

Big Sky Employee Survey – Housing Needs and Preferences

Summary of responses from Big Sky Employed Households, meaning respondents with at least one household member that is employed in Big Sky (includes year-round and seasonal resident employees)

1. Is your residence located in or nearest to: N=904

- 01) **51%** Big Sky
- 02) **33** Bozeman
- 03) **7** Belgrade
- 04) **2** Other Gallatin County
- 05) **2** Ennis
- 06) **0** Other Madison County
- 07) **5** Other _____

2. How many months per year do you typically reside in the area? N=896

- 77%** All Year – 12 months OR (MARK ALL THAT APPLY):
4 Summer Season (May-Oct) for **NA** # months
23 Winter Season (Nov-Apr) for **5 avg** # months

3. Do you own or rent your residence? N=904

- 31%** Own
- 64** Rent
- 2** Care take
- 2** Other: _____

4. In what type of home do you live? N=904

- 38%** Single-family home/cabin
- 30** Condominium, townhome or duplex
- 15** Apartment
- 1** Mobile home → **88** on rented space **12** on owned land
- 1** RV/camper/tent/car
- 7** Motel/Hotel
- 7** Dorm housing
- 1** Staying with friends/homeless
- 0** Other _____

5. Do you receive any housing assistance from your employer? N=905

- 85%** No
- 15** Yes → (MARK ALL THAT APPLY)
 - 77** Occupy housing provided by employer
 - 28** Employer subsidizes part/all of my rent
 - 1** Employer assisted with down payment for home
 - 0** Other _____

6. How many people (including yourself) live in your household? N=849

2.54 average; 2.0 median

7. Within which age categories do household members fall? (please insert the number of persons in each category) N=887

- 0.14 avg;** Under 5 **1.9 avg** 30 to 64
- 0.23 avg;** 5 to 17 **0.04 avg** 65 or over
- 1.1 avg;** 18 to 29

8. Do you have children in day care? N=902

- 6%** Yes **94** No

9. How many bedrooms are in your home? N=858

- | 0 | 1 | 2 | 3 | 4 | 5+ |
|-----------|-----------|-----------|-----------|-----------|----------|
| 7% | 22 | 24 | 30 | 13 | 5 |

10. Which of the following best describes your current household (includes yourself and others living in your home or dorm room)? N=904

- 1) **23%** Adult living alone
- 2) **1** Single parent with child(ren)
- 3) **25** Couple, no child(ren)
- 4) **17** Couple with child(ren)
- 5) **30** Unrelated roommates
- 6) **3** Immediate and extended family members
- 7) **2** Family members and unrelated roommates
- 8) **0** Other: _____

11. Which best describes your satisfaction with your residence: N=903

- 1) **24%** Very satisfied
- 2) **51** Satisfied
- 3) **22** Not satisfied
- 4) **3** Very dissatisfied

If not satisfied or very dissatisfied with your residence, can you briefly describe why?

12. How do you feel about the issue of people who work in Big Sky being able to find housing they can afford? N=904

- 53%** It is the most critical problem
- 34** One of the more serious problems
- 11** A problem among others needing attention
- 2** One of our lesser problems
- 1** I don't believe it is a problem

13. (IF YOU RENT YOUR HOME) Have you been forced to move or evicted within the past 5 years due to (mark all that apply): N=571

- 7%** Inability to pay rent
- 20** Rental home was sold
- 1** Rental home was foreclosed upon
- 17** Rental converted to short-term/vacation rental
- 5** Owner moved in
- 66** NONE OF THE ABOVE

Any comments regarding being forced to move?

14. (IF YOU OWN YOUR HOME) Have you moved within the past 5 years due to (mark all that apply): **N=280**

- 3% Lost home to forced sale or foreclosure
- 4 Converted home to short-term rental for visitors
- 3 Converted home to long-term rental for residents
- 14 Sold prior home to:
 - 28% A second homeowner
 - 12 An investment buyer
 - 53 Year round/resident household
 - 8 Unsure/Don't know

15. How many adults over the age of 18 in your household are employed? (CIRCLE ONE) **N=899**

0% 0 26 1 49 2 13 3 8 4 4 5 0 6 0 7+

IF AT LEAST ONE ADULT IN YOUR HOUSEHOLD IS EMPLOYED:
 Questions 16-25 ask you to respond for you and other adults in your household related to work/commute status.

16. Please indicate the employment status of each person over the age of 18 in your household: (MARK ALL THAT APPLY) **N=899**

% OF HOUSEHOLDS WITH SOMEONE EMPLOYED PER THE BELOW:

- 1) Self-employed **23%**
- 2) Employed by others **93%**
- 3) Unemployed and looking for work **2%**
- 4) Retired or not working by choice **2%**

17. How many full-time plus part-time jobs do employed adults in your household (persons 18 or over only) work year round and in each season? Enter the number of jobs you work and the number of combined jobs all other adults in your household work.

Total full-time (30+ hrs/week) & part-time (<30 hrs/week) jobs held:	Avg # held by each adult
Year Round job(s)	1.30
Summer seasonal job(s)	1.23
Winter seasonal job(s)	1.38

18. If you work in a seasonal job, is this your first season working in Big Sky, or have you worked in Big Sky in prior seasons? **N=901**

- 14% 1st season
- 8 2nd
- 6 3rd
- 3 4th
- 19 5th+
- 50 Not applicable (do not work in a seasonal job in Big Sky)

19. If you work in both a summer and winter seasonal job during the year, do you: **N=311 (dual-season workers only)**

- 44% Work for the same employer in each season
- 56 Work for different employers in each season

20. Where do you and other adults (persons 18 or over only) in your household work? (MARK ALL THAT APPLY) **N=611+**

Please note the primary location of your job(s) for each season. If you work at the same job year round, please mark BOTH boxes.

YOU	OTHER WORKERS	
	Summer	Winter
80% 98%	61%	74%
12 7	31	27
2 1	3	3
2 1	2	1
2 0	2	0
1 1	1	5
13 2	13	12

21. In what type of job/industry are you and others in your household employed? (MARK ALL THAT APPLY for jobs held by YOU and OTHERS in your household)

Type of Employment	N=656 Year-Round Jobs	N=400 Summer Seasonal jobs	N=513 Winter Seasonal jobs
Accommodations/lodging	27%	30%	38%
Bar/restaurant	19	40	38
Construction	14	9	3
Arts, entertainment, recreation	10	30	34
Retail trade (grocery, clothing, etc.)	8	6	7
Health care/social assistance	11	0	2
Educational services (public/private schools, training programs, etc.)	10	5	8
Government/civic service (excluding public schools)	5	5	0
Professional, scientific, technical services (legal, accounting, etc)	12	2	1
Finance, Banking, Insurance	4	0	0
Real estate, property management	16	2	1
Utilities/transportation/warehousing	2	3	3
Non-profit	6	3	0
Information (newspaper, radio, etc)	2	.2	1
Other services (personal, daycare, auto repair, security, etc)	15	8	6
Other (please describe)	1	2	0

22. How long have you been employed in Big Sky and how long have you lived in your current home? **N=857**

	WORKED IN BIG SKY	LIVED IN CURRENT HOME
Less than 6 months	22%	38%
6 months up to 1 year	9	13
1 up to 3 years	20	22
3 up to 5 years	13	12
5 up to 10 years	18	8
10 years or more	18	8

23. When do you plan on retiring? **N=886**

- 1% I am already retired
- 3 Within 5 years
- 6 6 to 10 years
- 90 More than 10 years

24. When commuting to work, how many days per week do you use each of the following modes of travel *in an average week*?

N=878+

Enter # days/week

1) Car (One person)	Avg 3.4
2) Bus	0.9
3) Carpool/Vanpool (2+ people)	0.8
4) Bike	0.1
5) Telecommute	0.1
6) Other: _____	0.2

25. Does your employer subsidize any commute costs? N=884

- 77% No
- 23 Yes → MARK ALL THAT APPLY:
 - 46% Employer provides bus/vanpool service
 - 55 Employer pays for bus pass
 - 8 My work day (and therefore pay) includes the time I spend commuting to work
 - 13 Other _____

IF YOU RENT, CARETAKE OR OTHERWISE DO NOT OWN YOUR RESIDENCE: N=605

26. Why have you not bought a home? (MARK ALL THAT APPLY)

- 1) 10% Prefer to rent
- 2) 19 Not planning on staying in the area over the long term
- 3) 37 High down payment requirement
- 4) 42 Homes I can afford are poor quality or too small
- 5) 18 Can't qualify for a loan (credit, work history, etc.)
- 6) 17 Cheaper to rent
- 7) 3 Other (please describe): _____

27. Within the next five (5) years, do you want to: N=871

- 1) 26% Stay in your current residence
- 2) 44 Move into a new or different home in Big Sky
- 3) 30 Move into a new or different home outside of Big Sky

Why are you not interested in moving into a home in Big Sky?

IF YOU WANT TO MOVE INTO A NEW OR DIFFERENT HOME IN BIG SKY, PLEASE RESPOND TO Q28 – 35:

28. Do you want to: N=380

- 1) 51% BUY a home in Big Sky
- 2) 17 RENT a home in Big Sky
- 3) 32 BUY or RENT a home in Big Sky

29. For your household, what number bedrooms would you need?

N=373

0	1	2	3	4	5+	
1%	16	49	26	8	0	2.2 avg

30. Which area of Big Sky would be your first and second choice of where to live, assuming that housing costs were the same in each area? N=359+

FIRST CHOICE		SECOND CHOICE
15%	The Canyon (Area along/near Hwy 191)	40%
69	The Meadow (Area in/near Town Center)	28
17	The Mountain (Area in/near ski resort areas)	32

31. From the list below, which types of homes would you most likely consider? (PLEASE SELECT UP TO THREE CHOICES)

	N=367 First Choice	N=352 Second Choice	N=324 Third Choice
1) Single-family home	59%	13%	6%
2) Tiny house (less than 600 Sq Ft)	17	16	17
3) Townhome-style (2-story)	13	43	17
5) Stacked flat condo-style (1 story)	5	15	31
6) Apartment	5	12	21
7) Mobile home	0	1	5
8) Dorm/Shared room	0	0	1
9) Other _____	0	1	2

32. If interested in RENTING A HOME IN BIG SKY, how much would you be willing to pay to rent your first and second choice home per month (excluding utilities)? Avg: \$730 (first choice)

	N=186 FIRST CHOICE	N=177 SECOND CHOICE	
01)	25%	13%	Under \$500
02)	17	24	\$500 to \$599
03)	18	14	\$600 to \$699
04)	12	15	\$700 to \$799
05)	7	11	\$800 to \$899
06)	3	8	\$900 to \$999
07)	9	6	\$1,000 to \$1,099
08)	3	3	\$1,100 to \$1,199
09)	3	1	\$1,200 to \$1,299
10)	2	1	\$1,300 to \$1,399
11)	0	4	\$1,400 to \$1,499
12)	1	1	\$1,500 to \$1,749
13)	0	1	\$1,750 to \$1,999
14)	0	0	\$2,000 to \$2,499
15)	1	0	\$2,500 to \$2,999
16)	0	0	\$3,000 or more

IF INTERESTED IN BUYING A HOME IN BIG SKY:

33. How much would you be willing to pay to purchase your first and second choice home? **Avg: \$242,000 (first choice)**

	N=307	N=294	
	FIRST CHOICE	SECOND CHOICE	
01)	13%	9%	Less than \$95,000
02)	10	17	\$95,000 to \$124,999
03)	12	8	\$125,000 to \$149,999
04)	13	14	\$150,000 to \$199,999
05)	15	18	\$200,000 to \$249,999
06)	13	11	\$250,000 to \$299,999
07)	8	9	\$300,000 to \$349,999
08)	5	6	\$350,000 to \$399,999
09)	5	3	\$400,000 to \$499,999
10)	2	3	\$500,000 to \$599,999
11)	4	2	\$600,000 or more

34. Would you consider purchasing a residence with a deed restriction to live in your preferred area of Big Sky. This would be a home priced below market rate and affordable to your household, but that could appreciate in value at most 3 to 5% per year? (*Affordable means that you pay no more than 30% of your income for rent/mortgage*) **N=312**

52% Yes 12% No 36% Unsure/Need more information

35. How much do you have available for a down payment? (*Include the portion of home equity you could spend on a down payment if you were to sell a home you now own.*) **N=264**

\$10,573 average; \$1,000 median

ALL RESPONDENTS PLEASE (Q36 – Q43):

36. Please indicate how important the following factors are to you when looking for a place to live. (*Use a scale where 1 = Not At All Important and 5 = Extremely Important*)

HOME CHARACTERISTICS N=861+	Not At All Important		Extremely Important		Avg	
Age—want new home	28%	20	34	10	9	2.5
Energy efficiency	3	6	20	37	34	3.9
Storage for equipment/vehicles	5	8	21	34	33	3.8
Allows pets (dogs, cats, etc.)	12	8	11	16	53	3.9
Cost of housing to buy/rent	9	1	5	15	77	4.7
Type of home (single family, condo, etc)	5	11	24	27	33	3.7
LOCATION CONSIDERATIONS N=857+						
Proximity to work (yours or other household members)	3	4	21	35	38	4.0
Proximity to day care	72	8	8	7	4	1.6
Proximity to services (medical, groceries, etc.)	10	11	40	27	13	3.2
Quality of schools	43	9	15	14	18	2.6
Proximity to transportation	22	17	27	18	16	2.9
Community amenities (schools, parks, libraries, etc.)	13	12	30	26	19	3.3
Proximity to skiing/recreation	8	9	23	28	31	3.7
Other: N=42						

37. Please indicate which of the following types of help with housing you would consider for you and your household. Use a scale of 1 = "Would not consider" to 5 = "Would definitely consider." **N=833+**

	WOULD NOT CONSIDER	MIGHT CONSIDER	WOULD DEFINITELY CONSIDER	DONT KNOW	Avg		
Down payment assistance to buy a home	13%	5	11	13	46	11	4
Rent assistance to lower the Amount you pay for rent	16	6	11	17	45	6	4
Low interest rehabilitation loan for home improvements	15	9	19	17	29	12	3
A home you could own, built with Sweat equity (built in part by yourself, volunteers and family)	11	6	16	20	39	8	4
Buying a deed-restricted home (a home priced affordable for your household, but that could increase in value at most 3 to 5% per year)	14	8	22	17	22	16	3
Other: N=126	6	3	12	11	18	51	4

It is very important that we know some details about your household to fully understand your needs. Please remember that this survey is CONFIDENTIAL.

38. What is your household's current total monthly RENT or MORTGAGE PAYMENT? **N=842**

\$1,287 average; \$1,200 median

OR 5% Do not pay rent or mortgage 3% Mortgage paid off

39. What are your monthly homeowner fees (if your residence is part of a homeowner's association (HOA))? **N=240 (owners only)**

\$161 average; \$100 median

OR 21% Do not pay HOA fees

40. What is the approximate average monthly cost of household utilities, including gas, electricity, water, trash (not phone or cable TV)? **N=628**

\$253 avg; \$200 median per month

OR 23% Included in rent/Don't pay

41. What is the combined gross annual income of all household members (before taxes)? **N=707**

\$86,737 Avg; \$70,000 median Annual household income

OR – If all members of your household work in Big Sky for only one season, what is the combined seasonal income of all household members (before taxes)? **N=83**

\$19,379 Avg; \$15,000 median Seasonal household income

42. And what is your annual individual income (before taxes)? **N=528**

Annual \$49,889 Avg; \$40,000 median individual income

OR – If you work in Big Sky for only one season, what is your individual seasonal income (before taxes)? **N=170**

\$23,402 Avg; \$12,000 median Seasonal individual income

43. Do you have any additional comments related to housing in Big Sky? _____

Open-Ended Responses to Survey Questions:

Q11: If not satisfied or very dissatisfied with your residence, can you briefly describe why?

- 2 strangers sharing a one bedroom
- 6 people packed in a 2 br
- Adult roommates
- Adults living as roommates
- An employee can't afford to live at Big Sky and pay rent on their own and usually end up staying on the floor in another employee's place and pay 400 or more for that space. There is not enough employee housing for everyone
- because I have to commute to Big Sky everyday
- Because I wanna live in Mountain Lodge
- Because we pay \$1500 a month for a 400 square foot studio that is invested with mold
- Big sky resort steals 100 dollars more per monty for the same terrible housing they had last year with the same amount of mold. This forces your employees, the ones actually doing all of the work, to work more in order to scrape by. This is theft and poortreatment of workers. It is impossible to find housing in Big Sky that is affordable and reasonable for the amount we all work. This is embarrassing for the resort, how unable they are to provide the housing and pay their workers deserve. Its taking advantge of human beings lives, and seems as though the resort is eitger going bankrupt or soulless when it comes to the majority of their company. Embarrassing just how many workers i have talked to that are making plans to leave your resort and town in order t find a thriving buisness at gives them decent treatment, and also spread the word of just how outrageous it is that Boyne Resorts would be so greedy and heartless.
- Bus schedules to work are inconsitant with other bus transfers
- can't afford it
- Can't find housing
- Cant afford it with big sky resort wages
- commute to work is too long on public transportation and bus schedules are not ideal
- commuting to big sky
- Condition
- Condo living is controlled by owners I often do not agree with
- Cost
- Cramped hotel room with 3 people, no kitchen, bad wifi
- Do not like living with roommates
- Dorm style housing affords little privacy, space, and no kitchen. Also the Mountain Lodge is very run down.
- Doug and Jodean Bing are the worst landlords Ive ever had. period. The cabin is run down.
- Due to the lack of supply, landlords are able to charge high rent rates. In two years our rent has gone up \$1,050/month.
- Employee housing at inn, not well set up for living for more than a few days really. Limited ability to cook.
- Employee housing is very poor and overpriced. Local market is expensive and has housing shortage.
- Everything is falling apart and the floors are getting very loose. Its too hot in here and the dressers are falling apart. No kitchen to cool in and you literally in obe room with 2 plug inns
- Exorbitantly expensive
- expensive
- Expensive
- EXPENSIVE
- Expensive and poorly built
- Expensive but lacks common amenities
- Expensive cost of living without washer/dryer, garage, dish washer, or fire place
- Expensive, Heat inefficient making the electric bill very pricey.
- Expensive, its a trailer and far from work in Big Sky
- Extremely expensive, cost of living doesn't keep up with the wages.
- Extremely old condo that doesn't hold heat.
- Extremely small space with no room to rearrange and absolutely inadequate storage (2 drawers and a TINY closet for 2 adults, no cabinets or shelves).
- Far from work, expensive, small, and not worth the price.
- Far too many people, cramped kiving arrangements
- For how much I pay per month and needing to live with more than 1 other person is ridiculous
- have to move every season. places arnet worth what they charge
- Having to live with 3 roommates is not desirable
- High cost, no yard or personal space
- HOA difficulties/unfairness
- Hoa dues are rediculous given the benefits. Over the top rules (people have toys, let them park a trailer etc. In the driveway.
- HOA dues are way too high and is what will likely cause us to leave.
- HOA's have rediculous standards for homeowners. I rent a cheap drafty studio with my girlfriend. We are in the position to buy a home but the market is through the roof. And most places have no storage or multi car parking options.
- Hotel room is incredibly cramped and no cooking facilities
- House is breaking apart, too old
- Housed in a hotel in Bozeman long bus commute to big sky
- Housieng cost is so high vs wages I am looking to move after only 2 months
- Housing costs have no association with compensation throughout the community. When tracking housing costs relative to compensation, there has been an exponential rise in home value & a linear increase in compensation.
- housing is either very expensive or rooming with transient employees in very tight quarters.

- Housing should be cheaper when you have 3 roommates. The resort makes one extra dollar for putting three people in a room and that makes no sense. Two people 10 dollars a day in a room equals 20 dollars. Three people 7 dollars a day in a room equals 21. Why is this.
- I am embarrassed by how difficult it is to find permanent housing here. Living with my boss is temporary and I'm grateful for the offer, but the stress of finding affordable housing is not a healthy way of living for anyone.
- I am living in a hotel and I am late for work everyday because I have to drive over an hour and the traffic is extremely unpredictable
- I cannot find any housing available in Big Sky...
- I have to drive 50 miles up the canyon or take the bus to work
- I have to drive from Bozeman to Big Sky every day plus I don't own the land my trailer is on
- I like the house it the bus to Big Sky is unreliable and it creates a lot of stress as many times the bus is full when it arrives
- I live in a car, in the winter. It's not a really great option.
- I love my home but I don't like having to drive the canyon every single day to get to work.
- I need more storage areas
- I own pets so I can't rent and I live in a truck camper what's good about that
- I rent a hill condo. I haven't had my own room in years. All of my appliances are smaller; a smaller fridge, smaller oven, and a smaller water heater. My water heater doesn't stay warm long enough to fill up a bathtub. We pay a lot less than most, but it's still enough for a two-bedroom apartment in Belgrade.
- I was supposed to be in a double not a triple
- I work at the resort 5-6 nights a week, due to minimal housing options I'm currently living in Bozeman. The drive is dangerous in the winter and the bus takes hours out of my day.
- I would like a yard and a grown-up house
- I would like to be closer to the resort, so I don't have to rely on the bus everyday.
- I would like to find a home in a different location that is more recently built and has better heat.
- I would like to grow my family. Would like a yard for my child to play. Currently live right next door to a business district with 4 bars - not ideal for a family or for sleep.
- I'd rather be in Big Sky
- I'm in a cramped hotel room with two people. There is no kitchen to make food and there is no common area to hang out. There are guests in the hotel so you are confined to your room.
- I'm almost 30 and wish to be living on my own and supporting myself.
- I'm staying on a friend's couch. Employee housing has no kitchen to cook proper meals.
- It is expensive, but we cannot afford to buy a home in Big Sky
- It is extremely small living conditions as well as no privacy or any options to cook or provide for myself within my own home.
- It is too long of a commute to Big Sky and I have not been able to find affordable housing in Big Sky.
- It is very expensive.
- It is very small and expensive. The building is old and full of mold.
- It was the only property available, and it's super outdated.
- It's a hotel room and we can't have our service pets. It's also 1.5 hrs away from work
- It's simply too far from work, 3.5 hours on the bus each day is very draining
- It's temporary and too far from work. I am constantly looking for something affordable, close, and permanent.
- It's the only thing we can afford in this town and it is not big enough for our family of 3 living in a 1-bedroom.
- It's too small and I have to share a wall
- It's more than double what I've paid in other parts of Montana for nicer apartments with newer amenities and furnishing, and the landlord is content to leave it that way due to the relative cost of places in Big Sky and high demand.
- It's extremely expensive
- I've slept in better jails, and Lindsey Cobert is a coprophagous out-of-state parasite.
- Live above a bar, noisy, moldy windows that property manager refuses to fix
- Living in a house with too many people. Technically a 3-bedroom house but was turned into 4 bedrooms.
- Living in a motel room with very little cooking ability.
- Long commute
- Long commute, no cooking appliances at all
- Loud, far too small, no way to cook.
- Mold, overpriced
- Much too expensive for 440 sq ft apartment
- My apartment has black mold and needs to be updated, but I can't afford to move into another place or find another place
- My apartment is so small for 2 people and finding other housing that will allow pets is almost impossible.
- My property taxes keep going up to pay for the resort-based services
- My rent is too expensive and is going up. I would like a garage for storage.
- Need more rooms
- No garage
- No kitchen, half a bathroom, have to rely on staff of your peers for any issues, poor air quality, at most fair WiFi signal, no mobile network, nothing in town but an Ace Hardware, dorm living is too loud and element is dubious.
- No kitchen, not enough space for the number of people living here, no control over who I have to live with.
- No kitchen, only one bedroom
- No kitchen. Nonprivacy
- No laundry facilities, high road traffic
- No storage or closets, no garage
- No storage. Living with random people that are awake at all hours and having zero privacy
- Not a good value dollars for comfort
- Not a practical way of living.

- Not really allowed to have the amount of people living with me, but its the only way we can afford to live in big sky
- old and dirty
- only place we could afford and it's next to 191, loud and not safe for kids and pets
- Our landlords are awful, the place is very run down and old
- Ousel Falls has become a highway with all the construction vehicles and loud traffic noise at 7AM
- overpaying but I love my home and the location
- Overpriced for quality
- Overpriced, maintenance sucks, I work to provide all you rich people with a service and I can't even afford to buy my own place.
- owner keeps raising rent-----1600 four years ago, now 2200----- price gouging!
- paying top dollar but can't have our dog
- Poor property management and parking issues.
- Prefer to live alone - due to housing shortage forced to live w roommate.
- Price
- Price for rent too high
- Price, to expensive for to little
- Property Owner does not care
- Relatively satisfied
- Rent cost too much, and living conditions are small
- Rent is equal to a full paycheck.
- Rent is expensive. I always live under the threat of my place being sold.
- Rent is high although lower than most places. Leaky roof in parking area, no plowing in winter time and bad lighting of parking area no safe.
- Rent is insanely expensive. \$2300 for a 2 bedroom, 2 bath, 2 car garage townhome.
- Rent is so expensive for living in a townhome with no yard or privacy
- rent is too expensive for a mediocre condo
- Rent is too high
- Rent keeps going up, but HOA dues, and taxes have not gone up nor do mortgages typically go up.....\$1,750 to \$2,500 a month in a two year period. the tenants before me paid \$1600. Our lease was NOT renewed so they could jack the rent up.
- Rent price
- Rent, utilities to high compensation for work is less here than in a city
- Roommate
- Roommate request denied with a trustworthy friend.
- Run down but has plenty of yard space
- scum bag landlord who charges too much for dirty condo
- Sharing a home with 5 other people is exhausting, theres not much privacy or silence, theres always people coming and going, and homeless friends crashing on couches.
- Sharing a room in a house
- Small and expensive, no garage and limited parking
- Small room 3 people 1 bathroom
- Small, no kitchen, unhealthy neighbors/ loud drunk high
- Squeaky floors
- Sub standard conditions...inadaquate kitchen facilities, poorly constructed, under-furnished, lack of privacy, noisy, inconvenient public transportation
- Super expensive rent, could loose lease at any minute
- Super small outdated rooms when depressing lighting
- Super tiny for what I have to pay
- The commute, and expensive
- The cost of housing has increasing exponteiallu while wages have increased incrementally. While the very companies who tell me, a rising tide lifts all ship.
- the location is good, but its a small space and the rent is high and goes up every year. the windows/doors/furnace/oven are all old and our owner does not want to upgrade them (high utility bills/cold drafty apartment) despite raising our rent every leas renewal.
- the majority of my paycheck goes to rent and utilities
- The place is too small for the number of people in it. It is unfortunate that both my and my roommates (couple) individual situations lend itself to such a squeeze.
- The property management company is difficult to handle and doesn't have the best customer service.
- The rent is high for a single, professional adult
- The rent is way to high for what you get when you factor in Utilities and the low wage we get.
- There is little to nowhere in this town that allows pets and is actually affordable for anyone working here. Its sad that the working class in this town is so marginalized and the 1% has so much power even though they do not live here nor actually claim esidency. Its going to make the town a barren wastland that people will say once they could have made it but worried more about how the 1%rs felt and now no works live here.
- There isnt a kitchenette but theres a flat screen tv. I feel like a stainless steel sink would be easier to wash dishes in instead of a reg. Bathroom sink.
- This is the only place i can afford and i hate my roommates
- tiny camper with no running water nothing is affordable here
- To expensive
- to small
- To small of a place for what we require.
- To small. No kitchen. Over staffed
- Too expensive for a tiny place
- Too crowded and expensive
- Too crowded no privacy

- too expensive
- Too expensive
- Too expensive even with 5 people
- Too expensive for minimal space
- Too expensive. Too many silly rules. Strict. Dated. Dirty drinking water. Not enough parking.
- Too far from work
- Too far of a commute
- Too many people in a residence due to high rent prices
- Too many people too little space
- Too many roommates with not enough personal space, there needs to be another 3 hotels/motels to house employees.
- Too small
- Too small and old appliances for the cost
- Too small and old. 500 sq ft Cabin
- too small, not enough room, high cost of rent
- Too small, very little privacy, loud/obnoxious/partying neighbors
- Traffic noise and high rent
- Uncomfortable, loud area, long commute
- Unsanitary living conditions. Mold.
- Upkeep, HOA, High Rent
- Very expensive
- Very expensive. Very far from work in big sky.
- Very far away from work. No privacy.
- Very old unit and very expensive.
- Very small space rent is very high
- Want my own place but can't find anything, and/or anything affordable.
- Way overpriced (rent) and cheap construction
- Way too much money for what you get
- Way too small space for three adults
- we can't afford to buy a home. We want to start a family and be able to let our dog go outside (in a yard), as well as have a garage for our car, but it is not affordable. we have lived here for 12+ years and still buy our groceries from bozeman. If we had children, one of us would have to quit our job as the cost of daycare would equal the amount earned at a job. If we ever bought a home, it would only be at a time when the market takes a dive. We love our home but living in a high density condominiu complex is not ideal: our neighbors smoke and their smoke comes into our home, most of our neighbors are great people, but we have a large number of transient short-term residents coming and going. One resident in our building was arrested for raping a woman, we have had people steal packages from our door....just a couple instances showing that Big Sky is changing and growing. We want to live in a safe place, want to raise a family in a safe home. If single family homes were more affordable, if more neighborhoods similar to Ramshorn were developed, we would retain more long-term high quality working class people in our community.

Q13: Additional comments regarding being forced to move within the past 5 years?

- After living in the big sky area for 9 years, rent became too expensive. I love the big sky area for work and play and have been forced to do the deadly commute from Bozeman knowing one of these trips I will meet my demise
- came very close to having to move due to pet restrictions
- Developers throughout the community appear to have little/no interest in building property with a per-sq. ft cost below 250 - given that Montana remains to be the penultimate state in the nation based on average annual compensation, this represents an enormous challenge & concern for the community.
- Even at director/GM level you are not able to save any money and will not be able to own a place EVER!!!
- Gentrification creates more homelessness which leads to more people who need housing, hence the people who apply at Big Sky.
- Have been evicted 2 separate times, one being in the middle of winter, due to the home we were renting being put on the market.
- Have not been forced to leave, but did need to compromise to afford living expenses
- I do feel lucky that this has not happened to me. I have seen it happen to many people in Big Sky
- I had to move 3 times in one year because I was being forced out. I'm lucky that I was able to find places or else I would have been homeless and forced to leave Big Sky.
- I have lived in employee housing my first 3 seasons working for big sky, I really didn't get to save a lot of money because housing is expensive and living here with a seasonal job is hard.. besides taking the bus and buying food our checks are not enough to make a good living if we want to think in our future. In the first season working out of housing but even like that is really expensive up here in big sky, I hope people in the industry can help people like us to make a better living .
- I have moved 5 times in the past year and half which is really frustrating. It is hard to find houses with a full year lease
- I have only been here for about one year (January 2017)
- I lived in Big Sky for 7 years. the first of two houses I lived in was sold and the second house the landlord raised the rent every year and eventually forced me to find cheaper housing in Bozeman.
- I switched jobs and had to take a pay cut and no longer could afford the rent I had.
- I was forced to move because of the sale of my apartment and again because the landlord did not want the home to have 4 people living in a 3 bedroom home. I am a full time year round resident with a non-seasonal job and affordable housing is difficult to find and is even more difficult for seasonal employees.
- I've had to move 8 times in the last 5 years
- It is very difficult to find a rental home that allows pets
- It was a 6 month temporary lease
- long term, local working and living tenants should not be placed under such difficult conditions when it comes to finding housing. With a housing market aimed and priced towards vocational rentals, it makes it very difficult to make Big Sky, home. It is ridding off a real community of people who care to make this place great, for short term vacationers who are around for a small fraction of the year
- Needed dog friendly housing and the first two locations I lived were only temporary
- Often must move from room to room due to renovations in EMP. housings. (not the end of the world)
- Rent got raised substantially so we had to move
- Rental prices are going up at very high rates. Many property owners still decide to enter the lucrative VRBO market. Leaving some residents priced out and unable to find affordable housing. Losing our working class residents due to high costs of living would change this town in a big way.
- Rising rental prices have forced me to spend time living in a tent/on friends couches (for a fee) despite working 90+ hrs a week and lack of security in a home has caused medical conditions like PTSD
- temporary staying in a hostel in bozeman
- the rental costs in the area are not in relationship to the pay
- We move in the summer to find employers who will pay rent. We choose this lifestyle but it is also because our wages only cover our living expenses. This is not a problem unique to Big Sky, it is the single most critical problem of our country.

Q25: Does your employer subsidize any commute costs? Other:

- Employer Vehicle
- Extra pay
- fuel
- Gas
- Gas card
- gas cards and mileage reimbursement
- I own my business and it pays for my truck and fuel.
- I receive a stipend for travel
- If traveling out of big sky my mileage is subsidized
- mileage
- monthly stipen
- Monthly Stipend for using my truck for work
- pays for gas
- specific amount added to each check
- travel stipend
- vehicle allowance
- Work vehicle

Q26: You indicated that you do not own your residence - why have you not bought a home? Other:

- 700000\$ 3 bedroom condo with HOA fees.
- All of the above?
- Are currently looking to buy
- Broke and first year out of college, houses are expensive
- Can not afford to buy.
- Can't afford the cost of a home
- Can't afford a home in Big Sky
- Can't afford anything in this town.
- Can't afford to buy a home
- Can't afford 800,000 for the average count of buying when I make less than 30,000 a year
- Cannot afford to buy a house yet.
- cant afford a condo even with these prices
- caretaking has been good to me
- Closing on Feb 5 in Bozeman
- Competition on available properties is high. Usually not a first pick among other applicants.
- cost of living/rent makes it difficult to save for a down payment
- Currently building a home
- Don't make enough money to buy a home. Not possible for single person to afford a home.
- Don't make enough to consider buying
- Dont have that kind of money
- Everything is to expensive
- Everything is way too expensive.
- High costs
- Hill Condos are quite honestly the only units within reason. However, they REALLY need to be resided and have no central-air to combat condensation.
- home cost are far to high for the workforce
- Homes are half a million plus in Big Sky. Good Luck Big Sky trying to keep quality professionals who aren't millionaires around year round to provide your healthcare.
- Homes are out of my price range, too expensive
- Homes I can afford are of lesser quality and further away than my current rental
- Homes in my price range are falling apart. Homes outside of my price range are falling apart! There is a severe lack of homes being build that are starter homes. Two bedrooms, with living and storage space (ideally a garage). Something where a young coupl can afford to start their lives together. For my age, I have a very good down payment and excellent credit. I have even owned and sold a house before! However, there is nothing on the market that is reasonable to buy for myself, let alone others my age.
- Homes that would usually work for a small family are too expensive for two working adults.
- House/ Condo up here is more money then my school debt
- Houses are not worth asking prices
- Housing market conditions
- I am broke
- I am not employed in a job earning enough money, especially not able to afford to rent.
- I am not looking to do that yet
- I cannot afford to buy in big sky
- I do own one
- I don't have any money because my employer pays me poorly.
- I would not be able to afford a house payment in this town, maybe a condo payment but still would be no yard and we want a yard for our son.
- I'm 23 and do not have access to 150k+ making 24k a year.
- I'm 25, have car debt, have student debt and don't know if I will be here for the long term
- Just moved here
- Lack of inventory on the market
- Lol, I am a broke 24 year old dirtbag.
- Looking for land that's affordable
- Most places in big sky are vacation homes
- My wife & I have submitted 4 offers in the past 6 months, all rejected. We have excellent credit & good work histories/income; however, the high purchase price (coupled with our combined student debt) makes home purchasing a truly stressful experience. Inthe vast majority of the state, our pre-approval to 370k would be MORE than sufficient. In Big Sky, however, this places us just barely on the cusp of condo affordability. Single-family homes? Apparently, one needs to accumulate out-of-state wealth in ordr to purchase a HOME.
- N/A
- New to the area
- No houses in my price range
- Not enough money
- Not personally ready to purchase
- Not prepared for this home to be my forever home, but trying to practice sound financial management and pay off a large portion of my student loans before purchasing a home
- Not ready to buy
- Not ready to own a home
- not ready yet
- Not the right time

- Not yet
- Nothing is affordable.
- Nothing is affordable. 1 bedroom, 650sq ft condos are selling for over a quarter million dollars.
- Opportunity cost of the purchase is high.
- Overall high cost of suitable housing means too high or mortgage payment
- Own home elsewhere rent in big sky
- Poverty you dickbags
- Price range for houses in this area aren't meant for people who work here to buy. They are over priced with terrible construction. No codes have to be followed and with the drastically different seasons here that can cause problem for your home and you allet.
- Purchase Prices are too high/Nothing available in my price range
- Real estate is too high for value
- Real estate market is too expensive
- Renting until I close in Spring of 2018 on my condo.
- required to live on property we manage
- ridiculous prices
- Saving for a home and planning to buy in the next 18 months
- Searching for the right home to purchase
- Seasonal work makes it hard to purchase a home.
- Seasonal worker
- Simply too expensive to buy a home.
- Student Debt
- The homes for sale in big sky and surrounding area are too expensive and over valued
- The houses are made liek crap and cost way to much no reason to pay for something that sucks and is run by a bunch of people that do not live here. HOA's are killing this town
- The overall Prices are way out of my budget for what I can afford, I would have to HAVE roommates and they are unreliable. Also Many of the HOA Dues are very High.
- There are no affordable homes in the area.
- There are no homes I can afford where I live.
- There are no homes in my price range. Have tried to buy twice but offer not high enough.
- They are not affordable for the amount of money I make.
- Too expensive!!
- Traveling
- waiting for divorce to finalize
- WE LOST OUR HOME TO FORECLOSURE AFTER 20 YEARS OF EMPLOYMENT, LOSS OF YEAR AROUND JOB STATUS CAUSED MY FAMILY TO LOSS THE HOUSE WE LOVED
- We really want to buy a home but cannot afford the homes in Big Sky and do not want a condo with high HOAs
- Work is consistent in the winter but summer work is variable
- Zero affordable housing

Q27: Why are you not interested in moving into a home in Big Sky?

- Adult medical
- Affordability; need to save for retirement
- Affordable homes are low quality, cost of living is high compared to the rest of Montana. Not enough options for night life, overall infrastructure is poor.
- because a studio condo is \$200,000+, and you can get more home for that price elsewhere
- Because I enjoy living in Bozeman
- because i want to live in another country
- Because it's too expensive. I'd prefer to live in Bozeman!
- Because my wages aren't sufficient to allow me to live near my work. Cost of living has priced me out.
- Because the housing in Big Sky is outrageously expensive
- Belgrade
- Better home for the price.
- better place to live, cheaper, closer to everything
- big sky housing is terrible and too expensive
- Big Sky is becoming too expensive to stay and employers in the area are unwilling to pay a living wage.
- Big Sky is too expensive
- Big Sky is too expensive, growing too fast and growing into a community that does not align with our values. So we will move
- Big Sky is way too expensive to live on every level. Plus, want to live in an incorporated town.
- Big Sky is way too expensive, and I don't plan on living in FTYR for that much longer because I can afford better housing for cheaper elsewhere, and pay hasn't kept up with the increase in cost of living over recent years.
- Can't afford
- Can't afford a home
- can't afford a single family home with a yard
- CAN'T AFFORD BIG SKY AT ALL
- Can't afford to buy a nice house with a yard, I pay twice as much things (gym, yoga, housing, groceries) and get less than I would somewhere else
- Can't afford to live here
- Can't afford to; own property in Gallatin Gateway that allows more space and acreage for our horses
- Can't afford it
- Cannot afford a home in Big Sky
- Cannot afford to live and work here.
- Cannot purchase a home at an affordable cost. Would buy in Bozeman to receive all amenities and better access to daily needs at a cheaper rate
- Cant afford
- Cant afford.
- cant find a full time job year around
- Cause I'm from Costa Rica
- Closer
- College
- Cost
- Cost and location
- Cost is even higher and less affordable than Bozeman. Will never be able to afford it at my job.
- Cost is too high
- Cost of housing is either not affordable or low quality. In the region, homes in general are very low quality when compared to other parts of the country with codes/regulations/cities.
- Cost of living and availability of resources
- cost of living, culture
- could no longer make a lateral move in Big Sky- we want less home, more land-getting too crowded here, no privacy-too expensive to own and maintain a home here
- Do not like growth of neighborhood and will not be able to afford a quieter neighborhood
- Don't want to live in Big Sky
- Don't live in Big Sky
- Expensive
- Expensive and can't have a bunch of land.
- Family
- Family back East
- Friends and family in Bozeman
- From Mississippi
- Future with employer is not guaranteed, family structures may require move, access to mental and physical health care in Big Sky is slim, Big Sky does not offer amenities conducive to my preferred lifestyle
- Groceries cost twice as much, rent costs twice as much, low paying jobs in professional fields
- Groceries, Gas, and other things are too expensive
- Have other plans for employment
- High cost of living (property), limited services without going to Bozeman or Belgrade, low salaries vs cost of living and difficulty living here, TRAFFIC
- High taxes, too expensive, no affordable groceries/services
- HOA's are killing this town and they make rules that make buying not worth it .
- home cost - too much per square foot
- I am afraid I will no longer be able to afford it.

- I am grateful and fortunate to live and own here, but Big Sky is not an attractive place for us to start a family. Housing is one issue, but Bozeman beats us when it comes to child, pediatric and family services.
- I am not certain about my future in general.
- I am not from here.
- I am over the United States. I'm going to get my NZ residency. Would like to long-term rent my condo out to friends here, seeing as they're all so screwed.
- I am planning to attend professional school outside of Montana. I would prefer more to leave Big Sky, but that is not a viable option.
- I can get a lot more in Ennis or Belgrade for the price.
- I can not afford to buy a house in Big Sky.
- I can't afford one.
- I cannot afford to stay and buy something here in Big Sky
- I could not afford to live in Big Sky, and need more diversity in Bozeman.
- I do not plan on staying in the area.
- I don't make enough money to live in big sky comfortably
- I dont foresee the housing market changing and i cant afford to live here
- I doubt, despite our high middle class income, we will ever be able to afford a home in this community. We currently pay \$3000/mo for rent which is doable but makes saving money for a downpayment challenging while raising 3 busy, active children. We love his community but have been forced to move twice in less than 3 years after owners have decided to sell the property.
- I fucking hate you out of state fucks pavin paradise n putting up a parking lot.
- I like Bozeman but I really don't have any set plans yet.
- I like to travel. Never stay in one place very long
- I live in Gallatin Valley by choice. Living in Big Sky is not worth the effort. The community is not a good place for young professionals to live. Rent is expensive, finding a place is competitive and cutthroat, and Big Sky roommates are a nightmare (irreponsible and transient).
- I move seasonally
- I plan to finish college in PA
- I prefer the amenities in Bozeman, and do not work in Big Sky 5 days a week.
- I want to see new places
- I want to travel
- I will be going back to school
- I work seasonal jobs and dont want to stay that long
- I would be but prices median sale is \$835,000
- I would like to buy a home and can't afford to do so in Big Sky. I also struggle to save money for purchasing a home due to high rent costs (I pay \$1,250/month for 1 bedroom in a 3 bedroom condo).
- I would like to live in Big Sky seasonally
- I would like to move somewhere new and advance my career
- I would like to someday have a few acres, and it's not really attainable here unless it crashes again....
- I'll never be able to afford it
- I'm more interested in traveling right now
- Id hope to buy a place and nothing in Big Sky is within my price range
- In 5 years it won't be the same town. Like to experience different places.
- Is way to expensive in here's and not a lot of help
- It is getting way to expensive and would have to work longer if we lived here. Also it is growing too much.
- It's too expensive and I grew up in town, just needed a change
- It's incredibly expensive in Big Sky, in Bozeman as well.
- Its way to expensive and my priority is to be closer to my summer job and progress that into my career
- Just don't like caliber of people moving here
- Lack of affordable housing
- less expensive
- Limited entertainment/shopping/dining/socializing/arts opportunities.
- Moving to vegas
- My family is in Minnesota
- My partner works in Bozeman and we've found that it works better for us to live in Bozeman.
- My single dad situation prevents it
- My spouse's job is in Bozeman
- N/A
- New area
- no - too expensive & can't afford it
- No affordable housing and cost of living is too high
- No city planning
- Not affordable
- not friendly for first time home buyers, HOAs too expensive, too much money! Not a supportive community
- Not interested in living in a resort town long term
- not looking to be here long term
- Not planning to stay for a long duration.
- Not staying here long term
- Not sure about where I want to settle down and my family is located in places other than Big Sky
- Not sure where I want to live but do not intend to stay in current residence for the next five years

- not sure where I'll be
- Only here for winter season
- Other plans
- Our small community is overrun by money hungry outsiders who are here for the money not nature.
- Overpriced housing stock for value/quality
- Partner works in Bozeman, would be a longer commute for her. Plus, I like living in the canyon.
- Perhaps
- Plan on moving back to New England.
- planning moving to europe
- Poor quality of people. Lack of community.
- Prefer to travel around
- price
- price and family is settled in belgrade
- priced out of the market
- Retiring
- Seasonal
- Seasonal job. Moving back to TN
- See above comment. TOO expensive! I can not save money even as a professional RN living here. With the allocated housing stipend we receive, it does not even cover half of my monthly rent. Crazy!
- Since I have been here, housing cost and rent cost keep going up and up and up. There is indication that in the next 5 years that is going to change. Prices will continue to go up because of who Big Sky has chosen cater to wealthy and forgot who keeps thi town running, with over 80% of employees returning to Bozeman everyday. With the YC and SP the rich are quit to buy the new homes or condos going up, as they are the only ones that can afford a 2000 square foot town home that goes for 750k. They then wil either charge a grand a room or turn it into an air bnb.
- Small population for a bachelor
- Spouse's Job
- The community is dying rather than growing
- The community is undesirable. The cost of living is WAY too high.
- The culture of big sky and the cost is way too much for what you get
- The dynamic of the town has changed enough that I want to live elsewhere
- The employment options in Big Sky do not fit my long term needs.
- The price in Big Sky is not appropriate for my financial situation.
- The rent is too damn high.
- The rest of my life is in Bozeman
- There are no careers in my field.
- There is no way I could afford it and have no options with dogs.
- There is nothing affordable in Big Sky to purchase
- There's nothing here but ski-bums and Peter Pans who shred the gnar. Even the locals dislike the majority of BSR employees. It's too expensive just to look at some mountains.
- Tired of what the area has become...
- To expensive to purchase a single family residence.
- To expensive to retire to
- too expensive
- Too expensive
- Too Expensive
- Too expensive and doesn't fit my needs
- Too expensive and hard to find available housing
- too expensive and there are more activities in Bozeman that I enjoy, especially in the winter: rock climbing, dog parks, hiking, cheaper grocery stores, etc.
- Too expensive between cost & utilities
- too expensive can not afford to my needs
- Too expensive cost of living, not matching pay.
- Too expensive for the quality of the home.
- too expensive for what you get
- Too expensive so we're considering Ennis or Gateway
- too expensive- homes and living expenses
- Too expensive, can't afford
- Too expensive, despite saving a lot current wages can't provide enough to purchase a home
- Too expensive, lack of community
- Too expensive, run by many people who don't even live here
- Too expensive, thought about buying but don't want to be in debt forever
- Too expensive, utilities & groceries too expensive
- Too Expensive, Work both Bozeman and Big Sky
- Too Expensive....
- Too far commute to Bozeman for me for work
- Too far from friends and family
- Too far to commute for reasonably priced groceries, do not enjoy driving in winter conditions, plan to travel more.
- Too many things to do in this world

- Too much \$
- Town has become way to liberal - Resort tax being spent on things it was never intended for - not enough law enforcement for the increase in people - don't feel as safe as used too
- Travel
- Unsure about staying in the area for that many years.
- Upon retiring and being on a fixed I believe that the cost of living in Big sky will be too high.
- Use equity in condo to buy more affordable home in Bozeman or Gateway.
- Very expensive
- very expensive and i am trying to move up in my career which may mean moving.
- Very few homes are affordable and the ones that are affordable are not suitable for my needs.
- Way too expensive
- We're expecting a child, and Big Sky doesn't have the amenities we think are necessary to raise children
- Will be attending MSU in Bozeman
- Will be too old
- Work FT in Bzn

Q36: Please indicate how important the following factors are to you when looking for a place to live – Other:

- adequate parking
- Affordable
- Bikability to town center
- church
- Cost
- Fishing access
- good h20
- hiking trails & dog parks
- Horse boarding facility
- Large Yard, Acreage
- Must have a back yard
- neighborhood
- No ridiculous HOA restrictions
- Noise
- Not a busy neighborhood
- Not too close to major roads
- Not too close to neighbors
- open space / few people / rural
- open spaces.. size of land I'm on.
- Parking
- Potential for appreciation/building of equi
- Property with a view
- Proximity to neighbors
- proximity to airport in bozeman
- Proximity to bars/restaurants
- Proximity to wilderness recreation
- quiet, low traffic
- quiet/remote
- rec center with ice rink
- Road salting
- Safety of roads
- Shop
- street noise
- Taxes
- The beach
- Things to do
- Traffic noise
- Value of location relative to amenities
- Viewshed
- walking distance to restaurants, shops, parks and trails preferred
- We are on call and must be within cell range and 20 minute response.

Q37: Please indicate which of the following types of help with housing you would consider for you and your household. Other:

- A chance to make an honest living.
- Affordable Housing
- Affordable rental options. I'm not ready to buy my own house.
- Affordable!!
- buying a home with a conventional loan for people who work hard and smart
- Employer
- Having a yard
- help with loans in general
- Homes that are built for normal people! Anything in between a million dollar condo and a 200000 studio.
- Horse property
- housing allowance by employer
- i don't need these but others in the community do
- Just more housing options
- Large-scale housing development for employees
- Let the free market work.
- Low interest loans
- Lower rent significantly to what it was two years ago, that was just slightly more decent
- More low-income rentals that are for more permanent Big Sky employees
- N/A
- refinancing assistance
- Restrictions on development to accommodate/encourage affordable housing
- Save and buy what you can afford without any help
- Some of these just dont apply to us, but i think all our important things to consider and discuss!
- working 3 jobs and not feeling entitled because even if someone gave you a house you have to come up with the \$15k a year just to maintain it. That is one job right there. Another job is to pay the mortgage and household bills and the 3rd job helps to bu groceries. You have to ask yourself. Is it worth it?

Q43: Do you have any additional comments related to housing in Big Sky?

- A lot of my answers aren't applicable because I'm in the process of building a house and apartment. I will live in the house and rent the apartment to help with the mortgage.
- A lot of people choose other resorts over big sky because we can't house people
- A lot of the housing-related discussions in BS have been targeted a small sector of the community. More outreach needs to be done across the community. In addition, I think consideration needs to be given to the fact that many people live in the valley by choice, and the future of affordable housing for Big Sky will likely be in the valley and not in Big Sky proper.
- A lot of these questions don't apply to us, but we are very concerned about housing as it relates to Big Sky and what it means for other families around us. We are interested in moving due to increased traffic on our street and the safety of our children. Lack of sidewalks and safe places for kids to ride bikes is concerning. We want our community to grow and thrive and understand that "affordable" housing and more options for people is a huge part of that. Businesses need to be able to hire and KEEP employees which they cannot do without housing. I don't know what all the right answers are, but know that something needs to be done to address the housing crisis in Big Sky. BUT we also can't just have builders slapping up cheap homes and putting CRAZY price tags on them because people HAVE to pay those ridiculous prices.
- About time...
- Acceptable housing is desperately needed for the young people who come to who at our resorts and associated business. Many parents would cringe if they saw how many people live in a condo or house and the poor qualities of the condo or house
- Additional housing, including affordable housing, is absolutely necessary to expand the economy in Big Sky.
- Adults don't like living with strangers, it's very difficult to afford a unit with only 2 income
- Affordable housing is key, especially for the working class of Big Sky. We get a lot of wealthy people that come and enjoy our town but it is hurting the locals in the long run in my opinion.
- Affordability without having roommates, ability to have my dog (child) and not drive through the canyon or ride the bus would be the best thing for this community. It will keep the workforce local which will contribute to the local businesses not just during the season but Year round.
- Affordable daycare so growing families can afford to work, grow & contribute to the community
- Affordable housing is a necessity for full time year round residents.
- Affordable housing is not a community issue and we should not waste resort tax money on it. This is a problem for the big 3 businesses in this community and they are trying to use tax payer money to subsidize housing because they don't pay a livable wage Conoco, Hungry Moose, and East Slope all have housing programs for their employees. Why can't YC, SP, and Moonlight do the same? Granted it's a larger scale but they are making more money. Resort tax should focus on the infrastructure of this community and placating special interests.
- Affordable housing is very rare in Big Sky, and I see it as one of the biggest needs within the community
- Affordable housing would create more diversity, safety for the people who have to commute, and would create more equality.
- Affordable, efficient help with loans, down payment deed-restrictions
- After living here for 13 years the housing crisis has made me scared that I'll have to leave the place I love because I can't afford to live here and can never justify buying something the way the market is. My rent continues to increase every year to supplement the ever growing HOA fees as well.
- air bnb and vacation rentals are killing that town
- All of the questions answered about what I would want from housing are irrelevant. It is impossible to get anything close to what you want here. The cost for a rundown condo here is more than a house with 3 acres anywhere. I would love to stay in Big Sky forever but buying a house worth anything is literally impossible on my seasonal income. My rent was increased by 25% last year and I am a lucky one who has a place. I'm sure my rent will increase again next year. It is impossible to live by yourself or even with a partner. The struggles and emotional stress of living with random roommates is very difficult. It is my only option though to live in the place I love. It's a shame I am one of the lucky ones. Many of my friends are paying close to 1000 dollars for one bedroom. Outrageous. I want to start a family here but I can barely pay my rent for a portion of a house. I couldn't imagine paying a 3000 a month rent to house a family
- Allow the construction of low income housing near Ace. Add a turn lane to highway
- Although I got in the market early, I could not now. As a small business owner, it is extremely hard to hire due to the lack of affordable housing
- Although we are happily owned, and make the sacrifices to do so, we feel that future employee or subsidized housing is crucial. Without it we are just another place for the rich to exploit and show off to rich friends. Keep Big Sky real by helping locals stay local.
- Another thing that could help would be if more of the condominium association were eligible for FHA loans - however because of the amount of vacation rentals, many do not qualify
- Any job is worthy of a pay that will allow for decent housing. If you have a multi-million dollar home here and don't even live in it you can afford to find a way to give the working class a fair place to live
- As an owner of two locally owned, small businesses, it is vital that there is some way for our community to join together, to make a strategic plan to address the needs of the community- without the corporations that have the single mindset of growth- in order to be sustainable, to develop community with members- both young and old- who have a platform in which to engage and contribute.
- Bahumbug
- Being a professional in Big Sky I would like to stay here and continue to serve the community. However, I have had to move 4 times within the last 4 years living in Big Sky and increased rent with every move becomes stressful. Especially being self employed and having an astronomical amount of student debt. The student debt, car loan etc. makes it difficult to have a Down payment for a house, especially in Big Sky.
- Being incorporated might help alleviate the housing crisis.
- Better housing makes for better employees!
- Big Sky desperately needs truly affordable housing. Asking people to commute is awful. I'm lucky that I don't need affordable housing myself, but our community would be so much better if we had our workers living here.
- Big Sky has come along ways in the two years that we have lived here with regard to availability of housing with all of the new Golden Stone units, but they are far from affordable. Our rent went up by \$750/month when we moved to these units in August from what we were paying in an Elevation 6000 townhome.
- big sky is a beautiful, growing place that should be able to be enjoyed by its full-time/ local workers. Having affordable housing would help this issue tremendously.
- Big sky needs better/more housing that's affordable or there will not be any workers in town. \$2000 a month rent is not affordable.
- Big Sky needs more employee friendly housing. Bozeman is too far to realistically commute, and Big Sky loses out to other resorts of similar quality because of it.
- Big Sky needs to be incorporated or a new county needs to be established so that the money produced by Clubs and Resort in town supports the employees running said Clubs and Resort

- Big Sky really needs to have more affordable accommodations for employees of the area considering that most do not make enough to meet the standard of living of the area.
- Big Sky Resort, Yellowstone Club, Moonlight Basin and Spanish Peaks are the largest employers and largest developers. They also receive a vast return on their investments and should, but they should also invest more into the employee housing issue rather than making it a burden on the working population here with higher taxes.
- Budgeting/Financial planning advice available for those interested/health insurance issues
- Build affordable housing for more than 60% of your workforce or your workforce will deplete and suffer in quality.
- Businesses who benefit from the workers they need should be actively involved in paying to fulfill their needs and not count on the community residents to foot the bill for housing, fire fighting, medical needs, road and road maintenance. Our taxes have skyrocketed as it is, and it was certainly not my plan to live in the back yard of a resort bought imposed by those with money.
- Can I purchase property in the Gallatin forest?
- Cheaper rent!
- Cheaper rents for department who doesn't get overtime
- Cheaper/affordable housing would be ideal. Also more available rentals.
- Community kitchen and rec room would be nice, better internet.
- Constant increases in HOA fees is driving me out of my home.
- Cost of rent here is astronomical, making it nearly impossible for the working class to live and work here. Word on the streets is that "The Money here does not want the working class living here". Granted, I do not want to ever see Big Sky have ghetto areas, but driving that canyon for the majority of the working people is only going to drive them to find jobs closer to home. Make it happen for the working stiffs to have affordable decent homes/apartments and you will decrease the cost of turnover at your business's. I am only here because the company I work for has several apartments they own and rent only to their employees at a half-way decent rate compared to the rest of the town. However they are very very small, old and really only work for us who are single. If the day comes I am no longer working for them I will be forced to leave Big Sky due to the cost of rent.
- Could use a larger budget to provide more housing options/more affordable housing. Also, paying \$2.50 a load of laundry in all quarters is a little difficult
- Desperately need affordable housing for workforce
- Do not agree that affordable housing should be subsidized by new development.
- **DO NOT RAISE THE RESORT TAX!!! DO NOT RAISE PROPERTY TAXES!!! LET'S INCORPORATE. HAVE THE THREE OR FOUR LARGEST EMPLOYERS IN BIG SKY PROVIDE HOUSING FOR THEIR OWN EMPLOYEES!!!**
- Dorm housing should have common rooms
- Elitist people and companies driving housing problems and taking advantage of young resort workers. Shameful.
- Employee housing is a bit too expensive
- Employee housing is affordable but seems expensive for the amount of space
- Employee housing was one of the reasons I came to work here but not having even a community kitchen or something was awful. Also there's like no light in the Mountain Lodge those windows are tiny
- Employers need to address along with private investors. This is not an issue the community should be addressing. Require all employers do have seasonal housing. Big Sky Resort is the only company addressing this in any meaningful way. It's disgraceful that the other large entity relies and expects the community to solve their issue.
- Everything is far too expensive for workers in our income bracket
- Expensive
- Expensive and hard to find a place
- Extremely difficult to find pet-friendly housing. It's hard to see so many large vacation homes sit empty for most of the year. The pricing on all the new condos is fairly high and then makes the rent high
- Fix it
- **GET AFFORDABLE HOUSING IF YOU WANT TO KEEP GROWING BS and serving the rich people!**
- Get some :) but really there should be a 180-degree turn in employee housing options. This should have been implemented in the Big Sky expansion plan of 2025. I've seen more people moving away from Big Sky who aren't year-around employees because of cost. These people will continue to settle in Bozeman, Livingston, Ennis and will find new jobs where they can build stable lives if something doesn't change soon :/
- Getting tougher to live here as the boom continues...
- Good luck
- Hard to find and unaffordable
- Having a diverse and interesting workforce up on the mountain is a win for the resorts and other businesses here. It makes sense to support the ability for us to live here long term rather than rely only on J1s and one-season temps
- Help out the people who make Big Sky function!
- HOA fees are what really drown us!
- HOA's need to lift the renter pet policy ban and consider doing a deposit in lieu of it, responsible tenants with full-time jobs and clean dogs are suffering due to the dirty seasonal hippies.
- Hopefully will add more options to allow workers to cook for themselves
- Housing all around - rentals and homes to purchase - need to become more affordable for us "worker bees". If they don't, everything the YC is creating will have no one to work and serve them.
- Housing for people who work in Big Sky needs to be more available, and also less strict. We are adults who have moved here to work seasonally, the commute is brutal and unfair and it makes it hard to pursue a career here.
- Housing for professional, full-time employees is important. Most seasonal employees should be provided housing by their employers. This survey is also biased and confusing. It should be written by a professional market researcher, then your answers and results will be more accurate.
- Housing has been an issue in ski town for years. Why is Big Sky just now realizing this and why haven't they learned from the errors of others to prevent this issue?
- Housing is a very important subject. We recently moved out of Big Sky into a new single-family home in Bozeman. We moved out of a small, old condo that we lived in for 12 years. We could not afford a new home in Big Sky. We both work in Big Sky and will make the commute. This community needs to consider how it will allow employees to live and work in this town.

- Housing in big sky area is over valued. There needs to be rent control so that landlords can't continue to raise the rent on people. Force jack creek road to be paved and open to the public, this will help make Ennis a viable option to live and will help both areas. It is disgusting how many places sit empty in big sky while the people who actually live here are crammed in to every corner of the few places people can afford to rent. The HOA has made it so that alternative housing options are not allowed in tiny homes. We need big sky to become an incorporated town so that there can be a true representative government here.
- Housing in Big Sky is extremely difficult, and is forcing me to move out of the area and quit my job.
- Housing in Big Sky is way too expensive for employees unless they are in employee housing. And during the winter there is not enough housing for our staff to live on the mountain. We lose good people because 4 hours on a bus a day is not ideal. A lot of houses are only affordable if you share them with a bunch of people and then the owners say they don't want to have that many people in the house.
- Housing in the canyon or far away is okay. Same as Aspen, Sun Valley and many resort areas.
- Housing is an issue in every community, not unique or exceptional in Big Sky
- Housing is limited for smaller homes as most building that occurs is for larger homes.
- Housing is of course a challenge, but there's one road in and one road out. Over 70% of Big Sky's workforce are commuters. Stop trying to fix everything at once. Let's start with infrastructure and move from there.
- Housing is the number one issue for me, when making decisions about living and working here in Big Sky. If the current owner of the condo I am in decides to sell, there is a very, very high likelihood that I will have to quit my job and move away. There just isn't enough available, that is Affordable. And, I make more money than a lot of the people I know who are in the same situation. I don't know how they do it.
- Housing is the number one problem, landlords take advantage and charge too high because they know they can. The J1 program is also to blame
- Housing is too expensive for middle income people to live. My wife is a teacher in the school & I patrol. We are fortunate to have an affordable rental, but would have a tough time paying much more in rent to live.
- Housing is too expensive. I'm not interested in paying \$1000/month for a tiny studio.
- How can they charge so much money that a person cannot hardly afford to work and feed themselves there, especially since housing is also so limited there. You have to have two or three roommates to survive.
- I am definitely interested in investing in real estate in Big Sky, just moved here so am looking now
- I am fortunate to have a dual income household which barely allows us to afford Big Sky because the commute is literally a killer. The safety of our friends who are less fortunate - or of my family if prices continue to rise without being reflected in our pay - is my biggest concern. Something must be done to ensure safe commutes for the workers who make this resort town possible.
- I am having trouble finding affordable housing. The cost of living and renting in Big Sky is unreasonable for those of us who work there and help it function as a Paradise vacation for the rich.
- I am very lucky to rent in an affordable place currently. But I am the exception to the rule. The next door neighbor pays almost twice what I do for the same tiny one bedroom lofted studio, and even that is considered affordable now. If there's another recession, I will buy up as much as I can.
- I believe housing needs to be addressed by the corporate employers who are also the land owners
- I believe that if all of these places up here would offer commute/gas travel money, you would have success. It is always going to be hard to have people wasting 3 hours a day unpaid just to get to and from work while living in Bozeman especially when most have a medium to low paying job in Big Sky.
- I believe the options available for renting a home or condo in Big Sky are not affordable for the majority of the workforce. Many of my friends, as well as myself, have had to carry multiple jobs to make rent and have money to live on. I feel one big issue driving prices and taking away from affordable housing is the amount of vacation rentals. These are multiplying exponentially each year with no end in sight. I don't have a solution for this issue, but do strongly believe it is playing a factor in the whole situation.
- I currently live in Bozeman and work in Big Sky. I would love to be able to afford to rent/own in Big Sky, closer to my work.
- I do not believe you should be allowed to sit on a HOA board if you are not a full time resident, and make decisions based on your VRBO that affect full time residents. It would be great to have an income based housing that had a time limit on how long you could live there to give other people a chance to get established in the area. There are several people taking advantage of the Big Sky Apartments HUD property that make more than enough to live in other housing in this area. Big Sky Apartments should reevaluate people's income at the end of their lease so they can free up space for those who make min wage.
- I do not want to subsidize low income housing. It's not fair for the people who work hard to pay for others to live in Big Sky. Big Sky and Bozeman are increasing in popularity so will the price of housing. Low income housing only brings trouble.
- I don't know how young professionals and families just starting out can make it in Big Sky.
- I don't know what exactly my housemates are earning, those numbers are an estimation.
- I don't love Condos and Apartments - I love Montana because of the wide open spaces - not sharing a wall with 12 neighbors and packing 10 people into a townhouse. I do not want to live with roommates and all new housing seems to be geared towards group living or large family homes that serve as vacation rentals.
- I don't think all of my answers clearly represent the need in Big Sky. My family is pretty fortunate with our housing situation. I feel the rental market is ridiculous for people, as are the home ownership options. If we price out all of the people who work their butts off to provide the services demanded by visitors (and "retired" part-timers or full-timers), there will be no one left to do the heavy lifting & dirty work in Big Sky.
- I don't think I will ever be able to afford to live in Big Sky for real, and think this should unfortunately be my last season there.
- I don't think resort tax should subsidize a developer's interests. There should be some responsibility by the area's largest employers to help solve the problem that this tourism and elitist economy has created. **ALL EMPLOYEES ARE ESSENTIAL FOR A FUNCTIONING BIG SKY!**
- I don't want my son to be homeless any longer but we want to stay in Big Sky
- I feel as if the lower class and higher class have a better time finding housing. If working for Big Sky I feel that they can find housing for almost any of the seasonal workers. It may not be the best housing, but it is affordable. The middle class is who I believe struggles the most. As a young Manager for Big Sky I wish I could afford a studio apartment or 1-2 bedroom apartment without having to live in the Hill Condos. More Middle Class housing for Single Adults or New Families getting on their feet is what we need.
- I feel like I got lucky when a friend decided to take his condo off the market and rent it. Otherwise I might be commuting from Bozeman. This is my 4th residence in 4 years of working in Big Sky.
- I feel strongly that sacrifice should be a part of the discussion about affordability. Big Sky's marketplace feels unfair to some because more people want to live here than there are spots for them. The question of affordability should also examine the costs and benefits of the Big Sky lifestyle which includes no traffic, hardly any crime, access to many free community events, and tremendous natural beauty. I'd also like to throw a comment into the mix about the age of our Zoning document.
- I feel very lucky currently to be in my housing situation, but it requires me to move out frequently when the homeowner family comes to use the house. This summer that was for 6 weeks. I get to live in a house by myself for a reasonable rent, but ideally would like to live in my own home where I can keep my things all of the time.
- I find it very discouraging that we have lived in this town for almost 10 years and do not feel like we can afford a suitable house for our family. My husband and I both have decent paying jobs. A single family home in the town would wipe out any extra money we have.

- I had to move my family to belgrade to afford housing. I lived in BS for 19 year before that.
- I had to move to Bozeman because i couldn't find any affordable housing
- I HAVE LIVED HERE FOR 30+ YEARS. HOUSING FOR THE WORKING PEOPLE THAT SUPPORT THIS COMMUNITY HAS ALWAYS BEEN A PROBLEM
- I have lived here since 1994. Housing has ALWAYS been an issue and now it's just gotten worse with the growth. It's time to find some solutions before it's too late!
- I have mostly lived in my current home for the last several years but did move for a year or so and during that year had to move 3 times to sort out a place to live, and due to needing to move because of sales of homes, expense of rent, etc. It is a very ifficult and trying issue and I think we are losing a lot of really great community members because of it.
- I have seen a beautiful place that I love destroyed by wealth and lace of respect of the land. Also those of us that are here for a simpler life hase become destroyed by the constant rise of living.
- i hope that we can somehow come up with some affordable housing for the full time work force here in Big Sky
- I just think it's sad that the local community that works so hard for this town have little to no options for affordable housing. There's no leftover income to save yet alone consider being able to afford to buy anything here.
- I live in Belgrade and commute to Big Sky M-F for work. The house we bought in Belgrade would have been \$200000 more dollars if it was in Big Sky. Would love to live in Big Sky again if housing wasn't so expensive.
- I look forward to the findings from your survey and hope some housing solutions can be created.
- I love and hate living in Bozeman. Long commute,but a nice hotel
- I love Big Sky, but I don't love hat it is turning into Vale. I would love affordable housing, but I also don't want to have to live by all of the town drunks.
- I love Big Sky. I think it is one of the most beautiful places in Montana, but it is so difficult finding seasonal housing. I am a college student and consider this place almost a second home, with the exception that finding housing is impossible. I hope hat someday I can spend more time and easily find a place to live without breaking the bank
- I love living in big sky. The only thing that makes me want to leave is how hard and expensive it is to find housing
- I moved away from Big Sky because it was expensive for my fiance and I to purchase a home. Now we commute 90 to 120 minutes to show up to work. And, we live and work in the same county. That is the reality of our situation.
- I now work full time in Big Sky. I would love to live in Big Sky but it is too expensive. Both to purchase a home and to rent. That is why we chose to buy a home in Three Forks, MT in the fall of 2017.
- I oppose housing subsidies to attract critical employees. For instance, the school district should not create a funding subsidy to attract new teachers. A better approach would be to raise salaries for all teachers in the district to allow them to affor to make individual housing choices. The subsidies for critical new employees is inherently unfair unless exisiting employees who have housing are also helped financially.
- I own a Cedar Creek condo within walking distance of the mountain village and my girlfriend lives with me. I am extremely lucky as I put a down payment of 50% down for my condo. My girlfriend has student loans and can not afford to contribute to the mortae or utilities.
- I repeatedly am told I should be enthused about how all the growth that is happining in big sky is good for big sky. But I am being priced out of living in the place I live by my own employer while they don't pay me a living wage. I'm told to be exceted and thankful while the same company makes me unable to live here and continually tells me they are evaluating and doing research on affordable housing.
- I see young adults (18-27) living in cars, couch serfing, being packed into small condos like sardines. I also see land lords taking advantage of them. One kid cannot get his landlord to insulate, and he pays over \$300/month for heat in the winter to kep his place at 55 degrees!! That is unacceptable!
- I strongly believe this is the biggest issue that Big Sky is currently facing. Affordable housing within a reasonable (under 30 minute commute) is absolutely necessary! The community is going to be hard pressed to find a work force that is willing to wor for \$10 an hour, pay through the nose in rent, pay expensive utilities because the affordable housing now is currently built poorly and return for the next season. I don't understand how Big Sky Resort expects new hires that didn't come with their on transportation to live in a hotel room, spend 4 hours on the bus to get to and from work and be able to provide guests with great experiences. The growth that the Big Sky Community is currently facing needs to support those members of the work force wo enable the growth. It's time for Big Sky to become incorporated, there needs to be a governing body to help manage growth and make sure that the population's needs are being met. HOA's cannot run this community. If things don't change soon thee will not be a sustainable work force for this community.
- I think a great question to include in a housing survey is "how many people in your household work more than 1 job." Since I have lived here, I have always had multiple jobs. My spouse has as well, we may have a good joint income by most appearances, but the cost of living in Big Sky for working class is astronomical. We may, someday, leave Big Sky like 95% of our friends have. All our friends that have children have left Big Sky; the only ones that remain don't have kids. THANKS for posting this survey.
- I think all of the resorts should build more permanent housing for their seasonal employees. This will help free up other housing for mid-level workers and it could also help lower the rents in Big Sky. The reason we need so much housing is because of the theresorts and the seasonal workers they need each year. If the resorts are truly vested in our community then they should show that by building permanent housing (dorm style, apartments, etc.) instead of putting employees in places like the 320 Ranch, the Witewater or the Gallatin Gateway Inn. These are band-aids to the problem.
- I think Big Sky needs to SLOW DOWN THE DEVELOPMENT. Lone Mountain is too small, there is too much development happening faster than infrastructure can provide. The question to the survey folks is Why are you in such a hurry to grow? Why are we trying o solve a growth problem that we created? if we slow down development and refocus on what we already have you can address housing, traffic, and wages. We need to stop approving the various high density properties as we already know that this is not solvng the housing issue...Go look at Park City and see what happened there...its chaos
- I think Big Sky should incorporate. I think it would help everything.
- I think Cross Harbor needs to buy some land and put up about a 1000 unit apartment complex
- I think developers need to be part of the solution. Also all homes or properties above \$1 million should have 1% transfer fee for low income housing. There should not be a local sales tax to support affordable housing
- I think i got very very lucky with the place i am renting, and took a month or 2 to find.
- I think it is unfortunate, the state of the housing market for employees. We operate your resorts. We operate your town. Without us, you have nothing
- I think it's a shame that the county keeps denying different affordable housing projects. There are several locations for housing opportunities but there are too many restrictions (water sfes, egress, price of land, etc.)
- I think it's awesome. It's nice to have free commute to work
- I think Spanish Peaks, Yellowstone Club and Moonlight Club should be Pay Resort tax on more than they currently do. Dues, etc. which would increase the tax base and make more money billable for housing. Thor entities should also provide more housing for teir employees.
- I think that a larger apartment style housing option that has a pool / tennis courts and is meant for people that work and live in Big Sky... making it more of a community where people can find anything from studio's to 4 bedroom units so that it providesfor many different types of housing needs and shares common area / recreational features.

- I think that there should be more housing affordable for young professionals in order for Big Sky to continue to prosper. There should not only be a focus on luxury housing. Employees should be able to find better housing without resorting to long commute.
- I was a renter with dogs. We had a beautiful rental and my husband had been there for years. It was put up for sale by the owners the day after Christmas. We looked into purchasing the home we were renting. It was over a half a million dollars. As first time homeowners that was not feasible. Rent had gone up. We realized buying a home in Belgrade was cheaper than renting a space in Big Sky. We have the same size home in Belgrade for a fraction of the cost. I was heartbroken I would not wake up in the mountains. My husband and I commute from Belgrade to Big Sky because we love our jobs. To be homeowners we had to move. Renting with pets was also next to impossible.
- I was lucky enough to be able to buy a foreclosed home at the bottom of the market in 2017 and am gradually fixing it up. I feel the largest problem in Big Sky is homes for full time year round employees who want to live and work in this community.
- I was shocked to see how it is nearly impossible for a single person to live alone. The cost of renting is so high, and it is very hard to find a 1 bedroom place.
- I wish I could live here but it's becoming impossible. I wish at least there was a small stipend for rent. We shouldn't have to work 2 or 3 jobs just to be able to afford our home, cars, food.
- I wish I could stay, but can't afford it.
- I work in Bozeman but commute to Big Sky and honestly, the commute could be worse. I don't mind it however there is a negative stigma here about commuting/taking public transportation. There is a housing crisis in Bozeman also, the problem just isn't in Big Sky. Homes are crazy expensive everywhere, more so in Big Sky because it is a mountain town.
- I would consider housing in Big Sky if there were more affordable seasonal housing
- I would like to see as little new development as possible. Big Sky is a desirable place to live because of its beautiful wild spaces—let's keep it that way. I would like to see emphasis placed on affordable, energy efficient, and spatially conservative housing, not new multimillion dollar mansions.
- I would like to see low income housing available for more Big Sky employees.
- I would love for a tiny home community or a neighborhood of small single family homes to be built! I would really prefer to buy a house with a yard and a garage then share a building with a whole bunch of condos and apartments. Plus neighborhoods are cute and promote community.
- I would love to be able to afford a small home or apartment for myself. I also care deeply for our seasonal workers and feel that they deserve a quality residence that they can afford
- I would love to buy something with affordable HOA fees that is clean. Space is not as much of a concern, but storage is.
- I would love to have a home I could afford to build my life here. I'm constantly in fear of losing my housing and or getting prices out of this community.
- I would love to live in Big Sky year round as this will be my 3rd year in the area but availability year round and extremely high rent prices do not make this possible. It's also important to me that I do not need several roommates but that seems to be the only way to afford anywhere.
- I would love to see hostel-type housing pop up for employees at affordable rates. I've approached this with the new HR director at the Y-Club, but if I could just have a bed and shower for three nights a week and come back home to Three Forks for the other four nights, I'd be really really happy with that.
- I would love to see more housing in Big Sky so that my coworkers and myself would not have to risk our lives twice a day on the commute from Bozeman through the insanely dangerous canyon.
- I would love to see someone build some affordable apartments in four corners. There is a lot of space on that area and it is still within an acceptable commuting range.
- I would pay more for better housing. The eagle is like living in the projects
- I would really like to be able to live closer to where I work in order to enjoy working there more
- I'm incredibly lucky to be able to work remotely and live here. I don't think I could afford to own if I worked here. It's incredibly frustrating to hear about friends losing housing because of AirBnB and then see new \$700k condos getting built.
- I'm just concerned that the availability for seasonal low wage workers to live here will become harder and harder. I see the little guy being forced out of Big Sky. I myself am ok but I know to many that work multiple jobs and have a hard time making ends meet with rent. It is terrible how some renters will gouge prices by an absurd amount and get away with it due to housing unavailability.
- If Big Sky wants to provide the best experience for individuals traveling to the area to enjoy they have to correct the housing issue!
- If it's for resort employee's - build housing at or near resort - if YC employee's - build housing at or near YC
- If people cannot afford housing in Big Sky they will not be able to afford anything in Big Sky, EVERYTHING cost more not just the housing... groceries, eating out, electric heat, recreation, just to name a few. Also most of the lower rent properties are being used by contractors at the Yellowstone Club to house an illegal work force. They are packing condos full of undocumented workers and exploiting them. It is a MAJOR problem in the community that is being completely ignored.
- If the rich keep pushing out all the workers who will take care of them and their castles? We will not be able to live here very soon and the canyon is already out of control! Big Sky is pushing out the people that make this place a great place to live
- If this isn't addressed, it will be more shameful and more embarrassing for your company
- If you choose to rent in Big Sky you forgo any ability to save a down payment to one day buy your own home. AirBnB and VRBO just add to the inflated rents here in town. Seriously, drive through the Firelight condos and chalets, it is quite easy to tell that about a 1/3 of the units are VACANT most nights. The owners of these units would rather collect \$200-300 a night from tourists rather than \$1,000 a month from a resident. But let's be honest, those weren't built to make wealthy people more wealthy, they were built to be affordable housing for the working class of Big Sky.
- If you want good employees, creating a happy and healthy environment for them is a good start. Having a room you walk into without a bunk bed, somewhere to hang my coat and a clean bathroom to freshen up in. After dinner having a sink that fits a pan and counter space to cook on.
- I'm paying the same housing prices as I paid in NY however my wage is much lower. \$15 hr + tips vs \$11 + tips
- In terms of Big Sky BOYNE housing I wish citizens had priority over visa workers in housing / location.
- Incorporation is a necessity for Big Sky. I don't believe that it is the cure for all the problems this rapidly growing community faces, but it will definitely help to have some sort of oversight on the rapid expansion. Big Sky is essentially the Wild West with no limitations or direction. If the community wants to hold on to some of its personality incorporation is a must.
- Increase Karst shuttle to include routes from West Yellowstone, build more affordable housing in West.
- It is extremely important that housing is addressed in this area. Without it you have no workers
- It has become a rich persons town. Over zealous building and no plan or awareness of wildlife or the environment. In years to come it will be a shit hole.
- It has taken me almost two years to find housing in Big Sky. I consider myself to be one of the lucky employees
- It is essential for Big Sky to invent some rent controlled affordable housing for the future. It is up to the current residents of Big Sky to make that happen in order to secure future community and resort success.
- It is EXPENSIVE! If Big Sky community and those who live here, they need to make housing affordable. If not all that will live here is ski bums living on top of each other in a 2 bedroom unit there will be 6 people living in one townhome just to "afford" the ski lifestyle". And those that can afford it, like me and my boyfriend. We are two

professionals that unless housing rent changes soon we refuse to keep paying 6x what our mortgage was before we moved just for a place that is not even ours. As for our employer providing some housing stipend. I am thankful for the \$600 I receive, however, in a \$2300 rent payment that doesn't even cover 1/2 of what I pay. I expect as an RN, to be able to live a nice lifestyle and save money. You simply can't do that here I work in help patients at the hospital, just to pay rent for a place I am never at.

- It is hard for me to hire and have a consistent work/life/balance when we can't seem to staff our club seasonally due to housing. We are fortunate that we were able to recently purchase a townhome, but would like to have a house when we start our family someday. We will have to re-locate if this is not feasible.
- It is imperative that we build a dorm style structure, I recommend in the meadow. Sure, it would detract from the picturesque image of our town center, but with the right architect we could provide our locals with the security we need and uphold the community ethics necessary to let our town flourish.
- It is only going to get worse
- It is outrageous how many condos in Big Sky sit empty because they are either vacation rentals or second homes. I feel like the obvious solution to the housing problem is to ban short term rentals within condos in Big Sky. Rent control that matches the average hourly income in Big Sky would also help.
- It is super expensive. For those of us that can afford to make the sacrifice and spend a significant amount of our income on housing to live here, reduced other costs of living really help too. No matter what the housing will be expensive in perspective to those that are looking, except for those that bought early and lived here a long time.
- It is unacceptable that housing cannot be NICE as well as affordable. There is so much money to be made here, just put money into it and make employees of Big Sky very happy. I bet it will show on the profit end. This place is blowing up, the money will be made back.
- It is understood that Big Sky is a place that caters mostly to wealthy tourists, however, this of course creates a higher cost of living in the immediate area that makes it difficult for resort workers to locate affordable housing for the wage which they receive. It can easily be said that workers can stay in Big Sky Resort provided housing or they can live in Bozeman where prices are cheaper, but that provided housing fills up quickly and no kitchen facilities are provided (unless the new built housing does provide that), and as a person who has lived in Bozeman for just one winter, that drive is not the best to make each day and requires anywhere from 2 hours to 3 hours of commute time daily. The hope is that quality spaces can be created (a quality space defined as: A space which provides heating and possesses bathroom, kitchen, electric, and sleeping facilities with potential options for pets) which will help keep and bring quality workers here.
- It is very upsetting moving here and having to consider leaving due to unfathomable housing constraints. Homeowners "prey on the weak" here and it's depreciating the value of living in Big Sky.
- It is worse than most people understand
- It keeps growing, but not in the affordable sector. Property taxes are going up
- It needs to be affordable do one doesn't have to work 2 jobs in order to survive
- It needs to change and only offer long term rentals and have pet restrictions with pet deposits!! 2-3 bedrooms and do not put 8 plus seasonal people in a condo who trash these places
- It should be the responsibility of the developers to ensure adequate housing is available.
- It sucks
- It sucks. There isn't enough, it's called expensive, and wealthy HOAs screw over the working class.
- It will continue to get more expensive and it will become a "satellite community" where all the workers will commute
- It will end up being a town of retirees, second home owners, and vacation rentals. Maybe action will be taken once businesses begin to close due to lack of employment. Although some will commute from Bozeman, it will never be enough people to keep Big Sky properly staffed with all the growth that is happening.
- It would be amazing if we could check into the employee housing from Monday to Sunday, 24hrs during the period of arrivals. Also it would be great if you could provide towels and linens.
- It's a major issue for the future growth of our community. Top level management roles can't even afford to buy a nice home.
- It's a terrible situation for the working class.
- It's completely impossible for the average person to buy a piece of land or a home here, affordably. That's just how it goes, though! Thank you for making the survey.
- It's entirely unaffordable to the average working citizen. Don't feel I could afford to move myself and my dog there without having an over \$100k annual salary
- It's extremely expensive and nearly impossible to find affordable housing if you work for the resort. I don't get paid enough to pay 800 a month for a room. There are only a few places to rent in Big Sky for the people who live and work there while there are hundreds of places up on Airbnb.
- It's hard to live in Big Sky, I just moved to Bozeman
- It's important that it's addressed in both the rental and ownership markets. Availability of rental housing plays into the workforce resilience and lessens the pressure on the market as a whole. Assisting long-term professional individuals and families with homeownership would strengthen Big Sky's community--something that needs rooted, invested individuals to really thrive.
- It's really expensive and hard to find dog friendly places.
- IT'S TIME FOR BIG SKY TO INCORPORATE!!! I appreciate the effort taken to try and fix this problem, but committees can't solve the overall problem. If it doesn't get solved, we won't grow as we will not be able to attract good people to the area without appropriate housing.
- It's unfortunate a childless couple has such a hard time finding a place. Everything being built is for many people, not just 1, 2 or 3. What couple can afford a \$600k mortgage. So people like me are stuck in loft or older housing.
- It's nice that people with power are listening, but we need them to start acting. I love Big Sky and would love to stay. But if we were removed from our current living situation, there would be no way I could stay. There will be no workers soon. We're people too. Take away the workers, take away Big Sky.
- It's terrible as someone who loves Big Sky and depends on a low paying wage to work and play here
- It's a wonderful town
- Just help the one who needs help stop asking so many questions and doing nothing about it, there is people this season who have come from places where they lost everything.. they are working two jobs we barely sleep .. we just ask for help and we are hard working people.
- Lack of Housing and costly rent is deterring good businesses in Big Sky from thriving the way they should be if they were able to employ the maximum amount of people. There are more than plenty of jobs in Big Sky, but not enough people to fill them due to the fact that they can't afford to live in this town. Affordable living is a necessity.
- Land prices makes many building projects impossible.
- Let the free market work. In this case, it makes some rich and marginalizes others. But that is the cost to each of us taking our shot to live in one of the most beautiful places on earth! The focus should be on incorporating, ridding the community of the corruption, setting wages at appropriate levels, all of which would work to increase the level of service and quality of workers in the community.
- Love the area- I relocated from Alaska to be here but it's expensive to stay
- Lower income residence need more readily available housing options.
- Luxury tax money should not be used to subsidize Big Sky resort employee housing.

- Make Big Sky affordable to live or we will never have enough staff to run the Town's facilities.
- Makes working there hard because jobs don't pay enough to justify the cost of housing
- Many young people just want to rent and have a place to stay and aren't ready to commit to buying. Need renting options
- More 3 bedroom and above town home type housing would be filled right away, if it were available.
- More affordable housing in Big Sky for resort employees.
- More employee housing in town that allows coed
- More EMPLOYEE housing needed in Big Sky
- More options for people who work in the area making minimum wage.
- More pet friendly places with a refundable no pet deposit to reward food pet owners. Also there needs to have more laundry facilities available.
- most employees - seasonal, part time, want housing above their means. The Big Sky factor -- everyone has a new big expensive home, so feel they should too. Don't like the options for homes in their price range
- Most people looking for year round housing are adult or couples who no longer find it appropriate to live with 3-4 other people. Apartments would be a smart idea but Long term there needs to be smaller 1-2 bedroom houses
- Moving to Ennis after 10 years in Big Sky as a condo is not our ultimate home goal
- must have more housing in Big Sky, less in Bozeman
- Must incorporate
- My husband and I are extremely lucky to own a home here. We were caretakers for 15+ years before buying our home and that is the only reason we were able to do so. That, and the recession which lowers our home price considerably. We could not afford to buy now. I feel terribly for all the newcomers who want to live and work here but are unable to...
- My husband and I have three children which are not with us and I would love to bring them here. If there is anyway in which there may be assistance, please help me. Thank you.
- Need affordable go using for working class!!!! Or else resorts will suffer from not having enough workers
- Need Affordable Housing built in Big Sky to help become a better community
- Need affordable, safe clean housing for employees and low/mid income people, Need DECENT laundromat, expansion of bus system
- Need couples units not so much on dorm space but for married couples who both work at Big sky
- Need more affordable housing
- need more employee housing close to the mountain
- Need more lower income, pet friendly apartments
- Need to look to other similar communities who have implemented viable, successful strategies
- Need to remodel old housing to be modernized. No housing in Bozeman.
- needs better living conditions like a kitchen and more space for the people living there, better communication about plowing the parking lots
- Needs to be affordable to front line staff
- Needs to be more options for working class. Non-condo /dense housing options needed. Limited inventory if not looking for condo or multimillion dollar home
- no
- No
- No houses have a shop! Wtf
- No one helped me buy a home here. I sacrificed a lot to be able to live here. The people want help now need to suck it up or just go somewhere else
- No parking infrastructure.
- No.
- none
- None
- Nope
- Not enough housing even if affordable
- not interested in providing affordable homes to newcomers. Think YC would build me an affordable home just because I want to live there?
- Not sure how affordable housing solves everyone's problems. Most people that are in favor of it won't even qualify for it. I've lived in other ski towns and home prices and rents are expensive. Big sky just recently caught up to other resorts with cost of rents. Feel like my friends that have been able to purchase a home or condo have worked hard and saved hard for it. Hear a lot of people complain they will never be able to buy a house and the next sentence they are traveling for the entire off season.
- Now everyone can live in great places where land is expensive and sought after.
- Open the road to Ennis and build some employee housing down there.
- Options are very limited, overpriced, and aren't available for long
- Overpriced and poorly built
- Part of the reason I left big sky was because of housing but also because of the distance to commodities like reasonably priced grocery store and automotive support.
- People should be paid more to live here, not subsidized housing
- Please address this issue with more affordable housing options in Big Sky.
- Please build more :-)
- Please consider options for key community employees, ie teachers, fire fighters, police officers
- Please help
- Please help this community find housing for all income levels whether buying or renting-it is horrible how expensive and limited the market is now
- Please help with the huge living deficit!
- Please help.
- Please provide more employee housing in Big Sky!
- Please quit trying to place "affordable housing" in westfork and southfork - the roads are not conducive to additional traffic, etc.. -
- Prefer to live alone
- Prior to this year when we were so fortunate to buy our first home, finding an affordable place (or even an available one) to rent was next to impossible. As people that work in the service industry in big sky, the options of places we can afford are few and far between. If none of the workers can find anywhere to live, there will be no one

to serve and take care of all the wealthy individuals coming to big sky. This is an incredible community and location to live and raise our family, and something in the housing sector needs to be done to allow that to continue for more!

- Rent is outrageous in the area. I currently live in employee housing from Big Sky Resort and would like to find an apartment, but most condos around here have very high rent for the quality and size of said apartments.
- Rent is too damn high!
- Rentals are becoming less appealing then deciding to commit to buying a place, since you are loosing the same, or more, than a mortgage
- resort communities should pay fair and livable wages
- review solutions in other ski towns, look outside the box, require employers to provide some housing
- Rich landowners need to saddle up if they want to keep a community of dedicated working people here. I've lived in Big Sky for two years and this place is nothing but a tourist trap. I'm thinking about moving.
- Riding a crowded bus for up to two hours takes a toll on you. Living much closer to Work would be so much easier
- roxys, the hospital, real estate, art galleries, or any commercial businesses did not pay to improve hwy 64, why does affordable housing need to pick up the bill. we need to become an incorporated town so we can stop being run by a committee of rich propertyowners, dictating our every move to keep their property value up, & raping the working class on rent. or, soon there will nobody here to cook & clean for them.
- Sadly as soon as affordable housing comes available it is rented or bought then the next group arrives and cries there is no affordable housing this is a problem that can never be truly solved. Big Sky and Cross Harbors Need to build apt buildings to house their employees and we all know that will never happen because they are too greedy.
- Seasonal, front line work force housing is the highest priority in my opinion. Without solving this problem all businesses will suffer or fail on some level and reduce our community's overall chance for success and growth. Second to that is "affordable" housing that people can own.
- Should have bought when it was possible... big sky is becoming less desirable for locals and shiny and new for the super rich
- Small 1 level, 2 or 3 bedroom single homes or townhome style with a single garage for under \$200k would be great for the working class of Big Sky residents. I think a big problem with that is the investor and vacation residents would purchase these homes before the ones who really need them can. I don't have the answer. Can't blame the builder... why sell for \$150k when you can build the same thing and sell it for \$600k. Makes sense to me.
- small businesses really need help to find their employees housing
- So few choices, and it's super expensive. Living here indefinitely is not realistic without an increase in pay or rent/housing stipend.
- Something needs to happen soon or we are not going to find employees to work all these jobs.
- Something's gotta give. Every affordable housing option in Big Sky can't be a "safety issue." I love living here, and I enjoy my job here in Big Sky, but I often wonder, where am I going to go when my landlord decides to sell. The housing situation here in Big Sky just plain sucks.
- soon there will be no employees for the resort because they can not afford to live here.
- speed limits need to be lowered on hwy 64 to 35 mph or less as it's a pedestrian friendly corridor
- stop raising prices on stuff worth half what its listed for.
- Stop Raising rent. Build more affordable homes/condos we can buy. I hate living with and having roommates but its the only way to afford to live in Big Sky. I have lived there for almost 10 years and its ridiculous
- stop wasting on studies, nothing is changing. People need to motivate themselves to save \$\$ for down payment. I saved my money they need to save theirs. Quit bitching and get working!
- Study what other ski towns have done in Colorado. So much development opportunity in Gateway. Gateway/four corners is similar location of most housing for Vail and Beaver Creek. Just need solid transportation system. Deed restricted housing has worked great in Summit County Colorado.
- Subsidized "affordable" housing options should actually be affordable, not \$375,000. The resort companies in town, YC, Moonlight, and Big Sky should be held responsible to create more staff housing otherwise our ability to find quality employees will never improve.
- Super gay
- Support Affordable Housing...
- Support our teachers, fire fighters, etc. We lose too much talent due to housing issues!
- Thank you for addressing this issue. I like to see the town take a more proactive stance than a lot of other resort towns. I feel that AirBnBs need to be capped and controlled in order for the working members of this community to continue to find housing. Commuting from Bozeman and Ennis is not a viable option.
- Thank you for creating this survey, this information is vital for our community. While we do have a great need for affordable housing the wiley and resilient ski bum will survive by camping in the woods and scooping up leftovers at the cafeteria. The dream is real.
- Thank you for doing the survey. Thank you Resort Tax for funding this and for holding funds for housing for this year!
- Thank you for helping with this. It is an issue and it's pushing good people out.
- Thank you for taking the time to conduct this survey - it's greatly appreciated. As someone who has lived in Big Sky for almost 20 years it's important to look at possible solutions because not only is there difficulties in finding affordable housing for employees to live & work in our community, it's now affecting Employers and causing parking issues.
- Thank you for taking the time to conduct this survey and trying to fix the problem.
- Thanks for doing this survey...its progress
- Thanks for doing this, it's an important issue.
- Thanks for setting this up. It is a good step toward affordable housing for local employees.
- The "clubs" and Cross Harbor should be required to provide local housing for all employees.
- The affordable housing around here sucks and there really needs to be something done about it or it's gonna end up really bad it's already headed in that direction
- The area is great, and i could live here forever if i could afford to. I would love to be an owner someday..
- The area needs a high-density housing project built to relieve the stress on the region due to laughably low availability of housing for local employees in the area. All projects thus far have been far too little, and not actually helping the target demographic that needs the most assistance (Young, single, business professionals)
- The commute between Bozeman and Big Sky is long and dangerous. At the very least, there needs to be affordable housing available for employees. We need to build a few dorms and some low cost apartments!
- The commute has become unbearable. More often than not it takes 2+ hours to get to work.
- The housing crisis in Big Sky is precisely that - a crisis. I speak for both my wife & I when I say that, should the current market trajectory continue unabated, we will likely be forced to relocate out-of-state in the next 18-24 months. Despite the both of us having been blessed with excellent jobs, we still find ourselves struggling to reach the astronomical costs required to purchase. In short, young families have been entirely priced out of the single-family home market, forcing families like ours into condos. These condos all have relatively high HOA dues, thereby reducing one's ability to save & 'trade up' in the housing market. Without question, one of the largest

contributing factors seems to be the absurdly-large square footage requirements exacted throughout the community. As such, SFHs in Big Sky are unnecessarily large & expensive; moreover, they do not reflect the needs of the community (by which I intentionally omit 2nd/3rd/4th home homeowners). Additionally, what little 'affordable' e.g. under 500k) construction has taken place has still been absurdly overdone & not reflective of actual needs. Take the Morning Sun condos as an example - does this community truly need 1800 sq. ft, 400k condos? Are all-stainless kitchens with granite wat the market needs? I would argue that developers in this town should keep 2008-2009 in the forefront of their minds in the hopes of averting another high-inventory, high-cost market surplus. Finally, I wish to reiterate my greatest wish for this issue -that Big Sky incorporate. The current ad-hoc form of governance in this town has placed undue power in the hands of a very select few (generally, albeit not uniformly, people of wealth). As such, the residents & workers of this town truly have no voice, a the 'powers-that-be' dictate restrictive building envelopes, forestall all attempts to develop truly-affordable housing, and seem to be more concerned with changing Big Sky into Vail - workers & families

- The housing situation for first year employees means that without employee housing, many of the first year or seasonal employees would be making little to no money for personal spending. If the community wants to see continuous growth and expansion, the husing costs need to be reduced and the HOA's need to accept the possibility of new members of the community are going to expect cheaper places to live.
- The larger corp. should be responsible for a percentage of their employees housing, but not all. We each choose where we want to live & work, it's not a community's responsibility to make sure you can afford to live there, it is a resort afterall. Many people have to "work up" and "save up" to live where they desire. I have rented in Big Sky and nearby for years before I could afford a small condo, then a small house, then the actual house I desired. Housing should not be a given. Also, the owners of man of the rentals are a reason for the rent being so high as well. They are getting greedy, but it is there perogative.
- The middle management needs affordable options. As a young professional I would prefer to not be in a housing situation in which I am forced to have roommates.
- The more Big Sky employees that get to live in Big Sky improves the character and development of our town.
- The need for affordable workforce housing is paramount for the economic growth in our area. We need to provide housing in the resort that can give employees a better quality of life.
- The pace of current development is concerning. Big Sky is close to losing the character that it's known for.
- The people that help this community succeed on a daily basis should have an opportunity to live in the community.
- The solution is not building a handful of homes affordable to "core" community members. We need a large amount of affordable rentals that can be utilized by seasonal staff. In a resort town, ski patrollers and lift operators are just as much "core" comunity members as teachers and paramedics are.
- The Whitewater is truly the best place to live if you're working on the mountain. Close enough to be there but close enough to not be there!
- There are not a lot of small 2 bedroom one floor affordable houses in Big Sky. There are a lot of condos that people own and are rented at a high price and people have to have a lot of people in them and move often. For someone who makes around 50,000 as manager in a resort full time year around there are not a lot of options
- There is a definite need for employee housing. I realize it may not be the most beautiful outcome when folks move in, however, if regulated it can be done.
- There is just no affordable housing to purchase for a couple or young family.
- There is not enough affordable housing for the aberage workers
- There is not enough housing for those that work at the local resorts. They add more employees but never provide a place for them to live. People are renting walk in closets and living in heir cars because they can not afford a place in Big Sky.
- There is nothing more important for the future of this community than affordable housing for people who work in Big Sky
- There isnt enough and it's overpriced.
- There just need to be more affordable housing for people who work and live there. If they keep using the available land for new commercial development then i believe the town will not exist in the future
- There needs to be a deed restricted neighborhood or houses around Big Sky for working class adults to be able to own a home. Unless there are some deed restricted units with a cap on the top end of the price there is no other better solution. We were luky and smart to buy a home when we did, if we moved to big sky now hoping to build a life we would probably move on to somewhere else that we could afford. It takes all kinds in a ski town and there are working professionals in the community who would prbably love to build a home and life and cannot due to the current boom. It's a resort town and I get that, we don't need handouts for everyone but I bet if some affordable deed restricted units were built they would be sold in a minute.
- There needs to be affordable housing, whether it's apartments or condos, to accommodate those who work at Bog Sky Resort and Yellowstone Club. Commuting can be dangerous and often unpredictable.
- There needs to be an improvement in housing availability to workers soon or this town will greatly suffer. Rent subsidies help the short term, but many local people will move away if they can't find affordable housing to own someday.
- There needs to be more affordable housing and property managers that actually call you back.
- There needs to be more affordable options.
- There needs to be more available for the people who live and work in this community AND those who own dogs
- They seem to come up with "great ideas" for 'cheaper' housing but it's only brand new, unfurnished, no pets units that require 1 year lease. Not pleased with the housing options. Not all of us are trust-a-farians or are 'sponsored' by our parents.
- Think 20 years out please
- This housing crissis needs to be taken care of if big sky wants to grow. With 80% of big skys work force having to travel here everyday there is obviously a problem. With no affordable housing big sky will NEVER have a "community" feel to it, since no aerge working folks/families can afford to move and live here. There is a housing crissis in big sky and it needs to be addressed.
- This is a critical issue that needs to be solved in order to keep highly skilled and valued employees working in our city. Thank you for addressing this issue.
- This is a critical issue.
- This is a huge problem. The reaort and yc are geowing but who will catter to them when all the low income employees cant afford to live here? It really is a shame lower income peopke are getting pushed out.
- This is an alpine watershed and that means it can only support so many people.
- This is an important need, thank you for addressing it.
- This is not a community issue. We should focus on developers paying into community devlipment and the water issue. The big three companies in this town need to pay a livable wage.
- This is one of if not the most crucial issues in Big Sky. Solutions need to be put in place, as well as, be executed for the future of this town if Big Sky wants to remain a top vacation area for its visitors. The town cannot and will not be able to sustan the current growth if we do not take care of the people that make this town successful.
- this is the biggest problem facing a sustainable Big Sky. As long as there is a renters culture in big sky forced by a lack of affordable homes for purchase, cost of living will never improve
- This problem would take care of itself if there was a restriction on the percentage of homes in town that are vacation homes; homes that are not lived in year-round.

- This survey was somewhat difficult to understand and biased towards seasonal employees. A good survey should be easy to follow and unbiased. Regardless I support subsidized housing as my employees have a hard time with housing. We try to support them the best we can and do so by paying them well and helping them with new construction if possible.
- This town needs to stop building million dollar hotels and shops because the workforce can not afford to live here. As well the parking is a joke I've had my car towed twice from my home when I had one and that's so sad I'm paying over \$1000 in rent with multiple roommates and you tow my car for no reason, oh wait it did have a slide in camper on the truck so that's stupid. I cannot believe how much this town pisses on the lower class and I hope one day we band together and walk out on our jobs then what will you do nothing. Hope that criminals come and work them for the low wages, yeah I really think that what the top people in the town want and that makes me sick. If I could find a job that pays as well as I get paid now outside of this town I would be one. This town screws the working class over and they need to learn we are needed and we make this town the designation place it is. I hope the economy crashes and this place loses everything!
- Those that work in Big Sky cannot afford to live here and the housing stipends that employers provide does not help with the cost to live here because the stipends are taxed so heavily.
- Time cost of commuting for those living in Bozeman is tremendous. Taking The Link takes roughly 4 hrs per day. At 10\$ per hour 5 day per week the opportunity cost of commuting is 800\$ per month.
- Too small. No kitchens and not enough housing for all employees its not fair
- Too many co-workers are commuting from more affordable housing in Bozeman or moving back to the states they came from. Landlords are increasing rent and construction workers are staying in a lot of housing that employees used to rent as well. It has become the biggest problem for people who want to work in Big Sky.
- Too many people have second homes here in Big Sky and are only here a few weeks out of the year. This drives prices up and the people that actually work here and make it so Big Sky can operate are left with very few options. Most have to commute from Bozeman and risk getting in an accident everyday when they come through the canyon, especially in the winter. If Big Sky wants to survive and thrive it must take care of the people that work here and want to live here year round.
- Too much Airbnb, too many people buying that don't live here leaving places empty most of the year
- Transients (gap year fillers) prefer group housing while Residents prefer independent housing. All new businesses should be built to accommodate their employees housing needs.
- Try harder
- Unaffordable
- Unfortunately the cost of living in Big Sky is more than we are willing to pay and next year after I retire we will be moving to a new location more affordable. We will also be selling our home in Big Sky within the year.
- Until supply catches demand housing will be a huge issue. There are many facets that need addressed to help with the high rent, lack of rental properties with no one solution. With continued efforts for affordable deed-restricted housing, possible restrictions on VRBO and continued construction, Big Sky will address the housing shortage.
- VERY EXPENSIVE, especially for how undeveloped the town is and for it not even being a city
- Very important issue that needs to be figured out
- We are business owners here in Big Sky, affordable housing would be HUGE! Sucks seeing 100's of people take their paychecks to Bozeman instead of being a part of our own community and spending in our local economy
- We bought our home in the nick of time. If we had waited another couple months I think we'd have been priced out of the market and would have had to rent indefinitely.
- We commute from Bozeman and own our own house. We would like to be able to rent in Big Sky for the winter months but it is way too expensive and pets are not allowed in most places. During winter that travel can be very dangerous.
- We could have bought a condo here, but chose to buy a house just outside of Bozeman instead. Had the housing market allowed us to buy a home here, we would have done so in a heartbeat.
- We have a two parent household but one parent stays home because it is not economical to pay for child care. This lack of income then affects what type of loans we qualify for.
- We have been fortunate to be able to rent the same condo each season. The land lord likes us because we keep it clean, prepay the rent and stay within the rules.
- We have the chance to break the ski town mold and create a real community here in Big Sky, one that is inclusive to all wage classes. So far we are failing. Pumping the brakes on growth for a second would give us the chance to come up with real solutions to our housing problems. Not BS condos that small business owners like myself can't operate out of. When the commuter traffic stretches from Gateway to the Conoco after a ski day it will be a sad day, and a sign that we failed as a community to address the elephant in the room.
- We knew of the housing situation before choosing to move to Big Sky. However, in a 24-month time frame our rent increased from \$1800/mo to \$2400 /mo to \$3000/mo. At \$1800/mo we had a plan in place for saving the money needed for a downpayment to purchase home. We have had to move three times in 24 months due to the owner selling the property. Each property has been similar in size and accommodations. If rent continues to rise, which I know it will, at some point we will no longer be able to afford to live here. The current rate of increase is unsustainable for our family.
- We know what the problems are already, not sure why we need another survey asking. The market will dictate how fast things get built and its up to the major employers in the area to help contribute to building and costs.
- We make a great wage but are lucky we bought our house when we did.
- We need affordable housing for community employees
- We need affordable housing in this town. We need restrictions or extra taxes for short term rentals.
- We need affordable housing options!!!
- We NEED affordable housing. And that doesn't mean 3 bedroom condos that are going for \$400,000. What about one and two bed condos??? AFFORDABLE, for a couple to buy. Desperately. Please! I was lucky enough to have purchased my one bedroom condo when the market was the lowest, in '10. Totally unaffordable now.
- We need better affordable housing, as it is now, sharing a hotel room with two other men isn't the best solution, and it is the only way we can afford to live less than an hour and a half away from work.
- We need housing
- We need more !!!
- We need more affordable housing options in Big Sky!!!!
- We need more affordable housing to be built
- We need more houses up here, it's desperate up here I live in a one room hotel room with two other people. There needs to be more housing for low income so that people renting out their houses cannot charge absurd amounts for a small space. Good workers who know their worth will not stay and help the community grow. I'm leaving after this winter partially because of housing.

- We need more housing options.... Big Sky cannot prosper if we don't have the homes needed to stabilize our employment... no one can work if we don't have anywhere to live..
- We need more options for seasonal employees and more options that allow pets.
- We NEED more workforce-attainable housing!
- We need places for the poors to live so we can work for the rich! Just make housing affordable in Big Sky!
- we need to come to a solution soon! people need to stop thinking of themselves and more about the community as a whole!
- We need to do better to create opportunities for working class people to live here. I am a teacher and I had to move out of town because I could no longer afford my housing. If you look at teacher population, and I'm sure many other professional, but medim income, workers, you will see that most of us commute from Bozeman area. I was interested in the Bough community idea, but I have a big problem with purchasing a home that I would not be able to reap the benefits of increased property values. I think tat this idea is great for younger people who just need a place to live, but I want to make an investment and be able to enjoy the benefits of that investment later in life.
- We need to look at covenants as some by-laws prohibit smaller dwellings from being built. Many locals wouldn't mind purchasing a 1,000-1,200 sq. ft. home but those footprints aren't permitted in many areas of Big Sky.
- We need to put a limit on short-term rentals in the community. It would open up more housing for year-round members and seasonal employees. Contact me I have some good ideas
- We really need to get better housing!!!!
- We want to build a real community of people whoe care about this town and everything it has to offer. We do not want to build a model of a community that only serves to provide to the seasonal vacationers.
- When building homes up here do not cheap out making the homes seem affordable but then when the heating bill comes it cost even more than expected. This is not fair to the renters since they have no other way of heating their homes in the winter.
- while this is not needed for our family, it is a big need for our workforce and business
- While we are fortunate to not have an issue with housing, there are so many facets to Big Sky that are affected by the housing crisis, it's a huge issue. We wish the Gallatin County Commissioners and those at the resort who don't believe that it's a crisi here have simply put their heads in the sand. We are building new stores, restaurants, we are seeing more families try move into the area to send their kids to school here. But where are those workers and teachers going to live? Some of our quality people and service providers are being pushed out and it's shouldn't be the case that you can only live here if you have a sizable trust fund.
- Would be cool to get investors to build here and rent to employees - maybe companies can work with landlords to bring the rent price down for discounts at their businesses
- would be great to live where I work and would allow for the community to capture the benefits of the people employed in Big Sky (i.e. spending, community involmnet, tax revenue, etc.)
- Would consider renting in Big Sky if a one bedroom apartment was around \$700 a month.
- Would like an affordable room to stay for the 4 days I work in Big Sky especially during the winter
- Would love to live here if there was something affordable for my husband and I.
- Would really like to see the community come together and work out this issue. From the lower class to the upper class. This can be achieved if we all work together
- Yellow stone vlub should offer housing to single parents
- Yellowstone Club is going to have to come to terms with building restricted employee housing on its property, behind admin buildings.
- yes
- Yes ples fix my dresser and i love working for you guys but please build better housing
- Yes, please build more
- Yes.....since the biggest employers are either the Yellowstone Club, Moonlight or Spanish Peaks Resort how about them providing some assistance in real estate for affordable housing provision.....they have plenty of room!!
- You can't keep 750 employees in hotels. With no way to make or store food, no communal area for residents to leave their room, and no privacy in the rooms. It's wrong.
- You have the blueprint what not to do from other towns like Jackson. Make it better.