

## MEMORANDUM

TO: Plan Commission

FROM: Jeff Ryckaert, Principal Planner

DATE: June 4, 2009

RE: Workforce and Affordable Housing – Continued Discussion

Recall that the Board of Trustees directed the Plan Commission to begin working on a Workforce and Affordable Housing Plan. There is a possibility that certain portions of the recommendation will be sent to the Board of Trustees before the final workforce and affordable housing plan is developed by the Plan Commission.

At the last meeting, we had a very good discussion on the topic of workforce and affordable housing. Attached are the draft April 16, 2009 Plan Commission workshop meeting where these topics were discussed. I heard the following items come out of our last workshop meeting:

- There is a need for workforce and affordable housing in Deerfield but an education effort would need to be undertaken to help educate the public about what workforce housing and affordable housing are. Below are some thoughts on this matter:

*Does a workforce and affordable housing plan mean Deerfield has to accept public housing?*

*No. The plan has nothing to do with public housing. To the contrary, the plan is about removing barriers that prevent the private market from meeting the need for moderately priced workforce housing. This law encourages the production of for-sale housing that is affordable modest income individuals and families.*

*It should be noted that when the Village's Comprehensive Plan was updated several years ago, one of the concerns expressed in the Community Focus Group (see page 5 of Comprehensive Plan) was "the rising housing costs raise the issue of affordability, particularly for singles, empty-nesters, and young families."*

- There was general discussion of possible locations where workforce housing and affordable housing can be constructed in the Village.

*Included is a potential buildout analysis for the Village that I did last year. It might be helpful to the Plan Commission to see those areas where potential growth could occur in the Village (see attached report dated February 19, 2008 – this report is hole punched so you can include it in your blue binder if you wish).*

*Also, attached for background purposes only, is the number of tear downs that Deerfield has experienced in the last dozen years (typically, these are smaller, more affordable homes that have been replaced by million dollar plus homes).*

- There did not seem to be too much support for the proposal from the Metropolitan Planning Council (MPC) regarding the regional approach to provide affordable housing, including the development of a cross-community trust fund.

*The consensus of the Plan Commission was that affordable housing in the immediate region is helpful, but it needs to be provided in Deerfield, not a surrounding community. Any funding Deerfield contributes to create affordable housing, should be located in Deerfield. There is not an abundance of land in Deerfield, but there are areas in the Village where workforce and affordable housing can be provided. Local control is very important to Deerfield.*

- Workforce housing is a priority as the Plan Commission recognizes the importance of helping people who work in the Village to also live here.
- The regional Area Median Income (AMI) at 80% may not a good indicator of what's affordable for Deerfield as it is for the entire Chicago metro area. The Plan Commission believed that using a measure (number) for the north shore area to determine what is affordable for this high income region. We obtained the following information for from the Village's Finance Department for Village of Deerfield employees:

Average salary for all Village employees: \$82,750

80% = \$66,200

120% = \$99,300

Average salary for < 5 years: \$68,464

80% = \$54,771

120% = \$82,157

Median salary for all Village employees is approx. \$81,000

80% = \$64,800

120% = \$97,200

Median salary for < 5 years: \$62,039

80% = \$49,631

120% = \$74,446

Also attached is the 2008 owner occupied affordability chart for the Chicago metro area with the 120% Area Median Income (AMI) hand written in at the top of the chart.

Also included in the distribution is a letter and information we obtained from Howard Handler, Government Affairs Director, of the Northshore – Barrington Association of Realtors. The articles he gave us oppose the strategy of inclusionary zoning.

I thought we could continue our discussion regarding inclusionary zoning and related matters, and depending on time maybe move into items 2, 3, and 4 in the strategies/tools memo dated September 8, 2008 in the blue affordable housing binders.

# Comprehensive Plan

of detailed concept plans for the downtown and other planning areas.

## **COMMUNITY INPUT**

### **Community Forum**

Information from the state of the community report was presented to the community forum that was televised live on the local cable television station. Residents had the opportunity to ask questions and provide input into the planning process via telephone, email and in person. The issues and concerns expressed mirrored those in the focus groups.

The community forum was held at Village Hall on November 20, 2002 at 7:30p.m. A letter inviting participation in the community was mailed to every property owner in the Village and all residents were invited to attend.

### **Focus Groups**

In order to solicit input from a wide range of community stakeholders, six focus group sessions were conducted over a two-week period in August 2002. Focus groups were created to help committee members, consultants and staff with initial issue identification.

Each session was approximately 90 minutes in length, with between 8 and 15 participants. The focus groups were organized as follows:

- Tax District Representatives
- Senior Citizens
- Teenagers
- Village Center Businesses
- Lake Cook/Waukegan Businesses
- Village Boards and Commissions

These focus groups were used to identify issues that needed to be considered as the planning process moved forward in the development of this Comprehensive Plan. The focus group sessions helped to broaden the range of topics of concern and provided additional insights into the issues identified by the Comprehensive Plan Steering Committee. There were several common themes that emerged during these focus group sessions. These are listed below in terms

# Comprehensive Plan

of Deerfield's assets and concerns regarding the Village's future.

<b>COMMUNITY FOCUS GROUP RESULTS</b>	
<b>Assets:</b>	
	A high level of community spirit and activism.
	Good access and transportation to Chicago and other destinations.
	An established north suburban community with a friendly and accessible feel.
	A superior school system and an excellent place to raise children.
	A strong and forward-thinking local government.
	Diversity of housing stock in terms of price and style.
	Village Center is a gathering place and is an integral part of Deerfield's identity.
<b>Concerns:</b>	
	There is a lack of community facilities for residents.
	Traffic congestion along Lake Cook and Waukegan Roads is a problem.
	Rising housing costs raise the issue of affordability, particularly for singles, empty-nesters and young families.
	Increased service expectations and enrollment can strain the school system.
	Not immune to problems with crime, drugs and poverty.
	Rising property taxes and the importance of broadening the tax base.
	Lack of natural open space and forest preserves.



These issues, which reoccurred throughout the various public participation efforts, are addressed in the policies contained within this Comprehensive Plan.

## **PLAN COMMISSION**

Deerfield's Plan Commission is a seven-member commission appointed by the Mayor and Trustees to advise and assist the Board of Trustees in its policy decisions. They are responsible for holding public hearings and making recommendations regarding land use matters within the community, the Comprehensive Plan, annexations, special uses, subdivisions, planned unit developments, and other duties as assigned by the Board of Trustees.

**Affordable Housing Planning and Appeal Act (310 ILCS 67/)**  
 2008 Owner-Occupied and Rental Affordability Charts

Below are the updated 2008 Owner-Occupied and Rental affordability charts. The U.S. Department of Housing and Urban Development (HUD) publishes new updates of county level income limits on an annual basis. The HUD income figures are effective 2/13/08. IHDA's Technical Services Department reviews these rental and owner limits and publishes the figures on its website.

For 2008, the owner limits (80% area median income) were increased slightly from 2007 in the Chicago Primary Metropolitan Statistical Area, equating a slight increase change in affordable housing costs per the AHPAA standards. The rental limits (60% area median income), stayed the same from 2007 to 2008.

**Owner Occupied Affordability Chart For Chicago Metro Area**

	1 Person	2 Person	3 Person	4 Person	5 Person	6 Person	7 Person	8 Person
<b>100% AMI</b>	\$52,750	\$60,312	\$67,812	\$75,575	\$81,375	\$87,431	\$93,431	\$99,500
<b>80% AMI</b>	\$42,200	\$48,250	\$54,250	\$60,300	\$65,100	\$69,950	\$74,750	\$79,600
<b>120% AMI</b>	\$63,300	\$72,374	\$81,374	\$90,450	\$97,650	\$104,924	\$112,124	\$119,400
<b>Affordable Cost (AHPAA Requirements) using 30% of household Income</b>	\$140,667	\$160,833	\$180,833	\$201,000	\$217,000	\$233,167	\$249,167	\$265,333
<b>Affordable Cost (Industry Standard) using 36% of household Income</b>	\$117,222	\$134,028	\$150,694	\$167,500	\$180,833	\$194,306	\$207,639	\$221,111

*Please Note: The Above chart uses 2008 income limits. Municipalities must make sure they are using the most current income limits (available on IHDA's website: www.ihda.org).*

**Affordable Rental Units For Chicago Metro Area**

	0 Bedroom	1 Bedroom	2 Bedroom	3 Bedroom	4 Bedroom	5 Bedroom
<b>2008 Affordable Rent Limits for HH @ 60% AMI</b>	\$792	\$848	\$1,018	\$1,176	\$1,312	\$1,447

*Please Note: The above chart uses 2008 rental limits. Municipalities must make sure they are using the most current rental limits (available on IHDA's website: www.ihda.org).*

Residential Teardowns by Year:

1996 – 4  
1997 – 4  
1998 – 5  
1999 – 7  
2000 – 21  
2001 – 20  
2002 – 27  
2003 – 73  
2004 – 56  
2005 – 70  
2006 – 54  
2007 – 43  
2008 – 10  
2009 – 3 to date

PLAN COMMISSION  
VILLAGE OF DEERFIELD

The Plan Commission of the Village of Deerfield held a Workshop Meeting at 7:30 P.M. on April 16, 2009 at the Village Hall, 850 Waukegan Road, Deerfield, Illinois.

Chairman Swartz called the meeting to order.

Present were: Michael Swartz, Chairman  
Larry Berg  
Gail Gussis  
Elaine Jacoby  
Mary Oppenheim  
Stuart Shayman

Absent: None

Also present: Jeffery Ryckaert, Principal Planner  
Kathleen Von Ohlen, Associate Planner

Discussion on Workforce and Affordable Housing.

Mr. Ryckaert explained that the Board of Trustees has directed the Plan Commission to look into the issue of workforce and affordable housing and make some recommendations. He said the Plan Commission can send recommendations in parts – for instance, look at inclusionary zoning and make a recommendation, then consider other components of workforce and affordable housing. Chairman Swartz asked what a recommendation on inclusionary zoning might look like. Mr. Ryckaert said the Plan Commission will not be writing an ordinance, but will be recommending ideas about how inclusionary zoning could be accomplished – for example, what percentage of units in a new development should be considered affordable? Commissioner Shayman asked what inclusionary zoning means. Mr. Ryckaert explained inclusionary zoning requires that a certain percentage of units in a new development be affordable. Inclusionary zoning attempts to harness the market to produce workforce housing.

Commissioner Oppenheim asked how the cost of affordable housing is determined. Mr. Ryckaert said that under the Affordable Housing Law, the State of Illinois' definition of affordability is based on what is affordable to a household earning 80 percent of the area median income (AMI), but the Village can determine the affordability limits. The AMI is based on the Chicago region. Mr. Ryckaert provided the Commissioners a chart of current affordability levels prepared by the State of Illinois.

Chairman Swartz stated that the first thing the Plan Commission should decide is whether or not workforce and affordable housing warrant a place in the Deerfield Zoning Ordinance. Commissioner Gussis asked if there is a State law requiring municipalities to have a certain amount of affordable housing in the community. Mr. Ryckaert said there is a State law, but Deerfield's position as outlined in the Comprehensive Plan is that we are exempt because we are a home rule community.

Commissioner Berg asked if the Board has stated that it wants affordable housing, or if they are asking the Plan Commission to determine if it is appropriate for the community. Mr. Ryckaert believes the Board is asking the Plan Commission to determine if it is appropriate, and if so, then recommend some ways it can be accomplished. He said the Board has expressed that workforce and affordable housing are good concepts, and they would like the Plan Commission to examine the issue and come up with some strategies. Commissioner Berg asked if workforce and affordable housing are synonymous or different, and asked where senior housing fits in. Mr. Ryckaert said the concepts are similar in that they are trying to assist someone of modest income, but workforce housing doesn't include affordable senior housing components, as most seniors are out of the workforce. Commissioner Gussis mentioned that in Highland Park, the people who work in the community get preference for the workforce housing units. Commissioner Jacoby asked if there is a need for workforce housing in Deerfield. Mr. Ryckaert said there is a need for workforce housing, as shown in studies by the Metropolitan Planning Council (MPC). Only 13 percent of the local housing stock is affordable to workers earning less than \$50,000 per year.

Mr. Ryckaert said the Plan Commission might find it useful to look at Highland Park's inclusionary zoning ordinance because Highland Park is a leader in the area of affordable housing. He noted that Highland Park has dedicated staff and resources to affordable housing – they have a full time and a part time housing planner and have had an inclusionary zoning ordinance for the last five years. Commissioner Oppenheim noted that Highland Park also had open tracts of land on which to build new larger scale housing developments, whereas Deerfield has few large open tracts of land. She said that inclusionary zoning could be used to create affordable or workforce housing when land is redeveloped. She asked how the Village convinces a developer to build units that will sell for less, when the developer could be selling the units for a much higher market price. Commissioner Gussis said the neighbors might also be upset if affordable or workforce housing is being created nearby. Mr. Berg said the incentives such as reduced permit fees don't add up to the loss taken by the developer to create the affordable units.

Chairman Swartz said each of the Plan Commissioners should read *But Not Next Door*, a book written about Deerfield in 1959 when a group of developers wanted to create below market housing where Mitchell Park now stands. The previous year, the Village residents voted down a referendum to create a new park by a large margin. Then the following year, developers received Village approval to create a new housing development, with 10 percent affordable units. The Park District and the Village Mayor decided to have another referendum to develop the land as a park, and then the referendum passed by a landslide. The story was featured in national publications. Commissioner Oppenheim said that given the history of affordable housing in Deerfield, the issue should be given serious consideration.

Commissioner Oppenheim said she has often heard residents remark that their children who were raised in the community cannot afford to live here as adults, and that seniors who have lived in the community for years and want to move from a single family home

to a smaller unit have no where to go in Deerfield. Chairman Swartz believes the problem that Commission Oppenheim mentioned for seniors is not an issue of affordability, rather it is an issue of downscaling.

Commissioner Berg said the needs of workforce housing and affordable housing are different. He said workforce housing will likely be for young families that will want single family homes on individual pieces of land. But he believes that condos or townhomes are the more likely type of workforce or affordable housing to be built in Deerfield. The Commissioners discussed that the newly created affordable housing at Hyacinth Place in Highland Park is multi-family, for-sale housing that could accommodate young families.

Commissioner Gussis said some people have the attitude that "if you can't afford to live in Deerfield, then you can't afford to live in Deerfield." Mr. Ryckaert asked the Commissioners if the term "affordable housing" conjures up negative images; the Commissioners agreed it does. The Commissioners believe that most people do not understand what affordable housing really is. Commissioner Gussis said that if the Village decides to move forward with affordable and workforce housing, a public information campaign will be necessary to educate the community. She said many people have old-fashioned attitudes toward affordable housing and they believe it is dangerous. Mr. Ryckaert said if an inclusionary zoning ordinance is established in Deerfield, the requirement will be a certain percentage of new housing units mixed into a market rate development. The concept is that the affordable units are integrated with the market rate units and do not look different from the exterior.

Chairman Swartz said the difference between workforce housing and affordable housing is a critical decision point. He said the Village should do whatever it can to encourage housing developments that are affordable to people who work for the Village or in the Village (teachers, fire fighters, police, Village staff, etc.), so that these people can live in the community. He believes that to provide affordable housing to people who do not work for, or in, the Village would require a leap of faith.

Commissioner Oppenheim said it is essential that "affordable" be defined. She believes the Village's residents will respond to the idea of workforce or affordable housing more favorably the more it is similar to their own household incomes. Commissioner Berg asked if the Village can distinguish between providing affordable housing to people who work in the community versus people who don't. Mr. Ryckaert said Highland Park's ordinance attempts to do that with preferences set out in the ordinance.

Mr. Ryckaert believes employer assisted housing (EAH) that involves the private sector is a smart idea. Commissioner Gussis said it is a good idea to have multi-level involvement beyond what a developer would do to create affordable housing. She said it behooves the local employers to get involved in creating workforce and affordable housing. Mr. Ryckaert said the MPC is making an outreach to local employers in Deerfield to get involved in employer assisted housing to help local employees with down payments and to get financial assistance.

Chairman Swartz said that if the Village really believes in creating workforce and affordable housing in Deerfield then tax dollars should contribute to it. Commissioner Oppenheim said developing multiple units in Deerfield is hard to do because there is no land for it. Chairman Swartz pointed out that if Briarwood is redeveloped with housing, this issue could be applicable. Mr. Ryckaert said there is some land in the downtown that may be redeveloped in the future, including the property at the southeast corner of Waukegan Road and Longfellow which has been for sale a long time.

Chairman Swartz asked how many units would have to be in a development before the affordable housing requirement would be applicable. Mr. Ryckaert said that in Highland Park a new development must contain five units before the developer is required to provide the required percentage (20 percent) of affordable units. Chairman Swartz does not believe this works well or is very effective in small developments.

Commissioner Oppenheim asked if the former On the Border site could be redeveloped into housing. Mr. Ryckaert said the Village would have to rezone the land to residential, and housing located there would be very isolated from the rest of the community. He said developers have inquired about the 10 acres of unincorporated land near the Beth Or property, adjacent to Parkway North; this land could support higher density housing, but it is also isolated.

Commissioner Gussis suggested that a way to create affordable single family homes is to allow developers to subdivide a property and built two smaller, affordable houses where one house formerly stood, though the property might not meet all the standard requirements of the Zoning Ordinance such as lot size or setbacks. She noted the Village has typically not allowed something like this in the past when resubdivisions have taken place. She asked if the Village should make special cases on lot size, dimensions and setbacks for developers who want to build affordable housing. Mr. Ryckaert noted that a few years ago a developer successfully rezoned a property on Orchard Street from R-3 to R-4 to allow the development of a duplex where a single family home formerly stood. The developer made the case that the land was more suitable for a duplex than a single family home. Mr. Ryckaert does not believe the Village should start pre-zoning property. Instead the developers seeking a zoning change should approach the Village and then the Village can look to the Comprehensive Plan as a guide. He said the Village has areas designated for possible redevelopment where affordable housing can be integrated – the southeast corner of Waukegan Road and Longfellow, and across the street where there is currently a bank, a music store and the Bodo property near the cemetery. He said the Comprehensive Plan could designate a few more areas. Mr. Ryckaert showed the Plan Commission a map staff created a few years ago showing locations in the Village where affordable housing could possibly go.

Commissioner Oppenheim asked if a developer will have the priority to create workforce or affordable housing unless the Village required it. Mr. Ryckaert said if the Village wants to encourage the development of workforce and affordable housing, he believes

the Village will need to be more proactive and approach the developers and employers like communities such as Lake Forest and Highland Park have done.

Mr. Ryckaert said an inclusionary zoning ordinance can include incentives such as waiver or reduction of permit fees, waiver or reduction of impact fees, and an expedited permit process. Other communities have tear down fees which contribute to an affordable housing fund. Deerfield's permit fee for a tear down usually totals to about \$1,000 dollars, and Deerfield's impact fees for new residential developments are usually quite sizable. Chairman Swartz noted that not all the revenue from impact fees goes to the Village.

Commissioner Oppenheim asked about the interjurisdictional approach to workforce and affordable housing. Ms. Von Ohlen explained the MPC is interested in getting Deerfield and other nearby surrounding communities to join in an interjurisdictional effort to create workforce and affordable housing. Ms. Von Ohlen said she has attended some meetings on this issue and the other communities included are Highland Park and Lake Forest (which both have affordable housing plans in place), Northbrook and Highwood. The idea is that these communities can work together to contribute to the creation of affordable housing. For instance, there was discussion that possibly Highwood could contribute land for a development while other communities could supply resources, funding and staff. The Plan Commission believes that it is not ideal for Deerfield to contribute funding or other resources to put affordable housing someplace else. They believe that if Deerfield makes the decision to subsidize affordable housing, it should be located in Deerfield.

Ms. Von Ohlen noted that at the last MPC meeting she attended, Highland Park's and Lake Forest's representatives each said that the revenue collected from tear down fees that goes into an affordable housing fund has gone down significantly since the economy has taken a downturn. Mr. Ryckaert added that Deerfield has also seen a significant decrease in the number of tear downs.

Commissioner Jacoby noted that on the map of possible affordable housing locations, a couple of the possible locations are near Kipling School. She said parents will probably react strongly to these locating affordable housing near a school. Mr. Ryckaert said the majority of the possible affordable housing locations are downtown and near the train station (public transportation). Chairman Swartz questioned the need for workforce housing to be close to the train station. Commissioner Shayman noted that in a workforce household one person may work in Deerfield, but the spouse may work downtown and need train access. Commissioner Oppenheim noted the irony in that the possible affordable housing locations close to the downtown are currently occupied by older, affordable housing units. Mr. Ryckaert noted that these areas in the downtown are places where redevelopment is more likely to occur. Mr. Ryckaert said that not all areas of possible new affordable housing will be where development already exists. The Beth Or property and the surrounding properties (west of the Tollway and south of Deerfield Road) are located where developers have looked into putting affordable housing.

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Chairman Swartz said a few years ago the Board of Trustees turned down Red Seal's request to create senior housing south of Lake Cook Road because the site was too isolated. He believes the Beth Or property makes sense for new workforce or affordable housing, but that the Board might not look favorably at workforce or affordable housing south of Lake Cook Road, unless it was in a unique situation like the Weinberg community. Mr. Ryckaert pointed out the Comprehensive Plan does not endorse any residential development south of Lake Cook Road because the residents would be isolated from the rest of the Village in different school, park and fire districts and in Cook County.

Chairman Swartz said that if an affordable or workforce housing plan is adopted it should be applicable to the Briarwood Country Club property in case it is redeveloped. Mr. Ryckaert said the Comprehensive Plan calls for single family homes if that property is redeveloped, but an affordable housing requirement would apply to single family home developments of this scale.

Commissioner Berg asked if it is realistic to incorporate affordable or workforce housing with existing single family homes. Mr. Ryckaert said the greatest opportunity would be with multi-family housing. Mr. Ryckaert pointed out that a developer could pay a fee into a housing fund in lieu of the providing the affordable units. Chairman Swartz stated that any money the Village contributes to workforce or affordable housing fund should stay in Deerfield. He does not believe the Village should spend money contributing to affordable housing in another town. The rest of the Commissioners agreed. Mr. Ryckaert noted that as of the last meeting with the MPC, no other towns had yet committed into joining the interjurisdictional agreement. Ms. Von Ohlen said that at the last MPC meeting Highland Park and Lake Forest, which are the most proactive on affordable housing, indicated that before joining into an interjurisdictional agreement with surrounding communities, they would want the other communities to establish housing commissions and an inclusionary zoning ordinance. Mr. Ryckaert said if Deerfield desires to work with another community, Northbrook might make the best match. Ms. Von Ohlen said that based on the last MPC meeting, it seems like Northbrook is in a similar position to Deerfield in that the community is considering affordable housing, but has not decided on anything yet.

Commissioner Oppenheim asked the approximate cost of the multi-family units that are located in Deerfield. Mr. Ryckaert said that based on the affordability chart, an affordable unit would cost about \$200,000 for a family of four. Mr. Ryckaert said the Village can create its own affordability chart with its own standards. For instance, the Village can decide that affordability is defined as being affordable to households earning 120 percent of the AMI, rather than 80 percent as the State defines it. Also, by creating its own definition, the Village can create a greater number of affordable units. Commissioner Oppenheim said if the Village created its own chart, the numbers would be more realistic.

Chairman Swartz believes it is more realistic and laudable to encourage workforce housing in the Village. The Commissioners reviewed the owner occupied affordability

chart for the region. Chairman Swartz would like to see what is considered affordable based on what Village employees earn, at 80 percent, 100 percent and 120 percent. Mr. Ryckaert said typically workforce housing is geared toward entry level professional positions and service sector employees, people who typically make around \$40,000 to \$60,000 per year. The Plan Commission would like to get an idea of what employees at local schools, fire departments, the Village, the Park District, and the Township earn. Chairman Swartz asked that staff start with the Village employees and get an idea of what an average salary is so that the Plan Commission can get a ballpark idea of how much workforce housing should cost.

Commissioner Oppenheim believes the biggest issue with creating workforce or affordable housing is finding a location for a new multi-family housing development. She asked if there is a way to get developers to build individual affordable housing units on smaller plots of land since the Village does not have large tracts of open land. The Plan Commission agreed that is unlikely. Commissioner Shayman suggested that for any building permit for new development or redevelopment, a portion of the building permit fees go into an affordable housing fund. Chairman Swartz said the Village would have to accumulate a lot of money so it could buy land for affordable housing. Commissioner Berg noted that in a land trust, the Village owns the land which keeps the property affordable; Mr. Ryckaert said this is the case with Hyacinth Place.

Commissioner Gussis said the Village should be careful about what the units are called; the Village needs a term that is more readily accepted. Chairman Swartz said that to him workforce housing is for people who work in the community, not for people who work outside Deerfield. Commissioner Berg asked if any of the Village's major employers have shown an interest in this topic. Mr. Ryckaert and Ms. Von Ohlen said the MPC is currently working with Walgreens, Takeda and Baxter to develop employer assisted housing programs.

Chairman Swartz said that if the Village decides to move forward with this concept, it should not get caught up trying to replicate what Highland Park and Lake Forest are doing, or trying to work with the MPC on the interjurisdictional approach. The Village should do what is best for Deerfield and the Village will be best served if workforce and affordable housing are kept under local control.

Commissioner Shayman asked if municipalities ever buy properties, rehab them, and then sell them as affordable. Mr. Ryckaert said that the Village would not want to act as the developer, but may want to contract with a developer. In the past, the Village acquired parcels of property/assembled land to put together RFPs, as was done with South Commons and Deerfield Centre (PrimeSource). Commissioner Shayman suggested the Village could pick up individual residential parcels throughout town as they become available. Mr. Ryckaert said that method would be very costly and take a long time. Mr. Ryckaert said that if, for example, the Beth Or property was developed as multi-family, about 15 to 20 affordable or workforce units could be created at once, whereas creating these units one at a time would take years.

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Commissioner Oppenheim said that to require 20 percent of new units to be affordable or workforce units is too large a percentage. Chairman Swartz asked if Highland Park's inclusionary zoning ordinance has worked. Mr. Ryckaert said Highland Park has created a fair number of units, but not an abundance. Chairman Swartz said Deerfield should craft an ordinance from a blank sheet of paper and do what is best for the Village. The Commissioners agreed that it is helpful to look at Highland Park's ordinance to get an idea of what has been done, but they do not want to copy Highland Park or any other community.

Commissioner Oppenheim said that being proactive about workforce and affordable housing is the ethical thing for the Village to do. She noted that for the past several years many residents have complained that small houses are being torn down and new McMansions are being built in their places. She said this is an opportunity to build new smaller houses. She reiterated that it is unrealistic for the Village to expect to create new affordable housing units on large pieces of land, as Deerfield does not have large parcels available.

Commissioner Shayman asked how resale prices on affordable or workforce units are determined. Mr. Ryckaert said that the units are governed by a restrictive covenant where they are allowed to increase in value so much per year, but not to the point where they would become unaffordable. The idea is for the unit to stay affordable in perpetuity. Chairman Swartz said the Village could reserve the right of first refusal to recapture the unit.

Commissioner Berg asked what happens if someone moves into an affordable or workforce unit, then they change jobs so that they no longer work in the community, or if they start earning a large salary. Mr. Ryckaert said the Village cannot force someone out of a house they own. Mr. Ryckaert noted that in Highland Park, someone with a large salary increase is still allowed to remain in the affordable rental units. The Commissioners discussed that it would be very difficult to tell someone they cannot remain in their home.

There being no further discussion, motion to adjourn was made and seconded.

Respectfully submitted,  
Kathleen Von Ohlen, Associate Planner