

Executive Summary

Essential workers play a vital role in providing services that uphold the high quality of life we desire and expect in St. Johns County. These fundamental workers keep us healthy and safe, educate our children and respond in times of crisis. However, due to lack of attainable housing, many of these workers buy and rent homes outside of St. Johns County. Their absence can lead to a decline in quality of life for residents.

The Attainable Workforce Housing Report is focused on the challenges faced by these workers who provide a high quality of life for all of St. Johns County’s citizens, and proposes solutions to address this critical issue.

Key Findings

- Population growth, changing demographics, remote employment, short-term rentals and investor purchases are impacting the supply and demand for attainable housing.
- Zoning, ordinances and regulations have impacted the supply of housing that can be offered in an attainable price range for essential workers and has not kept pace with demand.
- Relying on market fluctuations is not a sustainable solution.
- When considering options for attainable workforce housing, the county should explore a range of approaches for both short- and long-term implications that balance considerations for financial resources, local market conditions and community support.
- No single solution will fix this issue, but a comprehensive approach will involve a combination of options tailored to the specific context and requirements of our community.
- **For solutions to be sustainable, they must become the cornerstone of the St. Johns County Comprehensive Plan and Land Use Plan.**

Examples of Essential Workers



Teachers



Nurses



Hospitality workers



Law enforcement



Manufacturing workers

Solutions to Consider

| Land Use & Comprehensive Plans | Zoning & Regulations | Government Programs | Builder/ Developer Incentives |
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| <ul style="list-style-type: none"> • Mixed-use development • Transit-oriented development • Land banking and public land use | <ul style="list-style-type: none"> • Density bonus • Parking bonus • Cottage code • Form-based code | <ul style="list-style-type: none"> • Government owned city surplus property • Lot disposition program • Multiple unit property tax exemption • Low-income rental property tax exemption • Purchase assistance program • Opportunity zones | <ul style="list-style-type: none"> • System development charge exemptions • Impact fee affordable housing assistance program • Special tax assessment <ul style="list-style-type: none"> • Expedited/ streamlined permit review |

