

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.

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

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Community Name: Bayside

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	
				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.	
				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	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
		X	x	2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				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 Brookfield

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
				2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	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	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.	Met with approximately 35 realtors on June 18, 2019 to briefly present the housing actions outlined in Brookfield. Circulated Fair Housing brochures. Efforts to continue in 2020.
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.	
	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 included statements in the update to the City's Comprehensive Plan with consultant Vandewalle & Associates - Milw, WI. http://wi-brookfield2.civicplus.com/DocumentCenter/View/15280/Brookfield-2050-Comprehensive-Plan---Public-Hearing-Draft
		X	X	3. Participate in regional housing initiatives and collaborative efforts.	Addressed in City's Comprehensive Plan update. Efforts to continue in 2020.
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.	
Other: Please list any other actions taken to alleviate impediments to fair housing	City adopted revisions to Chapter 9.20 "Housing Discrimination" via Ord 2552-19 to update City Code in this regard. City is currently working with a developer toward a Planned Development District for a pocket neighborhood which will feature smaller homes the developer has designed with accessibility for elderly and/or physically disabled residents in mind (UD).				

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Community Name: Butler

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
	X		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 will be revising and expanding our zoning codes in the next year or two.
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing	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.	
		X		3. Participate in regional housing initiatives and collaborative efforts.	We have become a member of the Waukesha County Center for Growth that is working to address workforce housing on a regional level.
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	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 Village completed a strategic plan in 2019 that prioritized a revision of the zoning code. We will be working in the next few years on a comprehensive review and amendment to our zoning code that includes UD type zoning.

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Community Name: Dousman

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	Single family growth very stagnant in Village during 2019. Had several inquiries during 2019 to construct homes on existing small lots, but no permits requested.	
	X			2. Allow for home sizes less than 1,200 square feet.	Same comment as above.	
			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 representatives continue to coordinate with representatives of two large properties at or near the intersection of Highways 18 and 67 to develop a variety of housing options.
				X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Village currently studying most cost effective solution to extend municipal sanitary sewer to Highways 18 and 67 area; then will work with SEWRPC to amend SSA plan.
		X		X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Village officials discuss with the two large property owners options for flexible residential regulations once they have a proposal to present. Village Planner monitors pending State legislation about work force housing and its potential benefit to 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.	
					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.	Village Planner did not have opportunity to attend a local seminar, but took part in two APA sponsored webinar about housing issues.	
		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.	Late October 2019 letter sent to known rental property owners about the need to comply with fair housing practices. Plan Commission, on November 6, 2019, received fair housing training from planner. Planner routinely shares housing related emails received from various sources and verbally discusses those matters with Village officials and staff.	
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.	Development of the aforementioned large properties with a mix of uses and housing options is only a five minute drive from jobs in Pabst Farms (Oconomowoc/Summit).	

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.	Planner routinely discusses fair housing/fair housing matters with the Village President and Village staff.
			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.	See prior comments, and planner is acutely aware for the need for work force housing in the county, and works toward keeping that fact in the fore front of discussion when talking to Village officials and the representatives of the two large property owners.
				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	2019 Intentions	2020 (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.	no sewer service	
	X			2. Allow for home sizes less than 1,200 square feet.	Changes made to Zoning Code allowing for home sizes less than 1200 square feet	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	no sewer service	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	no sewer service	
				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.	
				x	7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.		
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

Impediments to Fair Housing		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.	
		X		3. Participate in regional housing initiatives and collaborative efforts.	Contracted with Waukesha County Center for Growth
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.	Village Board approved developer plans for senior housing with universal design features including no-step entry to front door and garage, wide hallways and doorways, wheelchair radius in owner's bathroom, low shower threshold, comfort height lavatories, and levered passage door handles.

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Community Name: Village of Elm Grove

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village of Elm Grove remains open and capable of servicing new single-family homes on lots of 10,000 square feet or smaller.
	X			2. Allow for home sizes less than 1,200 square feet.	§335-20(2); Rs-4 Single Family Residential District: A one-story dwelling shall have a minimum living area of 1,100 Square feet.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	§335-21C(2); Rm-1 Multiple-Family Residential District: Multiple-family dwellings at densities over 8 dwelling units per net acre. *This can be expanded to 12 units per acre under a Conditional Use.
			X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	In 2019, Horizon Development LLC. was approved to construct Elm Grove Heights, a 4 story, 75 unit age restricted independent senior living complex on Bluemound Road. This project expanded the sanitary sewer service plan, consistent with adopted regional sewer service plans.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	§335-30 Planned Development Overlay District: intended to permit development, redevelopment and rehabilitation of property through use of coordinated site planning, diversification of location of structure location and/or types and/or through mixing of compatible allowed uses.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	Village Staff held multiple meetings with the Waukesha County Business Alliance in 2020, at which Fair Housing was discussed.
				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.	
	X			3. Participate in regional housing initiatives and collaborative efforts.	The Village is currently reviewing a 75 unit independent senior living facility that would accommodate seniors 62 years or better. Senior housing has been identified as a underserved regional need.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population			X	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: Fort Atkinson

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
				X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
					4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
			X	X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	The city adopted Planned Development Districts (PDDs), which allow for higher unit densities in multifamily developments. The city will be updating its zoning code in 2020, which will include 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.	The city did not attend a fair housing seminar or educational opportunity in 2019, however it did conduct a multifamily affordable housing study with the assistance of the consulting firm Baker-Tilly, the results of which were shared with the City Council and the public.	
				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.	
			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: Fredonia

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				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	1. Attend a fair housing seminar or educational opportunity.	
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
Impediments to Fair Housing				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.	
	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	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 Grafton

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Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
			X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Expanded sewer and water service to two new subdivisions.
	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.	Unable to attend educational opportunity in 2019 due to lack of events	
				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.	
				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 "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of Hartford

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Allow lots as small as 8,000 sq. ft. as a permitted use	
	X			2. Allow for home sizes less than 1,200 square feet.	Allow houses as small as 1,000 sq. ft. for 3 bedroom homes.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Allow up to 14 units per acre	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	We have done this for more than 15 years	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Already allow PUD's. Intend to create TND zoning within next 3 years	
				X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	No action taken yet
					7. Amend design regulations to promote flexibility in development and construction costs.	Our design regulations are minimal (mostly calling for homes to not be identical to adjacent homes)
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.		
			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.	Community Development Authority owns and / or manages more than 150 rental units in the City. Education and training will be provided to those property managers	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	In discussions with numerous developers requesting that they pursue LIHTC housing on a redevelopment site.	

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.	Give presentations to Plan Commission and Council annually, stressing the importance of a diversity of housing choices and price points.
	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.	
				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 "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Jackson

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
			X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Sewer infrastructure has recently been installed to allow for the development of multi-family housing at a density of 10 units per acre.
			X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	Due to an indefinite delay in construction of an approved development, it is hoped the project will commence this year.
		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	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.	
	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	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	8,000 Sq Ft minimum area for R-1 zoning	
	X			2. Allow for home sizes less than 1,200 square feet.	850 Sq Ft minimum	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Zoning allows this standard to be met	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Mixed use zoning & allow PUD	
				X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Developing New Zoning Code (2020)
				X	7. Amend design regulations to promote flexibility in development and construction costs.	Developing New Zoning Code (2020)
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.		
	X			2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.		
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.		

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

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Johnson Creek

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	
				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.	
				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				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			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.	
	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.	
			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: Lake Mills

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				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	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.	Offer this option if a developer proposes. No one has proposed yet.

Impediments to Fair Housing				Action Items to Address Impediments	Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population		x	X	1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	Working on project plan and developer to incorporate workforce 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: Menomonee Falls

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	The Village has adopted the R-5 Single Family Residential District which allows lots for single-family homes as small as 9,000 sq. ft. and the R-6 and PRD districts allow single-family lots as small as 7,200 sq. ft. and two-family lots as small as 9,000 sq. ft.
	X			2. Allow for home sizes less than 1,200 square feet.	The Village has adopted the R-5 Single Family Residential District which allows homes as small as 1,100 sq. ft. The R-6 and PRD districts allow homes as small
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The "Riverwalk on the Falls" apartment building was approved with a density of 25 dwelling units per acre in 2016, and "The Jade" apartments were approved in 2017 with a density of 31.7 dwelling units per acre in 2017.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The Village recently expanded sanitary sewers within the adopted Regional Sewer Service Plans to support higher densities, including extending the sanitary sewer along Lisbon Road to accommodate future developments
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	We approved the final plat of Silver Spring Estates Phase 6, under a PRD, allowing a mix single family and duplex lots as small as 12,600 square feet.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	In 2016 the Village amended the design regulations within Planned Development District No. 2 to provide greater flexibility in the Whitestone Station development.
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	Village officials regularly attend fair housing seminars.
			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 will place information about the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance on our website.
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.	We began construction on the Jade Apartment development and developed a plan for the revitalization of the East Main Street Corridor encouraging the development of new affordable housing near job centers by offering density bonuses and single family lots with areas around 9,000 sq. ft.

Impediments to Fair Housing		Action Items to Address Impediments			Community Narrative
Impediment #4: NIMBY/Prejudiced Attitudes	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	We contracted with Cities and Villages Mutual Insurance Company to present a diversity awareness program to all managers, supervisors, directors and lead workers of the organization.
			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 create information on our website disseminating information, including the economic benefits, of affordable, workforce and mixed-income housing.
		X		3. Participate in regional housing initiatives and collaborative efforts.	In 2019 we worked with the Waukesha County Center for Growth and the Waukesha County Neighborhood Initiative to identify ways to reduce the sale price of new home construction.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	The Dickson Hollow development, limited to senior living, was approved with public funding.
			X	2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	We continue to work on a webpage promoting universal design standards and features. While the majority of this work is complete, the webpage will be added to the Village's website in early 2020.
Other: Please list any other actions taken to alleviate impediments to fair housing		We continue to offer flexible zoning regulations in multiple locations in order to encourage greater densities and a mix of housing types.			

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Mequon

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
				2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				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.	Policy Initiative to establish conservation / cluster design subdivisions in new, secondary location of City - allowing access to lots of .33 acre in size. These developments reduce the cost and impact of infrastructure
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	Unable to attend in 2019 due to a medical leave. Development staff will participate in 2020
			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.	With the addition of approximately 400 new rental housing units, staff will provide owners and managers with literature regarding the requirements of the Fair Housing Act
				4. Encourage the development of new affordable and/or mixed	

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.	
				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.	This included a city hosted Neighborhood Open House in November 2019 to gain public input on new housing land use opportunities for a study area in
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 Merton

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.		
			x	x	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	The average house sale in the village is \$440,000. We do not have sewer and water . The average income in the village is \$172,00 Providing affordable house is difficult to say the least. Any major changes to ordinances to allow affordable housing meet with citizen opposition. We are doing a recodification of all
					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.	Will go but have not seen any seminars advertized for some time	
				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.	
			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 "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Mukwonago

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	Village in process of reviewing preliminary plat for small-lot single family @ 10,000 sq. ft.
	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.	Signed Developer's Agreement and approved bid for municipal services to multi-family development of 10+ units per acre. Construction starts spring 2020
	X	X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	See item above. Municipal expansion of services consistent with regional 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.	
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge	X			1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	

Impediments to Fair Housing	Action Items to Address Impediments			Community Narrative	
Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	
			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.	Putting together materials for dissemination mid 2020 and at the Village's annual "Economic Development Summit."
				3. Participate in regional housing initiatives and collaborative efforts.	
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population		X		1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Muskego

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Some zoning districts allowing such a requirement.
	X			2. Allow for home sizes less than 1,200 square feet.	The City changed our minimum dwelling size requirements to 1,100 SF in all single-family residential districts.
		X	X	3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	The City can currently allows up to 9.6 units an acres in our most dense multi-family planned development district. As part of a pending 2035 Comprehensive Plan update, this may be looked at even further, depending on the choices of the Common Council.
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	City routinely allows development per the adopted Regional Sewer Service Plans and entertains expansion where needed. Allows for high density residential zoning in certain areas along with PDs that allow 10% unit bonuses where deemed viable.
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Our Zoning Code allows the adoption of PUD's to allow for mixed uses and for possible density bonuses.
				6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	City has multiple design guides that allow flexibility as well as Plan Commission discretion to allow flexibility of construction and material usage.
Impediment #2: Lack of Fair Housing Knowledge	X	X	x	1. Attend a fair housing seminar or educational opportunity.	Attended a few web-based and conference seminars that related to housing inequity/equity, diversity & inclusion, and inclusive communities. We hope to continue to find more opportunities.
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

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

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of New Berlin

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	Zoning Code Section 275-33B (6) R-5, Medium-Density Single-Family Residential District, prior to 2004 allowed for homes to be built on lots 10,000 sq. ft. or greater. Many homes were built using that Zoning District. Zoning Code Section 275-33B(5), Medium Density Single-Family Residential District does allow for 15,000 sq. ft. lots.
	X			2. Allow for home sizes less than 1,200 square feet.	Zoning Code Section 275-33B (6) R-5, Medium-Density Single-Family Residential District, does allow 2-bedroom homes to be 1,100 sq. ft. Other zoning districts allow for 1,200 sq. ft. and up.
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	Currently, under Zoning Code Section 275-33B(8) the city allows a net density not to exceed seven dwelling units per Rm-1 zoned acres. However, under Zoning Code Section 275-41 B(1)(a) The density of elderly housing development may be 14 units per acre. Also, the City has a provision in the Zoning Code Section 275-39 for Overlay Districts (SPO and PUD).
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The City follows the Regional Plan.
	X	X	X	5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	Currently, under Zoning Code Section 275-39 Overlay Districts (Special Plan Overlay and Planned Unit Development) the city allows these types of development requests. Individual requests would be reviewed by the Plan Commission or Community Development Authority and the Common Council on a case-by-case basis. As the City initiates the Comprehensive Plan update in 2018 and 2019, these types of flexible zoning tools (ie. PUDs) will still be offered as a way to provide for higher densities and mixes of housing types. We are continuing to update our Housing Chapter of the Comprehensive Plan as part of our 2030 updates. The City also created and posted to our website the Housing Affordability Report as required by Section 66.10014 of Wisconsin Statutes. We have also met with various developers this past year that are interested in smaller scale neighborhood developments. We have suggested sites where these types of developments might work.
				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	Zoning Code section 275-59 provided the various architecture standards for the

	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	X	1. Attend a fair housing seminar or educational opportunity.	Each year Staff typically attends Planning and related conferences. We always attempt to identify tracks that contain housing topics. On November 15-18 of 2019 a staff person attended the ASLA conference. Some sessions dealt with housing related issues. All planning and code compliance staff listened to a day long webinar on 10/29/19 and titled "Update the Zoning Code to Fill the 'Missing Middle' of Housing." Planners will look to attend the WAPA Conference or the League Conference if funds are available. In 2020, we will again look to attend training and conferences that incorporate affordable housing topics.
				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	X			1. Develop and integrate appropriate diversity awareness information into staff and organizational development training. The city established a Housing Trust Fund Board. This board has coordinated with Wisconsin Housing and Economic Development Authority (WHEDA), Waukesha County and First Bank Financial Centre to learn more about their programs and ways to partner over the past two years. Any new employees hired that work in areas that might deal with housing issues are required to review the Fair Housing Materials provided at the Housing Training. The City hired one new Principal Planner in 2017. This employee has been provided all of the Fair Housing Materials provided at past training sessions. A new employee will be brought on in 2020. We will have that person review the Housing Materials provided at previous training sessions.
	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods. Staff continues to hand out the information below at various places including: City Hall, library, and different events. The information is on the City's website and is provided during monthly Mayoral Work Place Visits. The City participated again in the Discover New Berlin event mentioned below in March of 2017, 2018 and again in 2019. In 2017, the City awarded its first ever First-Time Home Buyer Grant for down payment assistance. In addition, on May 9th the City hosted a First-Time Home Buyers Seminar promoting its First Time Home Buyer Grant Program. We will continue the program's promotion into 2019. This program continues to be successful. A few more grants were awarded in 2018.

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

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: Village of North Prairie

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
	X			6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	The Village President and Village Clerk plan to attend informative sessions regarding what municipalities should know regarding housing issues surrounding our municipality and County.
	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.	
		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.	
			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 Village has two parcels of land which may be developed in the near future and the Plan Commission and Zoning Administrator plans to incorporate the Village Mixed-Use District to permit higher densities and a mix of housing/business types with a walkable atmosphere to promote pedestrian-friendly areas.

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	2019 Intentions	2020 (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 is currently reviewing several plats with lot sizes under 10,000 square feet in size.	
	X			2. Allow for home sizes less than 1,200 square feet.	The City has no minimum house size identified in the City Zoning Ordinance. The City has received approved dwellings under 1000 square feet in size.	
	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 approved multi-family projects with density of at least 10 units per acre in the Downtown Area of the City.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	The City has no concerns or issues with approving sewer extensions within the City that are 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.	The City has Planned Development Overlay Zoning Districts available within the Zoning Ordinance for use on higher density projects. Planning also created a Downtown Overlay District that allows higher residential 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.	The City has been encouraging developer's to consider workforce housing as a component of their development. Although no formal ordinances have been drafted, Planned Development overlays would be available to allow waiver of development standards.
	X				7. Amend design regulations to promote flexibility in development and construction costs.	The City has reviewed the design regulations in both site design and infrastructure construction costs. The City has reduced road widths and have been receptive to other requested flexibility.
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	The Planning Department is open to attending fair housing seminars and other educational opportunities. In 2019, Planning participated in a 6 hour webinar regarding Accessory Dwelling Units.	
				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 City updated the Comprehensive Land Use Plan in 2019 and expanded the Housing Goals. The goals and objectives include encouraging zoning incentives such as density bonuses.
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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.	Planning Department will investigate placing affordable, workforce and mixed-income housing to the City website.
	X			3. Participate in regional housing initiatives and collaborative efforts.	The City of Oconomowoc is always open to regional housing initiatives and collaborative efforts. In 2019, several Oconomowoc Staff attended and was engaged in the Waukesha County Executive's Housing Initiative.
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.	Two new senior apartments projects are under construction in 2019 and will both open in 2020. These new housing options incorporate options for the aging population.

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	2019 Intentions	2020 (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 allows the development of lots or dwelling unit areas of 10,000 square feet or less in several zoning districts. For single-family development this includes the Rs-5 and Rs-6 districts as Conditional Use options as well as the Rs-7 District. The Rd-2 Two-Family Residential District allows a minimum of 9,000 square feet per dwelling unit.
	X			2. Allow for home sizes less than 1,200 square feet.	It depends upon the zoning district and number of bedrooms within a dwelling; however, the City's Zoning Code contains several zoning districts that would allow for a home 1,200 square feet or less.
	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 Rm-3 Multiple-Family Residential District allows densities up to 12 dwelling units per net acre.
	X	X		4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	All sanitary sewer extensions must adhere to the SEWRPC adopted 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.	The Zoning Code includes seven single-family residential zoning districts, two 2-family districts, and three multiple-family zoning districts. Many of which include a Conditional Use Planned Unit Development option.
	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.	This type of flexibility exists within the Zoning Code for mixed use developments (Section 17.0908). Currently, a mix of different housing types (i.e. single-family and multi-family) would be classified as a mixed use development and allow the Plan Commission to permit higher densities if desired.
	X			7. Amend design regulations to promote flexibility in development and construction costs.	The City of Pewaukee does not review the architecture of single-family and two-family dwellings.
Impediment #2: Lack of Fair Housing Knowledge			X	1. Attend a fair housing seminar or educational opportunity.	Staff anticipates attending a fair housing seminar or other related educational opportunity. The City Planner will be attending the 2020 National APA Conference, which will offer several seminars related to fair and affordable housing.
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act.	

				managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	The City does not have the expertise and will not provide such training.
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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.	The City does not intend to waive fees for any type of development at this time.
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Impediments to Fair Housing				Action Items to Address Impediments	Community Narrative
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Impediment #4: NIMBY/Prejudiced Attitudes		X	X	1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Staff intends to seek training and educational opportunities
			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.	As required by State Law, the City has completed and distributed its Housing Affordability Report. The City is also in the process of creating a sustainability plan, which may discuss housing types, diversity, and the benefits of different housing types and densities.
			X	3. Participate in regional housing initiatives and collaborative efforts.	Staff will consider opportunities to participate in regional housing 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 does not fund any type of private development currently.
				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 is open to these design concepts; however, the City does not incentivize private development.

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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Community Name: City of Port Washington

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
			X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Not Met in 2019
	X			7. Amend design regulations to promote flexibility in development and construction costs.	
Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	Not Met in 2019
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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			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.	In 2019 approved Tax Increment Financing for a low-income senior citizen apartment building. Construction anticipated to begin in 2020.
				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.

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Richfield

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	
				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.	
			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 Village Board approved an infrastructure (sewer/water) feasibility analysis for an area of the Village planned for industrial growth. An area of "Mixed Residential" was shown directly adjacent to this area.
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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.	
		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.	As a part of the study, Village Staff worked closely with Stantec and Van de Wall and Associates to better understand the concept of what "Mixed Residential" housing might include and how it would benefit our local small businesses and Fire Company by potentially providing an area of the Village where younger families might be able to live in owner-occupied homes. This was discussed with the Village Board.
	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

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

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Saukville

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	R-3 Residential Zoning Code 205-33	
	X		x	2. Allow for home sizes less than 1,200 square feet.	R-3 Residential Zoning Code 205-33	
	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.	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.	Adheres to it's approved Sewer Service boundries (SEWRPC) Currently working w/Developer - Development of Mix-Use Planned Unit Development (PUD) Overlay District. Includes high-density residential & utility sizing will provide service for growth areas adjacent to the Village.
	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.	Code 205-47 STH33 Setback Overlay District, Code 205-49 PUD - Planned Unit Development Overlay District, Code 205-50 TND - Traditional Neighborhood Development District Currently working w/Developer - Development of Mix-Use Planned Unit Development Overlay District. Includes high-density residential and a mix of housing types (single, two-family, multi-family)
					6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	
				x	7. Amend design regulations to promote flexibility in development and construction costs.	Currently working w/Developer - Development of Mix-Use Planned Unit Development (PUD) Overlay District. Reduced residential lot sizes, setbacks, heights limits, shared parking agreements. Ongoing review of potential alternative project materials
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		

				definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	
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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 - Management Staff (On-going Training opportunities)
				2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
		x		3. Participate in regional housing initiatives and collaborative efforts.	Willing to participate if appropriate for Village of Saukville Community

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

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Slinger

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
				3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
				4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X	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 utilized PUD zoning regulations in 2019.
				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 previous Administrator left in July 2019; I'm not certain if she was able to pursue this goal before she left. I would be very interested in attending any available training on fair and affordable housing.
				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
				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.	This would be a good next step in learning what initiatives and efforts are currently being undertaken in our area. I would be very interested in participating in these.

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

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Sussex

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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.	Presented to our Plan Commission a mixed use 176 acre development to have condominiums, townhouses, lot sizes less than 10,000 square feet and single family lots between 12,000 to 15,000 square 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.	A new multi family complex with 40 units under construction in our downtown district	
	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.	
					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.	Watched An Overview of the Fair Housing Act (youtube).	
	X	X	X	2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	Sent letters to landlords regarding the Fair Housing Act	

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

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

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: Village of Wales

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.		
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.		
				X	6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	The Village adopt Plan Unit Development Ordinances as a way to assist with affordable housing.
	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		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 has provided resources to rental property owners regarding the Fair Housing Act. Such as, websites and brochures we printed off. We also have information listed in our quarterly newsletter	

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	
		X		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	We have forwarded to our municipal staff and Building Inspector information on diversity awareness and promote that we are an equal opportunity employer
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.	
				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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****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting"

Community Name: City of Waterloo

Date #####

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative/ UPDATE
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.	All municipal building inspection fees and impact fees waived to \$0.00 to aid new construction
	X			2. Allow for home sizes less than 1,200 square feet.	No project will be rejected based on size or density. Community recognized a variety of housing options are needed/beneficial.
	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.	No project will be rejected due to size or density. Community recognized a variety of housing options are needed/beneficial. In-fill
				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.	PUD is a long-standing option in Waterloo
	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 have minimized density as a zoning consideration years ago.
	X			7. Amend design regulations to promote flexibility in development and construction costs.	All municipal building inspection fees and impact fees waived to \$0.00 to aid new construction
Impediment #2: Lack of Fair Housing Knowledge		X		1. Attend a fair housing seminar or educational opportunity.	We focus on online educational opportunities.
		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 could improve in this category.
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.	We are cultivating residential development activity. Density is a necessity to get the project to cash flow. Our development agreements provide for fee waivers and 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	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 are cultivating residential development activity. Communication under this item is a goal as we seek a broad range of housing types at varying cost levels.
	X	X	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.	
			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.	A 28 unit assisted living facility received an occupancy permit in December of 2019. Associated housing is the next phase of this project. Build-out TBD.
Other: Please list any other actions taken to alleviate impediments to fair housing					

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of Watertown

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	N/A			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.	
				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.
Impediment #2: Lack of Fair Housing Knowledge				1. Attend a fair housing seminar or educational opportunity.	
				2. Provide education or training for rental property owners and managers on the requirements of the Fair Housing Act, the definitions of protected classes, discriminatory practices, and potential consequences for non-compliance.	

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options	X			1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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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.	City of Watertown hired it's first Human Resource Manager in 2019. Once this position is settled in, the City will use this position for 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.	
			X	3. Participate in regional housing initiatives and collaborative efforts.	The City of Watertown will work with Jefferson County on it's Comprehensive Plan in regards to the Housing Section.

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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****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of Waukesha

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.	
	X			2. Allow for home sizes less than 1,200 square feet.	
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	
	X			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	X			5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	
				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.	

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative
Impediment #2: Lack of Fair Housing Knowledge	X	X	X	1. Attend a fair housing seminar or educational opportunity.	In 2019 we attended: WI Main St. Downtown Housing Workshop that addressed affordable housing downtown. In 2020 we will attend the WEDA seminar Financing Workforce Housing
				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.	
Impediment #4: NIMBY/Prejudiced Attitudes	X	X		1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	The City's HR Department developed and delivered this training to the staff in 2019.
	X			2. Create and disseminate information regarding what affordable, workforce and mixed-income housing is and what economic benefits they offer to your community, via printed materials, training sessions, website education or other methods.	
			X	3. Participate in regional housing initiatives and collaborative efforts.	The City will work with the Waukesha Center for Growth to try to develop an affordable housing project that can take advantage of the Grow Fund or the Waukesha County Home Board to identify and fund an affordable housing project in the City.
Impediment #5: Limited Housing Options for People with Disabilities and the Aging Population	X			1. Prioritize public funding for housing developments that address the needs of people with disabilities or the elderly.	
				2. Adopt or promote construction design concepts such as universal design (UD) and Visit-ability standards and features in all new housing, including consideration of providing density bonuses or other incentives to encourage such housing.	

Fair Housing Impact Statement for the Analysis of Impediments

Waukesha County 2015--2019

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****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of West Bend

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (select 2)	Action Items to Address Impediments	Community Narrative	
Impediment #1: Zoning Regulations and Housing Mix Ratios that Reduce Opportunities for Affordable Housing Development	X			1. In municipalities served by sewer service, allow for the development of new single-family and two-family homes on lots of 10,000 square feet or smaller.		
	X			2. Allow for home sizes less than 1,200 square feet.		
	X			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.		
			X	X	4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	
	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.	

	X			7. Amend design regulations to promote flexibility in development and construction costs.	
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Impediment #2: Lack of Fair Housing Knowledge		X	X	1. Attend a fair housing seminar or educational opportunity.	City Staff attended a presentation on fair housing and Work Force Housing.
				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.	
	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	

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.

****Note: It is anticipated the updated Analysis of Impediments for 2020-2024 will be completed in May, 2020.****

Describe in the "Community Narrative" section the actions taken from the "2019 Intentions" column and select two items to address in 2020; return this document to Waukesha County by February 12, 2020. The "Currently Meeting" column shows which action items your specific municipality has already addressed. Add additional information in the "Other" section.

Community Name: City of Whitewater

Impediments to Fair Housing	Currently Meeting	2019 Intentions	2020 (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			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			3. In municipalities served by sewer service, allow for the development of multi-family housing at a density of at least 10 units per acre.	We have a calculation for minimum square footage on multifamily (R-3 & R-3A) Example(R-3): A multifamily of three five-bedroom (4,100 sq ft * 3 = 12,300 sq ft) + two -bedroom (3,000 sq ft * 2 = 6,000 sq ft) = a total of 18,300 sq. ft. Example B is higher than the minimum threshold of 15,000 square feet; therefore, the minimum square footage is now 18,300 square feet. EXAMPLE (R-3A) A multifamily of three five-bedroom (3,280 sq ft * 3 = 9,840 sq ft) + two -bedroom (2,400 sq ft * 2 = 4,800 sq ft) = a total of 14,640 sq ft. Example B is higher than the minimum threshold of 12,000 square feet; therefore, the minimum square footage is now 14,640 square feet.	
		Currently expanding our sewer treatment plant			4. To support higher density residential development, expand sanitary sewer services consistent with adopted Regional Sewer Service Plans.	We don't really have a Water Quality 208. In addition there is still land with in the city limits that can be developed.
	X				5. Adopt flexible zoning regulations such as Planned Unit Developments (PUD) and Traditional Neighborhood Developments (TND) to permit higher densities and a mix of housing types.	We have a PD or Planned Development District that was upgraded in 2016
			Currently reviewing this option.		6. Adopt inclusionary zoning provisions, such as higher density allowances and a waiver or modification of other development standards where certain set-asides are made for affordable housing for moderate and low-income families.	Looking into a pocket neighborhood community development overlay that would reduce the size of lots to lower the cost of housing.
					7. Amend design regulations to promote flexibility in development and construction costs.	

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

Impediment #3: Imbalance Between Job Centers and Affordable Housing Options				1. Encourage the development of new affordable and/or mixed-income housing near job centers by offering density bonuses, fee waivers or other incentives.	
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Impediments to Fair Housing				Action Items to Address Impediments	Community Narrative
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Impediment #4: NIMBY/Prejudiced Attitudes				1. Develop and integrate appropriate diversity awareness information into staff and organizational development training.	Per Wis. Stat. §66.10013, the City of Whitewater has developed a Housing Affordability Report that responds directly to all statutorily required elements. The creation of this report is the effort of City staff and their consultant, Vandewalle & Associates. Data listed is from January 2017 through November 2019 and was compiled by City staff. All residential development processes and fees derive from the City Zoning Ordinance Chapter 9.
				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.	Large housing project MUST follow ADA