



**ARCHULETA  
COUNTY**  
COLORADO



# Archuleta County & Town of Pagosa Springs Regional Housing Needs Assessment

## Executive Summary

Archuleta County and the Town of Pagosa Springs commissioned this housing needs assessment **in response to a shared challenge: housing that no longer meets the needs of the community or its workforce.** Home prices have surged. Rental options are scarce. And employers are struggling to hire and retain workers because those workers can't find a place to live.

The County and Town initiated this study to ground their planning efforts in data and to meet new state requirements under Senate Bill 24-174. More importantly, they wanted a clear picture of local housing conditions and a strategy to move forward. This study is the result of that effort.

The assessment draws on extensive federal, state, and local data, including input from **over 600 residents and nearly 100 employers.** Their message is consistent: **the shortage of affordable housing is hurting families and holding back the local economy.**

- **Sixty percent of businesses** said housing shortages make it harder to attract and keep employees.
- **Over 80%** of businesses identify housing availability as a major or severe issue in the county.
- **About 86% of households** view housing availability as a major or severe issue in the county.
- Over **half of renter households** in Archuleta County spend more than 30% of their income on housing, classifying them as housing 'cost burdened.' While 15% of county renter households spend more than 50% of their income on housing, classifying them as 'severely cost burdened.'
- Rental availability is critically low, with a **vacancy rate of just 0.5%**, far below the healthy standard of 5%.

These numbers tell a story that many residents already know firsthand. Service workers are having to commute farther away to afford housing. Families are priced out of the market. Employers are scaling back hours or leaving jobs unfilled.

In response, the Town and County are not standing still. Both have made significant strides to encourage housing development:

- **Pagosa Springs** has adopted density bonuses, short-term rental limits, and land use reforms to allow smaller units and "missing middle" housing. It has also created a housing trust fund and secured state grants for infrastructure in workforce housing developments.

- **Archuleta County** has supported affordable housing through land donations, fee waivers, and tax incentives for deed-restricted housing. It also allows employer-provided housing at higher densities and has eased development regulations to unlock new housing options.

But local policies alone won't close the gap. The analysis shows that Archuleta County as a region (Unincorporated Archuleta County and Town of Pagosa Springs) needs **at least 1,316 new housing units by 2035** to meet current shortages and support future workforce growth. This translates to an average of **132 housing units needed annually in the next 10 years**. Of the new housing units, **362 units are needed to 'catch-up' to meet current housing demand**. This number accounts for projected job and population growth, current housing shortages, and the number of workers expected to live in the county. The analysis also factors in how many jobs each household holds and how many workers are likely to form new households, ensuring the estimate reflects actual demand from the local labor force.

The largest category of need is for:

- **Rental units** serving households earning between **51–80% AMI** (434 units)
- **Rental units** serving households earning between **101–120% AMI** (182 units)
- **Ownership units** serving households in the **101–120% AMI** (182 units)
- **Ownership units** serving households in the **121–160% AMI** range (192 units)
- **Middle-income rental units** in the **121–160% AMI** range (82 units)

The County and Town are already taking important steps. This assessment gives them the data to take the next ones. It's a call to action—for developers, policymakers, and community members—to make housing attainable in Archuleta County.

**Exhibit 1. Total Projected Housing Needs by AMI, Tenure, and Jurisdiction**

	AMI CATEGORY	PAGOSA SPRINGS OWN	PAGOSA SPRING RENT	UNINCORP. ARCHULETA COUNTY OWN	UNINCORP. ARCHULETA COUNTY RENT
<b>Extremely Low Income</b>	≤30% AMI	0	26	0	25
<b>Very Low Income</b>	31-50% AMI	0	22	0	21
<b>Low Income</b>	51-80% AMI	0	221	0	213
<b>Moderate Income</b>	81-100% AMI	19	19	19	19
	101-120% AMI	93	93	89	89
<b>Middle Income</b>	121-160% AMI	98	42	94	40
	161-200% AMI	26	11	25	11
	Total	236	435	227	418



APRIL 2025

**ARCHULETA COUNTY &  
TOWN OF PAGOSA SPRINGS:  
REGIONAL HOUSING NEEDS  
ASSESSMENT**

# ACKNOWLEDGMENTS

The Colorado Department of Local Affairs (DOLA) awarded Archuleta County and the Town of Pagosa Springs funding to pay for consultant services to assist staff in developing the Housing Needs Assessment.

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Stakeholders included representatives of:

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Habitat for Humanity Archuleta County

Pagosa Community Initiative

Pagosa Springs Chamber of Commerce

Archuleta Seniors, INC

Colorado Outdoors

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# EXECUTIVE SUMMARY

The Archuleta County and Town of Pagosa Springs Housing Needs Assessment (HNA) offers a detailed examination of housing conditions, affordability concerns, and projected housing needs in the region. Driven by rising housing costs and challenges faced by local employers, this study aims to inform strategies for workforce housing and long-term community planning. Additionally, the assessment complies with Colorado's legislative requirement (SB 24-174) for local and regional housing needs assessments by December 2026.

The study builds on past research, including the 2021 Regional Housing Needs Assessment & Strategy, while providing an updated, localized perspective on Archuleta County's unique housing landscape. A combination of demographic analysis, employer and resident surveys, and market data collection was used to identify gaps and develop policy and programmatic recommendations.

Throughout this report, data and information are presented for both Archuleta County and the Town of Pagosa Springs. Wherever "Unincorporated Archuleta County" is stated, it refers to all areas of the county outside the Town of Pagosa Springs. References to "Archuleta County" should be understood to include both Archuleta County and the Town of Pagosa Springs, as the U.S. Census and American Community Survey summary data encompass both the unincorporated areas of the County and Pagosa Springs.

## Key Findings

### POPULATION & EMPLOYMENT TRENDS

- According to the Colorado State Demography Office, Archuleta County has experienced steady growth, adding over 2,100 residents (18%) since 2012, with the population projected to reach 16,218 by 2035. Most of the County's growth is attributed to the rapid population growth happening in Unincorporated Archuleta County growing by 1,967 residents or 19% since 2012.
- Population growth in the Town of Pagosa Springs has grown more slowly (at about 5% since 2012) this is according to data from the Colorado State Demography Office.
- Employment in Archuleta County has expanded, with 7,523 jobs in 2024 and an estimated 8,069 jobs projected by 2034. However, labor shortages are a major concern, with an estimated 17% of positions going unfilled at peak seasons.

### HOUSING MARKET CONDITIONS

- Home prices have risen sharply, with the median single-family home price increasing 56% since 2020 (\$553,500 in early 2025).
- Rental availability is critically low, with a 0.5% vacancy rate—far below the healthy threshold of 5%.



- Median rents have increased 57% since 2012, reaching \$2,783 in Archuleta County and \$2,237 in Pagosa Springs in 2025.

## **AFFORDABILITY & HOUSING BURDEN**

- Forty-four percent of households in Archuleta County and 48% of households in Pagosa Springs spend more than 30% of their income on housing, meeting the federal definition of cost-burdened.
- The median home price in Archuleta County now requires a household income over 300% of the Area Median Income (AMI) to afford.
- Only 16% of current rental listings are affordable to households earning 80% of AMI or less, while over 55% of listings exceed \$3,020/month. Affordability is measured as households not spending more than 30% of their income on housing costs (including rent, utilities, etc.)

## **WORKFORCE & EMPLOYER CHALLENGES**

- The lack of affordable housing is a primary barrier to hiring and retaining employees, affecting 60% of businesses surveyed.
- Pagosa Springs has 3.5 jobs per housing unit, indicating a severe housing shortage for workers.
- Seasonal workers face particularly high barriers to securing housing, with employers ranking it as a major difficulty.

## **PROJECTED HOUSING NEEDS**

- By 2035, Archuleta County will need at least 1,316 new housing units to accommodate workforce growth and reduce existing housing shortages.
- To meet current shortages and support future workforce growth. The largest single category of need is for:
  - Rental units serving households earning between 51–80% AMI (434 units)
  - Ownership units serving households in the 120–160% AMI range (192 units)
  - Middle-income rental units in the 120–160% AMI range (82 units)

# 1. INTRODUCTION

Archuleta County and the Town of Pagosa Springs developed this Regional Housing Assessment as an urgent response to rapidly increasing housing costs, challenges employers are having attracting talent due to a lack of available housing, and a widespread need for high-quality, affordable housing opportunities for all. The study builds on a Regional Housing Needs Assessment & Strategy conducted in 2021 by Root Research. The study brought together past and current efforts to identify and address housing needs in the region into one document. The strategy covered the counties of Archuleta, Dolores, La Plata, Montezuma, and San Juan. The regional study was an important effort, but it was not intended to assess housing needs for Archuleta County. Moreover, the Colorado legislature adopted new requirements on planning for housing.

SB 24-174 requires subject jurisdictions (including Archuleta County and the Town of Pagosa Springs) to develop a local or regional housing needs assessment by December 31, 2026. In December 2024, from the Colorado Department of Local Affairs (DOLA) released guidance for local governments to use in complying with SB 24-174.

To better understand housing needs, Archuleta County applied for funding from the Colorado Department of Local Affairs (DOLA) to conduct a housing needs assessment (HNA) that is compliant with the requirements of SB 24-174. The goal to identify gaps between the current housing market and local workforce housing needs to inform the development of a workforce housing strategy and to adjust other initiatives to support potential housing developments and programs intended to serve the needs of the greater Archuleta County workforce in 2025 and beyond. More specifically, the study will help facilitate and support the preservation, rehabilitation, and development of appropriate affordable/attainable housing for the workforce essential to the long-term economic sustainability and resiliency of Archuleta County and the Town of Pagosa Springs.

This study has several objectives:

- To better understand the housing needs of Archuleta County's and Pagosa Springs' workforce and all households (families, seniors, etc.)
- To guide developers on housing needs by type and price points
- To help staff support residents and housing providers in accessing various housing programs under Prop 123, which increases Area Median Income (AMI) for communities designated as 'Rural Resort Community.'<sup>1</sup>

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<sup>1</sup> A "rural resort" community refers to counties designated by the Division of Housing under C.R.S. 29-4-1107 (1)(d), along with municipalities and housing authorities within these counties. The petition is to apply different percentages of area median income (AMI) than the percentages specified for certain Proposition 123 programs, based upon the demonstrated average needs within the community identified in a Housing Needs Assessment (HNA).





- To guide local government staff to develop programs, make necessary land use updates, and provide with obtaining future grants (Prop 123)

## Why Study Housing in Archuleta County?

Archuleta County has experienced trends similar to other high-amenity rural counties throughout the West. A combination of demographic shifts has contributed to rising housing costs in the region. Many wealthy Baby Boomers have chosen to retire in Archuleta County, drawn by its natural beauty and quality of life. At the same time, an increase in younger remote workers relocating to the area has further intensified housing demand. Together these trends have contributed to upward pressure on housing prices and reduction in the availability of housing for year-round residents. Additional demand for recreational opportunities has supported investor housing purchases and the conversion of units into short-term rentals (STRs).

The COVID-19 pandemic and the substantial federal investments that came with it had major—but uneven—impacts on housing markets across the country. As part of stimulus efforts, the Federal Reserve cut interest rates to near zero, driving down mortgage rates and spurring higher demand from buyers even during the brief pandemic-induced recession. This increased competition for limited housing inventory. Moreover, with many workplaces shutting down and adopting remote work, many Americans sought larger homes, many in resort communities or so-called “zoom towns,” driving up prices for larger homes with amenities such as home offices.

The net effect of these trends pushed housing availability and affordability to crisis levels in Archuleta County. Wealthy households drive up housing prices (an increase of \$150,000 in a single year, according to the five-county regional housing needs assessment conducted by Root Research),<sup>2</sup> distort the market for new housing, and compete for housing with local residents and workers. Available workforce housing then diminishes to the point where residents and needed service workers can no longer afford or even find housing. The influx of new residents creates new demands for a broad range of services, from education, to healthcare, to restaurants, which further increases labor force needs. Additionally, the factors preventing the production of affordable housing are complex and intertwined, and include limited rental and low-cost housing supply, an increase in short-term rentals, high demand for seasonal housing to name a few. Unfortunately, these trends are not unique to Archuleta County—they have played out across the American West.

While market trends affecting housing in Archuleta County are not uncommon, the county is significantly different from other counties. Archuleta County’s location in the San Juan Mountains offers stunning alpine scenery and a more remote, unspoiled natural setting compared to some of the more developed resort towns in Colorado. Moreover, Pagosa Springs and the other communities in Archuleta County have maintained a small-town, laid-

<sup>2</sup> <https://swhousingsolutions.com/wp-content/uploads/2021/09/Regional-Housing-Needs-Assessment-August-2021.pdf>



back atmosphere, offering a more authentic and low-key experience for visitors. This has enhanced the county's attractiveness as a retirement and second home destination.

## Process & Community Involvement

The Colorado State Demography Office (SDO) estimates that Archuleta County had 14,178 residents and 6,133 households in 2023. HNAs rely on a range of secondary government data sources, including the American Community Survey (ACS), Bureau of Labor Statistics (BLS), the State Demography Office and others. Given the small population of Archuleta County, standard data sources like the American Community Survey have inherent limitations including their level of granularity. Moreover, the ACS uses sampling methodologies that combine data gathered over five years. Small sample sizes often result in large margin of errors making data unreliable or inaccurate.

To supplement standard data sources, this project included surveys of Archuleta County households and employers. The surveys collected data on the needs and experiences of households, workers, and employers in the county to develop a detailed portrait that standard data sources cannot provide.

The surveys were fielded in November and December 2024. Residents and businesses could complete the survey online or submit a completed paper copy of the survey form. The consulting team received 96 responses to the employer survey and 600 responses to the household survey. Respondents were targeted through a variety of methods including personal contact, posting links on websites and social media, employers forwarding the link for the household survey to their employees, community events, and other methods.

### What is “affordable housing”?

Affordable housing refers to the degree to which a household or individual can afford to pay for housing without experiencing financial hardship or sacrificing other essential needs.

According to the US Department of Housing and Urban Development (HUD), affordable housing refers to a residence that a household or family can acquire—either through buying, renting, or other means—that requires payment of no more than 30 percent of the household's income. Typically, households paying more than 30 percent of their annual income toward housing are considered to be “cost burdened.”

### Are “affordable housing” and “subsidized housing” the same thing?

Affordable housing and subsidized housing are related but distinct concepts. *Affordable housing* refers to homes that are priced so that they do not exceed 30 percent of a household's income, making them manageable for those with a median or lower income. This includes various housing types, some of which are naturally affordable due to market conditions.

*Subsidized housing*, on the other hand, involves direct financial and policy assistance from governments or private entities to help low and moderate-income families afford housing. This support can include rent assistance, tax credits, or incentives for developers to build affordable units. Therefore, while all subsidized housing is affordable, not all affordable housing is subsidized.

The employer survey represents business from the range of industries, business sizes, as well as geographic areas in Archuleta County. Moreover, responding employers reported a total of 1,374 employees or a little over 18% of total employment in the county. Given the number of businesses and employees represented in the sample, the consulting team is confident the results are representative of businesses in Archuleta County.

A key concern for organizations conducting surveys is statistical validity and reliability. Assuming the household sample is perfectly random and free from response bias, the survey would have a margin of error of  $\pm 4\%$  at the 95% confidence level. This means that if the survey were conducted 100 times, the results would fall within  $\pm 4\%$  of those reported here.

While the household survey was not distributed to a random sample of Archuleta County households, a detailed analysis of various demographic characteristics of respondents (age, income, race, location) suggests the sample is representative of the broader Archuleta County population.



## 2. DEMOGRAPHIC CHARACTERISTICS

This section provides a county-wide profile of Archuleta County households and residents. The intent is to develop a deeper understanding of demographic characteristics to better understand housing needs in the region.

Throughout this report, data and information are presented for both Archuleta County and the Town of Pagosa Springs. Wherever "Unincorporated Archuleta County" is stated, it refers to all areas of the county outside the Town of Pagosa Springs.

### Lifecycle and Housing Choice

Many demographic and socioeconomic variables affect housing choice. However, the literature about housing markets finds that age of the householder, size of the household, and income are most strongly correlated with housing choice.

- ♦ **Age of householder** reflects life stage and housing preferences—young adults often rent smaller units in urban areas, middle-aged adults seek family-sized homes, and older adults may downsize or prioritize accessibility.
- ♦ **Size of household** is the number of people living in the household. Younger and older people are more likely to live in single-person households. People in their middle years are more likely to live in multi-person households (often with children).
- ♦ **Household income** is probably the most important determinant of housing choice. Income is strongly related to the type of housing a household chooses (e.g., single-dwelling detached housing, duplexes, or buildings with more than five units) and to household tenure (e.g., rent or own).

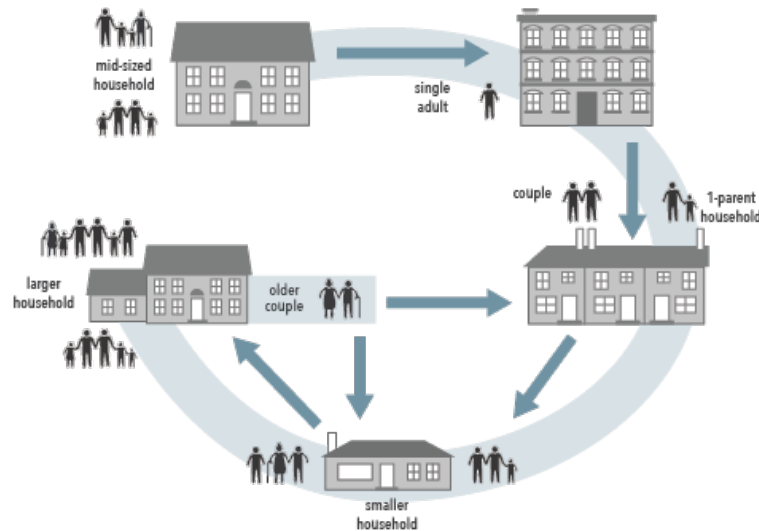
An individual's housing needs change throughout their life, with changes in income, family composition, and age, as shown in [Exhibit 1](#). The types of housing needed by a 20-year-old college student differ from the needs of a 40-year-old parent with children, or an 80-year-old single adult. As Archuleta County and Pagosa Springs' populations age, different types of housing will be needed to accommodate older residents.



Housing needs and preferences change in predictable ways over time, such as with changes in marital status and size of family. Households of different sizes need different types of housing.

### Exhibit 1. Effect of Demographic Changes on Housing Need

Source: ECONorthwest, adapted from Clark, William A.V. and Frans M. Dieleman. 1996. *Households and Housing*. New Brunswick, NJ: Center for Urban Policy Research.



Housing cost has a direct relationship to housing choice for households at all income levels. In general, if housing supply exceeds housing demand, housing prices will decrease. If housing demand exceeds housing supply, housing prices typically increase. The availability of housing—which is measured by vacancy rates—can also affect housing cost.

### POPULATION TRENDS

Between 2012 and 2023, Archuleta County experienced robust population growth, increasing by 18 percent (2,188 residents), exceeding the statewide growth rate of 13 percent. In contrast, Pagosa Springs saw minimal growth, adding about 79 residents (5%) with a very low annual growth rate of 0.4 percent. Examining population growth in Unincorporated Archuleta County reveals that the unincorporated area has experienced substantial growth and accounts for a significant portion of the county's overall population increase. These growth trends suggest that while Archuleta County is attracting new residents, growth is concentrated outside the Pagosa Springs town limits. This may be due to there being more available residential land to build housing right outside the town limits which falls within Archuleta County jurisdiction.

## Exhibit 2. Historical Population Growth, Archuleta County, Unincorporated Archuleta County, and Pagosa Springs (2012-2023)

	Population		Change 2012-2023		
	2012	2023	Number	Percent	AAGR
Archuleta County	11,990	14,178	2,188	18%	1.5%
Pagosa Springs	1,649	1,728	79	5%	0.4%
Unincorporated Archuleta County	10,341	12,308	1,967	19%	1.6%
Colorado	5,194,662	5,876,300	681,638	13%	1.1%

Source: Colorado State Demography Office

## POPULATION PROJECTIONS

**Exhibit 3** shows 10-year (2025-2035) population projections for Archuleta County, the Town of Pagosa Springs, and the state of Colorado. The State Demography Office (SDO) projects that Colorado will add nearly 700,000 residents between 2025 and 2035 or an increase of almost 12%. Archuleta County is projected to add 1,828 persons for a 2035 population of 16,218. Pagosa Springs is projected to add 423 new residents by 2035 and a projected population of 2,357 by 2035. SDO projects that Archuleta County will grow at a slightly higher annual rate (1.2%) than the state (1.1%). Based on recent growth trends and information from staff, Pagosa Springs is projected to grow at an annual growth rate of 2.0%, much higher than Archuleta County and state.

## Exhibit 3. Projected Population Growth, Archuleta County and Pagosa Springs (2025-2035)

	2023	2025	2030	2035	Change 2025-2035		
					Persons	Percent	AAGR**
Archuleta County	14,178	14,391	15,207	16,218	1,828	12.7%	1.2%
Pagosa Springs	1,728	1,933*	2,134*	2,357*	423	21.9%	2.0%
Colorado	5,876,300	5,970,544	6,324,128	6,667,744	697,199	11.7%	1.1%

Source: Colorado State Demography Office; Town of Pagosa Springs

Note(s):

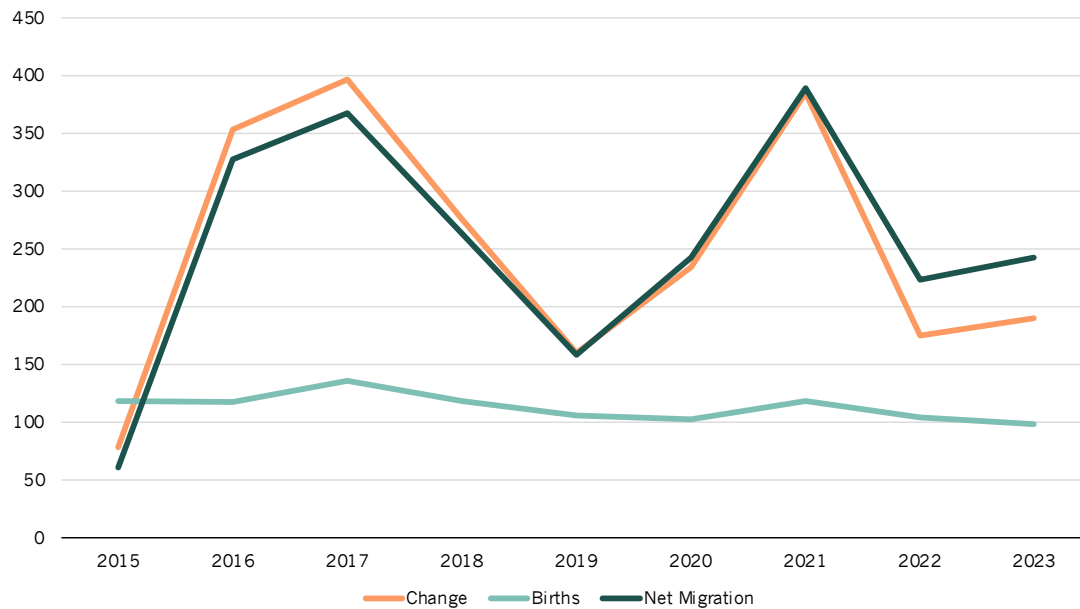
\* these population projections for Pagosa Springs are estimates using a baseline population of 1,728 in 2023 and an annual growth rate of 2.0%.

\*\*AAGR = Average Annual Growth Rate.

## MIGRATION TRENDS

Archuleta County's population growth is largely driven by in-migration rather than natural increased (e.g., more births than deaths). Birth rates decreased slightly between 2015 and 2023. The spike in migration after 2020 is likely reflective of the remote work migration to mountain towns as a result of COVID-19 workforce shifts. Recent trends suggest a potential slowing of this post-2020 surge, however the overall population change is still experiencing positive growth overall due to in-migration.

#### Exhibit 4. Net Migration, Archuleta County (2015 – 2023)



Source: Colorado State Demography Office

#### AGE DISTRIBUTION

With a median age of 34 years, Pagosa Springs has a notably younger population than Archuleta County where the median age was 50 in 2022. Twenty-nine percent of Pagosa Springs residents were under 18 years old, compared to 18 percent in Archuleta County. Conversely, Archuleta County has a much larger share of older adults aged 65 and older (27%) compared to 15 percent in Pagosa Springs. While both areas have similar shares of working-age adults, Pagosa Springs has a higher proportion of young adults age 18 to 29 (18%). Between 2012 to 2022, Pagosa Springs and Archuleta County both experienced a decline in prime working-age population – those aged 30 to 49. This trend could indicate challenges related to housing affordability and/or limited employment opportunities.

### Exhibit 5. Age Distribution, Archuleta County and Pagosa Springs (2022)

	Archuleta County					
	2012		2022		2012 - 2022	
	Total	Share	Total	Share	Difference	% Change
Under 18 years	2,420	21%	2,393	18%	-27	-1%
18 to 29	1,238	10%	1,275	9%	37	3%
30 to 39	959	8%	1,488	11%	529	55%
40 to 49	1,737	14%	1,468	11%	-269	-15%
50 to 59	2,252	19%	1,729	13%	-523	-23%
60 to 64	1,297	11%	1,463	11%	166	13%
65 and Over	2,088	17%	3,653	27%	1565	75%

	Pagosa Springs					
	2012		2022		2012 - 2022	
	Total	Share	Total	Share	Difference	% Change
Under 18 years	474	28%	473	29%	-1	0%
18 to 29	224	13%	288	18%	64	29%
30 to 39	252	14%	177	11%	-75	-30%
40 to 49	272	15%	214	13%	-58	-21%
50 to 59	154	9%	134	8%	-20	-13%
60 to 64	134	8%	109	7%	-25	-19%
65 and Over	258	14%	247	15%	-11	-4%

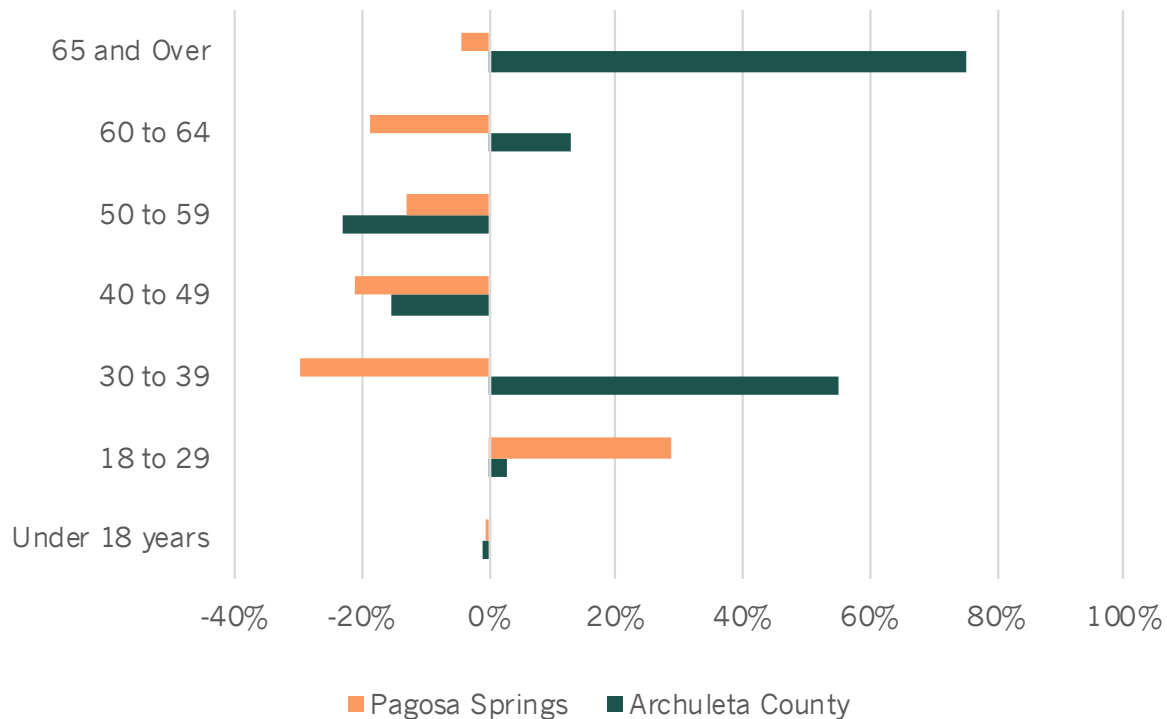
Source: Colorado State Demography Office

Exhibit 6 shows population aged 30 to 39 and 65 and over decreased in Archuleta County. Pagosa Springs population declined in all age groups but persons 18 to 29. When considered with migration statistics, the data suggest that Archuleta County is attracting older adults (60 and above) and persons 30 to 39. Pagosa Springs is attracting young adults who are likely seeking the outdoor amenities and lifestyle offered in Archuleta County and the Town of Pagosa Springs.





**Exhibit 6. Change in Population by Age Class, Archuleta County and Pagosa Springs (2012 – 2022)**



Source: Colorado State Demography Office

Age and household size are two population characteristics that can indicate the housing typology needs of a community. For instance, older adults may have different housing location and size needs/preferences than young families. The data suggest that many older households in Archuleta County are choosing to live in unincorporated areas of the county which families with children prefer Pagosa Springs. As of 2022, Archuleta County's population was significantly older than local communities like Pagosa Springs and Durango. The median age of Archuleta County residents was 50.8, approximately 16.6 and 14.2 years older than Pagosa Springs and Durango, respectively. The State Demography Office projects that the median age in Archuleta county in 2035 will be 51.3 years.

## Exhibit 7. Median Age and Average Household Size, Archuleta County, Pagosa Springs, Arboles, Durango (2022)

	Archuleta County	Pagosa Springs	Arboles	Durango
<b>MEDIAN AGE</b>	50.8	34.2	52.7	36.6

Source: American Community Survey (ACS) 2022 5-year estimates

## HOUSEHOLD CHARACTERISTICS

Similar to population growth, between 2012 and 2023, Archuleta County experienced substantial household growth, increasing by 17 percent (913 households), outpacing Colorado's statewide growth rate of 15 percent. In comparison, Pagosa Springs saw minimal growth, adding just 103 households (6%) resulting in a minimal annual growth rate of 0.6 percent.

## Exhibit 8. Historical Household Growth, Archuleta County and Pagosa Springs (2012-2023)

	Households		Change 2012-2023		
	2012	2023	Number	Percent	AAGR
Archuleta County	5,220	6,133	913	17%	1.5%
Pagosa Springs	1,587	1,690	103	6%	0.6%
Colorado	2,036,225	2,342,884	306,659	15%	1.3%

Source: Colorado State Demography Office

[Exhibit 9](#) shows projected growth in households for Archuleta County, Pagosa Springs and Colorado. Between 2025 and 2035 Archuleta County is projected to grow by 934 new households, while Pagosa Springs is projected to grow by 161 new households. Pagosa Springs household growth is projected to grow at a faster rate than the Archuleta County and Colorado.

## Exhibit 9. Projected Household Growth, Archuleta County and Pagosa Springs (2025-2035)

	2023	2025	2030	2035	Change 2025-2035		
					Households	Percent	AAGR
Archuleta County	6,133	6,268	6,718	7,202	934	14.9%	1.4%
Pagosa Springs	665	734	810	894	161	21.9%	2.0%
Colorado	2,342,884	2,395,374	2,569,198	2,727,488	332,114	13.9%	1.3%

Source: Colorado State Demography Office; Town of Pagosa Springs

Note(s): Pagosa Springs projected households are estimates derived from estimate population projections for each year and assuming a 2.6 average household size.

In 2022, the average household size was 2.3 persons in Archuleta County, which was slightly smaller than Pagosa Springs and Arboles. Between 2012 and 2022, the share of 3-person households increased by 3 percent in Archuleta County. Conversely, the share of 3-person households decreased by 6 percent in Pagosa Springs.



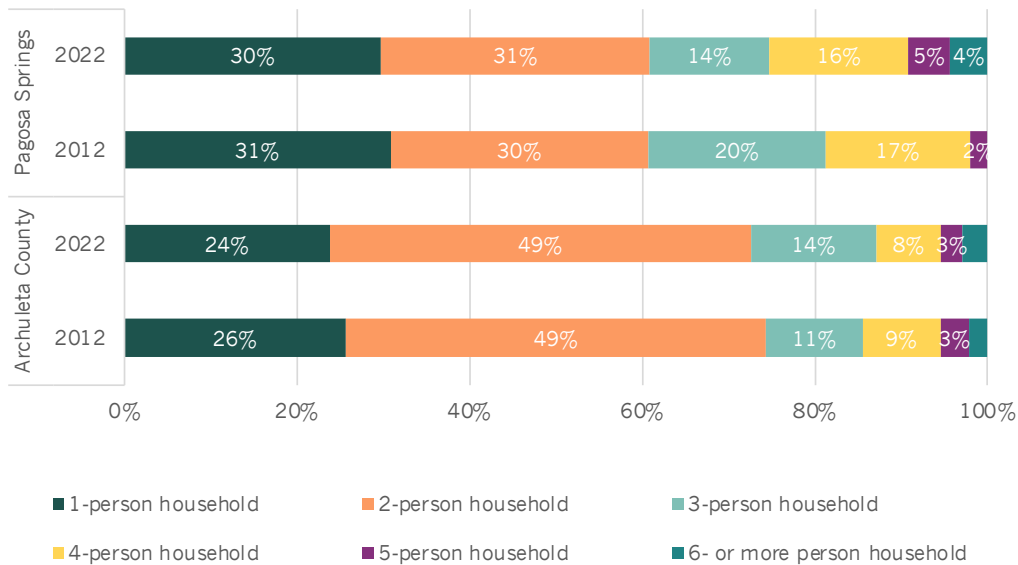
**Exhibit 10. Median Age and Average Household Size, Archuleta County, Pagosa Springs, Arboles, Durango (2022)**

	Archuleta County	Pagosa Springs	Arboles	Durango
<b>AVERAGE HOUSEHOLD SIZE</b>	<b>2.3</b>	<b>2.6</b>	<b>2.7</b>	<b>2.2</b>

Source: American Community Survey (ACS) 2022 5-year estimates

Both Archuleta County and Pagosa Springs have a substantial percentage of smaller households, particularly 1- and 2-person household, reflecting a retiree-heavy population and empty nesters. Sixty-one percent of Pagosa Springs households were 1 or 2 persons in 2022; 49 percent of households in Archuleta County were 2 person households in 2022. Larger households (4-persons or more) remain a small share of the total population suggesting a limited presence of larger families in Archuleta County and Pagosa Springs.

**Exhibit 11. Household Size, Archuleta County and Pagosa Springs (2012-2022)**



Source: American Community Survey (ACS) 2012 and 2022 5-year estimates

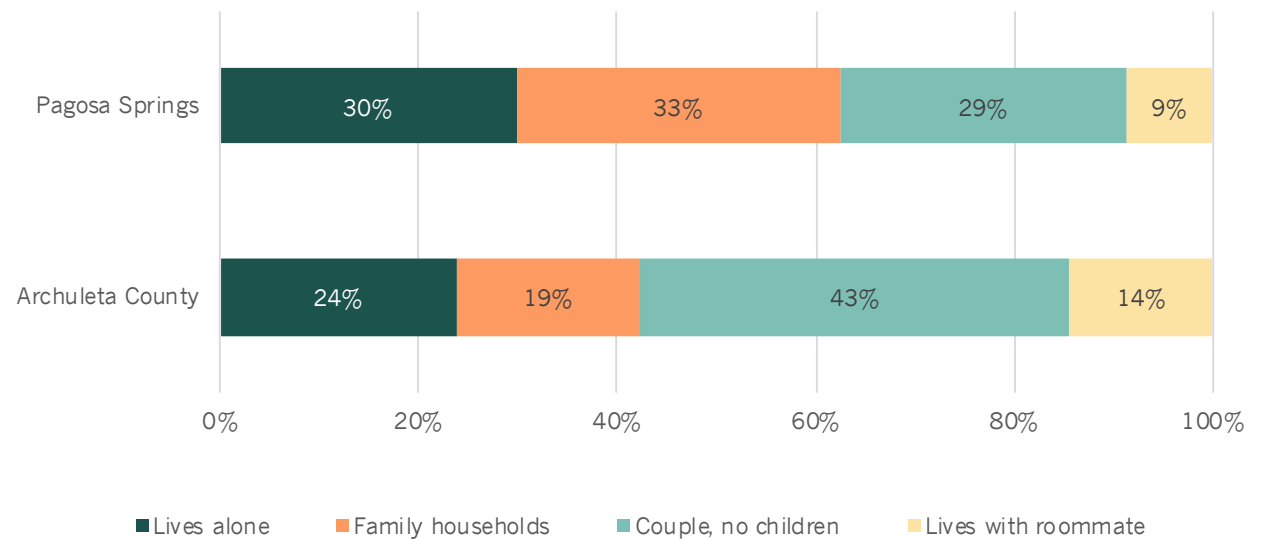
**HOUSEHOLD TYPE**

[Exhibit 12](#) shows data on the types of households that exist in the Archuleta County and Pagosa Springs. In Archuleta County, approximately 43 percent of households are couples with no children, which, when considered with the County’s age distribution, suggests a large share of county households are empty nester households. In Pagosa Springs, 39 percent of households are single person or unrelated individuals (e.g., roommates) which is likely influenced by housing affordability challenges and the town’s younger population which require multiple incomes for many households to afford housing within Pagosa Springs.



These trends suggest sufficient units for single-person households at appropriate price points are needed to accommodate these households. Approximately 33 percent of households are family households in Pagosa Springs, compared to 19 percent in Archuleta County suggesting family households are seeking amenities that are offered in Pagosa Springs.

**Exhibit 12. Household Type, Archuleta County and Town of Pagosa Springs, 2022**



Source: American Community Survey (ACS) 2022 5-year estimates

**RACE AND ETHNICITY**

Persons of color are more likely to face housing discrimination, underscoring the importance of exploring the intersection of housing and race in the local community. Pagosa Springs’s population is more diverse and diversifying faster than Archuleta County’s population. Between 2012 and 2022, the share of people of color in Pagosa Springs increased by 16 percentage points compared to a two-percentage point growth in Archuleta County. As of 2022, 24 percent of the County’s population identifies as a person of color compared to 62 percent in Pagosa Springs. The Hispanic population makes up the largest share of the populations of color throughout the County, with nearly half of Pagosa Spring’s population identifying as Hispanic.

**Exhibit 13. Race and Ethnicity, Archuleta County and Town of Pagosa Springs, 2012-2022**

	Archuleta County		Pagosa Springs	
	2012	2022	2012	2022
White	78%	76%	58%	42%
Black	0%	0%	0%	0%
Native American	0%	1%	0%	3%
Asian	1%	1%	1%	1%
Pacific Islander	0%	0%	0%	1%
Other	0%	0%	0%	0%
Two or More Races	2%	3%	6%	5%
Hispanic	18%	18%	36%	48%

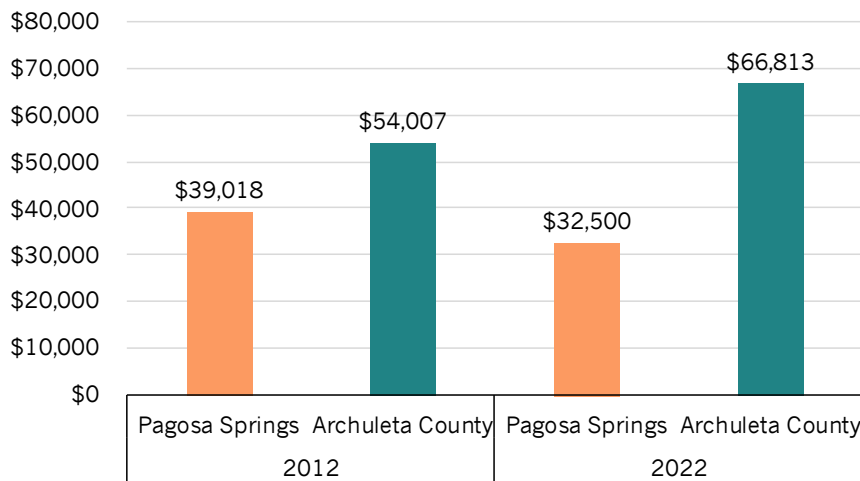
Source: American Community Survey (ACS) 2012 and 2022 5-year estimates

## Income

The ability of a household to acquire adequate housing is related to household income, whether earned or from other sources. Research suggests household income is the most significant variable affecting the size and type of housing preferences for any given household. Household income can vary greatly across many demographic factors, including race, gender, tenure, and household type. Higher-income households have more discretionary income to spend on housing, while low- and moderate-income households often face limited choices in the housing they can afford.

Over the past decade, Archuleta County has experienced significant economic growth, with median household income rising from \$54,007 in 2012 to \$66,813 in 2022, a 24 percent increase in household incomes. This growth has outpaced household income in Pagosa Springs, where household median incomes declined. Pagosa Springs median household income declined from \$39,018, in 2012 to \$32,500 in 2022, a 17 percent decrease in household income.

#### Exhibit 14. Median Household Income, Archuleta County and Pagosa Springs (2012-2022)



Source: American Community Survey (ACS) 2012 and 2022 5-year estimates

The Colorado Housing and Finance Authority (CHFA) sets the Average Median Income (AMI) limits utilized by state housing programs to determine eligibility for households. These income limits are helpful in understanding what households are able to afford and what the typical area median income for Archuleta County looks like for different sized households.

Archuleta County's AMI (100% AMI) in 2024 ranged from \$66,000 for a 1-person household to \$94,200 for a 4-person household.

#### Exhibit 15. Archuleta County Income Limits (2024)

AMI	Household Size							
	1	2	3	4	5	6	7	8
160%	105,600	120,640	135,680	150,720	162,880	174,880	187,040	199,040
140%	92,400	105,560	118,720	131,880	142,520	153,020	163,660	174,160
120%	79,200	90,480	101,760	113,040	122,160	131,160	140,280	149,280
100%	66,000	75,400	84,800	94,200	101,800	109,300	116,900	124,400
80%	52,800	60,320	67,840	75,360	81,440	87,440	93,520	99,520
50%	33,000	37,700	42,400	47,100	50,900	54,650	58,450	62,200
30%	19,800	22,620	25,440	28,260	30,540	32,790	35,070	37,320

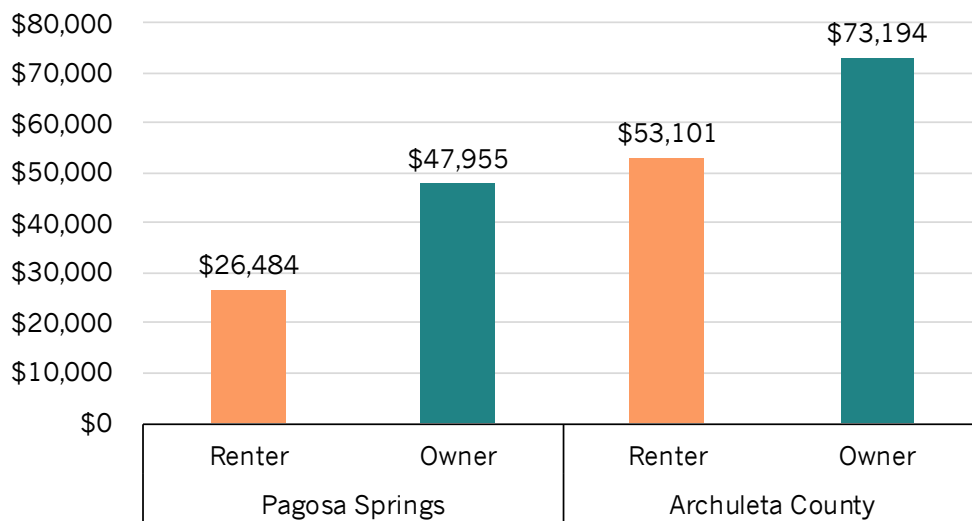
Source: CHFA

Analyzing income disparity between renters and homeowners helps identify potential disparities in housing affordability. For example, if the median income of renters is significantly lower than that of homeowners, it would suggest a larger portion of renter incomes are being dedicated to housing costs, potentially highlighting affordability issues for renters.



In 2022, Archuleta County and Pagosa Springs saw considerable differences in income levels between owner and renter households (see [Exhibit 16](#)). Owner households in Archuleta County had a median income of \$73,194, which was \$20,093 more than renter households. Pagosa Springs owner households had a median income of \$47,955, exceeding renters' income by \$21,471. Notably, renters in Archuleta County earned almost twice as much as renters in Pagosa Springs, while owners in Archuleta County earned more than \$25,000 than owners in Pagosa Springs. These findings show that owners households tend to have higher household incomes and reveal significant income gaps compared to renter households.

**Exhibit 16. Renter Median Household vs Owner Median Household Income, Archuleta County and Pagosa Springs (2022)**



Source: American Community Survey (ACS) 2022 5-year estimates

The income distribution in Archuleta County and Pagosa Springs reveal a concentration of lower-income households, with 61 percent in Pagosa Springs and 73 percent in Archuleta County earning \$49,000 or less annually. Moderate-income households, those earning \$50,000 to \$99,000, comprise 30 percent in Pagosa Springs and 22 percent in the County. Higher-income households, those earning \$100,000 and above, represent a small proportion of 9 percent in Pagosa Springs and 6 percent in Archuleta County.

**Exhibit 17. Household Income Distribution, Archuleta County and Pagosa Springs (2022)**

Household Income	Pagosa Springs		Archuleta County	
	Count	Share	Count	Share
\$25,000 or less	220	30%	906	24%
\$25,000 to \$49,000	159	31%	1,185	49%
\$50,000 to \$74,000	96	14%	1,109	14%
\$75,000 to \$99,000	22	16%	686	8%
\$100,000 to \$149,000	60	5%	1,107	3%
\$150,000 and over	41	4%	745	3%
Total Households	598	100%	5,738	100%

Source: American Community Survey (ACS) 2022 5-year estimates

**Exhibit 18** shows the income range for the average household size in the County (2-persons) at each Area Median Income (AMI) level by tenure (own or rent). About 43 percent of households earn less than 80% AMI, or about \$60,320 for a 2-person household, most of which are renters. Approximately 16 percent of households earn over 200% AMI, or about \$150,800, for a 2-person household.

The table also illustrates the point at which households that are renting often become homeowners, which occurs when income rises between 80% and 100% of AMI. As shown below, a similar percentage of owners and renters earn between 80% and 100% of AMI. A much higher percentage (51%) of owner households earn over 100% AMI than renter households (28%). Conversely, a much higher percentage (63%) of renters earn less than 80% compared to owners (38%). This trend is common among communities and helpful to understand when devising homeownership programs.

**Exhibit 18. Household Income Distribution by Tenure, Archuleta County, 2024**

Income Range (2-person household)		Renters	Owners	Total
<30%	< \$22,620	24%	9%	12%
30-60%	\$22,621 - \$45,240	12%	10%	10%
60-80%	\$45,241 - \$60,320	27%	19%	21%
80-100%	\$60,321 - \$75,400	9%	11%	11%
100-120%	\$75,400 - \$90,480	3%	11%	9%
120-160%	\$90,480 - \$120,640	7%	17%	15%
160-200%	\$120,640 - \$150,800	4%	7%	6%
> 200%	\$150,800 +	14%	16%	16%
Total		100%	100%	100%

Source: HISTA





**Exhibit 19** shows wages typical of a range of occupations in Archuleta County and how the correspond to AMI and affordable monthly housing costs. Many essential workers filling important community roles have incomes below 80% of AMI, including cashiers, educators, and construction workers. Maintaining and supplying a housing stock that meets the affordability needs of the community from the lowest earners to the highest earners will help match supply with demand and mitigate cost burdening.

**Exhibit 19. Occupations, Income, and Affordable Housing Cost by AMI Range, Archuleta County (2023)**

	1-Person Household Income	Affordable monthly housing costs	2024 AMI Range
Cashiers	\$29k - \$38k	\$730 - \$960	40% - 60%
Childcare workers	\$31k - \$35k	\$770 - \$880	50% - 60%
Community and social service	\$40k - \$68k	\$1,000 - \$1,690	60% - 100%
Construction laborers	\$33k - \$49k	\$830 - \$1,230	50% - 80%
Customer service representatives	\$35k - \$42k	\$890 - \$1,060	50% - 60%
Educational instruction and library	\$32k - \$56k	\$810 - \$1,390	50% - 80%
Food preparation and serving related	\$29k - \$47k	\$730 - \$1,170	40% - 70%
Healthcare practitioners and technical	\$45k - \$145k	\$1,130 - \$3,640	70% - 225%
Janitors and cleaners	\$30k - \$40k	\$770 - \$990	50% - 60%
Maintenance and repair workers	\$36k - \$53k	\$910 - \$1,310	50% - 80%
Personal care and service	\$30k - \$42k	\$740 - \$1,040	40% - 60%
Police and sheriff's patrol officers	\$51k - \$76k	\$1,270 - \$1,900	80% - 120%
Receptionists and information clerks	\$29k - \$36k	\$720 - \$900	40% - 60%
Registered nurses	\$74k - \$100k	\$1,850 - \$2,510	110% - 150%
Retail salespersons	\$31k - \$74k	\$770 - \$1,090	50% - 110%

Source: Colorado Department of Labor and Employment, OEWS (2023). AMI and housing cost analysis done by ECONorthwest using accepted cost burden thresholds and HUD income limits.

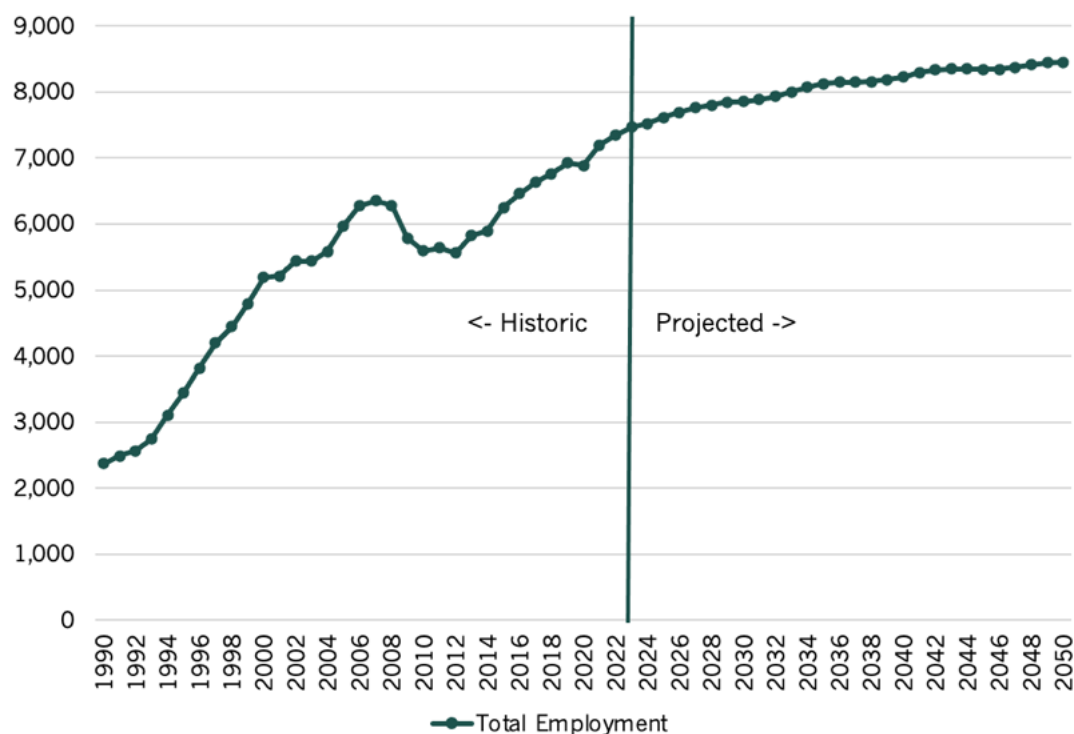
### 3. ECONOMIC CONDITIONS

This section discusses key components of Archuleta County and Pagosa Springs economy, which affect the demand for and cost of housing. The section summarizes trends in employment, wages, commute patterns, household incomes, and other labor market indicators.

#### Employment Trends and Economic Conditions

Between 1990 and 2000, Archuleta County's employment grew rapidly, adding approximately 2,800 jobs. Total employment increased from about 2,300 jobs in 1990 to 5,100 jobs in 2000. Between 2000 and 2020, Archuleta County's employment continued to grow adding about 1,700 jobs, while experiencing a notable decrease in employment during the Great Recession. The State Demography Office estimated Archuleta County has 7,523 jobs in 2024. Looking into the longer-term future, steady but moderate job growth is projected through 2050. The projections estimate Archuleta County's employment will grow to 8,069 by 2034 – an increase of 546 jobs. The state expects employment will grow at a modest rate of 0.7% between 2024 and 2034.

**Exhibit 20. Historic and Projected Employment by Year, Archuleta County, 1990-2050**



Source: Colorado State Demography Office



**Exhibit 21** shows covered employment figures for Archuleta County. Covered employment includes employees covered by unemployment insurance. Examples of workers not included in covered employment are sole proprietors, some types of contractors (often referred to as “1099 employees”). About 60 percent of jobs in Archuleta County were covered in 2023. In 2023, Archuleta County had a total covered employment of 4,647 which covered employment from 719 establishments in the County. Average wages in the County for 2023 were at \$45,507 with a monthly wage of about \$3,500.

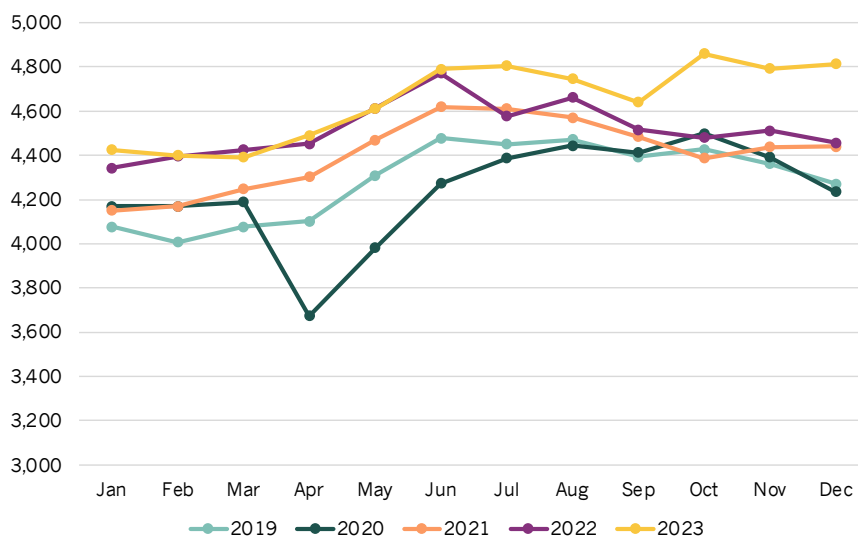
#### Exhibit 21. Covered Employment and Wages, Archuleta County (2019-2023)

YEAR	COVERED EMPLOYMENT	TOTAL WAGES	AVERAGE ANNUAL WAGE	MONTHLY WAGE
2019	4,285	\$157,136	\$36,668	\$2,820
2020	4,236	\$166,317	\$39,267	\$3,020
2021	4,407	\$177,947	\$40,374	\$3,104
2022	4,517	\$194,607	\$43,087	\$3,316
2023	4,647	\$211,482	\$45,507	\$3,500

Source: Colorado Department of Labor and Employment

**Exhibit 22** shows employment by month for the years 2019 through 2023. The trendlines highlight the seasonality of employment, with summer peaks following a winter slump. In tourism and outdoor recreation-oriented economies, employment often follows the seasonality of visitation numbers. In 2023, Archuleta County experienced an unusual uptick in employment during Q4.

#### Exhibit 22. Covered Employment by Month, Archuleta County, 2019-2023



Source: Bureau of Labor Statistics



Exhibit 23 shows the share of jobs by industry sector in Archuleta County and Pagosa Springs. Archuleta County's employment landscape reflects its tourism-driven economy with 40 percent of employment in industries supporting tourism: accommodations and food (14%), construction (13%) and retail trade (13%). The County's employment growth continues to be heavily influenced by tourism with hospitality, retail, and construction sectors experiencing growth to meet the demand of tourism, and second-home ownership. The rise in arts and entertainment jobs further support the county's identity as a recreational destination. The increase in education and transportation jobs highlight the growing need for community infrastructure and logistics support as the county's population and visitor base grows.

The average wage in Archuleta County was \$52,670 in 2023. Growth rates aside, professional services, wholesale trade, and utilities sector offer the highest average wages in Archuleta County. The largest employment concentrations in the County such as accommodation and food services and retail trade have substantially lower wages than the average county wage.

Pagosa Springs employment base is mostly comprised in accommodations and food services (25%), retail trade (16%), and healthcare and social assistance (15%). Pagosa Springs tourism-driven economy continues to see strong job growth in accommodations and food services, and retail trade. Finance, construction, and public administration also experienced growth between 2019 and 2022, likely in response to increased development and local government needs. Between 2019 and 2022, Pagosa Springs experienced employment declines in the art, entertainment, and recreation, and healthcare and social assistance industry possibly due to the Covid-19 pandemic.

**Exhibit 23. Jobs by Industry Sector and Wages, Archuleta County and Pagosa Springs (2022 and 2023)**

	Archuleta County		Average Wages	Pagosa Springs	
	2023 Count	2023 Percent	2023	2022 Count	2022 Percent
Agriculture	426	6%	\$47,451	1	0%
Mining	30	0%	\$59,162	0	0%
Utilities	-	-	\$83,436	17	1%
Construction	937	13%	\$52,923	153	5%
Manufacturing	107	1%	\$42,233	53	2%
Wholesale trade	54	1%	\$87,755	7	0%
Retail Trade	936	13%	\$34,386	488	16%
Transportation and Warehousing	78	1%	\$52,674	3	0%
Information	62	1%	\$43,550	37	1%
Finance and Insurance	138	2%	\$63,317	74	2%
Real Estate and Rental and Leasing	509	7%	\$43,376	149	5%
Professional and Technical Services	415	6%	\$87,764	61	2%
Management of companies and enterprise	-	-	Confidential	35	1%
Administrative and Waste Services	364	5%	\$35,434	93	3%
Education	119	2%	Confidential	277	9%
Health Care and Social Assistance	516	7%	\$57,920	442	15%
Arts, Entertainment, and Recreation	198	3%	\$24,702	15	0%
Accommodation and Food Services	1,015	14%	\$29,845	769	25%
Other Services, except Public Admin	556	8%	\$41,975	55	2%
Government	953	13%	\$60,163	297	10%

Source: Colorado State Demography Office

In tourism-based economies, jobs supporting that industry can be a big driver of housing needs. Moreover, seasonal employment often stresses limited housing supply making it difficult for some employees to find affordable housing. [Exhibit 24](#) shows low and high employment projections for Archuleta County. The low and high scenarios reflect growth rates assumed in the State Demography Office's employment projections. These figures help inform the estimates of housing need presented in Section 6.

**Exhibit 24. Employment Estimates and Projections**

	2029			2034		Average Annual Growth Rate	
	2024	Low	High	Low	High	Low	High
Archuleta County	7,523	7,791	7,843	8,069	8,177	0.70%	0.84%
Pagosa Springs	3,026	3,134	3,155	3,246	3,289	0.70%	0.84%

Source: Colorado State Demography Office, LEHD, Consultant Team

## 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.

- Based on the 2024 household survey, employed residents hold an average of 1.24 jobs. This estimate is based on household survey responses. Employees in most mountain resort communities hold 1.2 to 1.3 jobs on average.<sup>3</sup>
- Households with at least one employed person have about 1.7 employees on average as estimated based on the 2024 household survey.

### Exhibit 25. Translation of Jobs to Households

	ARCHULETA COUNTY	PAGOSA SPRINGS
Total jobs	7,523	3,026
Jobs per Employees	1.24	3.57
Employee Filling Jobs	6,081	847
Employees per Household with Worker	1.7	1.1
Total Employee Households	3,577	770

Source: Colorado Demography Office, OnTheMap, 2024 Archuleta County Household Survey.

## COMMUTING PATTERNS

Archuleta County retains the majority (64%) of its workforce locally, with 3,229 residents both living and working within the county. However, 1,780 residents commute out of the county for work, primarily to nearby counties like La Plata and Rio Grande. Simultaneously, 1,456 workers commute into Archuleta County, highlighting possible challenges with availability and affordability of housing in the county. A small percentage of Archuleta County residents work remotely for employers based in Denver and Mesa counties. Alternatively, another explanation to the long commutes is that a major employer has its headquarters or primary office in Denver or Mesa counties but operates satellite offices in Archuleta County. In such cases, Archuleta County residents may be considered to be “commuting” to Denver or Mesa Counties, as the company’s official address is located there but could actually be working in Archuleta County.

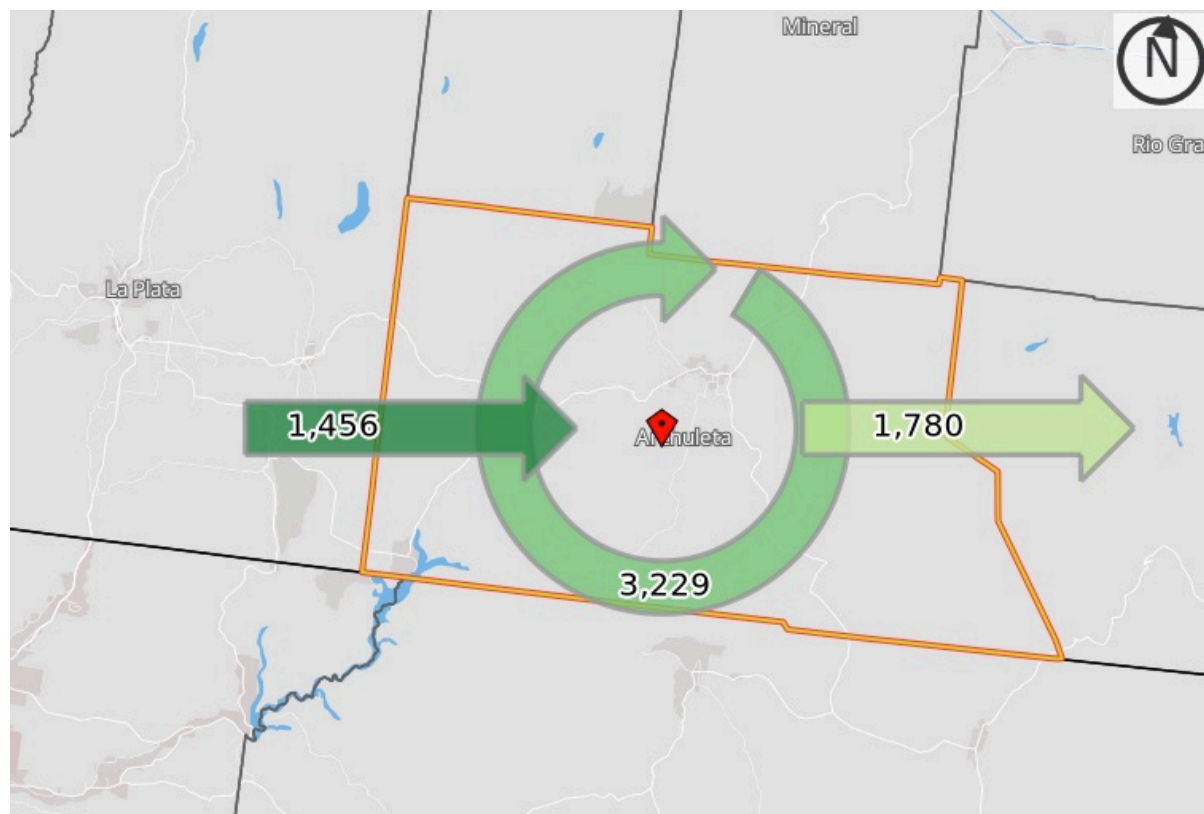
<sup>3</sup> [https://www.crestedbutte-co.gov/vertical/Sites/%7B6058FFBB-CB06-4864-B42F-B476F794BE07%7D/uploads/GunnisonValley\\_HNA\\_Phase1\\_2024.pdf](https://www.crestedbutte-co.gov/vertical/Sites/%7B6058FFBB-CB06-4864-B42F-B476F794BE07%7D/uploads/GunnisonValley_HNA_Phase1_2024.pdf)

The top 5 counties where residents of **Archuleta County** travel for work include the following:

<b>64.5%</b> 3,229	<b>9.0%</b> 453	<b>2.7%</b> 136	<b>2.4%</b> 122	<b>1.5%</b> 77
Archuleta County	La Plata County	Denver County	San Juan County	Mesa County

Source: OnTheMap

#### Exhibit 26. Commuting Patterns in Archuleta County, 2022

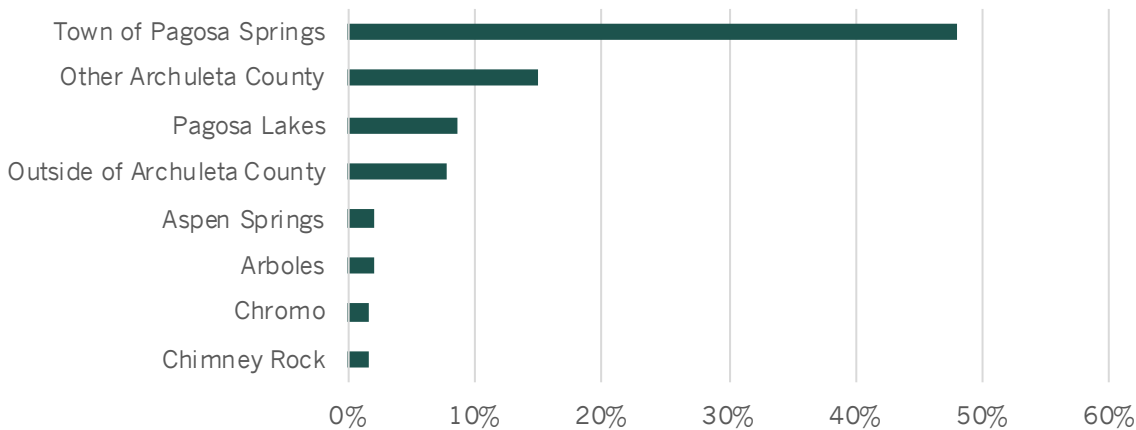


Source: OnTheMap

The commuting patterns in the 2024 household survey illustrate similar commuting patterns, with 79 percent of respondents living and working locally within Archuleta County and 8 percent of respondents reporting working outside of the county.



**Exhibit 27. Archuleta County Residents’ Work Locations**



Source: 2024 Archuleta County Household Survey.

Pagosa Springs serves as a regional employment hub, with significant net in commuters of workers. While 47 percent of its residents work locally, 285 residents commute out for work primarily to other parts of Archuleta County, La Plata, Denver, San Juan and Mesa Counties. Meanwhile, 2,771 workers commute into Pagosa’s Springs, reflecting the town’s economic role as a major employment destination. Although data suggests that Pagosa Springs residents employed in Denver and Mesa counties are likely working remotely, it may also reflect employment with companies headquartered in those counties that possibly maintain satellite offices in Pagosa Springs. The OnTheMap data source tracks commute patterns based on the location of a resident’s home and their employer’s official address.

The top 5 counties where residents of **Pagosa Springs** travel for work include the following:

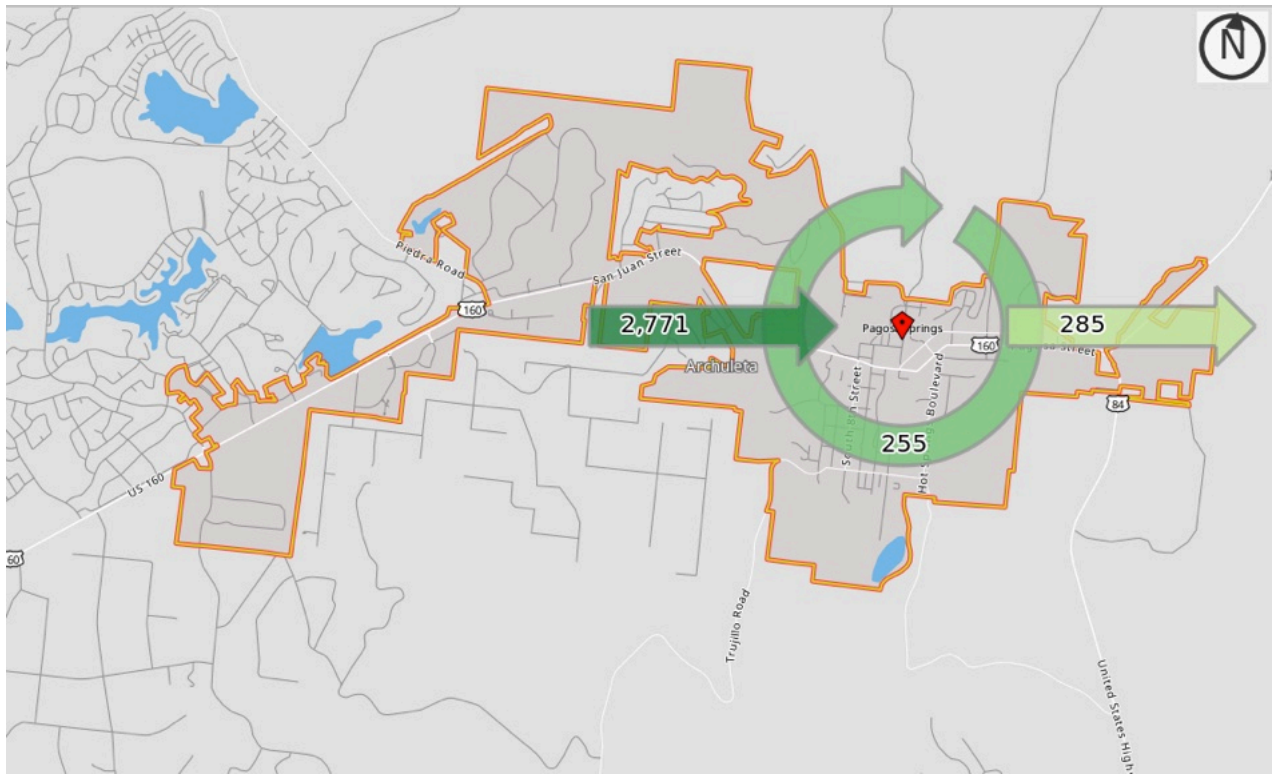
<b>64.4%</b>	<b>7.0%</b>	<b>3.1%</b>	<b>2.8%</b>	<b>2.0%</b>
348	38	17	15	11
Archuleta County	La Plata County	Denver County	San Juan County	Mesa County

Source: OnTheMap





## Exhibit 28. Commuting Patterns in Pagosa Springs, 2022



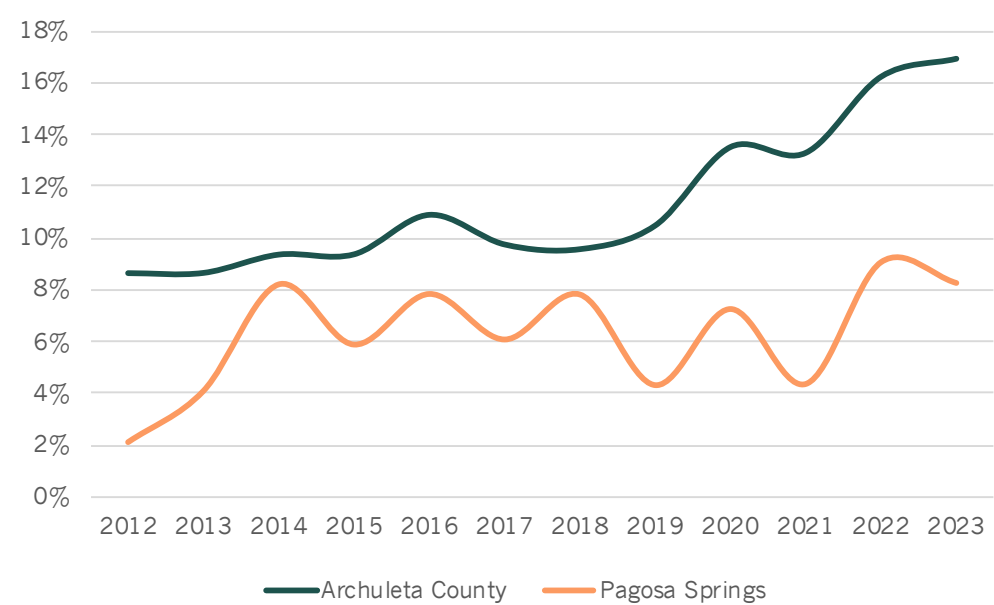
Source: OnTheMap

## WORK FROM HOME TRENDS

[Exhibit 29](#) shows work from home trends in Archuleta County and Pagosa Springs. According to ACS data, the share of workers that have reported working from home have risen sharply since 2019, reaching 17 percent in 2023. This increase highlights a significant shift toward more county households having the opportunity to work from home. In contrast, Pagosa Springs shows more modest growth, with the share of workers working from home being at about 8 percent in 2023. These trends suggest contrasting trends in the types of jobs that Archuleta County residents work in compared to those that Pagosa Springs residents work that provide less opportunities for remote work.



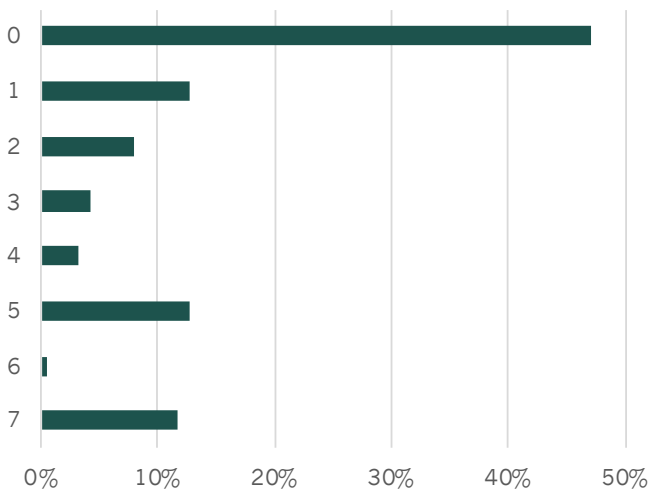
**Exhibit 29. Share of Workers Who Work From Home, Archuleta County and Pagosa Springs (2012-2023)**



Source: American Community Survey (ACS) 2012-2022 5-year estimates

The number of individuals working from home in Archuleta County was even more prominent in the 2024 household survey. When respondents were asked how many days per week they worked from home on average, 53 percent of respondents reported working from home at least once a week. Additionally, 22 percent of respondents reported working from home 5 or more days per week.

**Exhibit 30. Days Per Week Working From Home**



Source: 2024 Archuleta County Household Survey.



# 4. HOUSING INVENTORY

This section profiles the supply of housing in Archuleta County. The profile addresses a broad set of variables – total housing units, units by type, occupancy status, tenure of households, age of housing, housing cost, and housing production. It also includes an assessment of displacement risk as required by SB 24-174. Throughout the report we use a variety of local, state, and federal sources to summarize trends to Archuleta County and Pagosa Springs’ housing inventory. This means that we will sometimes use one data source over another because it provides the most recent data or specific information is not available at the local level and use federal data sources to supplement the information.

## Housing Profile

According to the Colorado State Demography Office, Archuleta County had 9,864 housing units in 2022 and 1,021 housing units in Pagosa Springs. Approximately 10 percent of the housing units in Archuleta County are located in Pagosa Springs ([Exhibit 31](#)).

**Exhibit 31. Total Housing Units, Archuleta County and Pagosa Springs, 2012 and 2022**

	2012	2022
Archuleta County	8,807	9,864
Pagosa Springs	929	1,021

Source: Colorado State Demography Office

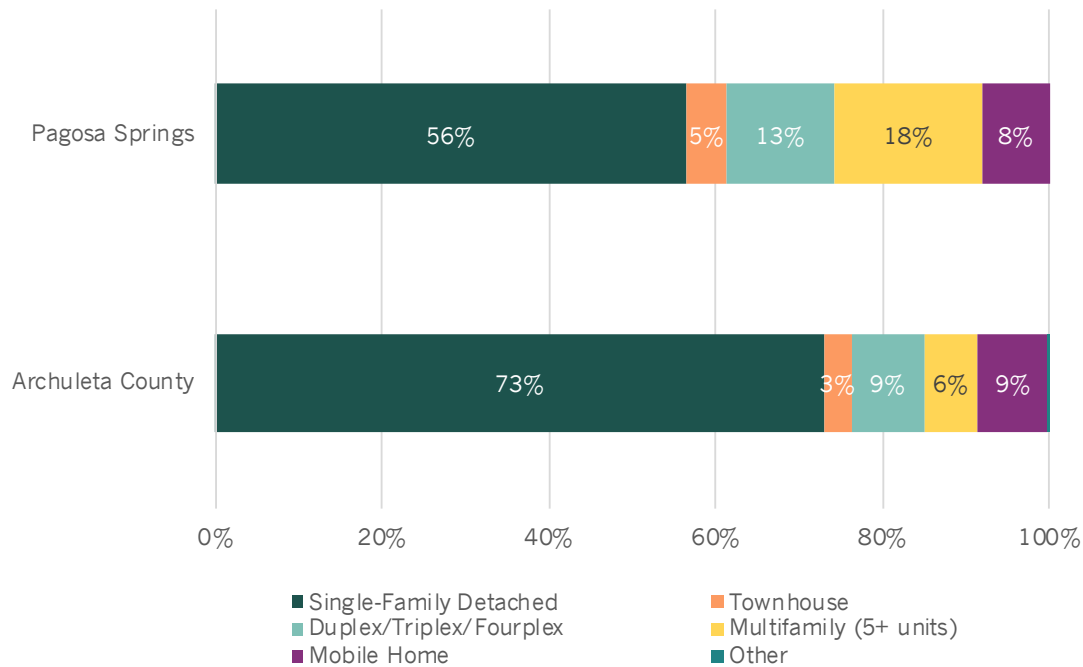
[Exhibit 32](#) shows that 73 percent of units in Archuleta County were single-family detached homes, a significantly higher percentage than in Pagosa Springs, where 56 percent of housing units were single-family detached homes. Multifamily units (5+ units) made up only six percent of Archuleta County’s housing supply, reflecting limited availability of higher density rental housing. In comparison, multifamily units made up 18 percent of Pagosa Spring’s housing supply.

Townhouse-style units comprised only three percent of Archuleta’s housing stock and five percent of Pagosa Spring’s housing supply. Duplex, triplex, and fourplex housing made up about nine percent of Archuleta’s housing supply and 13 percent of Pagosa Spring’s housing supply, while mobile homes made up nine percent of Archuleta County’s housing supply and eight percent in Pagosa Springs.

Ownership condominiums make up roughly two percent of Pagosa Springs’ housing stock, while in Archuleta County it makes up about 0.5 percent of the county’s overall housing stock.

Archuleta’s predominately single-family profile indicates a focus on detached homes, which appeal to families and large households. However, the limited share of multifamily units may indicate a gap in housing options for individuals or smaller 1- or 2-person households.

**Exhibit 32. Housing Units by Units in Structure, Archuleta County and Town of Pagosa Springs, 2022**



Source: American Community Survey (ACS) 2022 5-year estimates

The distribution of housing units by unit type in Archuleta County remained largely unchanged from 2012 to 2022. In contrast, Pagosa Springs experienced greater fluctuations, with the share of single-family detached housing declining by a 7 percent. Meanwhile, the share of multifamily housing (5+ units), duplexes, triplexes, fourplexes, and townhouses increased by about 14 percentage points, increasing the Town's supply of multifamily housing and accommodating different household's needs.

**Exhibit 33. Percent of Units by Unit Type, Archuleta County and Pagosa Springs, 2012-2022**

Unit Type	2012	2022	2012	2022	2012-2022	
	Archuleta County	Archuleta County	Pagosa Springs	Pagosa Springs	Archuleta County	Pagosa Springs
Single-Family Detached	73%	73%	63%	56%	0%	-7%
Townhouse	4%	3%	1%	5%	-1%	4%
Duplex/Triplex/Fourplex	7%	9%	8%	13%	1%	5%
Multifamily (5+ units)	5%	6%	12%	18%	1%	5%
Mobile Home or Other	10%	9%	15%	8%	-2%	-7%
Total Housing Units	8,742	9,591	854	868	849	14

Source: American Community Survey (ACS) 2012 and 2022 5-year estimates

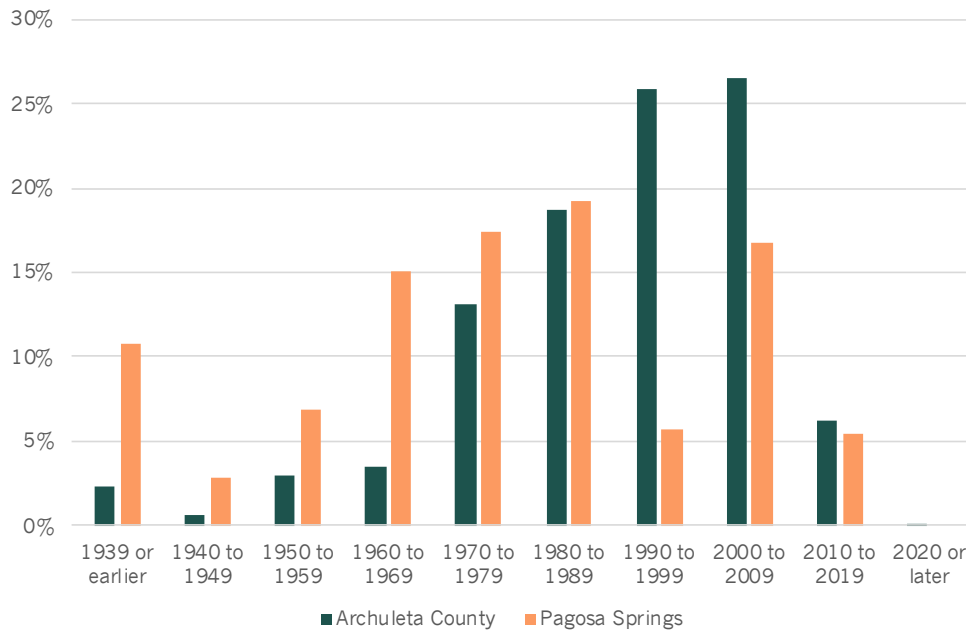
## AGE OF HOUSING

Housing age can be an important indicator of housing condition within a community. Like any other tangible asset, housing is subject to gradual physical or technological deterioration over time. If not properly and regularly maintained, housing can deteriorate and discourage reinvestment, depress neighboring property values, and eventually impact the quality of life in a neighborhood. Many federal and state programs also use the age of housing as one factor in determining housing rehabilitation needs. Typically, housing over 30 years of age is more likely to have rehabilitation needs that may include new plumbing, roof repairs, foundation work, and other repairs.

Most of Archuleta's housing units—78 percent—were built in the last 45 years (after 1980). Most (71 percent) housing units were built in the 1990's and early 2000's. Six percent of Archuleta's housing stock was built between 2010 and 2024, and approximately 41 percent of Archuleta's housing units are more than 30 years of age.

A significantly larger share of Pagosa Springs' housing stock was built before 1970 (36 percent) compared to Archuleta County (10 percent), indicating that Pagosa Springs has an older housing stock overall. Most housing units were built in the 1970s and 1980s, followed by a sharp decline in housing production in the 1990s.

### Exhibit 34. Age of Housing Unit, Archuleta County and Town of Pagosa Springs, 2022



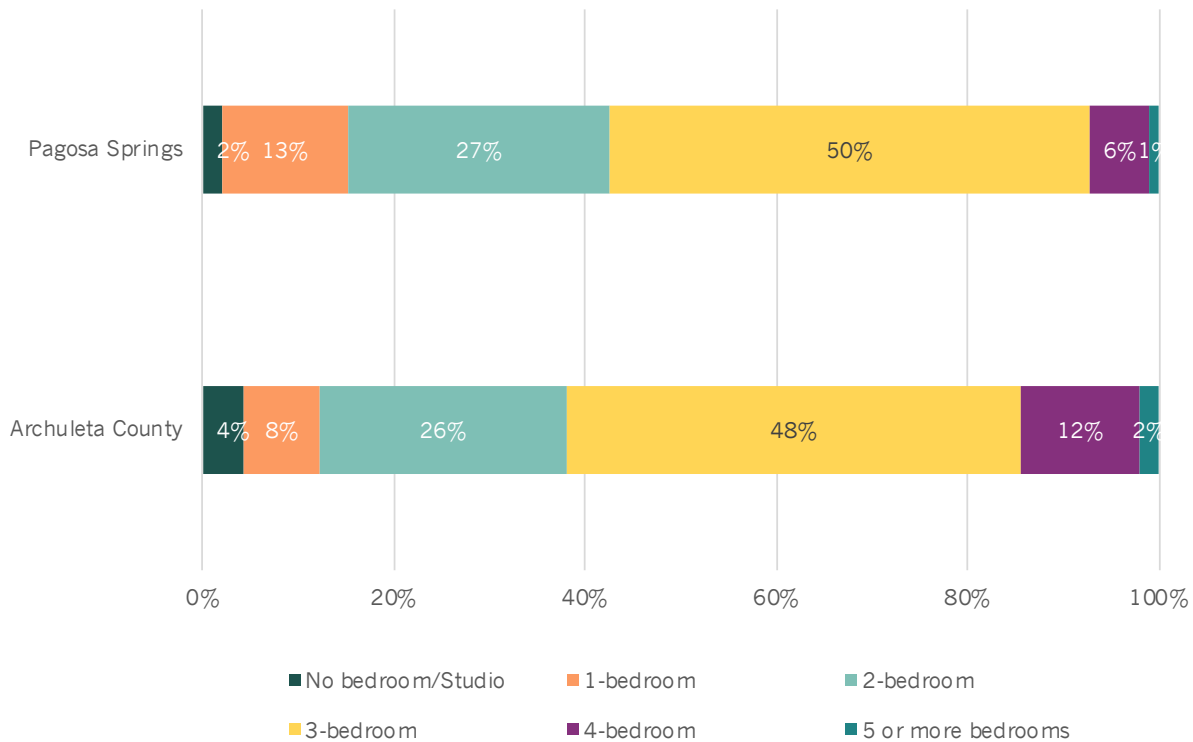
Source: American Community Survey (ACS) 2022 5-year estimates

### NUMBER OF BEDROOMS

In Archuleta County and Pagosa Springs, 3-bedroom units account for approximately 48 percent and 50 percent of the total housing stock, respectively. Two-bedroom units make up the second highest share of total housing in both communities, at 26 percent in Archuleta County and 27 percent in Pagosa Springs. The share of 4-bedroom units in Archuleta County (12 percent) is greater than in Pagosa Springs (6 percent). Conversely, the share of one-bedroom units (13 percent) is higher in Pagosa Springs than in Archuleta County (8 percent). The share of units with five or more bedrooms is low in both jurisdictions, at 2 percent in Archuleta County and 1 percent in Pagosa County ([Exhibit 35](#)).



**Exhibit 35. Number of Bedrooms in Unit, Archuleta County and Town of Pagosa Springs, 2022**



Source: American Community Survey (ACS) 2022 5-year estimates

## HOUSING VACANCY

Vacancy is a measure of the availability of housing units in a given area. When there are more vacant units than there are people looking for a place to live, there are more units available and it can lead to lower rents and other housing costs. This can make housing more affordable for people who are looking for a place to live. On the other hand, when there is a low vacancy rate and high demand for housing, it can lead to higher rents and other housing costs. This can make housing less affordable for people who are looking for a place to live. Therefore, vacancy rates can have a significant impact on housing affordability in an area.

[Exhibit 36](#) shows vacancy rates for Archuleta County and Pagosa Springs in 2012 and 2022. As of 2022, both areas have notably high vacancy rates, as reported by residents and local officials. Pagosa Springs has a slightly lower vacancy rate (31 percent) compared to Archuleta County (40 percent). From 2012 to 2022, the vacancy rates decreased in both Archuleta County and Pagosa Springs by eight percentage points and seven percentage points, respectively.

### Exhibit 36. Housing Vacancy Rate, Archuleta County and Pagosa Springs (2012 and 2022)

	Archuleta County		Pagosa Springs	
	Count	Share	Count	Share
<b>2012</b>				
Housing Units	8,742		854	
Occupied Units	<b>4,536</b>	<b>52%</b>	<b>532</b>	<b>62%</b>
Owner Occupied	3,532		309	
Renter Occupied	1,004		223	
Vacant Units	<b>4,206</b>	<b>48%</b>	<b>322</b>	<b>38%</b>
<b>2022</b>				
Housing Units	9,591		868	
Occupied Units	<b>5,738</b>	<b>60%</b>	<b>598</b>	<b>69%</b>
Owner Occupied	4,349		256	
Renter Occupied	1,389		342	
Vacant Units	<b>3,853</b>	<b>40%</b>	<b>270</b>	<b>31%</b>

Source: American Community Survey (ACS) 2022 5-year estimates

[Exhibit 37](#) shows that most vacant units are due to seasonal, recreational, or occasional use—uses that are often associated with short-term rental units and/or vacation and second homes. Seventy-seven percent of vacant units in Archuleta County are for seasonal use as are 55 percent of units in Pagosa Springs. Notably, 11 percent of vacant units in Archuleta County were for sale or for rent; 37 percent of vacant units in Pagosa Springs were for rent.

The "Other Vacant" category defined by the American Community Survey includes homes left empty due to foreclosure, personal or family reasons, legal disputes, or preparations to rent or sell. Some units are used for storage, need repairs, or are actively being renovated. Others serve specific uses like military or student housing, remain vacant due to extended absences, or are abandoned, possibly condemned, or set for demolition. A final category covers unknown or uncategorized reasons.





**Exhibit 37. Vacant Units by Reason, Archuleta County and Pagosa Springs (2022)**

	Archuleta County		Pagosa Springs	
	Count	Share	Count	Share
For rent	279	7%	101	37%
Rented, not occupied	0	0%	0	0%
For sale only	136	4%	2	1%
Sold, not occupied	0	0%	0	0%
For seasonal, recreational, or occasional use	2,967	77%	148	55%
For migrant workers	4	0%	0	0%
Other vacant	467	12%	19	7%
Total	3,853		270	

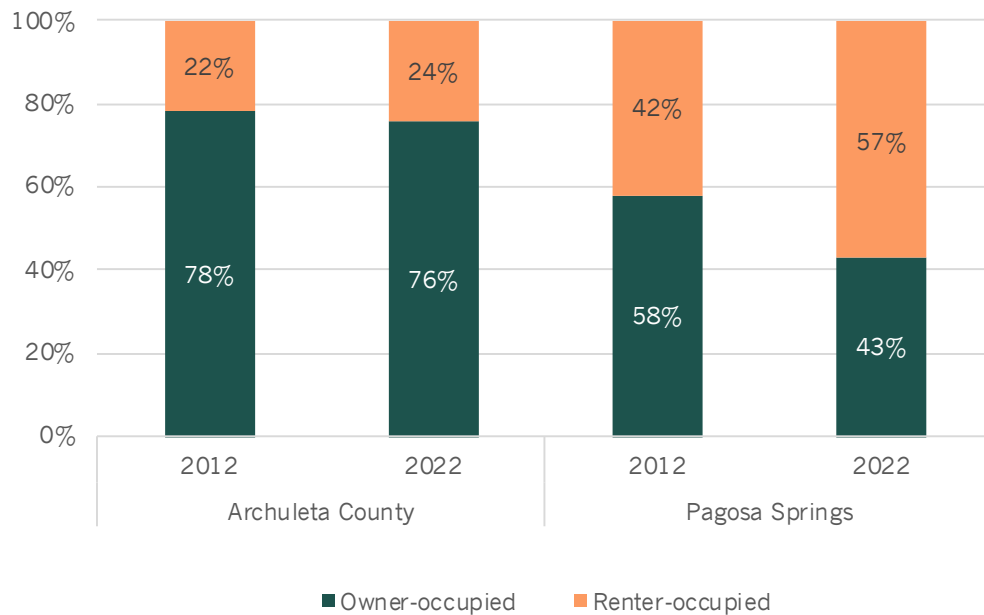
Source: American Community Survey (ACS) 2022 5-year estimates

**HOUSING TENURE (OWNER V RENTER)**

Household tenure is an important component of housing needs, as it helps to determine whether future housing should be built as ownership units or rental units. In many areas, a notable portion of households choose to rent their homes, emphasizing the significance of having rental housing that is both of good quality and reasonably priced.

Housing tenure in Archuleta County remained steady between 2012 and 2022, with the share of owner-occupied housing declining by just two percentage points and the share of renter-occupied housing increasing by the same amount ([Exhibit 38](#)). Pagosa Springs, however, experienced a more significant shift in ownership during this period, with the share of owner-occupied units dropping from 58 percent to 43 percent. Meanwhile, the share of renter-occupied units increased from 42 percent to 57 percent. The rising rentership rate in Pagosa Springs is consistent with a younger population that works in service sector industries.

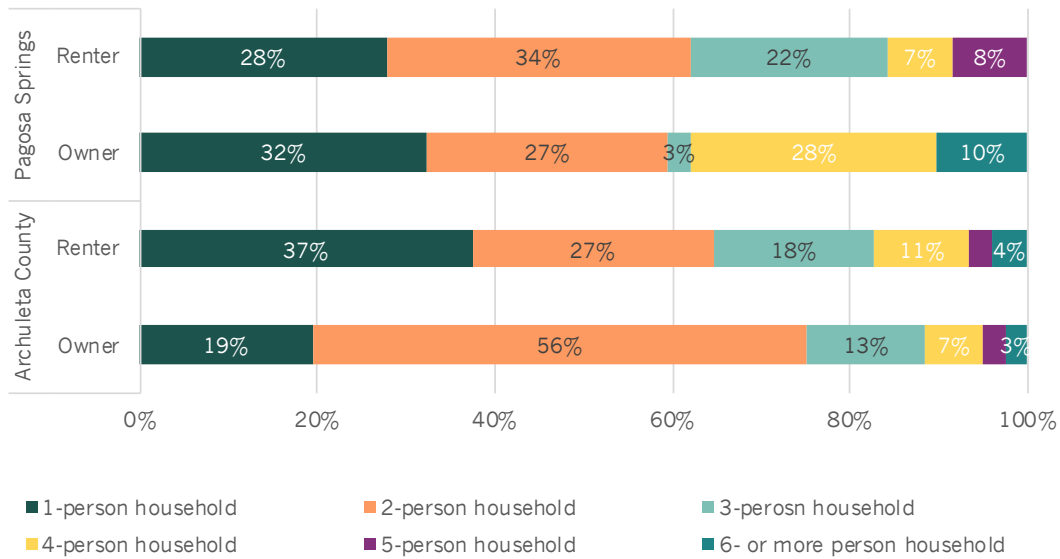
### Exhibit 38. Housing Tenure, Archuleta County and Pagosa Springs (2012-2022)



Source: American Community Survey (ACS) 2022 5-year estimates

[Exhibit 39](#) shows household size by tenure for Archuleta County and Pagosa Springs. Renters in Archuleta County are primarily found in one-person households (37 percent) or two-person households (27 percent). Just under 30 percent of renters live in three- or four-person households, while less than 7 percent reside in five- or six-person households. A larger share of homeowners than renters live in one- or two-person households (75 percent), with all other household sizes accounting for approximately 25 percent of owner-occupied housing. In Pagosa Springs, renters are more evenly distributed across household sizes. While homeowners are similarly concentrated in one- and two-person households, only a small share (3 percent) of owners live in three-person households, compared to about 22 percent of renters. Conversely, a much smaller share of renters (7 percent) are in four-person households, compared to about 28 percent of homeowners.

**Exhibit 39. Household Size by Tenure, Archuleta County and Pagosa Springs (2022)**



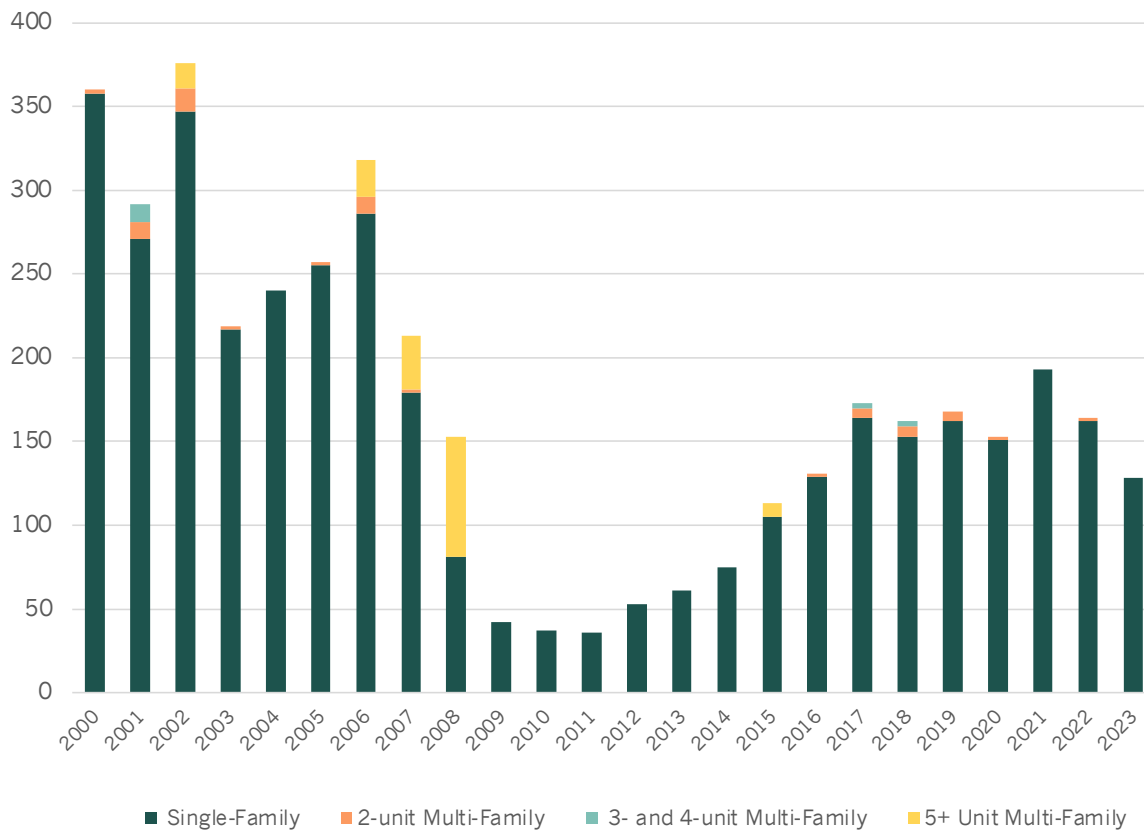
Source: American Community Survey (ACS) 2022 5-year estimates

## Housing Production

Building permit activity and development in Archuleta County have primarily focused on single-dwelling units, with notable peaks in the early 2000s and a less prominent surge in 2021. Building permit data from 2006 to 2008 show a marked increase in permits for multi-dwelling units (buildings with five or more units). However, multi-dwelling developments, including two-unit and three- to four-unit buildings, have generally been limited, with few permits issued in these categories over the years. This trend in building permits indicates a preference among home builders for single-family homes, presumably reflecting market demand in Archuleta County.



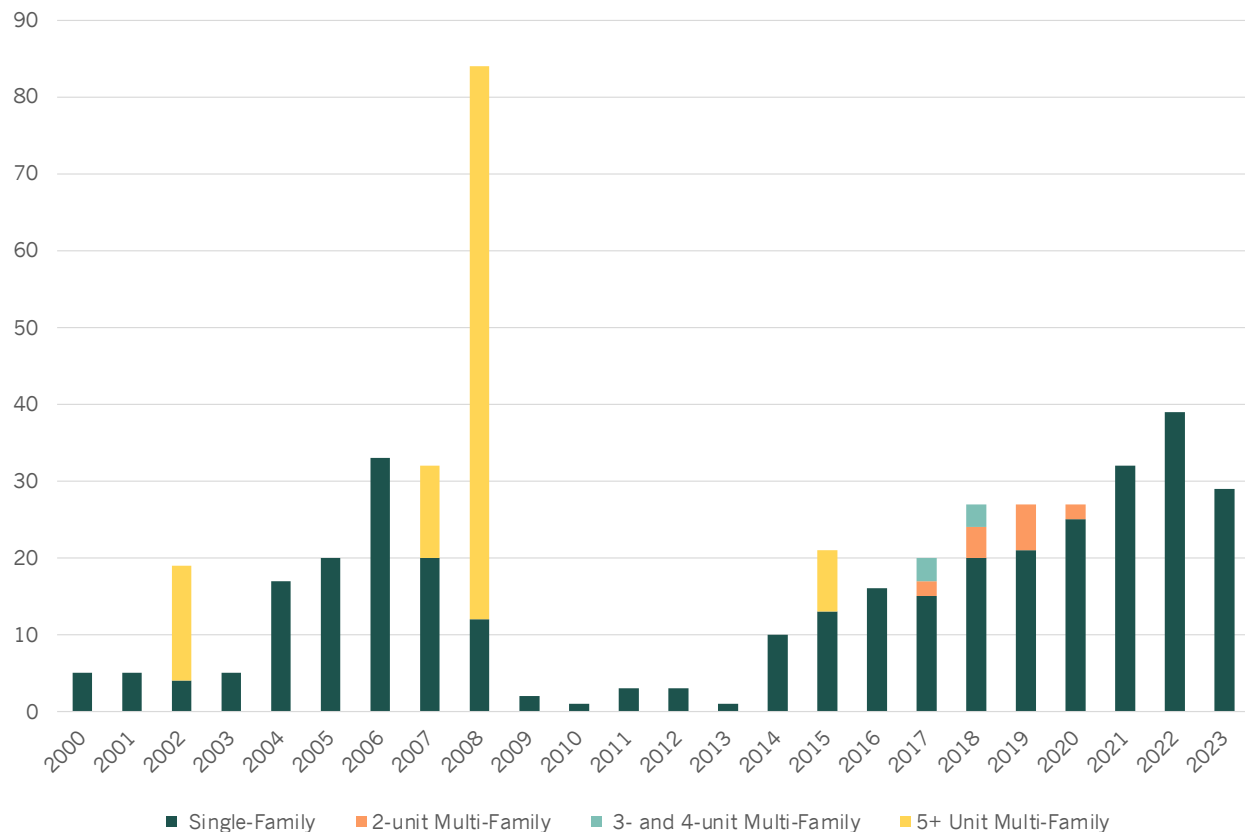
**Exhibit 40. Residential Dwelling Units Approved for New Construction by Housing Type in, Archuleta County, (2000-2023)**



Source: HUD SOCDS Building Permits

In Pagosa Springs, building permit activity and development has primarily focused on single-family dwelling units, indicating a general preference for single-family homes. However, 2008 saw a significant surge in permits for multi-family units with 5+ units. Of the 84 total units for which permits were issued that year, 72 were for multi-dwelling units of that kind. In the years since, issuing of permits for multi-family dwellings has been more limited. From 2009 until 2013, very few to no permits were issued for any housing category ([Exhibit 41](#)).

**Exhibit 41. Residential Dwelling Units Approved for New Construction by Housing Type in, Pagosa Springs, (2000-2023)**



Source: HUD SOCDS Building Permits

## REGULATED AFFORDABLE HOUSING IN ARCHULETA COUNTY & PAGOSA SPRINGS

An important component of any community's housing inventory is the stock of housing that is affordable to households earning lower incomes. This housing can be regulated or unregulated and is most often rental housing. This inventory is consistent with guidance provided in the DOLA HNA guidebook.

Unregulated affordable housing is affordable to lower income households by virtue of its location, age, condition, amenities or housing type. Typically, unregulated affordable housing units are older, smaller, and or lower quality with fewer amenities, older appliances, or older appearances. Often these properties have some deferred maintenance or capital needs. Because there is not enough regulated affordable housing across the country, unregulated housing is an important part of the housing stock in a community. But because it is unregulated, the rent(s) charged at the property can change suddenly and can be influenced by the larger real estate market. In addition, these properties can sometimes have habitability issues and quickly turn into disrepair if they are not well maintenance by the landlord.

Regulated affordable housing often has public funding that restricts the maximum incomes of the tenants or restricts the rents that can be charged to ensure that the housing is serving low-income households. This housing is sometimes referred to as government-assisted housing referencing the public funds utilized to support the development of the property. These restrictions vary by the type of funding and the affordability level at the property and sometimes have a limited duration for which the property is affordable for a specified period of time.

Regulated affordable housing in Archuleta County is concentrated in Pagosa Springs. There are six properties in the area, providing a total of 173 subsidized units. These units accommodate a total of 184 residents (not including residents at Rose Mountain Townhomes, for which resident count data is not publicly available). Archuleta Housing, owned by Archuleta Housing Corporation, is the largest development, offering 52 units for 135 residents. It is affordable to those earning 0-30% of the area median income (AMI). Casa de Los Arcos, managed by the Archuleta County Housing Authority, has 16 units serving 15 residents, also affordable to the 0-30% AMI range. The Archuleta County Housing Authority also operates Rose Mountain Townhomes, which includes 34 subsidized units for residents earning 30-60% AMI. Socorro Senior Living, operated by Southwest Housing Providers, consists of 19 units housing 20 residents. Archuleta Housing for the Elderly offers 12 units for 14 residents. Both are affordable to those earning 0-30% AMI. These properties provide a mix of general and senior-focused affordable housing. Hickory Ridge Apartments is a Low Income Housing Tax Credit project that provides 40 housing units to households earning up to 60% AMI.

#### Exhibit 42. Regulated Affordable Housing in Archuleta County

Property Name	Owner Organization	Location	Total Subsidized Units	Number of Residents	2024 AMI range
Archuleta Housing	Archuleta Housing Corporation	Pagosa Springs	52	135	0-30%
Casa de Los Arcos	Archuleta County Housing Authority	Pagosa Springs	16	15	0-30%
Rose Mountain Townhomes	Archuleta County Housing Authority	Pagosa Springs	34	NA	30-60%
Socorro Senior Living	Southwest Housing Providers	Pagosa Springs	19	20	0-30%
Archuleta Housing for the Elderly	Archuleta Housing for the Elderly	Pagosa Springs	12	14	0-30%
Hickory Ridge Apartments	Archuleta County Housing Authority	Pagosa Springs	40	NA	30-60%

Source: PolicyMap

### UNREGULATED AFFORDABLE HOUSING

Mobile home parks can serve as an important source of unregulated affordable housing, but they face unique risks that other housing types do not. Residents are particularly vulnerable to sudden rate increases, land sales, and redevelopment pressures, which can result in displacement. Furthermore, inadequate maintenance by park owners can lead to deteriorating infrastructure and possible unsafe living conditions.

There are two mobile home parks located in Unincorporated Archuleta County. The Airport Trailer Park has 14 total lots, with 9 rented mobile home lots, including 8 lots rented to mobile homeowners and 1 park-owned mobile home rented to a tenant. Rock Ridge has 63 total lots, with 29 rented mobile home lots, including 24 lots rented to mobile homeowners and 5 park-owned mobile homes rented to tenants. Across both parks, there are 77 lots in total, with 38 rented mobile home lots and mobile homes.

#### Exhibit 43. Mobile Home Parks

Park Name	Lot rented to a mobile homeowner	Park-owned mobile home rented to a tenant	Other mobile home	Other non-mobile home	Total Rented MH Lots and MHs	Total Number of Lots
Airport Trailer Park	8	1	1	4	9	14
Rock Ridge	24	5	5	29	29	63
Total	32	6	6	33	38	77

Source: DOLA, Division of Housing

In its efforts to support a diversity of housing types in Archuleta County, the County is in the process of permitting two tiny home villages. Tiny home villages are small neighborhoods made up of small, tiny homes, often under 400 square feet. The first tiny home village has been approved in 2025 and will feature three tiny homes designated as employer-provided housing. The second Tiny Home Village is still awaiting final approval. If approved as currently proposed, it would include 40 tiny home lots.

#### JOB-HOUSING BALANCE/RATIO

The job-housing ratio is a measure of whether a community has enough housing to support its workforce. A balanced ratio typically falls between 1.0 and 1.5 jobs per housing unit, ensuring that local workers can find housing near their employment.

With a 3.5 jobs per housing unit, Pagosa Springs has a severe housing shortage relative to its workforce needs. Typically, a ratio above 1.5 suggest many workers must commute from outside the town or struggle to find local housing. This imbalance of jobs to housing typically leads to higher transportation costs, longer commutes, and labor shortages—which combining this information with that from the employer survey reinforces that Pagosa Springs has a severe workforce housing shortage.

Countywide (Archuleta County) there are 0.8 jobs per housing unit, which indicates that there is more housing than jobs in Archuleta County. However, this does not consider that 40 percent of the housing in Archuleta County is vacant and comprised of second/vacation homes or short-term rentals. Archuleta County may be experiencing a severe housing shortage like Pagosa Springs if second/vacation or short-term rentals were excluded from this ratio. This broader perspective highlights the regional nature of the housing and workforce dynamic:

- Pagosa Springs is the employment hub, meaning workers from the surrounding unincorporated areas commute into town.

- Unincorporated Archuleta County functions as a key housing provider for regional workers, though its housing stock is constrained by second-home ownership.
- Commuting patterns reflect the imbalance—many employees live in the county but work in town, which places pressure on transportation infrastructure and limits the accessibility of jobs for those without reliable

Examining the job-housing ratio by considering only the number of jobs relative to occupied housing units ([Exhibit 44](#)), we find that Archuleta County maintains a balanced ratio of 1.3 jobs per housing unit. In contrast, Pagosa Springs has a significantly higher ratio of approximately 5.1 jobs per housing unit, highlighting an imbalance where jobs are concentrated, but there is insufficient housing to accommodate the local workforce.

#### **Exhibit 44. Job-Occupied Housing Ratio, Archuleta County and Pagosa Springs, (2022)**

Jurisdiction	Jobs	Occupied Housing Units	Job-Occupied Housing Ratio
Archuleta County	7,346	9,591	1.3
Pagosa Springs	3,026	868	5.1

Source: DOLA, Division of Housing, OnTheMap, EConorthwest Calculations

### **POPULATION-EMPLOYMENT RATIO**

The ratio between population and employment is an indicator that provides insight into the overall economic activity and labor market health within a community. [Exhibit 45](#) shows that Pagosa Springs had a population-to-jobs ratio of 1.9 in 2022 (13,988 residents and 7,346 jobs). This means that there are almost two residents for every available job. In contrast, Pagosa Springs has a population-to-jobs ratio of 0.6, with 1,669 residents and 3,026 jobs. The population/employment ratio indicates Pagosa Springs is a regional employment center in the county.

#### **Exhibit 45. Job-Housing and Population-Jobs Ratio, Archuleta County an Pagosa Springs (2022)**

Jurisdiction	Population	Jobs	Total Housing Units	Job-Housing Ratio	Population-Jobs Ratio
Archuleta County	13,988	7,346	9,591	0.8	1.9
Pagosa Springs	1,669	3,026	868	3.5	0.6

Source: DOLA, OnTheMap, EConorthwest Calculations

### **Short-Term Rentals**

An analysis of short-term rentals in Unincorporated Archuleta County reveals that there were approximately 503 properties permitted for short-term use in 2024. The data on short term rentals excludes the Town of Pagosa Springs as the Town has separate regulations and permitting process. In the start of 2020, Archuleta County utilized an online registration tool to make registrations available online and keep track of the licenses issued. While 2021 saw a substantial increase in permitted short-term rentals from 2020, it is unclear if its due to an



increase in demand for short-term rentals in the county or a result of increased licensing compliance. Based on short-term rental data from the County, the number of permitted short-term rentals peaked in 2022 at 661 permitted short-term rentals, before decreasing down to 503 permitted properties in 2024. Between 2020 and 2024, there were 65 new short-term rentals, an increase of 15 percent. The Town of Pagosa Springs also regulates short-term rentals within the Town boundaries. Since 2021 the number of permitted short-term rentals have steadily declined from 135 in 2021, down to 109 in 2024. Overall, there were 612 permitted short-term rental across Unincorporated Archuleta County and Pagosa Springs.

It is also important to note that a permitted short-term rental does not necessarily represent a full-unit rental; in many cases, it may involve the rental of a single room within a home. This distinction has implications for how the short-term rental market affects local housing availability.

**Exhibit 46. Number of Permitted Short-Term Rentals in Unincorporated Archuleta County and Pagosa Springs**

	2020	2021	2022	2023	2024
Unincorporated Archuleta County	438	551	661	589	503
Pagosa Springs	-	135	128	118	109

Source: Archuleta County

The regional housing needs assessment conducted by Housing Solutions for the Southwest and the Southwest Colorado Council of Governments found that in the first quarter of 2021, Archuleta County had 1,290 short-term rental listings. Overall, in 2021, Archuleta County ranked among the top two counties in southwest Colorado with the highest number of short-term rental listings.

**Exhibit 47. Short Term Rental Listings by Quarter, Archuleta County and Southwest Colorado Region, 2018 and 2021**

Place	2018	2021	# Change	% Change
Archuleta County	689	1,290	601	87%
Dolores County	10	12	2	20%
La Plata County	872	1,286	414	47%
Montezuma County	171	250	79	46%
Region	1,781	2,939	1,158	65%
San Juan County	39	101	62	159%

Housing Solutions for the Southwest & Southwest Colorado Council of Governments



# 5. HOUSING MARKET CONDITIONS

This section examines the for-sale and rental markets, focusing on changes in pricing and availability, as well as the affordability of housing for the local workforce and all Archuleta County residents. It aims to provide a comprehensive understanding of the housing market dynamics and their implications for residents and workers in the area.

## Ownership For-Sale Market

**Exhibit 48** below shows the median sale price, average sale, price and number of sales by housing type in Archuleta County and Pagosa Springs. Overall Archuleta County's housing market trends mirrors that of Pagosa Springs. Home prices in both Archuleta County and Pagosa Springs have risen significantly from 2020 to 2024 across all housing types.

Based on sale prices reported in Archuleta County by the Multiple Listing Service (MLS) between 2020 and 2024, single-family homes are generally the most expensive, while condos typically have the lowest prices. Townhomes and duplexes fall in between, offering a mid-range price point compared to condos and single-family houses.

### SINGLE FAMILY

- Single-family home median prices increased substantially, with Archuleta County rising from \$354,000 in 2020 to \$553,500 in 2024 (about a 56% increase). Similarly, in Pagosa Springs, single-family homes saw an increase from \$355,000 in 2020 to \$553,500 in 2024 (56% increase).
- The number of home sales has declined in all housing categories, especially for single-family homes, which dropped from 455 sales in Archuleta County in 2020 to 49 sales in 2024.

### CONDOS

- Condo prices fluctuated but overall increased from \$220,000 in 2020 to \$352,250 in 2024 in Archuleta County (about 60% growth).
- A similar trend is seen in Pagosa Springs, where the condo median price grew from \$220,000 to \$349,500.
- Sales volume of condos has dropped significantly, from 35 sales in 2020 to 20 in 2024 in Archuleta County.



## TOWNHOMES/DUPLEX

- Prices have increased consistently, with median prices rising from \$280,000 in 2020 to \$425,000 2024 in Archuleta County.
- In Pagosa Springs, townhome/duplex prices followed similar trends to that of Archuleta County.
- In terms of sales volume, sales have remained very low, with only 3 sales recorded in 2024 in both Archuleta County and Pagosa Springs.

The following MLS data for Archuleta County combines listings for both the Unincorporated Archuleta County and the Town of Pagosa Springs due to the limited number of sales in unincorporated areas of the county. This approach allows for more meaningful year-over-year trends across the different housing types shown below.

**Exhibit 48. Sale Price by Housing Type, Archuleta County and Pagosa Springs, 2020 and 2022-2024**

	Archuleta County			Pagosa Springs		
	Median Sale Price	Average Sale Price	Sales (#)	Median Sale Price	Average Sale Price	Sales (#)
2020						
Single Family	\$354,000	\$405,445	455	\$355,000	\$407,136	444
Condo	\$220,000	\$232,550	35	\$220,000	\$232,766	36
Townhomes/Duplex	\$280,000	\$268,667	14	\$280,000	\$268,667	14
2022						
Single Family	\$486,250	\$546,206	338	\$485,000	\$544,474	330
Condo	\$332,000	\$339,817	90	\$332,000	\$339,817	89
Townhomes/Duplex	\$312,000	\$393,091	11	\$312,000	\$393,091	11
2023						
Single Family	\$560,000	\$640,531	315	\$562,500	\$643,399	311
Condo	\$274,250	\$234,543	41	\$276,000	\$234,543	41
Townhomes/Duplex	\$387,000	\$422,000	3	\$387,000	\$422,000	3
2024						
Single Family	\$553,500	\$589,539	49	\$553,500	\$589,539	49
Condo	\$352,250	\$353,245	20	\$349,500	\$353,245	20
Townhomes/Duplex	\$425,000	\$427,500	3	\$425,000	\$427,500	3

Source: MLS

[Exhibit 49](#) shows home sales by price for 2020, 2022, 2023, and 2024. Between 2022 and 2023, the percentage of homes sold for less than \$300K dropped substantially, from 39



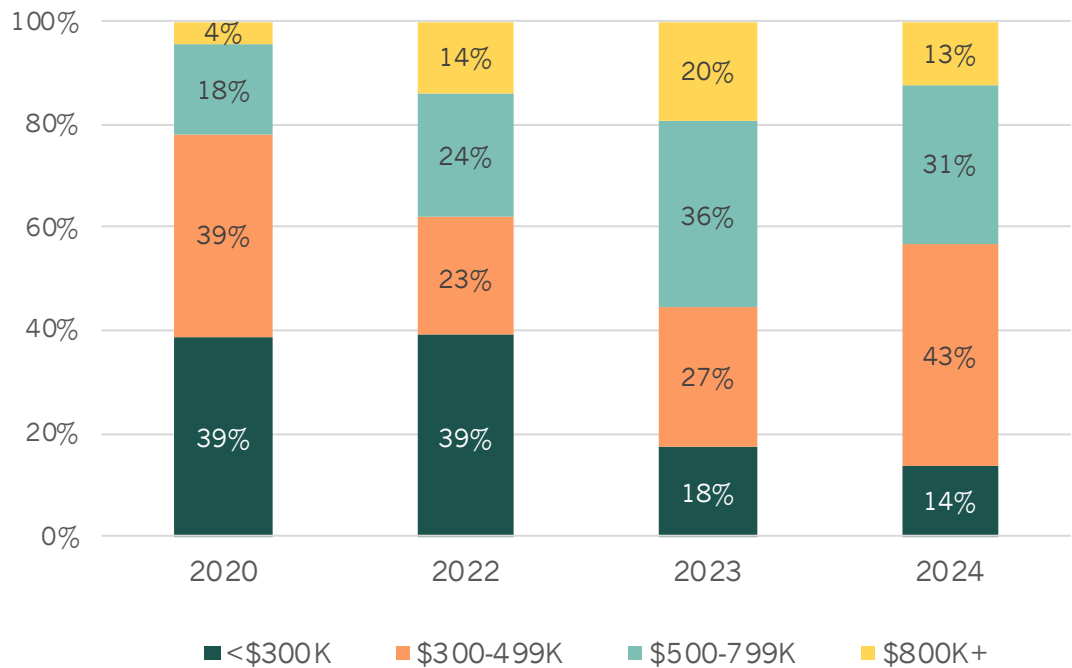
percent in 2020 to just 14 percent in 2024 suggesting reduced availability of housing priced at lower prices.

Homes in the \$300K–\$499K range initially declined from 39 percent in 2020 to 23 percent in 2022 but have since increased to 43 percent in 2024, showing a concentration of sales in the mid-price tier.

The \$500K–\$799K sale price category has grown over time from 18 percent in 2020 to 36 percent in 2023, before slightly declining to 31 percent in 2024. This indicates that more homes are being priced at higher sale prices reducing the number of lower housing costs.

The \$800K+ luxury market has more than tripled from 2020 to 2024. Homes priced at \$800K or more have increased from 4 percent in 2020 to 13 percent in 2024. These trends indicate that Archuleta County has experienced growth in high-end homes sales but have recently cooled.

**Exhibit 49. Home Sales by Price, Archuleta County, 2020 and 2022-2024**



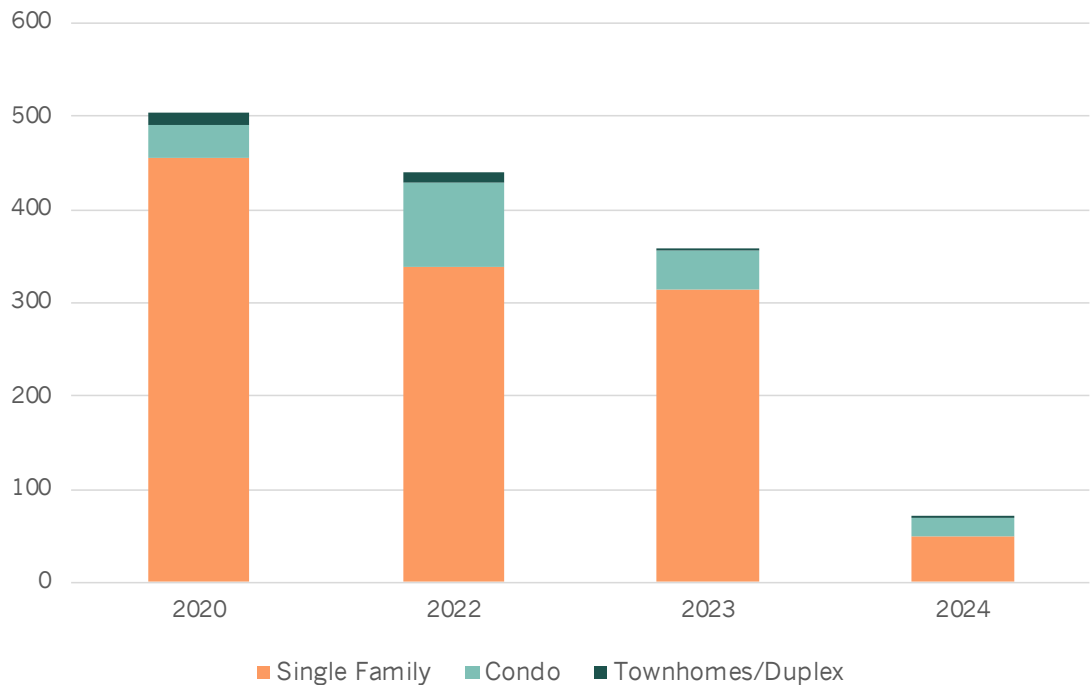
Source: MLS

Archuleta County’s housing market experienced a significant slowdown in overall sales between 2023 to 2024. While sales were relatively strong in 2020 and 2022 (with 500 sales in 2020 and about 439 in 2022), the decline in single-family home transactions is the most striking. The sharp drop in condo and townhome/duplex sales could potentially be attributed to broader housing market trends such as rising prices, declining affordability, higher interest



rates, or supply constraints. Overall, the substantial decline in sales over the years indicate a tightening market with fewer buyers able to participate at current price levels.

**Exhibit 50. Sales per Year, Archuleta County, 2020 and 2022-2024**



Source: MLS

**AVAILABILITY**

Month-to-month trends in housing markets—particularly in smaller or more rural areas like Archuleta County—can show significant variability in both the number of active listings and asking prices. As a result, a single month’s data may not fully capture typical market conditions or long-term pricing trends. However, looking at a snapshot of the current state of the housing market in Archuleta County for the month of February can help provide valuable insights into the availability of housing and the price points at which homes are being put on the market.

Below we summarize trends of asking price for homes in Archuleta County and Pagosa Springs. Asking prices reflect what sellers hope to receive, while sold prices represent the actual amount buyers are willing to pay. The difference between the two can highlight market conditions such as negotiation trends or shifts in demand.

As of February 2025, the single-family housing market dominates home sale listings in both Archuleta County and Pagosa Springs (see [Exhibit 51](#)). Townhomes/condos listings are limited in Archuleta County (2), but more available in Pagosa Springs (21).

Based on listings for the month of February 2025, the median asking price for single-family homes in Archuleta County is \$1,043,500, substantially higher than Pagosa Springs with a

median asking price of \$649,500. Townhomes/condos remain more affordable, but still costly, with a median asking price of \$519,950 in Archuleta County and \$325,000 in Pagosa Springs.

Generally, the MLS data shows greater price variability in Archuleta County, especially for single-family homes, due to a much higher upper-end listing. In contrast, Pagosa Springs has a broader range of affordability at the low end, especially for single-family homes starting under \$200,000, suggesting more entry-level housing options.

The MLS data on housing listed in February 2025 show that housing costs continue to rise and are becoming increasingly out of reach for workers in Archuleta County.

In Archuleta County, a household would need to earn more than 300% of the Area Median Income (AMI) to afford the median asking price of a single-family home of \$1,043,500, and 200% to 250% AMI for a townhome/condo. While Pagosa Springs' housing market has lower median asking home prices, it still requires households to make 250 to 300% AMI to afford a single-family home and 120 to 160% AMI for townhomes/condos. These trends indicate homeownership is largely unattainable for middle- and lower-income households.

#### **Exhibit 51. Availability, Price, and Affordability of Homes for Sale, February 2025**

	Unincorporated Archuleta County	Pagosa Springs
<b>Number of Listings</b>		
Single Family	56	130
Townhomes/Condos	2	21
<b>Median Asking Price</b>		
Single Family	\$1,043,500	\$649,500
Townhomes/Condos	\$519,950	\$325,000
<b>Low Asking Price</b>		
Single Family	\$390,000	\$174,900
Townhomes/Condos	\$365,000	\$195,000
<b>High Asking Price</b>		
Single Family	\$29,500,000	\$6,980,000
Townhomes/Condos	\$674,900	\$624,900
<b>AMI to Afford Median Price</b>		
Single Family	>300%	250-300%
Townhomes/Condos	200-250%	120-160%

Source: MLS

Observing local listing in February of 2025 we can see that Archuleta County's housing market is skewed toward higher-priced listings, with the largest share (40%) in the \$800K+ range. The mid-tier homes in the \$300K–\$799K range make up a smaller share of available inventory (33% each), while lower priced homes under \$300K remain limited (only 10% of listings).



## Exhibit 52. February 2025 Listings by Price, Archuleta County



Source: MLS

### LOCAL WORKFORCE AFFORDABILITY

Archuleta County is experiencing a severe housing affordability crisis, with a critical shortage of homes for low and middle-income households. Most available homes are priced far beyond what the local workforce can afford. About 49 percent of owner households earn 100% of the area median income or less (<\$75,400). The majority of available homes (50%) are priced above \$476,500 despite only 16% of owner households earning enough to afford them.

Owner households with incomes of 100% to 160% of AMI (\$75,400 to \$120,640) struggle to afford housing with only 13 percent of listings falling within their affordability range, even though they make up 39 percent of the owner households.

### Exhibit 53. Homeowner Income Distribution Compared to Available Housing For Sale

AMI	Household Income Range (2-Person Household)	Maximum Affordable Price	Owner Household Income Distribution	Archuleta County Sales Listings (%)	Archuleta County Sales Listings (#)
< 30%	\$22,620	\$71,500	9%	0%	0
31-50%	\$37,700	\$119,100	10%	0%	0
51-80%	\$60,320	\$190,600	19%	1%	2
81-100%	\$75,400	\$238,200	11%	4%	9
101-120%	\$90,480	\$285,900	11%	3%	7
121-160%	\$120,640	\$381,200	17%	6%	13
161-200%	\$150,800	\$476,500	7%	14%	33
>200%	>\$150,800	>\$476,500	16%	72%	145
Total	-	-	100%	100%	209

Source: MLS; HUD MFI; Ribbon Demographics, LLC; ECONorthwest Calculations

Note(s):

1. Maximum affordable price assumes 30-year mortgage at 7% with 5% down payment and 20% of the payment covering property taxes, HOA, PMI and Insurance.
2. Max affordable price assumes that households spend no more than 30% of their income on monthly mortgage payments

### DEVELOPMENT IN THE PIPELINE

The majority of housing development occurs in the Town of Pagosa Springs. Records on pending development show a total of 178 new housing units are planned across four developments, all located in Pagosa Springs. These projects will deliver much needed housing units to households with low-incomes (30-80% AMI) and moderate incomes (60-140% AMI). The Springs Resort has purchased and converted the San Juan Motel into employee housing specifically for their business staff. The three development projects are expected to be delivered between 2025 and 2027. The Pagosa Springs Community Development Corporation in partnership with Habitat for Humanity of Archuleta County are building 50 new single family detached homes over the next three years. These homes will support households earning up to 100% of AMI. To ensure long-term affordability of these ownership units, these units will be deed restricted for up to 30-years. Additionally, there are three major proposed projects—Pagosa Views Planned Development, Pagosa West Subdivision, and the Enclave Project—that will deliver over 878 new residential units in Pagosa Springs. While these projects are proposed and at different stages of permitting process, proposed projects do not indicate actual entitlements or that these projects will break ground. Nonetheless, it is great seeing that the development community are working toward delivering much needed housing units in Archuleta County.

The new housing units proposed under these projects in Pagosa Springs will significantly expand workforce housing options, especially for households earning 60%-140% AMI. The Pagosa Views and Pagosa West projects will provide a mix of single-family and multifamily homes, while the



Enclave Project will add rental and/or ownership opportunities. However, only a small percentage of the total units are expected to be deed-restricted as permanently affordable for 30-years.

#### Exhibit 54. Pending Affordable Housing Projects in Archuleta County, February 2025

Name	Location	Total Units	Type	Affordable Type	AMI Category Served	Expected Completion
Timberline Apartments	Pagosa Springs	50	MF	Affordable	30-80% AMI	2025-2026
Pagosa Peaks Apartments	Pagosa Springs	88	MF	Affordable and Market-rate	60-140% AMI	2026-2027
San Juan Motel	Pagosa Springs	30	MF	Employee housing	N/A	2025
Chris Mountain Phase II	Pagosa Springs	10	SFD	Workforce housing	80-100% AMI	2025

Source: Pagosa Springs Community Development Corporation

#### Potential Projects

- Pagosa Views Planned Development.** Located at 600 W. Hwy 160, is a 80-acre Planned (Unit) Development approved in 2022, for 650 residential units with a required 10% of units to be in an affordable category between 60%-140% of AMI. Some of these units will be multi-family, most units will be for sale deed restricted single family homes. Applicants are currently preparing submittal of Preliminary Subdivision application. Project is located on west edge of downtown, and will be a walkable to downtown businesses, services and existing parks and trails.
- Pagosa West Subdivision.** Located at 100 S. Pagosa Blvd, is a 100-acre major subdivision proposing a mix of residential and commercial, located in the uptown core area, walkable to businesses, services and trails. Approximately 160 multifamily apartments are planned with Pagosa Peaks Apartment 88 units to break ground in late 2025, serving 60%-140% of AMI with a project average under 90% of AMI. An additional 148 Single family home lots included with potential to deed restrict 10% for workforce ownership housing units. DOLA More Housing Now Grant awarded to Town for public infrastructure to serve the Pagosa Springs apartments.
- Enclave Project.** Located at 250 Aspen Village Drive, a Public Private Partnership project with the Town of Pagosa Springs with Servitas. The project is proposing 58 rental apartments serving 60%-140% (90% project average) of AMI and 12 ownership townhomes serving up to 140% of AMI. Preliminary consideration based on funding. Although still uncertain if the Town will move forward, the earliest the project could break ground is in 2026.



## Rental Market

Archuleta County faces a severe rental housing shortage, with a vacancy rate well below the healthy market range (typically 5-7%). Rental listings in Archuleta County were monitored in January and February of 2025. An average of 23 listings were found during this time period.

### Exhibit 55. Estimated Vacancy Rates, February 2025

	January Listings	February Listings	Average Number of Listings	Total Rental Households	Average Monthly Vacancy Rate
Pagosa Springs	13	17	15	342	4.38%
Unincorporated Archuleta County	11	4	7.5	1,389	0.54%

Source: Redfin, American Community Survey (ACS) 2022 5-year estimates, ECONorthwest Calculations

Based on listings from various sources, the average rent in Archuleta County in February 2025 was \$2,783, while in Pagosa Springs it is \$2,237, indicating that rents in Archuleta County are about 24% higher on average. Studio and one-bedroom units have comparable rents between Archuleta County and Pagosa Springs, with Pagosa Springs being slightly higher for one-bedroom units (\$1,544 vs. \$1,225).

In Archuleta County, households of 2-persons would need to earn an income of at least \$111,300 or 148 percent of AMI to afford the average rental unit, making it unaffordable for the majority of renter households. In Pagosa Springs, a household would need to earn an income of 119% AMI to earn the average asking rent, however it's still out of reach for lower-income households.

Overall, families and couples needing larger units (2 or more bedrooms) face significant affordability challenges, as rents exceed what most local workforce households can afford.

The most significant rent gap appears in two-bedroom units, where Archuleta County rents (\$3,150) are 41% higher than in Pagosa Springs (\$2,238).

**Exhibit 56. Current Rents by Bedroom Size, Archuleta County and Pagosa Springs, 2025**

Number of Bedrooms	Archuleta County			Pagosa Springs		
	Average Rent	Average Sq.Ft.	Affordable AMI	Average Rent	Average Sq.Ft.	Affordable AMI
0	\$1,250	700	66%	\$1,233	1,070	65%
1	\$1,225	650	65%	\$1,544	663	82%
2	\$3,150	1,838	167%	\$2,238	1,251	119%
3	\$3,220	1,881	171%	\$3,113	1,729	165%
4	\$3,117	2,645	165%	\$3,192	2,098	169%
Average	\$2,783	1,779	148%	\$2,237	1,352	119%

Source: Redfin

**LOCAL WORKFORCE AFFORDABILITY**

The rental market in Archuleta County is currently failing to meet the needs of lower-income renters, with a substantial shortage of affordable units for households earning 80% of the area median income or less (\$60,320).

Approximately 63 percent of renter households earn 80% of AMI or less, but only 16 percent of January and February rental listings were affordable for them, creating a significant affordable gap in rental units.

There is a disproportionate representation of rental listings with asking rents of over \$3,020 per month, representing 55 percent of the January and February listings, despite serving only 24 percent of renter households who could afford these monthly rents. Archuleta County is in urgent need of more affordable rental units, particularly under \$1,500 per month, to support the majority of renter households.

**Exhibit 57. Renter Income Distribution Compared to Available Units for Rent, Archuleta County and Pagosa Springs, 2025**

AMI	Household Income Range (2-Person Household)	Maximum Affordable Monthly Rent	Renter Household Income Distribution	Rental (Jan/Feb) Listings (%)	Rental (Jan/Feb) Listings (#)
< 30%	\$22,620	\$570	24%	0%	0
31-50%	\$37,700	\$940	12%	7%	3
51-80%	\$60,320	\$1,510	27%	9%	4
81-100%	\$75,400	\$1,890	9%	18%	8
101-120%	\$90,480	\$2,260	3%	11%	5
121-160%	\$120,640	\$3,020	6%	33%	15
161-200%	\$150,800	\$3,770	4%	13%	6
>200%	>\$150,800	>\$3,770	14%	9%	4
<b>Total</b>	-	-	100%	100%	45

Source: MLS; HUD MFI; Ribbon Demographics, LLC; EConorthwest Calculations

Note(s):

1. Maximum affordable monthly rent assumes that a household does not pay more than 30% of their income on housing costs.

## 6. HOUSING PROBLEMS

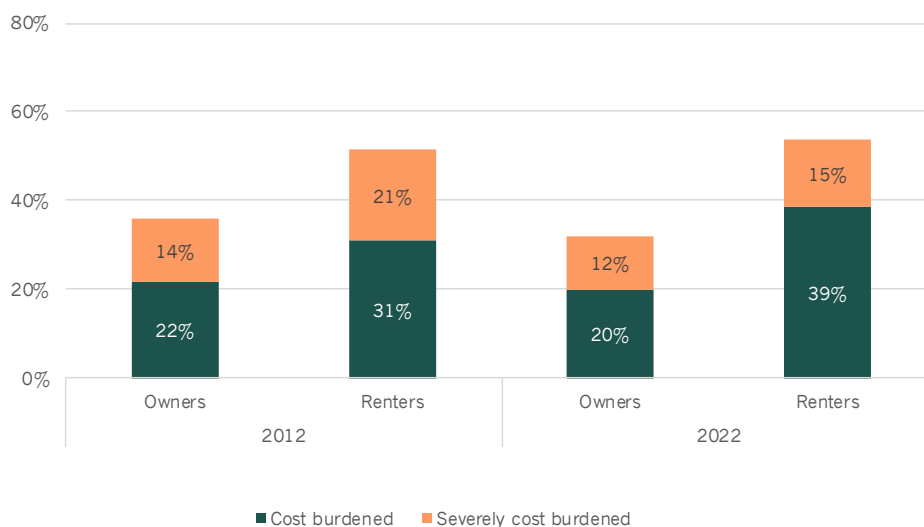
This section summarizes the housing challenges faced by households and employers in Archuleta County and Pagosa Springs. It also examines local employers' experiences with recruiting and retaining workers and the impact of housing on employment.

### Cost Burden

State and federal standards specify that households spending more than 30 percent of gross annual income on housing experience “housing cost burden.” Housing cost burden can occur when housing costs increase faster than household income. When a household spends more than 30 percent of its income on housing costs (including rent, utilities, etc.), households have less disposable income for other necessities, including health care, food, and clothing. In the event of unexpected circumstances such as the loss of employment or serious health problems, lower-income households with a burdensome housing cost are more likely to become homeless or be forced to double up with other households. Homeowners with a housing cost burden have the option of selling their homes and becoming renters. Renters, on the other hand, are more vulnerable and subject to constant changes in the housing market.

In Archuleta County, 39 percent of renters experienced cost burden, and 15 percent faced severe cost burden in 2022. During the same year, approximately 20 percent of homeowners experienced cost burden, while 12 percent faced severe cost burden. These rates have remained relatively consistent since 2012.

**Exhibit 58. Cost Burden by Tenure, Archuleta County (2012-2022)**

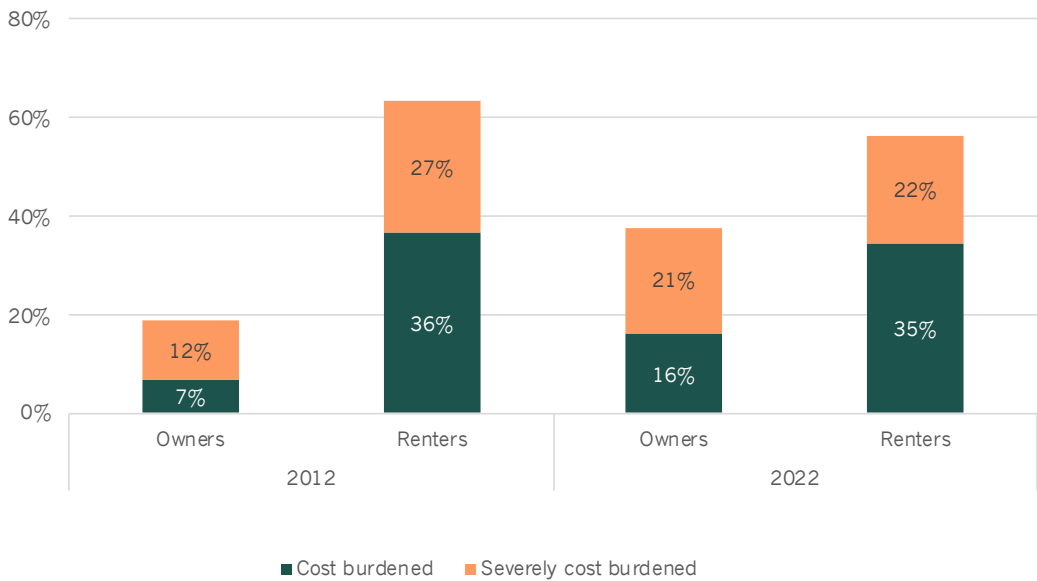


Source: American Community Survey (ACS) 2022 5-year estimates

The combined share of renters experiencing cost burden or severe cost burden in Pagosa Springs (57 percent) was similar to that of Archuleta County (54 percent) in 2022, though the share of renters experiencing severe cost burden was slightly higher in Pagosa Springs.

Among homeowners in Pagosa Springs, 16 percent experienced cost burden, and 21 percent faced severe cost burden. The share of homeowners experiencing either form of cost burden has increased significantly, rising from 19 percent in 2012 to 37 percent in 2022.

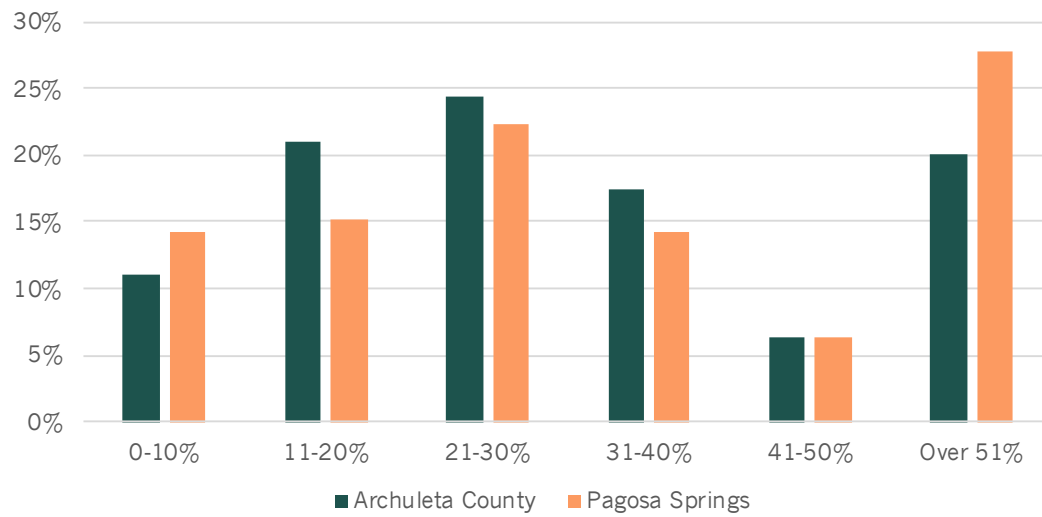
**Exhibit 59. Cost Burden by Tenure, Pagosa Springs (2012-2022)**



Source: American Community Survey (ACS) 2022 5-year estimates

In the 2024 household survey, the percentage of households with a high-cost burden – households spending greater than 30 percent of their household income on housing costs – of Archuleta County was 44 percent while for Pagosa Springs it was 48 percent. There are slightly more cost burdened households in Pagosa Springs which aligns with findings from the American Community Survey data findings.

**Exhibit 60. Share of Income Spent on Housing Costs, Archuleta County and Pagosa Springs**

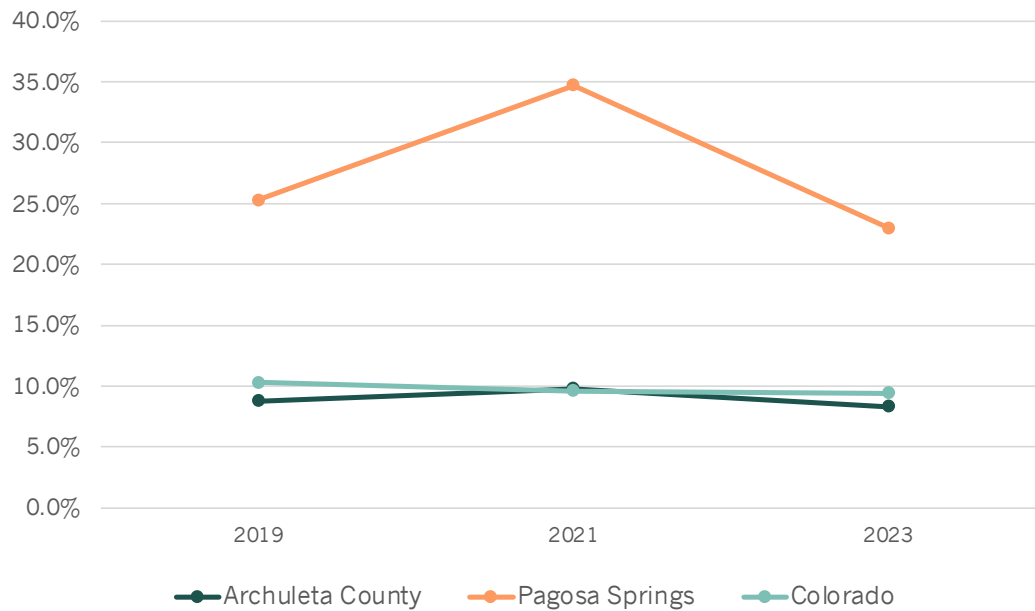


Source: 2024 Archuleta County Household Survey.

Monitoring the poverty rate over time is critical for assessing a community's needs and understanding hardships. A substantial change in the poverty rate over time can be a sign of an important trend, such as a deepening of economic distress or improvement to housing conditions within the area.

[Exhibit 61](#) shows Pagosa Springs has faced persistently high poverty rates, peaking in 2021 and remaining substantially higher than both Archuleta County and Colorado, with about 23 percent of Pagosa Springs below the poverty threshold in 2023. This is consistent with household incomes in Pagosa Springs where 30% of households earned less than \$25,000 in 2022. Meanwhile, Archuleta County's poverty rate has followed similar trends to that of Colorado with a poverty rate of 8.3 percent in 2023, while Colorado had a poverty rate of 9.4 percent.

### Exhibit 61. Poverty Rates, Archuleta County, Pagosa Springs, and Colorado (2019 – 2023)



Source: American Community Survey (ACS) 2019, 2021, 2023 5-year estimates

## Overcrowding

According to the U.S. Department of Housing and Urban Development (HUD), a household is considered overcrowded when there is a ratio of more than one person per room within a housing unit. In this context, "rooms" refer to spaces such as living rooms, dining rooms, kitchens, bedrooms, finished recreation rooms, enclosed porches suitable for year-round use, and lodger's rooms. This definition serves as a guideline to identify living situations where the available space may not be adequate for the number of occupants, potentially impacting their comfort, safety, and overall quality of life.

In Archuleta County, approximately 3.5 percent of owner-occupied households experience overcrowding (146 households), compared to just 1 percent of renter-occupied households (8 households). In Pagosa Springs, no owner-occupied households meet the criteria for overcrowding, while about 2 percent of renter-occupied households (8 households) are considered overcrowded.





**Exhibit 62. Persons per Room, Archuleta County and Pagosa Springs, 2022**

Occupants per Room	Archuleta County		Pagosa Springs	
	Owner Occupied	Renter Occupied	Owner Occupied	Renter Occupied
0.50 or less	78%	60%	63%	57%
0.51 to 1.00	19%	40%	38%	40%
1.01 to 1.50	3%	0%	0%	0%
1.51 to 2.00	0.2%	1%	0%	2%
2.01 or more	0.3%	0%	0%	0%
Total Overcrowding households (>1 person per room)	146	8	0	8

Source: American Community Survey (ACS) 2022 5-year estimates

Diving deeper into the 2024 household survey, the consultant team found the number of households overcrowded to be slightly higher in Pagosa Springs (7 percent or 14 households) compared to Archuleta County overall (4 percent or 20 households). This mismatch to the American Community Survey is likely due to different definitions of overcrowding with the American Community Survey using more than 1 person per bedroom compared to the 2024 household survey's definition of more than 2 persons per bedroom. It could also be contributed to variance in sample size.

## Accessible and Visitable Unit

According to the HUD CHAS data, A total of 2,685 households in Archuleta County and 425 households in Pagosa Springs reported at least one member with a disability requiring accessibility accommodations. The most common disabilities are hearing/vision impairments, ambulatory and cognitive limitations. Approximately 315 Archuleta County households and 75 Pagosa Springs households report experiencing self-care or independent living limitations.

**Exhibit 63. Accessible and Visitable Unit Estimate, Archuleta County and Town of Pagosa Springs (2021)**

Household Member has:	Archuleta County	Pagosa Springs
	Number of Households	Number of Households
Hearing or vision impairment	1,075	145
Ambulatory limitation	700	140
Cognitive limitation	595	65
Self-care or independent living limitation	315	75
Total	2,685	425

Source: CHAS 2017-2021

## Homelessness in Archuleta County

Based on data and information gathered by Colorado Coalition for the Homeless, in 2023 Archuleta County recorded 13 households experiencing homelessness, with all of these households being unsheltered ([Exhibit 97](#)). The total number of homeless persons was 21, with notable age concentrations among 0-17 years and 25-34 years. There were 12 males and 8 females experiencing homelessness.

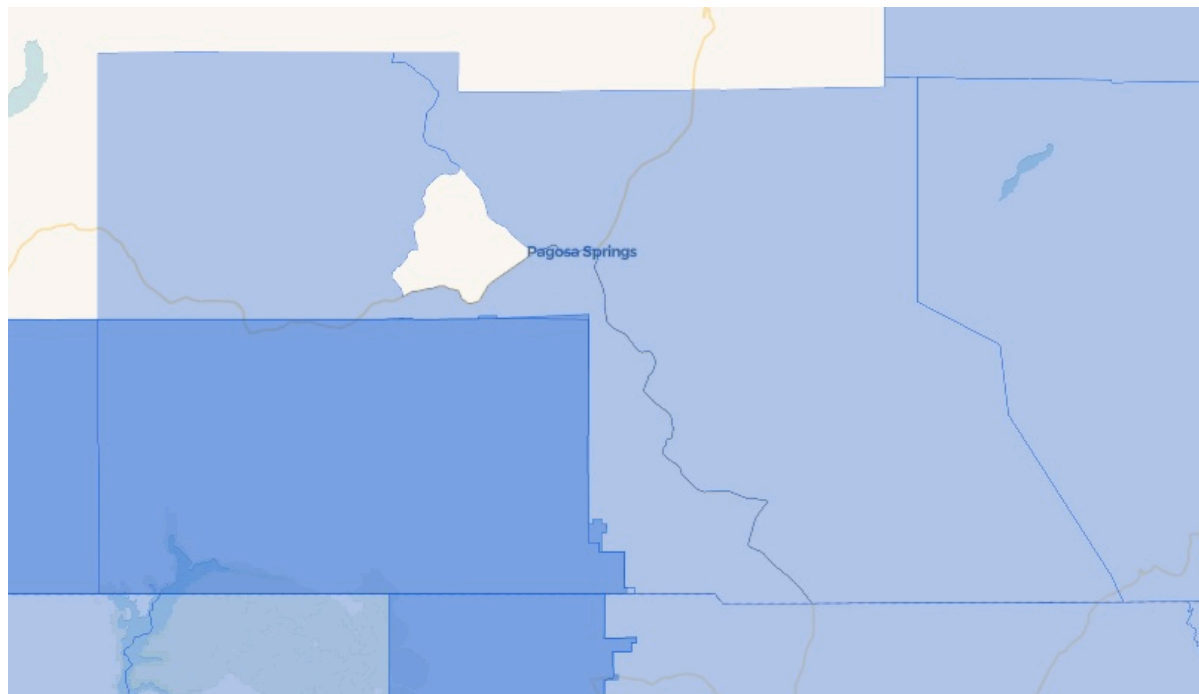
Key issues include chronic homelessness, domestic violence, substance use disorder, and with individuals also experiencing serious mental illness, PTSD, and brain injury. Veterans made up roughly 10 percent of the population, while those impacted by domestic violence accounted for 14 percent.

These findings underscore the need for targeted interventions addressing unsheltered homelessness, mental health support, substance use treatment, and services for veterans and those with chronic health needs. Expanding emergency shelter capacity and developing transitional housing could help support these vulnerable populations in Archuleta County.

## Displacement Risk

The map below highlights the census tracts in Archuleta County that the Climate and Economic Justice Screening Tool (CEJST) identifies as having demographic characteristics commonly associated to a higher risk of displacement. These areas face a high risk of displacement due to several factors, including a history of underinvestment, high housing costs, limited green spaces, lack of indoor plumbing, and the presence of lead paint. Many residents have low incomes, and the community struggles with economic hardships such as language barriers, low median income, high poverty and unemployment rates. Additionally, fewer than 10 percent of adults over 25 have completed high school. Additionally, two census tracts to the southeast are highlighted as disadvantaged due to the area being within federally recognized tribes such as the Southern Ute Reservation, which historically federal tribes have experienced long-standing underinvestment.

## Exhibit 64. Disadvantaged Areas in Archuleta County



Source: Climate and Economic Justice Screening Tool (CEJST)

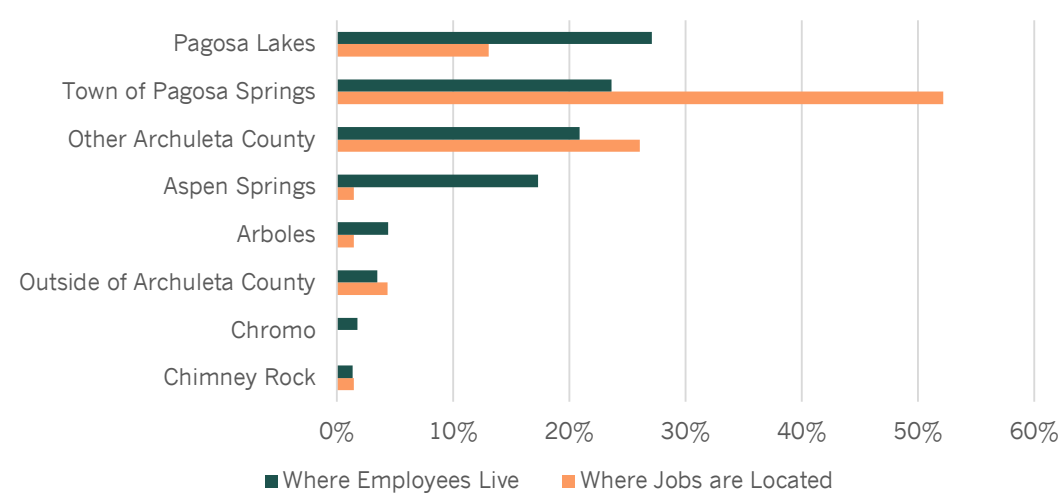
## Experiences of Archuleta County Employers

This section describes how housing is affecting employers in Archuleta County. Much of the data is drawn from the survey of 96 Archuleta County employers. The survey collected data on a broad range of variables that are not available through any standard data source, including: experience finding and retaining employees, which employees will retire, and jobs that are unfilled due to a lack of available/affordable housing. The survey also asked employers about their perceptions of housing issues in Archuleta County.

### WHERE WORKERS LIVE

Employer respondents indicated that the largest share of their Archuleta County employees—27 percent—reside in Pagosa Lakes, even though only 13 percent of the county’s jobs are located there ([Exhibit 65](#)). While a smaller share of employees live in the town of Pagosa Springs (24 percent), it supports 52 percent of jobs in the County. Additionally, 17 percent of employees reside in Aspen Springs, where only 1 percent of county jobs are located. In all other communities, both the percentage of residents and the share of county jobs are below 5 percent.

**Exhibit 65. Where Archuleta County Jobs are Located Compared to Where Employees Live**



Source: 2024 Archuleta County Employer Survey

**RETIRING EMPLOYEES**

In total, survey respondents reported they employ about 864 full time employees and 199 part time employees (see [Exhibit 66](#)). In Pagosa Springs, respondents reported employing a total of 389 full time employees and 141 part time employees. Note that the total number of employees listed in [Exhibit 66](#) does not equate to the sum of full-time and part-time employees. This is due to the fact that several respondents listed a figure for total employment that exceeded the sum of the figures they reported for full-time and part-time employment.

**Exhibit 66. Employee Characteristics as Reported by Responding Businesses**

	Archuleta County	Pagosa Springs
Retiring employees	121	80
Full time employees	864	389
Part time employees	199	141
Total employees	1321	906

Source: 2024 Archuleta County Employer Survey

Note: Figures do not represent total employment in Archuleta County - they include employment reported by survey respondents

Employer respondents reported that about 9.2 percent of their workforce will likely retire over the next 5 years.

[Exhibit 67](#) shows estimates of the number of retiring employees based on survey findings, adjusted to reflect total employment in Archuleta County (7,523 jobs) and Pagosa Springs (3,026 jobs). Assuming these percentages are representative of all employees, nearly 700 employees will be needed to fill jobs vacated by retirees in Archuleta County. In Pagosa Springs, specifically, 8.8



percent of employees will retire over the next 5 years, and about 267 vacated positions will need to be filled.

**Exhibit 67. Estimate Number of Retiring Employees**

	Archuleta County	Pagosa Springs
Total jobs	7,523	3,026
Retiring employees	689	267

Source: 2024 Archuleta County Employer Survey

**UNFILLED JOBS AND STAFFING LEVELS**

Responses to the employer survey indicate the labor market is experiencing a shortage of workers in Archuleta County. In this competitive landscape, attracting labor to the area is further complicated by a constrained housing market and increasing costs of home prices and rents. These factors exacerbate the challenges businesses face in recruiting and retaining workers. Approximately 60 percent of employer respondents stated that the lack of housing affected their ability to find and retain employees. Employers and businesses need more affordable housing for local employees to attract and retain the workers essential for their success.

[Exhibit 68](#) shows employer respondents were asked to report the number of unfilled positions during two time periods—Fall/Winter of 2024 and Summer of 2024. About 17 percent (229 jobs) were unfilled in Fall/Winter 2024, and about 17 percent (219 jobs) were unfilled in Summer of 2024, indicating minimal differences based on time frame.

The number of unfilled jobs was scaled up to the total county and Pagosa Springs employment. Approximately 1,276 jobs are estimated to be unfilled in Archuleta County based on 2024 survey percentages.

**Exhibit 68. Unfilled Jobs**

	PERCENT	COUNT
Unfilled Jobs in Fall/Winter 2024	17.34%	229
Unfilled Jobs in Summer 2024	16.58%	219

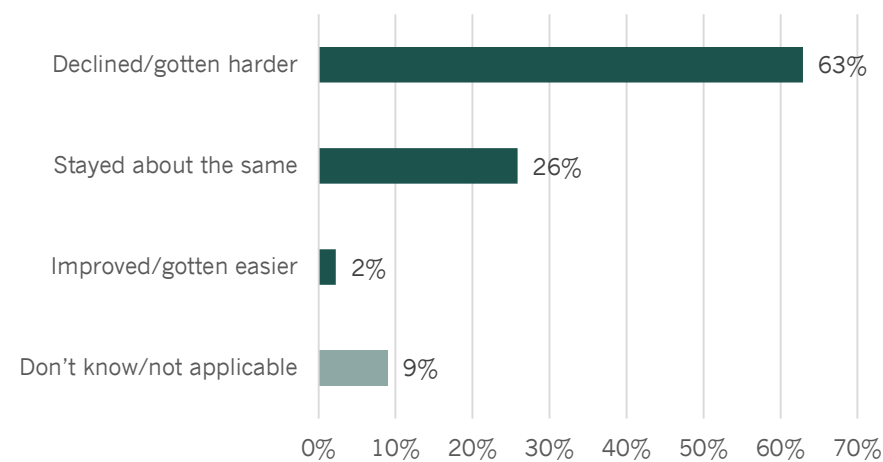
Source: 2024 Archuleta County Employer Survey

**HIRING AND RETAINING EMPLOYEES**

Employer respondents were asked to report on how their ability to recruit and retain qualified employees has changed over the past two years ([Exhibit 69](#)). About 63 percent reported that recruitment and retention had declined/gotten harder, while 26 percent reported that it has stayed about the same. Due to the limited sample size by industry/job type, it was not possible to identify any meaningful trends regarding employer respondents' perceptions of their ability to recruit and retain employees across different industry types.



**Exhibit 69. Ability to Recruit and Retain Employees**



Source: 2024 Archuleta County Employer Survey

Employer respondents were asked about the specific challenges they have faced in finding or retaining qualified employees. The most prevalent issue was the cost of living (67 percent), followed by a lack of adequate housing (60 percent). Beyond housing-related challenges, employers also reported broader workforce difficulties. The most common issue was receiving no or too few applicants (43 percent). Additionally, many employers struggled with applicants lacking the necessary skills for available positions, with unskilled applicants ranking among the top concerns (42 percent).

## Exhibit 70. Issues in Hiring and Keeping Employees

	PERCENT
Found the cost of living in the area too high	67%
Could not find/lacked adequate housing	60%
No/few applicants	43%
Unskilled applicants	42%
Could not find/lacked childcare	35%
Work ethic/dedication problems	34%
Lacked transportation	26%
Drug/substance abuse	22%
Found a different job closer to their residence	22%
Long commute/tired of commuting	19%
None of the above	13%
Other	6%

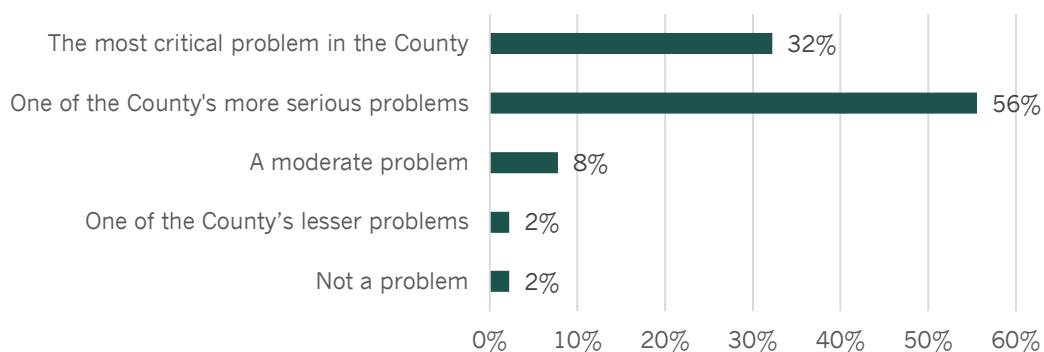
Source: 2024 Archuleta County Employer Survey

Note: Multiple response question.

## Availability of Housing

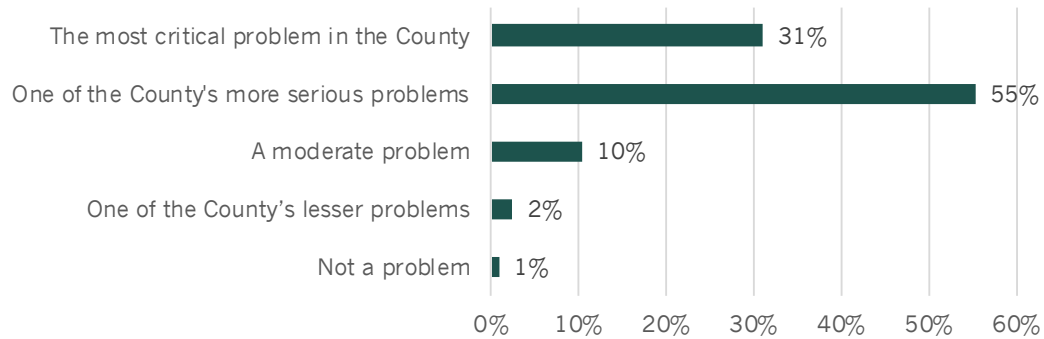
Nearly all employer respondents stated that the availability of housing is either the most critical problem (32 percent) or one of the most serious problems in Archuleta County (56 percent). Similar sentiments are evident from residents, with the majority of household respondents also reporting the availability of housing is either the most critical problem (31 percent) or one of the most serious problems in Archuleta County (55 percent).

## Exhibit 71. Availability of Housing, Employers



Source: 2024 Archuleta County Employer Survey

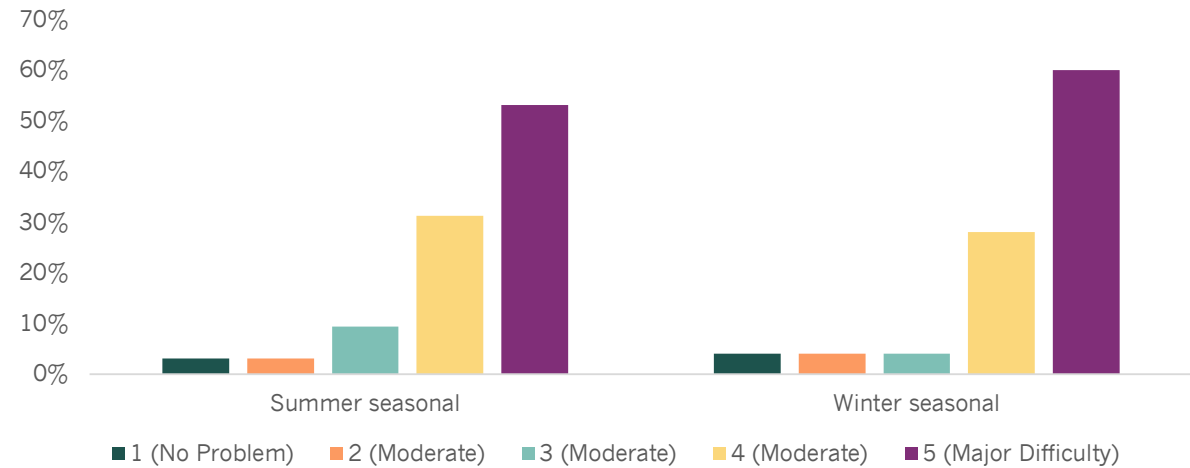
**Exhibit 72. Availability of Housing, Residents**



Source: 2024 Archuleta County Household Survey

Similarly, when ranking the difficulty of finding housing for seasonal workers, more than half of employer respondents rated the difficulty as a 5 (major difficulty) for both summer and winter seasonal workers. The second-highest share for both groups was associated with a ranking of 4 (moderate difficulty). Less than 10 percent of respondents in both categories selected 1 (no problem) or either of the two other moderate rankings (2 or 3).

**Exhibit 73. Difficulty of Finding Housing (Seasonal Workers)**



Source: 2024 Archuleta County Employer Survey

**Employer Assisted Housing**

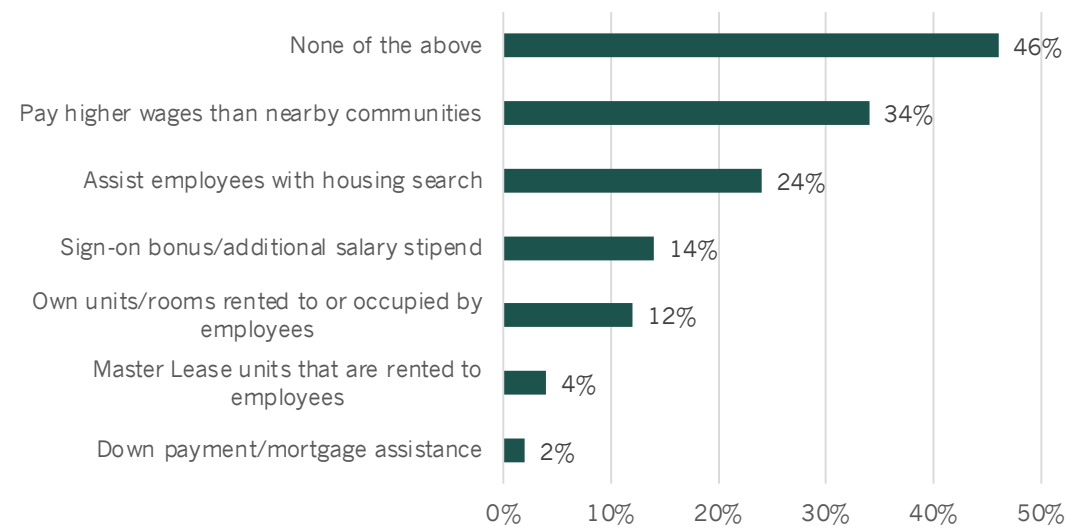
Approximately 54 percent of employers that responded to the survey question about employer assisted housing reported that they provide housing or cost-of-living assistance to their employees. Among those offering such support, the most common methods were





paying higher wages compared to nearby communities (34 percent) and assisting employees with their housing search (24 percent).

**Exhibit 74. Employer Assisted Housing**



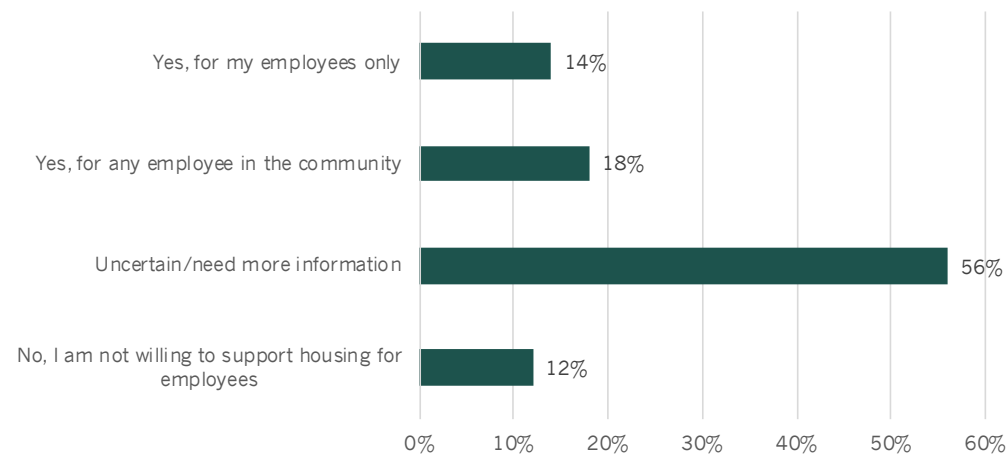
Source: 2024 Archuleta County Household Survey

Note: Multiple response question.

All respondents, including those who currently provide assistance, were asked about their willingness to support workforce housing in the future. Of the 50 employers who answered this question, approximately 56 percent were uncertain and indicated they would need more information to decide. About 14 percent expressed a willingness to assist their employees with housing, while 18 percent were willing to support employees in the broader community. Meanwhile, 12 percent stated they were unwilling to provide housing support.



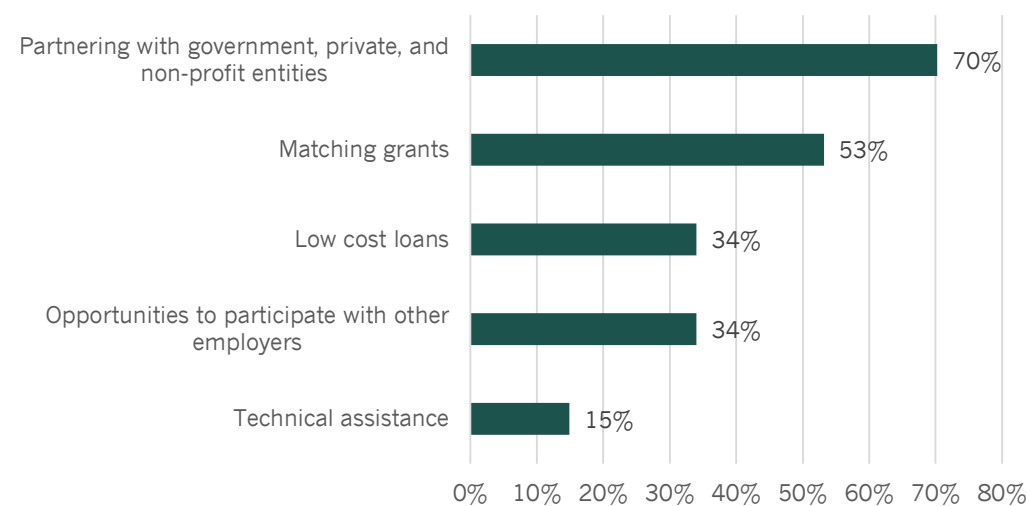
**Exhibit 75. Employer Consideration for Housing Assistance Provision**



Source: 2024 Archuleta County Household Survey

When asked what would encourage them to offer or continue providing housing or cost-of-living assistance, the 47 responding employer most commonly cited partnering with government, private, and nonprofit entities (70 percent), followed by matching grants (53 percent), low-cost loans (34 percent), and opportunities to collaborate with other employers (34 percent).

**Exhibit 76. Employer Encouragement for Housing Support**



Source: 2024 Archuleta County Household Survey

Note: Multiple response question.

## Student School Enrollment Trends

A recent demographic and enrollment forecast study by the Archuleta County School District found that due to current birth rates, cohort enrollment shifts, student migration patterns, and housing market dynamics, the district is experiencing an annual decline of approximately 35 students. However, proposed new housing developments could potentially offset this loss if projects in Pagosa Springs proceed as planned and affordability measures remain in place. Over the past four years, enrollment at the elementary, middle, and high school levels has decreased following a brief recovery from Pandemic-related losses.

## Housing Costs

### Rising Cost of Housing

Organizations like Habitat for Humanity struggle with bridging the affordability gap as housing costs have increased much faster than household incomes. While there is no shortage of interest in their programs, a growing number of potential homeowners struggle to meet financial requirements. Many households meet Habitat's income limits but still cannot afford the total cost of construction, largely due to increasing material and labor costs. The affordability gap continues to widen, forcing the organization to explore alternative financing mechanisms, such as USDA loans, to bridge the gap. However, even with these efforts, challenges remain. The administrative cost of loan processing, for example, is an additional burden that Habitat is hoping to offset through local government support.

On the other hand, local housing developers are focused on addressing the workforce housing shortage, targeting middle-income households earning 60-140% of the area median income (AMI). While the demand for workforce housing is evident, the cost of construction along with high cost of infrastructure upgrades can significantly impact the project's viability.

### Infrastructure and Regulatory Barriers

Beyond financial constraints, the process of building in Archuleta County comes with its own set of logistical hurdles. One of the most pressing concerns for developers is the complex and often confusing process of securing utility connections for new developments. Local developers interviewed described their experiences as frustrating, with unclear guidance and conflicting information from utility providers. The risk of unexpected costs for infrastructure upgrades further complicates the equation, making it difficult to plan with certainty.

Additionally, zoning and land use regulations present another set of challenges. In some areas, homeowners' associations (HOAs) enforce stringent design guidelines that add significant costs to affordable housing projects. Habitat for Humanity, for instance, has found it difficult to work around these requirements, which prevent them from using cost-saving modular or "cross-mod" construction techniques. Although the county has generally been supportive of affordable housing efforts, the influence of local HOAs can severely limit what gets built.

Additionally, one of the most significant barriers to condominium development in Colorado stems from the state's construction defect laws. For years, these laws made it relatively easy for homeowners' associations to file lawsuits against developers for even minor construction flaws. While intended to protect consumers, the legal climate created an environment for high risk for builders. Developers became wary of constructing condos, knowing they could be tied up in expensive litigation years after the project was completed. Insurance premiums for these types of developments skyrocketed, and many insurance providers became reluctant to even cover condo projects. As a result, developers shifted their focus to building rental apartments, which carry far less legal liability. This shift has contributed to long-term shortage of for-sale multifamily housing in Archuleta County and across the state.

# 7. HOUSING NEED

This chapter examines both current and future housing needs over the next 10 years, considering where gaps exist today and where needs are expected to grow. The total estimated need represents the number of housing units required to support the local workforce, but communities are not expected to meet 100% of identified needs. Instead, these estimates provide a framework to help jurisdictions set informed priorities and allocate resources effectively.

The analysis provides a breakdown of:

- Housing needed for employees filling new jobs in Archuleta County and the Town of Pagosa Springs.
- Housing units needed in the County and the Town based on their share of jobs and households.
- The distribution of housing needed by ownership and rental, as well as by price points attainable for resident employee households.

The extent to which housing needs are addressed will depend on regional capacity, funding, partnerships, and policies. The housing need estimates in this section focus on workforce-related housing shortages but do not represent the full spectrum of housing demand. This analysis excludes:

- Current residents seeking to buy a different home within the area.
- Out-of-area buyers purchasing vacation or retirement homes.

By understanding these components of need, local governments, businesses, and stakeholders can better anticipate housing challenges and make data-driven decisions about how to support the local workforce.

## Analysis Framework

### Jobs to Housing Translation:

- Jobs per employee: Employees in the county hold an average of 1.24 jobs
- Employees per household: 1.7 employees per household with a worker
- Vacancy rate: A healthy market typically requires a 5% vacancy rate

### Households Distribution by Income and AMI:

- Distribution based on 2024 County AMI distribution patterns
- Needs directly related to job growth are distributed based on wages and household formation

### Tenure Allocation Assumptions:

- Households below 80% AMI (approximately \$65,920): Assumed to be primarily renters
- Households between 80%-120% AMI (\$65,920 to \$98,887): Distributed 50% owners and 50% renters
- Households above 120% AMI (above \$98,887): Distributed 70% owners and 30% renters

## Catch-Up Housing Needs

This section identifies the impact that the housing shortage for residents making their living in Archuleta County and the Town of Pagosa Springs has on employers, employees, and the community. Because some of these issues are duplicative (e.g., some households are both cost-burdened and overcrowded) and some will be addressed by providing enough housing for all future employees, they are not quantified as part of the estimated future housing needs.

When devising programs, prioritizing objectives, and planning housing to serve residents, however, it is important to understand these underlying issues and impacts.

### Unfilled Jobs

Employers are facing increasing challenges in recruiting and retaining workers, making it difficult to maintain service quality and sustain revenue, particularly during peak business periods.

Unfilled jobs highlight the urgent need for additional housing options to support the workforce. (See Section 3 – Economic Conditions, Unfilled Jobs)

Labor shortages are a widespread issue both locally and nationally. In this competitive hiring environment, near-zero rental vacancy rates, rising home prices, and escalating rents further limit an employer's ability to attract and retain workers. Over 70% of employers report difficulty in hiring or retaining employees due to the lack of available and affordable housing.

Employer survey results indicate that 6% of jobs remain unfilled, directly impacting business operations and employee workloads. To accommodate the workforce required to fill these positions, approximately 215 additional housing units are needed.

#### Exhibit 77. Unfilled Jobs and New Housing Units Needed

DESCRIPTION	NUMBER
Archuleta County Jobs (2025 est.)	7,617
Percent Unfilled (%)	6%
Unfilled Jobs	457
Jobs per Employee	1.24
Employees Filling Jobs	369
Employees per Household with a Worker	1.7
New Housing Units Needed	215

Source: Employer and household survey, Colorado Department of Labor and Employment, Consultant team

## Overcrowding

Overcrowded units are indicators of unhealthy housing conditions and high housing costs relative to incomes and can be a precursor to homelessness. Employers noted that many of their employees who live in the area must have roommates to afford housing. (See *Section 6 – Housing Problems, Overcrowding*)

Overcrowding is still a problem in Archuleta County with 4% of households experiencing overcrowding.

This translates to 281 overcrowded households in the county. 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.

#### Exhibit 78. Overcrowding and New Housing Units Needed

CATEGORY	NUMBER
Households (2025)	7,023
% overcrowded	4%
Total overcrowded households	281
% needed to address overcrowding	30%
New housing units needed	84

Source: Household survey, Colorado State Demography Office, Consultant team

## Functional Rental Market Adjustment

The rental market in Archuleta County is severely constrained, with a vacancy rate of less than 1%—far below the healthy market standard of 5%. This tight rental supply drives up rents, limits

housing mobility, and reduces affordability, making it harder for local residents to secure stable housing.

A balanced rental market provides enough vacancies for normal turnover, reducing excessive competition for limited housing. Without these additional units, many renters face rising costs, fewer choices, and greater risk of displacement. To stabilize the market, new rental units are needed to reach a 5% vacancy rate and improve affordability. This estimate is not double-counted under unfilled jobs or overcrowding. Instead, it stabilizes the rental market as a distinct need.

#### Exhibit 79. Functional Rental Market and New Housing Units Needed

CATEGORY	NUMBER
Total Rental Units in Archuleta County (2025)	1,564
Current Rental Vacancy Rate	1%
Targeted Functional Vacancy Rate	5%
Vacant Units Needed for a Functional Market	63

Source: Redfin, Colorado State Demography Office, Consultant team

### Summary of Catch-up Needs

#### 362 total units are needed to accommodate current housing need in the county.

As shown below, the largest share of need (59%) is generated by unfilled jobs, followed by the need for a functional rental market (17%). Housing to address overcrowding (23%) accounts for the remaining portion of existing housing need.

#### Exhibit 80. Catch-Up Needs Summary

CATCH-UP NEED CATEGORY	UNITS NEEDED	PERCENTAGE
Unfilled Jobs	215	59%
Overcrowding	84	23%
Functional Rental Market	63	17%
Total Catch-Up Needs	362	100%

Source: Employer and Household Surveys, Colorado State Demography Office, Colorado Department of Labor and Employment, Consultant team

#### Most of the existing need is for rental units.

To better understand how housing needs vary across income levels, total catch-up need has been distributed by Area Median Income (AMI) category and tenure type. This helps inform future planning and program design, particularly for workforce housing solutions.

Catch-up needs were allocated across AMI bands up to 200% of AMI to reflect where the local housing need actually falls, based on household income distributions, tenure trends, and affordability gaps observed in Archuleta County. Households earning above this threshold are not



included in this analysis, as their housing challenges are more likely to stem from market availability than affordability constraints.

As shown below, 70% of needed units are rental housing. Within the rental market, the greatest need is for units affordable to households earning between 51–80% AMI (approximately \$37,700 to \$60,300 for a three-person household). On the ownership side, the most significant need is for households earning between 120–160% AMI, who are often priced out of market-rate homes but do not qualify for traditional affordability programs. This distribution highlights the ongoing mismatch between housing costs and local incomes for both renters and prospective homebuyers across the county.

#### Exhibit 81. Catch-Up Needs Summary by AMI and Tenure

	AMI CATEGORY	TOTAL UNITS	OWNER UNITS	RENTER UNITS
<b>Extremely Low Income</b>	≤30% AMI	52	0	52
<b>Very Low Income</b>	31-50% AMI	43	0	43
<b>Low Income</b>	51-80% AMI	90	0	90
<b>Moderate Income</b>	81-100% AMI	47	24	24
	100-120% AMI	39	19	19
<b>Middle Income</b>	120-160% AMI	65	45	19
	160-200% AMI	26	18	8
	<b>Total</b>	<b>362</b>	<b>106</b>	<b>255</b>

*Note: The distribution follows the tenure allocation assumptions where households below 80% AMI are primarily renters, households between 80%-120% AMI are split 50/50 between owners and renters, and households above 120% AMI are distributed 70% owners and 30% renters.*

## Keep-Up Needs

While catch-up needs address existing housing shortages, keep-up needs focus on maintaining adequate housing supply to accommodate future job growth and changes in the workforce over the next decade. This forward-looking analysis ensures that Archuleta County and the Town of Pagosa Springs can continue to support economic development without exacerbating housing challenges.

Keep-up needs are calculated based on two primary factors:

- New jobs created through economic growth
- Existing jobs that will need to be filled as current workers retire

The combination of these factors determines the total number of housing units required to maintain a balanced housing market through 2035. This analysis ensures that housing production keeps pace with employment changes, preventing future shortages that could constrain economic growth and community development.

## Employment Growth Projections

Employment growth in Archuleta County is based on 10-year job projections from the State Demography Office (SDO) and the current distribution of occupations in the county. These employment projections provide a foundation for estimating future housing needs, ensuring that housing availability keeps pace with job growth and supports workforce retention in Archuleta County.

As shown in [Exhibit 82](#), the Colorado Department of Labor and Employment projects an additional 506 jobs in Archuleta County by 2035. Given an average of 1.24 jobs per employee, this equates to 408 new employees. Based on 1.7 employees per household, this translates to 240 new households requiring housing.

To maintain a functional housing market, a 5% vacancy adjustment is included, bringing the total estimated new housing units needed to 252.

### Exhibit 82. Employment Growth and New Units Needed

OCCUPATION SECTORS	ALL OCCUPATIONS
New Jobs (2025-2035)	506
New Employees (1.24 jobs/employee)	408
New Households (1.7 employees/hh)	240
Vacancy adjustment 5%	12
New Units	252

Source: Employer and Household Surveys, Colorado Department of Labor and Employment, Consultant team

## Retiring Workers

As employees retire, employers will need to fill those jobs, and the new employees will need housing. The retirement of existing workers creates significant demand for housing in Archuleta County. Based on the employer survey, approximately 9% of the current workforce is expected to retire within the next five years. While this may appear high, other Colorado resort towns have reported retirement rates as high as 17% over the same period.

According to the resident survey, among households with at least one person planning to retire in the next five years, 81% indicated they intend to stay in Archuleta County after retirement. While many retirees will remain in their current homes, their jobs will need to be filled by new workers who will require housing. This creates additional housing demand even when population growth is modest.

The table below calculates the estimated housing units needed over the next 10 years to accommodate workers who will fill jobs vacated by retirees:

### Exhibit 83. Retiring Workers and New Units Needed

DESCRIPTION	RETIRING IN 1-5 YEARS	RETIRING IN 6-10 YEARS	TOTAL
Archuleta County Jobs	7,617	8,123	--
% of employees planning to retire	9%	9%	--
Retiring employees	686	731	1,417
Employees per household	1.7	1.7	1.7
Estimated retiring households	403	430	833
% of retirees likely to stay in Archuleta County	81%	81%	81%
Additional households needing units	327	348	675
Vacancy adjustment	5%	5%	5%
Estimated additional housing units	339	363	702

Source: Employer and Household Surveys, Colorado Department of Labor and Employment, Consultant team

## Summary of Keep-Up Needs

**An estimated 954 housing units will be needed to accommodate workforce growth in Archuleta County through 2035.**

As shown in the table below, nearly three-quarters (74%) of this need is driven by the need to house employees replacing retiring workers, while approximately one-quarter (26%) is generated by new job creation. This significant impact of retirement-driven housing demand highlights the demographic shifts occurring in Archuleta County and underscores the importance of workforce housing strategies that address both growth and replacement needs.

The distribution of keep-up needs across different income levels reflects the wages associated with both new and replacement jobs, with the greatest needs in the low-income (51-80% AMI) and moderate-income (100-120% AMI) categories. This pattern suggests that future housing development should prioritize units affordable to households within these income ranges to effectively support the county's evolving workforce needs.

### Exhibit 84. Keep-Up Needs Summary

KEEP-UP NEED CATEGORY	UNITS NEEDED	PERCENTAGE
Job Growth	252	26%
Retiring Workers	702	74%
Total Keep-Up	954	100%

Source: Employer and Household Surveys, Colorado State Demography Office, Colorado Department of Labor and Employment, Consultant team

## Keep-Up Needs Distribution by AMI

These new jobs are translated to housing need using the median wage for each occupation sector. Unlike the current AMI distribution, which reflects all households—including those without workers—this analysis is specific to workforce housing needs. Archuleta County has a high percentage of non-working households, which skews traditional AMI-based calculations. By using wage data tied to new jobs, this approach provides a more accurate representation of the housing needs of the local workforce.

**Exhibit 85. Jobs by AMI**

OCCUPATION SECTORS	MEDIAN ANNUAL WAGE	HOUSEHOLD INCOME (1.7 EMPLOYEES/HH)	AMI LEVEL	DISTRIBUTION
Accommodation and Food Services	\$29,744	\$50,565	61%	15%
Retail Trade	\$34,684	\$58,963	72%	12%
Construction	\$59,400	\$100,980	123%	9%
Arts, Entertainment, and Recreation	\$38,532	\$65,504	80%	9%
Health Care and Social Assistance	\$60,000	\$102,000	124%	9%
Public Administration	\$57,900	\$98,430	120%	8%
Educational Services	\$57,900	\$98,430	120%	10%
Administrative and Support Services	\$44,800	\$76,160	92%	3%
Professional and Technical Services	\$78,500	\$133,450	162%	5%
Real Estate and Rental and Leasing	\$58,700	\$99,790	121%	3%
Other	\$49,333	\$83,866	102%	16%
All Occupations	\$49,333	\$83,866	102%	100%

Source: QCEW, Colorado Department of Labor and Employment, Department of Housing and Urban Development, Consultant team

The distribution of keep-up housing needs by AMI category reflects the share of jobs held by residents in different income ranges. These projections estimate the number of housing units needed to accommodate new workers and replacements for retiring workers through 2035.

The largest portion of job-associated housing need (36%) falls within the 51–80% AMI range, which includes many service-sector and entry-level positions. Additional concentrations of need fall between 100–120% AMI (34%), representing many middle-income professional jobs, and 120–160% AMI (22%), which reflects higher-paid professional and managerial roles.

While the job-based approach effectively captures workforce-related housing need, it does not include households earning below 50% AMI, as these households often fall outside of the conventional employment-to-housing pipeline. These households are instead reflected in the catch-up portion of this needs assessment.

Conversely, housing needs for households earning above 200% AMI have been excluded from this analysis. It is assumed that the market is generally able to meet the needs of these higher-income households without requiring policy or public intervention.

This distribution underscores the importance of focusing housing strategies on the low- to middle-income ranges, where the majority of current and future workforce need is concentrated.

#### Exhibit 86. Keep-Up Summary by AMI

	AMI CATEGORY	% JOBS	NEW JOB UNITS	RETIRING WORKER UNITS	TOTAL
<b>Extremely Low Income</b>	≤30% AMI	0%	0	0	0
<b>Very Low Income</b>	31-50% AMI	0%	0	0	0
<b>Low Income</b>	51-80% AMI	36%	91	253	344
<b>Moderate Income</b>	81-100% AMI	3%	8	21	28
	100-120% AMI	34%	86	241	325
<b>Middle Income</b>	120-160% AMI	22%	55	154	210
	160-200% AMI	5%	12	35	47
	Total	100%	252	702	954

#### Keep-Up Needs by Tenure and AMI

The greatest need for rental units is for new households earning 51-80% AMI (\$37,700-\$60,320 for a 2-person household). This includes those working in accommodations and food services, retail trade, arts & entertainment, and administrative support occupations.

The greatest need for ownership units is for new households earning 100-120% AMI (\$75,400-\$90,480 for a 2-person household). This includes those working in construction, healthcare, public administration, education, and real estate occupations.



## Exhibit 87. Keep-Up Summary by AMI and Tenure

CATEGORY	AMI CATEGORY	TOTAL UNITS	OWNER UNITS	RENTER UNITS
Extremely Low Income	≤30% AMI	0	0	0
Very Low Income	31-50% AMI	0	0	0
Low Income	51-80% AMI	344	0	344
Moderate Income	81-100% AMI	28	14	14
	100-120% AMI	325	163	163
Middle Income	120-160% AMI	210	147	63
	160-200% AMI	47	33	14
	Total	954	356	597

*Note: The distribution follows the tenure allocation assumptions where households below 80% AMI are primarily renters, households between 80%-120% AMI are split 50/50 between owners and renters, and households above 120% AMI are distributed 70% owners and 30% renters.*

## Total Projected Housing Needs

**The combined analysis of catch-up and keep-up needs indicates that Archuleta County will require a total of 1,316 new housing units through 2035 to address both current shortages and future demand. This comprehensive assessment shows that approximately 35% of the need (463 units) is for homeownership opportunities, while 65% (853 units) is for rental housing.**

The distribution across AMI categories reveals key priorities for housing development. The largest single category of need is for rental units serving households earning between 51–80% AMI (434 units), followed by ownership units serving households in the 120–160% AMI range (192 units) and middle-income rental units in the same AMI band (82 units).

Households earning below 50% of AMI represent a smaller share of overall demand but have distinct needs. These households often require deeply affordable, accessible, or supportive housing, as their income levels are well below the local wage distribution. Addressing this portion of the need typically involves specialized strategies, such as rental assistance, service-enriched housing, or partnerships with nonprofit and public sector providers.

This distribution underscores the importance of developing housing solutions across the income spectrum, with a particular focus on workforce housing for low- to moderate-income households.

**Exhibit 88. Total Projected Housing Needs by AMI and Tenure**

CATEGORY	AMI CATEGORY	TOTAL	TOTAL OWN	TOTAL RENT
<b>Extremely Low Income</b>	≤30% AMI	52	0	52
<b>Very Low Income</b>	31-50% AMI	43	0	43
<b>Low Income</b>	51-80% AMI	434	0	434
<b>Moderate Income</b>	81-100% AMI	76	38	38
	100-120% AMI	364	182	182
<b>Middle Income</b>	120-160% AMI	274	192	82
	160-200% AMI	73	51	22
	Total	1,316	463	853

**Total Projected Housing Needs by Jurisdiction**

To support coordinated housing planning across the county, housing needs have been geographically allocated between the Town of Pagosa Springs and unincorporated Archuleta County. This allocation uses job location data from the LEHD Census, which shows that approximately 51% of jobs are located within Pagosa Springs and 49% in unincorporated areas. Since local employment concentration influences where housing is most urgently needed, this distribution serves as a proxy for where new housing resources should be prioritized.

The table below presents net housing needs by Area Median Income (AMI) category and tenure (ownership vs. rental). This provides a localized view of affordability gaps and helps guide future investments and programmatic responses in both jurisdictions.

**Exhibit 89. Total Projected Housing Needs by AMI and Tenure**

	AMI CATEGORY	PAGOSA SPRINGS OWN	PAGOSA SPRING RENT	UNINCORP. ARCHULETA COUNTY OWN	UNINCORP. ARCHULETA COUNTY RENT
<b>Extremely Low Income</b>	≤30% AMI	0	26	0	25
<b>Very Low Income</b>	31-50% AMI	0	22	0	21
<b>Low Income</b>	51-80% AMI	0	221	0	213
<b>Moderate Income</b>	81-100% AMI	19	19	19	19
	100-120% AMI	93	93	89	89
<b>Middle Income</b>	120-160% AMI	98	42	94	40
	160-200% AMI	26	11	25	11
	Total	236	435	227	418

## Net Needs

This table presents net needs, adjusted to account for both development pipeline projects and current for-sale listings. Due to the nature of development projects, the exact distribution of units by Area Median Income (AMI) category represents our best estimate, with some margin of variability particularly in the middle- and moderate-income categories (which have been condensed accordingly).

The table shows total catch-up and keep-up housing needs by tenure for the county, with pipeline projects and current listings subtracted to calculate the net housing needs that remain to be addressed.

**Exhibit 90. Allocated Net Need by AMI Archuleta County Total**

	AMI CATEGORY	GROSS OWN	PIPELINE OWN	NET OWN	GROSS RENT	PIPELINE RENT	NET RENT
<b>Extremely Low Income</b>	≤30% AMI	0	0	0	52	0	52
<b>Very Low Income</b>	31-50% AMI	0	0	0	43	20	23
<b>Low Income</b>	51-80% AMI	0	0	0	434	165	269
<b>Moderate Income</b>	81-120% AMI	220	85	135	220	160	60
<b>Middle Income</b>	120-200%	243	96	147	104	41	63
	Total	463	181	282	853	386	467

## Net Needs by Jurisdiction

To support coordinated housing planning across the county, net housing needs have been geographically allocated between the Town of Pagosa Springs and unincorporated Archuleta County. This allocation uses job location data from the LEHD Census, which shows that approximately 51% of jobs are located within Pagosa Springs and 49% in unincorporated areas. Since local employment concentration influences where housing is most urgently needed, this distribution serves as a proxy for where new housing resources should be prioritized.

The table below presents net housing needs by Area Median Income (AMI) category and tenure (ownership vs. rental). This provides a localized view of affordability gaps and helps guide future investments and programmatic responses in both jurisdictions.



## Exhibit 91. Net Needs by Geographic Distribution

	AMI CATEGORY	PAGOSA SPRINGS OWN	PAGOSA SPRING RENT	UNINCORPORATED ARCHULETA COUNTY OWN	UNINCORPORATED ARCHULETA COUNTY RENT
<b>Extremely Low Income</b>	≤30% AMI	0	26	0	25
<b>Very Low Income</b>	31-50% AMI	0	12	0	11
<b>Low Income</b>	51-80% AMI	0	137	0	132
<b>Moderate Income</b>	81-120% AMI	69	30	66	29
<b>Middle Income</b>	120-200%	75	32	72	31
	<b>Total</b>	<b>144</b>	<b>238</b>	<b>138</b>	<b>229</b>

## Accessible and Supportive

The housing needs numbers outlined above are based on readily quantifiable factors that generate a net new need for housing. In addition to these factors, there are additional generators of need for housing in the county that are more related to housing assistance programs (rather than units). These include needs for accessible and supportive housing (which is a subset of overall needs outlined above), and needs generated by cost burdened households.

Needs for accessible and supportive housing are estimated using data on prevalence of disability in the county. As of 2022, approximately 15% of households in Archuleta County have one or more people with a disability. Local social service organizations are important partners in understanding the accessible and supportive housing needs of this population.

As noted previously, a significant percentage of households in the county are cost burdened, spending more than 30% of their income on housing. This indicates a substantial need for additional housing assistance and/or better awareness of and utilization of existing programs, as well as a general need for more housing affordable to households so they are not forced to overpay for housing because of limited inventory.

## Senior Living Assistance

Estimates of dementia prevalence and incidence in the U.S. differ based on the methodology used to determine the number of affected individuals. Studies consistently indicate that most people with dementia or Alzheimer's disease are aged 65 and older, with incidence rates

increasing significantly with age.<sup>4567</sup> Research suggests that approximately 13% of individuals over the age of 65 are affected by dementia or Alzheimer's disease.

According to the Colorado Demography Office, Archuleta County is projected to gain 1,468 new residents aged 65 and older, representing a total of 5,789 residents in this age group by 2035. If 13 percent of people over 65 years old have dementia or Alzheimer's disease, Archuleta County may have more than 700 individuals that need some type of living assistance. While not all of these individuals will require (or desire) beds in memory care facilities, these figures clearly demonstrate a need for memory care facilities in Archuleta County. Based on an inventory conducted by EConorthwest, there are two facilities located in Pagosa Springs the Visting Angels and Bee Hive Homes of Pagosa Springs.

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<sup>4</sup> Hebert LE, Beckett LA, Scherr PA, Evans DA. "Annual incidence of Alzheimer disease in the United States projected to the years 2000 through 2050." *Alzheimer Disease & Associated Disorders* 2001; 15(4): 169–73. <http://www.ncbi.nlm.nih.gov/pubmed/11723367>.

<sup>5</sup> Hebert LE, Scherr PA, Bienias JL, Bennett DA, Evans DA. "Alzheimer disease in the US population: prevalence estimates using the 2000 census." *Archives of Neurology* 2003; 60(8): 1119–22. <http://www.ncbi.nlm.nih.gov/pubmed/12925369>.

<sup>6</sup> Plassman, B.L., et al. "Prevalence of Dementia in the United States: The Aging Demographics, and Memory Study." *Neuroepidemiology*. 2007 November; 29(1-2): 125–132. <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2705925/>

<sup>7</sup> 2010 Alzheimer's disease facts and figures. *Journal of the Alzheimer's association*. [http://www.alz.org/documents\\_custom/report\\_alzfactsfigures2010.pdf](http://www.alz.org/documents_custom/report_alzfactsfigures2010.pdf)



# 8. HOUSING RESOURCES

## Existing Housing Resources

Below we provide a summary of the different organizations that provide housing resources to county residents. These include non-profit housing organizations, public housing authority that address housing needs through programs and developments.

- **Archuleta County Housing Authority (ACHA).** ACHA owns and operates two properties in the county with 50 total units. One property serves low-income seniors and the other provides a mix of bedroom sizes to households and families serving households with incomes between 30% to 60% of area median income.
- **Archuleta Housing Corporation.** Archuleta Housing is a nonprofit housing provider in Pagosa Springs, founded in 1965 by local residents committed to offering affordable housing for low-income families and seniors. The organization manages 52 centrally located affordable units for families and 12 units for the elderly, providing housing for over 166 residents.
- **Habitat for Humanity Archuleta County.** Habitat for Humanity builds affordable ownership homes for households earning up to 80% of AMI. Habitat for Humanity has built 36 homes since they were founded in 1994, serving 146 children and 116 adults.
- **Pagosa Springs Community Development Corporation.** Working in collaboration with Archuleta County, Habitat for Humanity of Archuleta County, local banks, community stakeholders and local developers the Pagosa Springs CDC has initiated a strategic plan to development workforce housing in the county. Beginning in 2023, it is set to build 10 new single-family homes in the Chris Mountain II subdivision. These housing units are targeted to serve households with incomes between 80% to 120% of AMI.
- **Southwest Center for Independence.** The Southwest Center for Independence champions the rights of individuals with disabilities and serves as the region's Independent Living service provider. The organization also operates Southwest Rides, an accessible transportation service; helps long-term care residents transition to their preferred communities with supportive services; offers employment training and job access programs; assists youth with disabilities in their transition to adulthood; and aids individuals with disabilities in securing housing.
- **Housing Solutions for the Southwest.** Founded in 1981, Housing Solutions has been providing affordable housing services and programs to Southwest Colorado for more than 40 years. As a HUD-certified housing counseling agency and state-certified Community Housing Development Organization (CHDO), it plays a key role in housing support and development. The organization administers the region's Coordinated Entry System, streamlining access to services for individuals experiencing homelessness. Housing Solutions has developed and managed numerous affordable



housing projects, including workforce housing, senior housing, and supportive housing, such as the 60-unit workforce development in La Plata County and the 40-unit Espero project. Housing Solutions also owns and manages Socorro Senior Living Center in Pagosa Springs provided much needed senior housing to the area. Additionally, it operates a revolving loan fund for home repairs, rehabilitating 350 homes, and provides energy bill assistance to low-income households.

- **Pagosa Outreach Connection (POC).** A collaboration between Archuleta County Department of Human Services (DHS) and local and regional service providers groups and non-profits offers emergency financial assistance to Archuleta County residents facing housing crises. The program provides one-time emergency assistance of up to \$1,500 to county residents.
- **Archuleta Seniors INC.** Supporting independence and advance community resilience by empowering individuals who are 60 and better as well as run the community café and meals on wheels for county seniors.
- **Colorado Low Income Energy Assistance Program (LEAP).** A program that helps pay a portion of household's winter home heating costs for low-income families and seniors.
- **Durango Community Shelter.** The Durango Community Shelter provides residential services for individuals and families experiencing homelessness, including survivors of domestic violence. Alongside the Southwest Safehouse, it supports housing affordability and sustainability in Durango and Southwest Colorado communities by offering a safe, clean, and sober environment. In addition to shelter, clients receive assistance to achieve self-sufficiency and transition into independent housing.

**Proposition 123.** is set to provide funding to Archuleta County and Pagosa Springs, aimed at supporting affordable rental and homeownership opportunities. The allocated funds will cater to a range of initiatives, including:

- Downpayment assistance for homebuyers: Helping prospective homeowners overcome financial barriers to purchasing a home.
  - New construction/acquisition rehabilitation: Facilitating the development and refurbishment of affordable housing units.
  - Single-family owner-occupied rehab: Supporting the renovation of existing homes to maintain and improve affordable housing options.
  - Infrastructure and acquisition funds for mobile home parks: Investing in the maintenance and expansion of mobile home parks to support preservation of this housing type.
- **More Housing Now & Land Use Initiatives.** The Town of Pagosa Springs applied and was granted \$1.9 million in grant funds for infrastructure improvements supporting Affordable Homeownership Model single-family residences in the Chris Mountain and Trails subdivisions. The town will utilize the funds to support the proposed Pagosa Peak apartments development in Pagosa Springs. The Pagosa Springs apartment is



proposing 88 rental units that will serve households earning between 80 to 100 percent of the AMI.

- **HomesFund.** Homesfund is a certified Community Development Financial Institution (CDFI) and HUD-approved counseling agency dedicated to promoting homeownership. It offers down payment assistance, homebuyer education, and mortgage lending programs, including shared appreciation loans, to support low- and moderate-income households. The organization serves families earning 60 to 125 percent of the Area Median Income (AMI).



# 9. POLICY AND PROGRAMMATIC RECOMMENDATIONS

The Town of Pagosa Springs has taken significant, strategic steps to expand access to affordable housing and address workforce housing needs. Through a combination of policy tools, regulatory flexibility, and targeted investments, the Town has built a strong foundation to support diverse housing options. These efforts include:

- **Density Bonus Policy.** Allows the Town Council's consideration for modifying development regulations including reduction of minimum lots sizes, landscaping, parking, and setbacks; as well as additional unit density and building heights.
- **Short Term Rental Workforce Housing Fee Adopted.** A Nexus study demonstrated impacts to affordable housing caused by STRs. Town Council has approved collecting 40% of the total financial impact identified in the nexus study, which collects approximately \$25,000 annually that is placed in a Housing Trust Fund.
- **Development Application Fee Exemptions.** The Town Council can consider on a case-by-case basis development application fee exemptions for housing projects serving up to 100% of AMI or entire projects serving an average of up to 100% of AMI.
- **Tap Fee Exemptions from the Pagosa Springs Sanitation General Improvement District (PSSGID).** The PSSGID Board (Town Council) can consider on a case-by-case basis Sanitary Sewer Tap fee exemptions for housing projects serving up to 100% of AMI or entire projects serving an average of up to 100% of AMI. The Town Council must then consider back filling the amount exempted from the Town's General Revenue, preferably from the Housing Trust Fund.
- **Missing Middle Housing Types & Assessorly Dwelling Units (ADUs) Allowed by Right.** The Town allows by right missing middle and ADU housing types in residential districts, with unit density limited to those allowed in each zone district, unless a Density Bonus is approved.
- **Short Term Rental Restrictions.** Town Council adopted ordinances which instituted restrictions on STRs including: Limiting to no more than 10% of housing units in each residential zone district and 10% within each multi-family condo and townhome complex, STRs cannot be located closer than 250 feet from each other, 2-year ownership required prior to eligibility to apply, STR license transfer is prohibited, limit of one STR per property, and exemptions for owner occupied properties.
- **Affordable Housing Use By Right.** Affordable Housing is a use by right in all residential and mixed-use zoning districts.
- **Smaller Than 400 sq. ft. Units Allowed.** Smaller square foot units allowed in multi-family developments and ADUs.



- **Land Banking.** Town Council has acquired a number of properties to help facilitate development of affordable housing.

Unincorporated Archuleta County has also implemented several regulatory and policy options that are designed to encourage and facilitate the development designed to have a positive impact on affordable housing in the region.

- **Density Bonus Regulation.** The ability to increase the density on any parcel that is at least one acre in size as a use by right with a commitment to provide affordable housing for the local workforce by deed restriction.
- **County Property Tax Incentive.** Any development that provides an affordable home for an owner or occupant at the 100% AMI or below who is also employed within Archuleta County may receive a tax incentive covering the County portion of the property taxes for the parcel for up to five years.
- **Affordable Housing as a Use By Right.** Affordable Workforce Housing Units are allowed as a use by right in all zoning districts within the County.
- **Employer Provided Workforce Housing.** Employers can provide housing for their employees at a higher density as a use by right throughout the County.
- **Land Donation.** The Board of County Commissioners have donated more than 60 lots in the past 3 years to non-profit organizations for development as affordable housing.
- **Development Fee Waivers.** The County has instituted a 100% fee-discount for affordable housing and employer-provided housing development throughout the County. This waiver applies to building, planning, and on-site wastewater permitting fees.

The following policy and programmatic recommendations are informed by the Housing Needs Assessment, stakeholder input, and a review of current initiatives led by the Town of Pagosa Springs and Archuleta County.

## Financial and Incentives

*Strategies listed here aim to explore local financing mechanism to create a dedicated funding stream that support affordable housing development.*

- **Consider modifying the short-term rental (STR) lodging tax** to increase revenue and allocate the funds to support workforce development projects and programs. The lodging tax would apply to all lodging accommodations, including STRs. It is likely that an increase in lodging tax can be considered in the near future, thus an opportune time to ask for a piece of the increased revenue.
  - The Town of Pagosa Springs should consider collecting the full short-term rental (STR) fee amount as recommended in the nexus study.

- **Consider conducting a nexus study to quantify the impact of short-term rentals on affordable housing** in Archuleta County. Use the findings to implement a fee on STR's that reflect their contribution to housing pressures, with revenues supporting local housing programs.
- **Consider Establishing a local housing trust fund** to support the development and preservation of affordable housing. A dedicated housing fund provides flexible, long-term tool to address evolving housing needs and leverage state, federal, and private investments. Possible revenue sources could consist of one or more of the following:
  - General fund allocations
  - Short-term rental lodging tax
  - Inclusionary zoning in-lieu fees
  - Developer fees or linkage fees
  - Tax increment financing
  - Bonds
  - Private donations and philanthropic grants
- **Consider subsidizing or exempting development fees** for affordable and workforce housing projects (e.g., impact fees, permit fees, tap fees). This could include:
  - **Pagosa Fire Protection District (PFPD):** Exempt new impact fees for projects serving households earning up to 140% of AMI.
  - **Pagosa Area Water and Sanitation District (PAWSD):** Expand fee exemptions for projects serving households earning up to 140% of AMI, and for projects averaging below 100% AMI, provided they include strong affordability deed restrictions.
  - A coordinated, community-wide approach is recommended—developing a unified incentive package that includes participation from Pagosa Area Water and Sanitation District, Pagosa Springs Sanitation General Improvement District, Town of Pagosa Springs, Pagosa Fire Protection District, and Archuleta County.
- **Consider pursuing a ballot measure to increase the local sales tax**, dedicating the revenue to affordable housing and early childhood education and care facilities. This approach would create a dedicated funding source to address two of the region's most critical needs: housing stability and access to quality childcare.
- **Commission a nexus study to assess the impact of new residential and commercial development** on local housing needs. Use the findings to establish a justifiable impact fee that contribute to a dedicated housing trust fund.

## Preservation and Management

*Strategies listed here aim to create and preserve existing affordable housing stock.*



- **Support the conversion of hotel and motels rooms to housing units.** Funding from Prop 123 can assist with the acquisition of land or property to develop ownership housing units.
- **Consider the creation of a “Buy Down” Program to preserve existing affordable housing stock.** Partner with Archuleta County Housing Authority and/or Pagosa Springs CDC to purchase homes (through Prop 123 funds) that are for sale on the market, place a local workforce restriction on the property, and sell the home at a reduced price to local residents. This strategy helps keep homes affordable to the local workforce in perpetuity, while supporting homeownership.
- **Leverage the local housing trust fund and available state grants to acquire Low-Income Housing Tax Credit (LIHTC) properties** nearing the end of their affordability period. Preserving these properties ensures long-term affordability and protects existing affordable housing stock from market-rate conversion.
- **Leverage the local housing trust fund to acquire tax sale properties, foreclosed homes, and other underutilized housing assets**—especially during economic downturns. Covert these properties into workforce housing to expand the local supply and stabilize housing access during times of economic stress.

## Land Use and Zoning Incentives, Mandates, Reforms

*Strategies listed here aim to explore modifications to the land use and regulatory development code to support the development of a variety of housing options.*

- **Consider adopting an inclusionary zoning policy** that requires major subdivisions and planned unit developments (PUDs) to designate at least 10% of new units as affordable housing. This ensures new development contributes to the community’s long-term housing affordability. Consider an in-lieu fee that provide developers an opt out of building affordable units on-site, where they are able to pay into a housing trust fund instead.
- **Consider reduced parking requirements** for multifamily, affordable/workforce, and mixed-use housing developments. Right-sizing parking supports housing affordability, lowers, development costs, and makes more efficient use of land.
- **Update development regulations**—such as minimum lot size, setbacks, height limits—to enable a broader range of housing types. Flexible standards can support innovative, space-efficient housing that meets local needs while respecting community character.
- **Amend zoning regulations to allow “missing middle” housing types**—such as duplexes, triplexes, quadplexes and townhouses—in single-family residential districts without needing a density bonus if the underlying zone district allows lower density levels. Expanding these options increase housing choice and support gentle density in established neighborhoods.



## Partnerships and Collaboration

*Strategies listed here support the on-going partnerships among the town, county, local and regional housing provider and builders to continue providing these services and to build housing.*

- **Formalize partnerships with Pagosa Springs Community Development Corporation and other local housing organizations** to strengthen coordination and project delivery. Leverage these partnerships to implement Proposition 123 eligible initiatives, including:
  - Construction of new homeownership units
  - Acquisition and rehabilitation of existing ownership units
  - Acquisition of land for future homeownership development
- **Strengthen partnerships to support rehabilitation/renovation and weatherization programs** for low-income owner households.
- **Consider the creation of a Community Land Trust (CLT).** A community land trust is a nonprofit organization that acquires and holds land permanently to provide affordable housing to residents. The CLT retains ownership of the land, while individuals or families lease the homes on it, ensuring long-term affordability. This model balances homeownership with community control, making housing accessible for low- and moderate-income residents.
- **Employer-Assisted Housing (EAH).** Employer assisted housing refers to housing benefits and support programs that employers provide to help employees secure affordable housing near their workplaces. These programs can include down payment assistance, rental subsidies, homebuyer education, or direct investment in workforce housing. EAH programs are often used to attract and retain employees, especially in areas with high housing costs.

Archuleta County can support EAH through the following:

- Offer matching funds for employer contributions toward down-payment or closing costs assistance, Interest rate buy down, and rental assistance and security deposits.

## Housing Programs

*Strategies listed here support the on-going partnerships among the town, county, local and regional housing provider and builders to continue providing these services and to build housing.*

- **Consider the creation of a land banking program.** Create a formalized program and partnership with the county, town, and local housing providers to continue to build affordable housing using vacant/publicly owned land or acquire land and then resell the land to further housing goals of affordable/workforce housing.

- **Implement a Down payment Assistance Program.** Archuleta County can establish a Down Payment Assistance Program to help first-time homebuyers and expand homeownership opportunities. By collaborating with existing housing provider who already administers a down payment program, the county can leverage Proposition 123 funds to provide financial support for eligible buyers. Assistance would be available to households earning up to 120% of the Area Median Income (AMI), with loans covering up to 20% of the home's actual cost.
- **Senior Housing Rehabilitation and Accessibility Program.** Using funds from Prop 123, the County in partnership with local housing providers and non-profits can help seniors make repairs and improvements to their owner-occupied homes to make it more accessible for their needs. This ensures senior residents are able to age-in-place.
- **Establish a multi-jurisdictional or regional housing authority** to coordinate key housing efforts across Archuleta County and Pagosa Springs. Responsibilities could include managing a land banking program, overseeing housing vouchers, administering middle income (workforce housing) initiatives, enforcing deed restrictions, and verifying tenant and ownership eligibility. A unified approach will strengthen capacity, improve program efficiency, and align resources across the county.



# 10. APPENDICES

The following appendices accompany and support the housing strategies and actions in this report. The appendices include detailed data and results of the housing needs assessment, development feasibility, and public engagement efforts.

## Public Outreach Summary

Interviews were conducted as part of the public outreach phase of the project to solicit feedback from stakeholders and gather additional insights and perspectives to supplement survey and other data collected for the housing needs assessment. One-on-one interviews were conducted with stakeholders from representatives of housing providers, real estate agents, developers, property managers, and special interest groups such as the Pagosa Springs Chamber of Commerce, Pagosa Community Initiative, and Archuleta Seniors, INC. Their insights provided a more comprehensive understanding of the housing experiences of Archuleta County residents.

## Insights from Local Housing Providers and Developers

In Archuleta County, the need for affordable and workforce housing continues to grow, yet the barriers to providing adequate housing options remain significant. Interviews with local housing providers and developers shed light on the complex realities of housing development, the struggles of potential homeowners, and the efforts underway to create solutions that can address the county's growing housing needs.

### RISING COST OF HOUSING

Groups like Habitat for Humanity are finding it increasingly difficult to close the affordability gap as housing prices rise much faster than household incomes. Although there is strong demand for their programs, more prospective homeowners are struggling to meet financial qualifications. Many families fall within Habitat's income guidelines but still can't afford the full construction costs, primarily due to rising material and labor expenses. As the affordability gap grows, Habitat is exploring alternative funding options like USDA loans to help bridge the divide. Still, these solutions come with their own obstacles—loan processing costs, for instance, are an added strain that Habitat hopes to ease through local government assistance.

Meanwhile, local housing developers are concentrating on the need for workforce housing, aiming to serve middle-income households earning between 60% and 140% of the area median income (AMI). Despite strong demand, high construction and infrastructure improvement costs pose significant challenges to project feasibility.

## INFRASTRUCTURE AND REGULATORY BARRIERS

In addition to financial limitations, developers in Archuleta County face significant logistical challenges when attempting to build. A major obstacle is navigating the complicated and often unclear process of obtaining utility hookups for new developments. Local developers have described the experience as frustrating, citing inconsistent information and a lack of clear direction from utility providers. The potential for unexpected infrastructure upgrade costs adds further uncertainty, making planning difficult.

Zoning and land use rules also create barriers. In certain neighborhoods, homeowners' associations (HOAs) enforce strict design standards that drive up the cost of building affordable housing. For example, Habitat for Humanity has struggled with these restrictions, which prevent them from using more affordable construction methods such as modular or "cross-mod" homes. While the county is generally supportive of affordable housing, the authority of HOAs can significantly constrain what types of housing are feasible.

## GROWING DEMAND FOR RENTAL AND HOMEOWNERSHIP OPPORTUNITIES

Affordable rental housing remains a critical need in Archuleta County. The Archuleta Housing Corporation manages a portfolio of subsidized apartments, all of which have long waitlists, especially for one-bedroom units. Larger apartments have slightly higher turnover rates, but demand remains high across the board.

For those seeking homeownership, the path is often daunting. First-time homebuyers face significant obstacles, from securing financing to navigating complex deed restrictions. Habitat for Humanity is working to simplify the application process by offering personalized assistance and homebuyer education courses. However, many applicants—particularly non-English speakers—struggle with financial terminology and documentation. In response, Habitat is exploring partnerships with local organizations to provide translation services and better reach diverse populations.

Interestingly, there appears to be a perception issue that may be discouraging some qualified applicants from even applying. The name "Habitat for Humanity" itself may carry a stigma, leading some to assume that they do not qualify or that the program is only for those in dire financial situations.

## COLLABORATION SOLUTIONS & IDEAS

Despite these challenges, there is strong momentum toward collaboration between housing providers, developers, and local government agencies. The county and town have been in great support of workforce housing projects, local developers noting that local officials recognize the urgency of the issue. Still, more could be done. Some interviewees suggested the creation of a county-funded affordable housing pool that could provide direct financial assistance to homebuyers or developers working on affordable housing projects.

For the county and town, one of the most immediate opportunities lies in streamlining the utility application process. Developers emphasized the need for clear, well-defined steps and greater

transparency from utility providers. Addressing these infrastructure hurdles could accelerate housing development and reduce unwanted delays in the development process.

## Employer Survey

Responses were collected from 91 employers, accounting for 1,374 jobs, which make up 18 percent of all jobs in Archuleta County.

The employer survey aimed to gather insights on various aspects of the workforce, including the quantity of both year-round and seasonal employees (summer and winter), commuting patterns, employee retention, and recruitment challenges. Additionally, the survey sought to gauge employer perceptions regarding the impact of housing on their workforce, assess the severity of housing-related issues experienced by different employee types, and evaluate employers' interest in providing housing assistance to their staff members.

We greatly appreciate the support of Archuleta County, Town of Pagosa Springs, and Pagosa Springs Community Development Corporation for their assistance in distributing the employer survey, conducting individual outreach to employers and following up with them to encourage participation.

Below we summarize the industries of the employers that participated in the employer survey.

Industry	% Respondents
Government/civic service (excluding public schools)	25%
Other (please specify)	13%
Construction / trades	13%
Real estate, property management	8%
Non-profit	8%
Health care, social assistance	6%
Recreation, arts, entertainment (incl. ski areas)	6%
Educational services (public/private schools, training programs, etc)	6%
Bar / restaurant	4%
Other services (personal, daycare, auto repair, security, etc)	4%
Utilities, transportation, warehousing	2%
Accommodations / lodging	2%
Home services (housekeeping, landscaping, snow removal, etc.)	2%
Professional, scientific, technical (computers, legal, accounting, etc)	2%
Total	100%

## Household / Employee Survey

Responses were collected from 600 household/employees in Archuleta County. The purpose of the household/employee survey was to gather insights on housing affordability challenges and housing preferences. The survey also sought to gauge household's satisfaction of their existing housing, reasons for the dissatisfaction and identify potential policy and programmatic recommendations to supporting households who want to become first-time homeowners.

Below we provide a summary of the race and ethnicity of survey respondents. Note percents add up to more than 100 percent because respondents were asked to check all that applied.



	Percent
Caucasian/Non-Hispanic White	91%
Hispanic/Latino	15%
African American/Black	1%
American Indian	4%
Asian	3%
Indigenous Group	1%
At least one household member is two or more races	7%



# Definitions

**Affordable Housing** – Housing that costs no more than 30 percent of a household’s total, monthly pre-tax income. This is consistent with the definition provided in the Proposition 123 Statute.

**Area Median Income (AMI)** – The area median income (AMI) is the midpoint of a community’s income distribution, which means that 50 percent of the households in that community have a total, pre-tax income higher than the AMI and 50 percent of the households in the community have a total, pre-tax income lower than the AMI.

**Average Annual Growth Rate (AAGR)** – The average annual growth rate (AAGR) refers to the percent increase in population size per year.

**Cost Burdened Household** – A household is considered “cost burdened” when it spends more than 30 percent of its total, pre-tax income on housing (including utility payments).

**Community Development Block Grant (CDBG) Program** – A federal program which provides flexible funding to support a variety of development needs in urban, rural, and suburban areas, primarily aimed at helping low- and moderate-income individuals. It funds activities like affordable housing, anti-poverty programs, and infrastructure improvements, allowing localities to address their most pressing issues.

**Community Housing** – Dwellings occupied by residents who live and/or work in Archuleta County 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.

**Extremely Low-Income Households** – A household is considered to be an ‘extremely low-income household’ when its total, pre-tax income is less than 30 percent of the community’s AMI.

**Housing Needs Assessment (HNA)** – A Housing Needs Assessment (HNA) provides the quantitative data and analysis required to understand a community’s housing needs. The HNA serves as the foundation for policy recommendations and implementing actions contained in the Strategic Housing Plan. This HNA was produced to be compliant with SB24-174.

**Housing Tenure** – Household tenure refers to the way in which an individual or a household occupies their home, such as renting a home or owning a home.

**Low-Income Housing Tax Credit (LIHTC)** – The Low-Income Housing Tax Credit (LIHTC) program is a program designed to create affordable housing in communities across the United States. The LIHTC gives state and local agencies an annual budget to issue tax credits for the acquisition, rehabilitation, or new construction of rental housing targeted to lower-income households.



**Severely Cost Burdened Household** – A household is considered “severely cost burdened” when it spends more than 50 percent of its total, pre-tax income on housing (including utility payments).

**Very Low-Income Households** – A household is considered to be a ‘very low-income household’ when its total, pre-tax income is less than 50 percent of the community’s AMI.



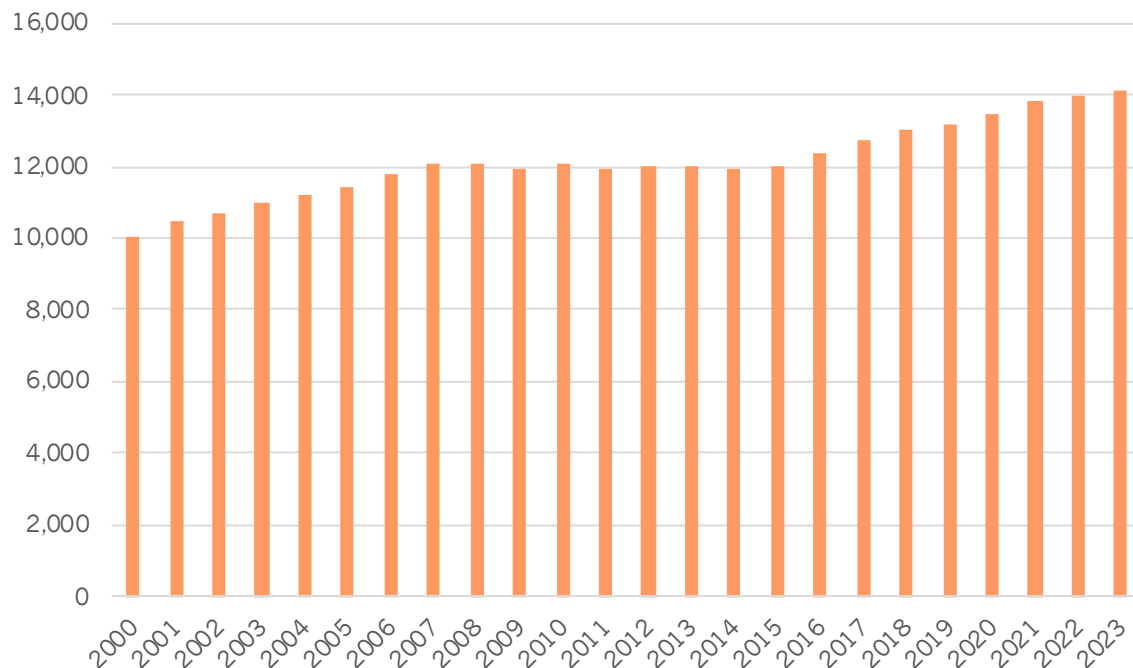
# Socio-Economic Data

This appendix provides additional socio-economic data for Archuleta County and the Town of Pagosa Springs.

## Population

Archuleta County's population has demonstrated consistent long-term growth, increasing from about 10,000 residents in 2000 to over 14,000 residents in 2023. (Exhibit 92). While Archuleta County experienced rapid population growth between 2000 to 2007, growth slowed during the 2007 to 2015 period, likely due to broader economic challenges like the Great Recession of 2008-2009, but accelerated after 2015, with steady gains continuing through 2023. The increase in population in recent years highlights the county's increasing attractiveness for residents, and those potentially seeking second homes.

**Exhibit 92. Archuleta County Population Estimates, (2000-2023)**



Source: Colorado State Demography Office

Pagosa Springs has experienced minimal population growth over the past few decade, hovering around 1,600 to 1,700 residents since 2000 (Exhibit 93). Pagosa Springs experienced a slight population decline between 2010 and 2015 which was followed by a stable population until 2020. Pagosa Springs has experienced modest growth since 2020, reaching 1,728 residents in 2023. As the sole incorporated municipality in Archuleta County, Pagosa Springs makes up approximately 12 percent of the county's total population.



**Exhibit 93. Pagosa Springs Population Estimates, (2000-2023)**



Source: Colorado State Demography Office

## EDUCATIONAL ATTAINMENT

Educational attainment influences incomes. Twenty-four percent of Archuleta County residents 25 and over have a bachelor's degree and 15 percent holding an advanced degree. In comparison, 14 percent of Pagosa Springs residents have a bachelor's degree and 8 percent have an advanced degree. The share of residents completing some college or an associate's degree remains substantial in both areas (27% in Pagosa Springs, 31% countywide), indicating a strong presence of individuals pursuing post-secondary education but not completing a four-year degree.

Many residents of Archuleta County and Pagosa Springs pursue post-secondary education, as reflected by the high share with some college or an associate's degree. However, fewer complete a four-year degree due to factors such as limited local access to universities, the high cost of higher education, and a labor market that rewards technical skills and associate-level credentials. Cultural, economic, and geographic barriers also play a role, making shorter, career-oriented education paths more practical and appealing than completing a bachelor's degree.

**Exhibit 94. Education Attainment for Persons 25 and over, Archuleta County and Pagosa Springs (2022)**

Education Attainment	Pagosa Springs		Archuleta County	
	Persons	Share	Persons	Share
Less than High School Degree	115	11%	571	5%
High School Degree	401	40%	2,495	24%
Some College or Associate's Degree	270	27%	3,243	31%
Bachelor's degree	138	14%	2,539	24%
Advanced Degree	80	8%	1,569	15%
Population 25+ years	1,004		10,417	

Source: American Community Survey (ACS) 2022 5-year estimates

## WAGES

Wage growth varied by industry between 2019 and 2023, with wages increasing an average of 28 percent across all industries. The average wage in Archuleta County was \$52,670 in 2023. Mining and wholesale trade have increased wages by 52 and 74 percent since 2019. Growth rates aside, professional services, wholesale trade, and utilities sector offer the highest average wages in Archuleta County. The largest employment concentrations in the County such as accommodation and food services and retail trade have substantially lower wages than the average county wage.

**Exhibit 95. Average Wages by Industry, Archuleta County (2019 – 2023)**

Industry	2019	2023	% Growth
Agriculture	\$38,358	\$47,451	24%
Mining	\$38,984	\$59,162	52%
Utilities	\$70,698	\$83,436	18%
Construction	\$39,786	\$52,923	33%
Manufacturing	\$30,909	\$42,233	37%
Wholesale Trade	\$50,330	\$87,755	74%
Retail Trade	\$27,946	\$34,386	23%
Transportation and Warehousing	\$43,625	\$52,674	21%
Information	\$42,902	\$43,550	2%
Finance and Insurance	\$51,442	\$63,317	23%
Real Estate and Rental and Leasing	\$42,583	\$43,376	2%
Professional and Technical Services	\$74,140	\$87,764	18%
Administrative and Waste Services	\$26,563	\$35,434	33%
Health Care and Social Assistance	\$47,140	\$57,920	23%
Arts, Entertainment, and Recreation	\$20,357	\$24,702	21%
Accommodation and Food Services	\$21,855	\$29,845	37%
Other Services, except Public Admin	\$30,158	\$41,975	39%
Public Administration	\$46,088	\$60,163	31%

Source: Colorado Department of Labor and Employment, QCEW

Pagosa Springs employment base is mostly comprised in accommodations and food services (25%), retail trade (16%), and healthcare and social assistance (15%). Pagosa Springs tourism-driven economy continues to see strong job growth in accommodations and food services, and retail trade. Finance, construction, and public administration also experienced growth between 2019 and 2022, likely in response to increased development and local government needs. Between 2019 and 2022, Pagosa Springs experienced employment declines in the art, entertainment, and recreation, and healthcare and social assistance industry possibly due to the Covid-19 pandemic.



### Exhibit 96. Pagosa Springs Employment (2019 – 2022)

Industry	2019		2022		Change	
	Count	Share	Count	Share	Count	Percent
Agriculture, Forestry, Fishing and Hunting	3	0.1%	1	0.0%	-2	-67%
Mining, Quarrying, and Oil and Gas Extraction	0	0.0%	0	0.0%	0	-
Utilities	10	0.3%	17	0.6%	7	70%
Construction	106	3.6%	153	5.1%	47	44%
Manufacturing	44	1.5%	53	1.8%	9	20%
Wholesale Trade	11	0.4%	7	0.2%	-4	-36%
Retail Trade	330	11.2%	488	16.1%	158	48%
Transportation and Warehousing	10	0.3%	3	0.1%	-7	-70%
Information	48	1.6%	37	1.2%	-11	-23%
Finance and Insurance	46	1.6%	74	2.4%	28	61%
Real Estate and Rental and Leasing	143	4.8%	149	4.9%	6	4%
Professional, Scientific, and Technical Services	46	1.6%	61	2.0%	15	33%
Management of Companies and Enterprises	0	0.0%	35	1.2%	35	-
Administration & Support, Waste, Remediation	87	2.9%	93	3.1%	6	7%
Educational Services	267	9.0%	277	9.2%	10	4%
Health Care and Social Assistance	521	17.6%	442	14.6%	-79	-15%
Arts, Entertainment, and Recreation	407	13.8%	15	0.5%	-392	-96%
Accommodation and Food Services	633	21.4%	769	25.4%	136	21%
Other Services (excluding Public Administration)	33	1.1%	55	1.8%	22	67%
Public Administration	212	7.2%	297	9.8%	85	40%

Source: Census OnTheMap



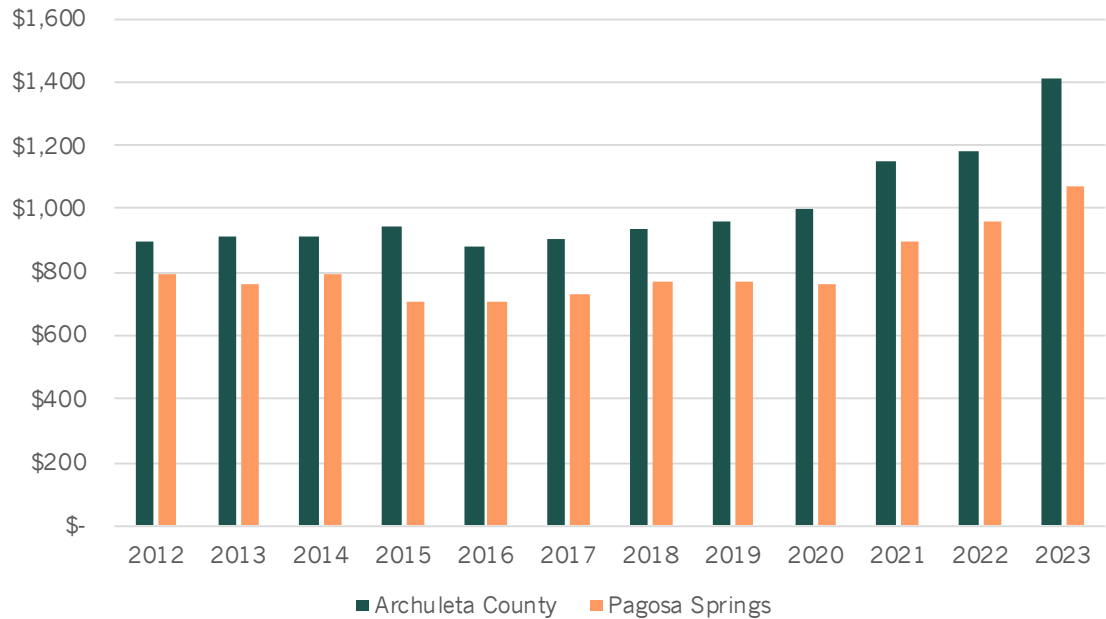
**Exhibit 97. Homeless Point-in-Time Count in Archuleta County (2023)**

	EMERGENCY SHELTER	TRANSITIONAL HOUSING	UNSHELTERED	TOTAL
<b>Total Persons</b>	0	0	21	21
<b>Total Households</b>	0	0	13	13
<b>Gender</b>				
Male	0	0	12	12
Female	0	0	8	8
<b>Age</b>				
0-17	0	0	5	5
18-24	0	0	2	2
25-34	0	0	5	5
35-44	0	0	3	3
45-54	0	0	4	4
55-64	0	0	2	2
65+	0	0	0	0
<b>Chronically Homeless</b>	0	0	10	10
<b>Veteran</b>	0	0	2	2
<b>Domestic Violence</b>	0	0	3	3
<b>Serious Mental Illness</b>	0	0	3	3
<b>Substance Use Disorder</b>	0	0	3	3
<b>Chronic Illness</b>	0	0	3	3
<b>HIV/AIDS</b>	0	0	0	0
<b>Developmental Disability</b>	0	0	1	1
<b>PTSD</b>	0	0	4	4
<b>Brain Injury</b>	0	0	2	2

Source: Colorado Coalition for the Homeless; 2023 Homeless Point-in-Time Study, Sheltered and Unsheltered Count

Between 2012 and 2023, rental prices in both Archuleta County and Pagosa Springs experienced a steady increase, with more pronounced growth in recent years. In Archuleta County, the average rent rose from \$897 in 2012 to \$1,409 in 2023, reflecting a 57 percent increase. Similarly, Pagosa Springs saw rental prices climb from \$792 in 2012 to \$1,068 in 2023, marking a 35 percent increase. Notably, both areas experienced relatively stable rents from 2012 to 2020, followed by sharper increases starting in 2021. This trend suggests a significant rise in housing costs in the post-2020 period, likely driven by increased demand or broader economic factors.

**Exhibit 98. Median Rent, Archuleta County and Pagosa Springs (2012 – 2023)**



Source: American Community Survey (ACS) 2022 5-year estimates