seeking one-bedroom (15%), four or more bedrooms (9%), or studio homes (1%).

In contrast, renters primarily seek smaller homes. A substantial 40% of households that would consider renting a home are looking for one-bedroom homes, and 37% need two bedrooms. Far fewer renters are interested in three-bedroom homes (12%), four or more bedrooms (5%), or studios (6%).

Bedrooms Needed by those looking to buy or rent



Source: 2024 Resident Survey

LOCATION PREFERENCES

There is a clear preference among residents to stay within their current region. Of those living in the South, 85% wish to remain there, while only 15% consider moving to the North. Conversely, 94% of North residents prefer to stay in the North, with only 6% considering a move to the South. This strong regional attachment highlights the distinct preferences for staying within familiar areas.

Where want to live (rows) by Where live now (columns)

	South (live)	North (live)
South (want to live)	85%	6%
North (want to live)	15%	94%
Total	100%	100%

Source: 2024 Resident Survey

CURRENT AND PROJECTED COMMUNITY HOUSING NEEDS

This section addresses the question:

> *How many additional housing units are needed to address housing deficiencies for residents and support the labor force needed to sustain businesses and the economy.*

Needs are projected through 2029 and quantified in two categories:

- Catch-Up Needs – the number of housing units needed now to address current deficiencies in housing based on employees needed to fill unfilled jobs and the number of units needed for a functional rental supply.
- Keep-Up Needs – the number of projected units needed to keep-up with projected housing need through 2029 based on job growth and jobs vacated by retiring employees. Housing shortages worsen when local job growth and the need for more workers exceeds the growth in available housing units.

This section estimates housing units needed to support employers, keep up with future job growth and improve housing options for area residents based on information presented in other sections of this report. Estimates are a subset of the total need for housing in the county. Estimates do not include current waitlists for housing, residents that want to move into a new or different home, or households that will be forced to leave due to housing conditions. Nor do figures represent the entire housing market – remote workers or retirees moving in from elsewhere, investment buyers, second homeowner purchases, and other market segments, which are outside the scope of this analysis.

The estimate includes housing that may be provided by the market, and gaps where the market is unlikely to provide housing needed to support the local workforce. Communities typically do not address 100% of the estimated housing needs. There is leeway for vision, policy and locally-generated goals in combination with opportunities (primarily funding and land) and private market performance to determine income targeting, price points, owner/renter mix and the location of housing produced to address needs and target effective housing programs and approaches.

CATCH-UP NEEDS

Overcrowding

Overcrowding is still a problem in the Valley, with 2.5% of households reporting they live in this condition (See *Housing Problems* section). This translates to 178 overcrowded households in the Valley. As stated in the 2016 assessment, overcrowding can only be addressed by building additional units. Due to the price of housing, cultural needs, and household preferences, increasing the supply of workforce housing for one-third of these households will help address the issue.

Units Needed to Address Overcrowding	
Total over-crowded households (2.5%)	178
% needed to address overcrowding	30%
New housing units needed	**55**

Note: figures rounded to nearest 5

Functional Rental Market

The current rental supply in the county is not functional because vacancies are below 1%, placing substantial upward pressure on rents. When vacancy rates are this low, the rental market is near capacity and cannot absorb new residents or employees moving to the area, much less provide opportunities for current residents to find more suitable rentals as their housing needs change. Renters are "stuck" in their homes, and subject to burdensome rent increases.

A 5% vacancy level, while still low, provides some choice and availability of units for residents and employees. To increase the vacancy rate to 5%, about 145 additional rental units are needed.

Rentals Needed for a Functional Market	
Renter-occupied units (2024 est.)	2,775
Number of rentals if 5% vacancy rate	2,920
Total number of units needed for 5% vacancy rate	**145**

Note: figures rounded to nearest 5

Unfilled Jobs

Labor is in short supply, both locally and nationally. In such a competitive environment, the near-zero rental vacancy rates, and high and rising home prices and rents, make it even more difficult to attract labor to the area. Seventy-one percent (71%) of employers stated that the lack of housing affected their ability to find and keep employees. More housing that local employees can afford is needed for businesses to hire and retain the workers they need to thrive.

Employer survey respondents reported that 8.1% of jobs were unfilled this winter, which is high and has been affecting business operations and employee satisfaction. To house the employees needed to fill jobs, about 280 housing units are needed.

Unfilled Jobs	
Valley Wage and Salary Jobs (2024 est.)	8,341
Percent Unfilled (%)	8.1%
Unfilled Jobs	675
Jobs per employee	1.28
Employees filling jobs	525
Employees per households with a worker	1.87
New housing units needed	**280**

Note: figures rounded to nearest 5

KEEP-UP NEEDS

Job Growth

To keep up with projected job growth over the next five years, ranges between 265 and 515 additional units will be needed by 2029 to house the projected increase in employees in the Gunnison Valley. The low end of the range is based on the Colorado Demography Office's projected rate of job growth in Gunnison County, whereas the high end of the range is based on the county's annual average growth rate from 2012-2022. This calculation of estimated keep-up needs is independent of zoning capacity to accommodate residential growth or the communities will to change zoning regulation as land use and zoning capacity are critical determinants of realized job growth. Jurisdictions can use these projections to help seed discussions about the capacity for each community's ability to accommodate growth, and to determine where residential growth could, or should occur based on local and regional goals.

Homes needed for Job Growth	Low	High
Increase in jobs (2024 – 2029)	634	1,236
Jobs per employee	1.28	1.28
Employees filling jobs	495	965
Employees per households with a worker	1.87	1.87
New housing units needed	**265**	**515**

Note: figures rounded to nearest 5

Retiring Employees

Employers will need to fill the jobs vacated by retirees in addition to any newly created jobs. Some retirees will leave the area upon retirement; however, when they sell their homes, the majority will be purchased by second-home owners or remote workers rather than local employees. Given current market conditions, the assumption is that all employees filling jobs vacated by retirees will require additional housing.

Employers reported about 11.6% of their workforce will likely retire over the next five years and employees report an even higher percentage. About 1,040 employees will be needed to fill jobs vacated by retirees, which equates to 555 housing units.

Retiring Employees	
Anticipated retirements (% of 2024 estimated total Valley jobs)	11.6%
Anticipated retirements (#)	1,330
Jobs per employee	1.28
Employees filling jobs	1,040
Employees per households with a worker	1.87
New housing units needed	**555**

Note: figures rounded to nearest 5

SUMMARY OF CATCH-UP AND KEEP-UP NEEDS

Based on estimated catch-up and keep-up needs in the Gunnison Valley through 2029, an additional 1,085 to 1,335 housing units will be needed, or an average of 215 to 270 housing units per year. This estimate includes homes that the free market will provide and units for which subsidies, incentives and/or mandates will be required. The catch up and keep up estimates provide a framework for policy discussions and coordination among the jurisdictions and across the Valley as a whole to determine desired growth and economic expansion.

Catch-Up and Keep-Up Needs through 2029

	Units Needed (low)	Units Needed (high)
Total Catch-Up (Existing Needs)	**480**	**480**
Overcrowding	55	55
Functional Rental Market	145	145
Unfilled Jobs	280	280
Total Keep-Up (Future Needs)	**820**	**1,070**
Job Growth	265	515
Retiring Employees	555	555
Total Housing Units Needed through 2029	**1,300**	**1,550**

Note: figures rounded to nearest 5

Housing Needs by Area

Assigning the 1,300 to 1,550 housing units based on where jobs are located (42% in the North Valley; 58% in the South Valley) results in the need for about 545 to 650 units in the North and 755 to 900 units in the South if current trends persist. This distribution represents the respective impact that jobs in the North and South Valleys have on the need for housing in the area.

Although cross-commuting remains prevalent and some residents prefer to live on one side of the Valley and commute to the other, distributing housing units by job location would improve the housing/jobs balance in the Valley and provide opportunities to reduce cross-commuting. It also places most new homes in the Valley's job centers of Gunnison, Crested Butte, and Mt. Crested Butte near existing infrastructure. It is recognized, however, that the ratio of housing provided in the North and South Valley may shift based on local policies, partnerships, opportunities throughout the Valley, and the assessment of local and regional land use planning and zoning capacities and the Valley's jurisdiction's ability and desire to accommodate growth.

Housing Units Needed by Area

	Low	High
Gunnison Valley	**1,300**	**1,550**
North Valley (42%)	545	650
South Valley (58%)	755	900

Note: figures rounded to nearest 5
Source: LEHD

Housing Needs by Own/Rent

Ownership and rental housing for local employees and residents is needed. While the majority of workers filling new jobs will rent homes (upwards of 70%), homes for ownership are also needed for current renters looking to purchase homes. If ownership opportunities are provided, this can then free up rentals for occupancy.

Due to the high unfilled job rate, overcrowding, anticipated retirees, projected job growth, expressed struggles by employers, and extreme shortage of rentals affordable to the workforce, the below table recommends a larger focus on rental units: about 65% rentals and 35% ownership. The precise ratio, however, is dependent upon the community's desired direction, land use expectations and housing policy.

- Rentals are needed to help recruit new workers and residents to the region and provide the ability for current residents to move into different rentals as household needs change.
- Ownership is needed to retain year-round residents, help keep young families and employees that desire to buy in the community, and support community stability.

Housing Units Needed by Tenure

	Low	High
Total Catch-Up (Existing Needs)	**480**	**480**
Ownership (35%)	170	170
Rentals (65%)	310	310
Total Keep-Up (Future Needs)	**820**	**1,070**
Ownership (35%)	285	375
Rentals (65%)	535	695
Total Housing Units Needed through 2029	**1,300**	**1,550**
Ownership (35%)	455	545
Rentals (65%)	845	1,005

Note: figures rounded to nearest 5

The Gap

Only about 25% of needed housing units in the Gunnison Valley are expected to be provided by the market. This is because the cost to build is very high, exceeding the purchasing power of local working households. The gap not served by the market will total about 1,065 units by 2029.

The income level the market now serves varies within the Gunnison Valley, as shown in the following table. This shows that below-market prices vary by market area:

- In the North Valley, below-market units for ownership should be primarily priced below $650,000 (250% AMI) and rentals below $2,050 per month (100% AMI) for a 2-person household.
- In the South Valley, below-market units for ownership should be priced below $400,000 (150% AMI) and rentals below $1,600 per month (80% AMI) for a 2-person household.

While affordable homeownership opportunities for households earning under 80% AMI are undersupplied, producing homes at this price will not occur without substantial subsidies or programs such as Habitat for Humanity. These households also often have trouble qualifying for loans and meeting down payment purchase requirements.

Gap in Housing Needs by Area, AMI and Own/Rent

Market does not provide | Market partially provides | Market provides

AMI	Max Household Income (2-person household)	Maximum Affordable Purchase Price	Owner Household Income Distribution	North Valley Units Needed	South Valley Units Needed	TOTAL Units Needed
Owner Units						
60% or less	$49,440	$156,400	18%	38	53	91
60.1-80%	$65,920	$208,600	9%	20	27	47
80.1-100%	$82,400	$260,700	12%	26	36	62
100.1-120%	$98,880	$312,900	12%	25	35	60
120.1-150%	$123,600	$391,100	12%	24	34	58
150.1-200%	$164,800	$521,500	10%	20	28	49
200.1-300%	$247,200	$782,200	9%	19	26	44
Over 300%	> $247,200	> $782,200	18%	37	52	89
Total Ownership Need			**100%**	**210**	**290**	**500**
			Ownership Gap (below market units)	*163*	*198*	*362*
AMI	**Max Household Income (2-person household)**	**Maximum Affordable Monthly Rent**	**Renter Household Income Distribution**	**North Valley Units Needed**	**South Valley Units Needed**	**TOTAL Units Needed**
Rental Units						
60% or less	$49,440	$1,236	56%	219	301	520
60.1-80%	$65,920	$1,648	11%	42	57	99
80.1-100%	$82,400	$2,060	11%	42	57	98
100.1-120%	$98,880	$2,472	6%	25	35	60
120.1-150%	$123,600	$3,090	7%	26	36	62
Over 150%	> $164,800	> $4,120	9%	36	49	86
Total Rental Need			**100%**	**390**	**535**	**925**
			Rental Gap (below market units)	*315*	*387*	*702*

Note: Differences are due to rounding; units that are planned for construction have NOT been subtracted from the estimates of needs

PROPOSITION 123 CONSIDERATIONS

Petition Considerations

Local government entities in the Gunnison Valley can submit a petition for policy flexibilities when applying for Proposition 123 - Affordable Housing Financing Funding through the Colorado Housing and Finance Authority (CHFA).

Approval of the petition can only increase income limits for projects that are awarded funding through the Land Banking Program, Equity Program, and Concessionary Debt programs administered by CHFA. Projects that have not been awarded funding from these programs cannot benefit from this petition.

Language from Colo. Rev. Stat. § 29-32-105.5 states:

> *(5) The division may approve the petition to use different percentages of area median income, but only if:*
>
> *(a) The submitted housing needs assessment:*
>
> *(I) Is published by the state or is a local housing needs assessment that utilizes data from the state demographer or other publicly accessible sources, which in either case may be supported by other relevant and verifiable community data;*
>
> *(II) Has been completed within the past three years of the petition date; and*
>
> *(III) Is accompanied by a narrative description of why other funding sources cannot be utilized, are not sufficient, or are not accessible to meet the housing needs described within the petition; and*
>
> *(b) The division determines that the current eligibility standards would cause implementation of this article in a manner inconsistent with demonstrated housing and workforce needs within the jurisdiction, taking into consideration regional workforce commuting trends.*
>
> *[and]*
>
> *(6) If the division grants the petition, the division shall establish the percentages of area median income based on the average needs identified in a housing needs assessment.*
>
> Colo. Rev. Stat. § 29-32-105.5

Before proceeding to fill out the petition form, communities should ensure they have the information and documents below.

1. Housing Needs Assessment: An assessment of the average housing needs within the community, completed within the last three years, using state demographer data or other reliable and verifiable sources.
2. Justification: A narrative description of why alternative funding sources are not being utilized or are insufficient to meet the housing needs outlined in the petition.
3. Project Information: Includes the project name, address, municipality/county name, requested financing amount, preferred financing structure, CHFA program name, involved

developers/stakeholders, targeted Community Area Median Income (AMI), housing type, tenure (rent or ownership), and total housing units.

4. Approval and Impact: The approval of a community's petition does not alter CHFA's obligation to prioritize high-density housing, mixed-income housing, and environmentally sustainable projects. Approved projects must still meet the demonstrated housing needs of the rural resort community.

Data References

In consideration of the statute and the potential for local government entities in the Gunnison Valley to file a petition, the following is included:

AMI Bands

When converting household and income data from Ribbon Demographics to Gunnison Valley AMI bands, specific attention was paid to lining up with AMI targets for funding opportunities through the Affordable Housing Financing Fund and the Affordable Housing Support Fund.

Program	Maximum AMI
Land Banking	60% AMI for Rental 100% AMI for For-sale
Equity	90% AMI (per project average)
Concessionary Dept Program	60% AMI (per project average, unless debt is subordinate)

Data Sources and Methodology

The statute specifies using data from the "state demographer or other publicly accessible sources". This needs assessment utilizes secondary data provided by the Colorado Demography Office, U.S. Census, American Community Survey 5-year estimates, U.S. Census Longitudinal Employer-Household Dynamics, Colorado Department of Labor and Employment, and Bureau of Labor Statistics. Throughout the assessment, clear references are made to data sources and methodologies, ensuring that readers can independently verify and replicate the provided calculations, charts, and tables. These assumptions do not evaluate land use capacity for each jurisdiction.

To supplement the secondary data collected, an employer survey was administered. Specifics regarding the survey methodology are included in Appendix B of this report. The survey was used to quantify retiring employees and unfilled jobs in the housing need calculations. Additionally, the survey was used to better understand where jobs are located in the Valley and where workers live. The survey plays a key role in quantifying these variables, especially with the scarcity of secondary data sources for the specific geographic areas addressed in this report.

A petition should be "based on the average needs identified in a housing needs assessment". These vary by location in the Valley and should be project specific. The petition should also take into consideration workforce commuting trends, which are quantified in the report sourcing employer survey data. While commuting within the county is prevalent, in-commuting from outside of the Valley only represents about 3% of jobs. Because in-commuting from outside of the Valley is low, the total number of housing units needed are all accounted for as being needed in the Valley.

APPENDIX A - AREA MEDIAN INCOME TABLE

The Area Median Income (AMI) is included throughout this report because it is a metric used by affordable housing funders. CHFA publishes the AMI annually.

Gunnison County – 2024 Income Limits								
AMI	1 PERSON	2 PERSON	3 PERSON	4 PERSON	5 PERSON	6 PERSON	7 PERSON	8 PERSON
120%	86,520	98,880	111,240	123,600	133,560	143,400	153,360	163,200
100%	72,100	82,400	92,700	103,000	111,300	119,500	127,800	136,000
80%	57,680	65,920	74,160	82,400	89,040	95,600	102,240	108,800
70%	50,470	57,680	64,890	72,100	77,910	83,650	89,460	95,200
60%	43,260	49,440	55,620	61,800	66,780	71,700	76,680	81,600
55%	39,655	45,320	50,985	56,650	61,215	65,725	70,290	74,800
50%	36,050	41,200	46,350	51,500	55,650	59,750	63,900	68,000
45%	32,445	37,080	41,715	46,350	50,085	53,775	57,510	61,200
40%	28,840	32,960	37,080	41,200	44,520	47,800	51,120	54,400
30%	21,630	24,720	27,810	30,900	33,390	35,850	38,340	40,800

Source: Colorado Housing and Finance Authority, 2024 Income Limit and Rent Tables

APPENDIX B - DETAILED METHODOLOGY, DATA SOURCES, DEFINITIONS

EMPLOYER SURVEY

Responses from 134 employers representing 5,017 winter jobs were received; this represents 44% of all jobs in the Gunnison Valley, a very high response rate. The 2016 survey received 120 employer responses, representing a similar 40% of all jobs in the Valley and a similar number of employer responses from those located in the North and South Valleys.

We received generous assistance from the Gunnison Country Chamber of Commerce and Crested Butte/Mt. Crested Butte Chamber of Commerce and housing task force members in distributing the survey link and helping to conduct individual outreach and follow up phone calls to recruit participation.

	% Respondents
Government, transportation, public utilities	22%
Retail sales (grocery, sporting goods, etc.)	12%
Professional services (legal, medical, technical, etc.)	10%
Non-profit	9%
Other – Write In	8%
Construction	7%
Bar/restaurant	7%
Real estate/property management	6%
Recreation/entertainment/arts	4%
Health care and social assistance	4%
Lodging/hotel	3%
Manufacturing or wholesale trade	2%
Finance/banking	2%
Education	2%
Total %	**100%**
Total # responses	**134**

KEY INFORMANT INTERVIEWS

Interviews were conducted with a variety of community members and professionals.

Real estate agents and lenders: Information was obtained on the ownership market including current prices, recent trends, occupancy patterns, availability and what households are seeking when looking to purchase or rent a unit. This discussion helped define housing preferences among locals and second homeowners searching for homes in the Gunnison Valley, including unit type, price points and amenities. Information was also collected on the availability of financing and the challenges faced when residents try to buy a home.

Property managers: Managers of market-rate and income/rent-restricted rentals provided information on the rental market including rents, vacancy rates, unit turnover, and units most in demand.

Developers: Local residential developers provided insight on construction trends and challenges and costs to build.

LOCAL AND SECONDARY DATA

A variety of sources of local and published information were referenced or used in the preparation of this report, including but not limited to:

- U.S. Census 2010 and 2020
- American Community Survey (ACS) 5-year estimates
- U.S. Census Longitudinal Employer-Household Dynamics (LEHD)
- State Demography Office, Colorado Department of Local Affairs (referenced as SDO and Colorado Demography Office herein).
- Employment information from the Quarterly Census of Employment and Wages (QCEW), Colorado Department of Labor and Employment and Bureau of Labor Statistics
- 2024 Area Median Income from the Department of Housing and Urban Development and Colorado Housing Finance Authority (CHFA)
- MLS Sales and Listings
- Environmental Systems Research Institute (ESRI)
- Gunnison County Assessor
- Residential permit and deed-restricted data from Gunnison County, Mt. Crested Butte, Crested Butte, Gunnison, and the Gunnison Valley Regional Housing Authority
- Pending development data from the Gunnison Valley Housing Task Force
- Short-term rental data from Mt. Crested Butte, Crested Butte, and AirDNA.com
- Ribbon Demographics, LLC HISTA Summary Report 2024
- Prior assessments and reports:
    - Gunnison Valley Housing Needs Assessment (November 2016)
    - Gunnison Valley Housing Market Update (May 2021)

DEFINITIONS

Affordable Housing: Housing is affordable if the monthly payment (rent or mortgage, plus utilities) is equal to or less than 30% of gross household income (before taxes). This is consistent with the definition provided in the Proposition 123 Statute.

Area Median Income (AMI): A term that generally refers to the median incomes published annually for counties by the US Department of Housing and Urban Development (HUD). In Colorado, these figures are published annually by the Colorado Housing Finance Authority (CHFA). They are used to set income and rent limits for affordable housing programs statutorily linked to HUD income limits (e.g. low-income housing tax credit rentals).

Community Housing: Dwellings occupied by or available to residents who live and/or work in the Gunnison Valley and that carry an occupancy, use, income, and/or price restriction. This concept is also referred to as "workforce" or "attainable" housing. The intent is that community housing meets the full range of rental and ownership housing types and prices needed to support household changes over time and ensure the Valley remains a complete and vibrant community.

Deed Restricted/Restriction: A deed is a legal document that defines who owns a particular property. Deed restrictions are stipulations written into a property's deed or recorded as a restrictive covenant. Such restrictions can be varied. Throughout this report, use of the terms deed restricted housing or a deed restriction(s) is generally in reference to written rules that limit the amount a property can be sold or rented for, or that restricts who it can be rented or sold to based on household income or the location of the tenant/future owner's employment, etc.

North and South Valley: Unless otherwise stated in this assessment, North Valley and South Valley were defined at the Census County Division (CCD) level. A CCD is a statistical geographic entity established cooperatively by the Census Bureau and officials of state and local governments to maintain a set of subcounty units that have stable boundaries and recognizable names.

- North Valley: Crested Butte CCD
- South Valley: Gunnison CCD

Gunnison Valley

Housing Needs Assessment

SB24-174 Compliance Addendum

Commissioned by:

GVRHA
GUNNISON VALLEY REGIONAL HOUSING AUTHORITY

In partnership with:

GUNNISON COUNTY

CITY OF GUNNISON COLORADO

VALLEY HOUSING FUND

CRESTED BUTTE, COLORADO National Historic District

MtCB
Mt. Crested Butte, CO

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BACKGROUND AND PURPOSE

PURPOSE

The Gunnison Valley Regional Housing Authority sponsored the 2024 Gunnison Valley Housing Needs Assessment (2024 HNA) with financial support and oversight from Gunnison County, the Towns of Crested Butte and Mt. Crested Butte, the City of Gunnison, and the Valley Housing Fund.

The assessment was structured in two phases. The final Phase II report included the results of both phases.

- Phase I involved an employer survey, extensive outreach through one-on-one listening sessions, and secondary data analysis.
- Phase II, which began in June 2024, included a resident survey, providing detailed data on resident housing characteristics, housing challenges, needs, and preferences. This phased approach ensured that essential analysis was completed in time for local jurisdictions to remain eligible for state housing funding opportunities.

Colorado Senate Bill 24-174 (SB24-174) was signed into law on May 30, 2024, but the Housing Needs Assessment Guide for Colorado Communities was not released until December 2024, which provided guidance on how to meet the statutory requirements established by SB24-174. The Gunnison Valley Regional Housing Authority submitted the 2024 Gunnison Valley HNA to the Colorado Department of Local Affairs (DOLA). DOLA reviewed the regional HNA against the standards outlined in SB24-174 and issued a memorandum to the Gunnison Valley Regional Housing Authority on February 18, 2025, with their findings. The memorandum concluded that "additional information is needed, and the HNA will require an amendment and resubmission" to receive a determination of "Substantial Conformity" with SB24-174 to avoid the need for a new HNA by December 31, 2026, as stipulated by the state.

The purpose of this SB24-174 Compliance Addendum to the 2024 HNA (Addendum) is to provide the additional information requested by DOLA to ensure the Gunnison Valley and local jurisdictions are in "Substantial Conformity" with SB24-174.

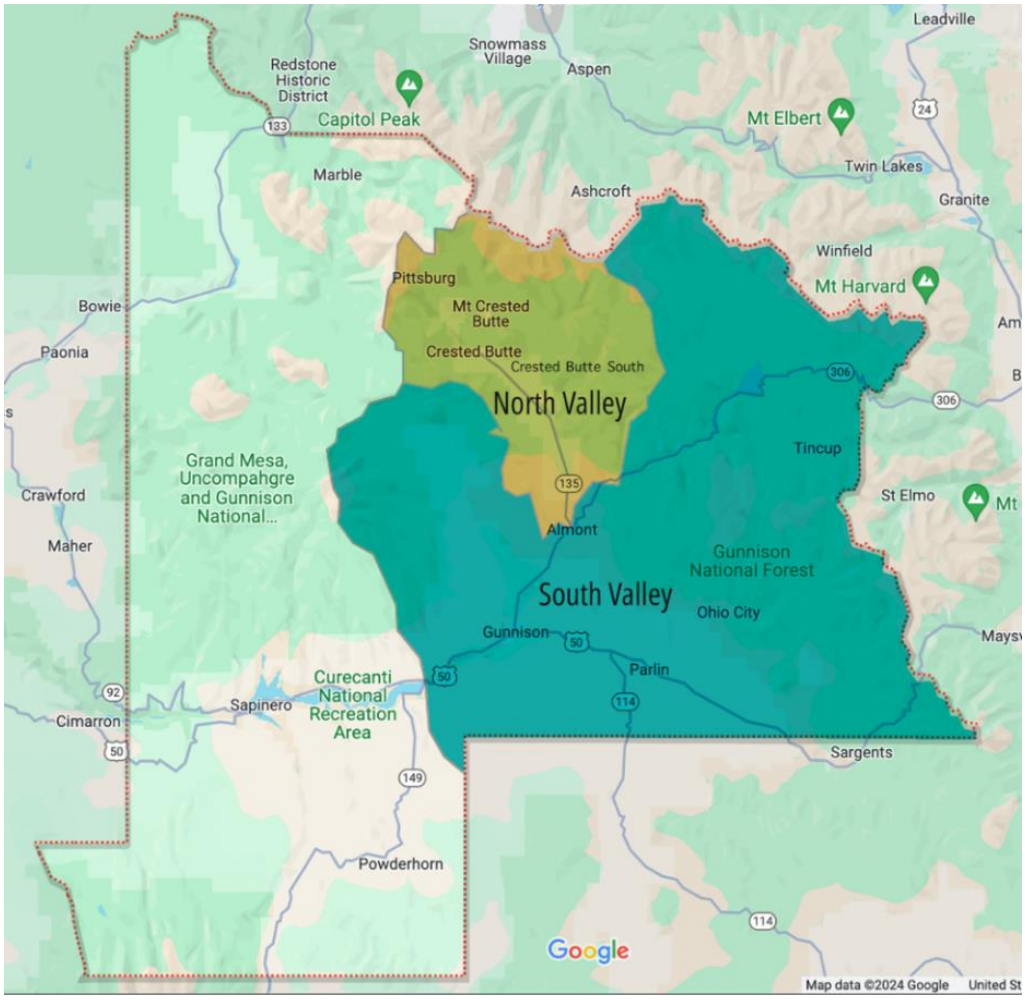
STUDY AREA

This Addendum uses the same study area as the 2024 HNA —the Gunnison Valley (Valley) as a whole — and the sub-markets of the North and South Valleys, as defined in the following table and map. The Valley does not encompass the entire county, but it includes the county's primary population centers. The Crested Butte Census County Division (CCD) ("North Valley") and the Gunnison CCD ("South Valley") represent distinct market areas and coincide with secondary data availability.

The following table shows how the three market areas examined in the 2016 assessment map were simplified into the North and South market areas in the 2021 Gunnison Valley Housing Market Update and 2024 HNA and Addendum. The shift aligned the available sub-market data sets with the available submarket geographies.

	2016 Gunnison Valley Housing Needs Assessment	2021 Gunnison Valley Housing Market Update and 2024 Gunnison Valley Housing Needs Assessment and Addendum
North Valley	Included the Towns of Crested Butte and Mt. Crested Butte, and the unincorporated subdivisions as far south as, but not including, Crested Butte South	Includes the Towns of Crested Butte and Mt. Crested Butte, Crested Butte South and unincorporated subdivisions south to, but not including Almont. This is the region encompassed by the Crested Butte CCD.
Mid Valley	Included Crested Butte South, Almont and the area in between and the Taylor River area	N/A (Now part of North and South Valleys, unless otherwise specified in report sections)
South Valley	Included the area in and around the City of Gunnison and Ohio Creek	Includes Almont and the Taylor River area, the area in and around the City of Gunnison and Ohio Creek, and Pitkin and the Quartz Creek Valley. This is the region encompassed by the Gunnison CCD.

Gunnison Valley



Source: Google Maps

SB24-174 REQUIRED OUTPUTS

The 2024 HNA concluded that to address the current housing shortfall and keep up with projected job growth, **an estimated 1,300 to 1,550 homes are needed in the Valley by 2029 to support local residents and employees**.

Housing Need by Area and Municipality

The 2024 HNA assigned the total homes needed based on where jobs are located (42% in the North Valley; 58% in the South Valley). The table below includes the North and South Valley needs and those of each municipality in the study area (except the Town of Pitkin given its very small population) based on the estimated share of jobs in that part of the Valley.

- 75% of the housing needed in the North Valley gets allocated to the Towns of Crested Butte and Mt. Crested Butte.
- 84% of the housing needed in the South Valley gets allocated to the City of Gunnison.

Housing Units Needed by Area and Municipality through 2029

	Low	High
Gunnison Valley	**1,300**	**1,550**
North Valley	545	650
Town of Crested Butte	285	340
Town of Mt. Crested Butte	125	150
South Valley	755	900
City of Gunnison	635	755

Note: figures rounded to the nearest 5
Source: LEHD, consultant team

As explained in detail in the "Commuting" section of the 2024 HNA, there is an imbalance in where jobs are located and where workers live. Building housing in proportion to where jobs are located will reduce commuting.

An analysis of where new housing can practically or feasibly be built was not conducted. The allocation of need by jurisdiction is therefore a rough indication of the relative extent of need in each jurisdiction.

The Gap

As identified in the 2024 HNA, only about 25% of needed housing units in the Gunnison Valley are expected to be provided by the market. This is because the cost of building is very high, exceeding the purchasing power of local working households. The gap not served by the market will total about 1,065 units by 2029. The table below highlights market gaps by tenure and the AMI brackets required by SB24-174, which differ slightly from those in the 2024 HNA gap table.

Gap in Housing Needs by Area, AMI and Own/Rent

Market does not provide | Market partially provides | Market provides

AMI	Max Household Income (2-person household) [1]	Maximum Affordable Purchase Price [2]	Owner Household Income Distribution	North Valley Units Needed	South Valley Units Needed	TOTAL Units Needed
Owner Units						
30% or less	$24,720	$78,200	6%	13	18	31
30.1-50%	$41,200	$130,400	7%	15	20	35
50.1-80%	$65,920	$208,600	14%	30	42	72
80.1-120%	$98,880	$312,900	24%	51	71	122
120.1-150%	$123,600	$391,100	12%	24	34	58
150.1-200%	$164,800	$521,500	10%	20	28	49
200.1-300%	$247,200	$782,200	9%	19	26	44
Over 300%	> $247,200	> $782,200	18%	37	52	89
Total Ownership Need			**100%**	**210**	**290**	**500**
			Ownership Gap (below market units)	*163*	*198*	*362*
AMI	**Max Household Income (2-person household) [1]**	**Maximum Affordable Monthly Rent**	**Renter Household Income Distribution**	**North Valley Units Needed**	**South Valley Units Needed**	**TOTAL Units Needed**
Rental Units						
30% or less	$24,720	$618	20%	77	106	183
30.1-50%	$41,200	$1,030	25%	99	136	235
50.1-80%	$65,920	$1,648	22%	85	116	201
80.1-120%	$98,880	$2,472	17%	67	91	158
120.1-150%	$123,600	$3,090	7%	26	36	62
Over 150%	> $123,600	> $3,090	9%	36	49	86
Total Rental Need			**100%**	**390**	**535**	**925**
			Rental Gap (below market units)	*315*	*387*	*702*

[1] CHFA 2024 Income Limits
[2] Max purchase price assumes 30-year mortgage at 7% with 5% down and 20% of the payment covering taxes, HOA, PMI and insurance.
Note: Differences are due to rounding; units that are planned for construction have NOT been subtracted from the estimates of needs
Source: MLS; Property manager interviews; Crested Butte News, Gunnison Times, Craigslist, Zillow, Property Manager Websites, Facebook; CHFA; Ribbon Demographics LLC; consultant team

ACCESSIBLE AND VISITABLE UNITS

Data on existing visitable and accessible units does not exist unless governments specifically track this information. Gunnison Valley jurisdictions do not currently have or track this data, but it is advisable to do so to comply with this requirement in future assessments.

An alternative method for estimating this metric is to identify the share of households occupied by a person(s) with a disability and multiply it by the number of housing units needed. This method was used to estimate the number of accessible and visitable units needed through 2029 in the North and South Valleys, as well as for each municipality. It's essential to note that this method likely overstates the estimated number of accessible and visitable units needed through 2029, as 78% of survey respondents with a disability reported that their home adequately accommodated them.

About 15% of Valley households have one or more people with a disability. Applying this to the total number of units needed yields a range of about 195 to 235 accessible and visitable units. The percentage of South Valley households with a disability (18%) is more than double that in the North Valley (8%). About 75% of accessible and visitable housing is therefore needed in the South Valley.

Estimated Accessible and Visitable Housing Needs through 2029

	Accessible and Visitable Units [1]
Gunnison Valley, Total Needed	195 to 235
North Valley	50 to 60
Town of Crested Butte	25 to 30
Town of Mt. Crested Butte	~10
South Valley	145 to 175
City of Gunnison	95 to 115

[1] rounded to the nearest 5
Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

SUPPORTIVE UNITS

Supportive units combine housing and services to help people live more stable and productive lives. The shortage of supportive units can be roughly estimated from data on persons and families experiencing homelessness. One often used source of data on the number of people experiencing homelessness is the Colorado Homeless Management Information System. It, unfortunately, does not provide data on the number of unhoused people in Gunnison County or its municipalities. The 2024 HNA household survey did gather direct responses from Valley residents in this regard.

The 2024 HNA section titled "Homeless and Unstable Households" concluded that around 2% of survey respondents indicated they are homeless, either couch surfing with friends or living in a tent, camper, or vehicle. This equates to 142 households in the Gunnison Valley. Additionally, 6% reported that they still have yet to find suitable housing they can afford, despite residing in the Valley, indicating many are under- or unsuitably housed.

Data about students experiencing homelessness is available pursuant to the McKinney-Vento Homeless Assistance Act. Data indicate that from the 2019-2020 school year through the 2022-2023 school year, the number of homeless students in the Gunnison Watershed School District (RE1J) ranged from three to eighteen, averaging approximately ten students per school year.

The number of supportive units needed by location is summarized below based on a Valley total of 142 households. The North Valley and South Valley distribution is based on each geography's share of Valley households. All supportive units in each part of the Valley are allocated to the Valley's municipalities (excluding the Town of Pitkin), where other services are present, based on their share of households in that part of the Valley.

Estimated Current Supportive Housing Needs

	Supportive Units [1]
Gunnison Valley, Total Needed	142
North Valley	50
Town of Crested Butte	30
Town of Mt. Crested Butte	20
South Valley	92
City of Gunnison	92

[1] rounded to the nearest 5
Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

DISPLACEMENT RISK

Households in the Valley have been displaced and continue to face the risk of displacement. Displacement risk means households living in the Valley may have to leave their homes due to sale, rehabilitation, redevelopment, demolition, condition, price, or other factors. Additional factors include demographic changes, unfair housing practices or discrimination, language barriers, or lack of accessibility for people with disabilities.

Numerous measures of displacement risk outlined in SB24-174 are presented individually by geography and in the state's preferred table format in Appendix A1, which mostly rely on secondary data.

The primary data gathered during the 2024 HNA process, however, is more reliable than secondary data. The "Housing Problems" section of the 2024 HNA provided detailed information on key indicators quantifying housing problems in the Gunnison Valley, based on direct feedback from Valley residents. This included cost burden, overcrowding, issues with home condition, homeless and unstable households, vulnerable populations, and forced relocation. A detailed analysis of the Valley's for sale and rental market was also conducted, highlighting the challenges local households face due to rising home prices and limited availability, which increases the risk of displacement.

- Cost Burden: 39% of Valley households spend more than 30% of their gross income on housing payments, up from 25% in 2016. 76% of very low-income households (≤60% AMI) are cost burdened.

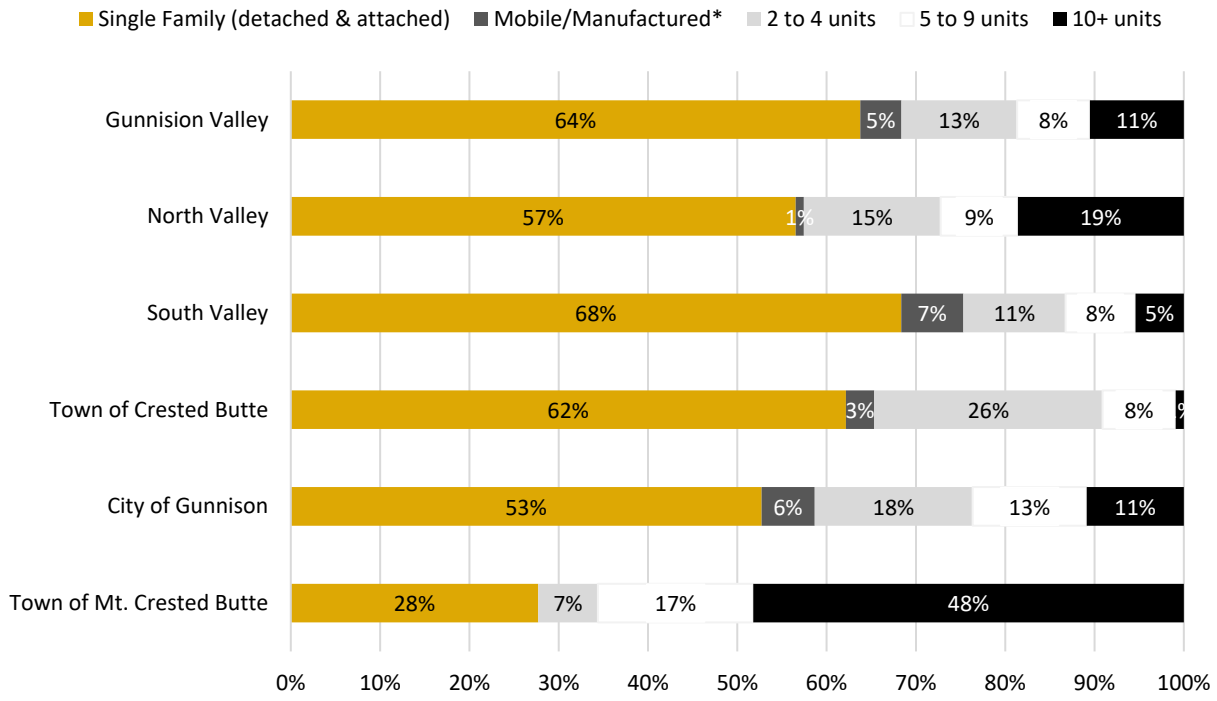
- Overcrowding: 1.6% of North Valley households and 3% of South Valley households are overcrowded. Overcrowding now affects households with incomes up to 120% AMI.
- Dissatisfaction with current residence: 45% of Valley residents are dissatisfied with their current residence because it is too expensive, it needs repairs or is in poor condition (45%), or because it is too small or overcrowded (51%).
- Vulnerable Populations: the 2024 HNA highlighted housing challenges faced by senior-headed households, Hispanic/Latino Households, and persons with a disability. Senior-headed households are more likely than the overall population to live in unsatisfactory conditions due to the high cost of repairs. Hispanic/Latino households are more likely to live in overcrowded conditions than the entire population, and almost one in four (22%) households with a disability report living in housing that does not meet their needs due to its size or lack of needed features.
- Rental Housing Affordability: The 2024 HNA highlighted the mismatch between renter household incomes and available rentals (while 56% of renter households make 60% AMI or below, only 8% of available rentals fall into this income band. Additionally, there are more rental listings between 100% and 150% AMI (51%) compared to renter households (13%).)
- Rental Housing Availability: In March 2024, the Valley's rental vacancy rate was extremely low (<1%). Very low rental vacancies contribute to displacement risk for numerous reasons. Among them is that the condition of homes is more likely to deteriorate as landlords are not incentivized to make repairs or capital investments, as well as rents increasing faster than incomes, which exacerbates affordability challenges and cost burden.
- For Sale Price Increases: Between 2015 and 2020, the median price of single-family homes sold in the North Valley increased by 86% and nearly doubled in the South Valley (92% increase). Market-rate homes in the North Valley have long been priced too high for the majority of local residents; however, the South Valley has remained relatively affordable. Opportunities for locals to buy homes below $500,000 diminished through 2023, increasing displacement pressure.
- Forced Relocation: Almost one third (29%) of households have been forced to move (displaced) in the past five years. The primary reasons for this included rent increases, the home being sold, its conversion to a short-term rental, or the owner moving in. Almost one in four (22%) households plan to leave the Valley by 2029, or about 1,570 households, highlighting the severity of the Valley's housing problems and the challenges it poses for households.

Residents of mobile home parks are at heightened risk of displacement. The fundamental reason for this is the split-tenure model, where residents typically own their homes but rent the land/lot beneath them. This arrangement means owners of the park can sell the land that park residents live on, institute lot lease hikes or new fees that residents cannot afford, and force them to move. Mobile home owners face higher obstacles than renters when forced to move. A park resident who owns their home not only has to find a new location for their home but also must pay the very high cost of moving the building, which may be cost prohibitive.

Not all park residents own their home. Many residents rent homes owned by the park owner, which is more akin to standard rental arrangements. Such residents also face displacement risk. A glaring example of the tangible displacement risk faced by such residents occurred in 2023 in the City of Gunnison, where approximately 50 low-income adults and children living in the Frontier Land trailer park were given just over 30 days to vacate their homes so they could be removed and replaced with new mobile homes.

Approximately 5% of the Valley's housing stock is estimated to be mobile or manufactured housing, which is likely an underestimation given that this housing type is also present in the Valley outside of registered mobile home parks.

Housing Type



Note: Percentages may not add to 100% due to rounding
Source: U.S. Census, ACS 2018-2022 5-year estimates

The Valley is home to 15 mobile home parks registered with the State of Colorado, which collectively have nearly 400 rented mobile home lots and mobile homes. All but two are in the City of Gunnison. The registered park list does not account for all parks in the Valley. The Red Lady Estates 10-unit deed restricted manufactured home park in Crested Butte, for example, is not on the state's registered list.

Gunnison Valley Mobile Home Parks Registered with the State of Colorado

Registration Number	Park Name	Location	Total Rented MH Lots and MHs
MHP-000531	Three Rivers Resort Mobile Home Park	Almont	34
MHP-000160	50 Hi Trailer Park	Gunnison	21
MHP-000293	Carolyn Kulhanek Mobile Home Park	Gunnison	5
MHP-000269	Cottonwood Parque	Gunnison	14
MHP-000566	E & F Trailer Court	Gunnison	20
MHP-000270	Frontierland MHP	Gunnison	12
MHP-000502	Gunnison Lakeside Cabins & RV Park	Gunnison	19
MHP-000767	Holden Village	Gunnison	47
MHP-000590	Mountain High Park	Gunnison	5
MHP-000406	Park-It Mobile Homes	Gunnison	28
MHP-000211	Rio Grande Mobile Home Park	Gunnison	8
MHP-000185	Ski Town Village*	Gunnison County	57
MHP-000922	Slate River Park	Gunnison	10
MHP-000573	Twin Pines Mobile Home Park	Gunnison	75
MHP-000734	Wildwood Mobile Home Park	Gunnison	42
Total			**397**

Source: Colorado Department of Local Affairs, Numbers of lots and homes by registered mobile home park, last updated 8/21/2025
*Owners looking at opportunities to purchase the park and establish community ownership

RECOMMENDED POLICY AND PROGRAMMATIC RESPONSES

Introduction

This section presents recommended policy and programmatic responses to address the housing needs identified in the 2024 HNA. These recommendations build upon the progress made since the 2016 HNA while addressing persistent challenges and adapting to the evolving organizational landscape in the Valley. These recommendations are intended to guide the future development of a detailed action plan with specific implementation strategies, timelines, and responsible parties.

Building on 2016 Recommendations

The 2016 HNA identified eight strategic recommendations that have guided the Valley's housing efforts over the past eight years:

1. Develop a Strategic Housing Plan
2. Increase Compatibility Among and Access to Housing Programs
3. Increase Development and Operational/Property Management Capacity
4. Proceed with Development of Ownership and Rental Housing
5. Increase Funding for Housing
6. Support and Expand Employer Assisted Housing Efforts
7. Expand Rehabilitation and Redevelopment Efforts
8. Encourage Private Development of Permanently Affordable Housing

The Valley has made measurable progress on these strategies, including establishing dedicated funding streams, producing approximately 255 units of community housing, expanding employer participation in housing assistance, and strengthening regional coordination through the Gunnison Valley Regional Housing Authority (GVRHA). However, the scale of current need—1,300-1,550 units by 2029—and persistent affordability challenges indicate that continued and intensified effort across all these strategic areas remains essential.

The recommendations that follow refine and build upon this foundation, responding to changed conditions (including organizational transitions and market dynamics), and scaling strategies to match the magnitude of current housing needs. Meeting housing needs at this scale will benefit from coordinated action across all eight strategic areas simultaneously, recognizing that no single strategy is sufficient in isolation. Rather than replacing the 2016 framework, these updated recommendations represent an evolution—maintaining the core strategic directions while adapting approaches, expanding their scope, and increasing urgency to meet the realities of 2025.

Strategy 1: Strengthen Regional Coordination and Organizational Capacity

Effective regional coordination and adequate organizational capacity are foundational to addressing the Valley's housing needs. The scale of housing production identified in the 2024 HNA—substantially beyond the pace of recent years—will benefit from strengthened organizational capacity, seamless regional coordination, and sustained institutional support.

The Gunnison Valley Regional Housing Authority (GVRHA) was established in 2012 through an intergovernmental agreement between the four Valley jurisdictions to coordinate regional housing efforts. In 2025, following leadership transitions and organizational changes, the GVRHA board recommended transferring its functions to the Gunnison County Housing Authority—an entity established initially in 1979 and recently reactivated to manage county housing projects. The transition from GVRHA to Gunnison County Housing Authority presents an opportunity to strengthen regional housing coordination while ensuring continuity of essential functions, such as property management, rehabilitation programs, and inter-jurisdictional collaboration.

Organizational Transition and Capacity

- Support the successful transition to Gunnison County Housing Authority with attention to maintaining critical functions (property management, rehabilitation programs, energy efficiency initiatives, and regional coordination)
- Build organizational capacity to scale housing production and meet long-term needs

Regional Coordination

- Strengthen inter-jurisdictional coordination across Gunnison County, City of Gunnison, and the Towns of Crested Butte and Mt. Crested Butte
- Establish mechanisms for ongoing policy alignment, shared systems, and collaborative problem-solving
- Support nonprofit housing partners in expanding capacity and accessing complex financing tools

Strategy 2: Expand and Diversify Funding for Housing

While significant progress has been made in establishing dedicated revenue streams, funding remains insufficient to meet the scale of housing needed. As documented in the Market Limitations section, the market is expected to provide approximately 25% of needed housing, creating a gap of approximately 1,065 units that will require public subsidy or alternative development models. Diversified, sustainable funding is essential to support production, preservation, and special needs housing across the income spectrum.

Given the scale of the gap between market-provided housing and community need, strategic deployment of limited public resources can maximize impact through leverage, efficiency, and targeting.

Local Revenue Expansion

- Establish dedicated housing revenue sources in jurisdictions currently lacking them, exploring revenue mechanisms appropriate to each jurisdiction's context and legal authority.
- Explore additional countywide and municipal revenue mechanisms, including revolving loan funds that provide lower-cost project capital that can be replenished as projects are completed.
- Periodically revisit incentives and fee structures to ensure they maximize both incoming revenue and the effective deployment of available funds as market conditions and development costs evolve.

Leverage Private and Employer Resources

- Expand employer-assisted housing programs and create frameworks for employer contributions
- Develop incentive structures to encourage private sector investment in affordable housing
- Create public-private partnership frameworks that leverage private capital while ensuring long-term affordability
- Explore models that reduce per-unit subsidy needs through land donations, infrastructure timing, or development efficiencies

State and Federal Funding

- Actively pursue state and federal grant and financing programs, coordinating applications and building capacity to compete for funding
- Pursue a regional allocation of Housing Choice Vouchers
- Coordinate Low Income Housing Tax Credit (LIHTC) applications and other competitive funding strategies Valley-wide
- Pursue infrastructure grants to reduce development costs

Strategy 3: Accelerate Production of Below-Market Housing

Addressing the identified need for 1,300-1,550 units by 2029 would represent a substantial increase from the pace of community housing development since 2016. The Valley produced approximately 255 units of community housing between 2017 and 2024—an average of 32 units per year. For context, fully addressing identified needs would translate to approximately 260-310 units annually. With 75% of needed units requiring below-market pricing and the greatest gaps in the 50-120% AMI range, focused production strategies can help jurisdictions make progress toward locally determined goals.

Accelerating housing delivery will require multiple pathways moving in parallel, efficient public investment, and reduced barriers to development.

Production Focus Areas

- Prioritize rental housing production for 50-120% AMI households where market gaps are largest
- Prioritize lots with existing infrastructure to minimize development costs
- Remove regulatory barriers and streamline processes for affordable housing development
- Address infrastructure constraints that limit development capacity, considering the findings in the Water Supply Needs section regarding infrastructure capacity variation across the Valley
- Explore opportunities to accelerate development timelines through pre-planning, infrastructure readiness, and expedited review processes

Development Tools and Incentives

- Consider regulatory tools to support affordable housing production, tailored to each jurisdiction's context
- Expand accessory dwelling unit development through reduced barriers and financial incentives

- Pursue diverse development models, including public-private partnerships, nonprofit development, and employer-sponsored housing
- Support diverse developers and development models working in parallel to achieve the needed production scale, removing potential for bottlenecks

Strategy 4: Preserve Existing Affordable Housing and Address Displacement Risk

The loss of naturally occurring affordable housing, particularly in the South Valley, threatens existing affordability and undermines production efforts. As documented in the Displacement Risk section of this Addendum, nearly one-third (29%) of Valley households have been forced to move in the past five years, and almost one in four (22%) plan to leave by 2029. This strategy responds directly to identified displacement risks through targeted preservation, protection, and support programs.

Preservation Strategies

- Expand rehabilitation programs to extend the life of existing affordable housing
- Target naturally occurring affordable housing (NOAH) for preservation, including mobile home parks and older rental complexes
- Implement buy down programs to lock in affordability of NOAH units
- Implement anti-displacement strategies to protect existing residents
- Continue enforcement of short-term rental regulations to preserve long-term housing stock
- Implement compliance programs for existing affordable housing units to ensure they remain in the community housing stock

Displacement Prevention and Targeted Support

Mobile home park residents face a heightened risk of displacement due to split-tenure ownership. With 15 state-registered mobile home parks housing nearly 400 households in the Valley, protection strategies are essential.

- Support community ownership models for mobile home parks, including resident cooperatives and land trusts
- Educate mobile homeowners of their opportunity to purchase their park per the Colorado Mobile Home Park Act when the landlord intends to sell and develop local criteria for government involvement should this right be assigned.
- Explore acquisition of at-risk mobile home parks by public entities or nonprofit organizations
- Strengthen protections for mobile home park residents and provide financial assistance for unit rehabilitation
- Expand emergency rental and utility assistance to prevent displacement due to temporary financial hardship
- Create rental assistance programs to close affordability gaps for cost-burdened households
- Provide targeted support for vulnerable populations at heightened displacement risk, including seniors, persons with disabilities, and households facing language or cultural barriers to accessing housing assistance

- Establish eviction prevention programs, including legal assistance and mediation services

Strategy 5: Address Homelessness and Special Needs Housing

The Supportive Units analysis estimates 142 households currently experiencing homelessness in the Valley—including families, individuals couch-surfing, and those living in tents, campers, or vehicles. With no emergency shelter beds currently available, addressing homelessness and meeting the housing needs of extremely low-income households (≤30% AMI) requires specialized housing solutions and coordinated services.

Emergency Response and Continuum of Care

- Develop emergency shelter capacity to provide immediate safety for individuals and families experiencing homelessness
- Consider seasonal overflow capacity and warming shelters to address weather-related emergencies
- Create transitional housing programs that bridge the gap between emergency shelter and permanent housing, with supportive services to address barriers to housing stability
- Develop permanent supportive housing with integrated services for chronically homeless individuals
- Establish specialized housing for domestic violence survivors, rapid re-housing participants, and other vulnerable populations
- Coordinate with regional and state homeless services systems, including participation in Continuum of Care planning

Extremely Low-Income Housing Production

Households at or below 30% AMI—including seniors on fixed incomes, persons with disabilities receiving supplemental security income (SSI), and working households in the lowest-wage jobs—face severe housing cost burden and have limited market-rate options.

- Support production of deeply affordable housing (≤30% AMI) through strategic use of available funding sources and substantial subsidies to serve extremely low-income households
- Explore innovative models, including shared housing, single-room occupancy (SRO) facilities, and micro-units, to increase affordability at this income level
- Layer multiple funding sources to achieve deeper affordability targets than any single funding stream allows

Special Populations

- Develop housing with integrated supportive services through partnerships with healthcare providers, behavioral health systems, and social service agencies
- Plan for senior housing that supports aging-in-place, including accessible design, proximity to services, and connections to senior support programs

- Ensure new affordable housing production includes units designed to meet the needs of persons with disabilities, families with children, and other populations with specific housing requirements
- Coordinate housing development with supportive services to address barriers that can lead to housing instability

Strategy 6: Align Land Use Policy with Housing Production Goals

Regulatory frameworks, zoning standards, and infrastructure planning must support rather than constrain housing production. Policy alignment can remove barriers, incentivize desired development patterns, and ensure that growth planning incorporates housing needs. The most recently completed Gunnison Area Plan (2025) and the upcoming North Valley Corridor Plan are recent examples of this.

Regulatory Framework

- Update zoning to allow appropriate density and housing types in suitable locations
- Streamline permitting and review processes, particularly for affordable housing projects
- Reduce regulatory barriers such as excessive parking requirements, restrictive lot sizes, and lengthy approval timelines

Infrastructure and Capital Planning

- Align water, sewer, and infrastructure capacity planning with housing development priorities
- Prioritize infrastructure investments that enable housing production
- Consider financing mechanisms to reduce infrastructure cost barriers for affordable housing

Strategy 7: Engage Employers in Addressing the Workforce Housing Challenge

With 92% of employers reporting housing as a serious or critical problem and 280 jobs unfilled due to housing constraints, employer engagement is essential to addressing workforce housing needs. Employers have resources, land, and direct motivation to participate in solutions. Currently, 41% of employers provide some form of housing assistance—ranging from direct housing provision to rental subsidies—and employers collectively provide approximately 503 beds of housing. An additional 71% of employers report they would consider assisting, indicating substantial potential for expanded employer engagement.

Building on this foundation of existing employer participation can expand the range of employer-supported housing solutions.

Employer Participation

- Expand and formalize employer-assisted housing programs, building on the 41% current participation rate
- Create mechanisms for employers to contribute land, funding, or other resources to workforce housing
- Explore collective employer action, including employer consortiums, shared housing facilities, or pooled resources

- Facilitate employer participation in advocacy and policy discussions around workforce housing

Workforce Housing Development

- Focus production strategies on the 50-120% AMI range that serves the majority of the workforce
- Create workforce housing development partnerships between employers, public entities, and developers
- Link economic development strategies to housing production goals
- Develop diverse models for employer engagement beyond direct housing provision, including financial contributions, land donations, or capital investments

Strategy 8: Build Data Systems and Accountability

Ongoing monitoring of housing production, preservation, market conditions, and program effectiveness is essential to track progress toward goals and adjust strategies as conditions change. Effective data systems enable adaptive management—tracking progress, evaluating what works, and adjusting strategies when approaches underperform.

Tracking and Monitoring

- Establish systems to track annual housing production, preservation, and loss by unit type and affordability level (including deed-restricted, accessible, and visitable units).
- Monitor deed-restricted housing inventory, compliance, and resales; coordinate tracking across jurisdictions to enable regional visibility and data sharing; develop consistent application and qualification processes to simplify access across jurisdictions; ensure monitoring prevents expiration of affordability restrictions
- Track key market indicators, including rental vacancy rates and prices, sales and sale prices, and affordability trends
- Establish systems to identify properties and households at risk of displacement; track displacement outcomes to understand scope and impact
- Track homelessness through coordinated entry systems, Point-in-Time counts, and McKinney-Vento student data to understand need and measure progress
- Develop early warning indicators to identify emerging issues before they become crises

Coordination and Service Delivery

- Coordinate across Valley jurisdictions to share information about displacement trends, homelessness data, and successful interventions
- Establish coordinated referral systems to connect households experiencing homelessness or housing instability with available resources across the Valley
- Create rapid response mechanisms to deploy resources when at-risk situations are identified
- Coordinate across jurisdictions and with regional partners to avoid service gaps and duplication
- Ensure regional data sharing and compatibility to support coordinated action across jurisdictions

Planning and Evaluation

- Conduct regular housing needs updates per SB24-174 requirements
- Evaluate program effectiveness and adjust strategies based on outcomes
- Create accountability structures with clear roles, timelines, and reporting mechanisms
- Consider transparent public dashboards or reporting to maintain community awareness and accountability

Conclusion

These policy and programmatic recommendations provide strategic direction for addressing the Valley's housing needs. They build on the substantial progress made since 2016 while responding to the scale and urgency of current challenges. The transition to GCHA represents an opportunity to strengthen regional capacity and coordination.

The identified need for 1,300-1,550 units by 2029 provides context for action planning and priority-setting. Progress toward addressing these needs will benefit from sustained commitment, increased funding, accelerated production, and strong partnerships across sectors. Some strategies enable others—funding capacity enables production, organizational capacity enables program implementation, and data systems enable adaptive management. A regional approach is essential, as no single jurisdiction can address housing needs in isolation.

These recommendations establish the foundation for detailed future action planning, which will define specific goals, projects, timelines, responsible parties, and implementation strategies based on available resources and community priorities.

RECOMMENDED DATA TO SUPPORT OUTPUTS

BASELINE DATA (B): HOUSING DIVERSITY AND HOUSING STOCK CHARACTERISTICS

Understanding the existing range and types of available housing in the Gunnison Valley provides important context for addressing housing needs and displacement risk. This section summarizes housing diversity captured in the 2024 Housing Needs Assessment and U.S. Census Bureau data.

Housing Unit Composition

The Gunnison Valley's housing stock comprises approximately 11,203 total housing units as of 2024, distributed across the North Valley (4,596 units) and South Valley (6,606 units). However, only 63% of these units are occupied by local residents, with the remaining 37% serving as second homes, short-term rentals, or vacant properties.

Occupancy and Tenure

Of the 7,109 occupied housing units in the Valley:

- Owner-occupied: 4,334 households (61% of occupied units)
- Renter-occupied: 2,775 households (39% of occupied units)

The North Valley has significantly lower occupancy rates (52%) compared to the South Valley (72%), reflecting the prevalence of second homes and vacation properties in the Crested Butte area.

Housing Types and Structure

Mobile and Manufactured Housing

Approximately 5% of the Valley's housing stock is mobile or manufactured housing, likely an underestimate as this housing type exists beyond registered parks. The Valley is home to 15 registered mobile home parks with nearly 400 units, with all but one park located in the City of Gunnison. Mobile home parks represent a critical source of naturally occurring affordable housing and face a significant risk of displacement due to the split-tenure model.

Community Housing (Deed-Restricted)

The Valley's deed-restricted community housing inventory includes 698 units (approximately 10% of occupied units), distributed as: - 60% rental units (408 units) - 33% ownership units (226 units) - 7% either rental or ownership (64 units)

Since 2016, 255 community housing units have been added (37% of the current inventory), with the South Valley more than doubling its community housing stock during this period.

Employer-Assisted Housing

Approximately 503 beds are provided by employers in employer-owned or employer-leased units across the Valley, representing an important component of the Valley's workforce housing supply. About 41% of employers provide some form of housing assistance.

Housing Age and Condition

Housing age is an important indicator of housing diversity and maintenance needs. Older housing stock (pre-1970) is included as one of the displacement risk measures in this Addendum, as it is more likely to require significant repairs and may be at risk of deterioration or demolition.

As documented in Appendix A1 (Displacement Risk Tables), housing built before 1970 represents a measurable portion of the Valley's housing stock across all jurisdictions, contributing to both affordability (as naturally occurring affordable housing) and displacement risk (due to condition and potential redevelopment pressure).

The housing diversity documented here—emphasizing occupancy patterns, tenure, deed-restricted inventory, mobile homes, and employer-provided housing—directly supports the displacement risk analysis and housing needs estimates in this Addendum.

BASELINE DATA (G): LOCAL RESOURCES FOR HOUSING

This summary presents an overview of existing housing policies, programs, resources, and infrastructure. It documents what currently exists, identifies strengths and gaps, and establishes baseline conditions for:

- Section (g) compliance: measures of local resources dedicated to affordable housing development
- Policy context: current regulatory framework across four jurisdictions
- Program inventory: active assistance programs and production tools
- Infrastructure capacity: water, sewer, schools, healthcare, transportation, and supportive services

1. Current Housing Policies

This section summarizes active housing policies across all four jurisdictions, highlighting regulatory tools, incentive programs, and implementation gaps.

Regulatory Policies Comparison

Policy Area	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Short-Term Rentals	✅ Draft licensing program • No density cap • 1,300+ STRs countywide • 4% LMD tax on lodging	⚠ Draft regulations proposed (2022) • Proposed 2.5% cap (~70 units) • 31 STRs as of 2022 • Adoption status TBD	✅ Ordinances 935 (2018) & 959 (2022) • 212 license cap (30% of eligible zones, 17% of housing stock) • Two types: Primary residence (60 nights/year) vs Unlimited • 7.5% vacation rental tax, all proceeds go to housing	✅ Licensing program (2020) • 4.9% excise tax (~$1M/year) • $275 license fee • Local representative required • Inspections mandatory • Up to $1,000/day penalty
Accessory Dwelling Units (ADUs)	✅ Allowed in County with infrastructure • 2nd units on larger lots • Tiny houses ≤400 sq ft (Appendix Q)	✅ Permitted in all residential/commercial zones except R-1 • LDC update (2024) expanding allowances • Parking exemptions	✅ Implemented 1990 with 93 units produced • Council/BOZAR exploring allowances in SF zones • Not currently mandated	✅ One ADU per lot in SFR district • Max 1/3 of total GRFA, not exceeding 1,200 sq ft • Planning Commission may allow more for community housing • Summit subdivision: 800 sq ft limit
Inclusionary Zoning	✅ Within 3-mile planning area per Gunnison Area Plan	❌ Not adopted • Comp Plan (2018) recommends ≥10% deed-restricted in new developments • Pending LDC update	✅ 20% requirement since 2016 • Fee-in-lieu option available •Only applies to SF, not remodel of existing	✅ 15% inclusionary + employee mitigation • Multiple compliance options: on-site, off-site, land dedication, fee-in-lieu • Projects <2,700 sq ft exempt

Policy Area	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Density Bonuses	✅ Available for affordable projects • Case-by-case approval	✅ Up to 20% increase for 15% affordable units • Comp Plan (2018) recommends expansion • Not systematically applied	✅ Case-by-case above 15% affordability requirement • Combined with parking reductions	✅ Higher density allowed for >15% affordable • PUD flexibility
Parking Reductions	✅ The recently adopted Gunnison Area Plan provides substantial reduced parking requirements	✅ 1-1.5 spaces/unit vs 2 standard for affordable housing	✅ 1-1.5 spaces/unit vs 2 standard • $500 seasonal worker housing stipends for homeowners renting out parking	✅ Variances available for affordable projects • Reduced requirements case-by-case
Expedited Review	✅ Expedited over County's standard process • Essential Housing Amendments (2016) provide flexible standards	✅ Fast-track approval process • Concurrent review	✅ Combined BOZAR/Council review (2 months vs. standard) • Full fee waivers for deed-restricted	✅ <1 year for Homestead project • Fast Track review for affordable projects
Manufactured/ Mobile Homes	✅ Streamlined approval (LUR §5.5.5) • Protections for existing parks • Recognized as affordable option	*No specific policy documented*	*No specific policy documented*	*No specific policy documented*
Tenant Protections	❌ State law only	❌ State law only	❌ State law only	❌ State law only
Rental Registration	❌ Not required	❌ Not required	❌ Not required	❌ Not required

Incentive Programs Summary

Program	Jurisdiction	Details
Fee Waivers	**County**: Linkage fees waived for deed-restricted workforce rentals (<120% AMI) **City:** Resolution 2019-08 (case-by-case) **CB**: Full waiver for deed-restricted (permit, plan check, development fees) **Mt. CB**: Building permit and plan review fees waived	Active; case-by-case basis; estimated $200K-$400K annual value across valley
Tap Fee Support/ Reductions	**County**: Case-by-case waivers/deferrals ($15K-$25K/unit) **City**: waives all tap costs, not fees **CB**: 80% reduction (20% charged) **Mt. CB**: 100% waiver (~$10K/unit)	Significant cost savings; applied to Whetstone, Lazy K, Homestead, Paradise Park projects
Land Donations	**County**: 13-acre Whetstone parcel, 4.5 acre Paintbrush Development, land for Sawtooth **City:** 4.3-acre Lazy K parcel + infill lots **CB**: Paradise Park, Mineral Point LIHTC, Red Lady Estates, Poverty Gulch, Verzuh, Kapushion **Mt. CB**: 1.4-acre Homestead site	Estimated $15K-$25K/unit value South Valley; North Valley residential lots in town run $1 million and can fit a triplex

2. Existing Housing Programs and Tools

The Valley has an active network of housing assistance programs serving households across the income spectrum. Most programs operate at or near capacity.

Direct Assistance Programs

Program	Operator	Target Population	Description	Gaps/ Constraints
Habitat Ownership (Dissolving)	Habitat for Humanity Gunnison Valley	30-60% AMI	0% mortgage; sweat equity model	Production pace (1-3 homes/year) insufficient for scale of need
GV-HEAT (Energy Efficiency)	GVRHA / Energy Outreach Colorado	Low-moderate income homeowners	Reduces housing cost burden; weatherization	Capacity limited by funding
Master Leasing Pilot	City of Gunnison	City employees	Tests employer-assisted model	Scale/expansion unclear
Temporary Camping	Town of Crested Butte	Locally employed	Temporary camping for tents, vans, and mobile homes within town limits from May 1 to October 31 for those without stable housing	Only available during summer months.
Rental Assistance	Gunnison County	Rental Assistance as needed basis, in addition to LEAP	Rent assistance and low-income energy assistance	

GreenDeed Program	Crested Butte and Mt. Crested Butte	Deed restricted properties	Offers an energy assessment, along with $5000 in potential upgrades for lighting, insulation, and air sealing to reduce energy costs.	
Homebuyer Assistance Program	Gunnison County Assoc of Realtors	Homebuyer assistance	Small grants to first-time homebuyers in the Gunnison Valley.	
Down Payment Assistance	CHFA (statewide)	First-time homebuyers up to $1744,440 income	Up to $25,000 or 3% of mortgage (grant, no repayment); HomeAccess program also available for buyers with disabilities	Statewide program; requires CHFA first mortgage

Program Coverage by Income Level

AMI Level	Current Program Coverage	Gap Analysis
≤30% AMI	✗ No programs	No programs exist; no emergency shelter
30-60% AMI	⚠ Habitat Homeownership, Emergency Aid (Dissolving)	Habitat produced 1-3 homes/year; rental production gap
50-80% AMI	⚠ Emergency Aid, Rehab programs	LARGEST GAP: No targeted rental production programs
80-120% AMI	☑ Down Payment Assistance	Minimal coverage
120%+ AMI	✗ No programs	Market-rate achievable in South Valley, not achievable in North Valley

3. Local Housing Resources

This section provides a detailed breakdown of financial resources, land contributions, and organizational capacity by jurisdiction.

Financial Resources Comparison Table

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Dedicated Housing Tax/Fee	Lodging Tax: 40% authorized for housing/childcare (2022 voter approval)2025: $500K to Whetstone, 250k for housing 2026	No dedicated tax (ballot measure failed)	STR Excise: 7.5% (~$650 k/yr) RETT: 3% (~$2.7M est/yr, grandfathered pre-TABOR – 50% dedicated to capital project)	STR Excise: 4.9% (~$1M/yr, increased Nov 2024)

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Linkage/ Impact Fees	Since 2006; $540-$36K based on size (2,000 sq ft = ~$540; 9,000 sq ft = ~$36K) Uniform countywide (eliminated north valley differential 2008) Deferred to Certificate of Occupancy	Commercial & inclusionary fees	~$1.40/sq ft to $5.50/sq ft depending on employment generation	15% inclusionary + employee mitigation (dual requirements)
Housing Fund Budget	$56.7M (2025, largely for Whetstone)	Affordable Housing Fund (varies annually)	CB Housing Fund 2026 budget $2.34 million	$5M Homestead financing commitment (loan/bond structure, housing tax servicing debt; ties up bulk of fund through 2028)
General Fund Support	Project-specific revenue bonds	Regular allocations; $250K+ estimated annually	Occasional transfers; $200K Green Deed commitment	$250K transfer to Homestead (2022)
Grant Funding	DOLA, Valley Housing Fund ($100K to Whetstone)	DOLA, federal grants, Valley Housing Fund	DOLA, Energy Impact funds, state/federal, Valley Housing Fund	$480K Colorado Housing + $100K Valley Housing Fund (Homestead)

Land & Infrastructure Comparison Table

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Public Land Contributed	13-acre Whetstone parcel ($15K-$25K/unit value), Sawtooth Parcels, Paintbrush	Lazy K: 4.3 acres for housing (8-acre total site); infill parcels portfolio	Paradise Park: 83 units built (2 lots remain zoned for triplexes); Mineral Point: 34; Red Lady Estates: 10; Poverty Gulch: 10; Verzuh: 8; Kapushian: 5	Homestead: 1.4 acres ($200K+ per lot market value); Pitchfork: 40 townhomes/condos (public-private); North Village: 17 acres set aside (future)	Anthracite Place partnership (30-unit LIHTC project); maintains land inventory database

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Infrastructure Investment	Roads and utilities for Whetstone and Sawtooth	City crews install infrastructure; water/sewer extensions to county projects; environmental remediation; site prep	$1.5M Paradise Park infrastructure (utilities, roads); $150K parks/landscaping	Full infrastructure for Homestead (platting, permitting, utility stubs)	Coordination role; technical assistance
Tap Fee Support	Case-by-case waivers/ deferrals ($15K-$25K/ unit)	50% reduction for affordable units; town funds taps on ADU's under policy	80% reduction (only 20% charged)	100% waiver (~$10K/unit value)	Advocates for waivers; coordinates valley-wide approach

Regulatory Incentives Comparison Table

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Building Fee Waivers	Workforce housing linkage fees waived for deed-restricted workforce rentals (<120% AMI)	Building permit and planning fees waived (case-by-case, Resolution 2019-08)	Full waiver of permit, plan check, development fees for deed-restricted	Permit & plan review fees waived	Coordinates waivers across jurisdictions
Density Bonuses	Available for affordable projects (case-by-case) including linkage fee waiver	Up to 20% increase for 15% affordable units	Currently no bonus, updating zoning code in 2026	Higher density allowed for >15% affordable	Advocates for bonuses valley-wide
Parking Reductions	Adopted in the Gunnison Regional Plan	Adopted in the Gunnison Regional Plan	No current parking reductions	Variances available for affordable projects	N/A
Expedited Review	Priority processing (Prop 123 alignment); concurrent review	Fast-track approval; priority in planning queue; concurrent review	60 day review through BOZAR, Deed restricted projects moved to top of list	<1 year for Homestead (vs. typical multi-year)	Assists with coordination; reviews applications, Fast Track Review

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
ADU Provisions	Use by right up to 17 units/acre in Gunnison Area Plan	By-right in residential zones (2017); LDC update (2024) expanding to all zones	Currently allow ADUs in all residential zones and waive tap fees, all required to be deed restricted as a long-term rental. Updates under discussion (2026)	Allowed in LDMF district; one ADU per lot in the SFR Zone, max 1/3 GRFA or 1,200 sq ft; flexible standards for community housing	Monitors ADU production; provides technical assistance

Organizational Capacity & Partnerships

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Dedicated Staff	Housing and Human Services	Community Development Dept	Housing Staff in Division of Comm Dev at 2 FTE's	Limited dedicated housing staff
Housing Authority	Reactivated Gunnison County Housing Authority (GCHA)	Via County Housing Authority	Moving Deed restriction monitoring in-house	Via County Housing Authority
Private Partner-ships	Servitas (Whetstone development partner); Gates Co Garden Walk	High Mountain (Lazy K developer)	Various developers for Paradise Park phases; TWG Mineral Point	Developer dedications (Pitchfork, Prospect Homestead, Bywater Development)
Nonprofit Partners	Valley Housing Fund, Project Hope	Valley Housing Fund	Valley Housing Fund	Valley Housing Fund

Production Metrics

Metric	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Units Completed 2017-2024 (per 2024 HNA)*	1 unit (CB South), Mountain View HUD Senior (28 units), Buckhorn Ranch: 8	177 units (Lazy K: 44, Paintbrush: 76 (County project), GardenWalk: 36, other: 21	75 units (Paradise Park: 45, other: 30)	2 units (Homestead)	Anthracite (30 units)
Planned or Completed Post HNA Units*	Whetstone (252), Sawtooth 1 (18), Sawtooth 2 (32)	3 (Habitat lots, S. 8th St)	Mineral Point (fka Sixth and Butte) 34 units + Paradise Park 14 units + 2 ADUs = 50 units	Homestead brought 22 units online in 2025	Note: Future units not accounted for in 2024 HNA totals
Annual Housing Revenue (Dedicated)	~$250K (lodging tax portion), Impact Fee: 2025: YTD: $550,000 2024: $455,999 2023: $404,000 2022: $700,000	$0 (no dedicated tax)	$650k STR + portions of RETT from general fund	~$1M (STR tax)	~$300K (member contributions)
STR Cap/Limit	None (permit program only)	Proposed 70 units (2.5% cap) - adoption status unclear	212 units (30% of eligible zones) - at cap	No numeric cap (licensing program)	N/A
Deed-Restricted Inventory	71 – countywide unincorporated	180	330	97	Regional database maintained

*Deed restricted and community housing inventory may vary by source due to differences in definition and timing of count.

4. Supportive Services and Infrastructure

This section assesses infrastructure capacity and supportive services availability to support housing development through 2029.

Infrastructure Capacity Analysis

System	Average Demand	Growth Capacity	Constraints	Status
Water Supply (City of Gunnison)	1.5M gallons/day average demand	Storage up to 2M; Tight margin (0.5M buffer)	Nine groundwater wells (temporary solution from 1967); VanTuyl Water Treatment Plant upgrades needed	⚠ Water Master Plan underway to identify improvements for state compliance
Sewer (City of Gunnison)	At capacity	Cannot accommodate additional flows without major upgrades	Backwash from water treatment would cause backups; limits future Gunnison Rising development	⚠ Major upgrades required before additional development
Water/ Sewer (Crested Butte)	Supporting Paradise Park, Whetstone connections	Near-term growth supported	10-year Whetstone tap fee payment plan approved	✅ Adequate for near-term pipeline
Water/ Sewer (Mt. Crested Butte)	Supporting Homestead, Pitchfork; ADD = 0.2 - 1.0 MGD (depending on time of year)	Firm Yield of 1.7 MGD for water WWTF Capacity is 1.2 MGD for a 30-day average. Near term growth supported	Following the Gothic Road Interceptor Capacity Expansion Project (wastewater collection system), the District will have water and sewer capacity to support long-term growth. This project is currently at 90% Design.	The District is currently at 90% Design to increase the capacity of the GRI. Following project completion, the District will be able to support long-term growth.
Water/ Sewer (County)	Whetstone, other developments	Near term growth supported	County installing roads/utilities for Whetstone; Limited capacity available in the Gothic Road Interceptor (GRI) (wastewater collection system)	The District is currently at 90% Design to increase the capacity of the GRI. Following project completion, the District will be able to support long-term growth
Schools (Gunnison Watershed District)	2,096 students (2024-25)	$95M bond approved (2022) for capital improvements	Enrollment capacity not specified in search results	✅ Adequate capacity; recent bond investment

Transportation

Service	Provider	Capacity/Service Level	Housing Connection	Gaps
Gunnison Valley RTA	Multi-jurisdictional – free to riders	33 round trips (2024, expanded from 28); Hwy 135 corridor + airport service; senior/human services transportation	Connects Gunnison-Crested Butte corridor; enables workforce commuting	No fixed-route transit within City of Gunnison; limited frequency; seasonal variations
Dial-a-Ride/ Senior Transit	RTA (senior/ human services component)		Supports senior housing, healthcare access	

Healthcare Access

Facility	Capacity	Service Level	Housing Support	Gaps
Gunnison Valley Health (Hospital)	24 beds (Critical Access Hospital)	Level IV Trauma Center; 24/7 ER; Family Birthing Center; Senior Care Center; Cancer Care	Supports community health needs; senior care enables aging in place	Limited inpatient capacity (24 beds); specialty care may require travel

Homeless Services

Service Type	Provider	Capacity	Population Served	Gaps
Emergency Shelter	NONE	0 beds	N/A	✕ NO EMERGENCY SHELTER IN VALLEY Nearest services: Regional (60+ miles)
Domestic Violence Shelter	Project Hope of the Gunnison Valley		DV survivors, human trafficking survivors	Serves specific population only (not general homelessness)
Homeless Prevention	2-1-1 Colorado; Gunnison County Health & Human Services		Crisis intervention, eviction prevention	Emergency rental assistance uncertain post-ERAP

RECOMMENDED OUTPUTS

MARKET LIMITATIONS

Understanding market limitations on housing development helps identify challenges and opportunities for expanding housing options within the Gunnison Valley. This analysis draws from findings in the 2024 HNA, which documented significant barriers preventing the private market from meeting local housing needs.

High Construction Costs Exceed Local Purchasing Power

The fundamental market limitation in the Gunnison Valley is that the cost of building housing significantly exceeds what local working households can afford to pay. As documented in the 2024 HNA, "only about 25% of needed housing units in the Gunnison Valley are expected to be provided by the market. This is because the cost to build is very high, exceeding the purchasing power of local working households. The gap not served by the market will total about 1,065 units by 2029."

For those considering building, "households looking to buy may explore purchasing land and building given the low availability of units on the market; however, high construction costs and interest rates have a notable dampening effect."

The income level the market now serves varies within the Valley:

- In the North Valley, below-market units for ownership should be primarily priced below $650,000 (250% AMI) and rentals below $2,050 per month (100% AMI) for a 2-person household.
- In the South Valley, below-market units for ownership should be priced below $400,000 (150% AMI) and rentals below $1,600 per month (80% AMI) for a 2-person household.

Private Market Cannot Build Rental Housing at Affordable Price Points

The 2024 HNA documented an extreme shortage of rental housing affordable to local workers. "The vast majority of resident renters need homes priced below $2,000 per month (80% AMI). Only 13 listings were available in February and March throughout the Valley at or below this price. New rental units cannot be built for this price in the Valley without financing assistance (e.g., Low Income Housing Tax Credits, local subsidies, free land and water taps, etc.)."

This creates a structural market failure: while demand for affordable rentals is high, the private market cannot produce units at prices local workers can afford without substantial subsidies.

Rental Vacancy Shortage Constrains Market Function

The rental market in the Valley is tight. "Rental listings in the Gunnison Valley were monitored in February and March of 2024. A total of 48 listings were found during this period. This equates to a rental vacancy rate under 1%; the same vacancy rate observed in 2016."

As a point of reference, “a vacancy rate of around 6% that is trending downward is typically an indication to developers that construction of additional units should begin.” At under 1% vacancy, the Valley’s rental market is functioning far below healthy levels, yet the private market has not responded with increased production due to the cost barriers described above.

Additionally, “there is slightly more availability in the North Valley (1.65% vacancy); however, many listings are more suited to seasonal visitors, providing fully furnished units and short-term or month-to-month lease options,” limiting options for year-round residents.

Workforce Challenges Limit Development Capacity

Labor shortages present another significant market limitation. The 2024 HNA employer survey found that “this winter, over 8% of jobs were unfilled. While the labor shortage is a national trend, having an available and affordable supply of homes for employees to occupy is a competitive advantage in tight labor markets.”

Limited housing availability creates a feedback loop that constrains economic growth and development capacity. “Nearly all employers (92%) felt that [housing availability] was one of the more serious problems, if not the most critical problem. Over 70% of employers have encountered problems keeping or hiring employees due to the lack of housing.”

The severity of workforce impacts includes:

- Primary problems from understaffing include “employees covering multiple jobs, employees being overworked and experiencing burnout, unskilled employees filling positions, followed by a decreased ability to provide quality customer service, increased employee turnover, and an inability to grow businesses. Just over 40% of North Valley employers stated they needed to reduce hours or periodically shut doors due to inadequate staffing.”
- If tight housing conditions persist, “most employers indicated that they will either reduce their number of employees (41%) or stay the same size (38%) over the next five years,” directly limiting economic growth and development activity.

Infrastructure Capacity Constraints

Infrastructure limitations, particularly water and sewer capacity, constrain housing development in specific locations. As documented in the Baseline Data section of this Addendum:

- City of Gunnison Water Supply: Current capacity shows a tight margin (0.5M gallon buffer) with nine groundwater wells serving as a temporary solution since 1967. The VanTuyl Water Treatment Plant requires upgrades, and a Water Master Plan is underway to identify improvements for state compliance.
- City of Gunnison Sewer: The Gunnison Rising lift station is at capacity and cannot accommodate additional flows without major upgrades. Backwash from water treatment would cause backups, limiting future Gunnison Rising development.
- Crested Butte Area: Near-term growth is supported with adequate capacity for the near-term pipeline, including Paradise Park and Whetstone connections. A 10-year Whetstone tap fee payment plan has been approved.

- Mt. Crested Butte Area: Near-term growth is supported, including the recent Homestead connection. Following the Gothic Road Interceptor Capacity Expansion Project (wastewater collection system), the District will have water and sewer capacity to support long-term growth. This project is currently at 90% Design.

(See Infrastructure Capacity Analysis table in Baseline Data section of this Addendum)

These infrastructure constraints require strategic planning and capital investment to enable housing development, particularly in areas where capacity is at or near its limits.

Financing and Lending Challenges

Additional market limitations stem from financing complexities:

- "Providing loans for deed restricted products can be complicated, but is possible in the Valley, especially if the lender is backed by the USDA. The structure of the deed restriction is important, as many providers require that deed restrictions go away in the event of foreclosure."
- "Loans for condominiums can be a challenge. Monthly HOA fees decrease the affordability of units. There are no condominiums in the county that are FHA approved, which reduces lending options."
- High interest rates compound affordability challenges: "Rates were very low through the pandemic and have increased to over 7% since then. Not only does this affect the demand for units to buy but also affects the supply of homes for sale since owners with current lower-interest mortgages are staying put."
- The industry-standard 30% housing cost burden metric, commonly used in underwriting and affordability calculations, understates true affordability challenges in high-cost mountain communities—inflated costs for transportation, food, childcare, and healthcare consume a disproportionate share of household budgets, leaving households with insufficient resources even when housing costs meet traditional lending thresholds.

Conclusion

Market limitations in the Gunnison Valley are substantial and multifaceted. The core limitation—construction costs exceeding local purchasing power—means the private market can provide only 25% of needed housing. Combined with extreme rental shortages (under 1% vacancy), workforce constraints affecting 92% of employers, infrastructure capacity limitations in key locations, and financing complications, these barriers demonstrate why public intervention through subsidies, land contributions, regulatory incentives, and infrastructure investment is essential to meet the Valley's housing needs.

WATER SUPPLY NEEDS

Senate Bill 24-174 recommends housing needs assessments estimate water supply needs for existing dwelling units and estimated housing needs, using per capita usage rates identified in consultation with the Department of Natural Resources. This section provides the estimate for the Gunnison Valley. It is

important to note that while out of the scope of the project, the it would be helpful to also evaluate the wastewater flow as an additional limiting factor.

Methodology

For the purposes of this Addendum, the recommended formula for calculating residential water supply needs is:

Residential water through average day demand = (residential population) × (residential GPCD)

Where GPCD = Gallons Per Capita Per Day

Important Note: This calculation estimates residential water demand only. It does not include commercial, industrial, institutional, or agricultural water demands. Local governments and regional entities must consider the full range of water supply needs—including non-residential demands, baseline conditions, expected changes, and water conservation program effectiveness—to fully evaluate total water needs and demands.

Baseline Residential Water Demand Estimate

Direct GPCD data for the entire Valley is not available. However, the Infrastructure Capacity Analysis in this Addendum documents that the City of Gunnison's water system serves an average day demand of 1.5 million gallons per day.

Using the South Valley population (11,461) and estimating that the City of Gunnison serves approximately 84% of South Valley housing needs (per the needs allocation in this Addendum), the City serves approximately 9,600 residents, yielding an estimated residential GPCD of approximately 156 gallons per capita per day.

This estimate aligns with typical residential water use in Colorado mountain communities, which generally ranges from 100-200 GPCD, depending on factors such as:

- Outdoor irrigation demands
- Climate and precipitation patterns
- Water conservation program effectiveness
- Household size and housing types
- Seasonal population fluctuations particularly due to tourism

For planning purposes, this analysis uses a residential water demand estimate of 150-160 GPCD for the Gunnison Valley.

Current Residential Water Demand (2024)

Estimated residential water demand was calculated using 2024 population estimates from the HNA and a range of gallons per capita per day (GPCD) drawn from the City of Gunnison's Source Water Protection Plan (September 13, 2022). The resulting figures provide a rough estimate of average day demand across the Gunnison Valley and its subregions.

Current Residential Water Demand

Geography	2024 Population	GPCD Range	Estimated Average Daily Demand
Gunnison Valley	16,833	150-160	2.52-2.69 million gallons/day
North Valley	5,372	150-160	0.81-0.86 million gallons/day
South Valley	11,461	150-160	1.72-1.83 million gallons/day

Source: 2024 HNA (Population section), City of Gunnison "Source Water Protection Plan – Public Version" September 13, 2022; Consultant Calculations

Projected Residential Water Demand (2029)

The 2024 HNA projects population growth through 2029:

"The Colorado Demography Office forecasts 0.85% per year population growth on average from 2024-2029, below the longer-term rate of about 1.11% in the county and Valley from 2010-2024. The Valley will be home to about 17,560 residents in 2029 if it grows at the rate forecasted by the state and 17,800 if it grows at its higher longer-term rate."

Projected Residential Water Demand (2029, Based on Population Growth Scenarios)

Geography	2029 Population (State Forecast)	2029 Population (Longer-term Rate)	GPCD Range	Average Day Demand (State)	Estimated Average Day Demand (Long-term)
Gunnison Valley	17,560	17,800	150-160	2.63-2.81 million gallons/day	2.67-2.85 million gallons/day

Source: 2024 HNA (Population section), City of Gunnison "Source Water Protection Plan – Public Version" September 13, 2022; Consultant Calculations

This represents an increase of approximately 110,000 to 240,000 gallons per day in residential water average day demand between 2024 and 2029, depending on the growth rate and effectiveness of conservation measures.

Water Demand from New Housing Units

The 2024 HNA and this Addendum estimate that 1,300 to 1,550 housing units are needed in the Valley by 2029. Using an average household size of approximately 2.3 persons per household (per the 2024 HNA), these units would house approximately 2,990 to 3,565 additional residents.

Estimated water demand from new housing units:

- New residents: 2,990 to 3,565
- GPCD: 150-160
- Additional daily water demand: 448,000 to 570,000 gallons per day

This residential demand would be distributed across the Valley based on where housing is developed, with approximately:

- 42% in North Valley (188,000-239,000 gallons/day)
- 58% in South Valley (260,000-331,000 gallons/day)

Infrastructure Capacity Considerations

As documented in the Infrastructure Capacity Analysis table in this Addendum's Baseline Data section, water supply capacity varies significantly across the Valley:

City of Gunnison:

Current capacity: 2 million gallons of storage

- Current average demand: 1.5 million gallons/day
- Current margin: 0.5 million gallons/day (tight)
- Status: Water Master Plan underway; VanTuyl Water Treatment Plant requires upgrades
- Assessment: ⚠ Capacity constraints exist; major improvements needed for additional growth

Crested Butte Area (served by Town of Crested Butte utilities:

- Status: Near-term growth capacity adequate
- Projects supported: Paradise Park, Whetstone connections
- Assessment: ✅ Adequate for near-term pipeline; 10-year Whetstone tap fee payment plan approved

Mt. Crested Butte Area (served by Mt. Crested Butte Water & Sanitation District for Mt. Crested Butte area):

- Status: Water treatment plant expansion completed 2022 (2.0 MGD capacity); sewer interceptor line at capacity during peak flows; 30% design underway for trunk line expansion with developer cost-sharing negotiations ongoing
- Projects supported: Villages at Mt. Crested Butte, Upper Prospect, and other major developments contingent on sewer line upgrade
- Assessment: ⚠ Water capacity adequate; sewer infrastructure constraints must be resolved before major new development can proceed

County Areas (special districts)

- Providers:
  - Skyland Metropolitan District (water) and East River Regional Sanitation District (sewer) for Skyland area.
  - Crested Butte South Metropolitan District (water/sewer) for CB South area.
  - Smaller community/private systems as applicable.
- Projects: Whetstone (252 units), CR 17 Antelope Hills Neighborhood, West of City of Gunnison (Dos Rios Area)

Implications for Housing Development

The water supply needs analysis has several implications for meeting the Valley's housing needs:

- Areas with current capacity constraints, particularly the City of Gunnison, may need to phase housing development in coordination with water system improvements.
- The estimated 448,000 to 570,000 gallons per day needed for new housing represents approximately a 17-22% increase over current Valley-wide residential demand, requiring strategic infrastructure investment.
- Water service areas cross jurisdictional boundaries. Meeting housing needs will require coordinated planning among municipalities, water providers, and Gunnison County.
- Aggressive water conservation programs could reduce the GPCD and thereby reduce the total infrastructure capacity needed to serve new housing.
- While this analysis focuses on residential water demand per SB24-174 requirements, jurisdictions must also plan for commercial, industrial, and institutional water demands associated with economic growth.

Next Steps for Comprehensive Water Planning

Local governments wishing to use the 2024 HNA and Addendum as an opportunity to prepare for water supply sections in forthcoming comprehensive plan updates should contact DOLA for more information, as recommended in the DOLA Review Memo (February 18, 2025).

APPENDIX A1

Key measures of displacement risk are presented in this section, including in the state's preferred table format.

DISPLACEMENT RISK

Many demographic, economic, housing, legal, and social conditions affect displacement risk. Key displacement risk measures are presented below for the Valley (north and south) and each participating municipality. Most of the data presented is from the American Community Survey 2019-2022 five-year estimates, which have a margin of error, so the data should be reviewed cautiously with this in mind, especially in lower-populated geographies.

Low-income households in the Valley are at greater risk of displacement than higher-income households. Over forty percent of households have incomes under 80% AMI.

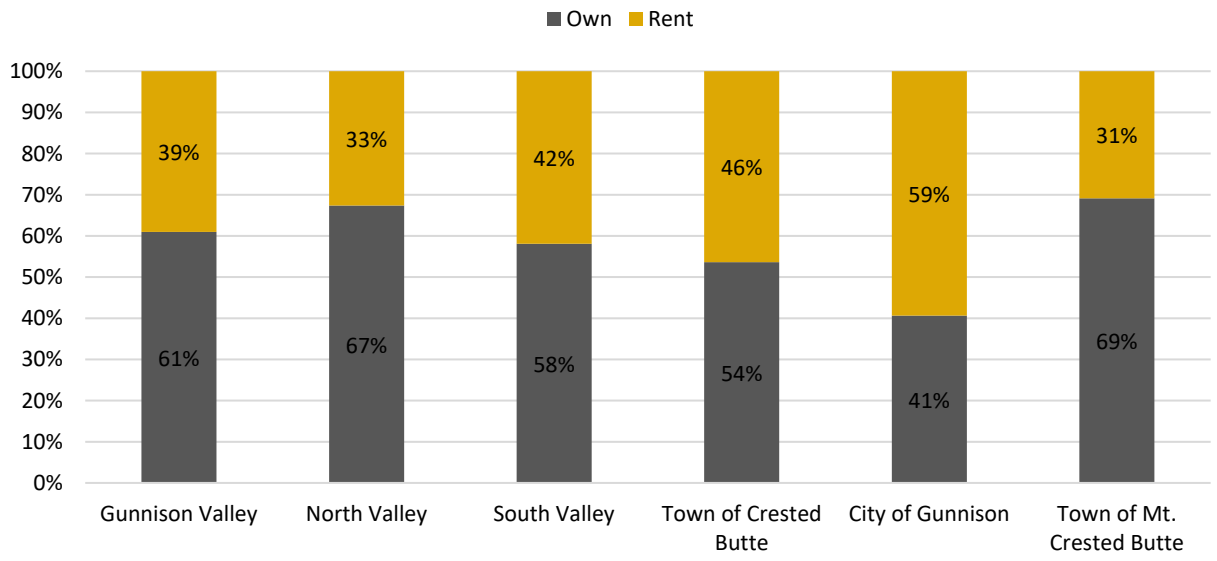
Household Income by Tenure, 2024

AMI	Rent	Own	Total
Extremely Low Income (≤30% AMI)	20%	6%	12%
Very Low Income (30.1% to 50% AMI)	25%	7%	14%
Low Income (50.1% to 80% AMI)	22%	14%	17%
Total	**67%**	**28%**	**43%**

Source: CHFA; Ribbon Demographics; consultant team

Renters are at greater risk of displacement than owners. Over one-third of Valley households rent.

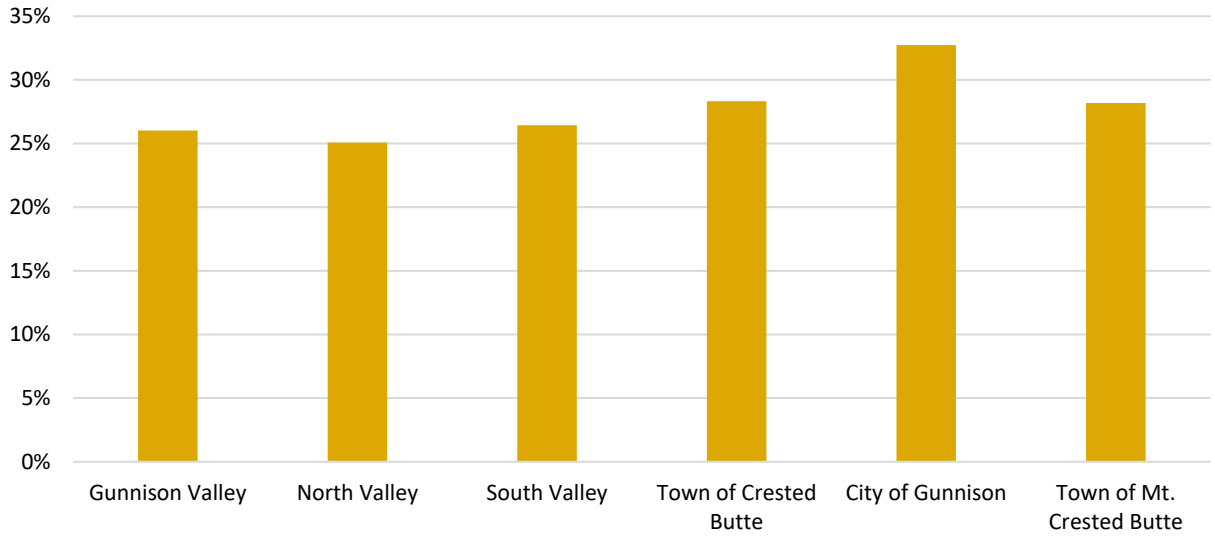
Households by Tenure, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Households with incomes of less than $75,000 per year are more likely to face displacement pressures than those with higher incomes. Approximately one-quarter of Valley households have incomes below $75,000.

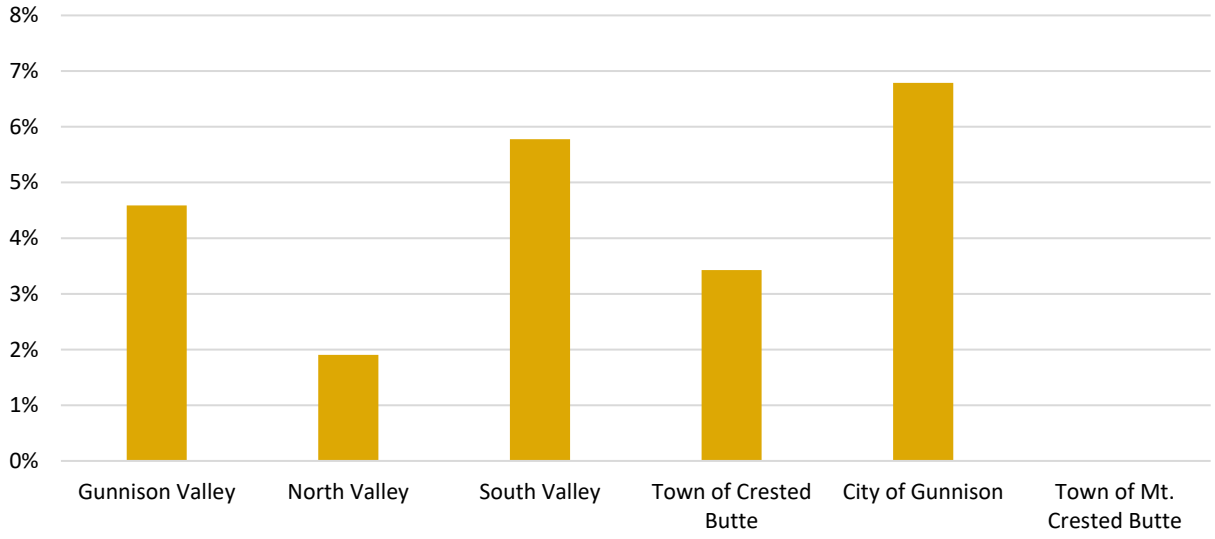
Cost Burdened Households with Annual Incomes <$75,000, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Single parents with young children have challenges that increase their risk of displacement, such as the cost of childcare.

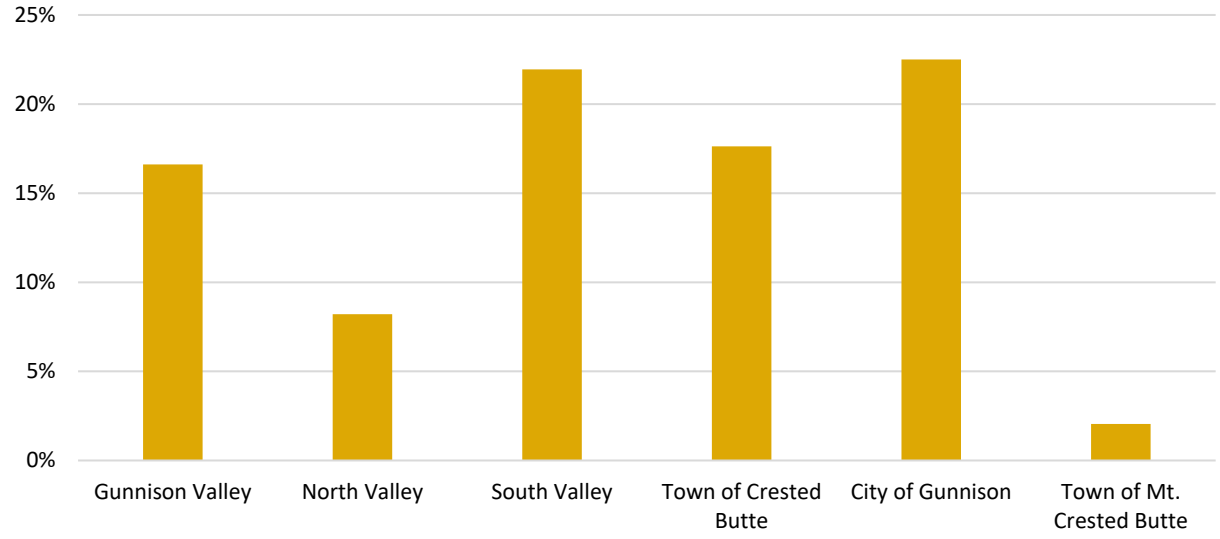
Single Parents with Children Under Age 18, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Housing condition issues tend to be more prevalent when the housing stock is very old. Homes built before 1970 are now more than 50 years old.

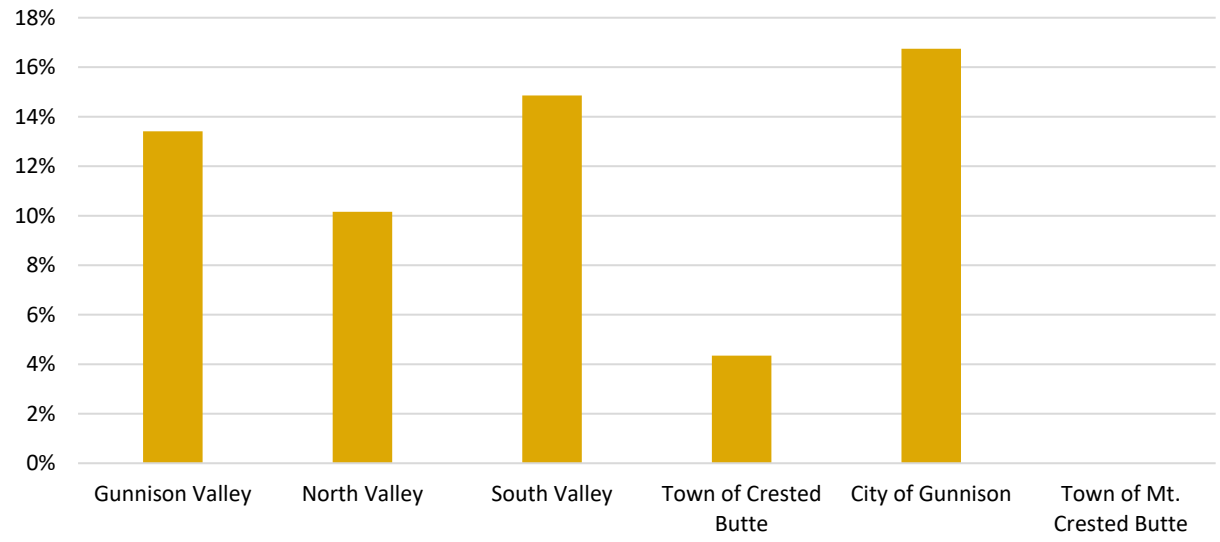
Share of Homes Built Before 1970



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Households headed by Black, Indigenous, and other People of Color are often faced with heightened risk of displacement. The 2023 displacement of 50 low-income residents of a mobile home park in Gunnison, many of whom were from the Cora indigenous community of Mexico, is one such example.

Share of Households with a householder who identifies as a race/ethnicity other than non-Hispanic white, 2022

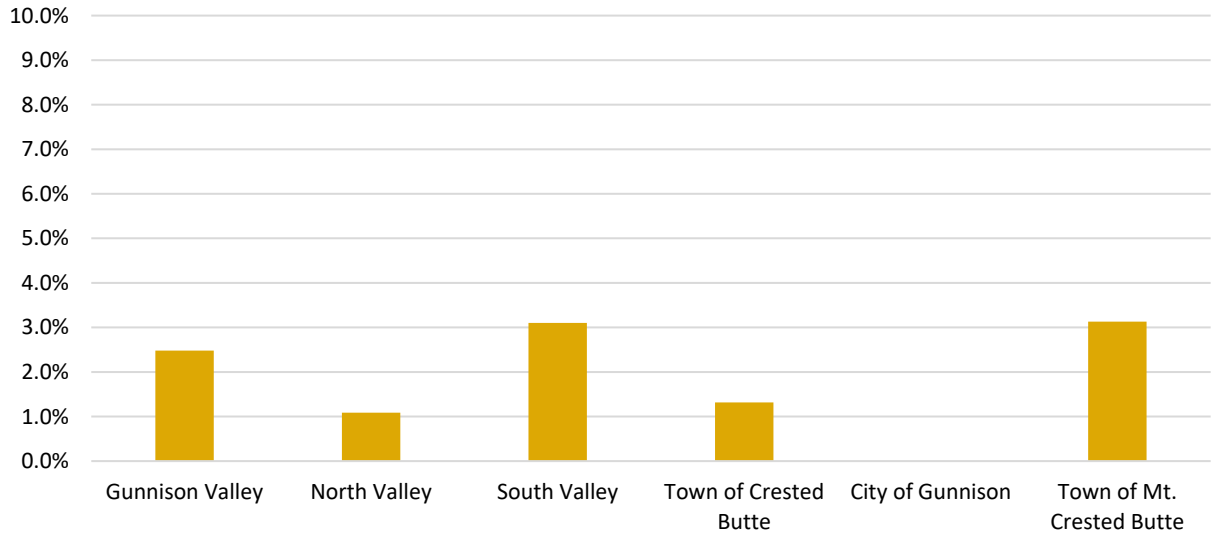


Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

The problem of overcrowding is covered in detail in the 2024 HNA. Secondary data for the North and South Valley generally align with primary research conducted during the process. Secondary, municipal-level data, especially for the City of Gunnison, is not aligned with primary research data. Secondary data suggests that there are no households in the City of Gunnison living in overcrowded conditions, which is

indicative of data accuracy issues. Almost three percent (2.9%) of 2024 survey respondents indicated they were living in overcrowded conditions.

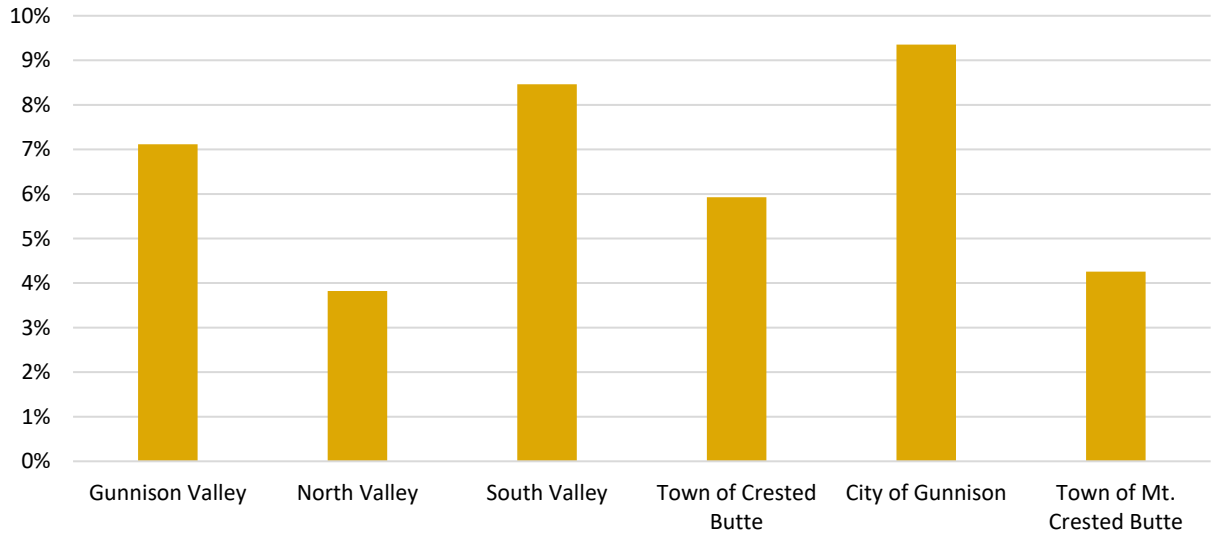
Share of Housing Units that are Overcrowded, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

The share of the civilian noninstitutionalized population with a disability provides insight not only into displacement risk, but also the need for more accessible and visitable units.

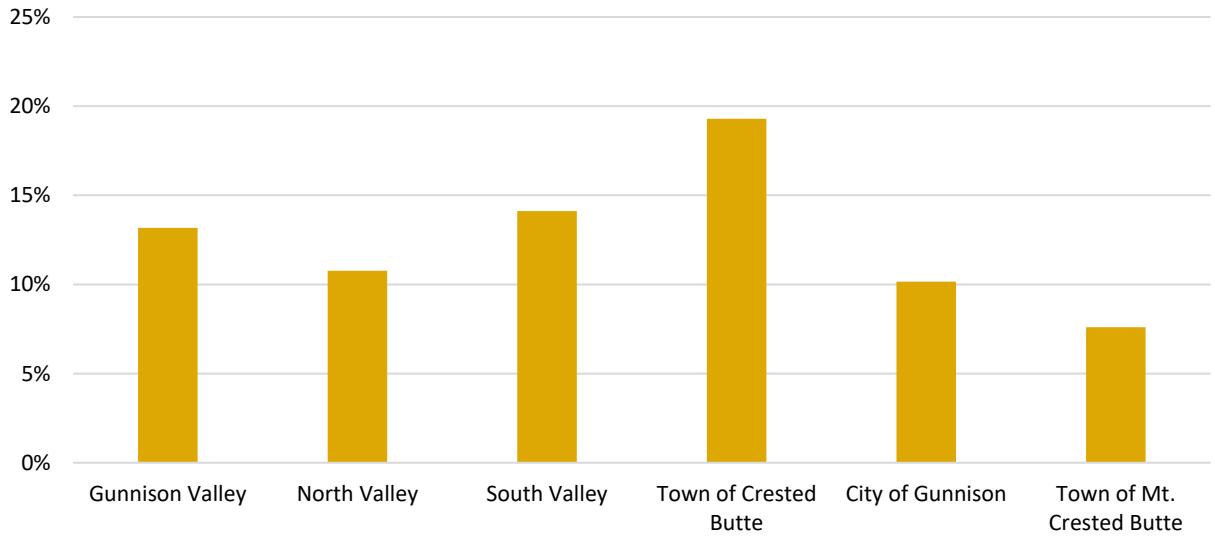
Share of Civilian Noninstitutionalized Population with a Disability, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Senior-headed households in the Valley are more likely to live in unsatisfactory conditions due to the high cost of repairs and are much more likely to have a disability than the overall population.

Share of Population Age 65+, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Other measures of displacement risk:

- Limited educational attainment (less than a high school diploma) increases the risk of displacement. While this applies to less than 2% of Valley residents, it does pose some risk in the Valley.
- A very low percentage of Valley residents age five or greater speak English less than "well," with data indicating most of these residents reside in the South Valley.

SB24-174 Displacement Summary Table

Note: figures are estimates based on secondary data unless otherwise noted

Displacement Measure	Gunnison Valley	North Valley	Town of Crested Butte	Town of Mt. Crested Butte	South Valley	City of Gunnison
Renter occupied households [1]	2,755	775	360	145	1,980	1,600
Housing cost-burdened occupied housing units with annual incomes less than $75,000 (30%+ of income spent on housing costs) [1]	1,870	555	215	125	1,315	995
Persons (age 25+) with no high school diploma estimate [1]	165	45	10	0	120	25
Persons (age 5+) who speak English “less than well” [1]	110	0	0	0	110	0
Single-parent household with children under 18 estimate [1]	325	40	25	0	285	205
Housing stock built prior to 1970 [1]	1,825	375	220	10	1,450	695
BIPOC Households (headed by people other than non-Hispanic white) [1]	965	225	35	0	740	510
Overcrowded (more people than rooms, excluding kitchens and bathrooms) [1]	180	25	10	15	155	0
Civilian noninstitutionalized population with a disability estimate [1]	1,110	175	85	35	935	615
Older population (65+)	2,070	475	275	65	1,595	680
Regulated affordable housing units (municipal counts are since 2016 only; not based on secondary data)	698	394	75	2	304	177

[1] rounded to the nearest 5

Source: U.S. Census, ACS 2018-2022 5-year estimates, Colorado Demography Office, 2024 HNA, consultant team

APPENDIX A2

LOCAL AND SECONDARY DATA

In addition to the 2024 HNA, numerous other sources of local and published information were referenced or used in the preparation of this Addendum:

- American Community Survey (ACS) 5-year estimates
- U.S. Census Longitudinal Employer-Household Dynamics (LEHD)
- State Demography Office, Colorado Department of Local Affairs (referenced as SDO and Colorado Demography Office herein).
- Colorado Department of Education, McKinney-Vento Homeless Student Count Data
- Colorado Department of Local Affairs, Division of Housing, Mobile Home Park Oversight Program, Mobile Home Park Data.
- Ribbon Demographics, LLC HISTA Summary Report 2024
- City of Gunnison "Source Water Protection Plan – Public Version" (September 13, 2022)
- Municipal policy documents and codes:
  - Town of Crested Butte Ordinance 935 (2018)
  - Town of Crested Butte Ordinance 959 (2022)
  - City of Gunnison Comprehensive Plan (2018)
  - Gunnison County Community Plan (2017)
  - City of Gunnison Land Development Code (LDC) Update (2024)
  - City of Gunnison Resolution 2019-08
  - Gunnison County Land Use Resolution (LUR)
  - Gunnison County Essential Housing Amendments (2016)
- Prior assessments and reports:
  - Gunnison Valley Housing Needs Assessment (November 2016)

Gunnison Valley

Housing Needs Assessment

SB24-174 Compliance Addendum

Commissioned by:

GVRHA
GUNNISON VALLEY REGIONAL HOUSING AUTHORITY

In partnership with:

GUNNISON COUNTY

CITY OF GUNNISON COLORADO

VALLEY HOUSING FUND

CRESTED BUTTE, COLORADO National Historic District

MtCB
Mt. Crested Butte, CO

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BACKGROUND AND PURPOSE

PURPOSE

The Gunnison Valley Regional Housing Authority sponsored the 2024 Gunnison Valley Housing Needs Assessment (2024 HNA) with financial support and oversight from Gunnison County, the Towns of Crested Butte and Mt. Crested Butte, the City of Gunnison, and the Valley Housing Fund.

The assessment was structured in two phases. The final Phase II report included the results of both phases.

- Phase I involved an employer survey, extensive outreach through one-on-one listening sessions, and secondary data analysis.
- Phase II, which began in June 2024, included a resident survey, providing detailed data on resident housing characteristics, housing challenges, needs, and preferences. This phased approach ensured that essential analysis was completed in time for local jurisdictions to remain eligible for state housing funding opportunities.

Colorado Senate Bill 24-174 (SB24-174) was signed into law on May 30, 2024, but the Housing Needs Assessment Guide for Colorado Communities was not released until December 2024, which provided guidance on how to meet the statutory requirements established by SB24-174. The Gunnison Valley Regional Housing Authority submitted the 2024 Gunnison Valley HNA to the Colorado Department of Local Affairs (DOLA). DOLA reviewed the regional HNA against the standards outlined in SB24-174 and issued a memorandum to the Gunnison Valley Regional Housing Authority on February 18, 2025, with their findings. The memorandum concluded that "additional information is needed, and the HNA will require an amendment and resubmission" to receive a determination of "Substantial Conformity" with SB24-174 to avoid the need for a new HNA by December 31, 2026, as stipulated by the state.

The purpose of this SB24-174 Compliance Addendum to the 2024 HNA (Addendum) is to provide the additional information requested by DOLA to ensure the Gunnison Valley and local jurisdictions are in "Substantial Conformity" with SB24-174.

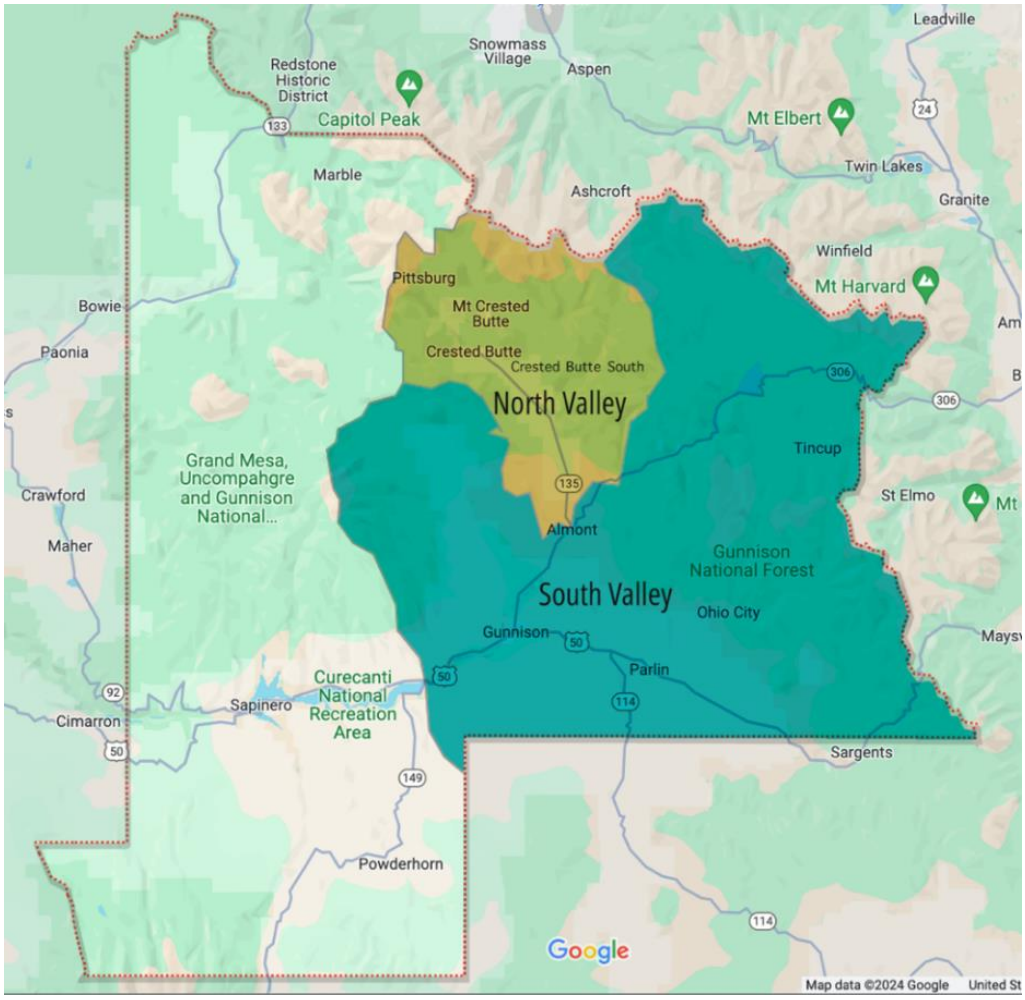
STUDY AREA

This Addendum uses the same study area as the 2024 HNA —the Gunnison Valley (Valley) as a whole — and the sub-markets of the North and South Valleys, as defined in the following table and map. The Valley does not encompass the entire county, but it includes the county's primary population centers. The Crested Butte Census County Division (CCD) ("North Valley") and the Gunnison CCD ("South Valley") represent distinct market areas and coincide with secondary data availability.

The following table shows how the three market areas examined in the 2016 assessment map were simplified into the North and South market areas in the 2021 Gunnison Valley Housing Market Update and 2024 HNA and Addendum. The shift aligned the available sub-market data sets with the available submarket geographies.

	2016 Gunnison Valley Housing Needs Assessment	2021 Gunnison Valley Housing Market Update and 2024 Gunnison Valley Housing Needs Assessment and Addendum
North Valley	Included the Towns of Crested Butte and Mt. Crested Butte, and the unincorporated subdivisions as far south as, but not including, Crested Butte South	Includes the Towns of Crested Butte and Mt. Crested Butte, Crested Butte South and unincorporated subdivisions south to, but not including Almont. This is the region encompassed by the Crested Butte CCD.
Mid Valley	Included Crested Butte South, Almont and the area in between and the Taylor River area	N/A (Now part of North and South Valleys, unless otherwise specified in report sections)
South Valley	Included the area in and around the City of Gunnison and Ohio Creek	Includes Almont and the Taylor River area, the area in and around the City of Gunnison and Ohio Creek, and Pitkin and the Quartz Creek Valley. This is the region encompassed by the Gunnison CCD.

Gunnison Valley



Source: Google Maps

SB24-174 REQUIRED OUTPUTS

The 2024 HNA concluded that to address the current housing shortfall and keep up with projected job growth, **an estimated 1,300 to 1,550 homes are needed in the Valley by 2029 to support local residents and employees**.

Housing Need by Area and Municipality

The 2024 HNA assigned the total homes needed based on where jobs are located (42% in the North Valley; 58% in the South Valley). The table below includes the North and South Valley needs and those of each municipality in the study area (except the Town of Pitkin given its very small population) based on the estimated share of jobs in that part of the Valley.

- 75% of the housing needed in the North Valley gets allocated to the Towns of Crested Butte and Mt. Crested Butte.
- 84% of the housing needed in the South Valley gets allocated to the City of Gunnison.

Housing Units Needed by Area and Municipality through 2029

	Low	High
Gunnison Valley	**1,300**	**1,550**
North Valley	545	650
Town of Crested Butte	285	340
Town of Mt. Crested Butte	125	150
South Valley	755	900
City of Gunnison	635	755

Note: figures rounded to the nearest 5
Source: LEHD, consultant team

As explained in detail in the "Commuting" section of the 2024 HNA, there is an imbalance in where jobs are located and where workers live. Building housing in proportion to where jobs are located will reduce commuting.

An analysis of where new housing can practically or feasibly be built was not conducted. The allocation of need by jurisdiction is therefore a rough indication of the relative extent of need in each jurisdiction.

The Gap

As identified in the 2024 HNA, only about 25% of needed housing units in the Gunnison Valley are expected to be provided by the market. This is because the cost of building is very high, exceeding the purchasing power of local working households. The gap not served by the market will total about 1,065 units by 2029. The table below highlights market gaps by tenure and the AMI brackets required by SB24-174, which differ slightly from those in the 2024 HNA gap table.

Gap in Housing Needs by Area, AMI and Own/Rent

Market does not provide | Market partially provides | Market provides

AMI	Max Household Income (2-person household) [1]	Maximum Affordable Purchase Price [2]	Owner Household Income Distribution	North Valley Units Needed	South Valley Units Needed	TOTAL Units Needed
Owner Units						
30% or less	$24,720	$78,200	6%	13	18	31
30.1-50%	$41,200	$130,400	7%	15	20	35
50.1-80%	$65,920	$208,600	14%	30	42	72
80.1-120%	$98,880	$312,900	24%	51	71	122
120.1-150%	$123,600	$391,100	12%	24	34	58
150.1-200%	$164,800	$521,500	10%	20	28	49
200.1-300%	$247,200	$782,200	9%	19	26	44
Over 300%	> $247,200	> $782,200	18%	37	52	89
Total Ownership Need			**100%**	**210**	**290**	**500**
			Ownership Gap (below market units)	*163*	*198*	*362*
AMI	**Max Household Income (2-person household) [1]**	**Maximum Affordable Monthly Rent**	**Renter Household Income Distribution**	**North Valley Units Needed**	**South Valley Units Needed**	**TOTAL Units Needed**
Rental Units						
30% or less	$24,720	$618	20%	77	106	183
30.1-50%	$41,200	$1,030	25%	99	136	235
50.1-80%	$65,920	$1,648	22%	85	116	201
80.1-120%	$98,880	$2,472	17%	67	91	158
120.1-150%	$123,600	$3,090	7%	26	36	62
Over 150%	> $123,600	> $3,090	9%	36	49	86
Total Rental Need			**100%**	**390**	**535**	**925**
			Rental Gap (below market units)	*315*	*387*	*702*

[1] CHFA 2024 Income Limits
[2] Max purchase price assumes 30-year mortgage at 7% with 5% down and 20% of the payment covering taxes, HOA, PMI and insurance.
Note: Differences are due to rounding; units that are planned for construction have NOT been subtracted from the estimates of needs
Source: MLS; Property manager interviews; Crested Butte News, Gunnison Times, Craigslist, Zillow, Property Manager Websites, Facebook; CHFA; Ribbon Demographics LLC; consultant team

ACCESSIBLE AND VISITABLE UNITS

Data on existing visitable and accessible units does not exist unless governments specifically track this information. Gunnison Valley jurisdictions do not currently have or track this data, but it is advisable to do so to comply with this requirement in future assessments.

An alternative method for estimating this metric is to identify the share of households occupied by a person(s) with a disability and multiply it by the number of housing units needed. This method was used to estimate the number of accessible and visitable units needed through 2029 in the North and South Valleys, as well as for each municipality. It's essential to note that this method likely overstates the estimated number of accessible and visitable units needed through 2029, as 78% of survey respondents with a disability reported that their home adequately accommodated them.

About 15% of Valley households have one or more people with a disability. Applying this to the total number of units needed yields a range of about 195 to 235 accessible and visitable units. The percentage of South Valley households with a disability (18%) is more than double that in the North Valley (8%). About 75% of accessible and visitable housing is therefore needed in the South Valley.

Estimated Accessible and Visitable Housing Needs through 2029

	Accessible and Visitable Units [1]
Gunnison Valley, Total Needed	195 to 235
North Valley	50 to 60
Town of Crested Butte	25 to 30
Town of Mt. Crested Butte	~10
South Valley	145 to 175
City of Gunnison	95 to 115

[1] rounded to the nearest 5
Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

SUPPORTIVE UNITS

Supportive units combine housing and services to help people live more stable and productive lives. The shortage of supportive units can be roughly estimated from data on persons and families experiencing homelessness. One often used source of data on the number of people experiencing homelessness is the Colorado Homeless Management Information System. It, unfortunately, does not provide data on the number of unhoused people in Gunnison County or its municipalities. The 2024 HNA household survey did gather direct responses from Valley residents in this regard.

The 2024 HNA section titled "Homeless and Unstable Households" concluded that around 2% of survey respondents indicated they are homeless, either couch surfing with friends or living in a tent, camper, or vehicle. This equates to 142 households in the Gunnison Valley. Additionally, 6% reported that they still have yet to find suitable housing they can afford, despite residing in the Valley, indicating many are under- or unsuitably housed.

Data about students experiencing homelessness is available pursuant to the McKinney-Vento Homeless Assistance Act. Data indicate that from the 2019-2020 school year through the 2022-2023 school year, the number of homeless students in the Gunnison Watershed School District (RE1J) ranged from three to eighteen, averaging approximately ten students per school year.

The number of supportive units needed by location is summarized below based on a Valley total of 142 households. The North Valley and South Valley distribution is based on each geography's share of Valley households. All supportive units in each part of the Valley are allocated to the Valley's municipalities (excluding the Town of Pitkin), where other services are present, based on their share of households in that part of the Valley.

Estimated Current Supportive Housing Needs

	Supportive Units [1]
Gunnison Valley, Total Needed	142
North Valley	50
Town of Crested Butte	30
Town of Mt. Crested Butte	20
South Valley	92
City of Gunnison	92

[1] rounded to the nearest 5
Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

DISPLACEMENT RISK

Households in the Valley have been displaced and continue to face the risk of displacement. Displacement risk means households living in the Valley may have to leave their homes due to sale, rehabilitation, redevelopment, demolition, condition, price, or other factors. Additional factors include demographic changes, unfair housing practices or discrimination, language barriers, or lack of accessibility for people with disabilities.

Numerous measures of displacement risk outlined in SB24-174 are presented individually by geography and in the state's preferred table format in Appendix A1, which mostly rely on secondary data.

The primary data gathered during the 2024 HNA process, however, is more reliable than secondary data. The "Housing Problems" section of the 2024 HNA provided detailed information on key indicators quantifying housing problems in the Gunnison Valley, based on direct feedback from Valley residents. This included cost burden, overcrowding, issues with home condition, homeless and unstable households, vulnerable populations, and forced relocation. A detailed analysis of the Valley's for sale and rental market was also conducted, highlighting the challenges local households face due to rising home prices and limited availability, which increases the risk of displacement.

- Cost Burden: 39% of Valley households spend more than 30% of their gross income on housing payments, up from 25% in 2016. 76% of very low-income households (≤60% AMI) are cost burdened.

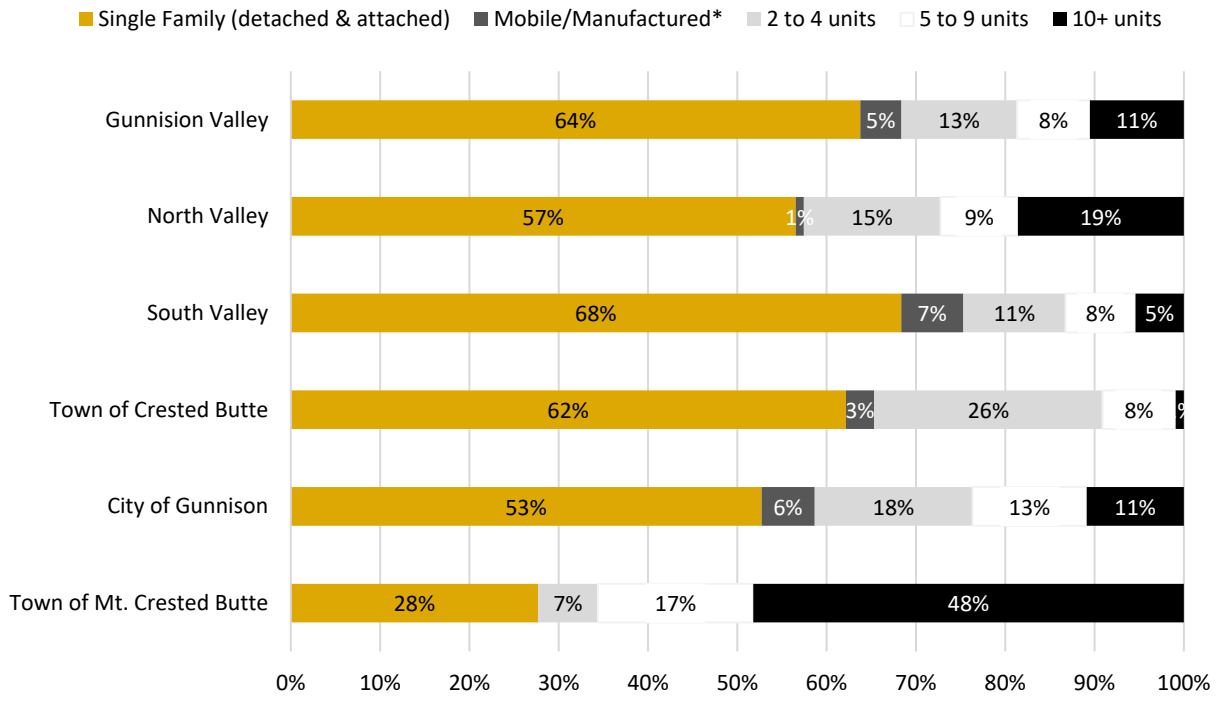
- Overcrowding: 1.6% of North Valley households and 3% of South Valley households are overcrowded. Overcrowding now affects households with incomes up to 120% AMI.
- Dissatisfaction with current residence: 45% of Valley residents are dissatisfied with their current residence because it is too expensive, it needs repairs or is in poor condition (45%), or because it is too small or overcrowded (51%).
- Vulnerable Populations: the 2024 HNA highlighted housing challenges faced by senior-headed households, Hispanic/Latino Households, and persons with a disability. Senior-headed households are more likely than the overall population to live in unsatisfactory conditions due to the high cost of repairs. Hispanic/Latino households are more likely to live in overcrowded conditions than the entire population, and almost one in four (22%) households with a disability report living in housing that does not meet their needs due to its size or lack of needed features.
- Rental Housing Affordability: The 2024 HNA highlighted the mismatch between renter household incomes and available rentals (while 56% of renter households make 60% AMI or below, only 8% of available rentals fall into this income band. Additionally, there are more rental listings between 100% and 150% AMI (51%) compared to renter households (13%).)
- Rental Housing Availability: In March 2024, the Valley's rental vacancy rate was extremely low (<1%). Very low rental vacancies contribute to displacement risk for numerous reasons. Among them is that the condition of homes is more likely to deteriorate as landlords are not incentivized to make repairs or capital investments, as well as rents increasing faster than incomes, which exacerbates affordability challenges and cost burden.
- For Sale Price Increases: Between 2015 and 2020, the median price of single-family homes sold in the North Valley increased by 86% and nearly doubled in the South Valley (92% increase). Market-rate homes in the North Valley have long been priced too high for the majority of local residents; however, the South Valley has remained relatively affordable. Opportunities for locals to buy homes below $500,000 diminished through 2023, increasing displacement pressure.
- Forced Relocation: Almost one third (29%) of households have been forced to move (displaced) in the past five years. The primary reasons for this included rent increases, the home being sold, its conversion to a short-term rental, or the owner moving in. Almost one in four (22%) households plan to leave the Valley by 2029, or about 1,570 households, highlighting the severity of the Valley's housing problems and the challenges it poses for households.

Residents of mobile home parks are at heightened risk of displacement. The fundamental reason for this is the split-tenure model, where residents typically own their homes but rent the land/lot beneath them. This arrangement means owners of the park can sell the land that park residents live on, institute lot lease hikes or new fees that residents cannot afford, and force them to move. Mobile home owners face higher obstacles than renters when forced to move. A park resident who owns their home not only has to find a new location for their home but also must pay the very high cost of moving the building, which may be cost prohibitive.

Not all park residents own their home. Many residents rent homes owned by the park owner, which is more akin to standard rental arrangements. Such residents also face displacement risk. A glaring example of the tangible displacement risk faced by such residents occurred in 2023 in the City of Gunnison, where approximately 50 low-income adults and children living in the Frontier Land trailer park were given just over 30 days to vacate their homes so they could be removed and replaced with new mobile homes.

Approximately 5% of the Valley's housing stock is estimated to be mobile or manufactured housing, which is likely an underestimation given that this housing type is also present in the Valley outside of registered mobile home parks.

Housing Type



Note: Percentages may not add to 100% due to rounding
Source: U.S. Census, ACS 2018-2022 5-year estimates

The Valley is home to 15 mobile home parks registered with the State of Colorado, which collectively have nearly 400 rented mobile home lots and mobile homes. All but two are in the City of Gunnison. The registered park list does not account for all parks in the Valley. The Red Lady Estates 10-unit deed restricted manufactured home park in Crested Butte, for example, is not on the state's registered list.

Gunnison Valley Mobile Home Parks Registered with the State of Colorado

Registration Number	Park Name	Location	Total Rented MH Lots and MHs
MHP-000531	Three Rivers Resort Mobile Home Park	Almont	34
MHP-000160	50 Hi Trailer Park	Gunnison	21
MHP-000293	Carolyn Kulhanek Mobile Home Park	Gunnison	5
MHP-000269	Cottonwood Parque	Gunnison	14
MHP-000566	E & F Trailer Court	Gunnison	20
MHP-000270	Frontierland MHP	Gunnison	12
MHP-000502	Gunnison Lakeside Cabins & RV Park	Gunnison	19
MHP-000767	Holden Village	Gunnison	47
MHP-000590	Mountain High Park	Gunnison	5
MHP-000406	Park-It Mobile Homes	Gunnison	28
MHP-000211	Rio Grande Mobile Home Park	Gunnison	8
MHP-000185	Ski Town Village*	Gunnison County	57
MHP-000922	Slate River Park	Gunnison	10
MHP-000573	Twin Pines Mobile Home Park	Gunnison	75
MHP-000734	Wildwood Mobile Home Park	Gunnison	42
Total			**397**

Source: Colorado Department of Local Affairs, Numbers of lots and homes by registered mobile home park, last updated 8/21/2025
*Owners looking at opportunities to purchase the park and establish community ownership

RECOMMENDED POLICY AND PROGRAMMATIC RESPONSES

Introduction

This section presents recommended policy and programmatic responses to address the housing needs identified in the 2024 HNA. These recommendations build upon the progress made since the 2016 HNA while addressing persistent challenges and adapting to the evolving organizational landscape in the Valley. These recommendations are intended to guide the future development of a detailed action plan with specific implementation strategies, timelines, and responsible parties.

Building on 2016 Recommendations

The 2016 HNA identified eight strategic recommendations that have guided the Valley's housing efforts over the past eight years:

1. Develop a Strategic Housing Plan
2. Increase Compatibility Among and Access to Housing Programs
3. Increase Development and Operational/Property Management Capacity
4. Proceed with Development of Ownership and Rental Housing
5. Increase Funding for Housing
6. Support and Expand Employer Assisted Housing Efforts
7. Expand Rehabilitation and Redevelopment Efforts
8. Encourage Private Development of Permanently Affordable Housing

The Valley has made measurable progress on these strategies, including establishing dedicated funding streams, producing approximately 255 units of community housing, expanding employer participation in housing assistance, and strengthening regional coordination through the Gunnison Valley Regional Housing Authority (GVRHA). However, the scale of current need—1,300-1,550 units by 2029—and persistent affordability challenges indicate that continued and intensified effort across all these strategic areas remains essential.

The recommendations that follow refine and build upon this foundation, responding to changed conditions (including organizational transitions and market dynamics), and scaling strategies to match the magnitude of current housing needs. Meeting housing needs at this scale will benefit from coordinated action across all eight strategic areas simultaneously, recognizing that no single strategy is sufficient in isolation. Rather than replacing the 2016 framework, these updated recommendations represent an evolution—maintaining the core strategic directions while adapting approaches, expanding their scope, and increasing urgency to meet the realities of 2025.

Strategy 1: Strengthen Regional Coordination and Organizational Capacity

Effective regional coordination and adequate organizational capacity are foundational to addressing the Valley's housing needs. The scale of housing production identified in the 2024 HNA—substantially beyond the pace of recent years—will benefit from strengthened organizational capacity, seamless regional coordination, and sustained institutional support.

The Gunnison Valley Regional Housing Authority (GVRHA) was established in 2012 through an intergovernmental agreement between the four Valley jurisdictions to coordinate regional housing efforts. In 2025, following leadership transitions and organizational changes, the GVRHA board recommended transferring its functions to the Gunnison County Housing Authority—an entity established initially in 1979 and recently reactivated to manage county housing projects. The transition from GVRHA to Gunnison County Housing Authority presents an opportunity to strengthen regional housing coordination while ensuring continuity of essential functions, such as property management, rehabilitation programs, and inter-jurisdictional collaboration.

Organizational Transition and Capacity

- Support the successful transition to Gunnison County Housing Authority with attention to maintaining critical functions (property management, rehabilitation programs, energy efficiency initiatives, and regional coordination)
- Build organizational capacity to scale housing production and meet long-term needs

Regional Coordination

- Strengthen inter-jurisdictional coordination across Gunnison County, City of Gunnison, and the Towns of Crested Butte and Mt. Crested Butte
- Establish mechanisms for ongoing policy alignment, shared systems, and collaborative problem-solving
- Support nonprofit housing partners in expanding capacity and accessing complex financing tools

Strategy 2: Expand and Diversify Funding for Housing

While significant progress has been made in establishing dedicated revenue streams, funding remains insufficient to meet the scale of housing needed. As documented in the Market Limitations section, the market is expected to provide approximately 25% of needed housing, creating a gap of approximately 1,065 units that will require public subsidy or alternative development models. Diversified, sustainable funding is essential to support production, preservation, and special needs housing across the income spectrum.

Given the scale of the gap between market-provided housing and community need, strategic deployment of limited public resources can maximize impact through leverage, efficiency, and targeting.

Local Revenue Expansion

- Establish dedicated housing revenue sources in jurisdictions currently lacking them, exploring revenue mechanisms appropriate to each jurisdiction's context and legal authority.
- Explore additional countywide and municipal revenue mechanisms, including revolving loan funds that provide lower-cost project capital that can be replenished as projects are completed.
- Periodically revisit incentives and fee structures to ensure they maximize both incoming revenue and the effective deployment of available funds as market conditions and development costs evolve.

Leverage Private and Employer Resources

- Expand employer-assisted housing programs and create frameworks for employer contributions
- Develop incentive structures to encourage private sector investment in affordable housing
- Create public-private partnership frameworks that leverage private capital while ensuring long-term affordability
- Explore models that reduce per-unit subsidy needs through land donations, infrastructure timing, or development efficiencies

State and Federal Funding

- Actively pursue state and federal grant and financing programs, coordinating applications and building capacity to compete for funding
- Pursue a regional allocation of Housing Choice Vouchers
- Coordinate Low Income Housing Tax Credit (LIHTC) applications and other competitive funding strategies Valley-wide
- Pursue infrastructure grants to reduce development costs

Strategy 3: Accelerate Production of Below-Market Housing

Addressing the identified need for 1,300-1,550 units by 2029 would represent a substantial increase from the pace of community housing development since 2016. The Valley produced approximately 255 units of community housing between 2017 and 2024—an average of 32 units per year. For context, fully addressing identified needs would translate to approximately 260-310 units annually. With 75% of needed units requiring below-market pricing and the greatest gaps in the 50-120% AMI range, focused production strategies can help jurisdictions make progress toward locally determined goals.

Accelerating housing delivery will require multiple pathways moving in parallel, efficient public investment, and reduced barriers to development.

Production Focus Areas

- Prioritize rental housing production for 50-120% AMI households where market gaps are largest
- Prioritize lots with existing infrastructure to minimize development costs
- Remove regulatory barriers and streamline processes for affordable housing development
- Address infrastructure constraints that limit development capacity, considering the findings in the Water Supply Needs section regarding infrastructure capacity variation across the Valley
- Explore opportunities to accelerate development timelines through pre-planning, infrastructure readiness, and expedited review processes

Development Tools and Incentives

- Consider regulatory tools to support affordable housing production, tailored to each jurisdiction's context
- Expand accessory dwelling unit development through reduced barriers and financial incentives

- Pursue diverse development models, including public-private partnerships, nonprofit development, and employer-sponsored housing
- Support diverse developers and development models working in parallel to achieve the needed production scale, removing potential for bottlenecks

Strategy 4: Preserve Existing Affordable Housing and Address Displacement Risk

The loss of naturally occurring affordable housing, particularly in the South Valley, threatens existing affordability and undermines production efforts. As documented in the Displacement Risk section of this Addendum, nearly one-third (29%) of Valley households have been forced to move in the past five years, and almost one in four (22%) plan to leave by 2029. This strategy responds directly to identified displacement risks through targeted preservation, protection, and support programs.

Preservation Strategies

- Expand rehabilitation programs to extend the life of existing affordable housing
- Target naturally occurring affordable housing (NOAH) for preservation, including mobile home parks and older rental complexes
- Implement buy down programs to lock in affordability of NOAH units
- Implement anti-displacement strategies to protect existing residents
- Continue enforcement of short-term rental regulations to preserve long-term housing stock
- Implement compliance programs for existing affordable housing units to ensure they remain in the community housing stock

Displacement Prevention and Targeted Support

Mobile home park residents face a heightened risk of displacement due to split-tenure ownership. With 15 state-registered mobile home parks housing nearly 400 households in the Valley, protection strategies are essential.

- Support community ownership models for mobile home parks, including resident cooperatives and land trusts
- Educate mobile homeowners of their opportunity to purchase their park per the Colorado Mobile Home Park Act when the landlord intends to sell and develop local criteria for government involvement should this right be assigned.
- Explore acquisition of at-risk mobile home parks by public entities or nonprofit organizations
- Strengthen protections for mobile home park residents and provide financial assistance for unit rehabilitation
- Expand emergency rental and utility assistance to prevent displacement due to temporary financial hardship
- Create rental assistance programs to close affordability gaps for cost-burdened households
- Provide targeted support for vulnerable populations at heightened displacement risk, including seniors, persons with disabilities, and households facing language or cultural barriers to accessing housing assistance

- Establish eviction prevention programs, including legal assistance and mediation services

Strategy 5: Address Homelessness and Special Needs Housing

The Supportive Units analysis estimates 142 households currently experiencing homelessness in the Valley—including families, individuals couch-surfing, and those living in tents, campers, or vehicles. With no emergency shelter beds currently available, addressing homelessness and meeting the housing needs of extremely low-income households (≤30% AMI) requires specialized housing solutions and coordinated services.

Emergency Response and Continuum of Care

- Develop emergency shelter capacity to provide immediate safety for individuals and families experiencing homelessness
- Consider seasonal overflow capacity and warming shelters to address weather-related emergencies
- Create transitional housing programs that bridge the gap between emergency shelter and permanent housing, with supportive services to address barriers to housing stability
- Develop permanent supportive housing with integrated services for chronically homeless individuals
- Establish specialized housing for domestic violence survivors, rapid re-housing participants, and other vulnerable populations
- Coordinate with regional and state homeless services systems, including participation in Continuum of Care planning

Extremely Low-Income Housing Production

Households at or below 30% AMI—including seniors on fixed incomes, persons with disabilities receiving supplemental security income (SSI), and working households in the lowest-wage jobs—face severe housing cost burden and have limited market-rate options.

- Support production of deeply affordable housing (≤30% AMI) through strategic use of available funding sources and substantial subsidies to serve extremely low-income households
- Explore innovative models, including shared housing, single-room occupancy (SRO) facilities, and micro-units, to increase affordability at this income level
- Layer multiple funding sources to achieve deeper affordability targets than any single funding stream allows

Special Populations

- Develop housing with integrated supportive services through partnerships with healthcare providers, behavioral health systems, and social service agencies
- Plan for senior housing that supports aging-in-place, including accessible design, proximity to services, and connections to senior support programs

- Ensure new affordable housing production includes units designed to meet the needs of persons with disabilities, families with children, and other populations with specific housing requirements
- Coordinate housing development with supportive services to address barriers that can lead to housing instability

Strategy 6: Align Land Use Policy with Housing Production Goals

Regulatory frameworks, zoning standards, and infrastructure planning must support rather than constrain housing production. Policy alignment can remove barriers, incentivize desired development patterns, and ensure that growth planning incorporates housing needs. The most recently completed Gunnison Area Plan (2025) and the upcoming North Valley Corridor Plan are recent examples of this.

Regulatory Framework

- Update zoning to allow appropriate density and housing types in suitable locations
- Streamline permitting and review processes, particularly for affordable housing projects
- Reduce regulatory barriers such as excessive parking requirements, restrictive lot sizes, and lengthy approval timelines

Infrastructure and Capital Planning

- Align water, sewer, and infrastructure capacity planning with housing development priorities
- Prioritize infrastructure investments that enable housing production
- Consider financing mechanisms to reduce infrastructure cost barriers for affordable housing

Strategy 7: Engage Employers in Addressing the Workforce Housing Challenge

With 92% of employers reporting housing as a serious or critical problem and 280 jobs unfilled due to housing constraints, employer engagement is essential to addressing workforce housing needs. Employers have resources, land, and direct motivation to participate in solutions. Currently, 41% of employers provide some form of housing assistance—ranging from direct housing provision to rental subsidies—and employers collectively provide approximately 503 beds of housing. An additional 71% of employers report they would consider assisting, indicating substantial potential for expanded employer engagement.

Building on this foundation of existing employer participation can expand the range of employer-supported housing solutions.

Employer Participation

- Expand and formalize employer-assisted housing programs, building on the 41% current participation rate
- Create mechanisms for employers to contribute land, funding, or other resources to workforce housing
- Explore collective employer action, including employer consortiums, shared housing facilities, or pooled resources

- Facilitate employer participation in advocacy and policy discussions around workforce housing

Workforce Housing Development

- Focus production strategies on the 50-120% AMI range that serves the majority of the workforce
- Create workforce housing development partnerships between employers, public entities, and developers
- Link economic development strategies to housing production goals
- Develop diverse models for employer engagement beyond direct housing provision, including financial contributions, land donations, or capital investments

Strategy 8: Build Data Systems and Accountability

Ongoing monitoring of housing production, preservation, market conditions, and program effectiveness is essential to track progress toward goals and adjust strategies as conditions change. Effective data systems enable adaptive management—tracking progress, evaluating what works, and adjusting strategies when approaches underperform.

Tracking and Monitoring

- Establish systems to track annual housing production, preservation, and loss by unit type and affordability level (including deed-restricted, accessible, and visitable units).
- Monitor deed-restricted housing inventory, compliance, and resales; coordinate tracking across jurisdictions to enable regional visibility and data sharing; develop consistent application and qualification processes to simplify access across jurisdictions; ensure monitoring prevents expiration of affordability restrictions
- Track key market indicators, including rental vacancy rates and prices, sales and sale prices, and affordability trends
- Establish systems to identify properties and households at risk of displacement; track displacement outcomes to understand scope and impact
- Track homelessness through coordinated entry systems, Point-in-Time counts, and McKinney-Vento student data to understand need and measure progress
- Develop early warning indicators to identify emerging issues before they become crises

Coordination and Service Delivery

- Coordinate across Valley jurisdictions to share information about displacement trends, homelessness data, and successful interventions
- Establish coordinated referral systems to connect households experiencing homelessness or housing instability with available resources across the Valley
- Create rapid response mechanisms to deploy resources when at-risk situations are identified
- Coordinate across jurisdictions and with regional partners to avoid service gaps and duplication
- Ensure regional data sharing and compatibility to support coordinated action across jurisdictions

Planning and Evaluation

- Conduct regular housing needs updates per SB24-174 requirements
- Evaluate program effectiveness and adjust strategies based on outcomes
- Create accountability structures with clear roles, timelines, and reporting mechanisms
- Consider transparent public dashboards or reporting to maintain community awareness and accountability

Conclusion

These policy and programmatic recommendations provide strategic direction for addressing the Valley's housing needs. They build on the substantial progress made since 2016 while responding to the scale and urgency of current challenges. The transition to GCHA represents an opportunity to strengthen regional capacity and coordination.

The identified need for 1,300-1,550 units by 2029 provides context for action planning and priority-setting. Progress toward addressing these needs will benefit from sustained commitment, increased funding, accelerated production, and strong partnerships across sectors. Some strategies enable others—funding capacity enables production, organizational capacity enables program implementation, and data systems enable adaptive management. A regional approach is essential, as no single jurisdiction can address housing needs in isolation.

These recommendations establish the foundation for detailed future action planning, which will define specific goals, projects, timelines, responsible parties, and implementation strategies based on available resources and community priorities.

RECOMMENDED DATA TO SUPPORT OUTPUTS

BASELINE DATA (B): HOUSING DIVERSITY AND HOUSING STOCK CHARACTERISTICS

Understanding the existing range and types of available housing in the Gunnison Valley provides important context for addressing housing needs and displacement risk. This section summarizes housing diversity captured in the 2024 Housing Needs Assessment and U.S. Census Bureau data.

Housing Unit Composition

The Gunnison Valley's housing stock comprises approximately 11,203 total housing units as of 2024, distributed across the North Valley (4,596 units) and South Valley (6,606 units). However, only 63% of these units are occupied by local residents, with the remaining 37% serving as second homes, short-term rentals, or vacant properties.

Occupancy and Tenure

Of the 7,109 occupied housing units in the Valley:

- Owner-occupied: 4,334 households (61% of occupied units)
- Renter-occupied: 2,775 households (39% of occupied units)

The North Valley has significantly lower occupancy rates (52%) compared to the South Valley (72%), reflecting the prevalence of second homes and vacation properties in the Crested Butte area.

Housing Types and Structure

Mobile and Manufactured Housing

Approximately 5% of the Valley's housing stock is mobile or manufactured housing, likely an underestimate as this housing type exists beyond registered parks. The Valley is home to 15 registered mobile home parks with nearly 400 units, with all but one park located in the City of Gunnison. Mobile home parks represent a critical source of naturally occurring affordable housing and face a significant risk of displacement due to the split-tenure model.

Community Housing (Deed-Restricted)

The Valley's deed-restricted community housing inventory includes 698 units (approximately 10% of occupied units), distributed as: - 60% rental units (408 units) - 33% ownership units (226 units) - 7% either rental or ownership (64 units)

Since 2016, 255 community housing units have been added (37% of the current inventory), with the South Valley more than doubling its community housing stock during this period.

Employer-Assisted Housing

Approximately 503 beds are provided by employers in employer-owned or employer-leased units across the Valley, representing an important component of the Valley's workforce housing supply. About 41% of employers provide some form of housing assistance.

Housing Age and Condition

Housing age is an important indicator of housing diversity and maintenance needs. Older housing stock (pre-1970) is included as one of the displacement risk measures in this Addendum, as it is more likely to require significant repairs and may be at risk of deterioration or demolition.

As documented in Appendix A1 (Displacement Risk Tables), housing built before 1970 represents a measurable portion of the Valley's housing stock across all jurisdictions, contributing to both affordability (as naturally occurring affordable housing) and displacement risk (due to condition and potential redevelopment pressure).

The housing diversity documented here—emphasizing occupancy patterns, tenure, deed-restricted inventory, mobile homes, and employer-provided housing—directly supports the displacement risk analysis and housing needs estimates in this Addendum.

BASELINE DATA (G): LOCAL RESOURCES FOR HOUSING

This summary presents an overview of existing housing policies, programs, resources, and infrastructure. It documents what currently exists, identifies strengths and gaps, and establishes baseline conditions for:

- Section (g) compliance: measures of local resources dedicated to affordable housing development
- Policy context: current regulatory framework across four jurisdictions
- Program inventory: active assistance programs and production tools
- Infrastructure capacity: water, sewer, schools, healthcare, transportation, and supportive services

1. Current Housing Policies

This section summarizes active housing policies across all four jurisdictions, highlighting regulatory tools, incentive programs, and implementation gaps.

Regulatory Policies Comparison

Policy Area	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Short-Term Rentals	✅ Draft licensing program • No density cap • 1,300+ STRs countywide • 4% LMD tax on lodging	⚠ Draft regulations proposed (2022) • Proposed 2.5% cap (~70 units) • 31 STRs as of 2022 • Adoption status TBD	✅ Ordinances 935 (2018) & 959 (2022) • 212 license cap (30% of eligible zones, 17% of housing stock) • Two types: Primary residence (60 nights/year) vs Unlimited • 7.5% vacation rental tax, all proceeds go to housing	✅ Licensing program (2020) • 4.9% excise tax (~$1M/year) • $275 license fee • Local representative required • Inspections mandatory • Up to $1,000/day penalty
Accessory Dwelling Units (ADUs)	✅ Allowed in County with infrastructure • 2nd units on larger lots • Tiny houses ≤400 sq ft (Appendix Q)	✅ Permitted in all residential/commercial zones except R-1 • LDC update (2024) expanding allowances • Parking exemptions	✅ Implemented 1990 with 93 units produced • Council/BOZAR exploring allowances in SF zones • Not currently mandated	✅ One ADU per lot in SFR district • Max 1/3 of total GRFA, not exceeding 1,200 sq ft • Planning Commission may allow more for community housing • Summit subdivision: 800 sq ft limit
Inclusionary Zoning	✅ Within 3-mile planning area per Gunnison Area Plan	❌ Not adopted • Comp Plan (2018) recommends ≥10% deed-restricted in new developments • Pending LDC update	✅ 20% requirement since 2016 • Fee-in-lieu option available •Only applies to SF, not remodel of existing	✅ 15% inclusionary + employee mitigation • Multiple compliance options: on-site, off-site, land dedication, fee-in-lieu • Projects <2,700 sq ft exempt

Policy Area	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Density Bonuses	✅ Available for affordable projects • Case-by-case approval	✅ Up to 20% increase for 15% affordable units • Comp Plan (2018) recommends expansion • Not systematically applied	✅ Case-by-case above 15% affordability requirement • Combined with parking reductions	✅ Higher density allowed for >15% affordable • PUD flexibility
Parking Reductions	✅ The recently adopted Gunnison Area Plan provides substantial reduced parking requirements	✅ 1-1.5 spaces/unit vs 2 standard for affordable housing	✅ 1-1.5 spaces/unit vs 2 standard • $500 seasonal worker housing stipends for homeowners renting out parking	✅ Variances available for affordable projects • Reduced requirements case-by-case
Expedited Review	✅ Expedited over County's standard process • Essential Housing Amendments (2016) provide flexible standards	✅ Fast-track approval process • Concurrent review	✅ Combined BOZAR/Council review (2 months vs. standard) • Full fee waivers for deed-restricted	✅ <1 year for Homestead project • Fast Track review for affordable projects
Manufactured/ Mobile Homes	✅ Streamlined approval (LUR §5.5.5) • Protections for existing parks • Recognized as affordable option	*No specific policy documented*	*No specific policy documented*	*No specific policy documented*
Tenant Protections	❌ State law only	❌ State law only	❌ State law only	❌ State law only
Rental Registration	❌ Not required	❌ Not required	❌ Not required	❌ Not required

Incentive Programs Summary

Program	Jurisdiction	Details
Fee Waivers	**County**: Linkage fees waived for deed-restricted workforce rentals (<120% AMI) **City:** Resolution 2019-08 (case-by-case) **CB**: Full waiver for deed-restricted (permit, plan check, development fees) **Mt. CB**: Building permit and plan review fees waived	Active; case-by-case basis; estimated $200K-$400K annual value across valley
Tap Fee Support/ Reductions	**County**: Case-by-case waivers/deferrals ($15K-$25K/unit) **City**: waives all tap costs, not fees **CB**: 80% reduction (20% charged) **Mt. CB**: 100% waiver (~$10K/unit)	Significant cost savings; applied to Whetstone, Lazy K, Homestead, Paradise Park projects
Land Donations	**County**: 13-acre Whetstone parcel, 4.5 acre Paintbrush Development, land for Sawtooth **City:** 4.3-acre Lazy K parcel + infill lots **CB**: Paradise Park, Mineral Point LIHTC, Red Lady Estates, Poverty Gulch, Verzuh, Kapushion **Mt. CB**: 1.4-acre Homestead site	Estimated $15K-$25K/unit value South Valley; North Valley residential lots in town run $1 million and can fit a triplex

2. Existing Housing Programs and Tools

The Valley has an active network of housing assistance programs serving households across the income spectrum. Most programs operate at or near capacity.

Direct Assistance Programs

Program	Operator	Target Population	Description	Gaps/ Constraints
Habitat Ownership (Dissolving)	Habitat for Humanity Gunnison Valley	30-60% AMI	0% mortgage; sweat equity model	Production pace (1-3 homes/year) insufficient for scale of need
GV-HEAT (Energy Efficiency)	GVRHA / Energy Outreach Colorado	Low-moderate income homeowners	Reduces housing cost burden; weatherization	Capacity limited by funding
Master Leasing Pilot	City of Gunnison	City employees	Tests employer-assisted model	Scale/expansion unclear
Temporary Camping	Town of Crested Butte	Locally employed	Temporary camping for tents, vans, and mobile homes within town limits from May 1 to October 31 for those without stable housing	Only available during summer months.
Rental Assistance	Gunnison County	Rental Assistance as needed basis, in addition to LEAP	Rent assistance and low-income energy assistance	

GreenDeed Program	Crested Butte and Mt. Crested Butte	Deed restricted properties	Offers an energy assessment, along with $5000 in potential upgrades for lighting, insulation, and air sealing to reduce energy costs.	
Homebuyer Assistance Program	Gunnison County Assoc of Realtors	Homebuyer assistance	Small grants to first-time homebuyers in the Gunnison Valley.	
Down Payment Assistance	CHFA (statewide)	First-time homebuyers up to $1744,440 income	Up to $25,000 or 3% of mortgage (grant, no repayment); HomeAccess program also available for buyers with disabilities	Statewide program; requires CHFA first mortgage

Program Coverage by Income Level

AMI Level	Current Program Coverage	Gap Analysis
≤30% AMI	✗ No programs	No programs exist; no emergency shelter
30-60% AMI	⚠ Habitat Homeownership, Emergency Aid (Dissolving)	Habitat produced 1-3 homes/year; rental production gap
50-80% AMI	⚠ Emergency Aid, Rehab programs	LARGEST GAP: No targeted rental production programs
80-120% AMI	☑ Down Payment Assistance	Minimal coverage
120%+ AMI	✗ No programs	Market-rate achievable in South Valley, not achievable in North Valley

3. Local Housing Resources

This section provides a detailed breakdown of financial resources, land contributions, and organizational capacity by jurisdiction.

Financial Resources Comparison Table

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Dedicated Housing Tax/Fee	Lodging Tax: 40% authorized for housing/childcare (2022 voter approval)2025: $500K to Whetstone, 250k for housing 2026	No dedicated tax (ballot measure failed)	STR Excise: 7.5% (~$650 k/yr) RETT: 3% (~$2.7M est/yr, grandfathered pre-TABOR – 50% dedicated to capital project)	STR Excise: 4.9% (~$1M/yr, increased Nov 2024)

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Linkage/ Impact Fees	Since 2006; $540-$36K based on size (2,000 sq ft = ~$540; 9,000 sq ft = ~$36K) Uniform countywide (eliminated north valley differential 2008) Deferred to Certificate of Occupancy	Commercial & inclusionary fees	~$1.40/sq ft to $5.50/sq ft depending on employment generation	15% inclusionary + employee mitigation (dual requirements)
Housing Fund Budget	$56.7M (2025, largely for Whetstone)	Affordable Housing Fund (varies annually)	CB Housing Fund 2026 budget $2.34 million	$5M Homestead financing commitment (loan/bond structure, housing tax servicing debt; ties up bulk of fund through 2028)
General Fund Support	Project-specific revenue bonds	Regular allocations; $250K+ estimated annually	Occasional transfers; $200K Green Deed commitment	$250K transfer to Homestead (2022)
Grant Funding	DOLA, Valley Housing Fund ($100K to Whetstone)	DOLA, federal grants, Valley Housing Fund	DOLA, Energy Impact funds, state/federal, Valley Housing Fund	$480K Colorado Housing + $100K Valley Housing Fund (Homestead)

Land & Infrastructure Comparison Table

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Public Land Contributed	13-acre Whetstone parcel ($15K-$25K/unit value), Sawtooth Parcels, Paintbrush	Lazy K: 4.3 acres for housing (8-acre total site); infill parcels portfolio	Paradise Park: 83 units built (2 lots remain zoned for triplexes); Mineral Point: 34; Red Lady Estates: 10; Poverty Gulch: 10; Verzuh: 8; Kapushian: 5	Homestead: 1.4 acres ($200K+ per lot market value); Pitchfork: 40 townhomes/condos (public-private); North Village: 17 acres set aside (future)	Anthracite Place partnership (30-unit LIHTC project); maintains land inventory database

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Infrastructure Investment	Roads and utilities for Whetstone and Sawtooth	City crews install infrastructure; water/sewer extensions to county projects; environmental remediation; site prep	$1.5M Paradise Park infrastructure (utilities, roads); $150K parks/landscaping	Full infrastructure for Homestead (platting, permitting, utility stubs)	Coordination role; technical assistance
Tap Fee Support	Case-by-case waivers/ deferrals ($15K-$25K/ unit)	50% reduction for affordable units; town funds taps on ADU's under policy	80% reduction (only 20% charged)	100% waiver (~$10K/unit value)	Advocates for waivers; coordinates valley-wide approach

Regulatory Incentives Comparison Table

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Building Fee Waivers	Workforce housing linkage fees waived for deed-restricted workforce rentals (<120% AMI)	Building permit and planning fees waived (case-by-case, Resolution 2019-08)	Full waiver of permit, plan check, development fees for deed-restricted	Permit & plan review fees waived	Coordinates waivers across jurisdictions
Density Bonuses	Available for affordable projects (case-by-case) including linkage fee waiver	Up to 20% increase for 15% affordable units	Currently no bonus, updating zoning code in 2026	Higher density allowed for >15% affordable	Advocates for bonuses valley-wide
Parking Reductions	Adopted in the Gunnison Regional Plan	Adopted in the Gunnison Regional Plan	No current parking reductions	Variances available for affordable projects	N/A
Expedited Review	Priority processing (Prop 123 alignment); concurrent review	Fast-track approval; priority in planning queue; concurrent review	60 day review through BOZAR, Deed restricted projects moved to top of list	<1 year for Homestead (vs. typical multi-year)	Assists with coordination; reviews applications, Fast Track Review

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
ADU Provisions	Use by right up to 17 units/acre in Gunnison Area Plan	By-right in residential zones (2017); LDC update (2024) expanding to all zones	Currently allow ADUs in all residential zones and waive tap fees, all required to be deed restricted as a long-term rental. Updates under discussion (2026)	Allowed in LDMF district; one ADU per lot in the SFR Zone, max 1/3 GRFA or 1,200 sq ft; flexible standards for community housing	Monitors ADU production; provides technical assistance

Organizational Capacity & Partnerships

Category	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte
Dedicated Staff	Housing and Human Services	Community Development Dept	Housing Staff in Division of Comm Dev at 2 FTE's	Limited dedicated housing staff
Housing Authority	Reactivated Gunnison County Housing Authority (GCHA)	Via County Housing Authority	Moving Deed restriction monitoring in-house	Via County Housing Authority
Private Partner-ships	Servitas (Whetstone development partner); Gates Co Garden Walk	High Mountain (Lazy K developer)	Various developers for Paradise Park phases; TWG Mineral Point	Developer dedications (Pitchfork, Prospect Homestead, Bywater Development)
Nonprofit Partners	Valley Housing Fund, Project Hope	Valley Housing Fund	Valley Housing Fund	Valley Housing Fund

Production Metrics

Metric	Gunnison County	City of Gunnison	Town of Crested Butte	Town of Mt. Crested Butte	GVRHA (Regional)
Units Completed 2017-2024 (per 2024 HNA)*	1 unit (CB South), Mountain View HUD Senior (28 units), Buckhorn Ranch: 8	177 units (Lazy K: 44, Paintbrush: 76 (County project), GardenWalk: 36, other: 21	75 units (Paradise Park: 45, other: 30)	2 units (Homestead)	Anthracite (30 units)
Planned or Completed Post HNA Units*	Whetstone (252), Sawtooth 1 (18), Sawtooth 2 (32)	3 (Habitat lots, S. 8th St)	Mineral Point (fka Sixth and Butte) 34 units + Paradise Park 14 units + 2 ADUs = 50 units	Homestead brought 22 units online in 2025	Note: Future units not accounted for in 2024 HNA totals
Annual Housing Revenue (Dedicated)	~$250K (lodging tax portion), Impact Fee: 2025: YTD: $550,000 2024: $455,999 2023: $404,000 2022: $700,000	$0 (no dedicated tax)	$650k STR + portions of RETT from general fund	~$1M (STR tax)	~$300K (member contributions)
STR Cap/Limit	None (permit program only)	Proposed 70 units (2.5% cap) - adoption status unclear	212 units (30% of eligible zones) - at cap	No numeric cap (licensing program)	N/A
Deed-Restricted Inventory	71 – countywide unincorporated	180	330	97	Regional database maintained

*Deed restricted and community housing inventory may vary by source due to differences in definition and timing of count.

4. Supportive Services and Infrastructure

This section assesses infrastructure capacity and supportive services availability to support housing development through 2029.

Infrastructure Capacity Analysis

System	Average Demand	Growth Capacity	Constraints	Status
Water Supply (City of Gunnison)	1.5M gallons/day average demand	Storage up to 2M; Tight margin (0.5M buffer)	Nine groundwater wells (temporary solution from 1967); VanTuyl Water Treatment Plant upgrades needed	⚠ Water Master Plan underway to identify improvements for state compliance
Sewer (City of Gunnison)	At capacity	Cannot accommodate additional flows without major upgrades	Backwash from water treatment would cause backups; limits future Gunnison Rising development	⚠ Major upgrades required before additional development
Water/ Sewer (Crested Butte)	Supporting Paradise Park, Whetstone connections	Near-term growth supported	10-year Whetstone tap fee payment plan approved	✅ Adequate for near-term pipeline
Water/ Sewer (Mt. Crested Butte)	Supporting Homestead, Pitchfork; ADD = 0.2 - 1.0 MGD (depending on time of year)	Firm Yield of 1.7 MGD for water WWTF Capacity is 1.2 MGD for a 30-day average. Near term growth supported	Following the Gothic Road Interceptor Capacity Expansion Project (wastewater collection system), the District will have water and sewer capacity to support long-term growth. This project is currently at 90% Design.	The District is currently at 90% Design to increase the capacity of the GRI. Following project completion, the District will be able to support long-term growth.
Water/ Sewer (County)	Whetstone, other developments	Near term growth supported	County installing roads/utilities for Whetstone; Limited capacity available in the Gothic Road Interceptor (GRI) (wastewater collection system)	The District is currently at 90% Design to increase the capacity of the GRI. Following project completion, the District will be able to support long-term growth
Schools (Gunnison Watershed District)	2,096 students (2024-25)	$95M bond approved (2022) for capital improvements	Enrollment capacity not specified in search results	✅ Adequate capacity; recent bond investment

Transportation

Service	Provider	Capacity/Service Level	Housing Connection	Gaps
Gunnison Valley RTA	Multi-jurisdictional – free to riders	33 round trips (2024, expanded from 28); Hwy 135 corridor + airport service; senior/human services transportation	Connects Gunnison-Crested Butte corridor; enables workforce commuting	No fixed-route transit within City of Gunnison; limited frequency; seasonal variations
Dial-a-Ride/ Senior Transit	RTA (senior/ human services component)		Supports senior housing, healthcare access	

Healthcare Access

Facility	Capacity	Service Level	Housing Support	Gaps
Gunnison Valley Health (Hospital)	24 beds (Critical Access Hospital)	Level IV Trauma Center; 24/7 ER; Family Birthing Center; Senior Care Center; Cancer Care	Supports community health needs; senior care enables aging in place	Limited inpatient capacity (24 beds); specialty care may require travel

Homeless Services

Service Type	Provider	Capacity	Population Served	Gaps
Emergency Shelter	NONE	0 beds	N/A	✕ NO EMERGENCY SHELTER IN VALLEY Nearest services: Regional (60+ miles)
Domestic Violence Shelter	Project Hope of the Gunnison Valley		DV survivors, human trafficking survivors	Serves specific population only (not general homelessness)
Homeless Prevention	2-1-1 Colorado; Gunnison County Health & Human Services		Crisis intervention, eviction prevention	Emergency rental assistance uncertain post-ERAP

RECOMMENDED OUTPUTS

MARKET LIMITATIONS

Understanding market limitations on housing development helps identify challenges and opportunities for expanding housing options within the Gunnison Valley. This analysis draws from findings in the 2024 HNA, which documented significant barriers preventing the private market from meeting local housing needs.

High Construction Costs Exceed Local Purchasing Power

The fundamental market limitation in the Gunnison Valley is that the cost of building housing significantly exceeds what local working households can afford to pay. As documented in the 2024 HNA, "only about 25% of needed housing units in the Gunnison Valley are expected to be provided by the market. This is because the cost to build is very high, exceeding the purchasing power of local working households. The gap not served by the market will total about 1,065 units by 2029."

For those considering building, "households looking to buy may explore purchasing land and building given the low availability of units on the market; however, high construction costs and interest rates have a notable dampening effect."

The income level the market now serves varies within the Valley:

- In the North Valley, below-market units for ownership should be primarily priced below $650,000 (250% AMI) and rentals below $2,050 per month (100% AMI) for a 2-person household.
- In the South Valley, below-market units for ownership should be priced below $400,000 (150% AMI) and rentals below $1,600 per month (80% AMI) for a 2-person household.

Private Market Cannot Build Rental Housing at Affordable Price Points

The 2024 HNA documented an extreme shortage of rental housing affordable to local workers. "The vast majority of resident renters need homes priced below $2,000 per month (80% AMI). Only 13 listings were available in February and March throughout the Valley at or below this price. New rental units cannot be built for this price in the Valley without financing assistance (e.g., Low Income Housing Tax Credits, local subsidies, free land and water taps, etc.)."

This creates a structural market failure: while demand for affordable rentals is high, the private market cannot produce units at prices local workers can afford without substantial subsidies.

Rental Vacancy Shortage Constrains Market Function

The rental market in the Valley is tight. "Rental listings in the Gunnison Valley were monitored in February and March of 2024. A total of 48 listings were found during this period. This equates to a rental vacancy rate under 1%; the same vacancy rate observed in 2016."

As a point of reference, “a vacancy rate of around 6% that is trending downward is typically an indication to developers that construction of additional units should begin.” At under 1% vacancy, the Valley’s rental market is functioning far below healthy levels, yet the private market has not responded with increased production due to the cost barriers described above.

Additionally, “there is slightly more availability in the North Valley (1.65% vacancy); however, many listings are more suited to seasonal visitors, providing fully furnished units and short-term or month-to-month lease options,” limiting options for year-round residents.

Workforce Challenges Limit Development Capacity

Labor shortages present another significant market limitation. The 2024 HNA employer survey found that “this winter, over 8% of jobs were unfilled. While the labor shortage is a national trend, having an available and affordable supply of homes for employees to occupy is a competitive advantage in tight labor markets.”

Limited housing availability creates a feedback loop that constrains economic growth and development capacity. “Nearly all employers (92%) felt that [housing availability] was one of the more serious problems, if not the most critical problem. Over 70% of employers have encountered problems keeping or hiring employees due to the lack of housing.”

The severity of workforce impacts includes:

- Primary problems from understaffing include “employees covering multiple jobs, employees being overworked and experiencing burnout, unskilled employees filling positions, followed by a decreased ability to provide quality customer service, increased employee turnover, and an inability to grow businesses. Just over 40% of North Valley employers stated they needed to reduce hours or periodically shut doors due to inadequate staffing.”
- If tight housing conditions persist, “most employers indicated that they will either reduce their number of employees (41%) or stay the same size (38%) over the next five years,” directly limiting economic growth and development activity.

Infrastructure Capacity Constraints

Infrastructure limitations, particularly water and sewer capacity, constrain housing development in specific locations. As documented in the Baseline Data section of this Addendum:

- City of Gunnison Water Supply: Current capacity shows a tight margin (0.5M gallon buffer) with nine groundwater wells serving as a temporary solution since 1967. The VanTuyl Water Treatment Plant requires upgrades, and a Water Master Plan is underway to identify improvements for state compliance.
- City of Gunnison Sewer: The Gunnison Rising lift station is at capacity and cannot accommodate additional flows without major upgrades. Backwash from water treatment would cause backups, limiting future Gunnison Rising development.
- Crested Butte Area: Near-term growth is supported with adequate capacity for the near-term pipeline, including Paradise Park and Whetstone connections. A 10-year Whetstone tap fee payment plan has been approved.

- Mt. Crested Butte Area: Near-term growth is supported, including the recent Homestead connection. Following the Gothic Road Interceptor Capacity Expansion Project (wastewater collection system), the District will have water and sewer capacity to support long-term growth. This project is currently at 90% Design.

(See Infrastructure Capacity Analysis table in Baseline Data section of this Addendum)

These infrastructure constraints require strategic planning and capital investment to enable housing development, particularly in areas where capacity is at or near its limits.

Financing and Lending Challenges

Additional market limitations stem from financing complexities:

- "Providing loans for deed restricted products can be complicated, but is possible in the Valley, especially if the lender is backed by the USDA. The structure of the deed restriction is important, as many providers require that deed restrictions go away in the event of foreclosure."
- "Loans for condominiums can be a challenge. Monthly HOA fees decrease the affordability of units. There are no condominiums in the county that are FHA approved, which reduces lending options."
- High interest rates compound affordability challenges: "Rates were very low through the pandemic and have increased to over 7% since then. Not only does this affect the demand for units to buy but also affects the supply of homes for sale since owners with current lower-interest mortgages are staying put."
- The industry-standard 30% housing cost burden metric, commonly used in underwriting and affordability calculations, understates true affordability challenges in high-cost mountain communities—inflated costs for transportation, food, childcare, and healthcare consume a disproportionate share of household budgets, leaving households with insufficient resources even when housing costs meet traditional lending thresholds.

Conclusion

Market limitations in the Gunnison Valley are substantial and multifaceted. The core limitation—construction costs exceeding local purchasing power—means the private market can provide only 25% of needed housing. Combined with extreme rental shortages (under 1% vacancy), workforce constraints affecting 92% of employers, infrastructure capacity limitations in key locations, and financing complications, these barriers demonstrate why public intervention through subsidies, land contributions, regulatory incentives, and infrastructure investment is essential to meet the Valley's housing needs.

WATER SUPPLY NEEDS

Senate Bill 24-174 recommends housing needs assessments estimate water supply needs for existing dwelling units and estimated housing needs, using per capita usage rates identified in consultation with the Department of Natural Resources. This section provides the estimate for the Gunnison Valley. It is

important to note that while out of the scope of the project, the it would be helpful to also evaluate the wastewater flow as an additional limiting factor.

Methodology

For the purposes of this Addendum, the recommended formula for calculating residential water supply needs is:

Residential water through average day demand = (residential population) × (residential GPCD)

Where GPCD = Gallons Per Capita Per Day

Important Note: This calculation estimates residential water demand only. It does not include commercial, industrial, institutional, or agricultural water demands. Local governments and regional entities must consider the full range of water supply needs—including non-residential demands, baseline conditions, expected changes, and water conservation program effectiveness—to fully evaluate total water needs and demands.

Baseline Residential Water Demand Estimate

Direct GPCD data for the entire Valley is not available. However, the Infrastructure Capacity Analysis in this Addendum documents that the City of Gunnison's water system serves an average day demand of 1.5 million gallons per day.

Using the South Valley population (11,461) and estimating that the City of Gunnison serves approximately 84% of South Valley housing needs (per the needs allocation in this Addendum), the City serves approximately 9,600 residents, yielding an estimated residential GPCD of approximately 156 gallons per capita per day.

This estimate aligns with typical residential water use in Colorado mountain communities, which generally ranges from 100-200 GPCD, depending on factors such as:

- Outdoor irrigation demands
- Climate and precipitation patterns
- Water conservation program effectiveness
- Household size and housing types
- Seasonal population fluctuations particularly due to tourism

For planning purposes, this analysis uses a residential water demand estimate of 150-160 GPCD for the Gunnison Valley.

Current Residential Water Demand (2024)

Estimated residential water demand was calculated using 2024 population estimates from the HNA and a range of gallons per capita per day (GPCD) drawn from the City of Gunnison's Source Water Protection Plan (September 13, 2022). The resulting figures provide a rough estimate of average day demand across the Gunnison Valley and its subregions.

Current Residential Water Demand

Geography	2024 Population	GPCD Range	Estimated Average Daily Demand
Gunnison Valley	16,833	150-160	2.52-2.69 million gallons/day
North Valley	5,372	150-160	0.81-0.86 million gallons/day
South Valley	11,461	150-160	1.72-1.83 million gallons/day

Source: 2024 HNA (Population section), City of Gunnison "Source Water Protection Plan – Public Version" September 13, 2022; Consultant Calculations

Projected Residential Water Demand (2029)

The 2024 HNA projects population growth through 2029:

"The Colorado Demography Office forecasts 0.85% per year population growth on average from 2024-2029, below the longer-term rate of about 1.11% in the county and Valley from 2010-2024. The Valley will be home to about 17,560 residents in 2029 if it grows at the rate forecasted by the state and 17,800 if it grows at its higher longer-term rate."

Projected Residential Water Demand (2029, Based on Population Growth Scenarios)

Geography	2029 Population (State Forecast)	2029 Population (Longer-term Rate)	GPCD Range	Average Day Demand (State)	Estimated Average Day Demand (Long-term)
Gunnison Valley	17,560	17,800	150-160	2.63-2.81 million gallons/day	2.67-2.85 million gallons/day

Source: 2024 HNA (Population section), City of Gunnison "Source Water Protection Plan – Public Version" September 13, 2022; Consultant Calculations

This represents an increase of approximately 110,000 to 240,000 gallons per day in residential water average day demand between 2024 and 2029, depending on the growth rate and effectiveness of conservation measures.

Water Demand from New Housing Units

The 2024 HNA and this Addendum estimate that 1,300 to 1,550 housing units are needed in the Valley by 2029. Using an average household size of approximately 2.3 persons per household (per the 2024 HNA), these units would house approximately 2,990 to 3,565 additional residents.

Estimated water demand from new housing units:

- New residents: 2,990 to 3,565
- GPCD: 150-160
- Additional daily water demand: 448,000 to 570,000 gallons per day

This residential demand would be distributed across the Valley based on where housing is developed, with approximately:

- 42% in North Valley (188,000-239,000 gallons/day)
- 58% in South Valley (260,000-331,000 gallons/day)

Infrastructure Capacity Considerations

As documented in the Infrastructure Capacity Analysis table in this Addendum's Baseline Data section, water supply capacity varies significantly across the Valley:

City of Gunnison:

Current capacity: 2 million gallons of storage

- Current average demand: 1.5 million gallons/day
- Current margin: 0.5 million gallons/day (tight)
- Status: Water Master Plan underway; VanTuyl Water Treatment Plant requires upgrades
- Assessment: ⚠ Capacity constraints exist; major improvements needed for additional growth

Crested Butte Area (served by Town of Crested Butte utilities:

- Status: Near-term growth capacity adequate
- Projects supported: Paradise Park, Whetstone connections
- Assessment: ✅ Adequate for near-term pipeline; 10-year Whetstone tap fee payment plan approved

Mt. Crested Butte Area (served by Mt. Crested Butte Water & Sanitation District for Mt. Crested Butte area):

- Status: Water treatment plant expansion completed 2022 (2.0 MGD capacity); sewer interceptor line at capacity during peak flows; 30% design underway for trunk line expansion with developer cost-sharing negotiations ongoing
- Projects supported: Villages at Mt. Crested Butte, Upper Prospect, and other major developments contingent on sewer line upgrade
- Assessment: ⚠ Water capacity adequate; sewer infrastructure constraints must be resolved before major new development can proceed

County Areas (special districts)

- Providers:
  - Skyland Metropolitan District (water) and East River Regional Sanitation District (sewer) for Skyland area.
  - Crested Butte South Metropolitan District (water/sewer) for CB South area.
  - Smaller community/private systems as applicable.
- Projects: Whetstone (252 units), CR 17 Antelope Hills Neighborhood, West of City of Gunnison (Dos Rios Area)

Implications for Housing Development

The water supply needs analysis has several implications for meeting the Valley's housing needs:

- Areas with current capacity constraints, particularly the City of Gunnison, may need to phase housing development in coordination with water system improvements.
- The estimated 448,000 to 570,000 gallons per day needed for new housing represents approximately a 17-22% increase over current Valley-wide residential demand, requiring strategic infrastructure investment.
- Water service areas cross jurisdictional boundaries. Meeting housing needs will require coordinated planning among municipalities, water providers, and Gunnison County.
- Aggressive water conservation programs could reduce the GPCD and thereby reduce the total infrastructure capacity needed to serve new housing.
- While this analysis focuses on residential water demand per SB24-174 requirements, jurisdictions must also plan for commercial, industrial, and institutional water demands associated with economic growth.

Next Steps for Comprehensive Water Planning

Local governments wishing to use the 2024 HNA and Addendum as an opportunity to prepare for water supply sections in forthcoming comprehensive plan updates should contact DOLA for more information, as recommended in the DOLA Review Memo (February 18, 2025).

APPENDIX A1

Key measures of displacement risk are presented in this section, including in the state's preferred table format.

DISPLACEMENT RISK

Many demographic, economic, housing, legal, and social conditions affect displacement risk. Key displacement risk measures are presented below for the Valley (north and south) and each participating municipality. Most of the data presented is from the American Community Survey 2019-2022 five-year estimates, which have a margin of error, so the data should be reviewed cautiously with this in mind, especially in lower-populated geographies.

Low-income households in the Valley are at greater risk of displacement than higher-income households. Over forty percent of households have incomes under 80% AMI.

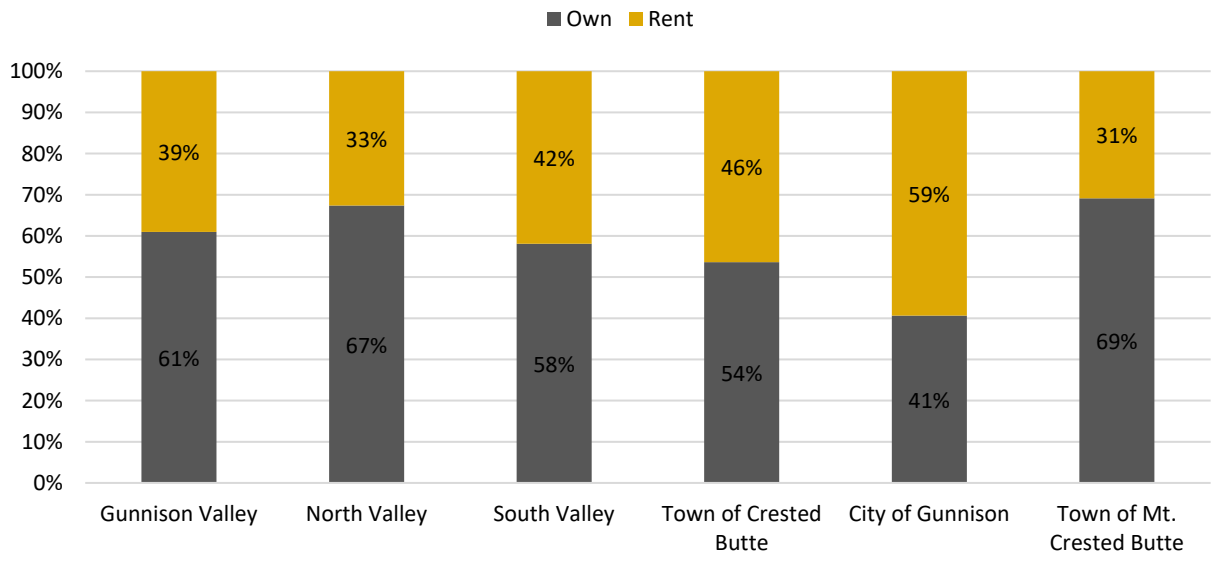
Household Income by Tenure, 2024

AMI	Rent	Own	Total
Extremely Low Income (≤30% AMI)	20%	6%	12%
Very Low Income (30.1% to 50% AMI)	25%	7%	14%
Low Income (50.1% to 80% AMI)	22%	14%	17%
Total	**67%**	**28%**	**43%**

Source: CHFA; Ribbon Demographics; consultant team

Renters are at greater risk of displacement than owners. Over one-third of Valley households rent.

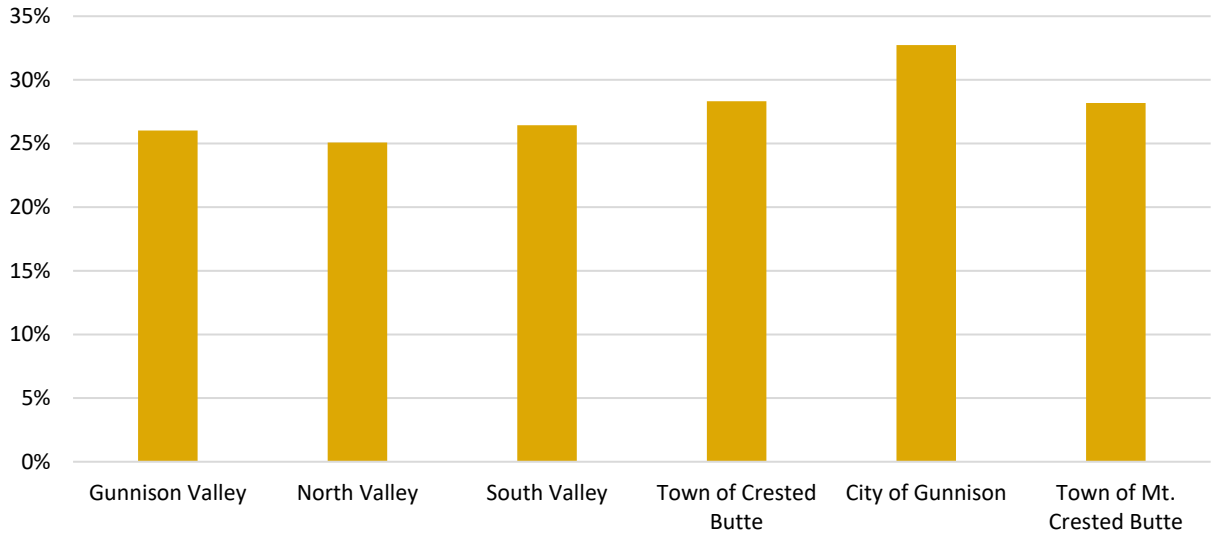
Households by Tenure, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Households with incomes of less than $75,000 per year are more likely to face displacement pressures than those with higher incomes. Approximately one-quarter of Valley households have incomes below $75,000.

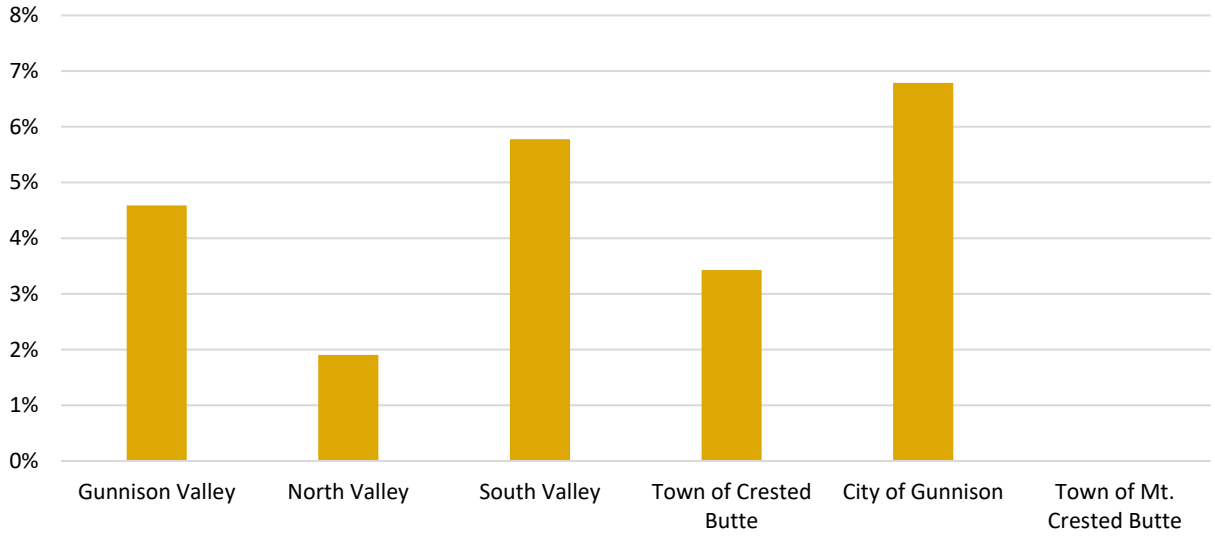
Cost Burdened Households with Annual Incomes <$75,000, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Single parents with young children have challenges that increase their risk of displacement, such as the cost of childcare.

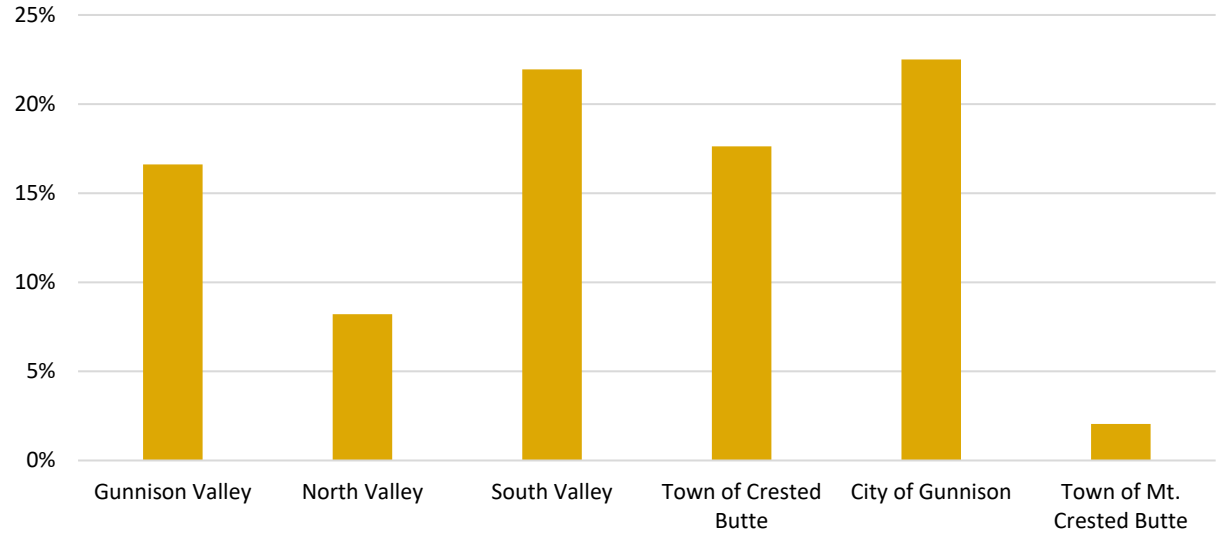
Single Parents with Children Under Age 18, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Housing condition issues tend to be more prevalent when the housing stock is very old. Homes built before 1970 are now more than 50 years old.

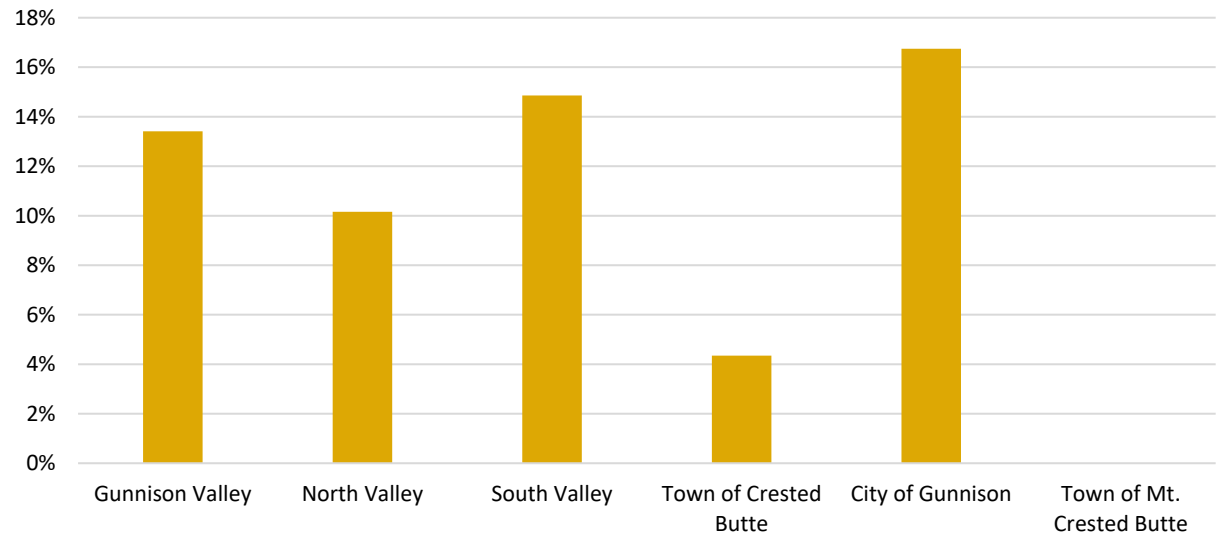
Share of Homes Built Before 1970



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Households headed by Black, Indigenous, and other People of Color are often faced with heightened risk of displacement. The 2023 displacement of 50 low-income residents of a mobile home park in Gunnison, many of whom were from the Cora indigenous community of Mexico, is one such example.

Share of Households with a householder who identifies as a race/ethnicity other than non-Hispanic white, 2022

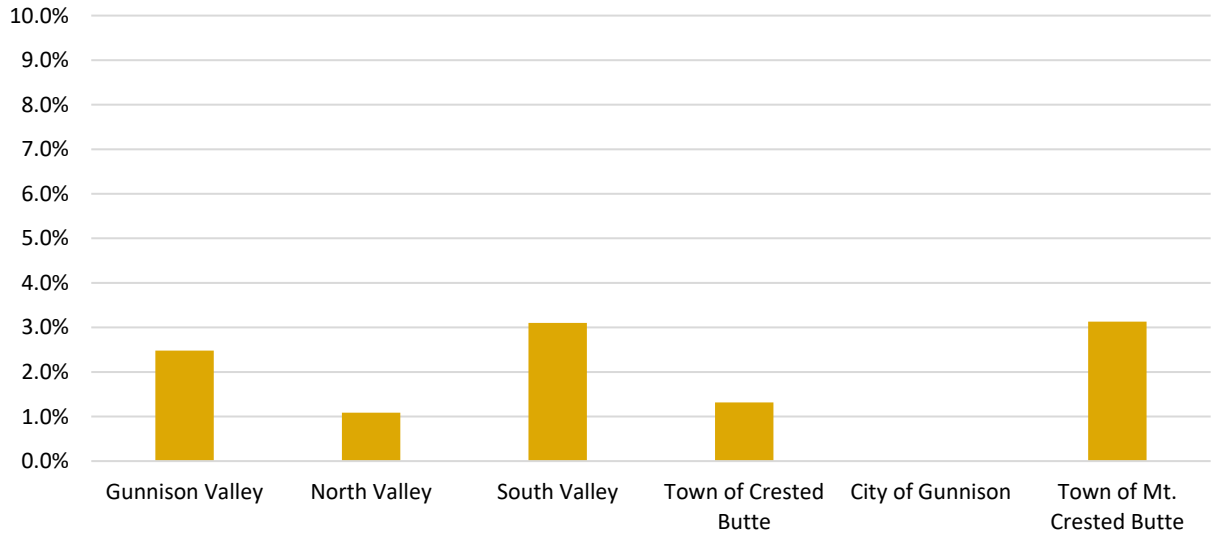


Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

The problem of overcrowding is covered in detail in the 2024 HNA. Secondary data for the North and South Valley generally align with primary research conducted during the process. Secondary, municipal-level data, especially for the City of Gunnison, is not aligned with primary research data. Secondary data suggests that there are no households in the City of Gunnison living in overcrowded conditions, which is

indicative of data accuracy issues. Almost three percent (2.9%) of 2024 survey respondents indicated they were living in overcrowded conditions.

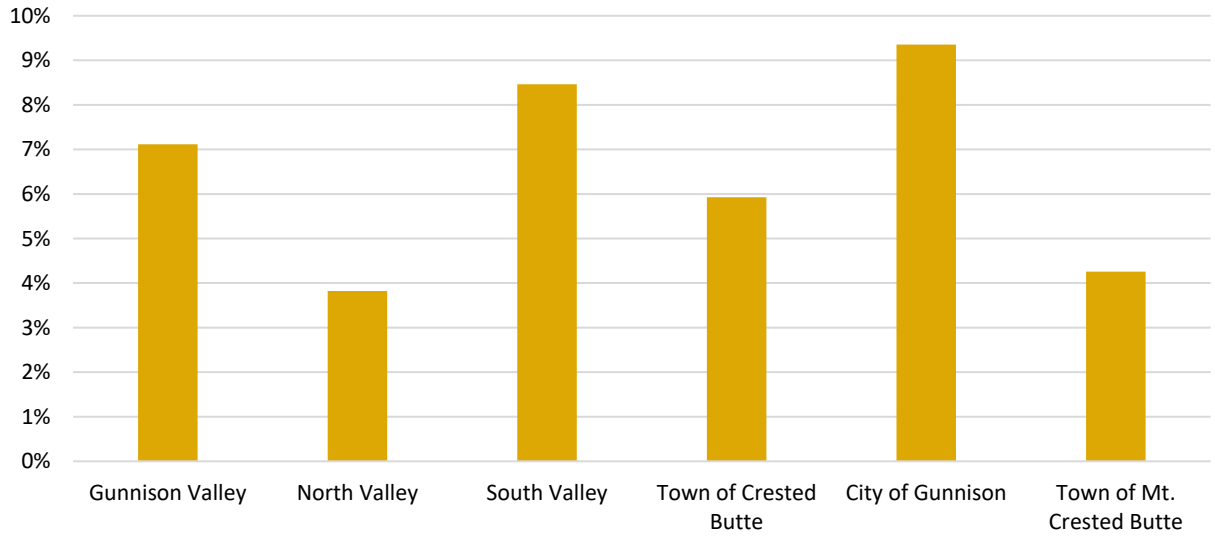
Share of Housing Units that are Overcrowded, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

The share of the civilian noninstitutionalized population with a disability provides insight not only into displacement risk, but also the need for more accessible and visitable units.

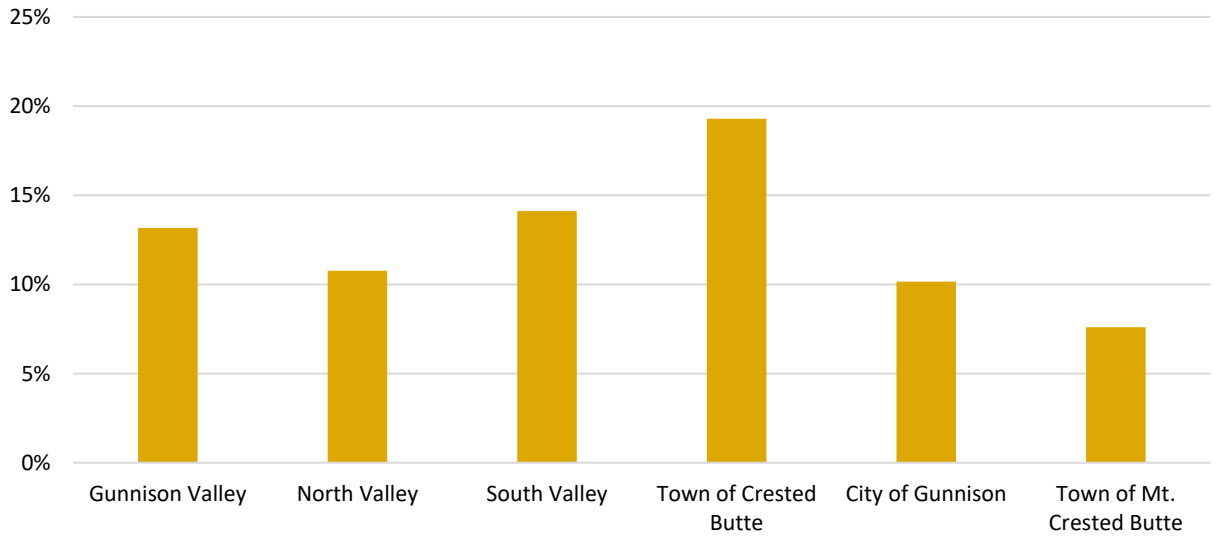
Share of Civilian Noninstitutionalized Population with a Disability, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Senior-headed households in the Valley are more likely to live in unsatisfactory conditions due to the high cost of repairs and are much more likely to have a disability than the overall population.

Share of Population Age 65+, 2022



Source: U.S. Census, ACS 2018-2022 5-year estimates, consultant team

Other measures of displacement risk:

- Limited educational attainment (less than a high school diploma) increases the risk of displacement. While this applies to less than 2% of Valley residents, it does pose some risk in the Valley.
- A very low percentage of Valley residents age five or greater speak English less than "well," with data indicating most of these residents reside in the South Valley.

SB24-174 Displacement Summary Table

Note: figures are estimates based on secondary data unless otherwise noted

Displacement Measure	Gunnison Valley	North Valley	Town of Crested Butte	Town of Mt. Crested Butte	South Valley	City of Gunnison
Renter occupied households [1]	2,755	775	360	145	1,980	1,600
Housing cost-burdened occupied housing units with annual incomes less than $75,000 (30%+ of income spent on housing costs) [1]	1,870	555	215	125	1,315	995
Persons (age 25+) with no high school diploma estimate [1]	165	45	10	0	120	25
Persons (age 5+) who speak English “less than well” [1]	110	0	0	0	110	0
Single-parent household with children under 18 estimate [1]	325	40	25	0	285	205
Housing stock built prior to 1970 [1]	1,825	375	220	10	1,450	695
BIPOC Households (headed by people other than non-Hispanic white) [1]	965	225	35	0	740	510
Overcrowded (more people than rooms, excluding kitchens and bathrooms) [1]	180	25	10	15	155	0
Civilian noninstitutionalized population with a disability estimate [1]	1,110	175	85	35	935	615
Older population (65+)	2,070	475	275	65	1,595	680
Regulated affordable housing units (municipal counts are since 2016 only; not based on secondary data)	698	394	75	2	304	177

[1] rounded to the nearest 5

Source: U.S. Census, ACS 2018-2022 5-year estimates, Colorado Demography Office, 2024 HNA, consultant team

APPENDIX A2

LOCAL AND SECONDARY DATA

In addition to the 2024 HNA, numerous other sources of local and published information were referenced or used in the preparation of this Addendum:

- American Community Survey (ACS) 5-year estimates
- U.S. Census Longitudinal Employer-Household Dynamics (LEHD)
- State Demography Office, Colorado Department of Local Affairs (referenced as SDO and Colorado Demography Office herein).
- Colorado Department of Education, McKinney-Vento Homeless Student Count Data
- Colorado Department of Local Affairs, Division of Housing, Mobile Home Park Oversight Program, Mobile Home Park Data.
- Ribbon Demographics, LLC HISTA Summary Report 2024
- City of Gunnison "Source Water Protection Plan – Public Version" (September 13, 2022)
- Municipal policy documents and codes:
  - Town of Crested Butte Ordinance 935 (2018)
  - Town of Crested Butte Ordinance 959 (2022)
  - City of Gunnison Comprehensive Plan (2018)
  - Gunnison County Community Plan (2017)
  - City of Gunnison Land Development Code (LDC) Update (2024)
  - City of Gunnison Resolution 2019-08
  - Gunnison County Land Use Resolution (LUR)
  - Gunnison County Essential Housing Amendments (2016)
- Prior assessments and reports:
  - Gunnison Valley Housing Needs Assessment (November 2016)



Commissioned by:

GVRHA

GUNNISON VALLEY REGIONAL HOUSING AUTHORITY

Prepared by:

Western Spaces, LLC

WSW CONSULTING

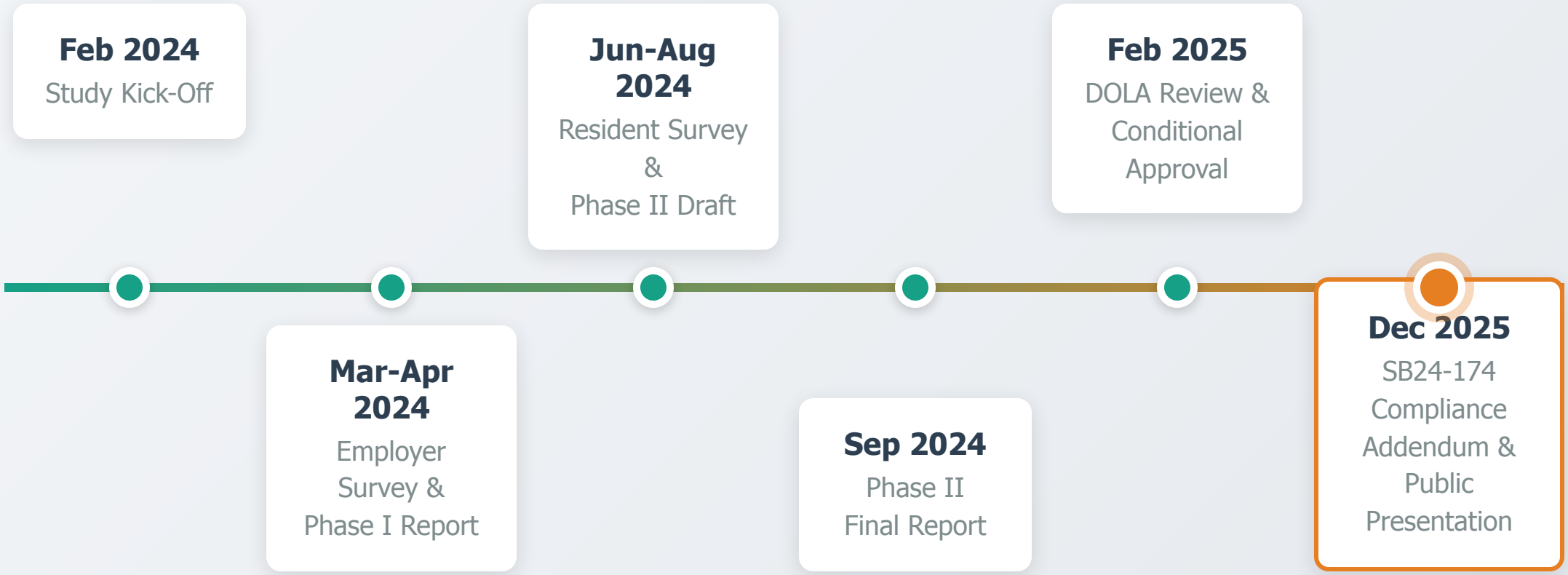
URBANrural continuum

Gunnison Valley Housing Needs Assessment & Addendum

SB24-174 Compliance

Public Presentation - December 2025

Project Timeline

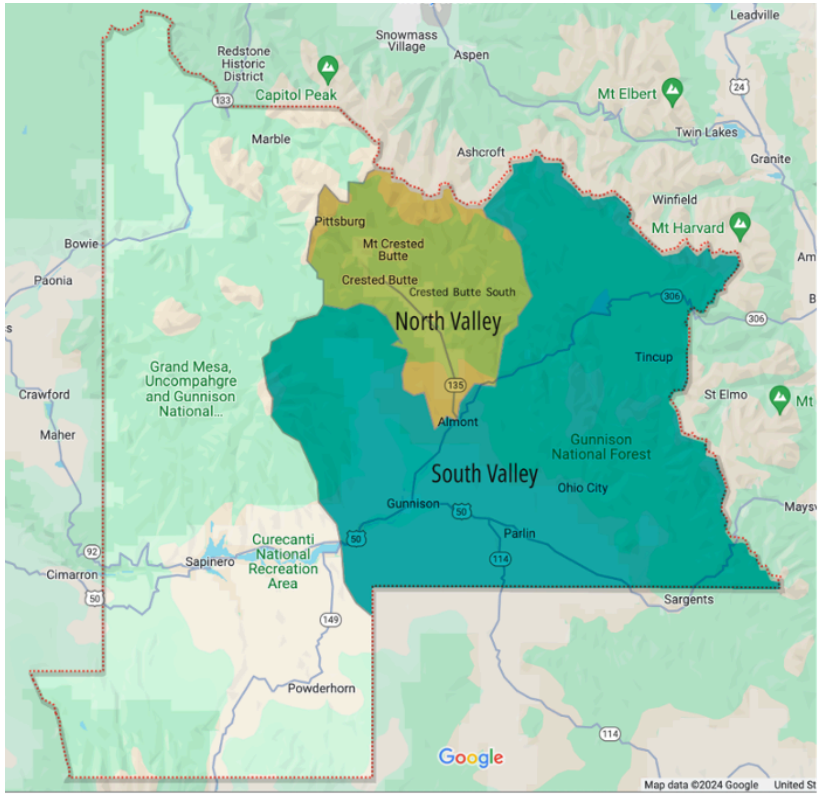


Data collection and key informant interviews conducted throughout

What's in the 2024 HNA

The original study established:

- Current housing inventory & conditions
- Population & demographic trends
- Employment & economic drivers
- Housing cost burden analysis
- Catch-up & keep-up housing needs
- Employer & resident survey results



Study Area: North Valley & South Valley

Source: 2024 Gunnison Valley Housing Needs Assessment (Phases I & II)

Process & Engagement

Two-Phase Approach

Phase I (Spring 2024)

- Employer survey
- One-on-one listening sessions
- Secondary data analysis

Phase II (Summer 2024)

- Resident survey
- Housing preferences & challenges
- Market analysis

Community Participation

134
Employers surveyed

44%
of Valley jobs represented

986
Resident responses

14
Working Group members

Sponsored by GVRHA with support from Gunnison County, City of Gunnison, Towns of Crested Butte & Mt. Crested Butte, and Valley Housing Fund

What's in the Addendum

- Colorado SB24-174 requires compliant Housing Needs Assessments
- DOLA reviewed our 2024 HNA in February 2025
- Received **Conditional Approval**
- Addendum addresses remaining requirements

The Addendum includes:

- Accessible & supportive unit needs
- Displacement risk analysis
- Market limitations assessment
- Water supply estimate
- 8 recommended responses

Community Housing Successes

255 units built since 2016

Significantly ramping up community housing investment

- 70% built in South Valley
- South Valley inventory more than doubled
- ~10% of occupied units are now community housing

Employers Also Active

42%
provide housing assistance

503
beds rented to employees

71%
want to help with housing

47
temp/relocation units

Source: 2024 Gunnison Valley Housing Needs Assessment

Continued Shortfall: Housing Problems

Despite successes, housing problems are prevalent among residents

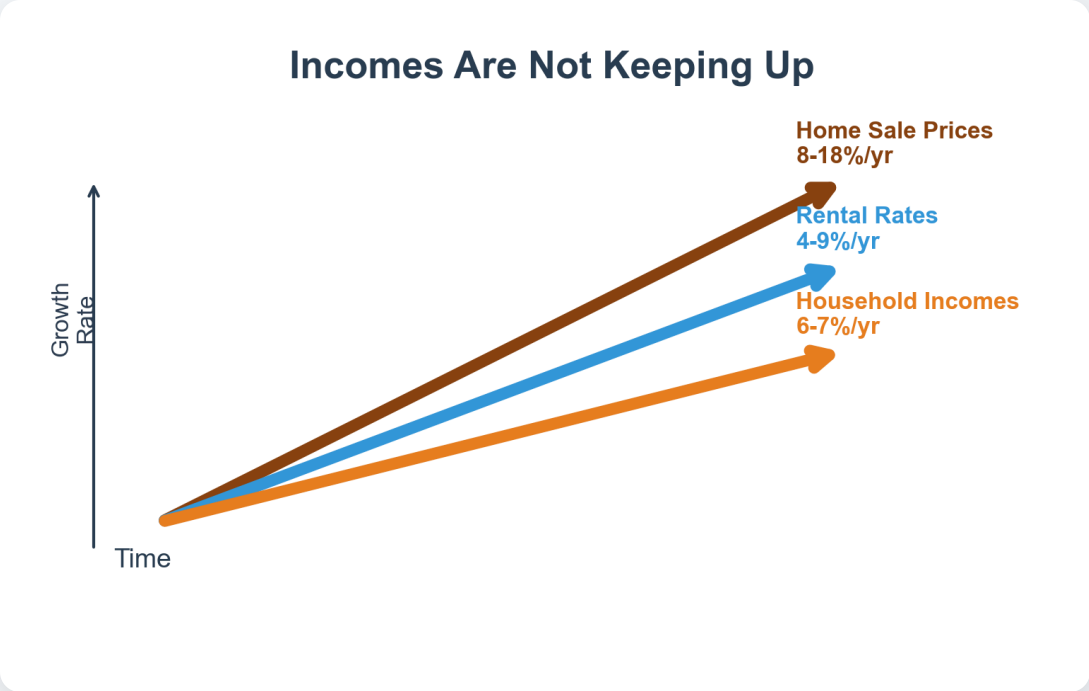
39%
cost burdened
(up from 25% in 2016)

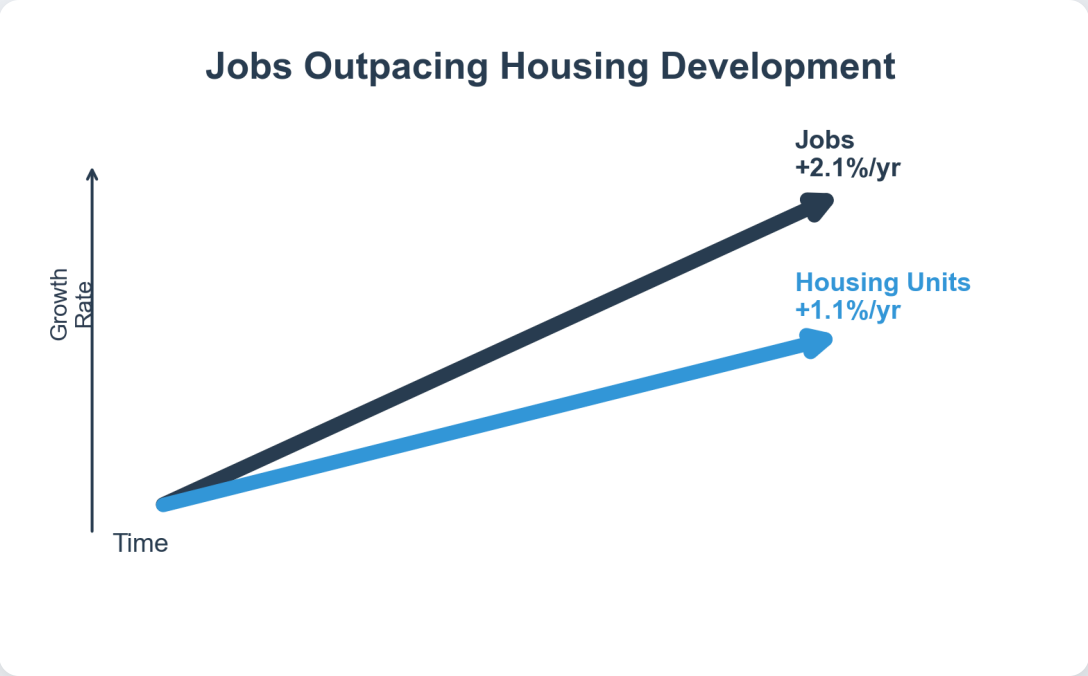
54%
renters displaced
in past 5 years

142
homeless households
zero shelter beds

22%
planning to leave
by 2029

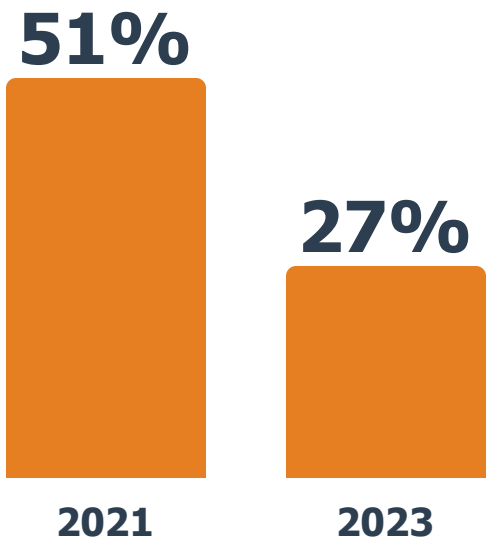
Continued Shortfall: Incomes vs. Prices





Continued Shortfall

South Valley Homes Sold Under $500,000



↓ ***Affordable options decreasing***

% of Homes Sold

Community Housing Production Pace

Where We Are vs Where We Need to Be

Needed Pace (to meet needs)

213 units/year

Historical Pace (2017-2024)

32 units/year

~7x increase needed

Community housing units per year

Businesses Are Impacted

Jobs, employees, housing, and businesses are tied together. Businesses cannot function if employees cannot find homes.

92%
say housing is serious or critical problem

70%+
encounter hiring/retention problems

8%+
jobs unfilled
(280 positions)

40%
North Valley reduced hours or closed

Effects of Understaffing

- Employees covering multiple jobs
- Overwork and burnout
- Unskilled employees filling positions
- Decreased customer service quality
- Increased employee turnover
- Inability to grow businesses

If housing options improve: 65% of employers expect to increase employees to meet demands

Catch-Up and Keep-Up Needs

Need Component	Low	High
Catch-Up (Existing Needs)	**480**	**480**
Overcrowding	55	55
Functional Rental Market	145	145
Unfilled Jobs	280	280
Keep-Up (Future Needs)	**820**	**1,070**
Job Growth	265	515
Retiring Employees	555	555
TOTAL	**1,300**	**1,550**

Catch-Up: Addressing today's shortfall - overcrowded households, near-zero vacancy, unfilled jobs

Keep-Up: Meeting future needs - job growth and employee retirements

Recommended Responses (1-4)

1 Regional Coordination & Organizational Capacity

Est. 700 deed-restricted units

- GCHA to coordinate Valley-wide housing programs
- Unified deed restriction monitoring & compliance
- Inter-jurisdictional partnerships

2 Expand Funding Sources

~1,065 unit gap needs subsidy

- Pursue LIHTC, state & federal grants
- Employer housing programs (71% interested)
- Revolving loan funds & land banking

3 Accelerate Production

8-9x increase needed

- From 32 → 285 units/year
- 75% must be below market rate
- Focus on 50-120% AMI workforce housing

4 Prevent Displacement & Preserve Affordable Housing

22% planning to leave by 2029

- 15 mobile home parks (~400 HH) at risk
- Protect seniors & vulnerable residents
- Preserve naturally occurring affordable housing

Recommended Responses (5-8)

5 Homelessness, Special Needs & Lowest Incomes

142 homeless, 0 shelter beds

- Build continuum of care infrastructure
- Emergency → transitional → permanent housing
- Deep subsidies for ≤30% AMI households

6 Land Use Policy

Remove regulatory barriers

- Update zoning for higher density
- Streamline development regulations
- Align infrastructure investments

7 Employer Engagement

92% say housing is critical

- 280 jobs unfilled due to housing
- 71% would consider assisting with housing
- Employer-assisted housing programs

8 Data & Accountability

Track progress annually

- Ongoing monitoring of housing market
- Regular HNA updates per SB24-174
- Measure progress toward goals

Using This Going Forward

Deliverables

2024 HNA
Full needs assessment report

One-Pager Summary
Highlights for quick reference

Survey Data
Employer & resident results

SB24-174 Addendum
Compliance requirements

Action Plan Will Define:

- Actual goals and strategies
- Specific production goals
- Priority projects
- Funding strategies
- Timelines
- Accountability measures
- Roles and responsibilities

The HNA provides the **foundation**. The Action Plan sets the **direction**.

Next Steps

✓

Addendum Ready

For DOLA resubmission

✓

Public Presentation & Q&A

Requirement fulfilled today

→

Action Plan

Next phase begins

Questions & Public Comment

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Staff Report
February 17, 2026

To: Mayor and Town Council

Prepared By: Dannah Leeman Gore, Sustainability Coordinator

Subject: Single Use Plastic Reduction Policies for Special Events Discussion

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Summary:
Council directed staff to start investigating single-use plastic (SUP) reduction efforts with special events ahead of broader regulations. Staff gathered special event organizer feedback on proposed draft requirements and incentives through a focus group and is seeking Council direction on whether to proceed with a 2026 special-events SUP policy.

Previous Council Action:
November 3, 2025: Staff facilitated a discussion with Town Council to discuss whether pursuing Single Use Plastic (SUP) policies and eventual ordinance was a priority. Council members expressed a desire to understand more about the waste streams on Elk Ave, or "high impact areas", and how a SUP ordinance might impact costs and operations for retail food establishments, retail establishments, and lodging. Staff plan to initiate these discussions in the coming months to better inform a SUP reduction ordinance, tentatively targeted for 2027.

Council indicated greater comfort beginning with special events before broader regulations are implemented. Town Council directed staff to begin exploring SUP reduction policies with special event holders in advance of the deep outreach and discussion with restaurants, retail, and lodging establishments.

Background:
Under HB 21-1162 (Plastic Pollution Reduction Act), effective July 1, 2024, municipalities may regulate or prohibit plastic materials and packaging. Leveraging this authority is listed as a 2026 Strategic Budget goal and aligns with the 2030 Climate Action Plan to "drive efficient waste practices to increase landfill diversion" and "limit the distribution of certain materials […] for example, certain single use plastics".

To begin developing a more refined SUP policy for special events, staff convened a focus group for special event holders on January 28, 2026, to discuss proposed single use plastics (SUP) reduction policy ideas to launch in 2026. Invitations were sent via email three times to the Clerk's department list serve of special event holders. The meeting was hosted in-person and online to

allow for more attendance flexibility. The following organizations or events were represented at the meeting:

- Crested Butte Center for the Arts
- Crested Butte Land Trust
- Crested Butte DEVO
- Adaptive Sports Center
- Crested Butte/Mt. Crested Butte Chamber of Commerce
- Crested Butte Farmer's Market
- Crested Butte Arts Festival

Current Projects and Programs

The Town currently promotes waste reduction at events through the Climate Responsible Special Events (CRSE) program. Event applicants select a waste-reduction tier (I–III) based on required practices and may receive up to $300 per event in rebates for eligible waste-reduction costs. Events may opt out by paying a $150 fee, which supports the rebate pool. Hardship waivers are available when program requirements would significantly affect event viability. Several proposed SUP requirements build on practices already included in the CRSE program but would shift certain measures from optional to required.

Separately, staff has initiated a 2026 feasibility study for a broader SUP ordinance covering retail food establishments, retail, and lodging through Colorado Circular Communities (C3's) free technical assistance program. The study will include stakeholder engagement, infrastructure assessment, and localized waste analysis.

The following section introduces proposed SUP policy considerations for special events, with the context of feedback received from this meeting.

Discussion:
Using peer community examples (including Breckenridge, Telluride, and Frisco) and prior Council guidance to pursue a moderate approach, staff developed the following draft policies for special events that was presented at the focus group. The attendee feedback to each provision is included.

1. **Proposed Requirements:**
    a. **No single-use plastic water bottles or beverage containers under 1 gallon**
        i. Most event holders were comfortable with this provision and shared little feedback.
    b. Reuseable, recyclable, or compostable containers/dishware (no Styrofoam)
        i. Cost concerns for providing compostable or recyclable materials and how that might impact their event, especially for multi week events such as Alpenglow or the Farmer's Market.
        ii. Participants recommended that the Town develop a list of approved materials or suppliers to ensure consistency and reduce confusion.
        iii. Concerns were shared about reusable or "BYO" dishware and encouraged staff to think about how that would affect events where food is not the main focus (i.e., Bridges of the Butte).

iv. Could the Town explore any partnerships with event rental companies for reuseable dishware?

c. No plastic utensils, stir sticks, or straws

i. Mixed response - some event holders stated this would be very hard to comply with, and others felt that they could find other alternatives.

d. Recycling bins required

i. Event holders cited cost concerns and rising prices with recycling services. One event holder stated that if they reduce the number of composting bins at their event, their composting services would be equal or less than their recycling fees. Other event holders shared anecdotes disposing of their recycling in their personal recycling bins cans to avoid the high recycling costs.

e. If compostables are offered, compost bins must be provided.

i. Some event holders opposed this provision, stating it would be difficult to comply with at the current approximate pricing (~$1/event attendee). Event holders wondered if the Town would consider negotiating a "special events rate" with Elements Mountain Compost for event services, or if repeating events could negotiate a special rate.

f. Condiments in bulk

i. Most event holders felt this would be relatively easy to comply with.

g. Recycle, compost, and landfill containers must be placed side-by-side

i. No significant comments

h. No disposable decorations, including balloons.

i. Attendees requested this provision be removed, citing it would be very difficult to comply with and hard to define.

2. **Encouraged Behaviors (**Meeting attendees did not provide significant comment on the "encouraged" proposed policies)
   - **a. Bring Your Own dishware/cupware**
   - **b. Reuseable signage**
   - **c. Reduce physical paper materials, encourage digital access**
   - **d. Durable or reuseable "promo" or "swag" items, or eliminate single-use merchandise**
   - **e. Provide staff or volunteers to sort and manage waste at events**
   - **f. Event signage that explains how your event is reducing waste**

General Feedback and Other Considerations:

- **General Support for Sustainability Goals**: Most participants expressed support for the Town's sustainability objectives and agreed that reducing single-use plastics aligns with Crested Butte's environmental values. Attendees appreciated the proactive approach but emphasized that successful implementation will require clear guidance, accessible resources, and financial support to avoid placing undue burden on event organizers.

- **Cost and Feasibility Concerns**: Cost was identified as a primary concern. Composting services were estimated at approximately $1 per attendee, which could significantly impact events of all sizes, especially events like Alpenglow or the Farmer's Market, which take place over several weeks.
    - Attendees recommended that the Town consider financial incentives, subsidies, or hardship waivers to offset these costs.
    - Attendees urged staff to consider whether special consideration or incentives should be focused on "fundraising" events.
    - Could the town scale its CRSE financial incentive program to event size or frequency?

- **Vendor Compliance and Responsibility:** Participants requested clarification regarding responsibility for compliance with new policies, particularly for food vendors and food trucks.
    - Questions arose about whether event organizers or vendors would be held accountable for ensuring sub-vendor compliance (i.e., food trucks).
    - Some attendees suggested event holders include compliance to the Town's waste policies as a requirement of event participation.

- **Infrastructure and Resource Needs**: Attendees emphasized the need for supportive infrastructure to make compliance feasible.
    - Suggestions included adding more public water bottle refill stations (or better wayfinding signage to public water bottle refill stations), a reusable dishware program, group purchasing options for compostable or recyclable products, and/or a Town-purchased water filling wagon.
    - Participants encouraged the Town to explore bulk purchasing or public private partnerships to establish special event rates to reduce costs and streamline procurement.

- **Education and Outreach**: Education was identified as a critical success factor.
    - Attendees recommended that the Town provide templates, signage, and training materials to help organizers and volunteers implement new requirements effectively.
    - Participants also noted the importance of public education for both residents and visitors to improve waste sorting and compliance.
    - Could the Town facilitate a volunteer or partnership program with the high school or Western Colorado University to staff events for waste sorting?
    - Attendees recommended including a hardship waiver process for events facing significant challenges in meeting new requirements.

Composting Service Availability

Elements Mountain Compost (EMC), the Town's compost contractor, indicated capacity to serve the Town's approximately 30–40 permitted events annually. Service costs vary by event size and service level. EMC estimates average costs near $1 per attendee, though more accurate pricing would be event specific. Staff would like to explore a potential negotiated group rate that could improve the cost while guaranteeing a certain number of events per year with EMC. Staff would also suggest pursuing a similar arrangement for recycling with Waste Management.

Revised Policy List
Based on the focus group's feedback, staff proposes this revised policy list:

Requirements:

a. No single-use plastic water bottles or beverage containers under 1 gallon
b. Reuseable, recyclable, or compostable containers, dishware, silverware, straws, or stir sticks (no Styrofoam)
~~c. No plastic utensils, stir sticks, or straws~~
d. Recycling bins required
e. If compostables are offered, compost bins must be provided.
f. Condiments in bulk
g. Recycle, compost, and landfill containers must be placed side-by-side
~~h. No disposable decorations, including balloons.~~

2. **Encouraged Behaviors:**
    a. Bring Your Own dishware/cupware
    b. Reuseable signage
    c. Reduce physical paper materials, encourage digital access
    d. Durable or reuseable "promo" or "swag" items, or eliminate single-use merchandise
    e. Provide staff or volunteers to sort and manage waste at events
    f. Event signage that explains how your event is reducing waste

Staff is also interested in exploring incentives and support for special events based on the focus group's feedback. A group buy or negotiated event rates with vendors, as mentioned above, could be effective and demonstrate the Town's support. Staff is also interested in exploring an accepted materials or purchasing guide and facilitating volunteer opportunities with perhaps Western Colorado University or the Crested Butte school for any event waste-related event staffing.

Climate Impact:
SUP reduction does not significantly reduce total greenhouse gas emissions but directly supports Climate Action Plan goals related to landfill diversion and limiting targeted single-use materials.

Financial Impact:
The 2026 budget includes $19,000 for SUP policy development, incentive programs, and outreach. Staff is also requesting funds for a Town bulk purchase of non-single use plastic alternative containers into the CEO IMPACT Accelerator Grant application (amount to be determined at time of this staff report). These funds could support bulk purchasing or event assistance initiatives. Additional costs would depend on Council direction regarding incentives or infrastructure support.

Recommendation:
Council should ask clarifying questions, review stakeholder feedback, and provide direction on whether staff should proceed with implementing SUP reduction requirements for special events in 2026 and what refinements or support programs should be considered.

Attachments:

- Climate Responsible Special Events (CRSE) Tier Requirements, Fees, and Rebates

Climate Responsible Special Events (CRSE) Tier Requirements, Fees, and Rebates

Thank you for considering making your event more climate responsible! To align with the Town's Climate Action Plan, we will be replacing the Striving for Zero Waste initiative with a measurable, Climate Responsible Special Events (CRSE) tiered system. Depending on which event tier your event falls under, you may be charged a CRSE fee. However, the Town is offering cash rebates to help offset some costs of reducing waste at your event(s). To be eligible for an event tier's fee and rebate amount, your event must meet all requirements within that tier. Rebates must be requested **within 30 days** following your event. Tiers are separated by both food and non-food events. If your event serves food or beverages in any capacity, please reference the "Food Events" CRSE requirements. Bolded requirements indicate the additional requirements from the tier below it.

To be eligible for your reduced CRSE fee and/or rebate, **you must submit:**

Before the event:

- ❑ The Climate Responsible Special Event worksheet *with* your special event application.

After the event:

- ❑ A completed copy of the Climate Responsible Special Events Rebate form and all receipts for any purchases that allowed you to meet your tier requirements. Rebates must be requested within 30 days following your event.
- ❑ The CRSE post-event survey (To access the survey, visit the Town of Crested Butte's Special Events webpage.)

All CRSE forms, receipts, and questions should be submitted to: kcheever@crestedbutte-co.gov. The post-event survey will ask about the types and amounts of waste your event collected, so please keep that in mind as you conduct your event! We recommend viewing the survey ahead of your event.

The Town recognizes that in some cases the CRSE fees may cause hardship or undue burden to an event holder's ability to host their event. If you feel that your event cannot be carried out due to this program, you may access the 2024 Climate Responsible Special Event Fee Hardship Waiver by clicking here, or you may access the waiver on the Town of Crested Butte's Special Events webpage.

We appreciate your efforts in helping the Town reach its climate action goals to reduce waste at our special events! See the following pages for CRSE tier requirements, fee, and rebate information.

Climate Responsible Special Event Tier Requirements

FOOD EVENTS			
Tiers	**Requirements**	**Event Fees**	**Rebate Amounts***
Tier 0	❑ Does not participate in Climate Responsible Event Program	$150	$0
Tier I	❑ Water refill station ❑ Paper receipts only upon request ❑ Recycling bins available ❑ Reusable, non-disposable bag availability (if needed) ❑ Recycles paper materials created by your event that are not taken home with patrons (excluding napkins) ❑ Encourages BYO dishware from patrons ❑ Entry-way signage on how your event is reducing waste	$100	Up to $100/per event
Tier II	❑ Water refill station ❑ Paper receipts only upon request ❑ Recycling bins available ❑ Reusable, non-disposable bag availability & encourages guests to bring their own (if needed) ❑ Reduces paper materials created by your event that are not taken home with patrons (i.e., offering by request only, providing electronic materials after, etc). ❑ Entry-way signage on how your event is reducing waste/how your event works ❑ **No distribution of plastic bottled water & at minimum recyclable container for beverages other than water** ❑ **Provides reusable dishware OR accepts BYO dishware** ❑ **Does not offer single-use merchandise**	$50	Up to $200/per event
Tier III	❑ Water refill station ❑ Paper receipts only upon request ❑ Recycling bins available ❑ Reusable, non-disposable bags offered only & encourages guests to bring their own (if needed) ❑ Reduces paper materials created by your event that are not taken home with patrons (i.e., offering by request only, providing electronic materials after, etc). ❑ Provides reusable dishware OR accepts BYO dishware ❑ No disposable dishware (including compostable dishware) offered. ❑ Does not offer single-use merchandise ❑ Entry-way signage on how your event is reducing waste	$0	Up to $300/per event

	❑ **No distribution of plastic bottled water, other single-serve beverages should be fully recyclable, & beverages offered in bulk for BYO cups** ❑ **Demonstrates forethought on proper portioning to reduce food waste from event** ❑ **Provides staff/volunteers to help sort/manage and measure waste at event**		
Non-Food Events			
Tiers	**Requirements**	**Event Fees**	**Rebate Amounts***
Tier 0	❑ Does not participate in Climate Responsible Event Program	$150	$0
Tier I	❑ Water refill station ❑ Paper receipts only upon request ❑ Recycling bins available ❑ Reusable, non-disposable bag availability (if needed) ❑ Reduce "single-use" merchandise ❑ Recycles paper materials created by your event that are not taken home with patrons ❑ Entry-way signage on how your event is reducing waste/how your event manages waste	$100	Up to $100/per event
Tier II	❑ Water refill station ❑ No distribution of plastic bottled water & at minimum recyclable container for beverages other than water ❑ Paper receipts only upon request ❑ Recycling bins available ❑ Reusable, non-disposable bag availability & encourages guests to bring their own (if needed) ❑ Entry-way signage on how your event is reducing waste/how your event manages waste ❑ **Does not offer single-use merchandise** ❑ **Reduces paper materials created by your event that are not taken home with patrons (i.e., offering by request only, providing electronic materials after, etc).**	$50	Up to $200/per event
Tier III	❑ Water refill station ❑ No distribution of plastic bottled water & at minimum recyclable container for beverages other than water ❑ Paper receipts only upon request ❑ Recycling bins available ❑ Reusable, non-disposable bag availability (if needed) ❑ Entry-way signage on how your event is reducing waste/how your event manages waste ❑ Does not offer single-use merchandise	$0	Up to $300/per event

	❑ **All resources and materials are made electronically available excluding very few paper resources for accessibility & inclusivity purposes.**		

*Rebate funding is limited, and rebate amounts are subject to change.

Staff Report

February 17, 2026

To: Mayor and Town Council

Thru: Dara MacDonald**,** Town Manager

From: Lynelle Stanford, Town Clerk

Subject: Discussion Regarding Policy for Special Events.

Date: February 6, 2026

Background:

During the January 6, 2026, Council meeting, the Council reviewed the Town's process for special events and their impacts on the community. Direction provided by the Council included the need to more clearly identify local benefit, in part through a statement submitted by the event applicant. This direction is reflected in the attached draft Policy for Special Events.

A scoring sheet is proposed as Appendix A, titled "Community Benefit and Local Involvement Scoring Matrix and Worksheet." The Council did not express support for a wholesale change to the manner in which special events are currently processed. Additionally, the Town Attorney does not recommend distinguishing between local and non-local event organizers.

As a reminder, Town Code Section 6-3-10 defines a "special event" as "any performance, activity, parade, festival, athletic event, or other public gathering held on Town property and sponsored by a nonprofit enterprise or for-profit organization."

Discussion:

The proposed policy for special events is included in the comprehensive packet. Reflected in the policy are purpose (of the policy); guiding principles; relevant definitions; a description of the community benefit requirement as it relates to the review of special event applications; and the aforementioned Appendix A, which contains the scoring matrix worksheet.

The Council should discuss and determine whether the policy is responsive to its prior direction and to provide any suggested edits or additions.

Motion:

Motion to approve the policy for special events or motion to approve the policy for special events, as amended.

TOWN OF CRESTED BUTTE
POLICY FOR SPECIAL EVENTS

PURPOSE

The purpose of this policy is to categorize special events and formalize practices for processing and approving special event applications in a manner that prioritizes events that align with the values of the Community Compass, are locally planned, organically developed, and provide a clear benefit to the Crested Butte community. This policy is intended to balance the use of public spaces with community character, public safety, neighborhood impacts, and the availability of Town services.

GUIDING PRINCIPLES

In reviewing and approving special events, the Town shall be guided by the following principles:

1. **Community Benefit** - Special events held on Town property must demonstrate a tangible benefit to the Crested Butte community, such as cultural enrichment, local economic support, charitable fundraising, community connection, or an opportunity for residents.
2. **Local and Organic Events** - Consideration shall be given to events that are locally initiated, locally organized, and reflective of the Community Compass, Town's culture, traditions, and character, particularly when Town resources or high-impact public spaces are requested. Staff will apply this consideration based on information provided in the event application, including local initiation and organization and alignment with the Community Compass, Town's culture, traditions, and character, with increased emphasis when Town resources or prominent public spaces are requested.
3. **Stewardship of Public Spaces** - Public streets, parking lots, and parks are shared community assets. Events that significantly restrict public access or parking shall be carefully evaluated to ensure the community benefit justifies the level of impact.
4. **Predictability and Fairness** - The Town seeks to provide a transparent, predictable, and equitable review process for event organizers while recognizing the value of established, well-managed events.

DEFINITIONS

1. **Special event** means any performance, activity, parade, festival, athletic event, or other public gathering held on Town property and sponsored by a nonprofit enterprise or for-profit organization. (§6-3-10 Crested Butte Town Code)
2. **Hard street closure** is one in which no parking is allowed in advance and during the event, and the street is completely closed to vehicular and foot traffic, except to vehicular and foot traffic associated with the event.
3. **Hard parking lot closure** is one in which the parking lot is completely closed to public parking, with the exception of electric vehicle charging station parking, which must remain

available to the public at all times. An alternative location for any ADA parking that is displaced by the event must be identified within the special event application.

4. **Rolling closure** is one in which parking is not restricted in advance and during the event; the street closes to traffic as the procession advances and re-opens once the procession has safely passed.
5. **Minimal impact event** has fewer than 100 participants, including spectators; requires nominal services from the Town; and does not require any hard closures.
6. **Moderate impact event**:
    - Fewer than 100 participants requiring Town services; or
    - 100 to 400 participants; or
    - More than 400 participants and requiring minimal Town services.
7. **Major impact event** has more than 400 participants and requires Town services, including hard street and/or parking lot closures.
8. **Administrative approval** means approval by applicable Town and departments and partner agencies, including the Town Manager, Marshal's Department, Public Works, Parks, Recreation, Open Space, and Trails, Town Clerk, Mountain Express, and the Crested Butte Fire Protection District.
9. **Council approval** means approval by the Town Council, typically on the Consent Agenda, unless discussion or a specific motion is required.
10. **Newly proposed special event** means an event for which a special event application has not been approved within the previous five (5) calendar years.
11. **Pre-existing special event** means an event approved within the previous five (5) calendar years.
12. **Local** means that the zip code provided for the applying entity is located within Gunnison County.

COMMUNITY BENEFIT REQUIREMENT

All special event applications shall include a Community Benefit Statement describing how the event benefits the Crested Butte community. The statement may include, but is not limited to:

- Direct benefits to local residents or businesses
- Support of local nonprofit organizations or charitable causes
- Cultural, historical, or recreational value
- Opportunities for local participation or volunteerism
- Alignment with the Community Compass and Town values and traditions

Events that do not demonstrate a meaningful community benefit may be denied or required to modify their proposal.

PROCESS FOR SPECIAL EVENT APPLICATION REVIEW

1. Applications are processed in the order received and prioritized based on completeness.
2. If multiple applications request the same Town property during overlapping dates and times, preference shall be given to:
    a. Pre-existing special events; and

b. Events that demonstrate greater community benefit and local involvement.

3. Applications requiring Council review are considered complete upon presentation to Council, unless otherwise noted.
4. Any newly proposed special event requesting a hard closure of Elk Avenue and/or full closure of the 1st and Elk or Four Way parking lots between July 1 and August 31 shall not be considered by the Town Council.
5. Newly proposed hard closures outside of this period shall be considered on a case-by-case basis and require pre-qualification through an informal Council review prior to Staff processing.

APPROVAL OF SPECIAL EVENT APPLICATIONS

Administrative Approval

- Events that do not require hard street or parking lot closures.
- Events requiring rolling closures.
- Minimal impact events, provided they demonstrate community benefit.

Council Approval

- Events requiring hard street or parking lot closures.
- Newly proposed moderate or major impact events.
- Events with significant community impacts or use of high-demand public spaces.

APPENDIX A

Community Benefit and Local Involvement Scoring Matrix and Worksheet

I. PURPOSE

This scoring matrix establishes objective criteria for evaluating the degree of community benefit and local involvement associated with special event applications. The matrix is intended to guide Staff and Council review, support findings, and ensure consistent application of the Town's special event policy.

II. APPLICATION OF SCORING MATRIX

A. The scoring matrix shall be completed by staff from applicable Town departments and partner agencies for all newly proposed special events and for any pre-existing event that seeks expanded impacts, increased attendance, or additional Town services.
B. The matrix may also be applied to any application at the discretion of Staff or the Town Council.
C. Scores shall be used as an evaluative tool and shall not create an entitlement to approval.

III. MINIMUM THRESHOLDS

A. Events must achieve a minimum total score of 60 out of 100 points to be eligible for approval.
B. Events requesting hard street or parking lot closures must achieve:
    1) A minimum score of 70 out of 100 points, and
    2) At least 50% of available points in the "Local Involvement and Control" category.
C. Failure to meet minimum thresholds shall constitute sufficient grounds for denial or required modification.

V. SCORING GUIDANCE

A. Points may be awarded in whole numbers only.
B. Partial points shall reflect the degree to which the criterion is satisfied.
C. Unsupported assertions by the applicant shall receive minimal or no points.
D. Staff shall document the basis for scoring in the event file.

VI. USE OF SCORES IN DECISION-MAKING

A. Staff shall include summarized scoring results in staff reports for Council-reviewed applications.
B. The Town Council may rely on the scoring matrix in making findings, imposing conditions, or denying applications.
C. The Town may require applicants to modify event elements to improve scores as a condition of approval.

VII. NO RIGHT OR ENTITLEMENT

Achievement of a minimum score does not guarantee approval. The Town retains full discretion to approve, condition, or deny any special event application based on the totality of circumstances.

SPECIAL EVENT COMMUNITY BENEFIT & LOCAL INVOLVEMENT SCORING WORKSHEET

Event Information

Event Name: _____

Applicant / Organizer: _____

Event Date(s): _____

Location(s): _____

Event Classification: ☐ Minimal ☐ Moderate ☐ Major

Newly Proposed Event: ☐ Yes ☐ No

Hard Street or Parking Closure Requested: ☐ Yes ☐ No

A. Local Involvement and Control (30 points max)

1. Local Initiation and Leadership (0–10 points)
   - ☐ 0–2: Event initiated and led by non-local entity
   - ☐ 3–5: Local partner involved, but primary control is non-local
   - ☐ 6–8: Locally initiated with shared control
   - ☐ 9–10: Fully locally initiated and led

Points Awarded: _____ / 10
Notes:

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2. Decision-Making Authority and Operations (0–10 points)
   - ☐ 0–2: Decision-making authority primarily non-local
   - ☐ 3–5: Mixed local and non-local control
   - ☐ 6–8: Majority local operational control
   - ☐ 9–10: Full local control of planning and operations

Points Awarded: _____ / 10
Notes:

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3. Local Vendors, Performers, or Participants (0–10 points)
   - ☐ 0–2: Minimal local involvement
   - ☐ 3–5: Some local participation

☐ 6–8: Majority local participation

☐ 9–10: Predominantly local participation

Points Awarded: _____ / 10

Notes:

Subtotal A, Local Involvement and Control: _____ / 30

B. Direct Community Benefit (30 points max)

4. Direct Benefit to Town Residents (0–10 points)

☐ 0–2: Limited or indirect benefit

☐ 3–5: Moderate benefit to residents

☐ 6–8: Clear and direct resident benefit

☐ 9–10: Substantial, resident-focused benefit

Points Awarded: _____ / 10

Notes:

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5. Support of Local Nonprofits or Charitable Causes (0–10 points)

☐ 0–2: No charitable or nonprofit support

☐ 3–5: Incidental or minimal support

☐ 6–8: Meaningful support of local causes

☐ 9–10: Primary purpose includes support of local nonprofit(s)

Points Awarded: _____ / 10

Notes:

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6. Economic Benefit to Local Businesses (0–10 points)

☐ 0–2: Minimal or speculative benefit

☐ 3–5: Moderate local economic activity

☐ 6–8: Clear benefit to multiple local businesses

☐ 9–10: Significant, demonstrated local economic impact

Points Awarded: _____ / 10

Notes:

Subtotal B, Direct Community Benefit: _____ / 30

C. Cultural, Civic, Or Recreational Value (20 points max)

7. Cultural, Historical, or Traditional Alignment (0–10 points)

☐ 0–2: No alignment with local culture

☐ 3–5: Limited or general alignment

☐ 6–8: Clear alignment with Town character

☐ 9–10: Strong reflection of local culture or tradition

Points Awarded: _____ / 10

Notes:

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8. Recreational, Educational, or Civic Value (0–10 points)

☐ 0–2: Minimal value

☐ 3–5: Moderate value

☐ 6–8: Clear community value

☐ 9–10: Significant public benefit

Points Awarded: _____ / 10

Notes:

Subtotal C, Cultural, Civic, Or Recreational Value: _____ / 20

D. Local Participation and Accessibility (10 points max)

9. Local Participation and Volunteer Opportunities (0–5 points)

☐ 0–1: None

☐ 2–3: Limited opportunities

☐ 4–5: Meaningful participation opportunities

Points Awarded**:** _____ / 5

Notes:

---

10. Accessibility and Inclusivity (0–5 points)

☐ 0–1: Limited accessibility

☐ 2–3: Generally accessible

☐ 4–5: Highly accessible and inclusive

Points Awarded**:** _____ / 5

Notes:

Subtotal D, Local Participation and Accessibility: _____ / 10

E. Impact Proportionality and Stewardship (10 points max)

11. Proportionality of Impacts to Community Benefit (0–5 points)
    - ☐ 0–1: Impacts outweigh benefits
    - ☐ 2–3: Impacts roughly proportional
    - ☐ 4–5: Benefits clearly outweigh impacts

Points Awarded**:** _____ / 5

Notes:

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12. Mitigation of Impacts and Resource Stewardship (0–5 points)
    - ☐ 0–1: Minimal mitigation measures
    - ☐ 2–3: Adequate mitigation measures
    - ☐ 4–5: Strong mitigation and stewardship practices

Points Awarded: _____ / 5

Notes:

Subtotal E, Impact Proportionality and Stewardship: _____ / 10

Final Scoring and Findings

Total Score: _____ / 100

Meets Minimum Threshold: ☐ Yes ☐ No

Meets Hard Closure Threshold (if applicable): ☐ Yes ☐ No

Staff Notes:

Recommended Conditions (if any):

CERTIFICATION

I certify that this scoring worksheet was completed in accordance with the Town of Crested Butte Special Event Policy.

Reviewer Name: _____

Title/Department: _____

Signature: _____

Date: _____

City of Gunnison City Council & Planning and Zoning Commission Agenda

Joint Work Session - Monday, February 2, 2026, at 6:00pm

The Joint Work Session is held at the Western Colorado University Paul M. Rady Building, Room #137, 1 Western Way, Gunnison, Colorado, 81231

The public may attend this Council and Commission work session in-person.

Approximate meeting time: 2 hours

I. Presiding Officer Calls Regular Session to Order (silent roll call)

II. Onboarding – Roles, Responsibilities, and Governing Process

Background: This joint Council and Zoning Commission meeting is part of the onboarding process and reflects a new year with several new councilors, the adoption of a new Land Development Code, and a shared desire to ensure alignment moving forward. The meeting will include a facilitated review of the respective roles, responsibilities, and governing processes of the two bodies. Staff from the Department of Local Affairs, including the Northwest Regional Manager and the Director of the State Land Use Office and Senior Planner with the Community Development Office, will facilitate the discussion.
Staff Contact: Amanda Wilson, City Manager
Public Comment: not applicable.
Action Requested: No action requested; discussion only.
Estimated Time: 2 hours

III. Work Session Meeting Adjournment

The City Council Meeting agenda is subject to change. The City Manager and City Attorney reports may include administrative items not listed. Regular Meetings and Special Meetings are recorded. Meeting minutes are posted at City Hall and on the City website within 10 business days following the meeting at www.gunnisonco.gov. Work sessions are recorded however minutes are not produced.

TO REQUEST INTERPRETATION SERVICES OR TO COMPLY WITH ADA REGULATIONS, PEOPLE WITH SPECIAL NEEDS ARE REQUESTED TO CONTACT THE CITY CLERK 48 HOURS BEFORE ALL MEETINGS AT 970.641.8140.

City Council official audio recordings and publicly noticed meetings minutes can be viewed at www.gunnisonco.gov

City of Gunnison City Council Agenda

Work and Regular Session - Tuesday, February 10, 2026

The City Council meeting is held in the Council Chambers on the second floor of City Hall, located at 201 West Virginia Avenue, Gunnison, CO, with remote access available via Zoom at ***gunnisonco.gov/ZoomCC***.

The public may attend this City Council meeting in-person or via Zoom with phone or computer access. For remote access please visit ***gunnisonco.gov/ZoomCC***.

Approximate total meeting time: 3 hours

PART 1, Work Session: 4:00pm

I. Presiding Officer Calls Work Session to Order (silent roll call)

II. Parks and Recreation Master Plan Work Session

Background: On April 8, 2025, Council authorized a contract with Norris Design to prepare a Parks and Recreation Master Plan that incorporates community feedback. This work session will review public and staff input and draft content that will inform the final Plan.
Staff Contact: Dan Vollendorf, Parks and Recreation Director
Public Comment: not applicable.
Action Requested: No action requested, discussion only.
Estimated Time: 75 minutes

PART 2, Regular Session: 5:30pm

III. Announcements

Background: Council and/or City Staff may give announcements related to upcoming City events, projects, or acknowledgements.
Staff Contact: Council and City Staff
Public Comment: not applicable.
Action Requested of Council: No action requested; updates only.
Estimated Time: 10 minutes

IV. Western Colorado University Liaison Announcements

Background: During the academic year, the Western Colorado University Liaison may give announcements related to upcoming University events and programs.
Staff Contact: Townes Bakke, Western SGA Vice President for External Affairs
Public Comment: not applicable.
Action Requested of Council: No action requested; updates only.
Estimated Time: 5 minutes

V. Public Input

At this time, members of the public may provide comments to Council in English or Spanish on topics that are not on the agenda. Any questions will be received as comments and potentially responded to by the appropriate staff or Council member, following the meeting. Per Colorado Open Meetings Law, no Council discussion or action will take place until a later date, unless an emergency situation is deemed to exist by the City Attorney. Each speaker has a time limit of 3 minutes to facilitate efficiency in the conduct of the meeting and to allow an equal opportunity for everyone wishing to speak.

VI. Consent Agenda

Background: The consent agenda allows City Council to approve, by a single motion, second and vote, matters that have already been discussed by the entire Council or matters that are considered routine and non-controversial. The agenda items will not be separately discussed unless a councilor removes an item from the Consent Agenda.

Staff Contact: Erica Boucher, City Clerk

Public Comment: not applicable.

Action requested of Council: Consider a motion to approve the Consent Agenda as presented:

A. Consider a motion to authorize the City Manager to execute the purchase order with National Auto Fleet Group in the total amount of $58,173.00 for a 2026 Ford F-350 and the purchase order with Ironman Hitch in the total amount of $10,134.17 for a custom installed bed for cardboard collection; and

B. Consider a motion to authorize the City Manager to execute the purchase order with 4 Rivers Equipment in the total amount of $164,842.48 for a 2026 John Deere 410 Backhoe.

Estimated time: 5 minutes

VI. Proclamations, Recognitions, and Appointments

None.

VII. Old Business

A. Award, 2026 Community-Based Programs

Background: At the January 27, 2026, Work Session, City Council discussed community-based programs and their requests for funding. The 2026 Annual Budget appropriates funds to support these programs at City Council's discretion.

Staff Contact: Ben Cowan, Finance Director

Public Comment: limited to 3 minutes per speaker.

Action Requested of Council: Consider a motion to award the 2026 Community-Based Programs.

Estimated Time: 15 minutes

B. Contract Award, Design-Build, Phase 1 – Water Treatment Plant

Background: The City of Gunnison is advancing a multi-phase program to modernize its water system. Following a competitive Progressive Design-Build procurement process, staff recommend The Haskell Company design and ultimately construct the raw water conveyance system and new Water Treatment Plant, with a Guaranteed Maximum Price to be set at 60 percent design. The project emphasizes regulatory compliance, long-term reliability, environmental stewardship, and careful construction planning, guided by fourteen community-driven objectives throughout the design phase.
Staff Contact: Pete Rice, P.E., Public Works Director
Public Comment: limited to 3 minutes per speaker.
Action Requested of Council: Consider a motion to approve and authorize the City Manager to execute the design-build contract with The Haskell Company in the not to exceed amount of $3,227,388 and authorize a planned allowance of $96,821.64 for additional, related services.
Estimated Time: 15 minutes

C. Contract Amendment, Progressive Design/Build Contract with the Neenan Company, Gunnison Fire Station Replacement, Design Services

Background: Last year, City Council awarded a progressive design-build contract to The Neenan Company for the fire station replacement project. The phased contract is divided into three progressive services – validation (needs assessment), design, and construction. Each of phase is awarded separately, subject to appropriations. Staff recommend an amendment to the contract to provide design services.
Staff Contact: Hugo Ferchau, Fire Chief
Public Comment: limited to 3 minutes per speaker.
Action Requested of Council: Consider a motion to authorize the City Manager to execute a contract amendment to The Neenan Company in the amount of $498,582.00 for Phase 2a fire station design services, subject to final legal review.
Estimated Time: 15 minutes

VIII. New Business

A. Authorization to Accept DOLA EIAF, Tier II Grant for the Gunnison Fire Station Design Services

Background: Staff recommend completing the fire station design in 2026 to provide for a "shovel-ready" project when construction funding is secured. To reduce taxpayer burden, the opportunity exists to apply for a State of Colorado, Department of Local Affairs (DOLA) grant for approximately $450,000 with an equal local match.
Staff Contact: Hugo Ferchau, Fire Chief
Public Comment: limited to 3 minutes per speaker.
Action Requested of Council: Consider a motion to authorize submission of the grant for the DOLA Tier II EIAF program, as presented, for the Gunnison Fire Station Design Services.
Estimated Time: 5 minutes

B. Approval to Solicit Bids for the 2026 Concrete Replacement Project

Background: The 2026 Concrete Replacement Program includes the improvement of concrete in the pubic right-of-way that has deteriorated concrete and/or does not meet accessibility standards at three primary locations within the City as indicated in ADA Transition plan.
Staff Contact: Pete Rice, P.E., Public Works Director
Public Comment: limited to 3 minutes per speaker.
Action Requested of Council: Consider a motion authorizing staff to proceed with publishing the solicitation of bids for the 2026 Concrete Replacement Project.
Estimated Time: 10 minutes

C. Onboarding, Introduction to Roadway Design

Background: In support of the Council onboarding process, staff will provide City Council with an introduction to the basic elements of roadway design and the data-based decision making that informs roadway design.
Staff Contact: Pete Rice, P.E., Public Works Director
Public Comment: not applicable.
Action Requested of Council: No action requested; report only.
Estimated Time: 20 minutes

D. Introduction, Welcoming Standards

Background: In support of the Council onboarding process, staff will provide City Council with an introduction to the Welcoming Standards.
Staff Contact: Ricardo Esqueda, Community and Policy Liaison
Public Comment: limited to 3 minutes per speaker.
Action Requested of Council: Consider a motion to authorize staff to initiate a Welcoming and Equity Plan to reduce systemic barriers within the organization and our services.
Estimated Time: 20 minutes

IX. Regular Session Meeting Adjournment

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viewed at www.gunnisonco.gov

GUNNISON COUNTY BOARD OF COMMISSIONERS
REGULAR MEETING AGENDA

DATE: **Tuesday, February 3, 2026**
PLACE: **Board of County Commissioners' Meeting Room at the Gunnison County Courthouse (REMOTE OPTION BELOW)**

GUNNISON COUNTY LOCAL LIQUOR LICENSING AUTHORITY MEETING:

8:30 am

- Call to Order

- Consent Agenda: These items will not be discussed unless requested by a Commissioner or citizen. Items removed from consent agenda for discussion may be rescheduled later in this meeting, or at a future meeting.
    1. Alcohol Beverage License #03-15949; The Wooden Spoon LLC dba The Wooden Spoon; 3/7/2026 to 3/7/2027
    2. Special Event Liquor Permit 1-2026; Crested Butte Mountain Educational Radio Inc.; 3/9/2026 & 3/10/2026 from 3:00 pm to 11:00 pm

- Adjourn

GUNNISON COUNTY BOARD OF COUNTY COMMISSIONERS REGULAR MEETING:

8:32 am

- Call to Order; Agenda Review

- Minutes Approval
    1. January 20, 2026 Regular Meeting

- Scheduling

- Consent Agenda: These items will not be discussed unless requested by a Commissioner or citizen. Items removed from consent agenda for discussion may be rescheduled later in this meeting, or at a future meeting.
    1. Acknowledgment of Appointment; Gunnison Basin Sage-grouse Strategic Committee; Bureau of Land Management (BLM); Regular and Alternate; Jon Kaminsky & Brian Brown; 2/1/2026 to 2/1/2028
    2. Acknowledgment of Appointment; Gunnison Basin Sage-grouse Strategic Committee; Gunnison County Stockgrowers' Association; Regular and Alternate; John Scott & Paul Mowery; 2/1/2026 to 2/1/2028
    3. Acknowledgment of Appointment; Sustainable Tourism and Outdoor Recreation Committee (STOR); City of Gunnison; Audrey Zahradka; Remainder of term ending 2/1/2027
    4. Professional Services Agreement; Mead & Hunt, Inc.; Public Works; 2/3/2026 renewed monthly until terminated; $287,800
    5. Agreement for Consulting Services; Gunnison Conservation District; Community and Economic Development; 1/1/2026 to 12/31/2026; $12,000
    6. Subcontractor Agreement; Gunnison Valley Health; Jail Based Behavioral Services (JBBS); Sheriff's Department; 1/1/2026 to 12/31/2026; $79,782.50
    7. Grant Application; Low Income Senior Dental Grant; Health and Human Services; $3000
    8. Emergency and On-Call Water and Wastewater Services Trade Contractor Agreement; Crested Butte Water Systems LLC; Public Works; 2/3/2026 to 2/3/2027
    9. Credit Application; Master Rental & Sales Agreement; Rain for Rent; Public Works
    10. Ratification; Waiving of Section 4a from Resolution 2024-13, A Resolution Establishing and Amending the Policy for Appointments to Boards and Commissions Managed by Gunnison County and Other Organizations
    11. Stop Loss Insurance Application; HHC Life Insurance Company; Human Resources; 1/1/2026 to 12/31/2026
    12. Sustainable Tourism and Outdoor Recreation Committee (STOR) Charter Amendment
    13. Correspondence; Letter to Governor Polis, Senate President Coleman and Speaker McCluskie regarding unfunded or underfunded mandates

NOTE: This agenda is subject to change, including the addition of items up to 24 hours in advance or the deletion of items at any time. All times are approximate. The County Manager's reports may include administrative items not listed. Regular Meetings, Public Hearings, and Special Meetings are video recorded and ***ACTION MAY BE TAKEN ON ANY ITEM.*** *Work Sessions are also video recorded and formal action cannot be taken. For further information, contact the County Administration office at 970-641-0248. If special accommodations are necessary per ADA, contact 970-641-0248 prior to the meeting.*

14. Colorado Counties Casualty and Property Pool Agreement for Partially Self-Funded Program Gunnison SF County; Finance; 1/1/2026 to 12/31/2026; $668,484

8:35 am

- County Manager's Reports

8:40 am

- Land Use Change Applications
    1. Lot Cluster; LUC-25-00044; Affinati
    2. Townhome Plat; LUC-25-00048; O'Neal

8:50 am

- Potential Upcoming Legislation Discussion

9:20 am

- Unscheduled Public Comment: Limit to 5 minutes per item. No formal action can be taken at this meeting.
- Commissioner Items: Commissioners will discuss among themselves activities that they have recently participated in that they believe other Commissioners and/or members of the public may be interested in hearing about.
- Executive Session, pursuant to C.R.S. § 24-6-402(4)(b): Conference with the County Attorney, Deputy County Attorney or Assistant County Attorney for Gunnison County for the purpose of receiving legal advice related to property claims or rights for real property located in Gunnison County, Colorado
- Adjourn

Please Note: Packet materials for the above discussions will be available on the Gunnison County website at http://www.gunnisoncounty.org/meetings prior to the meeting.

ZOOM MEETING DETAILS:
Join Zoom Meeting: https://gunnisoncounty-org.zoom.us/j/89798905619
One tap mobile
+12532158782,,82753657556#,,,,*471302# US (Tacoma)
+13462487799,,82753657556#,,,,*471302# US (Houston)

GUNNISON COUNTY BOARD OF COMMISSIONERS
WORK SESSION MEETING AGENDA

DATE: **Tuesday, February 10, 2026**
PLACE: **Board of County Commissioners' Meeting Room at the Gunnison County Courthouse (REMOTE OPTION BELOW)**

8:30 am

- Gunnison County Boards and Commissions Interviews:
    1. Planning Commission Alternate (Two vacancies for one-year terms)
        - Applicants:
            1. 8:30 am – Stuart Asay
            2. 8:45 am – Betsy Dupree-Kyle
            3. 9:00 am – Anna Fenerty
            4. 9:15 am – Steven Jenkins
            5. 9:30 am – Beverly Troxtell

9:45 am

- Upper Gunnison River Water Conservation District (UGRWCD) Updates
    1. Regular Update
    2. U.S. Bureau of Reclamation's Proposed Alternatives for the Post 2026 Operating Guidelines for Lake Powell and Mead

- Colorado River Water Conservation District (CRWCD) Update

- HB 1177 Roundtable Update

10:30 am

- Break

10:40 am

- Gunnison County Metropolitan Recreation District Update

- Adjourn

Please Note: Packet materials for the above discussions will be available on the Gunnison County website at http://www.gunnisoncounty.org/meetings prior to the meeting.

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GUNNISON COUNTY PLANNING COMMISSION

PRELIMINARY AGENDA: February 5, 2026
221 N. Wisconsin, Suite D Gunnison CO, 81230
In person or on Zoom

Disclaimer: *agenda discussion item times are approximate. Public hearings may start on or after the posted notice time. Work sessions may start earlier or later than the posted time.*

8:45 a.m.

- Call to order; determine quorum.
- Seating of new members
- Discussion regarding the appointment of the Chair and Vice Chair
- Approval of Minutes from the January 8, 2026, Planning Commission meeting
- Unscheduled Citizens: A brief period in which the public is invited to make general comments or has questions of the Commission or Staff about items which are not scheduled on the day's agenda.
- Miscellaneous/Staff Reminders/Announcements

9:00 a.m. **Work Session: County Attorney Training**

10:00 a.m. **Work Session: LUC-26-00005 | Short Term Rental License LUR Amendments | Legislative**
Review of draft amendments to the Land Use Resolution for new Short-Term Rental (STR) License regulations.

Adjourn

Packet Materials are available online by visiting https://gunnisoncounty.org/197/Planning-Commission and selecting "View Most Recent Meeting Packet"

Use this link to join the Webinar on Zoom: https://gunnisoncounty-org.zoom.us/j/86337231015

Phone one-tap:
+17193594580,,86337231015# US
+14086380968,,86337231015# US (San Jose)

NOTE: Unless otherwise noted, all meetings are conducted in the Blackstock Government Center Meeting Room 221 N. Wisconsin St. in Gunnison, across the street from the Post Office. This is a preliminary agenda; agenda times may be changed up to 24 hours before the meeting date. If you are interested in a specific agenda item, you may want to call the Planning Department (641-0360) ahead of time to confirm its scheduled time. Anyone needing special accommodations may contact the Planning Department before the meeting.

GUNNISON COUNTY PLANNING COMMISSION

ORGANIZATION and PROCEDURAL *GUIDELINES*

GUNNISON COUNTY, COLORADO

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Originally adopted February 26, 1988
Amended March 20, 1988
Amended February 10, 1989
Amended March 4, 1994
Amended February 16, 1996
Amended March 20, 1998
Amended June 4, 2002
Amended May 5, 2009

GUNNISON COUNTY, COLORADO PLANNING COMMISSION

ORGANIZATION AND PROCEDURAL GUIDELINES

SECTION 1: PURPOSE

These *Guidelines* are advisory only, and are not intended to impose, nor shall they carry the weight or authority of, statute, regulation or resolution. In no circumstance do these Guidelines control the Gunnison County Land Use Resolution or any other County regulation.

When there is a conflict between language in these Guidelines and the Gunnison County Land Use Resolution, the Gunnison County Land Use Resolution shall prevail.

SECTION 2: ORGANIZATION

A. ORGANIZATION AUTHORITY. This organization is the Planning Commission of the County of Gunnison, Colorado, which is governed by and has those duties and responsibilities authorized by the applicable provisions of Colorado Revised Statutes 1973 30-28-103 and 104 *et. seq.*, as amended, and pursuant to the *Gunnison County Land Use Resolution*, Section 1-115: *Establishment of Gunnison County Planning Commission.*

B. ORGANIZATION TITLE. This organization is referred to herein as "the Commission."

C. BOARD REFERENCE. The Gunnison Board of County Commissioners is referred to herein as "the Board."

D. COMMISSION REFERENCE. The Gunnison County Planning Commission is referred to herein as the "Commission."

SECTION 3: MEMBERSHIP AND RESPONSIBILITIES

A. MEMBERSHIP. The Commission is comprised of five regular and two alternate members, who are residents of Gunnison County, and are appointed by the Board.

B. RESIDENCY. Each regular and alternate member shall be a resident and shall have been a resident of Gunnison County for at least two years immediately before the appointment.

C. LENGTH OF TERMS. Regular commission members are appointed to staggered three-year terms by the Board. Alternate members are appointed for one-year terms, or for terms as otherwise determined by the Board.

D. APPOINTMENT TO FILL VACANCY. A vacancy created by the resignation or termination of a member's term is filled by appointment by the Board for the length of time remaining in the vacated term.

E. ALTERNATE MEMBERS. Alternate members are expected to attend all regularly scheduled meetings, and, with the exception of not having regular voting privileges, fully participate in the business of the Commission.

F. COMMISSION MEMBER'S RESPONSIBILITIES. A Planning Commission member is responsible to do the following:

1. **REVIEW MATERIAL BEFORE MEETINGS**. Review all material received before meetings.
2. **BECOME FAMILIAR WITH APPLICABLE REGULATIONS.** Familiarize him/herself with the Gunnison County Land Use Resolution, and other regulations that the Commission may be expected to administer from time to time.
3. **ATTEND COMMISSION MEETINGS INCLUDING SITE VISITS**. Attend all Planning Commission meetings, including site visits and work sessions. If a Commission member is unable to attend a meeting,

they shall notify the Commission Chairperson or Planning Director if possible, at least one week before the scheduled meeting.

4. **ENCOURAGE DETAILED DISCUSSION IN INITIAL REVIEW DISCUSSIONS.** Endeavor to raise questions and concerns about a proposal as soon in the process as they become apparent.

5. **EVALUATE PERMIT APPLICATION FOR COMPLIANCE WITH REGULATIONS**. Evaluate each proposed Land Use Change Permit application for its compliance with the Gunnison County Land Use Resolution, and other applicable regulations, by reviewing the documentation submitted and included in the application's file in the Planning Office.

6. **REVIEW DRAFT ACTION DOCUMENTS PREPARED BY DEPARTMENT STAFF.** Review the draft Recommendation or Decision prepared by the Planning Department staff for a specific Land Use Change Permit application, so as to reasonably ensure that all elements of a proposed land use change have been explained, that compliance of the Land Use Change Permit application with the Gunnison County Land Use Resolution, and other applicable regulations has been sufficiently evaluated, that Findings have been included that reflect conclusions reached by the Commission based on its evaluation of submitted documents, public testimony and any observations onsite, and that conditions of the proposed action are based on evidence included in the record, and backed by the Findings.

7. **SERVE AS PROJECT COORDINATOR.** Serve as a Project Coordinator as appointed by the Commission Chairperson.

8. **HELP NEW COMMISSION MEMBERS.** Assist new Commission appointees as needed.

9. **ATTEND OTHER COUNTY MEETINGS.** Insofar as possible, attend other County meetings of interest to the Planning Commission.

10. **REFER PUBLIC TO THE STAFF.** Refer inquiries from the public on planning matters to the Planning Department staff.

11. **PERFORM IN A QUASI-JUDICIAL MANNER.** Conduct him/herself in actions, words and manner, in public and in private, as befitting and as required of a quasi-judicial role, relating to matters before the Commission.

12. **ATTEND PROFESSIONAL CONFERENCES TO ENHANCE UNDERSTANDING OF PLANNING FIELD.** Is expected by the Board to participate in and attend educational and professional conferences, workshops and field trips as may be offered by professional organizations related to the planning field.

13. BE **ACTIVELY INVOLVED IN COMMISSION RECOMMENDATION TO BOARD IN DEVELOPING LAND USE POLICIES.** Is actively involved as a Commission member in making recommendations to the Board concerning broader land use issues and concerns, establishing Special Areas, and amending the Gunnison County Land Use Resolution.

G. PROJECT COORDINATOR. The Chairperson may appoint a Project Coordinator to each Land Use Change Permit application. The Chairperson may also appoint Project Coordinators to direct other, issue-oriented projects. The term "Project Coordinator" may include more than one individual, so that a project is assigned Co-Coordinators. The Chairperson may serve as Co-Coordinator as necessary, to provide guidance and support. A Project Coordinator's responsibilities include these:

1. **EVALUATE APPLICATION FOR COMPLIANCE WITH REGULATIONS.** To evaluate each Land Use Change Permit application for which he/she is the Project Coordinator for its compliance with the Gunnison County Land Use Resolution and/or any other applicable regulations.

2. **OVERSEE AND PROVIDE INFORMATION TO OTHER COMMISSION MEMBERS.** To provide comments and project analysis to the other Commission members at scheduled meetings. The staff will provide timely notice to a Project Coordinator when the proposed Land Use Change Permit application review he/she is overseeing is to be a scheduled agenda item.

3. **IDENTIFY COMMISSION CONCERNS FOR PROPONENT.** To determine the sense of the Commission relative to potentially sensitive or controversial issues for guidance in consulting with the proponent (s).

4. **WORK WITH STAFF. T**o work with the Planning Department staff, County Attorney and/or other staff, to find answers to questions raised about the proposed land use change.

a. CONSULT WITH PROPONENT. To consult with the proponent as required. Other Commission members and/or staff may also be included as deemed appropriate by the Project Coordinator. The Project Coordinator shall report to the Planning Commission, at the next regular meeting of the Commission and on the record, if such consultations occur, and shall report the date, time, place, participants and subject matter of each such consultation. Such consultations, if reported as required, shall not be considered to be in violation of Section VIII, *Ex Parte Communications*, of these *Guidelines*.

b. **REVIEW STAFF RECOMMENDATIONS**. To review draft staff recommendations before a meeting on which such recommendations are scheduled.

c. TO BE PRESENT WHEN LAND USE CHANGE PERMIT RECOMMENDATIONS ARE SCHEDULED ON THE TO BOARD AGENDA. To be present when a Planning Commission Recommendation to the Board of County Commissioners a Land Use Change Permit application is being considered in a public hearing, or for action by the Board, as appropriate. The Project Coordinator may request that other Commission members also be present to assist in answering questions the Board may have about the Commission's recommendation.

H. COMPENSATION. Commission members receive a nominal fee for each regular or special meeting as determined periodically by the Board, and are compensated for necessary traveling and subsistence expenses related to occasional out-of-county workshops and meetings.

I. ABSENCES. The Planning Commission will notify the Board if a Commission member has missed four consecutive regular Commission meetings. The Board will schedule a meeting with the Commission member, and may remove the member from the Commission.

J. RESIGNATION. Any member may resign from the Commission by giving written notice to the Commission Chairperson and/or the Board.

K. R**EMOVAL OF COMMISSION MEMBER FOR NON-PERFORMANCE OR MISCONDUCT.** The Board of Commissioners shall fill vacancies and may remove a member for non-performance of duty or misconduct, as it deems appropriate in the exercise of its discretion.

L. ROLE OF ALTERNATE DURING TEMPORARY VACANCY. In the event that any member is temporarily unable to act owing to absence, illness, conflict of interest, or any other cause, such position shall be filled during the temporary disability by an alternate member by order of the chairperson of the Commission.

SECTION 4: OFFICERS AND DUTIES

A. OFFICERS OF COMMISSION. Officers of the Commission are a Chairperson and Vice-Chairperson, and any others as the Commission deems may be needed.

B. ANNUAL ELECTION. Officers are elected annually by members at the Commission's first meeting in February, or as soon as practicable after the Board has made its annual appointments to the Commission, whichever occurs later.

C. TERMS OF OFFICE. Each office holder holds office for one calendar year after his/her election, and may succeed him/herself.

D. ROLES OF CHAIRPERSON AND VICE-CHAIRPERSON. The Chairperson presides at all meetings of the Commission, and is the chief executive officer of the Commission, performing duties that may reasonably be associated with that position. The Vice-Chairperson serves in the absence or incapacity of the Chairperson, including in any event in which a conflict of interest prevents participation and vote by the Chairperson; and completes all such duties as are defined herein which are normally performed by the Chairperson. In the event both the Chairperson and Vice Chairperson may have a conflict of interest, or are absent or incapacitated, the remaining members shall elect a Chairperson who shall preside over the business of the applicable meeting.

1. **QUALIFICATION OF ACTING CHAIR REGARDING AGENDA ITEMS REQUIRING ACTION.** When an item is scheduled on the agenda for action and neither the Chairperson or Vice Chairperson is present, or is without a conflict of interest, the Commission shall choose its Acting Chair only from those members who were present when the public hearing for any such item was conducted.

SECTION 5: MEETINGS

A. ANNUAL SCHEDULE OF MEETINGS. A schedule of regular meeting dates for the upcoming year will be prepared by the Planning Department staff for review and approval by the Commission at its first December meeting.

B. OPEN MEETINGS AND EXECUTIVE SESSIONS. All Commission meetings shall be preceded by notice as required by Colorado State statute, and held regularly and at specific times and open to the public at all times. No executive session shall be conducted except in strict compliance with state statute. No executive session shall be convened or conducted until the Commission has first convened in an open session for which notice has been posted, a majority of the members have voted to go into executive session, and that action entered into the minutes, the Chairperson has cited the purpose for an executive session, and has stated to the public that the meeting will reconvene after the executive session.

C. SPECIAL MEETINGS. Special meetings may be conducted at any time when called by the Chairperson or at the written request of three or more Commission members. All members must be notified at least 48 hours in advance of a special meeting. Special meetings shall be noticed at least 24 hours in advance of the meeting, in compliance with Colorado statutory requirements and as otherwise required by the Gunnison County Land Use Resolution. Only items on the posted agenda shall be considered at a special meeting. Special meetings may be called in order to expedite action on a Land Use Change Permit application or any other subject that requires review and recommendation or other considerations or action by the Commission.

D. WORK SESSIONS. Work/study sessions may be conducted as needed by the Commission, or as required by the Gunnison County Land Use Resolution. No official action takes place at these sessions.

E. MEETING LOCATIONS. Regular meetings of the Commission are conducted in the Planning Commission meeting room of the Blackstock Government Center in Gunnison, or at any other place agreed upon by the members or that the Planning Department staff determines to be a site which can reasonably and most conveniently accommodate the public. The Commission will, as necessary and as it determines it can best serve the interests of the public, conduct its meetings in municipalities or other locations in the County when there are Land Use Change Permit, Special Area designation, or other applications proposed on lands located in or adjacent to those areas.

F. QUORUM. A quorum of the Commission consists of three members. No action shall be taken by the Commission without three members voting affirmatively.

G. ORDER OF BUSINESS. The order of business for each regular meeting of the Commission may include the following, so far as is applicable, and not necessarily in the order listed:

1. **DETERMINATION OF QUORUM.** Call to order and determination of quorum.
2. **UNSCHEDULED CITIZENS.** Meeting with unscheduled citizens about items that are not agenda items for that meeting.
3. **MINUTES APPROVAL.** Correction and approval of minutes of previous meeting(s).
4. **CONSIDERATION OF PERMIT APPLICATIONS.** Individually scheduled Land Use Change Permit application work sessions, public hearings or actions. A public hearing may be continued to a time and date certain for a specific Land Use Change Permit application.
5. **CONSIDERATION OF GENERAL PLANNING ISSUES.** Work sessions on planning items that are
6. **TRAINING.** Educational and training sessions by staff, and/or representatives of other local, state and federal agencies, video and audio conferences, videotape presentations.
7. **STAFF AND COMMISSION REPORTS**. Reports by staff/Commission members.
8. **DEBRIEFING OF DAY'S MEETING**. Discussion about processes and other general planning issues raised during the day's meeting. No action is to be taken during this debriefing, and items on which action is to be taken will be scheduled as agenda items at upcoming Commission meetings. No discussion of specific Land Use Change Permit applications shall occur during this time.
9. **ADJOURN**. Adjournment.

H. MAINTAINING DECORUM IN MEETINGS. Commission members, led by the Chair, will maintain decorum and

a businesslike atmosphere in meetings. Generally, clapping, shouting, disrespectful language and/or other outbursts are inappropriate. As necessary, the Chair shall establish what types of language and comments will not be considered acceptable. The Chair is responsible for enforcing the rules with both the public and Commission members and may interrupt a speaker, and remind the speaker of the rules. If the speaker refuses to cooperate and persists in inappropriate behavior, the Chair may call a recess.

I. RECORD OF COMMISSION PROCEEDINGS. The Commission shall keep a record of its proceedings, which shall be available to the public at the Planning Department during regular business hours.

J. PROCEDURE WHEN ALTERNATE MEMBER IS PROJECT COORDINATOR. In the event that an alternate member is the Project Coordinator for a Land Use Change Permit application or a special project scheduled on the agenda for action, the Chairperson will direct a regular member to step down so that the Project Coordinator may vote on that item. Once the vote has been taken, the regular member resumes his seated status.

K. DISTRIBUTION OF MEETING INFORMATION TO COMMISSION MEMBERS. The Planning Department staff shall make its best effort to deliver, to each Commission member copies of applications, reports, draft recommendations and/or other materials related to agenda items at least five business days prior to a regular meeting; members may also elect to pick up materials at the Planning Department, or to receive the materials by fax or electronic mail.

L. SUBSTANTIVE MATERIAL SUBMITTAL. The Commission shall not consider new substantive material that is submitted after 12 Noon on Thursday of the week before the scheduled meeting unless the Commission has otherwise specifically, and by majority vote, waived this requirement, or such submittal is otherwise allowed by the Gunnison County Land Use Resolution.

SECTION 6: CONFLICTS OF INTEREST

A. CRITERIA FOR CONFLICT. In addition to any requirement of Colorado law, a member of the Commission is considered in a position of conflict of interest if any of the following situations is in evidence relative to the specific Land Use Change Permit application or special project scheduled for discussion:

1. **COMMISSION MEMBER CONNECTED TO SUBJECT PROPERTY.** The member is:

   a. AN IDENTIFIED BUYER. An identified buyer of the subject property.

   b. THE SELLER. The seller of the subject property

   c. THE REALTOR. The broker or Realtor for the property

   d. THE APPLICANT. The applicant, or applicant's employee, spouse, parent, child, sibling or a member of the applicant's household

   e. ADJACENT LAND OWNER. The owner, lessor or lessee, adjacent to the subject property; or,

2. **COMMISSION MEMBER WILL BE FINANCIALLY AFFECTED.** The member stands to be beneficially or detrimentally affected in a financial way by action taken on the property.

3. **REMOVAL FROM MEETING WHEN IN CONFLICT.** Any member who considers him/herself to be in a position of conflict of interest as defined above must declare such conflict, surrender the privilege of voting, and remove him/herself from the meeting.

4. **DETERMINATION BY COUNTY ATTORNEY OF CONFLICT.** Questions of conflict of interest which fall outside the above-cited categories or about which the Planning Commission, or the individual member in question wish to have County counsel, shall be referred to the County Attorney for evaluation; no action shall be taken on the subject item until the County Attorney has issued a written opinion.

SECTION 7: RECUSAL OF MEMBERS

A. MEMBERS MAY RECUSE THEMSELVES. An individual may recuse him/herself for an inability to make an impartial decision because of conflicts of interest, an ex parte communication or otherwise.

B. RECUSED MEMBER SHALL NOT PARTICIPATE ON PENDING MATTER. When a Commission member is recused, voluntarily or otherwise, from participation regarding a pending matter, that Commission member shall not thereafter discuss the matter with other Commission members or participate as a Commission member in

such matter, and shall leave the area of the meeting when such matter is being discussed.

C. ACTIONS ON PENDING MATTERS WHEN QUORUM UNAVAILABLE DUE TO RECUSALS. If, because of recusal of one or more Commission members on a pending matter, a quorum is not available to take action on the pending matter for two consecutive scheduled meetings of the Commission, such matter shall be referred to the Board of County Commissioners for Board review and decision in lieu of any required Commission action, even if the Planning Commission is cited as the decision-making body by the Gunnison County Land Use Resolution for that type of matter.

SECTION 8: EX PARTE COMMUNICATIONS

A. COMMISSION MEMBERS SHALL MEET EX PARTE STANDARD. To ensure that the decision-making process is fair and impartial, Commission members, members of the Board, Land Use Change Permit applicants and interested public involved in proceedings before the Commission are held to certain standards regarding "ex parte" communication about applications under review. Ex parte communication is defined as "oral or written, off-the-record communication made to or by Commissioner members without notice to all parties involved, that discusses the merits, or could affect the outcome of a decision or recommendation to be made by the Commission."

B. INFORMAL COMMUNICATION ABOUT APPLICATIONS PROHIBITED. Generally, this ex parte rule prohibits Commissioners from engaging in informal communications with members of the Board, Land Use Change Permit applicants and interested public involved in proceedings before the Commission) that could influence a decision or recommendation document concerning any current or potential Land Use Change Permit application. Parties may not, for example, present information to Commissioners about the facts or merits of an application, except during a regularly scheduled meeting of the Commission, and Commission members should not initiate those conversations. Conversations outside of meetings or public hearings should be limited to policy, rather than facts about a current or potential application; i.e. a Commission member should not speculate about what a decision or recommendation might be, or what his/her position might be about any such application.

C*. EX PARTE* COMMUNICATION SHALL BE REPORTED AS PART OF RECORD. If an ex parte communication is attempted by telephone, in person, by fax, email or other means outside of a regularly scheduled meeting, the Commissioner involved shall first attempt to stop the party from the prohibited behavior, then absent themselves from the attempted communication. The Commissioner is encouraged to document the communication and notify the Planning Department by telephone or in written form (including by fax and/or email). The Planning Department staff will then enter a statement into the public file. The involved Commissioner will, at the next meeting of the Commission, report the communication to the other members of the Commission, and it shall be so noted as part of the record of the meeting.

SECTION 9: OCCASIONAL PROCEDURES

A. RECOMMENDATIONS TO AMEND REGULATIONS. The Commission periodically may recommend amendments to the *Gunnison County Land Use Resolution*, the *Gunnison County Special Development Project Regulations* and any other County document for which it is a recommending or decision-making body, as it may deem advisable; develop sector and/or other land use plans specific to areas within the unincorporated portion of the County; and make recommendations relative to attendant sewage disposal, building and plumbing codes, all of which are subject to approval by the Board in order to take effect.

B. MEETINGS WITH OTHER ENTITIES. The Commission periodically may host or jointly conduct meetings with other planning commissions or councils representing other municipal or County entities, and with the Board for the purposes of reviewing planning procedures and documents, initiating or conducting cooperative planning efforts, and to build and maintain cooperative working relationships.

SECTION 10: AMENDMENTS

An amendment to these *Guidelines* and Procedures may be initiated by the Board, by the Planning Commission or by the Planning Department; such amendment is subject to a recommendation of approval by the Planning Commission and a decision of approval by both the Planning Commission and the Board, in separate actions. The potential amendment action shall be noticed as a regular agenda item, and no public hearing is required before action by either the Commission or the Board.

Approved as amended this 5th day of May, 2009.

/s/ Paula Swenson, Chairperson /s/ Hap Channell, Commissioner *(Absent:* Jim Starr, Commissioner)

From: P C
To: Town Council
Subject: Food for thought...
Date: Wednesday, January 21, 2026 4:38:28 PM

Some people who received this message don't often get email from petefrompittsburgh@gmail.com. Learn why this is important

Reading the paper, it looks like 325 signatures blocked an entire planned Starview Subdivision in the county. But 400+ dont block a beer/wine license in town?

-pete

From: Acme Liquor
To: Town Council
Subject: Desert for thought...
Date: Friday, January 23, 2026 12:05:45 AM

Some people who received this message don't often get email from acmeliquorstore@gmail.com. Learn why this is important

I really do know you all put heart and soul into everything CB. I know the legal stuff with licenses, and my frustrations will probably never go away.

But the future, whether it is 1 year, 3 years, 5 years, or 10, is that Acme will be out of buisness being the closest store to Clark's. Statistics show it. But thats not the end, because then Aaron at mtn Spirits will then be the closest to a grocery store and next most likely to go out of buisness. And then you are completely out of town retail liquor licences. So sure, you will be able to get beer and wine at Clark's, Mtn spirits might have a short lived uptick, but eventually you will have to go to CB south, Mt cb or most likely Gunnison for hard liquor.

Lots of implications with that, sales tax, carbon imprint, you name it. Lots.

I know without a major infraction or without enforcement on Clark's (so many out of zone liquor display infractions!!!) there is no cause to revoke.

But the big picture is not going to change unless something changes. In the future, you won't be able to get whiskey, vodja, vermouth, tequila, etc. in Crested Butte except at a bar or restaurant unless things change.

Please observe the Clark's alcohol display infractions for yourself at any time, they have never been "out of infraction" since July 1 when in effect. Happy to send along the regulations if you don't already have them.

Luv u.

-pete

Peter Cook
Owner
ACME Liquor Store
970-349-5709
Physical Address:
510 Belleview Ave
Crested Butte, CO 81224
Mailing Address:
308 S. Colorado St.
Gunnison, CO 81230

From: Hoover - HC, Melinda
To: Town Council
Subject: Ute Indian Museum Presentation
Date: Monday, January 26, 2026 10:24:42 AM
Attachments: The Ute Indian Museum Presents (1) (1).pdf

Some people who received this message don't often get email from melinda.hoover@state.co.us. Learn why this is important

Hello,
I work at the Ute Indian Museum in Montrose, CO. The Museum is having a program on February 2, 2026 that we would like to share with you if you are interested in attending. Here is the information for the program.

Melinda Hoover

--

Melinda Hoover
Ute Indian Museum
melinda.hoover@state.co.us
Office: (970) 249-3098 | Fax: (970) 252-8741
Ute Indian Museum | 17253 Chipeta Road | Montrose, CO 81403



Under the Colorado Open Records Act (CORA), all messages sent by or to me on this state-owned e-mail account may be subject to public disclosure.

The Ute Indian Museum Presents

ORELAND C. JOE SR.

A Multi-Award Winning Ute/Navajo Artist speaking on Ute/Cheyenne Warrior "Yellow Nose"



Ute/Navajo Artist Orleland C. Joe Sr.

In 1889, a Mennonite missionary acquired a ledger book filled with depictions of early Cheyenne life. The drawings, made by Yellow Nose, presented dramatic scenes of the plains, including the Battle of Little Big Horn, of which Yellow Nose played an important role.

Yellow Nose was a warrior of Ute/Cheyenne heritage, and Oreland Joe is of Ute/Navajo heritage. It's that Ute connection that would lead Oreland on a great adventure of his own, deep into the heart of ledger art as he studied many of these historic works around the country and then used those examples to create his own interpretations for his ledger-inspired oil paintings.

FREE PUBLIC EVENT

Date: Monday, February 2, 2026
Location: Ute Indian Museum
Time: 7:00 PM - 8:00 PM
Doors Open: 6:30 PM
For more information call: 970-249-3098

UTE INDIAN Museum

A COMMUNITY MUSEUM OF HISTORY COLORADO

From: laird cagan
To: Town Council
Subject: FW: Healthcare in Crested Butte
Date: Monday, January 26, 2026 2:55:03 PM
Attachments: A Proclamation 2.docx

Some people who received this message don't often get email from lairdpcagan@gmail.com. Learn why this is important

To Crested Butte Town Council members,
I am a member of a small group of supporters of improved healthcare in the town, county, state, and country.
We are inviting you to 2 movie showings. One movie is titled “Healing of America” based on the book by journalist, TR Reid. TR will be at the showings for a brief talk beforehand about his experiences obtaining healthcare in other developed countries. The movie will show in Crested Butte at the Majestic on 2/11 at 6:30 PM with the talk at 6. It will show at the Gunnison County library on 2/10 at 7 PM with the talk at 6:30.
Another movie will show on 2/17 on Zoom with details to follow. This one is titled “Power to Heal.”
We hope you can make one or both of these movies.
We will be sending you a flyer regarding the movies when they are ready.

In addition, attached is a sample proclamation that your council could release. It does recommend that you endorse Improved Medicare for All. It could be modified to simply recommend meaningful healthcare reform (Our group does passionately believe in a program of coverage for all).

These measures are especially important in consideration of the healthcare crisis with Obamacare premiums extremely high and cutbacks on SNAP and TANF since passage of the OBBBA.

I am available, if you have questions, at 303-775-4266.

Laird Cagan, MD

A Proclamation in Support of Medicare for All

WHEREAS, all Gunnison County residents should have access to a state or national not-for-profit, single payer, healthcare financing system that pays for comprehensive, high quality, affordable healthcare, including dental, vison, hearing and mental health services; and

WHEREAS, the high cost of healthcare is a significant factor in the inability of many Gunnison County residents to find affordable housing; and

WHEREAS, Gunnison County residents should not have to worry about loss of affordable healthcare when making decisions about marriage or divorce or about providing care for elderly, sick or young family members; and

WHEREAS, access to healthcare should not be tied to employment; and

WHEREAS, patients should have access to qualified providers without the limitations of In-Network and Out-of-Network structures; and

WHEREAS, there are many failings of our current patchwork of healthcare programs serving Gunnison County, the state of Colorado and the nation; and

WHEREAS, healthcare should be pre-paid by monthly premiums and other taxes, based on one's ability to pay, without deductibles or copayments that create barriers to care; and

WHEREAS, Gunnison County town councils and Gunnison County Commissioners believe an Improved Medicare for All (IMFA) model for financing healthcare can address all the criteria and concerns listed above, and we should not be afraid of a major transition in paying for healthcare that covers all Coloradans

NOW THEREFORE, BE IT PROCLAIMED BY THE Gunnison County Commissioners and the Town Councils of Gunnison, Crested Butte, and Mt. Crested Butte:

That the elected officials hereby urge the Governor of Colorado, our state legislators and our congressional representatives to actively support Improved Medicare for All and, further, to publicly encourage the adoption of healthcare reform

From: laird cagan
To: Lynelle Stanford
Subject: Re: Healthcare in Crested Butte
Date: Tuesday, January 27, 2026 9:25:11 AM

Thank you Lynelle.
And please pass on this message that my intention on the proclamation was that it was just a draft, and I was hoping to get feedback from the Town Council members and Mayor.

Laird Cagan

From: Lynelle Stanford <lstanford@crestedbutte-co.gov>
Date: Monday, January 26, 2026 at 3:37 PM
To: laird cagan <LAIRDPCAGAN@GMAIL.COM>
Subject: RE: Healthcare in Crested Butte

Good Afternoon Dr. Cagan,

Thank you for your email and attached proclamation. Both were received by the Town Council, and they will be included within the public record.

Thanks!

Lynelle Stanford
Town Clerk
Town of Crested Butte, Colorado
970.349.5338 Ext. 103 (phone)
lstanford@crestedbutte-co.gov

From: laird cagan <lairdpcagan@gmail.com>
Sent: Monday, January 26, 2026 2:55 PM
To: Town Council <towncouncil@crestedbutte-co.gov>
Subject: FW: Healthcare in Crested Butte

Some people who received this message don't often get email from lairdpcagan@gmail.com. Learn why this is important

To Crested Butte Town Council members,
I am a member of a small group of supporters of improved healthcare in

the town, county, state, and country.
We are inviting you to 2 movie showings. One movie is titled “Healing of America” based on the book by journalist, TR Reid. TR will be at the showings for a brief talk beforehand about his experiences obtaining healthcare in other developed countries. The movie will show in Crested Butte at the Majestic on 2/11 at 6:30 PM with the talk at 6. It will show at the Gunnison County library on 2/10 at 7 PM with the talk at 6:30.
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We hope you can make one or both of these movies.
We will be sending you a flyer regarding the movies when they are ready.

In addition, attached is a sample proclamation that your council could release. It does recommend that you endorse Improved Medicare for All. It could be modified to simply recommend meaningful healthcare reform (Our group does passionately believe in a program of coverage for all).

These measures are especially important in consideration of the healthcare crisis with Obamacare premiums extremely high and cutbacks on SNAP and TANF since passage of the OBBBA.

I am available, if you have questions, at 303-775-4266.

Laird Cagan, MD

From: Goldmine
To: Town Council
Subject: Music on The Mountain Concert Series
Date: Tuesday, January 27, 2026 3:32:34 PM

Some people who received this message don't often get email from thebandgoldmine@gmail.com. Learn why this is important

Hi, there!

Could you let me know who the best person to contact regarding the summer Music On The Mountain concert series is?

Thank you so much for letting me know!

All the best,
Tris Weeks

From: laird cagan
To: Town Council
Subject: Healthcare
Date: Saturday, January 31, 2026 9:17:41 AM
Attachments: TR Reid PBS Frontline Sick around the World Feb 10-11.pdf

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Some people who received this message don't often get email from lairdpcagan@gmail.com. Learn why this is important

To town council members,
Attached is a flyer for an upcoming movie on the crisis of healthcare to be shown on 2/10 and 2/11 in Gunnison and Crested Butte respectively. The writer and director, journalist TR Reid, will be there for discussions after the showings.

Laird Cagan

PBS Frontline: ‘Sick Around the World’



COLORADO FOUNDATION FOR
UNIVERSAL HEALTH CARE

Journalist and author **T.R. Reid**, the film’s director, will lead a discussion following the 56-minute documentary.

Free and open to the public

7 p.m. Tues. Feb. 10
Gunnison Library
1 Quartz St.
Gunnison, CO 81230

6:30 p.m. Wed. Feb. 11
CB Majestic Theatre
507 Red Lady St.
Crested Butte, CO 81224

Hosted by local health care activists Laird Cagan, Grace Fienberg, and Marsha Thorson

From: laird cagan
To: Town Council
Subject: Proclamation on healthcare
Date: Sunday, February 1, 2026 2:04:51 PM
Attachments: A Proclamation for CB council.docx

Some people who received this message don't often get email from lairdpcagan@gmail.com. Learn why this is important

Attached is our final version of our proclamation, the one I hope the town council will endorse.
Our organization is the Ad Hoc Group for Gunnison County Healthcare.
You can reach me by email or on my phone at 303-775-4266.

Healthcare in the US is at a crisis point. Our current system of care has been dysfunctional for many years and fails to help those most in need. Now with passage of the OBBBA ("the one big beautiful bill") we are at a breaking point with the cancellation of subsidies under Obamacare leading to many Coloradans having to drop their health insurance and to many more needing to forego other necessities in order to pay their health insurance premiums and perhaps still not be able to pay their medical bills.

Thank you for your consideration,
Laird Cagan

A Proclamation in Support of Medicare for All

WHEREAS, all Crested Butte residents as well as all residents of Colorado should have access to a state or national not-for-profit, single payer, healthcare financing system that pays for comprehensive, high quality, affordable healthcare, including dental, vison, hearing and mental health services; and

WHEREAS, the high cost of healthcare is a significant factor in the inability of many Gunnison County residents to find affordable housing; and

WHEREAS, Gunnison County residents should not have to worry about loss of affordable healthcare when making decisions about marriage or divorce or about providing care for elderly, sick or young family members; and

WHEREAS, access to healthcare should not be tied to employment; and

WHEREAS, patients should have access to qualified providers without the limitations of In-Network and Out-of-Network structures; and

WHEREAS, there are many failings of our current patchwork of healthcare programs serving Gunnison County, the state of Colorado and the nation; and

WHEREAS, healthcare should be pre-paid by monthly premiums and other taxes, based on one's ability to pay, without deductibles or copayments that create barriers to care; and

WHEREAS, many citizens of Crested Butte believe an Improved Medicare for All (IMFA) model for financing healthcare can address all the criteria and concerns listed above, and citizens should not be afraid of a major transition in paying for healthcare that covers all Coloradans

NOW THEREFORE, BE IT PROCLAIMED BY the members of the Crested Butte Council:

That the elected officials hereby urge the Governor of Colorado, our state legislators, and our congressional representatives to actively support Improved Medicare for All and, further, to publicly encourage the adoption of healthcare reform

Laird Cagan

2/1/26