

REPORT OF THE WILLISTON AFFORDABLE HOUSING TASK FORCE

December 2013



Task Force Members

Jeff Fehrs, Selectboard
Debbie Ingram, Selectboard/Task Force Chair
Paul Laska, Planning Commission
Charlie Magill, Resident
Scott Reilly, Development Review Board
Kenn Sassorossi, Resident
Tracey Tsugawa, Resident

Town of Williston Staff Support

Rick McGuire, Town Manager
Ken Belliveau, Planning Director

Special Thanks to

Maura Collins, Policy Director of Vermont
Housing Finance Agency

Executive Summary

The Williston Affordable Housing Task Force is pleased to present this report to the Selectboard and the residents of Williston. The Task Force has met regularly since February 2013 to assess the current state of housing in Williston – particularly with regard to the affordability of housing for a range of incomes – and to make recommendations to improve housing affordability in Town. This brief report summarizes the findings of the Task Force, based on data supplied by the Vermont Housing Finance Agency, Housing Vermont, the ECOS Project of the Chittenden County Regional Planning Commission, and the Williston Planning Department, along with its recommendations, which are the result of thorough, extensive, and productive discussions among Task Force members over the eleven-month period.

The Task Force discovered that Williston's housing market is characterized primarily by single-family owner occupied homes in numbers and at costs that are higher than average compared to the rest of Chittenden County. Housing in Williston that is perpetually affordable for those at incomes below 80% of the Area Median Income (AMI) defined by the U.S. Department of Housing and Urban Development (HUD) is almost exclusively targeted toward seniors. More than a third of Williston homeowners pay more than 30% of their incomes on housing, which means their housing is unaffordable (the standard definition of affordability is set at 30% of a household's income). Almost 8% of homeowners pay more than 50% of their income on their housing. Among renters, almost a third pay more than 50% of their income for housing.

To improve housing opportunities for a broader range of household incomes, the Task Force recommends that the Town be more proactive in promoting housing that is affordable for households at or below the HUD AMI. The Task Force further recommends that the Town create numeric goals for housing in various income categories, taking into consideration the limits of the Town's sewer capacity. These goals to meet over the next ten years are:

- 375 units of housing affordable to those earning 120% or more of the HUD area median income;
- 75 units for those from 100% to 120% of the HUD AMI;
- 75 units for those making 80% to 100% of the HUD AMI; and
- 75 units for those making less than 80% of the HUD AMI.

To achieve these goals, the Task Force recommends an array of strategies, which vary in the difficulty of implementation, financial cost, and likely impact on housing affordability. Some are fairly easy to implement and would have a substantial impact: reducing impact fees as well as water and sewer connection fees for affordable housing, incentivizing accessory dwelling units, increasing density and height bonuses for affordable housing, and modifying parking requirements for affordable housing. Others are more difficult to implement and would have greater financial consequences for the Town, but would also likely have an even greater impact on affordability: reserving growth management and sewer capacity, purchasing additional sewer capacity, and establishing a standing committee on affordable housing, with adequate staffing, which would likely involve hiring an additional staff person.

It is the hope of the Task Force that the Selectboard and all residents will give serious consideration to the Town's current housing situation and the suggested recommendations to improve housing affordability.

Background

At the Williston Selectboard's annual retreat on June 25, 2012, one of the main topics of discussion was affordable housing in Williston and the Town's approach to supporting the development of affordable housing. With a limited capacity for wastewater treatment, the Town has long needed to be thoughtful about its growth. Within this context, providing affordable housing has been an important element of both the Town's planning program and the Town's residential growth management system. The current system incorporates incentives for building housing affordable for households with incomes at or below HUD's area median income. The mechanisms that have been employed thus far, however, have not met the Town's goals in providing sufficient housing units across all income levels. As a result, the Selectboard asked whether the Town should be taking a more active role in stimulating and supporting the development of housing that is affordable for moderate and low income households.

In October 2012, the Selectboard created a task force to examine in depth the issues involved in creating more affordable housing in Williston. The Task Force was charged with:

- Completing a general assessment of housing in Williston;
- Identifying the challenges in providing affordable housing; and
- Creating a set of policy recommendations for the Town that would support and encourage the development of more affordable housing.

Affordable Housing

Housing is "affordable" when the household spends no more than 30% of its annual income on rent and utilities, or for its mortgage, utilities, insurance, taxes and condominium fees.

The Task Force included representatives from the Selectboard, the Planning Commission, the Development Review Board, and other Williston residents familiar with affordable housing issues and the Williston housing market. Staff support was provided by the Town Manager and the Planning Director with assistance from the Vermont Housing Finance Agency through a regional grant program.

Housing in Williston

The Town has experienced rapid growth in the number of new houses over the past three decades. Approximately 65% of the houses in Williston have been built since 1980, resulting in a housing stock that is modern and in good repair. The Town's housing supply is heavily weighted towards medium to large sized single-family dwellings (3 and 4 bedrooms) that are mostly affordable only to households making substantially more than the median income level for the region. According to the American Community Survey of the U.S. Census Bureau, the median income for a family of four in Chittenden County is \$94,520, while the median income for a family of the same size in Williston is \$110,781.

Nearly 90% of the housing units in Williston are single family units, mostly owner occupied. Prior to 1980, most of Williston's housing was comprised of owner-occupied single family homes on individual lots dispersed throughout the Town. In recent years, the Town has made efforts to promote a more diverse and balanced mix of housing sizes and types. During the growth years of the 1980's and 1990's, detached three- and four-bedroom single family houses in subdivisions dominated the new housing landscape. Over the past 20 years, the Town has experienced the construction of a greater variety of housing types, including condominiums and apartments. In fact, approximately half of the multi-family dwellings in Williston were built since 1990, and 100 new apartments have been built in the past two years.

Williston vs. Chittenden County Housing Characteristics

- Williston's population and demand for housing is growing and will continue to grow in the immediate future.
 - *3,514 households lived in Williston in 2010. This represents an increase of 1.8% between 2000 and 2010, which is double the growth rate for Chittenden County overall (0.9%). Between 2010 and 2015, Williston's growth rate is likely to slow to 0.7%, which is more in line with the estimate for the County (0.5%).*
- Williston has a higher rate of homeownership than the County average, which may be a sign of limited options for renters.
 - *Williston's homeownership rate in 2010 was 80.7%, (2,837 of the 3,514 total households) compared to the countywide rate of 65%.*
- Buying a home in Williston is very expensive compared to the rest of region. This could potentially discourage economic expansion, perpetuate limited options for lower income populations covered by fair housing regulations, or prevent more first-time homebuyers from moving into Williston.
 - *The median price of a Williston single family home in 2012 was \$310,000, compared to \$270,000 for Chittenden County. The median price of a Williston primary residence (which includes condominiums) was \$290,000, compared to \$250,000 in the county.*
- Many current homeowners are having difficulty affording their housing costs.
 - *7.9% of Williston homeowners pay more than 50% of their income for housing; 34.2% pay more than 30% of their income for housing.*
- The majority of Williston renters cannot afford their housing, leaving less for other living expenses.
 - *32.9% of Williston renters pay more than 50% their income for rent; 66% pay more than 30% of their income for rent.*
- Communities closer to Burlington have a higher proportion of rental housing than outlying towns.
 - *Rental units (21,517) comprise 35% of the county's total housing stock. Of those 21,157 rental units, 44% (9,566 units) are in Burlington, 13% (2,801 units) are in South Burlington, 10% (2,053 units) are in Winooski, 9% (1,932 units) are in Essex/Essex Junction, 8% (1,805 units) are in Colchester, and 3% (677 units) are in Williston. Milton (652 units) and Shelburne (655 units) each also have about 3% of the total rental units available in Chittenden County.*

With regard to affordable housing, there are five “affordable housing” rental property developments located in Williston which are subject to public sector supervision. Four utilize the federal Low Income Housing Tax Credit program, which raises equity from private investors. This equity is combined with public funding to minimize debt service costs. The minimal debt service payment enables the owner to charge rents lower than the typical market rents. The fifth location consists of six apartments in Pinecrest Village that are made affordable through federal rental assistance payments.

It is important to note that only 56 of the 221 affordable apartments at the five sites are for households younger than 62 years of age. In other words, three-quarters of the affordable rental properties in the Town are restricted to seniors or persons with disabilities. Though privately owned, all five rental property developments are regulated by the Vermont Housing Finance Agency and have limits on the rents that may be charged and maximum household incomes.

Rental housing is also made available through Section 8 Vouchers, which pay the difference between 30% of a household's monthly adjusted income and the rent charged by the landlord. Participants in the Voucher program select their apartments and may move annually. Administered by the State and local

Williston Affordable Rental Housing Units With Public Resources		
Section 8 Vouchers (as of 2/2013)		
Vermont State Housing Authority	Units	Notes
	28	Vouchers allow families to
Burlington Housing Authority	65	select their own apartments
Winooski Housing Authority	24	
TOTAL	117	
Affordable Rental Properties		
Eagle Crest	60	Senior tax credit housing
Falcon Crest	61	Senior tax credit housing
Maple Tree Place	50	Tax credit housing
Pinecrest Apartments	6	Section 8-assisted housing
Whitney Hill Homestead	44	Senior tax credit housing
TOTAL	221	
Affordable Mobile Home Parks		
French Hill Manor	9	Residents own their homes

housing authorities, the Section 8 Voucher program assisted almost 120 Williston households as of February 2013. Some of these Voucher households live in the four housing credit properties.

The relationship between utility costs and housing affordability is widely appreciated. Taking into account the cost of transportation associated with the location of the home is gaining recognition. The Center for Neighborhood Technology has developed a measurement of the combined cost burden of housing and transportation that defines affordability for these two factors as no more than 45% of household income. With the exception of some neighborhoods in Burlington and Winooski and a few blocks elsewhere, virtually all of Chittenden County's employed residents have combined housing and transportation costs that exceed 45% of their income. It is notable that Williston has the highest percentage of workers commuting to Town for work in Chittenden County.

Additional information on housing conditions in Williston and the County is available in the Data Appendix.

Maximum Household Income Limits for Publicly Assisted Affordable Housing Programs

Chittenden County, 2014

		1 Person	2 Persons	3 Persons	4 Persons
Homebuyer	VHFA Homebuyer Mortgage	\$78,500	78,500	90,500	90,500
	Champlain Housing Trust Shared Equity Mortgage	56,200	64,200	72,200	80,200
Capital Funds to Develop Affordable Apartments	Vermont Community Development Program	44,750	51,150	57,550	63,900
	Low Income Housing Tax Credit Program	33,720	38,520	43,320	48,120
	Vermont Affordable Housing Tax Credit Program	33,720	38,520	43,320	48,120
	HOME Program	28,100	32,100	36,100	40,100
Rent Subsidy	Section 8 Voucher or Project-Based Rental Assistance	28,100	32,100	36,100	40,100

Current Efforts to Encourage the Development of Affordable Housing

The Town currently uses a variety of incentives to encourage the development of affordable housing through its residential growth management system. New residential developments must receive an allocation in the development review process, which currently caps the annual number of units at 80. The process is competitive, and providing affordable units in the mix of residential units helps a project to accumulate points in the scoring process.

This process has not yielded an adequate number of housing units affordable for families at moderate and low incomes. In the past decade, fewer than 50 new dwellings out of about 500 were constructed that are subject to ongoing affordability, currently defined in the Town's by-laws as households with incomes of 100% or less than the area median income.

Recommendations

More Active Municipal Role

The Task Force recommends that the Town take a more active role in the development of affordable housing, in particular housing for people with low and moderate incomes (that is, less than 80% of the HUD Area Median Income which is \$51,150 for 2-person household and \$63,900 for a 4-person household). The need for additional housing opportunities for people making less than the median income levels in the Chittenden County area is great and past efforts by the Town to support the development of affordable housing have yielded only modest results at best.

A more active municipal role will relieve pressure on existing renters and homeowners who cannot afford their current housing; ensure that workers, especially in thriving local retail centers, have an affordable place to live close to work; support employees in jobs that have high community value, such as teachers, police officers, and firefighters, who want to live locally; and create a continuum of housing options from affordable rentals and starter homes to larger homes and supportive senior complexes.

Quantify Affordable Housing Goals

The first step toward increasing the number of affordable units is to quantify goals to provide a means of assessing and measuring progress. Setting numeric goals to be achieved over a period of time will not only provide evidence that the Town is serious about taking meaningful action to encourage the building of housing for multiple income levels, but also provide the means to measure success.

The Town of Williston currently employs a residential growth management system designed to manage the rate at which housing units can be built. It recognizes natural constraints, the limited availability of infrastructure, and the need to purchase limited sewage capacity from neighboring Essex Junction. The growth management system is both an attempt to control the potential for sprawl in order to preserve the rural character of Williston, and a practical means to rationally distribute limited sewage capacity. The current growth management system sets a cap of 80 dwelling units per year. This means that over a 10-year period, a maximum of 800 new dwellings can receive building permits. It is highly unlikely, however, that the current pace of development can be maintained because of the anticipated future limits on availability and increasing cost of sewage service. A more likely rate would be closer to 60 dwelling units per year, for a total of 600 new dwellings over the next 10 years. The Task Force recommends that the Town set the following goals for housing that is affordable to multiple incomes over a 10-year period.

10-Year Housing Production Goals		
Income Level	Number of Dwelling Units @ 80 per year	Number of Dwelling Units @ 60 per year
Above 120% of HUD Area Median Income (AMI)	500	375
100 % to 120% of HUD AMI	100	75
80% to 100% of HUD AMI	100	75
Less than 80% of HUD AMI	100	75
TOTAL	800	600

Income Level	Annual Income Limits for a 2-Person Household	Annual Income Limits for a 4-Person Household
Above 120% of HUD AMI	Above \$77,040	Above \$96,240
100% to 120% of HUD AMI	\$64,200 to \$77,040	\$80,200 to \$96,240
80% to 100% of HUD AMI	\$51,150 to \$64,200	\$63,900 to \$80,200
Less than 80% of HUD AMI	Below \$51,150	Below \$63,900

It is standard practice in the housing industry to use the HUD annual median income, which is updated annually, as the basis for comparing incomes in a community and setting affordability goals. Williston’s HUD Area Median Income (AMI) for a family of four is currently \$80,200.

The above goals preserve the possibility of a large number of market-rate homes that appeal to families making more than \$96,240 in household income, as well as a smaller number of houses for home ownership for those making between \$80,200 and \$96,240. The challenge of making *new* for-sale homes affordable to those with incomes less than the HUD AMI is formidable, even in the current low-interest environment. New housing for the two lower income levels (families of four earning between \$63,900 and \$80,200, and those whose income is below \$63,900) will more likely be rental units. However, it is possible to make homeownership of *existing* homes affordable to low and moderate income families through the land trust model discussed below.

The Task Force believes this range of housing will create a Williston that reflects and attracts community members from many different backgrounds and walks of life. In addition, increased housing opportunities will better meet the needs of existing workers in Williston while potentially attracting more businesses to the area. Below is a brief discussion of recommended strategies to meet these goals. At the end of this section there is a matrix to evaluate degree of difficulty, financial cost, and impact associated with each strategy.

- **Incorporate the Following Strategies in Williston’s Policies and By-Laws**

- **Reduce impact fees for affordable housing.**

Impact fees charged to construct new housing adds significantly to costs of developing these new units, which, in turn, drives up the price of the housing. Development impact fees for new housing units built in Williston in 2013 are summarized in the following table.

	Per Unit Impact Fees	
	Multi-Family	Single Family
School - WSD	\$2,295.60	\$6,923.66
School - CVU	1,302.78	3,845.06
Recreation	666.57	839.57
Transportation	546.00	707.00
Total	\$4,810.95	\$12,315.29

While the Selectboard has already asked for a comprehensive review of all impact fees to both make them more reasonable and align them closer to the Town’s actual impact costs, the Task Force recommends that the Selectboard adopt the lowest impact fees possible on residential construction that covers the Town’s costs while also limiting their effects on housing prices.

For comparison, other municipalities have found ways to charge considerably less in impact fees: Brattleboro, Newport, and Manchester have no impact fees while South Burlington’s fees total approximately \$3,000 per dwelling; Hinesburg’s fees are about \$1,300 per dwelling.

- **Reduce water and sewer connection fees for affordable housing.**

Much like development impact fees, the fees charged by the Town for connecting to the Town’s public water and sewer systems add significant costs to new construction and can present a financial burden on the development of affordable housing in the zoning districts where the housing would be connected to these utilities. Reducing these fees, especially for housing units affordable at 80% or less than the area median income level, can help support the construction of these types of housing units by reducing costs significantly.

The Town’s current connection and allocation fees for municipal water and sewer service are:

	Town Utility Connection Fees Per Unit		
	1 Bedroom	2 Bedroom	3 Bedroom
Sewer Capacity*	\$637.50	\$859.95	\$1,465.10
Sewer Connection	552.75	841.05	1,432.90
Water Connection	486.00	955.80	1,628.40
Total	\$1,676.25	\$2,656.80	\$4,526.40

*This is a fee to pay for the sewer capacity reserved for the Town at the wastewater treatment plant, which is passed on to the consumer.

The Task Force recommends setting up a step scale, so that the more affordable the unit, the more of a reduction a developer is allowed:

Affordability Target	Water & Sewer Fee Reduction
100 to 120% of HUD AMI	50% reduction (in current by-laws)
80 to 100% of HUD AMI	60% reduction
Less than 80% of HUD AMI	70% reduction

- **Create incentives for accessory dwelling units.**

Accessory dwelling units (ADUs) are an efficiency or 1-bedroom apartment that is located within or adjacent to an owner-occupied single-family dwelling (such as above a garage or an addition). They are often thought of as cottages for in-laws or other family members, but can also be rented out to others. Williston’s by-laws currently allow ADUs in the Ag/Rural, Residential, and Village zoning districts.

Accessory dwelling units can increase the supply of affordable rental housing, make homeownership more affordable by generating rental income, and provide alternative living and care-giving arrangements for families. As infill development within neighborhoods, ADUs are an efficient way to increase housing units within existing buildings and on properties that are already developed and served by infrastructure.

Currently, Williston’s by-laws require that the property owner reside only in the primary dwelling. The Task Force recommends that the Town amend its regulations to allow the property owner to reside in either of the dwellings and to offer property owners greater flexibility in meeting their housing needs. This would allow homeowners as they age, for instance, to move into the ADU while renting out their primary dwelling or allowing family members to move into their primary dwelling.

In addition, the Task Force recommends that the Town set a maximum floor area allowed for accessory dwelling units equal to the greater of (a) 720 square feet, or (b) 30% of the square footage of the primary dwelling.

- **Increase density and height bonuses and adjust parking requirements.**

Density bonuses can be an effective means of providing incentives for developing additional units of affordable housing. The Town currently offers density bonuses in the Residential Zoning District (RZD), and density and height bonuses in the Mixed Use Commercial Zoning District (MUCZD), Mixed Use Residential Zoning District (MURZD), and Taft Corners Zoning District (TCZD).

In the RZD, the by-laws provide for a density bonus of an additional two dwellings per acre, *i.e.*, 5 units per acre for affordable housing versus 3 units per acre for market rate. Greater density enables developers to achieve economies of scale in terms of construction costs, thus enabling them to pass along the savings to renters or buyers.

In the MUCZD, MURZD, and TCZD, the maximum allowable density increases from 7.5 to 15 dwellings per acre when using a transfer of development rights – *e.g.*, a landowner who owns land in the Ag/Rural Zoning District can transfer these rights to a landowner in these other districts in order to encourage conservation of Ag/Rural land in exchange for continued concentration of development in the Designated Growth Center. The Task Force recommends

that the density bonus not be confined to transfer of development rights, but also be extended to projects with perpetually affordable housing units.

A height bonus may also be earned for developments that include perpetually affordable housing in the MUCZD, MURZD, and TCZD in the Town's growth center. Without this bonus, the maximum allowable height of buildings is 36 feet, or 3 stories. With this bonus, the building's height can increase to a maximum of 52 feet, or 4 stories. The concept is to encourage residential space above office or retail space in the Town's growth center. The Task Force recommends continuing this practice, but also allowing developers who do not foresee actually building affordable housing on-site to pay into a Town Housing Trust Fund (see below) so that funds may be used to build additional affordable housing elsewhere, and developers can still receive the benefits of the bonus.

The expense of setting aside surface land for parking can also drive up the costs of construction, in turn driving up housing costs for owners or renters. The Task Force recommends reducing the requirements for parking for those units that will provide perpetually affordable housing. Points in the Growth Management System are also awarded for meeting parking requirements by building parking structures. The Task Force also recommends providing greater incentives for such structures to further lower development costs.

- **Reserve growth management and sewer allocation and purchase additional sewer capacity.**

The Town provides municipal sewer service through the Essex Junction Wastewater Treatment Facility. Williston's portion of the plant's capacity is limited and the current amount of capacity for Williston is constrained. The Town's residential growth management system is predicated on the continued availability of sewer capacity to support the target levels used in the growth management system. The Town is in the process of purchasing additional sewer capacity in order to continue to have a viable amount of available capacity for future needs. The Task Force recommends that the Town formulate plans to purchase additional sewer capacity to serve the Town's needs for the next decade and beyond.

The Task Force further recommends that a certain portion of Growth Management allocation and sewer allocation be reserved strictly for affordable housing units, to preserve the possibility of building such units without risking that necessary allocation be assigned to other projects.

- **Establish a housing trust fund.**

Housing trust funds are dedicated public funds, typically established through legislation or ordinance, used to support affordable housing development and programs. Currently there are 40 state and 625 municipal and county housing trust funds operating around the country. In Vermont, there is one statewide fund administered by the Vermont Housing and Conservation Board (VHCB) and three municipal funds in Burlington, Charlotte, and Montpelier. These funds are used for a variety of purposes, including:

- Developing below-market rate rental and home ownership units.
- Establishing loan programs for housing developers and homeowners.
- Leveraging additional resources for construction.
- Providing one-time subsidies to create permanently affordable homeownership through the land trust model.

- Providing homebuyer assistance (down payments, interest subsidies).

A housing trust fund can provide a mechanism for the Town to accumulate and manage financial assistance for developers and homeowners and renters to keep housing perpetually affordable. The Task Force recommends that the Town of Williston establish a Williston Housing Trust Fund, to function in collaboration with the Champlain Housing Trust (CHT).

Money for this fund can be accumulated from various sources including Town budget allocation, donations, grants, required developer contributions, or contributions made by developers to obtain bonuses for which they would not otherwise qualify.

The Housing Trust Fund could also be funded by leveraging new commercial development, for which Williston has long been an important hub. The Town generates more dollars in taxable retail sales than any other community in the state. New commercial development often generates the need for additional affordable housing for the many low and moderate wage workers employed by these new businesses. The Task Force recommends examining ways of linking new commercial and industrial development with the construction or funding of additional affordable housing through the Town's development regulations.

In addition, the Housing Trust Fund could create affordable home ownership without developing new units by making grants to CHT for its shared equity appreciation homeownership program. Housing Trust Fund money would allow CHT to provide down payment assistance grants which are perpetually tied to the property, thus keeping that property affordable for generations to come. In exchange for the grant, CHT gets the first option to purchase back the home when the owner sells to another low or moderate-income buyer. The sales price is based on what the homeowner paid for the home plus approximately 25% of the home's appreciation. This also involves CHT owning the land under the house and the buyer entering into a ground lease for the use of the land.

- **Establish a standing committee on affordable housing.**

The Task Force was convened as a temporary body to conduct an initial assessment and make initial recommendations. We recognize that for these recommendations to be implemented and to accomplish the goal of promoting additional affordable housing, ongoing monitoring, encouragement, and oversight are necessary. For this reason, the Task Force recommends that a standing Housing Committee be established to help the Town meet its goals for affordable housing programs and efforts in Williston. A standing committee will be able to make recommendations to the Selectboard on future policy actions and make funding decisions on the use of funds generated by a housing trust fund.

The Task Force also recognizes that staffing the needs of such a committee will require greater time and energy than existing Planning Department staffing levels can supply. For this reason, we also recommend that the Selectboard authorize the establishment of a new staff position with adequate time and funding to assist the Housing Committee in its work.

Evaluation Matrix

The following matrix rates each strategy on the basis of three criteria, assigning scores from 1 to 5, with 5 being the most or highest.

“Difficulty of Implementation” refers to the relative ease of putting the strategy in place. Several strategies require changing Town ordinances or policies, while one (purchase sewer capacity) is dependent on many factors, some of which are beyond the Town’s control. Others require publicizing job or committee openings.

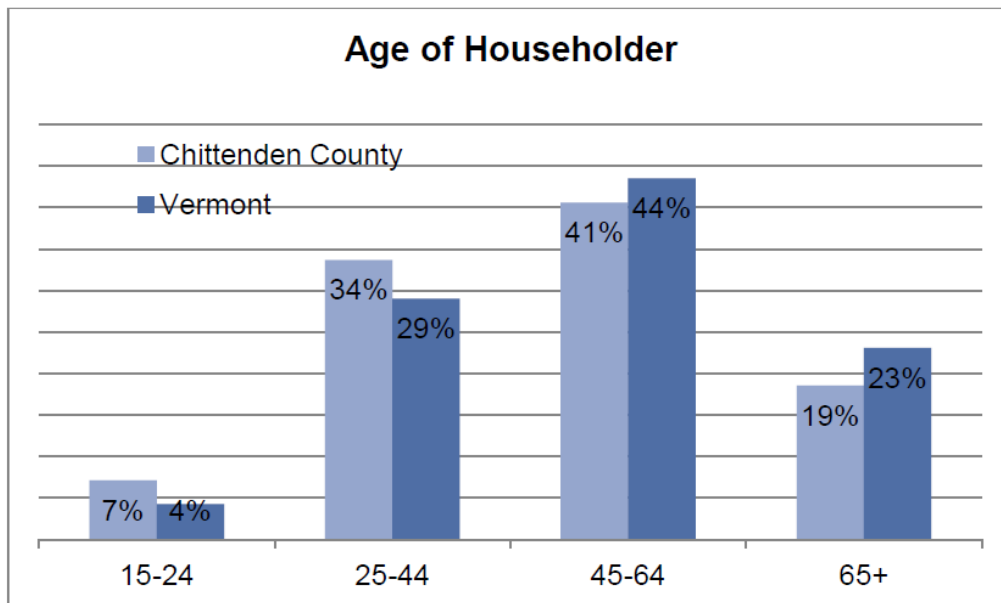
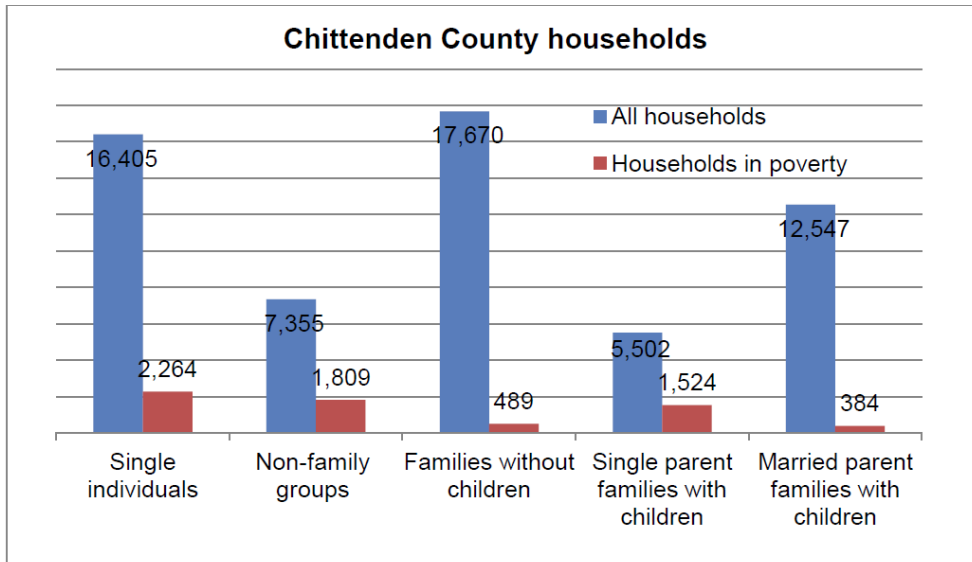
“Financial Cost” refers to the amount of revenue the Town would lose in fees or the expense of purchasing sewer capacity or hiring staff.

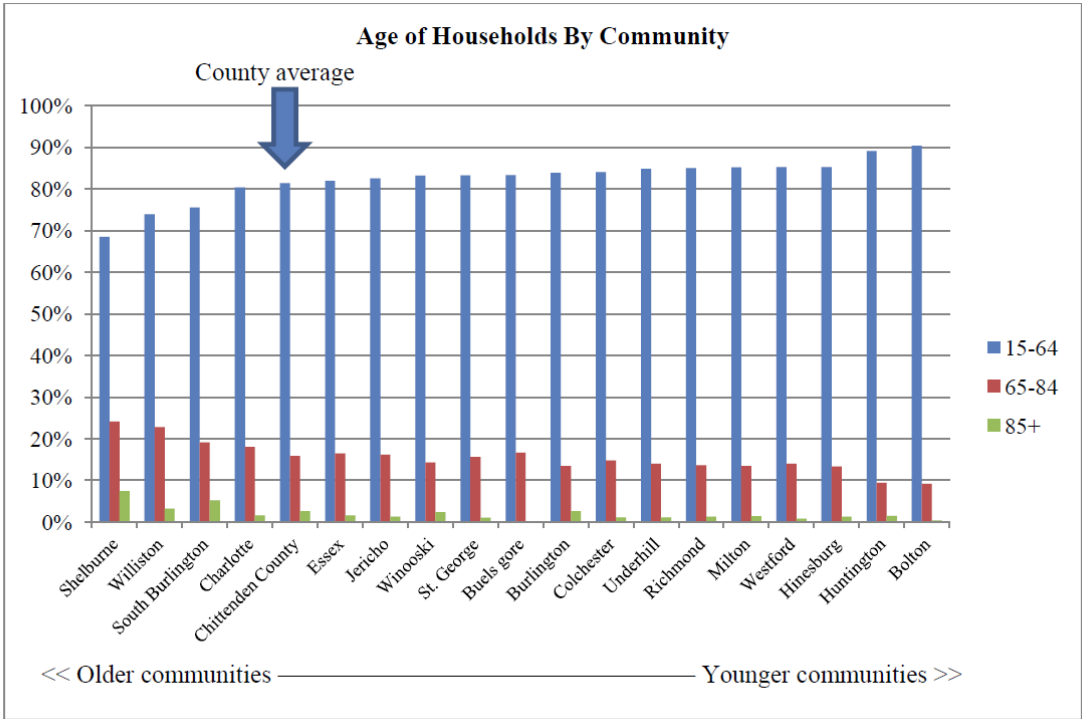
“Impact” refers to the strength of the strategy’s potential effect in promoting affordable housing.

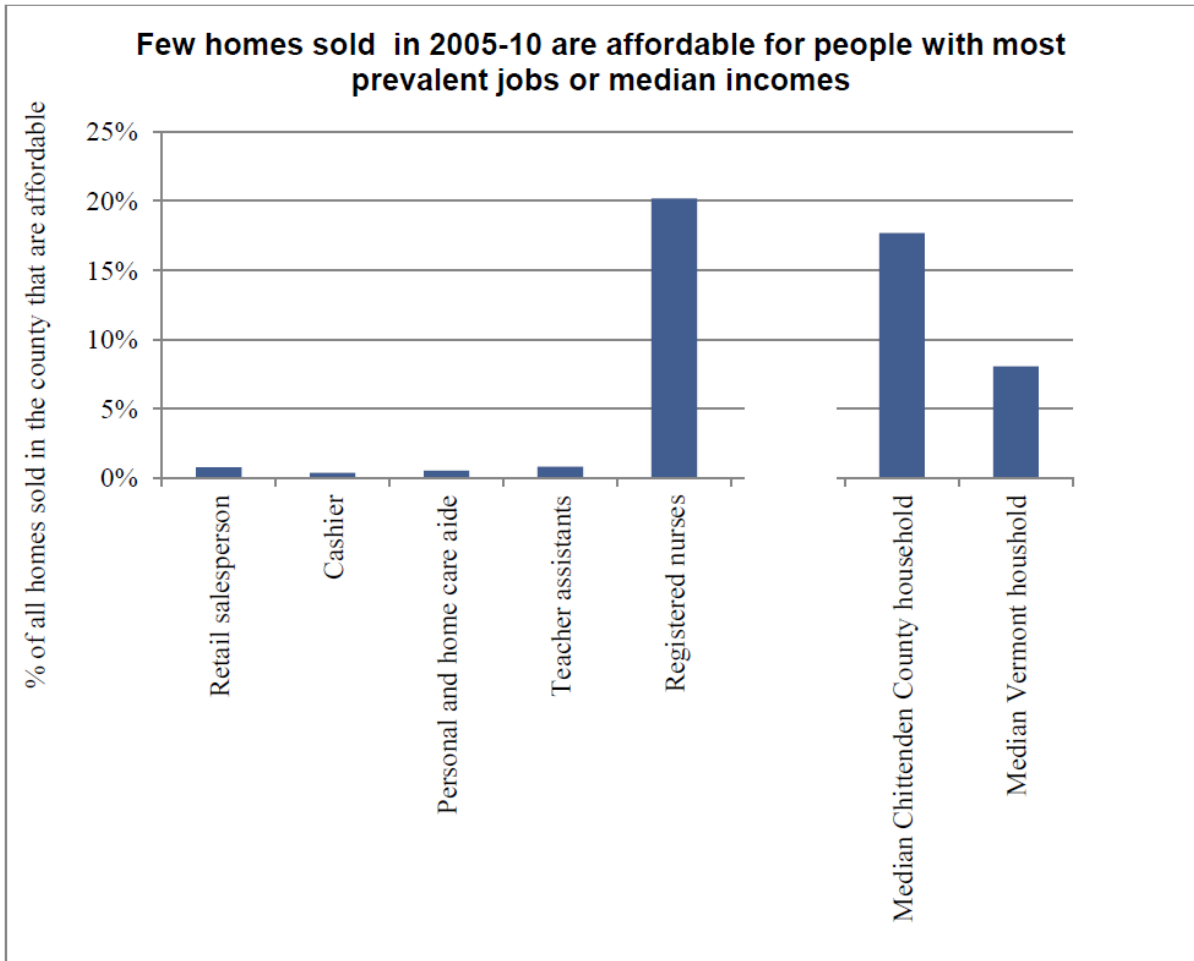
Strategy	Difficulty of Implementation	Financial Cost	Impact
Reduce impact fees	1	4	3
Reduce water & sewer connection fees	2	3	3
Incentivize ADUs	1	1	2
Increase density and height bonuses	1	1	2
Adjust parking requirements	1	1	2
Reserve growth mgmt. & sewer allocation	1	1	4
Purchase sewer capacity	4	5	4
Establish a housing trust fund	4	4	5
Establish a standing committee on affordable housing	3	1	5
Add staff capacity to resource standing committee	3	5	5

Data Appendix

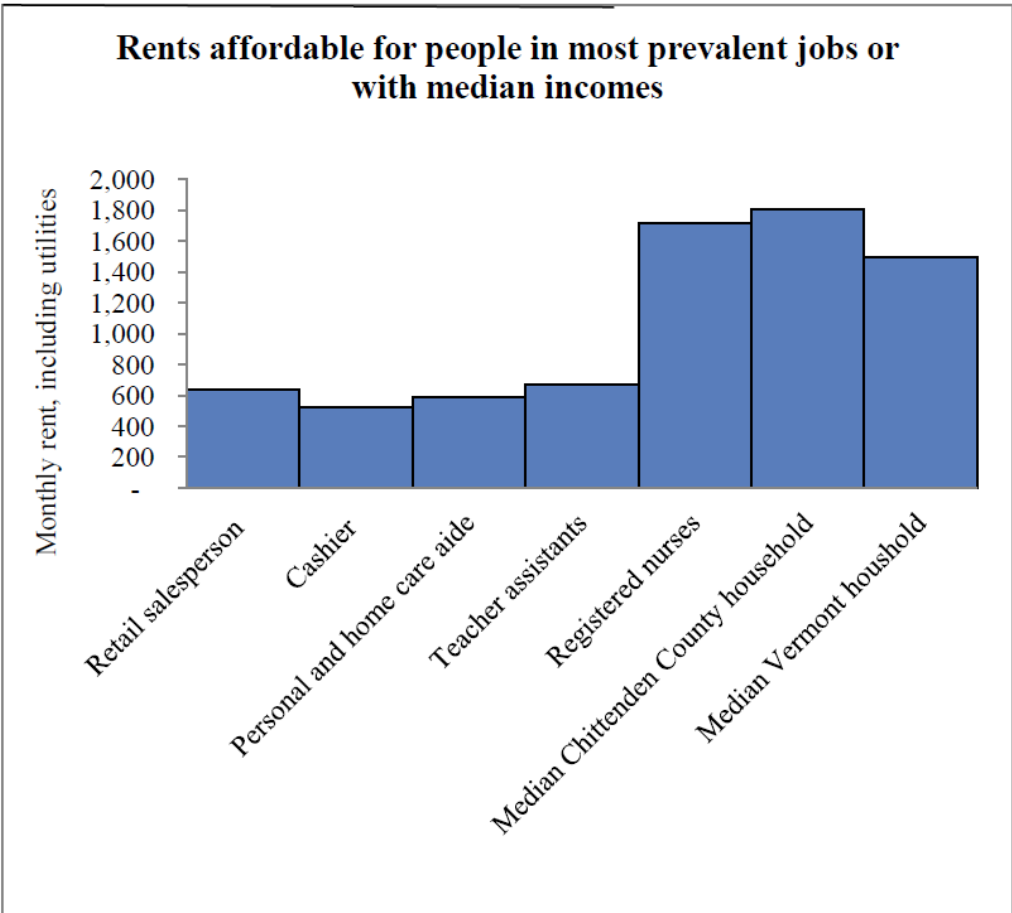
(Unless noted otherwise, data is from the January 2012 *Chittenden County Housing Needs Assessment* compiled by the Chittenden County Regional Planning Commission as part of the ECOS project. See http://ecosproject.com/sites/default/files/documents/ecos_housing_October_2012_0.pdf for a copy of the report.



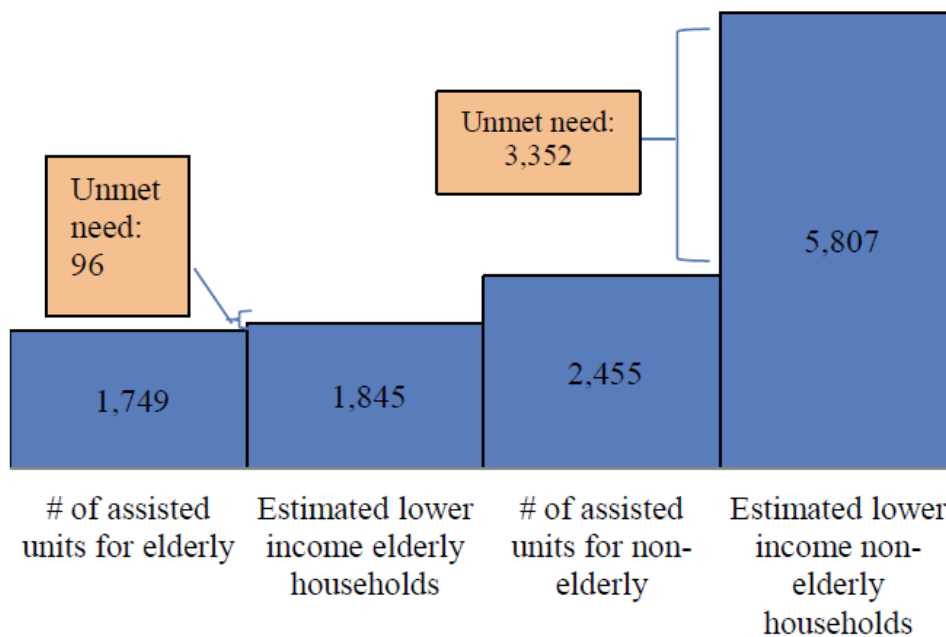




Source: VHFA analysis of PTT, DOL wage data, affordability assumptions.



A supply and demand comparison of assisted rental units and lower income renters in Chittenden County, 2010



Data source: Census 2010, American Community Survey 2005-2009, VT Directory of Affordable Rental Housing.

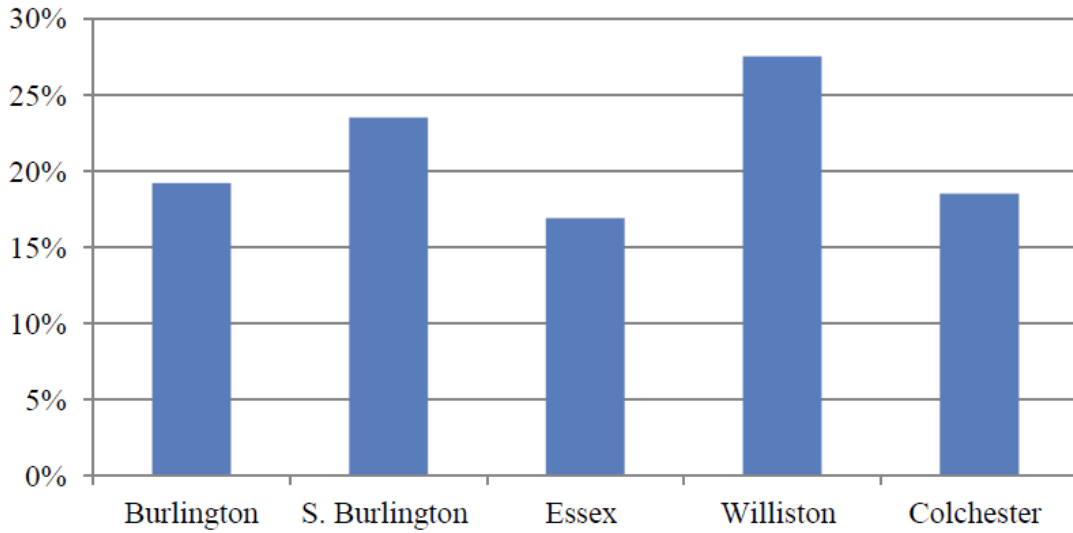
Maximum Annual Incomes to Qualify for Housing Programs in Williston, 2014				
Household Size	50% of HUD Area Median	60% of HUD Area Median	80% of HUD Area Median	HUD Area Median
1	\$28,100	33,720	44,750	56,200
2	32,100	38,520	51,150	64,200
3	36,100	43,320	57,550	72,200
4	40,100	48,120	63,900	80,200

Source: Housing Vermont

**Jobs Counts by County Subdivisions Where Chittenden County Resident
Workers are Employed, 2009**

	Number	Percent
Burlington city (Chittenden, VT)	20,770	30.2%
South Burlington city (Chittenden, VT)	10,328	15.0%
Essex town (Chittenden, VT)	7,682	11.2%
Williston town (Chittenden, VT)	5,557	8.1%
Colchester town (Chittenden, VT)	4,777	6.9%
Shelburne town (Chittenden, VT)	1,985	2.9%
Winooski city (Chittenden, VT)	1,631	2.4%
Hinesburg town (Chittenden, VT)	1,469	2.1%
Milton town (Chittenden, VT)	1,412	2.1%
Montpelier city (Washington, VT)	1,091	1.6%
Richmond town (Chittenden, VT)	810	1.2%
Waterbury town (Washington, VT)	783	1.1%
Hartford town (Windsor, VT)	723	1.1%
St. Albans city (Franklin, VT)	623	0.9%
Rutland city (Rutland, VT)	538	0.8%
St. Albans town (Franklin, VT)	501	0.7%
Jericho town (Chittenden, VT)	458	0.7%
Barre city (Washington, VT)	438	0.6%
Middlebury town (Addison, VT)	347	0.5%
Vergennes city (Addison, VT)	311	0.5%

**Percent of Workers in Employment Center Towns
Commuting 25 or more Miles**



	2000		2010		% change owners	% change renters
	Owners	Renters	Owners	Renters		
Chittenden County	37,291	19,161	40,310	21,517	8%	12%
Bolton	317	51	422	65	33%	27%
Buels	6	0	7	5	17%	#DIV/0!
Burlington	6,590	9,295	6,553	9,566	-1%	3%
Charlotte	1,085	202	1,189	230	10%	14%
Colchester	4,354	1,790	4,509	1,805	4%	1%
Essex	5,418	1,595	5,955	1,932	10%	21%
Hinesburg	1,302	294	1,468	269	13%	-9%
Huntington	617	75	668	85	8%	13%
Jericho	1,551	200	1,677	204	8%	2%
Milton	2,897	436	3,237	652	12%	50%
Richmond	1,209	295	1,298	288	7%	-2%
St. George	226	38	222	53	-2%	39%
Shelburne	2,107	525	2,225	655	6%	25%
South Burlington	4,351	1,981	5,186	2,801	19%	41%
Underhill	974	81	1,031	102	6%	26%
Westford	657	68	682	75	4%	10%
Williston	2,475	446	2,837	677	15%	52%
Winooski	1,156	1,788	1,144	2,053	-1%	15%