

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 "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: Bayside

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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	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.	If an area zone for multi-family housing were to be redeveloped, a similar structure would be allowed in its place.
		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	X	1. Attend a fair housing seminar or educational opportunity.	The Village will identify appropriate seminars/educational opportunities and attend 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	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	The Village is committed to ensuring fair housing opportunities are available and that all individuals are free from discrimination.
		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 October 2017 edition of Village Scene, the printed monthly newsletter mailed to all residents, and intends on doing so in 2018 as well.
				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	2017 Intentions	2018 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	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 2017 the Village of Big Bend created a new zoning district for sewer lots with lower minimum square footage requirements.
				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.	No housing seminars or educational opportunities were attended.
	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.	

Impediments to Fair Housing	Check Box	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	2017 Intentions	2018 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.	E.g. lot 5 of Linfield Crossing subdivision is 9,920 sq. ft. Elmbrook Estates was platted in 2015 and lots became available in 2016, with four lots ranging from 10,163 to 10,813 feet	
				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.	E.g. Praire Crossing West built in 2015 at 39 units to acre and Lilly Preserve at 16 units to acre built in 2015-16. Six multiple family projects, all exceeding 10 du/acre were approved by Brookfield - The Artisan, The Links, The Reserve, Brookfield Junction Two, Sutter Creek and Lilly Preserve.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	E.g. City already supports full municipal coverage of sanitary sewer services.	
	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.	E.g. Brookfield has proposed to add "TDR" to its Zoning Code. Transfer of Development Rights would further Brookfield's Zoning Code to be a flexible tool. The Code already has PUD, TND and Modified Suburban Overlay that afford flexibility in design and density	
				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	X			7. Amend design regulations to promote flexibility in development and construction costs.	E.g. Amended Zoning Code to exempt parking decks from floor area ratio measurements
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	E.g. Attended the Fair Housing: What Municipalities Should Know seminar on 9/20/2017	
				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.	E.g. held preliminary conversations with housing developers for sites near Brookfield Square	

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.	
			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: Butler

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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 currently allow for development of lots 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	We currently allow for development of homes smaller 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.	We have in the past and will continue to allow for flexible zoning laws.	
				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 plan a full review of the zoning code in 2018 which would include addressing high-density, low income housing.
	X				7. Amend design regulations to promote flexibility in development and construction costs.	We have in the past and will continue to allow for flexible zoning and construction regulations.
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	We have not made progress on this, but do provide resources on educational opportunities through the County and State.	
		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.	We have information available at Village Hall for all property owners on the Fair Housing Act. We have regular contact with the owners and property managers of multi-tenante and low income housing about fair housing practices and education.	
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.	We discuss internally the demographics and socioeconomic status of our residents.
		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 will include related information in our printed and e-newsletters, website and at the Village Hall information kiosk.
			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: City of Cedarburg

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	The Cedarburg Plan Commission is working on a draft Ordinance to allow for the development of "Pocket Neighborhoods. This Ordinance will be designed to allow for small single-family homes ranging size from about 750sf to 1,000sf at densities to be determined.	
	X			2. Allow for home sizes less than 1,200 square feet.	Cedarburg also has three single-family districts where home sizes are allowed at 1,200 square feet or less.	
	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 Cedarburg Common Council rezoned an 18.7 acre site for multi-family development in 2017 and the Plan Commission subsequently approved a 192 unit apartment complex at a density of 14.9 units/net acre or 10.3 units/gross acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Cedarburg'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.	Cedarburg recently amended the PUD Ordinance to allow the Plan Commission and the Common Council to allow for higher density development than that permitted in the underlying basic use district.	
				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.	
					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.	City 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 City Hall. The City Planner is available to discuss material and answer questions.	
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.	Staff attended a Diversity Training seminar for Department Heads on 8/8/2017 at Saukville Village Hall.
			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	2017 Intentions	2018 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 Subdivision in the works hopefully starting in 2017
	X			2. Allow for home sizes less than 1,200 square feet.	In talks with Village Planner in regards to reducing
			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.	Village Planner still working on zoning updates throughout the Village
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Discuss with Village Planner During Zoning Code Updates
	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 already in Code
				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.	Attended seminar @ Country Springs Hotel
			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.	Will provide education to rental propert owners and managers on the requirements of 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.	

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.	

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Community Name: Delafield

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	<u>Existing:</u> Districts R-1D and R-4 allow for single family and two family dwellings on lots 10,000 sf or less. District RL-2 allows for single family dwelling on lots of 10,000 sf. No subdivisions were proposed to create lots of less than 10,000 sf, however building permits were issued for such residences.	
	X			2. Allow for home sizes less than 1,200 square feet.	<u>Existing:</u> Districts RL-2, R-1D and R-4 allow for single family dwellings less than 1,200 sf.	
	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.	<u>Approved:</u> Multi-family housing development, 58 units on 2.204 acres, 26.3 units/acre	
			X	x	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Continuing negotiations, begun in 2017, for pending development that will extend sewer service south of I-94 in conformance with the goals of our Comprehensive 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.	<u>Existing:</u> Chapter 17 Section 75. Planned Development as Conditional Use
				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.	Due consideration to be devoted during the Comprehensive Plan update process.
					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	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.	Postponed as part of the Comprehensive Plan update scheduled for completion in 2018.
			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

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	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.	
				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.	
				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.	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.	

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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.	Small Town Forum hosted by Village. Presenters and information provided by WEDC, USDA, and WWBIC.
				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 "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 Elm Grove

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	§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.
				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				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		X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	The Village has taken action to affirmatively promote fair housing in Waukesha County by providing publications and materials available for reference at the Elm Grove public library.
			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.	The Village is currently in the process of assisting with the potential redevelopment of a vacant property on Bluemound Road for elderly housing (55 and older). The project is in early stages of the due diligence process.
			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: Fort Atkinson

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	2017 - The city has adopted flexible zoning regulations for Planned Unit Developments (PUD or PDD). 2018 - 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	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.	
			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	2017 Intentions	2018 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
				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 currently allow zoning for 8 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.	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				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.	Did not accomplish. Will leave brochures and other educational material at the public display area at the Fredonia government Center.
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.	
	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 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.	No public funding became available. We did not have any requests for this type of 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.	The Village will not prevent or discourage anyone from using these design standards

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	2017 Intentions	2018 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.	Current zoning code allows small houses.
	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.	Will provide servies to proposed subdivison with single family and duplex lots (land currently in the town adjacent to very low density subdivision)
	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.	Attended housing diversity session at APA event; will consider additional educational opportunities 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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Community Name: Germantown

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	The Rd-2: Two-Family Residential Zoning District provides for two-family homes with a minimum 1,000 sqft per "unit"
	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			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 registered for Fair Housing Accessibility Policy Training seminar on April 26, 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.	
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Impediments to Fair Housing	Check Box	Check Box	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.	

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Waukesha County 2015--2019

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Community Name: City of Hartford

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	
					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.	Attended sessions at American Planning Association National Conference	
				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		x	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Citywide Staff diversity 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.	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			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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Waukesha County 2015--2019

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Community Name: Village of Hartland

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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
				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.	This is provided in the Village of Hartland Zoning Code
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	This item was not addressed in 2017. Intend to address 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	2017 Intentions	2018 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.	This item was not addressed in 2017. Intend to address in 2018.
	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.	Provided Tax Increment Financing assistance to facilitate a development in the Village's downtown that includes accessible residential units including indoor parking connected to all floors via elevator.
				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 Jackson

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	Due to a lawsuit brought about against the Village of Jackson by the town of Jackson and a citizen group, the Village has not had the expansion in those areas as expected. We will look toward that issue again in future years.	
				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.	Development did not occur as expected in 2017. Attempts are being made to plan for such development to occur.
		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.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Jefferson

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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
				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.	
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.	City public dollars in affordable housing development adjacent to central business district by Gorman Companies. City has extended a housing loan and infrastructure dollars to connect site to City river walk.

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.	Have approved a low/moderate income housing loan (\$500,000) to the Gorman Company to redevelop the Former Foremost Buildings Property into apartments (2018 WHEDA Tax Credit Application pending)
			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: Johnson Creek

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	Attended a fair housing seminar in January 2018.
			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			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.	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.	Public funding for housing developments that address the needs of elderly people is a priority, and is identified in the comprehensive plan completed during the reporting period, but no projects were completed this year.
			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: Kewaskum

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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 was already in place by 2015. Allowed in RS-2 zoned districts.
	X			2. Allow for home sizes less than 1,200 square feet.	This was already in place by 2015. Allowed in RS-2 zoned districts.
	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 was already in place by 2015. Allowed in RM-1 zoned districts.
				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.	This was already in place by 2015. PUDs are in zoning code.
				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.	Attended a Fair Housing Seminar at Country Springs Convention Center in Waukesha on September 20, 2017
			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 Village Board waived impact fees for July 2015-July 2016.

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.	The Village has one house provided by habitat for humanity ca. 2008.
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: Lake Mills

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	
		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.	Still working in it.
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			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.	No zoning limitations on Universal Design. Code does not specifically address but in no way prohibits.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Menomonee Falls

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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 as 900 sq. ft.
	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 "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	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 containing 121 single family homes, and 200 apartment units within 5 apartment buildings.
	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 is in discussions with a developer to construct the Silver Spring Estates Subdivision with single-family and duplex lots ranging in size between 11,700 and 44,629 square feet - all within the adopted PRD Planned Residential Development District allowing 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 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	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 Jade Apartments were approved in 2017 with flexible zoning, including reduced opens space, parking requirements, and setbacks - as well as allowing taller buildings. This development will be constructed in 2018 across Good Hope Road from the Woodland Prime Office Park.
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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 will work with our insurance carrier to discuss diversity awareness with employees.
				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 Dickson Hollow development approved for the elderly with public 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.	

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Waukesha County 2015--2019

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Community Name: City of Mequon

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	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.	
				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.	The City Development Director attended an educational, fair housing seminar on September 20, 2017 at Country Springs Hotel related to Fair Housing Laws
				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.	
		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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Waukesha County 2015--2019

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Community Name: Village of Merton

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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
				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.	
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.	We will work on construction standards

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Community Name: Village of Mukwonago

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	
	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			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.	DeBack Drive providing water and sewer to 675 future apartments
	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
				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	X	X	1. Attend a fair housing seminar or educational opportunity.	Economic development director
				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	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	Budgeting for a public road and utilities that will support senior housing
				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 Muskego

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	Many zoning districts allowing such a requirement.	
	X			2. Allow for home sizes less than 1,200 square feet.	The City is in the process of updating all City codes. As such we are seeking to change our minimum dwelling size requirements to 1,100 SF in all single-family residential districts.	
				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 something that we can ask the City/Council if they would like to consider as part of the City's update to our Comprehensive Plan.
	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		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.	We were not made aware of any fair housing seminar or educational opportunities related to Fair Housing so we were not able to attend any in 2017. We wish we would be provided opportunities that the County could offer for seminars and/or education 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	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee	The City offers higher density and mixed use zoning in the downtown areas in	

Centers and Affordable Housing Options			waivers or other incentives.	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.	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.
	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 New Berlin

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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			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 in Comprehensive Plan update in 2018, 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.
				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.	<p>Staff attended the 2017 WAPA, Wisconsin Annual Planning Conference held in Milwaukee on October 26th & 27th. Some of the sessions focused on community engagement & equity, planning for rapid transit in the Milwaukee area, healthy communities, and mixed use development. On February 9 -10 Governor's Conference on Economic Development held in Milwaukee. 2 DCD staff members attended this conference and attended a variety of sessions that covered housing and economic development topics.</p> <p>On June 15, 2017 a DCD staff member attended and participated in the "Listening To Municipal Leaders Sessions" held at the Country Springs Hotel. The League of Wisconsin Municipalities and Wisconsin Housing & Economic Development Authority (WHEDA) wanted to hear from local leaders so that their organizations could gain greater insight about today's priorities in housing and economic development. Note: the information from these sessions was then presented at the LWM conference and the WHEDA conference. Note, below that staff attended both conferences.</p> <p>On September 20, 2017 2 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".</p> <p>On September 12, 2017 DCD staff member attended the WHEDA Conference held in Madison, WI. The staff member attended various sessions that dealt with Overcoming Barriers to Fair Housing. Staff attended various sessions that dealt with Strategies and Funding Your Municipality Can Use To Drive Economic Development Part I and II. These were joint sessions put on by both WHEDA and the League of Wisconsin Municipalities.</p> <p>On October 18-20 DCD staff member attended the League of Wisconsin Municipalities Conference held in Appleton, WI. Staff attended a Tactics for Funding Development –a bus and walking tour of the Fox Cities' Riverfront Development. We toured several new mixed use / multi-family development projects and learned how they were financed. Staff also attended a variety of sessions under the Housing Development Tactics.</p>
		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.	
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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.	<p>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.</p> <p>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</p>

Impediment #4: NIMBY/Prejudiced Attitudes	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.	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. We will again participate in March of 2018. 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 2018.
	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".
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	2017 Intentions	2018 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.	R3 IS 10,000 MIN. R4 IS 8,700
	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.	We will be having a study completed in 2018 analyzing our sanitary system will the possibility of expanding it for areas adjacent to the Village which could accommodate high density housing.
	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.	Attended a training session in 2017 and will do so in 2018.
		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				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 North Prairie

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	
		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	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.	What Municipalities Should Know on Sept. 20, 2017 and June 15, 2017 for WHEDA Listening Session for surrounding counties. The Village Board was informed of the issues discussed.	
	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
				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.	
			X	3. Participate in regional housing initiatives and collaborative efforts.	The Village plans to obtain the number of existing apartment units, condo units, single-family residences and duplexes within the Village limits to encourage knowledgeable planning regarding mixed-income housing.

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.
		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.	

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	2017 Intentions	2018 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.	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		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		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		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		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.
				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	X	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	X	1. Attend a fair housing seminar or educational opportunity.	During 2017 Planning Department Staff attended several Fair Housing seminars, such as one held September 21, 2017, put on by Waukesha County.
				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.	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.	In 2017 Planning Staff completed a Housing Study that was presented to the Plan Commission and Common Council during public meetings. The study reviewed housing ratios and pointed out all the multi-family projects approved during the last several years. Newspaper ran front page article regarding report and findings of the City's housing mix.
	X		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.	The City donates money to the Silver Streak transportation that provides rides to the elderly population and those with disabilities. This transporation service allows people to live anywhere in the community and be served with
	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	2017 Intentions	2018 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		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 2018 there are plans for new residential developments 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		X		1. Attend a fair housing seminar or educational opportunity.	On June 15, 2017 the City Plan Commission and Planning staff took part in fair housing training from the U.S. Department of Housing and Urban Development
				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.	On March 7, 8, and 9, 2017 City staff took part in EEOC anti-discrimination and protected class awareness 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.	Add "Fair Housing Rights" from the Fair Housing Council to the City's website. Link to NFHA website and numerous other advocacy sites.
			X	3. Participate in regional housing initiatives and collaborative efforts.	Join the Fair Housing Council

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 State building code is the same in every community in the State except Milwaukee.

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 "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: Port Washington

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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, we all both 7,000 SF and 8,400 SF lots. Using a PUD, we have 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	
	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	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	That is our adopted policy	
	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 regularly use 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.	Ciy continues liberal use of PUD zoning. Plan Commision and Council both open to modifying development standards, however, Council unwilling to adopt inclusionary provisions. Will continue to discuss.
	X				7. Amend design regulations to promote flexibility in development and construction costs.	Consider on a case by case base. We have a policy of promoting narrower streets; require less surface and enclosed parking
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	Did not attend in 2017; will attempt to do so 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		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.	For proposed housing projects, we always offer flexible standards in order to encourage more workforce type housing near the industrial park and other job centers
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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.	Will discuss ways to increase diversity awareness.
	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.	Have begun to discuss the need for affordable/worker housing at economic development gatherings
	X			3. Participate in regional housing initiatives and collaborative efforts.	Yes, wherever possible as a community and with the County OED organization

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.	

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	2017 Intentions	2018 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	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. 2017 Update: The Village is still actively working on its recodification.
				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.	2017 Update: As a part of the Village's Zoning Code recodification, the subcommittee is exploring a range of permissible densities in our Cluster Subdivision that still net out to having no impact on our regional ground water draw-down.
				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.	Village Staff attending a Fair Housing seminar hosted by Ms. Lori Rutzinski and Meto MKE Fair Housing in Waukesha County. Her meeting was then summarized into a memo for the benefit of the Village Board and Staff.
				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.	
				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	2017 Intentions	2018 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	
				x	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The adheres to it's approved Sewer Service Area 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	x	7. Amend design regulations to promote flexibility in development and construction costs.	On going 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 House: What Municipalities Should Know (9/20/2017)	
				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	x	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Diversity Training - Diversity: Building a Culture of Inclusion (8/8/17 - Management Staff)
				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 Slinger

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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	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	X	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	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.	Attended a seminar in Waukesha County on September 20, 2017
				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	2017 Intentions	2018 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.	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.	Two subdivisions under construction.
				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.	HUD webinar "Fair Housing for Housing Professionals" June 2017
	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 in March 2017 to the property owners of multi family complexes in the Village of Sussex reminding them to comply with the Federal 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	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	2017 Intentions	2018 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.	While the Village of Thiensville has two single-family and one, two- family districts that allow lots to be 10,000sf or smaller, no requests for development of that nature was received during 2017.
	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	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.	Village of Thiensville staff is currently having discussions with developers of two separate potential multi-family projects each of which will exceed 10 units/acre. It is anticipated that those discussions will continue and applications are expected in 2018.
	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.	
				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 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.	
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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.	
				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 Wales

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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	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	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	X		7. Amend design regulations to promote flexibility in development and construction costs.	Yes under PUD provisions
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	A representative from the Village Attended a seminar
		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.	No training provided, but information from State and HUD website has been made available to them.

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.	We will place links on our website to HUD information on this
				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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Waukesha County 2015--2019

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Community Name: City of Waterloo

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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	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	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.	Allowed
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X	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.	Allowed
	X	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.	Allowed
	X			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.	Online and in-person
			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.	
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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.	

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 "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: City of Watertown

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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.	
				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.	The City of Watertown Building Inspector and Zoning Administrator attended a Fair Housing Seminar in Waukesha County on 09/20/2017.
				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	
				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.	The City of Watertown Buildin, Safety & Zoning Department is working to create and disseminate information in regards to affordable, workforce and mixed-income housing in the City's Spring 2018 City Connection publication.
			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.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Waukesha

Impediments to Fair Housing	Currently Meeting	2017 Intentions	2018 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	2017 Intentions	2018 Select 2	Action Items to Address Impediments	Community Narrative
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	Staff attended the "A Home for Everyone" conference in La Crosse and the WHEDA conference in Madison.
			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 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				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.	
				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	2017 Intentions	2018 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.	
					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.	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				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	X	3. Participate in regional housing initiatives and collaborative efforts.	Endorsement and approval of a homeless shelter development by rezoning the location and obtained approvals over neighborhood objections.

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	2017 Intentions	2018 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.	
			X	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
				No	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	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
		X	No	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			No	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.	Looking at doing a housing study to evaluate the needs of the community
				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.	Looking at doing a housing study to evaluate the needs of the community
				3. Participate in regional housing initiatives and collaborative efforts.	Looking at doing a housing study to evaluate the needs of the 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.	Large housing project MUST follow ADA