

Affordable Housing for Tourism & Hospitality Employees?

Amendment 2023-3-A-1-1

Board of County Commissioners

Orange County

Dr. Kelly Semrad

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Living Wage Calculator for Orange County, FL

\$24.11, \$37.95, \$46.15...

Living Wage Calculation for Orange County, Florida

The living wage shown is the hourly rate that an **individual** in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year. The tables below provide living wage estimates for individuals and households with one or two working adults and zero to three children. In households with two working adults, all hourly values reflect what one working adult requires to earn to meet their families' basic needs, assuming the other adult also earns the same.

The poverty wage and state minimum wage are for reference purposes. Poverty wage estimates come from the Department of Health and Human Services' [Poverty Guidelines](#) for 2024 and have been converted from an annual value to an hourly wage for ease of comparison. The state minimum wage data is sourced from the [Labor Law Center](#) and includes the minimum wage in a given state as of January of that year. For further detail, please reference the [Methodology](#) page. The data on this page was last updated on February 14, 2024.

	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)		
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children
Living Wage	\$24.11	\$37.95	\$46.15	\$59.16	\$31.87	\$37.28	\$41.56	\$45.18	\$15.93	\$21.16	\$25.50
Poverty Wage	\$7.24	\$9.83	\$12.41	\$15.00	\$9.83	\$12.41	\$15.00	\$17.59	\$4.91	\$6.21	\$7.50
Minimum Wage	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00

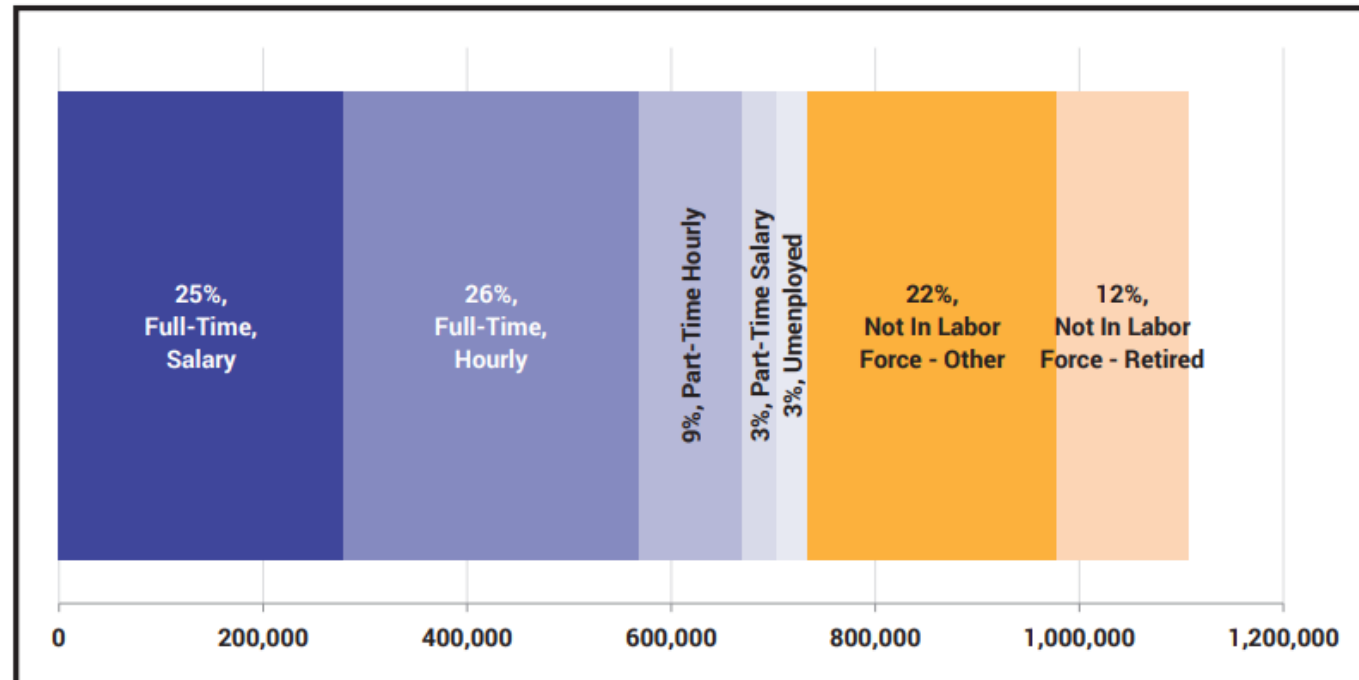


Orange County has the lowest wages in the USA

- The number one employer in Orange County is the tourism industry (Visit Orlando, 2023)
- Majority of jobs in the tourism and hospitality industry pay between \$13-\$15 per hour (U.S. Labor Bureau of Statistics, 2024)
- About 49% of Orange County households are unable to make ends meet (ALICE, Orange County Report, 2020)
 - About, 35% of Orange County households are listed as Asset Limited, Income Constrained, Employed)
 - These households earn more than the federal poverty level but less than the basic cost of living for the County
 - 14% of Orange County households are in poverty

35% of Orange County labor force works an hourly service position (Orange County ALICE Report)

Labor Status, Population 16 and Over, Orange County, 2018



HUD affordable housing metric = costing the person no more than 30% of their gross income

The median wage for hourly workers at six major tourism employers in Orange County was \$16.50 or \$34,320 a year for a fulltime worker.

Orange County, Florida 2022 Income Limits				
Area Median (Family) Income \$80,100				
HOUSE- HOLD SIZE	INCOME CATEGORY			
	EXTREMELY LOW (30% OF MEDIAN)	VERY LOW (50% OF MEDIAN)	LOW (80% OF MEDIAN)	MODERATE (120% OF MEDIAN)
1	\$17,400	\$29,050	\$46,450	\$69,720
2	\$19,900	\$33,200	\$53,050	\$79,680
3	\$23,030	\$37,350	\$59,700	\$89,640
4	\$27,750	\$41,450	\$66,300	\$99,480
5	\$32,470	\$44,800	\$71,650	\$107,520
6	\$37,190	\$48,100	\$76,950	\$115,440
7	\$41,910	\$51,400	\$82,250	\$123,360
8	\$46,630	\$54,750	\$87,550	\$131,400

Orange County Housing and Community Development Division
Effective: April 18, 2022

Disney's Affordable Housing Project

- 1,410 units
- 1,000 of the 1,410 apartments will be affordable housing
- 11% of those will be allocated for families at the lowest allowable income
- Majority of unit occupants will qualify by using the Area Median Income (AMI) range of **\$49,150 - \$90,000**

Is this affordable housing project affordable for most tourism & hospitality employees?

Disney								
	1410 apartments							
	1000 affordable							
	of 1000 allocated to families lowest allowable 11% income							
Affordable home federal level								
Costing		of gross 30% income		<30%			\$30,037.50	
Median Wage hourly worker		Annual		County equation				
	16.5 \$/hour	\$34,320.00		of the area median 80% income				
				\$80,100.00 family		\$40,050.00		
		\$10,296.00				\$12,015.00		\$1,719.00
		\$858.00		\$100,125.00 family		\$1,001.25		
						\$143.25		
				80% ↓ household 1				
				\$46,450.00		\$13,935.00		\$3,639.00
				household 2		\$1,161.25		\$303.25
				\$53,050		\$303.25		

Is Disney's Affordable Housing Project affordable for 35% tourism & hospitality employees?

- HUD \$858 monthly rent
- Disney \$1,161 monthly rent

	Hour x 40			Annual x 0.30	
	Wage ↓			Rent ↓	
	Per Hour	40 hours	52 Weeks	30% of Annual	Per Month
Hourly Worker →	\$16.50	\$660	\$34,320	\$10,296	\$858
80% Household 1 →	\$29.03	\$1,161.25	\$46,450	\$13,935	\$1,161
Δ =	\$12.53	\$501.25	\$12,130.00	\$3,639.00	\$303.25