

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

Please review the 2015--2019 Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/communitydevelopment> for more information.

Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 and return this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: Bayside

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
				2. Allow for home sizes less than 1,200 square feet.	
		X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The Village had a proposed multi-use development brought forward that would have included multi-family housing. The project is currently on hold to address concerns, but may be re-visited in 2019.
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	

Impediment #2: Lack of Fair Housing Knowledge	X	X	X	1. Attend a fair housing seminar or educational opportunity.	The Village will continue to identify and participate in fair housing seminars and educational opportunities.
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing	Check Box	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X	X	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	The Village included a Fair Housing article in the February 2018 Village Scene and ran an article again in the February 2019 Village Scene.
				3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Village of Big Bend

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
				2. Allow for home sizes less than 1,200 square feet.		
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
		X		X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The Village laid an extent of sanitary sewer line (approx 1 mile) from the future site of our approved sanitary treatment facility in Village Hall Park and running north in the Hwy 164 right of way. In 2019, the Village intends to construct the
			X	X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Zoning Code update expected to finish/adopt in 2019. Draft includes PUD provision that where sanitary sewer is available, density requirements may be as low 10,000 sq.ft./dwelling unit and may permit a mix of housing types.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.		
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X	X		1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	The Villages priority efforts at this time continue to be the completion of sanitary sewer line extension as far north in Hwy 164 as the I-43 interchange and completing the treatment in order to bring the system online. The	

Impediments to Fair Housing	Check Box	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
				1. Develop and integrate appropriate diversity awareness	

Impediment #4: NIMBY/Prejudiced Attitudes			information into staff and organizational development training.	
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
		X	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: City of Brookfield

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
				2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
			X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Adopted an Ordinance on February 19, 2019 amending the City's Comprehensive Plan and the City's Zoning Code to add a new mixed use zoning district for the Bishops Woods Office Park that will permit higher density housing as part of a mixed use development or redevelopment of sites within
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	
			x	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing		Check Box	Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Will include statements in the 2019 update to the City's Comprehensive Plan currently underway with consultant- Vandewalle and Associates, Milwaukee,WI
			x	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Butler

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
			X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	We evaluated our ordinances and believe they are inclusive of affordable housing.
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing	Check Box			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X		2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	We disseminate available info through our bi-weekly e-newsletter, our quarterly mailed newsletter and available at Village Hall.
			X	3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			X	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: City of Cedarburg

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.		
				x	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	In applying the new PUD Ordinance, the City is able to adjust the development standards for such things as density, home sizes, roadway improvements, etc, for infill Pocket Neighborhood development	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.		
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	The City created TID #5 which will serve to provide funding to cleanup an local contaminated site and prepare it for a mixed use development that will include, among other things, a large element of workforce housing	

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
		X	3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Dousman

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	No new development proposals received in 2018 for development on lots less than 10,000 square feet.	
	X			2. Allow for home sizes less than 1,200 square feet.		
			X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Plan Commission has been considering amending the multi-family zoning district standards to allow 10 units per acre, in conjunction with evaluating multi-family as conditional uses pursuant to 2017 Wisconsin Act 67. Final conclusions and potential amendment expected in 2019.
			X		4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	During previous years, Village has been approached by potential developers to extend sanitary sewer for mixed use (business/multi-family) to the intersection of Hwys. 18 & 67, via TIF. However, Village is not in a financial position at this
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Planned Unit Development standards already in place.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	Village Planner did not have opportunity to attend 2018 seminar, but will attempt to do so in 2019. However, when opportunity arises with and agenda	
		X	X	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	Did not implement in 2018. In 2019 will contact rental property owners and managers about requirements of Fair Housing Act no later than 2018. In addition, will periodically post Fair Housing information on Village web site home page.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options		X		1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	During 2018 Village amended zoning regulations to allow second story multi-family units with a 550 square foot minimum per unit within its downtown. A redevelopment project utilizing the new standard will commence in 2019.	

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			x 1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Village Planner will present Fair Housing information to the Plan Commission and Village Board.
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Delafield

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
			X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	In 2018 the opportunity to extend sewer to conform to SEWRPC sewer service boundaries was dependent upon a private development expected to contribute to the infrastructure costs. That development was denied due to neighbor objections.
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
			X	X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Changes in the residential zoning provisions were expected to be an offshoot of the 2018 Comprehensive Plan update. The City elected to maintain our current plan and update after the 2020 census when current population data is available.
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge				1. Attend a fair housing seminar or educational opportunity.		
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
	X	X	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	This task is integral to Impediment #1(6), creation and dissemination of this material will be a tool for encouraging the zoning provision amendments.
			3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Eagle

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Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	no sewer service
	X			2. Allow for home sizes less than 1,200 square feet.	Changes made to Zoning Code allowing for home sizes less than 1200 square feet
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	no sewer service
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	no sewer service
				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
			X	7. Amend design regulations to promote flexibility in development and construction costs.	The Village Planning Commission reviewed the zoning code and made changes, but none directly affecting flexibility in development and construction costs due to design regulations, however impact fees were reviewed and reduced, which would directly effect development on construction costs
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	Small Town Forum hosted by Village. Presenters and information provided by WEDC, USDA, and WWBIC.
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	Brochures on Fair Housing mailed to all known landlords and renters in the Village.
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative	
Impediment #4: NIMBY/Prejudiced Attitudes		x		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Information provided in Village HR Policy manual that is distributed to all new Village employees.
	x			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Small Town Forum hosted by Village. Presenters and information provided by WEDC, USDA, and WWBIC.
			x	3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			x	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Village of Elm Grove

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development		X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village of Elm Grove remains open and capable of servicing new single-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	§335-20(2); Rs-4 Single Family Residential District: A one-story dwelling shall have a minimum living area of 1,100 Square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	§335-21C(2); Rm-1 Multiple-Family Residential District: Multiple-family dwellings at densities over 8 dwelling units per net acre. *This can be expanded to 12 units per acre under a Conditional Use.	
				X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	§335-30 Planned Development Overlay District: intended to permit development, redevelopment and rehabilitation of property through use of coordinated site planning, diversification of location of structure location and/or types and/or through mixing of compatible allowed uses.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.		
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

Impediments to Fair Housing	Check Box			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
		X		3. Participate in regional housing initiatives and collaborative efforts.	The Village is currently reviewing a 75 unit independent senior living facility that would accommodate seniors 62 years or better. Senior housing has been identified as a underserved regional need.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

Please review the 2015--2019 Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/communitydevelopment> for more information.

Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 in this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: Fort Atkinson

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The city allows for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	The city allows for home sizes less than 1,200 square feet.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
			X	X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	2018 - The city allows flexible zoning regulations through Planned Development Districts (PDD). 2019 - Intend to adopt flexible zoning regulations for Traditional Neighborhood developments.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	2018 - Did not have the opportunity to attend a fair housing seminar or training. 2019 - Plan to attend an fair housing seminar or other educational	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X		1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	The city approved a \$520,000 revolving loan to assist with the development of a 60 unit senior assisted living facility. The housing development is anticipated to add another 30+ units in the future.
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Fredonia

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	RS3 Zoning Allows
	X			2. Allow for home sizes less than 1,200 square feet.	RS3 Zoning Allows
	x			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	RD-2 & RD-3 districts allows this density. Other districts allow community living arrangements up to 8 people per dwelling
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Subdivision code allows TND
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Plan Commission and Village Board will consider on a case by case basis.
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge			x	1. Attend a fair housing seminar or educational opportunity.	
	x			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	Brochures for fair housing are in the lobby
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	Village Board and Plan Commission will consider on a case by case basis.

Impediments to Fair Housing	Check Box			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes		x		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Discuss diversity awareness at the office and make sure that we are not intentionally excluding anyone with village initiatives or communications.
	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Free information is available to the public
		X	x	3. Participate in regional housing initiatives and collaborative efforts.	We were not asked to participate in any collaborative efforts or initiatives.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	Architectural Design Board will review on a case by case basis.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Grafton

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
			X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	In the process of approving two new subdivisions with 10,000 sq ft lots
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	No opportunities available in 2018	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

Impediments to Fair Housing	Check Box			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 and return this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: Germantown

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village of Germantown Zoning Code provides for single-family residential homes on 10,000 sf lots (Rs-7: Single-Family District)
		X		2. Allow for home sizes less than 1,200 square feet.	Consideration was given to amending Zoning Code to reduce DU size for single-family homes; in light of existing regulations that allow DU's in multi-family
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The Village of Germantown Zoning Code provides for multi-family dwelling units at a density of 10 units/acre (Rm-3: Multi-Family District)
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The Village of Germantown initiated amendments to its 2020 Comprehensive Plan and Sainitary Sewer Service area boundary consistent with SEWERPC sewer service plans to provide for a new residential area allowing single-family densities up to 3 DU's per acre and multi-family desinties up to 5 DU's per acre.
	X		X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The Village of Germantown Zoning Code provides for a Planned Development District (PPD) that contains allowances for higher densities and a mix of housing types
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	The Village has revised specific design-related requirements and has made allowances for alternative design solutions in our Storm Water Management regulations to promote flexibility in design, reduce cost, reduce impervious de3velopment features and enhance environmental protection.
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	Community Development Director attended the Fair Housing Accessibility First Policy Training held on April 26, 2018, sponsored by the Milwaukee Fair
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing	Check Box	Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes		X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.
			3. Participate in regional housing initiatives and collaborative efforts.

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 and return this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: City of Hartford

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Allow lots as small as 8,000 sq. ft. as a permitted use
	X			2. Allow for home sizes less than 1,200 square feet.	Allow houses as small as 1,000 sq. ft. for 3 bedroom homes.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Allow up to 14 units per acre
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	We have done this for more than 15 years
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Already allow PUD's. Intend to create TND zoning within next 3 years
			X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	No action taken yet
				7. Amend design regulations to promote flexibility in development and construction costs.	Our design regulations are minimal (mostly calling for homes to not be identical to adjacent homes)
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	Negotiated a new 82-unit apartment project in downtown with numerous amenities through the use of TID financing. It will be available to a variety of incomes with studio units to 3-bedroom units.

Impediments to Fair Housing	Check Box			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Give presentations to Plan Commission and Council annually, stressing the importance of a diversity of housing choices and price points.
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Describe in the "Community Narrative" section the actions taken from the "2017 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2018 Select 2" column) that your community will choose to address in 2018 and return this document to Waukesha County by January 31, 2018. One of the action items selected must be from Impediments #1, #3, or #5. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2018. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: Village of Hartland

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	This is provided in the Village of Hartland Zoning Code	
	X			2. Allow for home sizes less than 1,200 square feet.	This is provided in the Village of Hartland Zoning Code	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	This is provided in the Village of Hartland Zoning Code	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	This is provided in the Village of Hartland Zoning Code	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	This is provided in the Village of Hartland Zoning Code	
				X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	It is possible that such types of zoning could be included in the Zoning Code as a result of the update to the Comprehensive Plan currently under consideration.
	X				7. Amend design regulations to promote flexibility in development and construction costs.	This is provided in the Village of Hartland Zoning Code
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	This was not done in 2018. However, as part of the Village's Comprehensive Plan update, this topic and the matter of affordability has been entered as a	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options			X	1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	As noted above, this sort of incentive could be included in the follow up to an update to the Comprehensive Plan.	

Impediments to Fair Housing	Check Box	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
				1. Develop and integrate appropriate diversity awareness	

Impediment #4: NIMBY/Prejudiced Attitudes		X	X	information into staff and organizational development training. 2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	While we did not produce written educational materail, the issue was a significant part of the comunithy conversation around a development proposal in the northeast part of the Village. Additionally, this is a significant part of the disucssion reated to the update to the Comprehensive Plan currently under
	X			3. Participate in regional housing initiatives and collaborative efforts.	As part of its effort to improve the housing imbalance discussed by SEWRPC, Hartland considered a Habitat for Humanity 13 unit development. Unfortunately, the decision was that it was too dense for the site and that alternative locations would need to be found that did not require as much infrastructure development.

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Jackson

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Currently, the Village has two subdivisions that are being developed with lot sizes less than 10,000 sq. ft.	
	X	X		2. Allow for home sizes less than 1,200 square feet.	The Village allows the total minimum floor area of a dwelling to be 1,000 square feet with a minimum first floor area of 600 square feet.	
				X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
			X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Due to an indefinite delay in construction of a concept-approved development, this item is selected for 2019.
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The preferred zoning district for the Village is PUD giving the flexibility to the Developer and Village in being creative for housing types.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge				1. Attend a fair housing seminar or educational opportunity.		
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
	X		3. Participate in regional housing initiatives and collaborative efforts.	The Village is an active partner in the "Operation Finally Home" program and has had tow Habitat for Humanity homes recently built.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Compatibility Report for Jackson 2019.xls

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4

Version

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Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

Please review the 2015--2019 Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/communitydevelopment> for more information.

Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 and return this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: City of Jefferson

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	8,000 Sq Ft minimum area for R-1 zoning	
	X			2. Allow for home sizes less than 1,200 square feet.	850 Sq Ft minimum	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Zoning allows this standard to be met	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Mixed use zoning & allow PUD	
				x	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Will at least review possible options
				x	7. Amend design regulations to promote flexibility in development and construction costs.	Will at least review possible options.
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.		
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options		X		1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	City will undertake a comprehensive update of its Comprehensive Master Plan and Zoning Ordinance in 2019 and review options to further this objective. This project was to take place in 2018 but is delayed until summer of 2019.	

Impediments to Fair Housing	Check Box		Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
	X		3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population		X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	City has previously created a tax increment district to promote redevelopment of the former St. Coletta Campus. These funds have been utilized to develop a large dementia care facility servicing the elderly. Additional TID options are
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Waukesha County 2015--2019

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Community Name: Lake Mills

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	2015 Ordinance allows for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.
	X			2. Allow for home sizes less than 1,200 square feet.	We have no restrictions.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	We allow up to 12 unit per acre.
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	We don't have a regional sewer service plan.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	We have both zoning options.
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Our PDD has allowed this for years.
			X	7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X		x	1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population		x	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Johnson Creek

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	MR-10
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Precise Implementation Plans (PIP) Community Based Residential
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	
		X		2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	When landlords from our community come to Village Hall they are offered Fair Housing Information.
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing			Action Items to Address Impediments		Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X		2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Information was provided to our board on mixed income housing needs for the Village.
	X			3. Participate in regional housing initiatives and collaborative efforts.	JCEDC and Madison Technical College Advisory Committee
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

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Community Name: Menomonee Falls

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village has adopted the R-5 Single Family Residential District which allows lots for single-family homes as small as 9,000 sq. ft. and the R-6 and PRD districts allow single-family lots as small as 7,200 sq. ft. and two-family lots as small as 9,000 sq. ft.
	X			2. Allow for home sizes less than 1,200 square feet.	The Village has adopted the R-5 Single Family Residential District which allows homes as small as 1,100 sq. ft. The R-6 and PRD districts allow homes as small
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The "Riverwalk on the Falls" apartment building was approved with a density of 25 dwelling units per acre in 2016, and "The Jade" apartments were approved in 2017 with a density of 31.7 dwelling units per acre in 2017.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The Village recently expanded sanitary sewers within the adopted Regional Sewer Service Plans to support higher densities, including extending the sanitary sewer along Lisbon Road to accommodate future developments
	X	X		5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	We approved the final plat of Silver Spring Estates Phase 6, under a PRD, allowing a mix single family and duplex lots as small as 12,600 square feet.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	In 2016 the Village amended the design regulations within Planned Development District No. 2 to provide greater flexibility in the Whitestone Station development.
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	Village officials regularly attend fair housing seminars.
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X	X		1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	We began construction on the Jade Apartment development and developed a plan for the revitalization of the East Main Street Corridor encouraging the development of new affordable housing near job centers by offering density bonuses and single family lots with areas around 9,000 sq. ft.

Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes		X		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	We contracted with Cities and Villages Mutual Insurance Company to present a diversity awareness program to all managers, supervisors, directors and lead workers of the organization.
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			X	3. Participate in regional housing initiatives and collaborative efforts.	We will work collaboratively with Waukesha County and the Metropolitan Builders Association on ways to bring affordable housing to Menomonee Falls.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	The Dickson Hollow development, limited to senior living, was approved with public funding.
			X	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	We will promote Universal Design construction concepts on our website.
Other: Please list any other actions taken to alleviate impediments to fair housing		We continue to offer flexible zoning regulations in multiple locations in order to encourage greater densities and a mix of housing types.			

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Mequon

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development		X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	In 2018, the City approved 23 single-family homes on lots ranging from 3,060 to 3,290 square feet.
				2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The City approved four separate multiple family development projects with the Town Center (a Traditional Neighborhood Design) that are currently being constructed between 2016-17. Each project exceeds 10 du/1 acre. The average density of the four projects in 16.75 du/1 acre.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The City secured the regulatory approvals for expansion of the sewer service area and facilitated the construction of public sewer to serve a new single-family residential neighborhood (Central Growth Area) that includes 380 acres of land perviously zoned for 5 acre residential development. The new zoning that preceeded the sewer expansion, requires cluster development at 1 du/acre but allows for lots as small as 1/3 acre.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The City amended its existing TND zoning district (Town Center) to expand the allowed types of housings and building forms. The amendment allows for, small-lot single-family lots, attached towhome and rowhouse style construction and elderly house, in addition to previously allowable multiple-family
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				X	7. Amend design regulations to promote flexibility in development and construction costs.
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
				4. Encourage the development of new affordable and/or assisted	Both the Town Center and new zoning of 380 acres (Central Growth) provide

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X		1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	housing opportunities near Job Centers within Mequon and other surrounding communities. Zoning and Financial incentives are provided for density and mixed use development proposals
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Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Director Tollefson was the keynote speaker at a local real estate association regarding the the responsive and successful and development practices implemented by the City with inclusion / stremlined approval process for diverse housing opportunities including single-family homes on lots of 3,060 -
		X	3. Participate in regional housing initiatives and collaborative efforts.	Regional housing initiatives include recommendations for the development of new single-family homes on lots of 10,000 square feet or smaller. As inidcated
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: Village of Merton

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
				2. Allow for home sizes less than 1,200 square feet.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X	X		5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	In the new 2022 Comp Plan we allowed residential care facilities for seniors We are working on allowing PUDS We have residential care in the 2022comp. Plan We are working on PUD with the town of Lisbon
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge			x	1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing			Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
		X	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	Building inspector working on building code changes

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Community Name: Village of Mukwonago

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development		X		1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	We have a comprehensive plan an ordinance that allows for this. Bielinski is currently working to develop two-family homes on the North end of the Village
	X			2. Allow for home sizes less than 1,200 square feet.	On substandard lots (less than 12,000 square feet) only, requires variance
	X		X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Maple Center development set to begin in 2019 with a density around 14 units per acre
	X		X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Thw Village will extend municipal utilities to an area being developed into a high-density, mixed use development in 2019.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	PUD is already in our Code and now in use for mixed-use and higher density developments
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
			X	7. Amend design regulations to promote flexibility in development and construction costs.	While we have made changes to our code and updated the building materials sections for our Village Center Overlay District and Mixed-use districts, construction costs are still up 45% due to factors way outside of local control.
Impediment #2: Lack of Fair Housing Knowledge	X	X		1. Attend a fair housing seminar or educational opportunity.	Attended 72 hours of Wisconsin Real Estate Seller License Training that covers fair housing laws in Wisconsin
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population		X	X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	We were working on a project that would bring mixed-use senior living to our community in an area the Village is extending municipal utilities. That development has not materialized yet. We are hopeful something will be put
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

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Community Name: City of Muskego

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Some zoning districts allowing such a requirement.	
	X			2. Allow for home sizes less than 1,200 square feet.	The City changed our minimum dwelling size requirements to 1,100 SF in all single-family residential districts.	
			X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The City can currently allows up to 9.6 units an acres in our most dense multi-family planned development district. As part of a pend 2035 Comprehensive Plan update, this may be looked at even further, depending on the choices of the Common Council.
	X				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	City routinely allows development per the adopted Regional Sewer Service Plans and entertains expansion where needed. Allows for high density residential zoning in certain areas along with PDs that allow 10% unit bonuses where deemed viable.
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Our Zoning Code allows the adoption of PUD's to allow for mixed uses and for possible density bonuses.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X				7. Amend design regulations to promote flexibility in development and construction costs.	City has multiple design guides that allow flexibility as well as Plan Commission discretion to allow flexibility of construction and material usage.
Impediment #2: Lack of Fair Housing Knowledge	X	X	X	1. Attend a fair housing seminar or educational opportunity.	Attended at least three training events that related to housing inequity/equity, diversity & inclusion, and inclusive communities. We hope to find more opportunities.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	The City offers higher density and mixed use zoning in the downtown areas in order to allow mixed income opportunities.
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Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	The City proclaims Fair Housing Month every April at Council meeting and has web links where "Muskego Supports Fair Housing" on the main page of the City's website. Web link leads to Fair Housing Council information and support info.
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

Please review the 2015--2019 Analysis of Impediments to Fair Housing, located at [http://www.waukeshacounty.gov/community development](http://www.waukeshacounty.gov/community%20development) for more information.

Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 and return this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: City of New Berlin

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Zoning Code Section 275-33B (6) R-5, Medium-Density Single-Family Residential District, prior to 2004 allowed for homes to be built on lots 10,000 sq. ft. or greater. Many homes were built using that Zoning District. Zoning Code Section 275-33B(5), Medium Density Single-Family Residential District does allow for 15,000 sq. ft. lots.
	X			2. Allow for home sizes less than 1,200 square feet.	Zoning Code Section 275-33B (6) R-5, Medium-Density Single-Family Residential District, does allow 2-bedroom homes to be 1,100 sq. ft. Other zoning districts allow for 1,200 sq. ft. and up.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Currently, under Zoning Code Section 275-33B(8) the city allows a net density not to exceed seven dwelling units per Rm-1 zoned acres. However, under Zoning Code Section 275-41 B(1)(a) The density of elderly housing development may be 14 units per acre. Also, the City has a provision in the Zoning Code Section 275-39 for Overlay Districts (SPO and PUD).
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The City follows the Regional Plan.
	X	X		5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Currently, under Zoning Code Section 275-39 Overlay Districts (Special Plan Overlay and Planned Unit Development) the city allows these types of development requests. Individual requests would be reviewed by the Plan Commission or Community Development Authority and the Common Council on a case-by-case basis. As the City initiates the Comprehensive Plan update in 2018 and 2019, these types of flexible zoning tools (ie. PUDs) will still be offered as a way to provide for higher densities and mixes of housing types. We will also be updating our Housing Chapter of the Comprehensive Plan.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	Zoning Code section 275-59 provided the various architecture standards for the City as a whole.

Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	Each year Staff typically attends Planning and related conferences. We always attempt to identify tracks that contain housing topics. This past year, staff attended the Congress on New Urbanism Conference in Savannah, GA where several sessions incorporated affordable housing topics. Planners also attended the WAPA Conference. In 2019, we will again look to attend training and conferences that incorporate affordable housing topics. One we are specifically looking at is "A Home For Everyone 2019" to be held in Eau Claire, WI.
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing				Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	The city established a Housing Trust Fund Board. This board has coordinated with Wisconsin Housing and Economic Development Authority (WHEDA), Waukesha County and First Bank Financial Centre to learn more about their programs and ways to partner over the past two years. Any new employees hired that work in areas that might deal with housing issues are required to review the Fair Housing Materials provided at the Housing Training. The City hired one new Principal Planner in 2017. This employee has been provided all of the Fair Housing Materials provided at past training sessions.
	X	X		2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Staff continues to hand out the information below at various places including: City Hall, library, and different events. The information is on the City's website and is provided during monthly Mayoral Work Place Visits. The City participated again in the Discover New Berlin event mentioned below in March of 2017, 2018 and again in 2019. In 2017, the City awarded its first ever First-Time Home Buyer Grant for down payment assistance. In addition, on May 9th the City hosted a First-Time Home Buyers Seminar promoting its First Time Home Buyer Grant Program. We will continue the program's promotion into 2019. This program continues to be successful. A few more grants were awarded in 2018.

	X		X	3. Participate in regional housing initiatives and collaborative efforts.	Five Year Consolidated Plan for 2015-2019, Annual Action Plan for 2015, and Analysis of Impediments to Fair Housing Choice for submission to HUD. On August 12, 2014 DCD Staff (Greg Kessler and Nikki Jones) participated in an interview for the housing and community development study for Waukesha County. On September 20, 2017 two DCD Staff members attended the Waukesha County Fair Housing Seminar held at the Country Springs Convention Center. The presentation was from Metropolitan Milwaukee Fair Housing Council and the title was "Fair Housing: What Municipalities Should Know". In 2019, Greg Kessler and Nikki Jones provided data / information requested by Tim Casey of the Center For Growth for the County Executives Office on workforce/entry level housing initiatives. We were unable to attend the initial meeting on 1/22/19 for personal reasons, however we did respond in email to the questions.
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Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Newburg

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X		X	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	R3 IS 10,000 MIN. R4 IS 8,700
	X		X	2. Allow for home sizes less than 1,200 square feet.	R3 IS 1,150S Q. FT R4 IS MIN 1,100 SQ. FT MIN
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
		X		4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Already Allow
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X	X	X	1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			X	3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of North Prairie

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	N/A
	X			2. Allow for home sizes less than 1,200 square feet.	1,100 sq. ft. total area is allowed for a one-bedroom home in R-1 Residential Single Family.
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	N/A
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	N/A
			X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The Village Plan Commission and Village Board recently reviewed and adopted an Ordinance which allows a waiver from connecting to the Village water system due to the excessive cost of installing water lines if the lines are not available at the street for the development in the remote areas of the Village. This will allow for more affordable housing.
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	New single-family homes built on the fringes of our community are creating opportunities for resale of older houses to moderate and low income households.
	X			7. Amend design regulations to promote flexibility in development and construction costs.	The Village Plan Commission is reviewing the Village Zoning Codes to allow modernizing older residential buildings through the Building permit process rather than the expensive and time-consuming variance process. This is an on-going process.
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	The Village of North Prairie Village Board is available to address any issues or complaints.

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing			Action Items to Address Impediments		Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
		X	X	3. Participate in regional housing initiatives and collaborative efforts.	One Plan Commission member and Clerk attended an exceptional workshop at the Town of Genesee provided by the UW Extension on 10/30/18 regarding balancing community values, local planning discretion and new state rule on Conditional Uses. The information was invaluable to anyone making decisions

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	Future development area earmarked for senior housing on official map when private land is sold for development.
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Oconomowoc

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Current City of Oconomowoc Zoning Ordinance has no minimum residential lot size requirements. Section 17.201(a) of the Zoning Ordinance states "The City regulates residential development primarily by density rather than minimum lot size." The City has no intention of changing this development standard.	
	X			2. Allow for home sizes less than 1,200 square feet.	The City has no minimum dwelling size requirements. Table in Section 17.202 of the Zoning Ordinance shows no minimum house size. The City has no intention of changing this development standard.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The City has districts that allows for more than 10 dwellings units per acre. Most multi-family development projects proposed are approved with densities exceeding 10 DU/acre. The City continues to approve multi-family developments that exceed 10 dwelling units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The City requires all new development to be served by municipal sanitary sewer. Sewer lines are extended to serve the intended projects. In 2018 the City will continue to extend sewer to lands proposed to serve future residential development.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The City adopted flexible zoning regulations such as Planned Development (PD), Traditional Neighborhood Development (TND), and Conservation Subdivisions. Per Section 17.804 the purpose is for flexibility and relaxation of certain development standards.	
				X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	The City may grant modifications to development standards for housing projects on a case by case basis. In 2019, the City is reviewing the adaptive reuse of the former Olympia Hotel for a residential apartment project called Olympia Fields. This project may require wavier.
	X				7. Amend design regulations to promote flexibility in development and construction costs.	The City continues to review regulations and standards to allow different types of flexible development, such as Accessory Dwelling Units within single-family zoning areas.
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	The City maintains interest in education for fair housing & housing affordability. In 2018 & 2019, several staff attended the Home Builders mtgs which focused on reducing home construction costs in Wauk Co.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	In 2017 the City approved the High Street Certified Survey Map that created two affordable lots within walking distance from major employers such as the Ocon. Memorial Hospital and High School.
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Impediments to Fair Housing			Action Items to Address Impediments		Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X		2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
	X			3. Participate in regional housing initiatives and collaborative efforts.	Planning representative will continue to attend all applicable workshops discussing workforce housing, affordable housing and other housing initiatives.

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population		X		1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	In 2018, the City created an "Elderly Housing Authority" that any senior housing entity may use to help reduce costs by securing federal funding with lower interest rates. This benefited Towner Crest 120 apartments.
	X			2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	The City Zoning Ordinance allows for Planned Developments to grant housing density bonus for unique site and building design. City Planning Staff would encourage the grant of a Planned Development overlay for higher density if a developer included special standards such as UD construction within the individual units.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Pewaukee

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The City of Pewaukee Zoning Code has met this standard for new single-family lots since 1982. The City has two zoning districts for two-family homes and one of those districts (Rd-2) has met this standard since 1982.
	X			2. Allow for home sizes less than 1,200 square feet.	Minimum single-family home size per City zoning is 1,100 sq. ft.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The City of Pewaukee Zoning Code has allowed for multi-family density of up to 12 units per acre since 1982.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	By regional requirement, all sanitary sewer extensions must adhere to the SEWRPC adopted plans. In 2019 there are plans for two new multi-family residential developments, at densities higher than originally planned, that will expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	City Zoning Ordinance provides for seven single-family categories, two two-family categories and three multi-family categories, all but two of which have Conditional Use/PUD sections which allow for clustering and mixed use - but not at higher gross densities.
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	See #5
	X			7. Amend design regulations to promote flexibility in development and construction costs.	The City does not regulate the design of single and two-family homes.
Impediment #2: Lack of Fair Housing Knowledge				1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing			Action Items to Address Impediments		Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Diversity awareness will be included in the 2019 up-date to the City of Pewaukee's Strategic Plan.
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	The City of Pewaukee is considering a senior housing development that may include TIF funding
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Port Washington

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	By code, the City of Port Washington allows both 7,000 SF and 8,400 SF lots. Using a PUD, the City has allowed 6,000 SF lots	
	X			2. Allow for home sizes less than 1,200 square feet.	There is no minimum home size; only room size minimums. The City of Port Washington is currently reviewing plans for homes in the 1,200 square foot range.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Our most dense zoning district would allow up to 29 du/acre and a building height of up to 60' by right.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	This is an adopted policy of the City of Port Washington	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The City of Port Washington regularly uses PUD's for both TND and Conservation development	
			X	X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	In 2017 the City of Port Washington used its PUD process to accommodate a development containing 12 set aside units for persons on the autism spectrum. No action was taken in 2018 but a revised version of this project is being approved in 2019.
	X				7. Amend design regulations to promote flexibility in development and construction costs.	As the example above exhibits, the City of Port Washington will consider on a case by case base basis deviations from the zoning code. The City of Port Washington also has a policy of promoting narrower streets which requires less surface and enclosed parking

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Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	Not accomplished due to the retirement of the Planning Director in 2018.
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	This is a favorable action that the City of Port Washington would prefer to take but it appears certain seminars conducted by fair housing experts are confined to CDBG communities.

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options		X		1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	No action taken outside of beginning the approval process for one LIHTC project but this development cannot be classified as near a job center as Port Washington has no true "job center" save for a traditional Main Street type of downtown and a small industrial park less than a 5-minute drive from the development.
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Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes		X		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	No action taken in 2018.
	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	The Ozaukee County Economic Development Corp. has undertaken fair housing seminars for local communities.
	X			3. Participate in regional housing initiatives and collaborative efforts.	Yes, wherever possible as a community and with the Ozaukee County Economic Development organization and with SEWRPC land use plans when conducted.

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	The City of Port Washington anticipates one LIHTC housing project and one multi-family apartment with units set-aside for individuals with cognitive or physical disabilities will be approved and under construction in 2019.
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	No action taken in 2018 but staff will begin to promote principles of universal design during its plan review processes.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015-2019

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Community Name: Village of Richfield

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development				1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	N/A
	X			2. Allow for home sizes less than 1,200 square feet.	The Village started the recodification process in 2016 to review the Zoning Code. Policy decisions have yet to be made in this regard.
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	N/A
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	N/A
				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	in 2016 design regulations for the Village's only Commission-reviewed subdivision were repealed at the request of the homeowners to help promote flexibility in development and construction costs.
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	
			X	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes		X		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	The Village participated in a survey conducted by the University of North Carolina MPA program and a professional development organization called "ELGL" to provide them information for their "Diversity Dashboard" which is the first ever data collection effort on local government employees across the Country. Our participation was discussed at Staff meetings to share the importance of diversity awareness. The Village employee handbook was
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			X		3. Participate in regional housing initiatives and collaborative efforts.

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Saukville

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	R-3 Residential Zoning Code 205-33
	X			2. Allow for home sizes less than 1,200 square feet.	R-3 Residential Zoning Code 205-33
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	R-5 Multifamily Residential Zoning Code 205-35
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Adheres to it's approved Sewer Service boundaries (SEWRPC)
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Code 205-47 STH33 Setback Overlay District, Code 205-49 PUD - Planned Unit Development Overlay District, Code 205-50 TND - Traditional Neighborhood Development District
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
			X	7. Amend design regulations to promote flexibility in development and construction costs.	Ongoing review of potential alternative project materials
Impediment #2: Lack of Fair Housing Knowledge		X	x	1. Attend a fair housing seminar or educational opportunity.	Attended -Fair Housing: What Municipalities Should Know (9/20/2017) Attend ongoing training as available (2019)
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			x	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Diversity Training - Diversity: Building a Culture of Inclusion - Management Staff (On-going Training opportunities)
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			x	3. Participate in regional housing initiatives and collaborative efforts.	Willing to participate if appropriate for Village of Saukville Community

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Slinger

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village has 2 single family residential zoning districts that all allow for lots smaller than 10,000 square feet. R-5 has a minimum lot size of 9,600 square feet and R-6 has a minimum lot size of 7,200 square feet.	
	X			2. Allow for home sizes less than 1,200 square feet.	The Village has 3 single family residential zoning districts that all allow for home sizes of less than 1,200 square feet. R-4 has a minimum home size of 1,100 square feet, R-5 has a minimum home size of 1,000 square feet and R-6 has a minimum home size of 950 square feet.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			x	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The Village has a PUD zoning district.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge			x	1. Attend a fair housing seminar or educational opportunity.	Staff will plan to attend if an opportunity is offered in our area.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Sussex

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development			X	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
				2. Allow for home sizes less than 1,200 square feet.	
	X	X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	This project is still under review, development of a multi family building is considered in a location within the Downtown area of the Village near our Industrial and Business Park, 57 units on 1.39 acres.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X		X	1. Attend a fair housing seminar or educational opportunity.	
	X	X	X	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	Sent letters to landlords regarding the Fair Housing Act

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
Impediment #4: NIMBY/Prejudiced Attitudes	X	X	X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Discussions at Manager round table meetings about diversity. Attends Community Summit w/ School District on diversity subject.
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Thiensville

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village of Thiensville currently has two single-family zoning districts and one two-family district and allows for lot sizes of 10,000 sq. ft. or less in R-2.
	X			2. Allow for home sizes less than 1,200 square feet.	Thiensville has one single-family district where home sizes are allowed at less than 1,200 sq. ft.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Thiensville has two multi-family residential districts that allow for density of at least 10 units per acre.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Thiensville's sanitary sewer service is compliant with the adopted Regional Sewer Service Plan.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Thiensville recently amended the PUD Ordinance to allow the Plan Commission and the Village Board to allow for higher density development than that permitted in the underlying basic use district.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	Thiensville is in the process of considering an infill/redevelopment project where the new PDO Ordinance will be used to amend the regulations of the zoning code to allow for increased density and allow for decreased development costs.
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	Village Planner attended an online educational seminar called "Fair Housing 101" conducted by Scott P. Moore; E & A Team, Inc.
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	This training course is designed for educational purposes and the text material from the course is on display in a prominent location in the lobby of Village Hall. The Village Planner is available to discuss the material and answer questions.

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	The Village of Thiensville is currently processing plans to redevelop an abandoned school/church site near its commercial center into multi-family units for mixed-income housing
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Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
			X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
Impediment #4: NIMBY/Prejudiced Attitudes				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of Wales

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	New lots developed in the Lincolnshire Development are 10,000 sq. ft. and under
		X		2. Allow for home sizes less than 1,200 square feet.	The Village's zoning code allows for homes under 1200 square feet in R-3 Zoning and allows for a minimum of 1200 square feet in an R-2 Zoning.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Yes in the sewered area
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Yes in the sewered area
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The Village has adopted zoning regulations that allow for PUD's throughout the Village.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	Yes under PUD provisions
Impediment #2: Lack of Fair Housing Knowledge				1. Attend a fair housing seminar or educational opportunity.	
			X	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing			Action Items to Address Impediments		Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes			X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	the Village has various information available on it's website and in the Village Hall to show and educate residents and business owners.
		X		2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Waterloo

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Allowed
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Allowed
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Allowed
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Allowed
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	
		X	X	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	As properties sell and new tenants move into the community this is a necessary recurring task.

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X		X	1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	We are waiving all fees for new home construction.
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Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X	X	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
	X	X	X	3. Participate in regional housing initiatives and collaborative efforts.	On-going

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X	X		1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Compatibility Report for Watertloo 2019.xls

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Minor loss of fidelity

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occurrences** **Version**

Some cells or styles in this workbook contain formatting that is not supported by the selected file format. These formats will be converted to the closest format available.	4	Excel 97-2003
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Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Watertown

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	8,000 square feet minimum lot size for single-family homes (Section 550-24F(1)(a)). 4,500 square feet per dwelling unit minimum lot size for two-family homes (Section 550-25F(2)(a)).
	X			2. Allow for home sizes less than 1,200 square feet.	Minimum dwelling size is 960 square feet (Section 550-24F(2)(k) & Section 550-25F(2)(k))
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Mutli-family Residential-10 allows for a Maximum Gross Density (MGD) of 10 dwelling units per gross acre (Section 550-27F(1)(b)).
	N/A			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The City of Watertown is not located within a Regional Planning District or Regional Sewerage District.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Planned Unit Developments are allowed under Section 550-38 and Section 550-152. The City of Watertown has no zoning regulations for Traditional Neighborhood Developments.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	City of Watertown adopted an Accessory Dwelling Unit Ordinance in 2018.
Impediment #2: Lack of Fair Housing Knowledge				1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	Globe Apartments were completed in 2014. They are located in the Central Business District and are sliding scale rental units targeted at low to moderate income citizens.
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Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
			X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
Impediment #4: NIMBY/Prejudiced Attitudes	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
		X		3. Participate in regional housing initiatives and collaborative efforts.	The City of Watertown was not aware of any regional housing initiatives (Jefferson or Dodge Counties) or collaborative efforts.

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
		X		2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	The City of Watertown is currently researching what avenues it can take to adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

Please review the 2015--2019 Analysis of Impediments to Fair Housing, located at <http://www.waukeshacounty.gov/communitydevelopment> for more information.

Describe in the "Community Narrative" section the actions taken from the "2018 Intentions" column. Mark an "X" in the box next to two Action Items (in the "2019 Select 2" column) that your community will choose to address in 2019 and return this document to Waukesha County by February 28, 2019. The "Currently Meeting" column shows which action items your specific municipality has already addressed. You will be asked to report on the progress of the action items chosen at the end of 2019. Add additional information in the "Other" section. At the end of the year, please explain your actions in detail in the Community Narrative section.

Community Name: City of Waukesha

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	City of Waukesha already allows single family lots as small as 8,000 square feet and two-family lots as small as 9,000 square feet.
	X			2. Allow for home sizes less than 1,200 square feet.	City of Waukesha already allows homes to be as small as 1,000 square feet.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	City of Waukesha already allows multi-family densities at 10 units per acre or more.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Every lot within the City boundaries has access to sanitary sewer.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	City of Waukesha already allows for PUD and TND in its zoning code. Both of these overlays allow for higher densities.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	The City approved PUD agreements for 2 housing developments that allow for smaller lots and lesser setbacks than required by the zoning code and allowed shared driveways to facilitate additional density and small lot single family development. This is a regular occurrence in the City when requested. The City also actively encourages higher density and smaller lot development

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	Our Associate Planner attended an affordable housing workshop. After attending he shared what he learned with the rest of the Planning Staff.
		X		2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	I believe we checked this item mistakenly. I think we intended to check the item above because that is the task we completed.
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	The City of Waukesha encouraged developers to build mixed income multi-family units in the central city in 2016. The central city is connected to all bus routes and is within walking distance of several large employers. The City has been encouraging new affordable single family homes as infill in several areas of the City including working with Habitat for Humanity in the acquisition of land for those purposes.
Impediment #4: NIMBY/Prejudiced Attitudes			X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
	X	X		2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	This task was completed through a comprehensive housing study that we did city wide. The report was adopted by the Council and is available to the public. The staff will not begin implementation of the study.
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	The City works cooperatively with the Waukesha Housing Authority to promote housing for the elderly and disabled. A city Alderman is a Housing Authority Board member. In 2015 the Housing Authority undertook a project to upgrade and existing property that is solely leased to elderly or disable persons.
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of West Bend

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Current city code has districts permitting single-family lots at 7,200 sq. ft. in area and two-family lots of 8,000 sq. ft.	
	X			2. Allow for home sizes less than 1,200 square feet.	Current city code has districts permitting single-family homes of 1,000 sq. ft. in size and two-family residential units of 800 sq. ft.	
			X		3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The City's zoning code permits multi-family zoning districts of up to 15 units per acre in parts of the city. The City's Mixed-Use zoning district permits as many as 30 units per acre.
				X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Current code includes PUD, TND, and MXD (mixed-use) zoning which provide flexible design and multiple uses in developments. The City rezoned approximately 2 acres from commercial to mixed use to accommodate the redevelopment of a commercial development to a residential development allowing up to 50 units per acre.
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
					7. Amend design regulations to promote flexibility in development and construction costs.	In 2017, the city amended the administrative rules of the City's Revolving Loan Fund program to allow residential uses as an eligible activity for funding under the program.

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Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing				Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Obtained and posted HOME promotional literature at city hall and public library
			X	3. Participate in regional housing initiatives and collaborative efforts.	The City worked with a developer to redevelop a retired school site for workforce housing. The City is actively pursuing developers for the redevelopment of sites in the downtown area

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Whitewater

Impediments to Fair Housing	Currently Meeting	2018 Intentions	2019 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X		Ordinance is the same	1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	(R-2) Minimum Lot size for single family homes in lot area for single family is 8,000 square feet and For two-family (duplex) is 12,000
	X		Ordinance is the same	2. Allow for home sizes less than 1,200 square feet.	One-family detached dwellings 800 square feet with no less than 500 square feet on first floor if more than one story (19.57.130) Two-family dwellings 1,500 square feet with no less than 600 square feet per family
	X		Ordinance is the same	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	We have a calculation for minimum square footage on multifamily (R-3 & R-3A) Example(R-3): A multifamily of three five-bedroom (4,100 sq ft * 3 = 12,300 sq ft) + two -bedroom (3,000 sq ft * 2 = 6,000 sq ft) = a total of 18,300 sq. ft. Example B is higher than the minimum threshold of 15,000 square feet; therefore, the minimum square footage is now 18,300 square feet. EXAMPLE (R-3A) A multifamily of three five-bedroom (3,280 sq ft * 3 = 9,840 sq ft) + two -bedroom (2,400 sq ft * 2 = 4,800 sq ft) = a total of 14,640 sq ft. Example B is higher than the minimum threshold of 12,000 square feet; therefore, the minimum square footage is now 14,640 square feet.
			Currently expanding our sewer treatment plant	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	We don't really have a Water Quality 208. In addition there is still land with in the city limits that can be developed.
	X		Ordinance is the same	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	We have a PD or Planned Development District that was upgraded in 2016
			Currently reviewing this option.	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Looking into a pocket neighborhood community development overlay that would reduce the size of lots to lower the cost of housing.
				7. Amend design regulations to promote flexibility in development and construction costs.	

Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	attended various HUD training sessions
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing				Action Items to Address Impediments	Community Narrative
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Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Conducted a Whitewater Housing and Neighborhood Workshop (November 2018).
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	Conducted a Whitewater Housing and Neighborhood Workshop (November 2018).
				3. Participate in regional housing initiatives and collaborative efforts.	Conducted a Whitewater Housing and Neighborhood Workshop (November 2018).

Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population				1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	Large housing project MUST follow ADA