

# Appendix B

## NON-DISPLACEMENT STRATEGIES

To ensure that the Greater Hill District is developed in a way that benefits the existing residents, the Management Committee has adopted the following Non-Displacement Strategies to govern development activities in the Greater Hill District:

### ***Economic Opportunities***

**First Source Hiring.** All developers must meet with a Hill District-based employment center or program to review project based job descriptions and establish realistic, mutually agreed upon hiring goals. Developers must agree to interview pre-qualified Hill District residents before advertising to the public at large and to provide a hiring priority for Hill District residents.

**Enhanced MBE/WBE Commitments.** All developers must commit to a MBE participation rate of 30% and WBE participation rate of 15% on all contracts, including but not limited to pre-construction services (architectural, engineering, urban planning, market and traffic study consultants, and other real estate consultants), supply contracts, and construction. Particular consideration must be given to Hill District businesses in fulfilling these requirements.

### ***Homeowner Support***

**Owner-Occupied Rehab.** In allocating housing and community development resources for the Hill District, the City and URA should prioritize the rehabilitation of owner-occupied homes through grants to low-income homeowners.

**Equity Protection Services.** In allocating housing and community development resources for the Hill District, the City and URA should prioritize “equity protection” services to help existing homeowners resolve tax, title and mortgage issues.

**Condemnation-Free Development.** Except in the case of a substantial and imminent threat to health or safety, eminent domain may not be used to acquire occupied property for redevelopment.

### ***Renter Support***

**Build First.** Except in the case of a substantial and imminent threat to health or safety, all proposals for the redevelopment of an occupied rental property must minimize the involuntary displacement of residents to the greatest extent feasible, by, for example, building replacement housing first before requiring residents to move, by relocating residents on-site and redeveloping the site in phases, or by master leasing temporary relocation housing (preferably in the Hill) for those who may choose to return to the redeveloped property

**Support for Tenants in Redevelopment.** All plans to redevelop publicly subsidized housing in the Hill District must include a comprehensive plan to support existing tenants in the transition to new, mixed-income housing. At a minimum, the plan should provide for multi-disciplinary services to respond to the multiple needs of families in transition.

### ***Preserving Affordability***

**Inclusionary Affordable Housing.** Overall housing development plans must include a mix of owned and rental housing suited for all income levels. For rental housing developments of 10 or more units (other than in the Lower Hill District), at least 10% of all units must, to the greatest extent feasible and subject to the regulations associated with any housing assistance resources utilized, be affordable to very low-income households (at or below 50% AMI). For for-sale housing developments of 10 or more units (other than in the Lower Hill District), at least 10% of all units must, to the greatest extent feasible and subject to the regulations associated with any housing assistance resources utilized, be affordable to low-income households (at or below 80% AMI). In allocating housing and community development resources, the City and URA should encourage a higher percentage of affordability and/or the use of deep subsidies to achieve deeper income targeting.