

EMPLOYER ASSISTED HOUSING PROGRAMS



EMPLOYER ASSISTED HOUSING (EAH) WHAT IS IT?

- HELPS EMPLOYEES LIVE IN THE COMMUNITY THEY SERVE**
- ASSISTS WITH THE COST OF RENTING OR BUYING A HOME**
- OFFERS HOMEBUYER EDUCATION AND CREDIT COUNSELING**



EAH PURPOSE

HELPS EMPLOYEES...

- AFFORD HOUSING NEAR WORKPLACE
- IMPROVE QUALITY OF LIFE - MORE FAMILY TIME, LESS COMMUTING
- REDUCE TRANSPORTATION COSTS - MORE FUNDS FOR OTHER NEEDS
- BUILD WEALTH/FINANCIAL SECURITY



EAH PURPOSE

HELPS EMPLOYERS...

- **RECRUIT**
- **RETAIN**
- **IMPROVE JOB SATISFACTION AND LOYALTY**
- **IMPROVE COMMUNITY RELATIONS**



EAH PURPOSE

HELPS COMMUNITY

- **ALLOWS EMPLOYEES TO BE INVOLVED IN THEIR COMMUNITY**
- **STABILIZES NEIGHBORHOODS**
- **INCREASES PUBLIC SECTOR OVERSIGHT**



EAH - THE NEED



INCREASE IN VIRGINIA'S HOUSING COSTS, 2000-2009

- **MEDIAN HOUSE VALUE INCREASED 97%**
- **MEDIAN HOUSEHOLD INCOME INCREASED 28%**



EAH - THE NEED

Median Gross Rent



INCREASE IN VIRGINIA'S GROSS RENT, 2000-2009

- **MEDIAN GROSS RENT INCREASED 52%**
- **MEDIAN HOUSEHOLD INCOME INCREASED 28%**



EAH - TYPES OF ASSISTANCE

- **DOWN PAYMENT, CLOSING COST ASSISTANCE**
- **GRANTS OR LOANS (LOW INTEREST, FORGIVABLE OR DEFERRED PAYMENT)**
- **MORTGAGE GUARANTEES/INSURANCE ASSISTANCE**



EAH - TYPES OF ASSISTANCE

- **MORTGAGE BUY-DOWN**
- **INDIVIDUAL DEVELOPMENT ACCOUNTS**
- **RENTAL ASSISTANCE**
- **CREDIT COUNSELING**
- **HOMEBUYER EDUCATION**



JCC'S EAH PROGRAM

- **HR BENEFITS COMMITTEE BEGAN PLANNING IN 2000**
- **BOS ADOPTED AND APPROPRIATED \$30,000 IN 2002**
- **LEVERAGED AN EXISTING CDBG IDA**



EAH - VIRGINIA STATUTE

FIRST LEGISLATION IN 2006

- GRANT UP TO \$25K/EMPLOYEE**
- PURCHASE A PRIMARY RESIDENCE IN LOCALITY IN WHICH EMPLOYED**
- GRANTS SUBJECT TO VHDA INCOME AND SALES PRICE LIMITATIONS**



EAH – HOUSING STRATEGY

JCC AFFORDABLE HOUSING INCENTIVE PROGRAM (AHIP)

- **BUILDER INCENTIVES**
- **LOW INTEREST MORTGAGES AND DOWN PAYMENT ASSISTANCE**
- **PROFFERED AFFORDABLE UNITS**
- **PROPERTY DEVELOPMENT**



EAH – HOUSING STRATEGY

***ONE-THIRD OF EAH HOME
BUYERS ALSO RECEIVED
AHIP FINANCIAL ASSISTANCE***



JCC PROGRAM ELIGIBILITY

FULL-TIME JCC EMPLOYEE

- **DOES NOT OWN PRINCIPAL RESIDENCE IN JCC OR WILLIAMSBURG**
- **MUST PURCHASE AND OCCUPY PRINCIPAL RESIDENCE IN JCC OR WILLIAMSBURG**
- **MUST MEET VHDA INCOME LIMITS FOR FAMILY SIZE**



EAH - TYPES OF ASSISTANCE

MATCH DOWN PAYMENT OR CLOSING COSTS

- UP TO \$3,000
- IMMEDIATE MATCH FOR PREVIOUS SAVINGS OR UP TO 3 YEARS TO SAVE
- FORGIVABLE PERSONAL LOAN

HOMEBUYER SEMINARS AND CREDIT COUNSELING



EAH - THE JCC PROCESS

SAVINGS PROGRAM

- OHCD REVIEWS CREDIT REPORT, INCOME AND OTHER ELIGIBILITY REQUIREMENTS**
- PERSONAL SAVINGS ACCOUNT PLAN DEVELOPED - AT LEAST \$25/MONTH**
- EAH BOARD REVIEWS AND APPROVES EACH PLAN**



EAH - THE JCC PROCESS

SAVINGS PROGRAM (CONTINUED)

- **VHDA HOMEOWNERSHIP EDUCATIONAL PROGRAM**
- **QUALIFY FOR A MORTGAGE LOAN**
- **SIGN UNSECURED PERSONAL NOTE FOR MATCH AMOUNT**



EAH - THE NEED

IMMEDIATE MATCH PROGRAM REQUIREMENTS

- SAVINGS PLAN UNNECESSARY**
- VHDA HOMEOWNERSHIP EDUCATIONAL PROGRAM IF 1ST-TIME HOMEBUYER**
- SIGN UNSECURED PERSONAL NOTE FOR MATCH WHICH IS DELIVERED AT CLOSING**



JCC'S EAH

- **MATCHED FUNDS AS FORGIVABLE PERSONAL LOAN**
- **LOAN FORGIVEN OVER 50 MONTHS (1% PER PAY PERIOD)**
- **QUALIFICATION FOR FORGIVENESS**
- **CONTINUE AS A FULL-TIME EMPLOYEE**



JCC'S EAH

- **CONTINUE TO OWN AND OCCUPY PRIMARY RESIDENCE IN JCC OR WILLIAMSBURG**
- **LOAN FORGIVENESS IS TAXABLE INCOME**

SUCCESSSES & CHALLENGES

- **50 EMPLOYEES HAVE PURCHASED SINCE 2002**
- **SUPPORT WANING BECAUSE RETENTION IS NOT A PRIORITY**
- **\$3,000 CAP LIMITS BENEFIT - DOES NOT BRIDGE GAP FOR LOWER INCOME EMPLOYEES**



SUCCESSSES & CHALLENGES

- KNOWLEDGEABLE HOUSING COUNSELOR NEEDED
- IF SECURED WITH A DEED OF TRUST, AN MLO NEEDED
- CONTINUING FUNDING STREAM
- MARKETING TO EMPLOYEES

