

City of Eugene

# Survey of Cities with Workforce Housing Policies

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## Survey of Cities with Workforce Housing Policies

### Sonoma County, CA

#### **Sonoma County Workforce Housing Program**

<http://www.sonoma-county.org/prmd/housing/workforcefee.pdf>

The Sonoma County Workforce Housing Program is designed to require new non-exempt, non-residential developers to contribute to the county's workforce housing.

- Developers can contribute via constructing workforce housing, paying a fee, or a county-approved alternative
- Developers would choose their method of contribution during initial proposal phase, contribution would be delivered concurrently with their non-residential project
- Fees and number of units required were developed by a study which analyzed average income levels and land use types

### Loudoun County, VA

#### **Loudoun County, VA Affordable Dwelling Unit**

<http://www.loudoun.gov/index.aspx?NID=1813>

The Affordable Dwelling Unit (ADU) program is designed to support first time homebuyers and renters who work in the county.

- ADU Purchase Program supports first-time homebuyers
  - Participants to the program must meet income requirements of no less than 30% and no more than 70% of the median income of the area with adjusting criteria for family size
  - Participants must be able to qualify for a mortgage and pass a credit check
- ADU Rental Program connects qualified renters/non-home owners with participating apartment complexes
  - Participants to the program must meet income requirements of no less than 30% and no more than 50% of the median income of the area with adjusting criteria for family size
  - Participants cannot own a house and must be able to pass a credit check

### Virginia Beach, VA

#### **Workforce Housing Program**

<http://www.vbgov.com/government/departments/housing-neighborhood-preservation/about-us/Pages/workforce-housing.aspx>

The incentive-based program offers a "bonus density" to developers who voluntarily include workforce housing units in the development of market-rate units. By allowing developers to build more units with no additional land cost, rental units are more affordable and "for-sale" units are sold with special financing that translates to affordable monthly mortgage payments. The city also has first rights to buy back the property at the time of resale, helping to maintain a supply of affordable housing.

**Code: Appendix A – Zoning Ordinance; Article 21. – Workforce Housing**

<http://www.vbgov.com/government/departments/housing-neighborhood-preservation/about-us/Documents/20120124-HNP-Article21ZoningOrdinanceWorkforceHousing-ORD.pdf>

Full text of ordinance.

**Workforce Housing: Report to City Council from the Planning Commission.** City of Virginia Beach, January 2007.

[http://www.tbaonline.org/builderservices/Final\\_Workforce\\_Housing\\_Report\\_1-07.pdf](http://www.tbaonline.org/builderservices/Final_Workforce_Housing_Report_1-07.pdf)

Full report on the planning commission's recommendations for a workforce housing plan.

**Boulder, CO**

**Boulder Housing Choice Program**

[http://www.huduser.gov/portal/casestudies/study\\_01272015\\_1.html](http://www.huduser.gov/portal/casestudies/study_01272015_1.html)

<https://boulderhousing.org/program/housing-choice-program>

Boulder's Housing Choice Program is a lottery to provide vouchers for housing. The participants pay 30-40% of the housing cost and the program pays for the rest.

- Preferential applicants work and/or live within Boulder, have families, have disability, and/or are over 62

**Montgomery County, MD**

**The Moderately Priced Dwelling Unit Program**

<http://montgomerycountymd.gov/DHCA/housing/singlefamily/mpdu/index.html>

This program has options for rental apartments and townhomes/condominiums for first-time homebuyers.

- Rental Program
  - Applicants apply directly to apartment complex which verifies eligibility
  - Minimum household income is 30,000 and the upper limits are determined by household size and apartment type (garden or high-rise)
- Sales Program

- Applicants must meet a household income of at least 35,000 with an upper limit determined by household size
- Applicants must also not currently own a home or have owned in the past 5 years and must be able to afford expenses such as purchase and mortgage fees

## Asheville, NC

Asheville has investigated a land use incentive in the form of tax rebates for new developments fulfilling affordability criteria. At Buncombe County level there are incentive grants for construction, loan funds, and building permit rebates; a new development has to include a certain percentage that qualifies as workforce housing and will rent to families at a designated rate. The Buncombe County website has a page with applications for those seeking to rent workforce housing and those seeking to build it.

<http://www.ashevillenc.gov/Portals/0/city-documents/planning/LandUseIncentiveResolution.pdf>

<http://www.ashevillenc.gov/Portals/0/city-documents/communitydevelopment/Affordable%20Housing%20work%20session%20presentation.pdf>

<http://www.buncombecounty.org/common/planning/WorkforceRentalPolicy.pdf>

<https://www.buncombecounty.org/Governing/Depts/Planning/Housing.aspx>

### **CURS Policy Brief: A Long Way From Home: The Impacts of a Limited Supply of Workforce Housing**

<http://curs.unc.edu/files/2013/05/Wkforce-Housing-Pol-Brf.pdf>

Policy Brief from the Center for Urban and Regional Studies at University of North Carolina, which details the problems with a lack of workforce housing, with recommendations that only slightly overlap with strategies that Asheville and Buncombe County have taken.

### **Land Use Incentive Policy**

[http://www.ashevillenc.gov/Portals/0/city-documents/cityclerk/mayor\\_and\\_citycouncil/council\\_committees/planning\\_and\\_economic\\_development\\_committee/6-16-15%20Land%20Use%20Incentive%20Policy%20proposed%20amendment%20draft%206-11-15.pdf](http://www.ashevillenc.gov/Portals/0/city-documents/cityclerk/mayor_and_citycouncil/council_committees/planning_and_economic_development_committee/6-16-15%20Land%20Use%20Incentive%20Policy%20proposed%20amendment%20draft%206-11-15.pdf)

The land use policy tells the criteria for receiving the Land Use Incentive Grant.

### **The Will and the ‘Workforce’ by David Forbes.** The Asheville Blade, May 31, 2015.

<http://ashevilleblade.com/?p=1205>

This article from an investigative newspaper in Asheville provides some context and commentary on local efforts in workforce housing.

## Seattle, WA

Seattle is an example of a city just beginning to address the issue. The main strategy so far is a “linkage fee” which is two-pronged: developers can avoid it by dedicating a percentage of their units to affordable housing, and the funds from those who do pay would be invested in workforce housing.

**Workforce Housing Recommendations.** Owen Pickford, The Urbanist Blog, June 30, 2014.

<http://www.theurbanist.org/2014/06/30/workforce-housing-recommendations/>

The Urbanist blog gives an overview of the process Seattle has now initiated. The recommendations draw partly on a matrix of measures and incentives which give a (somewhat reductive) picture of what other cities are doing, and they conclude with a more nuanced list of Best Practice Policies.

**Seattle Workforce Housing: Programs and Policies Related to Meeting Workforce Housing Needs in Seattle: A Survey and Analysis of Best Practices in Comparative Jurisdictions** (May 2014)

[http://clerk.seattle.gov/~public/meetingrecords/2014/plus20140625\\_1a.pdf](http://clerk.seattle.gov/~public/meetingrecords/2014/plus20140625_1a.pdf)

Linked to in the article above, this 76-page report examines factors in depth, with detailed summaries of efforts in the examined cities, and discussion of ideas both traditional and innovative.

## Affordable Workforce Housing

<http://www.seattle.gov/council/issues/affordablehousing/default.html>

Here is where Seattle starts to take action. The linked Resolution 31551 sets out the framework for the linkage fee program.

## Affordable Workforce Housing Resources

<http://www.seattle.gov/council/issues/affordablehousing/resources.html>

Background materials and presentations, including (at the bottom) links to presentations of policies and programs in Minneapolis and Denver, and by nongovernmental groups.

## Albuquerque, NM

A prominent part of Albuquerque’s planning is the Workforce Housing Trust Fund, which subsidizes development meeting the proper criteria. The Fund itself is funded by city bonds. Authority emanates from the City of Albuquerque Workforce Housing Opportunity Act, which defined the problem and the remedies.

## **Appendix B: City of Albuquerque Workforce Housing Opportunity Act**

[https://www.cabq.gov/council/documents/1appendix\\_b-workforce\\_housing.pdf](https://www.cabq.gov/council/documents/1appendix_b-workforce_housing.pdf)

Text of the Act.

**Article 9: Workforce Housing.** Albuquerque Code of Ordinances, Chapter 14

<https://www.cabq.gov/planning/documents/ExhibitPWorkforceHousingOrdinance.pdf>

Section of the Albuquerque Code of Ordinances which addresses workforce housing.

**Five year Consolidated Plan and Workforce Housing Plan, January 1, 2008-December 30, 2012**

<https://www.cabq.gov/family/documents/ConsolidatedWorkforceHousingPlan20082012final.pdf>

This document provides all the details on background and implementation.

**Fact Sheet: The Workforce Housing Opportunity Act**

<http://ourhouseabq.unm.edu/docs/go.pdf>

Fact sheet on the Act, the Fund and the overseeing committee.

**Developers, nonprofit groups want more money for ABQ housing fund.** Dan Mayfield, Albuquerque Business First, December 11, 2012.

<http://www.bizjournals.com/albuquerque/news/2012/12/11/Money-wanted-for-Albuquerque-housing.html>

A local article discusses a gap in the Fund, and how it might be addressed.

**Critical step needed to impact ABQ's homelessness.** Anita Cordova, Guest Columns, Albuquerque Journal, February 27, 2015.

<http://www.abqjournal.com/547030/opinion/critical-step-needed-to-impact-abqs-homelessness.html>

Another article urges further support of the Fund via "earmarking" a percentage of bond proceeds.

Nantucket, MA

**Workforce Housing Needs Assessment.** Nantucket, Massachusetts, April 2015.

[http://www.housingnantucket.org/2015\\_WorkforceHousingNeedsAssessment.pdf](http://www.housingnantucket.org/2015_WorkforceHousingNeedsAssessment.pdf)

Created for Housing Nantucket by RKG Associates, this 2015 report mostly analyzes the extent of the problem before presenting strategies (p. 35-39). Extraordinarily high home prices combine with the seasonality of much of the housing to create an acute situation for workers. Appendix B gives detailed summaries of initiatives in Key West, Florida; Breckenridge, Colorado; and the Champlain Region, Vermont, where comparable “resort” conditions prevail.

## Park City, UT

### **Park City Affordable Housing**

<http://www.parkcity.org/index.aspx?page=235>

Affordable Housing and workforce housing program information.

### **Workforce Housing Public Policy Awards 2013 Winner - Park City Municipal Corporation**

[http://uli.org/wp-content/uploads/ULI-Documents/ParkCity\\_in-layout\\_FINAL.pdf](http://uli.org/wp-content/uploads/ULI-Documents/ParkCity_in-layout_FINAL.pdf)

- All commercial development must provide affordable units for 20 percent of employees generated
- Residential development must provide 15 percent affordable units
- Affordable housing development projects can qualify for fee waivers up to \$5,000 per unit
- Use a “Workforce Wage” calculation based on data from Utah Division of Workforce Services, rather than AMI (Average Median Income), to determine price points for affordable units
- Rent for affordable units must be targeted for a household earning an annual income equivalent to the Park City Workforce Wage
- The initial price of a for-sale affordable unit is required to be priced for a household earning 150 percent of the Workforce Wage
- Their approach also includes city-sponsored development, financial assistance, modeling employer-assisted housing with city employees (encouraging employees to live within the city/school district, down payment loans and housing allowances, and affordable rentals, especially for seasonal employees)

## Ogden, UT

### **Own in Ogden Program Guidelines**

<http://ogdencityhomes.com/wp-content/uploads/2015/08/OIO-Guidelines-8-2015.pdf>

Link to Information and paperwork related to Own in Ogden Program that has a foundation with HUD. Focus is on home ownership in specific neighborhoods for those whose income does not exceed 80% of

annual median income. Certain Public Officers are granted additional benefits with respect to qualifying loan amount. They are available on a First Come First Served basis.

## Provo, UT

### Home Purchase Plus Program

<http://www.provo.org/departments/redevelopment/services/home-purchase-plus-program>

Down Payment Assistance Program for Low Income Families/Individuals. Works with local non-profits and neighborhoods in administration of private and federal funds. Benefits and Eligibility Guidelines are succinctly available.

## Maui County, HI

### Chapter 2.96 – Residential Workforce Housing Policy.

[https://www.municode.com/library/hi/maui\\_county/codes/code\\_of\\_ordinances?nodeId=TIT2ADPE\\_CH\\_2.96REWOHOPO](https://www.municode.com/library/hi/maui_county/codes/code_of_ordinances?nodeId=TIT2ADPE_CH_2.96REWOHOPO)

- Developers are required to provide a number of residential workforce housing units equivalent to at least twenty-five percent, rounding up to the nearest whole number, of the total number of market rate lots, lodging units, time share units, or dwelling units.
- Before a developer is given approval/issued a building permit, they must sign a residential workforce housing agreement.
- Methods for satisfying the residential workforce housing requirement include directly selling or renting workforce housing units, or by payment of a fee, by providing improved land, or by providing unimproved land.
- Income distribution for residential workforce housing units are specified:
  - Ownership units:
    - 30% of units for "below-moderate income" residents
    - 50% of units for "moderate income" residents
    - 20% of units for "above-moderate income" residents
  - Rental units:
    - One-third of units for "very low income" and "low income" residents
    - One-third of units for "below-moderate income"
    - One-third of units for "moderate income" residents
- Income level breakdowns, by gross annual family income for households:
  - Very low income: 50% or less of the Area Median Income (AMI)
  - Low income: between 50% and 80% of the AMI
  - Below-moderate income: between 80% and 100% of the AMI
  - Moderate income: between 100% and 120% of the AMI
  - Above-moderate income: between 120% and 140% of the AMI

## Honolulu, HI

**Housing Oahu: Islandwide Housing Strategy.** City and County of Honolulu, September 12, 2014.

[http://www.honolulu.gov/rep/site/ohou/ohou\\_docs/HousingOahuDraft091214.pdf](http://www.honolulu.gov/rep/site/ohou/ohou_docs/HousingOahuDraft091214.pdf)

Workforce Housing is included in a Housing Strategy Report. A current affordable housing requirements establishes that 30% of housing (in projects of ten units or more that require rezoning) be affordable at 80% to 140% of annual median income. Future proposals for flexibility require that new construction above ten units include a proportion to be affordable to those determined to be low income and moderate income. Thorough section on workforce housing is within larger detailed housing report.

## Bozeman, MT

### **Current Workforce Housing Ordinance**

<http://www.bozeman.net/Smarty/files/64/642ee29d-bc3d-4318-8fbf-4e1ba9253c26.pdf>

- A development of ten or more residential lots must provide a lot or lots for the construction of 0.4 dwelling units per net acre of development for the workforce housing program.
- Alternatively, the developer can pay a fee to the City of three times the value per lot of the lots required to be provided at reduced prices. Money received as Cash in Lieu option will be used to provide down payment assistance and dwelling units for the priority populations identified.

### **Proposed Replacement Ordinance** (vote is 11/16/15)

[http://www.bozeman.net/Departments-\(1\)/Community-Develop/Workforce-Housing](http://www.bozeman.net/Departments-(1)/Community-Develop/Workforce-Housing)

- Incentive-based plan. Incentives include: impact fee subsidy, down payment assistance, waiver of sub-division pre-application, reduction of parkland, reduced minimum lot sizes, concurrent infrastructure housing construction, expedited building permit review, and reduced parking requirements.
- Some of these incentives are only available for “lower-priced homes” (70% and 80% AMI) and some available also for “moderate-priced homes” (90% AMI).

## Killeen, TX

### **Homebuyer Assistance Program**

<http://www.killeentexas.gov/index.php?section=189>

HUD centered assistance for low to moderate income individuals or families towards ownership of their First Home. Equitable down payment assistance is available provided applicants meet requirements of program that is summarized briefly but to the point.

## Raleigh, NC

### **Buying an Affordable Home in Raleigh: Community Development Home Buyer Programs**

<http://www.raleighnc.gov/community/content/HousingNeighborhoods/Articles/Homeownership.html>

Three Homebuyer programs exist to assist low to moderate income families and individuals. Citywide Home Ownership abides by HUD regulations. OWNER program exist to encourage revitalization in specific neighborhoods. Homebuyer Rehabilitation Program assists those that want to purchase and renovate home that needs repair prior to move in.

## Boston, MA

**Affordable Housing.** Boston Redevelopment Authority.

<http://www.bostonredevelopmentauthority.org/housing>

Boston Redevelopment Authority has well-defined policies, documents, income limits for middle-income residents and artists, though this may be revised: <http://www.constructiondive.com/news/boston-reconsiders-policy-reserving-housing-units-for-moderate-income-tenan/402323/>

## Howard County, MD

### **Moderate Income Housing Unit (MIHU) Program Information**

<http://www.howardcountymd.gov/housingmihu.htm>

MIHU Moderate Income Housing Unit; includes lottery details, applications, income limits, and FAQs.

## San Antonio, TX

**Affordable Housing Policies. City of San Antonio.**

<http://www.renewsa.com/Portals/2/Files/City%20of%20San%20Antonio%20Affordable%20Housing%20Policies.pdf>

Affordable Housing Policies listed in 60 page document.

## Santa Barbara, CA

**Affordable Housing Policies and Procedures.** City of Santa Barbara, September 2014 (Updated per 3/6/15 Area Median Income).

<http://www.santabarbaraca.gov/civicax/filebank/blobdload.aspx?BlobID=17340>

110 page document lists categories of income, requirements, and types of assistance offered.

Richmond, UT

**Moderate Income Housing**

[http://www.richmond-utah.com/pdf/genplan/App\\_2.pdf](http://www.richmond-utah.com/pdf/genplan/App_2.pdf)

Six page plan to address moderate income housing needs, with basic list of policies.

Atascadero, CA

**Affordable Housing**

[http://www.atascadero.org/index.php?option=com\\_content&view=article&id=819&Itemid=1488](http://www.atascadero.org/index.php?option=com_content&view=article&id=819&Itemid=1488)

City of Atascadero and links to San Luis Obispo County's Affordable Housing website, development rules, application policies and procedures.

San Francisco, San Diego and Sacramento, CA

These three have similar "Inclusionary Housing" mandates.

**San Francisco, California**

<http://sf-moh.org/index.aspx?page=263>

**San Diego, California**

<http://www.sandiego.gov/development-services/pdf/industry/infobulletin/ib532.pdf>

**Sacramento, California**

<http://www.shra.org/Housing/MultifamilyHousing/InclusionaryHousing.aspx>

## Additional Resources

**Policy tools and best practices for affordable and workplace housing.** Michelle Winters, ULI Terwilliger Center for Housing. (2013 or later)

<http://www.townofchapelhill.org/home/showdocument?id=26819>

This study from the Urban Land Institute presents no overarching theme but is full of tools and ideas from successes at the “one development” level. The final quarter shows award-winning communities from around the nation.

### **Terwilliger Center for Housing**

<http://uli.org/research/centers-initiatives/terwilliger-center-for-housing/>

Offers research, assistance, and publications supporting the creation and sustaining of housing opportunities in the US, including affordable and workforce.