



Agenda
March 25, 2021
6:00 p.m.— Hybrid Meeting via Zoom/In-person

- I. **CALL TO ORDER**
- II. **ELECTRONIC MEETING PARTICIPATION – Commission Action (attached)**
- III. **CONSENT AGENDA**
 - A. Approval of Minutes for February
 - B. **Approval of Treasurer’s Reports for February**
- IV. **COMMONWEALTH INTERGOVERNMENTAL REVIEW PROCESS**
 - A. Projects (Signed-off by the staff)
 - None
 - B. Regular Project Review
 - None
 - C. Environmental Project Review
 - 1. **Radford University Acquisition of Property for Campus Expansion**
- V. **PUBLIC ADDRESS**
- VI. **CHAIR’S REPORT**
- VII. **EXECUTIVE DIRECTOR’S REPORT**
- VIII. **REVIEW OF MUTUAL CONCERNS AND COMMISSIONERS’ REPORTS**
- IX. **OLD BUSINESS**
- X. **NEW BUSINESS**
 - A. **2021 Regional Commission Awards**
 - Commission Action
 - B. **Title VI Non-Discrimination Plan**
 - Commission Action
 - C. **NRV Revolving Loan Fund Committee Appointees**
 - Commission Action
 - D. **Regional + Local Housing Study – Final Report**
 - Presentation by Jennifer Wilsie, Senior Planner and Mel Jones, Virginia Center for Housing Research
 - Commission Discussion
 - E. Next meeting April 22, 2021

All meeting materials posted on the Commission website www.nrvrc.org

The New River Valley Regional Commission provides area wide planning for the physical, social, and economic elements of the district; encourages and assists local governments in planning for their future; provides a means of coordinating federal, state, and local efforts to resolve area problems; provides a forum for review of mutual concerns; and implements services upon request of member local governments.



6580 Valley Center Drive | Suite 124 | Radford, VA 24141 | 540-639-9313

NRVRC.ORG

MEMORANDUM

To: NRVRC Board Members

From: Kevin R. Byrd, Executive Director

Date: March 25, 2021

Re: Participation in NRVRC meetings through Electronic Communication Means Policy

When the Governor has declared a state of emergency in accordance with section 44-146.17 of the Code of Virginia, it may become necessary for the NRV Regional Commission to meet by electronic means as outlined in Section 2.2-3708.2 of the Code of Virginia as amended. In such cases, the following procedure shall be followed:

1. The NRV Regional Commission will give notice to the public or common interest community association members using the best available method given the nature of the emergency, which notice shall be given contemporaneously with the notice provided to members of the NRV Regional Commission.
2. The NRV Regional Commission will make arrangements for public access or common interest community association members access to such meeting through electronic means including, to the extent practicable, videoconferencing technology. If the means of communication allows, provide the public or common interest community association members with an opportunity to comment
3. The NRV Regional Commission will otherwise comply with the provisions of § 2.2-3708.2 of the Code of Virginia. The nature of the emergency, the fact that the meeting was held by electronic communication means, and the type of electronic communication means by which the meeting was held shall be stated in the minutes of the NRV Regional Commission meeting.

Strengthening the Region through Collaboration

Counties

Floyd | Giles
Montgomery | Pulaski
City
Radford

Towns

Blacksburg | Christiansburg
Floyd | Narrows | Pearisburg
Pembroke | Pulaski
Rich Creek

Higher Education

Virginia Tech
Radford University
New River Community College



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NRVRC.ORG

MEMORANDUM

To: NRVRC Board Members
From: Jessica Barrett, Finance Director
Date: March 17, 2021
Re: February 2021 Financial Statements

The February 2021 Agencywide Revenue and Expenditure Report and Balance Sheet are enclosed for your review. Financial reports are reviewed by the Executive Committee prior to inclusion in the meeting packet.

The Agencywide Revenue and Expense report compares actual year to date receipts and expenses to the FY20-21 budget adopted by the Commission at the June 25, 2020 meeting. The financial operations of the agency are somewhat fluid and projects, added and modified throughout the year, along with the high volume of Workforce program activities, impact the adopted budget. To provide clarity, Commission and Workforce Development Board activities are separated on the agencywide report.

As of month-end February 2021 (67% of the fiscal year), Commission year to date revenues are 50.34% and expenses are 56.20% of adopted budget. The two largest budget expense lines, Salary and Fringe, are ahead of budget at 73.64% and 75.31%, respectively. This is due to additional staff being hired to support the Business Continuity Team. Revenue is secure to cover these expenses.

Looking at the balance sheet, Accounts Receivable is \$367,519. Of this total, Workforce receivables are \$250,966 (68%) and current. The Executive Committee reviews all aged receivables over 60 days and no receivables are deemed uncollectible. Net Projects (\$247,325) represents project expenses, primarily benchmark projects, that cannot be invoiced yet and posted to receivables.

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New River Valley Regional Commission
Balance Sheet
2/28/2021

Assets:

Operating Account	187,255
Certificate of Deposit	106,717
Money Market Account	84,774
Accounts Receivable	367,519
Accounts Receivable - Advanced Expenses	18,020
Prepaid Item	2,648
Total Assets:	766,933

Liabilities:

Accounts Payable	18,713
Accrued Annual Leave	89,535
Accrued Unemployment	24,686
Expense Reimbursement	586
Total Liabilities:	133,520

Projects:
(Equity Accounts)

Net Projects	(247,325)
Current Year Unrestricted	138,014
Unrestricted Net Assets	733,452

Total Projects (Equity)	624,141
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Total Liabilities and Projects	757,661
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Net Difference to be Reconciled	9,272
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Total Adjustments to Post*	9,272
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Unreconciled Balance (after adjustment)	0
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*YTD adjustment to Accrued Leave. Final adjustment will be posted to general ledger at fiscal year end closeout.

**New River Valley Regional Commission
Revenue and Expenditures - February 2021**

FY20-21 Budget Adopted 6/25/2020	February 2021	YTD	Under/Over	(67% of FY) % Budget	
NRVRC Anticipated Revenues					
ARC	68,666	0	34,334	34,333	50.00%
ARC - James Hardy Construction	15,000	0	0	15,000	0.00%
Local Assessment	235,826	0	223,618	12,208	94.82%
DHCD - Administrative Grant	75,971	0	56,978	18,993	75.00%
DRPT RIDE Solutions NRV	77,160	(1)	34,372	42,788	44.55%
EDA	70,000	0	35,000	35,000	50.00%
EDA COVID19 CARES Act	225,000	0	45,855	179,145	20.38%
GO Virginia	150,000	0	0	150,000	0.00%
POWER 2021	20,000	0	0	20,000	0.00%
Workforce Fiscal Agent	65,000	15,000	55,000	10,000	84.62%
Workforce Pathways Fiscal Agent	50,000	0	25,000	25,000	50.00%
Workforce RSVP Fiscal Agent	0	0	25,000	(25,000)	0.00%
VDOT	58,000	0	32,150	25,850	55.43%
VDOT - Rocky Knob Project	70,000	0	836	69,164	1.19%
Floyd County	111,000	0	59,277	51,723	53.40%
Floyd Town	0	0	3,338	(3,338)	0.00%
Floyd Co EDA	0	8,108	20,500	(20,500)	0.00%
Giles County	0	0	38,808	(38,808)	0.00%
Narrows Town	13,000	1,263	1,263	11,737	9.71%
Pearisburg Town	5,000	0	0	5,000	0.00%
Montgomery County	53,000	0	51,555	1,445	97.27%
Blacksburg Town	14,000	1,167	9,333	4,667	66.67%
Christiansburg Town	25,000	0	0	25,000	0.00%
Pulaski County	0	99	43,301	(43,301)	0.00%
Pulaski Town	32,167	6,900	14,327	17,840	44.54%
Radford City	27,500	0	37,000	(9,500)	134.55%
Miscellaneous (Meetings/Interest/Recovered Costs)	0	148	324	(324)	0.00%
Virginia's First RIFA	27,500	2,292	18,333	9,167	66.67%
Virginia's First - NRV Commerce Park Grading	14,000	485	11,409	2,591	81.49%
NRV MPO	33,500	0	32,856	644	98.08%
CDBG COVID19	8,500	0	0	8,500	0.00%
CDBG Business Continuity	250,000	0	0	250,000	0.00%
Dept of Environmental Quality	5,250	0	6,181	(931)	117.73%
Southwest Virginia SWMA	2,000	0	2,000	0	100.00%
Virginia Recycling Association	4,000	4,167	8,167	(4,167)	204.17%
Downtown Christiansburg, Inc.	1,500	0	3,250	(1,750)	216.67%
New River Health District	10,000	0	0	10,000	0.00%
New River Valley Development Corporation	21,700	0	9,042	12,658	41.67%
Local Match (unprogrammed ARC)	24,916	0	0	24,916	0.00%
Sub Total Revenues	1,864,156	39,627	938,406	925,750	50.34%
Expenses					
Salaries	869,513	92,832	640,285	229,228	73.64%
Fringe Benefits	222,602	23,583	167,644	54,958	75.31%
Travel	33,211	22	685	32,526	2.06%
Office Space	49,968	4,164	33,312	16,656	66.67%
Communications	11,401	2,835	13,049	(1,648)	114.45%
Office Supplies	101,034	5,298	67,411	33,623	66.72%
Postage	2,126	19	1,144	982	53.82%
Printing	4,500	0	4,549	(49)	101.08%
Copier Usage/Maintenance	2,000	29	389	1,611	19.47%
Outreach/Media Adv	9,533	5,145	5,521	4,012	57.91%
Equipment Rent/Copier	4,219	223	2,172	2,047	51.47%
Fleet Vehicles	8,024	525	2,013	6,011	25.09%
Dues/Publications	16,835	279	17,462	(627)	103.72%
Training/Staff Development	10,845	1,194	5,193	5,652	47.89%
Insurance	3,605	288	2,320	1,285	64.37%
Meeting Costs	11,125	250	1,152	9,973	10.35%
Contractual Services	457,484	767	53,481	404,003	11.69%
Professional Services Audit/Legal	4,540	0	4,493	48	98.95%
Miscellaneous/Fees	4,700	584	3,396	1,304	72.26%
Reimbursed Expenses	0	0	21,951	(21,951)	0.00%
Unassigned Expenses	36,891	0	0	0	0.00%
Sub Total Expenses	1,864,156	138,037	1,047,622	779,643	56.20%
NRVRC Balance	0	(98,410)	(109,216)		

**New River/Mount Rogers Workforce Development Board
Revenue and Expenditures - February 2021**

NR/MR WDB Anticipated Revenues		February 2021	YTD	Under/Over	(67% of FY) % Budget
Workforce Development Area	2,657,549	81,134	937,560	1,719,989	35.28%
Sub Total Revenues	2,657,549	81,134	937,560	1,719,989	
Expenses					
Salaries	375,020	41,562	315,536	59,484	84.14%
Fringe Benefits	112,036	10,334	84,000	28,036	74.98%
Travel	20,000	874	6,954	13,046	34.77%
Office Space	44,100	2,979	32,617	11,483	73.96%
Communications	6,000	1,142	10,075	(4,075)	167.92%
Office Supplies	4,000	5,244	57,208	(53,208)	1430.19%
Postage	250	0	22	228	8.86%
Printing	1,000	36	274	726	27.35%
Outreach/Media Adv	9,000	1,378	5,194	3,806	57.72%
Equipment Rent/Copier	1,700	78	683	1,017	40.16%
Dues/Publications	3,500	50	3,168	332	90.51%
Training/Staff Development	4,500	0	4,020	480	89.33%
Insurance	2,500	0	2,806	(306)	112.24%
Meeting Costs	7,000	933	1,823	5,177	26.04%
Contractual Services	2,027,289	16,136	403,274	1,624,015	19.89%
Professional Services Audit/Legal	10,200	0	6,540	3,660	64.12%
Miscellaneous/Fees	29,454	151	1,848	27,606	6.27%
Workforce Grants Admin	0	238	1,519	(1,519)	0.00%
Sub Total Expenses	2,657,549	81,134	937,560	1,719,989	35.28%
NR/MR WDB Balance	0	0	0		
Total Agency R&E					
Anticipated Revenue	4,521,705	120,761	1,875,966	41.49%	
Anticipated Expense	4,521,705	219,171	1,985,182	43.90%	
Balance	0	(98,410)	(109,216)		



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NRVRC.ORG

COMMONWEALTH INTERGOVERNMENTAL REVIEW MEMORANDUM

TO: Regional Commission Board Members

FROM: Kevin R. Byrd, Executive Director

AGENDA ITEM: III. Intergovernmental Review Process, C. Environmental Project Review, Item #1

CIRP Review

March 18, 2021

PROJECT: Radford University Acquisition of Property for Campus Expansion

SUBMITTED BY: DEQ

PROJECT DESCRIPTION: The Department of Environmental Quality is requesting comments on an environmental impact review.

PROJECT SENT FOR REVIEW TO: Commission Board Members

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Environmental Impact Report
for the
ACQUISITION OF PROPERTY FOR CAMPUS EXPANSION
PROJECT 217-17851-003

March 6, 2021

Prepared by:
Radford University
Office of Facilities Management

ATTENTION:

Ms. Michele Thacker
Facilities Management
501 Stockton Street, P.O. Box 6909
Radford, VA 24142
(540) 831-7812

Project Identification

Pursuant to Virginia Code §10.1-1188 for major state projects in excess of \$500,000, Radford University submits this Environmental Impact Report for review and comment for the proposed acquisition of two properties in close proximity to campus. The properties comprise approximately .935 acres of multi-family residential district property located within roughly one to two blocks of the university's main central campus. The properties will remain multi-family dwellings.

Justification

In 2010, the university submitted a capital request for the planning and acquisition of property, as it became available, east and north of the main campus as identified in the 2008 approved Master Plan. The university's growth over the past several decades has minimized the available opportunities for additional facilities within the current campus footprint, such that the acquisition of adjacent properties is a critical aspect of the ability to facilitate future potential growth of the campus. The Master Plan encouraged strategies to focus on acquisition of out-parcel property within the main campus area that is currently not owned by the university, land adjacent to the "riverfront" campus area, and land east of Jefferson Street and west of Tyler Avenue. The Master Plan also emphasized the university's need to be proactive in exploring strategic acquisition opportunities in all of the above areas.

The recently approved 2020-2030 Master Plan continues to emphasize the importance of proactively exploring potential options for property acquisitions to enhance the university's ability to continue to grow in its ability to offer higher education opportunities in the future. The identified acquisitions directly support the stated goals and outcomes of the 2020-2030 Master Plan.

Description

The university has identified approximately 27 overall properties for acquisition. Given the timing of the acquisitions of these various properties, there will be two separate groupings of properties. This particular EIR is for the second grouping.

The properties identified for acquisition are: 1117 Clement Street and 512 Davis Street.

The attached photographs and maps indicate the location of the properties.

Affected Environment

The properties are located in the City of Radford's R-4 Multi-Family zoning district. The properties are located with frontage along Radford City streets Clement and Davis. The City of Radford utilities including electric, water, sanitary sewer, and storm sewer will continue to serve the properties, along with a private service provider for natural gas.

While each property has utility easements located on them they do not interfere with the current planned and continued use of the properties. There are no covenants, reservations, or right-of-ways that would interfere with the current planned and continued use of the properties.

The properties do not fall within the VDHR-Recommended Proposed Boundaries for Potential Radford University Historic District, as documented by the Reconnaissance-Level Architectural Survey performed by the university in 2016 and shown on the attached map. While 1117 Clement Street, located to the west of campus, does fall within Radford City's designated historic district, the property has not been registered as having any historic significance and other properties within this district have been razed with new more modern brick buildings constructed in their place.

Prior to the RU Foundation acquiring the properties, Phase 1 Environmental reports were prepared for each. While none of these reports noted any items of concern, the university intends to have their own Phase 1 reports prepared prior to completing acquisition.

The existing sites consist primarily of clay soils, and the overall topography is flat to sloping down toward the north. Vegetation is minimal, comprised of a mix of ornamental plants and grasses for landscaping purposes, with no evidence of significant fauna present.

Environmental Impacts

- No endangered, threatened, or rare plants, animals, or insects exist within the proposed acquisition area.
- No significant habitat for terrestrial wildlife and birds exists within the proposed acquisition area.
- No unique or important terrestrial vegetation exists within the proposed acquisition area.
- No aquatic life exists within the proposed acquisition area.

- No anadromous fish use areas, trout streams, or colonial water bird nesting colonies exist within the proposed acquisition area.
- No archaeological sites exist within the proposed acquisition area.
- No agricultural or forest land exists within the boundaries of proposed acquisition area.
- No tidal, or non-tidal, wetlands, streams, rivers, lakes, ponds, or significant watersheds exist within the proposed acquisition area.
- Any future construction would not impact the Chesapeake Bay Management or Resource Protection Areas.
- The proposed acquisition areas are not located within any flood hazard zone.
- Ground water characteristics will not be significantly altered from existing conditions by the proposed use of this property acquisition.
- No parks or recreation areas will be affected by the proposed use of this property acquisition.
- No natural areas, scenery, or scenic resources will be substantially impacted by the proposed use of this property acquisition.
- Air quality will not be significantly altered by the proposed use of this acquisition; no onsite burning is proposed, and any use of volatile organic compounds will be strictly monitored. Dust generated from demolition and minor grading activities will be controlled through periodic wetting and appropriate erosion and sediment control measures.
- No geological, or mineral, resources exist within the proposed acquisition site.
- No areas within or adjacent to the properties have special designations such as Virginia Byways.

Alternatives

Expanding the university's main campus boundaries through property acquisition is the only appropriate and logical way to position the university's campus for any future physical growth and relieve the pressures created by campus growth over the last decade or more. Deferring the acquisition of these properties would likely only make the attainment more difficult and increase current lease costs as well as future acquisition costs.

Mitigation

As detailed in this report, adverse effects resulting from this acquisition would be minimal, mostly confined to demolition and construction phases of any future new projects in these areas. The university would manage any potential stormwater and erosion and sediment

control impacts associated with future demolition and construction in accordance with the requirements of the current MS4 Permit and the University's Annual Standards and Specifications. Any such impacts would be minimized using sound construction techniques, such as periodic maintenance of all equipment, periodic wetting and proper grading and sloping of site disturbances to reduce emissions, sediment, and erosion, combined with adequate monitoring to ensure compliance. Any future construction debris would be disposed of in an appropriate sanitary landfill, or recycled if possible, to reduce the environmental impact. The long term impact of any future development would be negligible, as the sites are currently developed with occupied structures and adjacent parking and support areas.

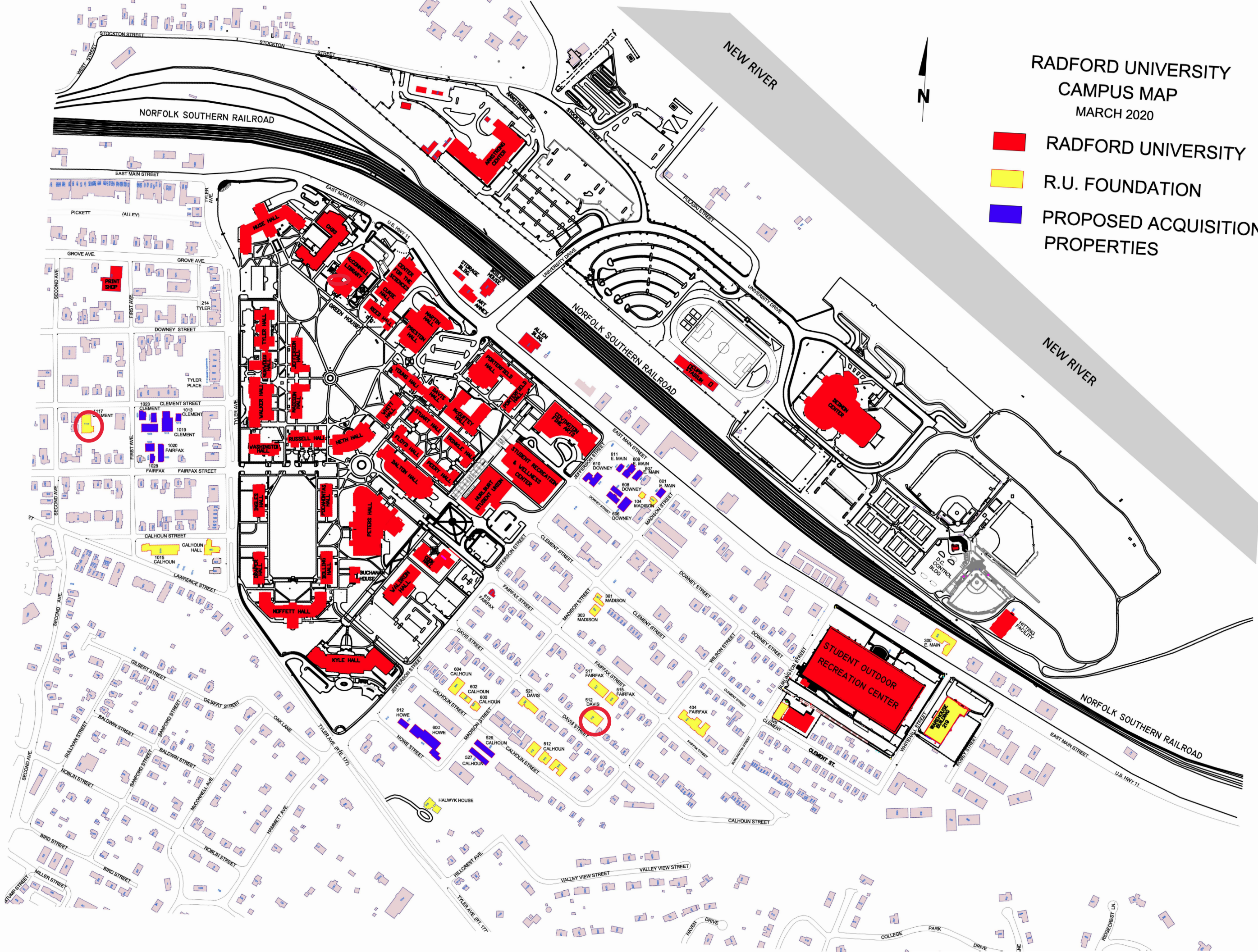
Conflicts

There are no known conflicts with the university's current 2020-2030 Master Plan, the City of Radford's 2017 Comprehensive Plan Update, or any City of Radford zoning ordinances.

RADFORD UNIVERSITY
CAMPUS MAP
MARCH 2020



- RADFORD UNIVERSITY
- R.U. FOUNDATION
- PROPOSED ACQUISITION PROPERTIES





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N R V R C . O R G

March 18, 2021

Executive Director's Report

Economic Development:

- The American Rescue Plan was signed into law on March 11th. Counties, cities and towns will be receiving direct payments. Local government managers are discussing this regularly during our twice weekly meetings.
- Staff confirmed potential committee members to serve on the NRV Revolving Loan Fund committee. Commissioners will review the list and make appointments at the March meeting.
- The CEDS committee continues their spring meeting series on April 2nd. They are scheduled to meet the first Friday monthly at 10:00am.

Transportation:

- NRV Passenger Rail will hold a regional committee meeting on April 8th at 9:00am. The committee will discuss next steps with establishing an authority which was enabled in the 2021 General Assembly along with progress being made on passenger service to the region.
- The Title VI Non-Discrimination Plan included in the packet was prepared by staff and reviewed by the VDOT Civil Rights Division prior to distribution.

Regional:

- The Business Continuity Team (BCT) continues to schedule vaccine appointments on behalf of the New River Health District. Last week the Commission executed a contract with a firm to deploy an automated vaccine appointment scheduling system. The platform is anticipated to launch the week of March 29th.
- The website, www.nrvroadtowellness.com, is the primary source for COVID vaccine information in the region. It is updated daily with vaccine clinic information.
- The NRV Vaccination Call Center continues to schedule vaccination appointments. With the launch of the automated scheduling platform the scheduling center role will likely shift toward technical assistance with scheduling and continuing to assist those who wish to speak to an individual.
- The Regional + Local Housing Study is in final draft form. Following the presentation at the Commission meeting next week, any remaining edits will be incorporated before public release of the final version on 3/31.
- Planning for the New River Water Trail expansion kicked-off this month. The group is comprised of local government and river partners from Giles, Montgomery, Pulaski counties and the City of Radford.

Commission:

- James Jones will be leaving the Commission on April 15th after four and one-half years of service. He started as an intern, was promoted to a full-time position and is leaving as a Planner II. He grew a tremendous amount in his position and always offered to help on any task in the agency. James will be making a career change and we're excited for his next steps!
- As a result of James' departure, we are hiring a Regional Planner. The position advertisement is on our website.



MEMORANDUM

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To: Regional Commission Board Members

N R V R C . O R G

From: Kevin R. Byrd, Executive Director

Date: March 18, 2021

Re: 2021 Regional Commission Awards

In February, the Commission began soliciting nominations for the awards program. The awards solicitation was sent to all Commissioners, local government managers and numerous community partner organizations via constant contact email. The program was also promoted on Commission social media sites (Facebook, Twitter, Instagram). The nominations closed on March 16th with numerous highly qualified nominations received.

The names of the nominees, and the statements submitted on their behalf, will be sent directly to Regional Commission Board Members. *This information is for board member review only and not to be shared or distributed.* Commissioners attending in-person will receive ballots at the meeting and those participating via Zoom will be provided a live polling option to select the award recipients.

The three award categories are as follows:

Champion of the Valley – An elected or appointed official (past or present) from within or representing the New River Valley that has made significant contributions for the betterment of the region. Focus will be on candidates that improve communities through their dedication, collaborative approach and impact.

Citizen of the Valley – A citizen or organization in the New River Valley that has made significant contributions to the betterment of the region. Focus will be on candidates that improve communities through their dedication, collaborative approach and impact.

Friend of the Valley – An individual or organization **outside** the New River Valley that has made significant contributions to the betterment of the region.

Past Award Winners:

Champion of the Valley

2014 – Mr. Joseph Sheffey
2015 – Mr. Rick Boucher
2016 – Del. Joseph Yost
2016 – Mr. Bill Brown
2017 – Mr. Chris McKlarney
2018 – Ms. Susan Kidd
2019 – Delegate Nick Rush
2020 – Mr. Chris Tuck

Citizen of the Valley

2014 – Dr. Charles Steger
2015 – Mr. Ken Anderson
2016 – Ms. Penelope Kyle
2017 – Mr. Woody Crenshaw
2018 – Mr. David Hagan
2018 – Ms. P. Buckley Moss
2019 – Mr. Raymond Smoot
2020 – Mr. Bill Ellenbogen

Friend of the Valley

2016 – Mary Moody Northen Foundation
2017 – Mr. Bill Shelton
2019 – Mr. John Smolak, III



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MEMORANDUM

To: Regional Commission Board Members
From: Elijah Sharp, deputy Executive Director
Date: March 17, 2021
Re: NRVRC Title VI Plan

The Virginia Department of Transportation allocates federal State Planning and Research (SPR) funding to the Regional Commission each year. The funding is utilized to support the Rural Transportation Work Program, which provides technical assistance for areas outside of the MPO's urbanized boundary. As a recipient of federal funding, the Commission is required to adopt and implement a Title VI Plan to ensure that no person, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program activity.

The plan provides an overview of nondiscrimination laws, planning and complaint procedures, and a demographic overview of the region. The process also requires the Commission to identify a Title VI Coordinator. Once adopted, the plan and complaint form must be available on the Commission's website.

Regional Commission staff partnered with the Virginia Department of Transportation's Civil Rights Division to develop the draft Title VI Plan. The NRVMP, who completed its initial plan in 2016, also provided support during plan development.

If you have questions about the plan or Title VI, please contact me at esharp@nrvc.org or call (540) 639-9313.

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Rich Creek

Higher Education

Virginia Tech
Radford University
New River Community College

Title VI Plan

New River Valley Regional Commission

DRAFT

Approved: _____

A plan for fairness and inclusion in transportation planning

***New River Valley
Regional Commission***

March 25, 2021

Resolution approving the NRVRC Title VI and Limited English Proficiency Plan

WHEREAS, the NRVRC is eligible to receive State Planning and Research (SPR) funds through the Virginia Department of Transportation's Rural Transportation Planning Assistance Program; and

WHEREAS, the NRVRC is required to comply with Title VI requirements of the Civil Rights Act of 1964 as amended, and other related statutes prohibiting discrimination on the basis of race, color or national origin; and

WHEREAS, the NRVRC, as recipient of federal financial assistance, must have a Title VI and Limited English Proficiency (LEP) approved Plan; and

WHEREAS, the NRVRC utilizes existing SPR funds to support an annual Rural Transportation Work Program that represents the interests of the New River Valley region.

NOW, THEREFORE, BE IT RESOLVED, that the New River Valley Regional Commission adopts and approves the NRVRC Title VI and Limited English Proficiency Plan.

Adopted this 25th day of March 2021

Michael Maslaney, Chair

New River Valley Regional Commission Staff

Executive Director

Kevin Byrd, AICP

Administrative Staff

Jessica Barrett, CPA, Director of Finance

Janet McNew, Finance Technician

Julie Phillips, Office Manager

Planning & Program Staff

Elijah Sharp, Deputy Executive Director/Director of Planning & Programs

Aphi Fancon, AICP, Senior Planner

Christy Straight, AICP, Senior Planner

Jennifer Wilsie, AICP, Senior Planner

Nicole Hersch, Regional Planner II/Community Designer

Patrick O'Brien, Regional Planner II

James Jones, Regional Planner II

Summer Bork, Regional Economic Development Planner

Kristina Warack, Data Systems Manager

Abigail Bryant, Planning Intern

Meredith Beavers, Planning Intern

Bethany Peters, Planning Intern

Business Continuity Team

Ashley Briggs, Public Health Director

Melanie Morris, Program Manager

Holly Lesko, Public School Liaison

Anna Champion, Volunteer Coordinator

Note: AICP (American Institute of Certified Planners), CPA (Certified Public Accountant)

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<u>Virginia Tech:</u>	Mr. Chris Kiwus Blacksburg, VA 24061	Ms. Catherine Potter Blacksburg, VA 24061	
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* = Elected Official

SUMMARY

Title VI of the Civil Rights Act of 1964 states, "*No person in the United States shall, on the ground of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.*" The New River Valley Area Regional Commission (NRVRC) Title VI Plan was developed to ensure that NRVRC is in compliance with nondiscrimination requirements as outlined in Title 23 CFR and 49 CFR and related laws and provides specific information on how to file a nondiscrimination complaint.

This Plan also provides an overview of Environmental Justice and Limited English Proficiency (LEP) concepts, definitions of Title VI and associated nondiscrimination acts, and how Title VI, Environmental Justice and LEP are incorporated into the transportation planning process. Environmental Justice Outreach strategies for minority, low-income, and LEP populations are included within the NRVRC Public Participation Plan approved in 2012.

DISCLAIMER

This plan was prepared by the NRVRC in cooperation with the U.S. Department of Transportation (USDOT), the Federal Highway Administration (FHWA), the Federal Transit Administration (FTA), the Virginia Department of Transportation (VDOT) and the Virginia Department of Rail and Public Transportation (VDRPT). The contents do not necessarily reflect the official views or policies of the FHWA, FTA, VDOT, or VDRPT.

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1.0 NRVRC Title VI Plan

The New River Valley Regional Commission (NRVRC) assures that no person, on the grounds of race, color, or national origin be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. This Plan provides information regarding procedures and responsibilities of the NRVRC to ensure Title VI compliance. The NRVRC will post the NRVRC Title VI Non-Discrimination Statement as well as a Notice under the Americans with Disabilities Act in the RC offices as well as on the RC website. Title VI notices will be included in all RC advertisements.

1.1 Introduction

The NRVRC, as a sub-recipient of federal financial assistance, is required to comply with Title VI and subsequent nondiscrimination laws, as well as provide an overview of how the NRVRC addresses Executive Order 12898 on Environmental Justice and Executive Order 13166 on Limited English Proficiency (LEP). The purpose of this Title VI Plan is to describe the measures taken by the NRVRC to assure compliance with the rules and regulations associated with Title VI and subsequent nondiscrimination laws, Environmental Justice, and LEP.

The NRVRC, for which this Title VI Plan is applicable, is the RC for Floyd, Giles, Montgomery and Pulaski counties; the City of Radford, and the towns of Blacksburg, Christiansburg, Floyd, Narrows, Pearisburg, Pembroke, Pulaski, and Rich Creek Virginia; and Virginia Tech, Radford University, and New River Community College. The Title VI Coordinator is responsible for coordinating the overall administration of the Title VI Plan and assurances for the RC.

Title VI of the Civil Rights Act of 1964 prohibits federal agencies and sub-recipients of federal funds from discriminating, on the basis of race, color or national origin, against participants or clients of programs that receive Federal funding. This document addresses prohibition of discrimination as mandated by Title VI as well as by the authorities listed in the following section. In addition to nondiscrimination, this document provides information regarding two Presidential Executive Orders pertaining to fairness and inclusiveness. Executive Order 12898 mandates that federal agencies address equity and fairness, or Environmental Justice, toward low-income and minority persons and populations. Executive Order 13166 mandates that federal agencies ensure that people who have Limited English Proficiency (LEP) have meaningful access to federally-conducted and/or funded programs and activities. Detailed Environmental Justice guidelines and outreach strategies for minority, low-income, and LEP populations to comply with Executive Order 12898 and Executive Order 13166 are included in the NRVRC Public Participation Plan approved in July 2007 and reviewed and updated in 2012.

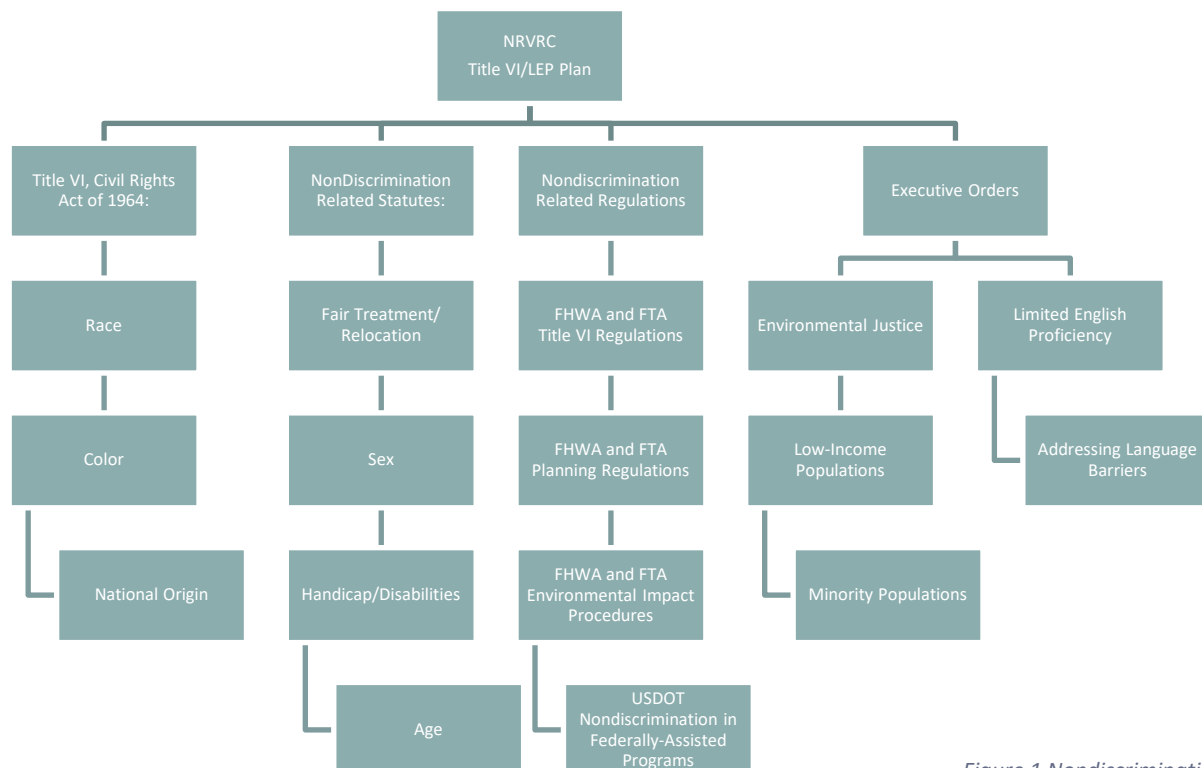


Figure 1 Nondiscrimination Authorities

1.2 Title VI and Other Nondiscrimination Authorities

Title VI is usually referred to in the context of federal nondiscrimination laws. Title VI is one of eleven titles included in the Civil Rights Act of 1964. The following is a list of all the Civil Rights Act titles:

- I. Voting Rights
- II. Public Accommodation
- III. Desegregation of Public Facilities
- IV. Desegregation of Public Education
- V. Commission on Civil Rights
- VI. Nondiscrimination in Federally Assisted Programs and Activities
- VII. Equal Employment Opportunity
- VIII. Registration and Voting Statistics
- IX. Intervention and Procedure after Removal in Civil Rights Cases
- X. Establishment of Community Relations Service
- XI. Miscellaneous

Title VI *“declares it to be the policy of the United States that discrimination on the ground of race, color, or national origin shall not occur in connection with programs and activities receiving federal financial assistance and authorizes and directs the appropriate federal departments and agencies to take action to carry out this policy.”* Any organization that receives Federal funds is bound to comply with Title VI.

Since the Civil Rights Act of 1964, other nondiscrimination laws have been enacted to expand the range and scope of Title VI coverage and applicability:

The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 prohibits unfair and inequitable treatment of persons displaced or whose property will be acquired as a result of federal and federal-aid programs and projects.

The Civil Rights Restoration Act of 1987, P.L.100-209 amends Title VI of the 1964 Civil Rights Act to make it clear that discrimination is prohibited throughout an entire agency if any part of the agency receives federal assistance.

23 CFR Part 200 – Federal Highway Administration regulations: Title VI Program and Related Statutes – Implementation and Review Procedures.

49 CFR Part 21 – Nondiscrimination in Federally-Assisted Programs.

23 CFR Part 450 – Federal Highway Administration planning regulations.

23 CFR Part 771 – Federal Highway Administration regulations, Environmental Impact Procedures.

In addition to the laws listed on page 7, two executive orders must be taken into account when ensuring compliance with federal nondiscrimination laws, directives, and mandates:

Executive Order 12898 – Environmental Justice (February 11, 1994), a presidential mandate to address equity and fairness toward low-income and minority persons/population. Executive Order 12898 organized and explained the federal government’s commitment to promote Environmental Justice. Each federal agency was directed to review its procedures and make environmental justice part of its mission. U.S. DOT Order 5610.2 (April 15, 1997) expanded upon Executive Order 12898 requirements and describes process for incorporating Environmental Justice principles into DOT programs, policies, and activities. FHWA Order 6640.23 (December 2, 1998) – FHWA Actions to Address Environmental Justice in Minority Populations and Low-Income Populations.

DOT Order 5610.2 on Environmental Justice summarized and expanded upon the requirements of Executive Order 12898 to include all policies, programs, and other activities that are undertaken, funded, or approved by the Federal Highway Administration (FHWA), the Federal Transit Administration (FTA), or other U.S. DOT components.

Executive Order 13166 – Limited English Proficiency (August 11, 2000), a presidential directive to federal agencies to ensure people who have limited English proficiency have meaningful access to services. Executive Order 13166 ensures federal agencies and their recipients to improve access for persons with Limited English Proficiency to federally-conducted and federally assisted programs and activities.

The National Environmental Policy Act (NEPA) of 1969 addresses both social and economic impacts of environmental justice. NEPA stresses the importance of providing for “all Americans, safe, healthful, productive and aesthetically pleasing surroundings,” and provides a requirement for taking a “systematic interdisciplinary approach” to aid in considering environmental and community factors in decision-making.

FHWA/FTA Memorandum Implementing Title VI Requirements in Metropolitan and Statewide Planning - This memorandum provides clarification for field officers on how to ensure that environmental justice is considered during current and future planning certification reviews. The intent of this memorandum was for planning officials to understand that environmental justice is equally as important during the planning stages as it is during the project development stages.

1.3 Environmental Justice

On February 11, 1994, President William J. Clinton signed **Executive Order 12898: Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations**, which directs federal agencies to develop strategies to help them identify and address disproportionately high and adverse human health or environmental effects of their programs, policies, and activities on minority and low-income populations. The Executive Order was also intended to provide minority and low-income communities with access to public information and opportunities for public participation in matters relating to human health or the environment. Adverse effects as described in Executive Order 12898 is the totality of significant individual or cumulative human health or environmental effects, including interrelated social and economic effects, which may include, but are not limited to:

- Bodily impairment, infirmity, illness or death.
- Air, noise, and water pollution and soil contamination.
- Destruction or disruption of:
 - man-made or natural resources
 - aesthetic values
 - community cohesion or a community’s economic vitality
 - the availability of public and private facilities and services
- Adverse employment effects.
- Displacement of persons, businesses, farms, or non-profit organizations.
- Increased traffic congestion, isolation, exclusion or separation of minority or low-income individuals within a given community or from the broader community.
- Denial of, reduction in, or significant delay in the receipt of benefits of the NRVRC programs, policies, or activities.

Environmental Justice joins social and environmental movements by addressing the unequal environmental burden often borne by minority and low-income populations. The right to a safe, healthy, productive, and sustainable environment for all, where "environment" is considered in its totality to include the ecological (biological), physical (natural and built), social, political, aesthetic, and economic environments.

Environmental Justice helps to ensure that programs, policies, and activities that have adverse effects on communities do not affect minority and low-income populations disproportionately. To prevent discrimination as described in Executive Order 12898, the Federal Highway Administration Order 6640.23 *Order To Address Environmental Justice in Minority Populations and Low-Income Populations* dated December 2, 1998 defines minority and low-income individuals and populations as follows:

Minority – a person who is Black, Hispanic, American Indian and Alaskan Native, or Asian American:

- **Black** – a person having origins in any of the black racial groups of Africa.
- **Hispanic** – a person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **American Indian and Alaskan Native** – a person having origins in any of the original people of North America and who maintains cultural identification through tribal affiliation or community recognition.
- **Asian American** – a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific islands.

Minority Population – any readily identifiable groups of minority persons who live in geographic proximity, and if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who will be similarly affected by a proposed program, policy or activity.

Low-Income – a person whose household income is at or below the United States Department of Health and Human Services poverty guidelines.

Low-Income Population – any readily identifiable group of low-income persons who live in geographic proximity, and, if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who would be similarly affected by a proposed program, policy or activity.

Environmental Justice is incorporated through all phases of the transportation planning and programming process. Detailed Environmental Justice guidelines and outreach strategies for minority, low-income, and LEP populations to comply with Executive Order 12898 and Executive Order 13166 are included in the NRVRC Public Participation Plan approved in July 2012 and reviewed and updated in 2012.

1.4 Limited English Proficiency

On August 11, 2000, President William J. Clinton signed **Executive Order 13166: Improving Access to Services for Persons with Limited English Proficiency**. The Executive Order requires federal agencies to examine the services they provide, identify any need for services to those with limited English proficiency (LEP), and develop and implement a system to provide those services so LEP persons can have meaningful access to them. The Executive Order also requires that federal agencies work to ensure that recipients of federal financial assistance provide meaningful access to their LEP applicants and beneficiaries.

Individuals who do not speak English as their primary language and who have a limited ability to read, speak, write or understand English can be limited English proficient, or “LEP.” For an LEP individual, language can present a barrier to accessing benefits and services, understanding and exercising important rights, complying with applicable responsibilities, or understanding other information provided by federally funded programs and activities. These individuals may be entitled to language assistance at no cost to them with respect to a particular type of service, benefit, or encounter.

The United States Department of Transportation guidelines require that recipients of federal financial assistance provide “meaningful access to programs and activities” by giving LEP persons adequate and understandable information and allowing them to participate in programs and activities, where appropriate. Recipients of federal funds must take reasonable steps to remove barriers for LEP individuals. While designed to be a flexible and fact dependent standard, the starting point is an individualized assessment that balances the following four factors:

1. Demography: number and/or proportion of LEP persons served and languages spoken in service area.
2. Frequency: rate of contact with service or program.
3. Importance: nature and importance of program/service to people’s lives.
4. Resources: available resources, including language assistance services.

The four-factor analysis should be used to determine which language assistance services are appropriate to address the identified needs of the LEP population. The NRVRC has reviewed Census data on the number of individuals in its service area that have LEP.

Limited English Speaking (LEP) Households		
Description	#	%
Total Households Speaking Non-English Language at Home	5,661	8.18%
Spanish Speaking Households	1,813	2.62%
Indo-European Language Speaking Households	1,697	2.45%
Asian and Pacific Island Language Speaking Households	1,735	2.51%
Other Language Speaking Households	416	0.60%
Total Limited English-Speaking Households	674	0.97%
Spanish Speaking Households	98	0.14%
Indo-European Language Speaking Households	142	0.21%
Asian and Pacific Island Language Speaking Households	417	0.60%
Other Language Speaking Households	17	0.02%
Total English Proficient Speaking Households (includes non-English at home)	68,520	99.03%
Total Population of all NRVRC Block Groups	182,489	
Total Population, 0.5-miles of Transit Routes*	124,460	68.20%
Total Population of Minority Groups*	27,461	15.05%

* Totals are for all block groups with intersecting buffers

Based on the analysis of demographic data and contact with community organizations and LEP persons, the NRVRC has determined that there is no need to expand its translation services to languages other than Spanish at this time. However, when projects are based in areas identified as high LEP populations additional outreach or accommodations may be necessary.

1.4.1 Limited English Proficiency (LEP) Implementation Plan

Considering the NRVRC’s size and scope, LEP individuals in the NRVRC Service Area, and financial resources, it is necessary to provide at least the most basic and cost-effective services available to ensure compliance with Executive Order 13166. The following recommendations are offered as measures to provide meaningful access to limited English speaking persons:

- With advance notice of fourteen calendar days, provide interpreter services at any meeting or public hearing. This will include foreign language and hearing impaired interpreter services.
- Place notices of NRVRC’s non-discrimination policies, Title VI Notice to the Public and information on the local and federal complaint process on the website in English and other languages via Google Translate, and make the notices available at public meetings.

- The NRVRC non-discrimination policy and Title VI Notice to the Public will also be included in all significant publications and reports produced by the NRVRC including brochures and other publications for distribution to the public.
- Translate vital documents in languages other than English when there is potential for impact to LEP communities.
- Provide training to NRVRC staff on the requirements for providing meaningful access to services for LEP persons.
- Monitor data and requests to ensure LEP requirements are fulfilled and report annually on the accomplishments related to LEP activities.
- Include a LEP policy in the updates of the NRVRC Public Participation Plan through statements and notices that over-the-phone interpretation can be provided, upon prior request for language assistance as well as 7 days prior notice for sign language.
- Utilize the VDOT’s LEP Guidelines and Public Participation Plan in conjunction with the DRPT’s LEP Plan to identify low-income populations, minority populations, the elderly, and the disabled; who may be part of the LEP population.

1.4.2 Limited English Proficiency (LEP) Plan Monitoring and Updating

The NRVRC will monitor and update its LEP Implementation Plan, as needed, to ensure meaningful access to its programs and services by LEP persons. The NRVRC will use a combination of qualitative and quantitative approaches to monitor whether its LEP Implementation Plan effectively meets the needs of LEP persons across the NRVRC Service Area. On at least a 5-year basis, the NRVRC will review demographic data and solicit feedback from NRVRC staff, LEP persons and community-based organizations serving LEP individuals to evaluate the effectiveness of its Title VI and Limited English Proficiency (LEP) Plan.

By establishing an evaluative review of the LEP Implementation Plan, the NRVRC can assess whether its language assistance services are effective and have impacted relations with LEP communities. The NRVRC will monitor its implementation plan by soliciting regular feedback from NRVRC staff and third-party contractors, community-based organizations and LEP persons.

In compliance with U.S. DOT guidelines, the NRVRC will monitor and evaluate its Title VI and Limited English Proficiency (LEP) Plan by reviewing the following information:

- Changes in the number and proportion of LEP persons in the NRVRC planning area
- New demographic data from the U.S. Census and American Community Survey
- Changes in the frequency of contact with LEP language groups (e.g., language line usage and translated website pageviews)
- Nature and importance of programs, services and activities to LEP persons
- Expansion of services and programs
- Changes in the availability of resources, including technological advances and/or identification of additional financial resources
- The effectiveness of current language assistance measures in meeting the needs of LEP persons
- Feedback from LEP persons on the effectiveness of current language assistance services
- The effectiveness of staff LEP trainings and agency-wide language assistance protocol (e.g., “Vital Documents Guidelines”)

1.5 NRVRC Title VI/LEP Coordinator

The NRVRC Title VI Coordinator is generally responsible for overseeing compliance with applicable nondiscrimination authorities in each of the transportation planning and programming areas. Other staff members are expected to provide information and support to assist this staff member perform his or her tasks.

Responsibilities of Title VI/LEP Coordinator:

The Title VI Coordinator is responsible for monitoring staff activities pertaining to nondiscrimination regulations and procedures set forth in federal guidance and in accordance with the NRVRC Title VI Plan. In support of this, the Title VI Coordinator will:

- Identify, investigate, and work to eliminate discrimination when found to exist.
- Process discrimination complaints received by the NRVRC. Any individual may exercise his or her right to file a complaint with the NRVRC, if that person believes that he or she or any other program beneficiaries have been subjected to discrimination, in their receipt of benefits/services or on the grounds of race, color, or national origin. The NRVRC will make a concerted effort to resolve complaints in accordance with Discrimination Complaint Procedures.
- Meet with appropriate staff members to monitor and discuss progress, implementation, and compliance issues related to the NRVRC Title VI Plan.
- Periodically review the NRVRC Title VI Plan to assess whether administrative procedures are effective and adequate resources are available to ensure compliance.
- Assure that Consultant Contracts include all necessary Title VI provisions as described in the Consultant Contracts section of this document.
- Review iRCrnt issues related to nondiscrimination with as needed.
- Maintain a list of Interpretation Service Providers.
- Assess communication strategies and address additional language needs when needed.
- Disseminate information related to the nondiscrimination authorities.
- Coordinate with appropriate federal, state, and regional entities to periodically provide NRVRC staff with training opportunities regarding nondiscrimination as appropriate.

Questions:

For questions on the NRVRC Title VI/Limited English Proficiency Plan and procedures, please contact Elijah Sharp, Title VI/LEP Coordinator at (540) 639-9313 or by email at esharp@nrvc.org. For more information about NRVRC's work programs and publications, please see the NRVRC website at www.nrvc.org.

1.6 Annual Nondiscrimination Assurance to the Virginia Department of Rail and Public Transportation

As part of the Certifications and Assurances submitted annually with the Grant Applications for funding by Virginia Department of Rail and Public Transportation (VDRPT) and the Federal Transit Administration (FTA), the NRVRC submits that it is compliant with all relevant Nondiscrimination Authorities in hiring, contracting, and development of RC work products.

1.7 NRVRC Responsibilities

The NRVRC ensures compliance with all applicable nondiscrimination authorities and with regard to the following:

- Communications and Public Participation
- Planning and Programming
- Environmental Justice
- Consultant Contracts
- Education and Training

In addition to the responsibilities listed in this section, NRVRC staff responsibilities may include reviewing Title VI guidelines and procedures for the NRVRC Title VI Plan, and incorporating Title VI-related language and provisions into NRVRC documents, as appropriate.

1.7.1 Communications and Public Participation Responsibilities

NRVRC staff is responsible for evaluating and monitoring compliance with applicable nondiscrimination authorities in all aspects of the NRVRC public participation process. NRVRC staff members will:

- Ensure that all communications and public participation efforts comply with nondiscrimination authorities.
- Provide services for individuals with special needs – Upon advance notice, interpreters, translators, and Braille documents can be provided for public meetings.
- Notifications of opportunities for public participation will include contact information for people needing these or other special accommodations.
- Include contact information for people needing these or other special accommodations.
- Include the following statement in all of the NRVRC public notices: *“The NRVRC will strive to provide reasonable accommodations and services for persons who require special assistance to participate in this public involvement opportunity. Contact the NRVRC at (540) 639-9313 or visit: <https://nrvc.org/what-we-do/transportation/> for more information.”*
- Include the following Title VI Statement to the Public in relevant press releases and on the NRVRC website. *“The New River Valley Area Regional Commission (NRVRC) fully complies with Title VI of the Civil Rights Act of 1964 and related statutes and regulations in all programs and activities. For more information, or to obtain a Discrimination Complaint Form, email: esharp@nrvc.org or call (540) 639-9313.”*

1.7.2 Planning and Programming Responsibilities

The NRVRC is responsible for developing long- and short-range transportation plans and programs to provide efficient transportation services for the NRVRC Study Area. A comprehensive transportation process is used which entails the monitoring and collection of various data pertaining to transportation issues. The NRVRC coordinates with VDOT, DRPT, cities, counties, and area transit agencies; seeks public participation; and provides technical support when needed.

The NRVRC is governed by a Board, comprised of elected and appointed officials from the NRVRC area local governments as well as representatives of Virginia Tech, Radford University, and New River Community College. Member jurisdictions, agencies, and entities select their representatives to serve on the Commission. Members are not selected by the NRVRC (membership shown on page 2).

There is one transportation related standing committee, the Rural Technical Advisory Committee (R-TAC), and it serves in an advisory role to the Board. All members of the TAC are staff that are appointed to the committee by participating member jurisdictions, state and local transportation agencies, and entities.

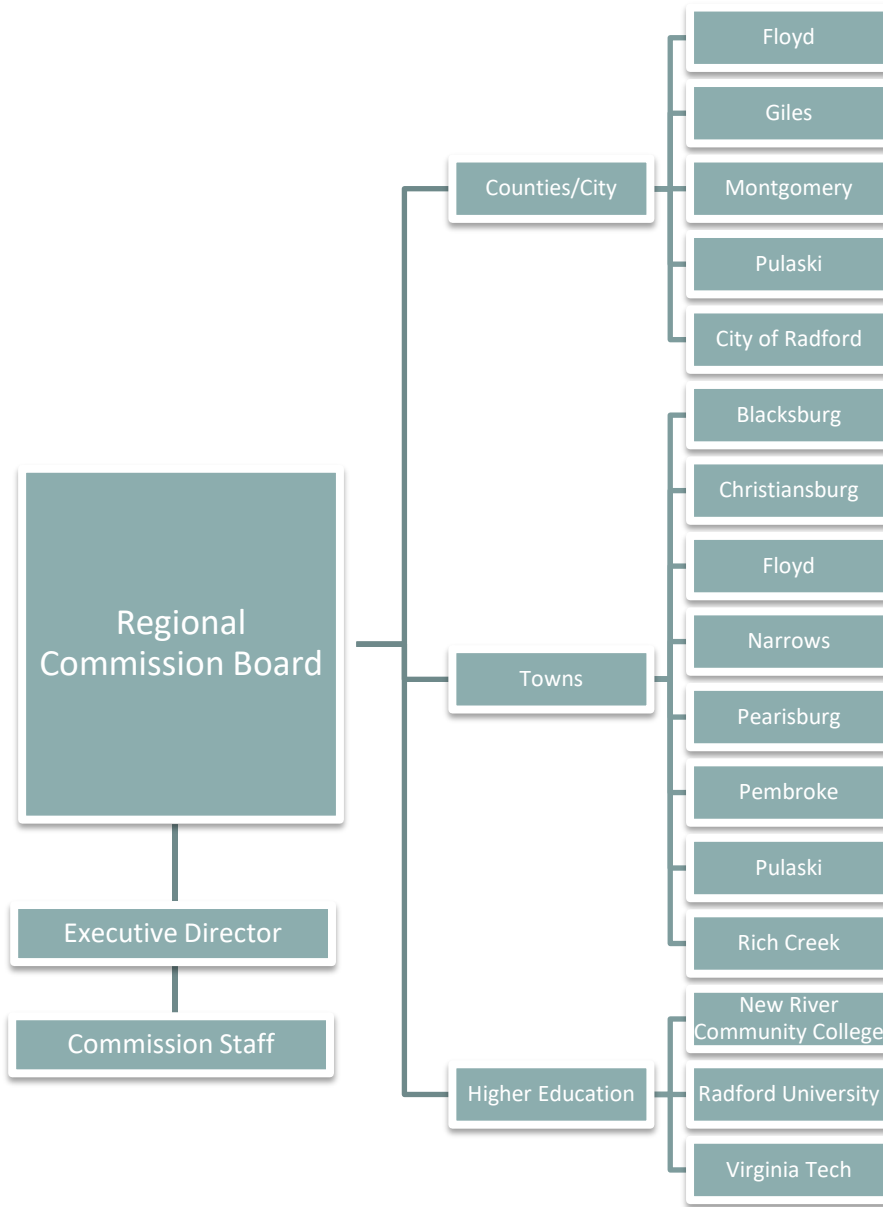


Figure 2 NRVRC Organization Chart

1.7.3 Environmental Justice Responsibilities

The concept of Environmental Justice includes the identification and assessment of disproportionately high and adverse effects of programs, policies, or activities on minority and low-income population groups. Within the context of regional transportation planning, Environmental Justice considers the relative distribution of costs and benefits from transportation investment strategies and policies among different segments of society.

NRVRC staff is responsible for evaluating and monitoring compliance with applicable nondiscrimination authorities in all aspects of the NRVRC efforts to address Environmental Justice. NRVRC staff will:

- Ensure that all aspects of efforts to address Environmental Justice comply with nondiscrimination authorities.
- Conduct an Environmental Justice analysis during the development of the Long-Range Transportation Plan.
- Prepare and update a demographic profile of the region using the most current and appropriate statistical information available on race, income, and other pertinent data.
- Ensure the updated NRVRC Public Participation Plan includes Environmental Justice guidelines, which outline outreach strategies for minority, low-income, and LEP populations during the development and implementation of NRVRC plans and programs.
- Disseminate information to the public on the processes used and findings of any analysis, in accordance with all NRVRC public participation procedures.

1.7.4 Minority Population Planning Procedures

The Long-Range Transportation Plan is the primary plan generated. Other plans are developed to provide input to the LRTP for example: Bicycle and Pedestrian Master Plan, Bus Stop Safety and Accessibility studies, Regional Transit Study, etc. Through these planning processes the mobility needs of minority populations are considered and their input sought during the Plan's development. Input from minority populations is sought through a variety of activities that specifically target minority populations or encompass minority populations through general public outreach efforts. Such efforts often include the following:

- Notifications will be placed in public areas of the NRVRC office
- on-board transit surveys (such as preference and feedback surveys)
- general public surveys distributed via local government communication methods
- flyer distributions at libraries and senior living centers
- advertisements and articles in the Roanoke Times, the Radford News Journal, the News Messenger, or the Southwest Times
- news stories or advertisements on WSLs, WDBJ, or WFXR television
- news stories or advertisements on radio on WBRW, WNMX, WPSK, WWBU, or WFNR

Transportation projects and proposed improvements consider the impact on minority populations by comparing the project's location, benefits, and burdens on minorities as analyzed using maps and geographic demographic data.

1.7.5 Consultant Contracts

The NRVRC is responsible for selection, negotiation, and award of all consultant contracts. Furthermore, complies with all relevant federal and state laws in contract procurement and selection.

NRVRC staff is responsible for evaluating and monitoring consultant contracts for compliance with nondiscrimination authorities. NRVRC staff will:

- Ensure inclusion of nondiscrimination language in contracts and Requests for Proposals (RFPs).
- Review consultants for compliance as described below:
 - Ensure that all consultants verify their compliance with nondiscrimination authorities, procedures, and requirements.
 - If a recipient or sub-recipients is found to be not in compliance with nondiscrimination authorities, the Title VI Coordinator and relevant staff will work with the recipient or sub-recipient to resolve the deficiency status and write a remedial action if necessary.
- Review outreach activities to ensure small, disadvantaged, minority, women, and disabled veteran businesses are not excluded to participate in opportunities to compete for consulting contracts.
- Require consultants to submit annually their compliance report regarding compliance with Title VI requirements (DOT Order 1050.2A, Appendix A and E).

1.7.6 Education and Training

For education and training, nondiscrimination responsibilities include:

- Distribute information to NRVRC staff on training programs regarding Title VI and related statutes.
- Track staff participation in nondiscrimination training.
- Maintain and update nondiscrimination training as necessary.
- Maintain and update the NRVRC Title VI Plan as necessary.

1.8 Discrimination Complaint Procedures

Title VI of the Civil Rights Act of 1964, as amended, provides that no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

1. Any person who believes that he or she, person who believes they—or a specific class of persons—were subjected to discrimination on the basis of race, color, or national origin in the programs and activities of a primary Recipient of Federal financial assistance (e.g. State DOT) or Subrecipient (e.g., a city, county, Metropolitan Planning Organization, etc., that receives Federal financial assistance through a primary Recipient), may file a complaint with the NRVRC. A complaint may also be filed by a representative on behalf of such a person. All complaints will be referred to the NRVRC Title VI Coordinator for review and action.
2. According to USDOT regulations, 49 CFR §21.11(b), a complaint must be filed not later than 180 days after the date of the last instance of alleged discrimination, unless the time for filing is extended by the processing agency.
3. Complaints should be in writing and signed and may be filed by mail, fax, in person, or e-mail. However, the complainant may call the receiving agency and provide the allegations by telephone, and the agency should transcribe the allegations of the complaint as provided over the telephone and send a written complaint to the complainant for correction and signature. If necessary, the Title VI Coordinator will assist the person in putting the complaint in writing and submit the written version of the complaint to the person for signature. The complaint shall then be handled in the usual manner and contain the following information:
 - written explanation of the alleged discriminatory actions;
 - contact information, including, if available, full name, postal address, phone number, and email address;

- the basis of the complaint (e.g. race, color, national origin);
 - names of specific persons and respondents (e.g. agencies/organizations) alleged to have discriminated;
 - sufficient information to understand the facts that led the complainant to believe that discrimination occurred in a program or activity that receives federal financial assistance;
 - the date(s) of alleged discriminatory act(s) and whether the alleged discrimination is on-going.
4. FHWA is responsible for all decisions regarding whether a complaint should be accepted, dismissed, or referred to another agency. FHWA, State DOTs, and subrecipients do not investigate complaints filed against themselves. Complaints should be routed in the following ways:
- All complaints should be routed to the FHWA Headquarters Office of Civil Rights (HCR) for processing. HCR is responsible for all determinations regarding whether to accept, dismiss, or transfer Title VI complaints filed against State DOTs or Subrecipients of Federal financial assistance.
 - Complaints should be forwarded from the initial receiving agency through the Federal-aid highway oversight hierarchy until the complaint reaches HCR. For example, if a complaint is filed with a Subrecipient City, that receiving agency should forward the complaint to the State DOT, which should forward the complaint to the State’s FHWA Division Office, which should forward the complaint to HCR. If a complaint is filed with a State DOT, then the State DOT should forward the complaint to the State’s FHWA Division Office, which should forward the complaint to HCR.
 - State DOTs and subrecipients must log all complaints received.
 - When HCR decides on whether to accept, dismiss, or transfer the complaint, HCR will notify the Complainant, the FHWA Division Office, State DOT, and Subrecipient (where applicable).

Complaints may also be sent to HCR directly at:

Post Mail: Federal Highway Administration
 U.S. Department of Transportation
 Office of Civil Rights
 1200 New Jersey Avenue, SE
 8th Floor E81-105
 Washington, DC 20590

Email: CivilRights.FHWA@dot.gov

Fax: (202) 366-1599

Questions: (202) 366-0693

5. There are four potential outcomes for processing complaints:
- Accept: if a complaint is timely filed (see Question 2c, above), contains sufficient information to support a claim under Title VI, and concerns matters under FHWA’s jurisdiction, then HCR will send to the complainant, the respondent agency, and the FHWA Division Office a written notice that it has accepted the complaint for investigation.
 - Preliminary review: if it is unclear whether the complaint allegations are sufficient to support a claim under Title VI, then HCR may (1) dismiss it or (2) engage in a preliminary review to acquire additional information from the complainant and/or respondent before deciding whether to accept, dismiss, or refer the complaint.
 - Procedural Dismissal: if a complaint is not timely filed (see Question 2c, above), is not in writing and signed, or features other procedural/practical defects, then HCR will send the complainant, respondent, and FHWA Division Office a written notice that it is dismissing the complaint.

- Referral\Dismissal: if the complaint is procedurally sufficient but FHWA (1) lacks jurisdiction over the subject matter or (2) lacks jurisdiction over the respondent entity, then HCR will either dismiss the complaint or refer it to another agency that does have jurisdiction. If HCR dismisses the complaint, it will send the complainant, respondent, and FHWA Division Office a copy of the written dismissal notice. For referrals, FHWA will send a written referral notice with a copy of the complaint to the proper Federal agency and a copy to the USDOT Departmental Office of Civil Rights.

The HCR is responsible for conducting all investigations of State DOTs and other primary Recipients. In the case of a complaint filed against a Subrecipient, HCR may either conduct the investigation itself, or it may delegate the investigation to the primary Recipient State DOT. If HCR chooses to delegate the investigation of a Subrecipient, HCR will communicate its acceptance of the complaint to the complainant and respondent, but the State DOT will conduct all data requests, interviews, and analysis.

The State DOT will then create a Report of Investigation (ROI), which it will send to HCR. Finally, HCR will review the ROI and compose a Letter of Finding based on the ROI.

6. For FHWA, there is no regulatory timeframe for completing investigations. However, FHWA strives to complete all tasks within 180 days from acceptance. Within 60 days, State DOTs and the NRVRC Title VI Coordinator will conduct and complete an investigation of the allegation and based on the information obtained, will render a recommendation for action in a report of findings to the Executive Director of the recipient of federal assistance. The complaint should be resolved by informal means whenever possible. Such informal attempts and their results will be summarized in the report of findings.
7. In the case a nondiscrimination complaint that was originated at the NRVRC is turned over to and investigated by VDOT, FHWA or another agency, the NRVRC Title VI Coordinator will monitor the investigation and notify the complainant of updates, in accordance with applicable regulations and VDOT policies and procedures.
8. The NRVRC will submit Title VI accomplishment reports to the VDOT Central Office, Civil Rights Division, in compliance with VDOT's established processes.
9. The NRV RC will collect demographic Data on staff, committees, and program areas in accordance with 23 CFR, 49 CFR
10. Pursuant to the Virginia Public Records Act (VPRA) § 42.1-76 et seq., the NRVRC will retain Discrimination Complaint Forms and a log of all complaints filed with or investigated by the NRVRC.
11. Records of complaints and related data will be made available by request in accordance with the Virginia Freedom of Information Act.

List of transit-related Title VI Investigations, complaints, and/or lawsuits:

Since the submission of the Title VI program to the FTA there have been no Title VI investigations, complaints, or lawsuits received by the NRVRC.

1.9 NRVRC Demographic Profiles

The total population of the NRVRC non-urbanized area is 99,552. The following figures indicate the percentages of the minority population and limited English proficient (LEP) households by Census Block Group. 2014 data was used to develop the supporting figures 3, 4, and 5 (shown on subsequent pages).

The estimated population of minorities is 17,656, which accounts for approximately 15% of the total NRVRC population. Minority population data is available for 2014 through the United States Census Bureau's American FactFinder, Table ID B03002. American FactFinder provides access to data about the United States, Puerto Rico, and the Island Areas. The data comes from several decennial censuses and surveys conducted by American Community Survey. To access the data, visit: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>.

The estimated number of LEP Households is 686, which accounts for slightly more than 2% of the total NRVRC population. Limited English proficiency status data is available for 2014 through the United States Census Bureau's American FactFinder, Table ID B16002. To access the data, visit: <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>.

1.10 Impacts of the Distribution of State and Federal Funds for the Long-Range Transportation Plan (LRTP)

The Regional Commission actively participates in statewide planning and is not currently responsible for the development or maintenance of a constrained list of transportation projects.

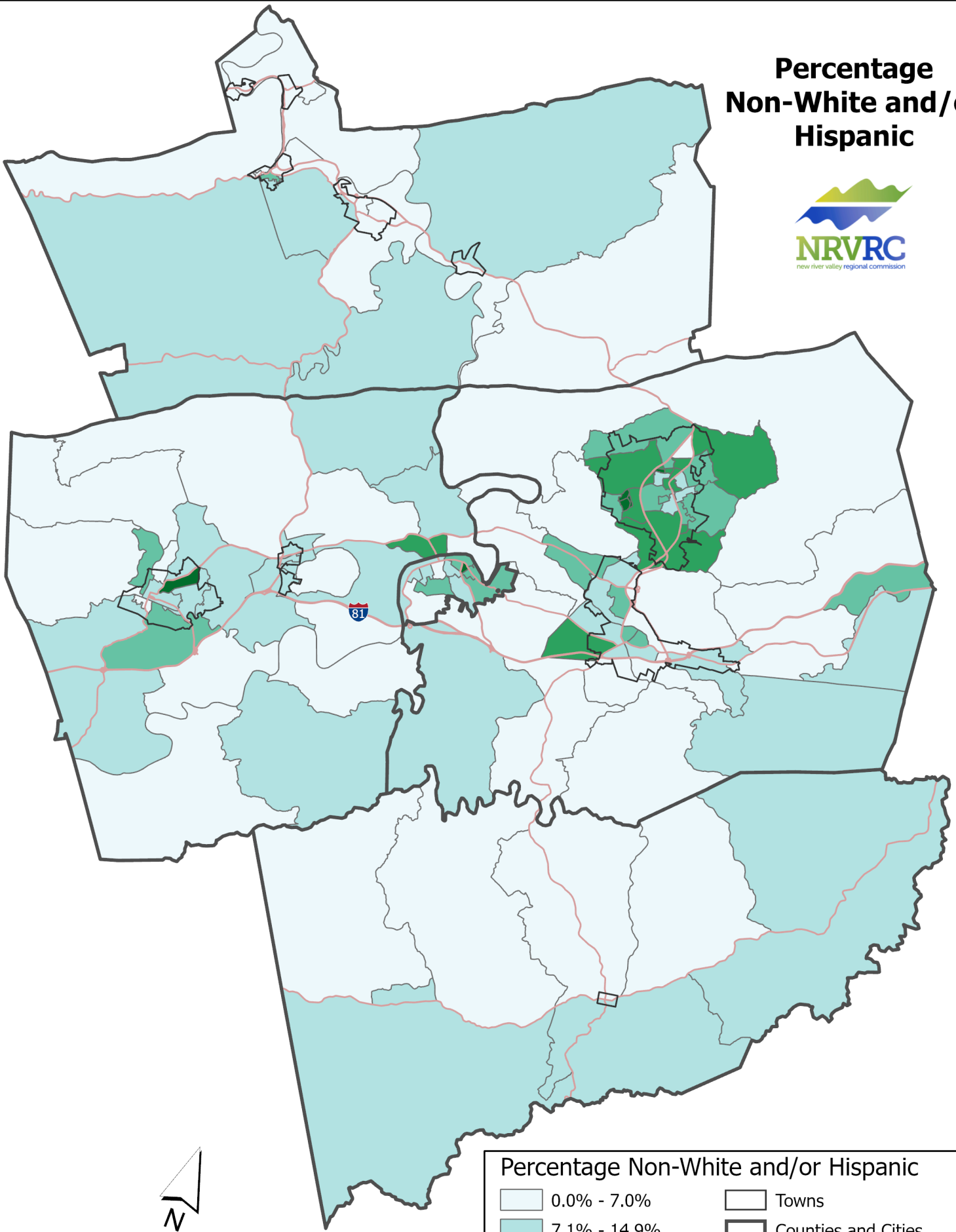
Identification of Disadvantaged Population & Concentration Areas:

Disadvantaged population (Minority and Limited English) information is available in Section 1.9 Demographic Profiles of this document. Higher concentrations of population living below the poverty threshold tend to be in close proximity to the Virginia Tech and Radford University campuses. Minority and Limited English proficient populations were more evenly distributed.

Identification of Public Transportation Services in Disadvantaged Population & Concentration Areas:









Disadvantaged population (Minority and Limited English) information is available in Section 1.9 Demographic Profiles of this document.

Percentage Non-White and/or Hispanic

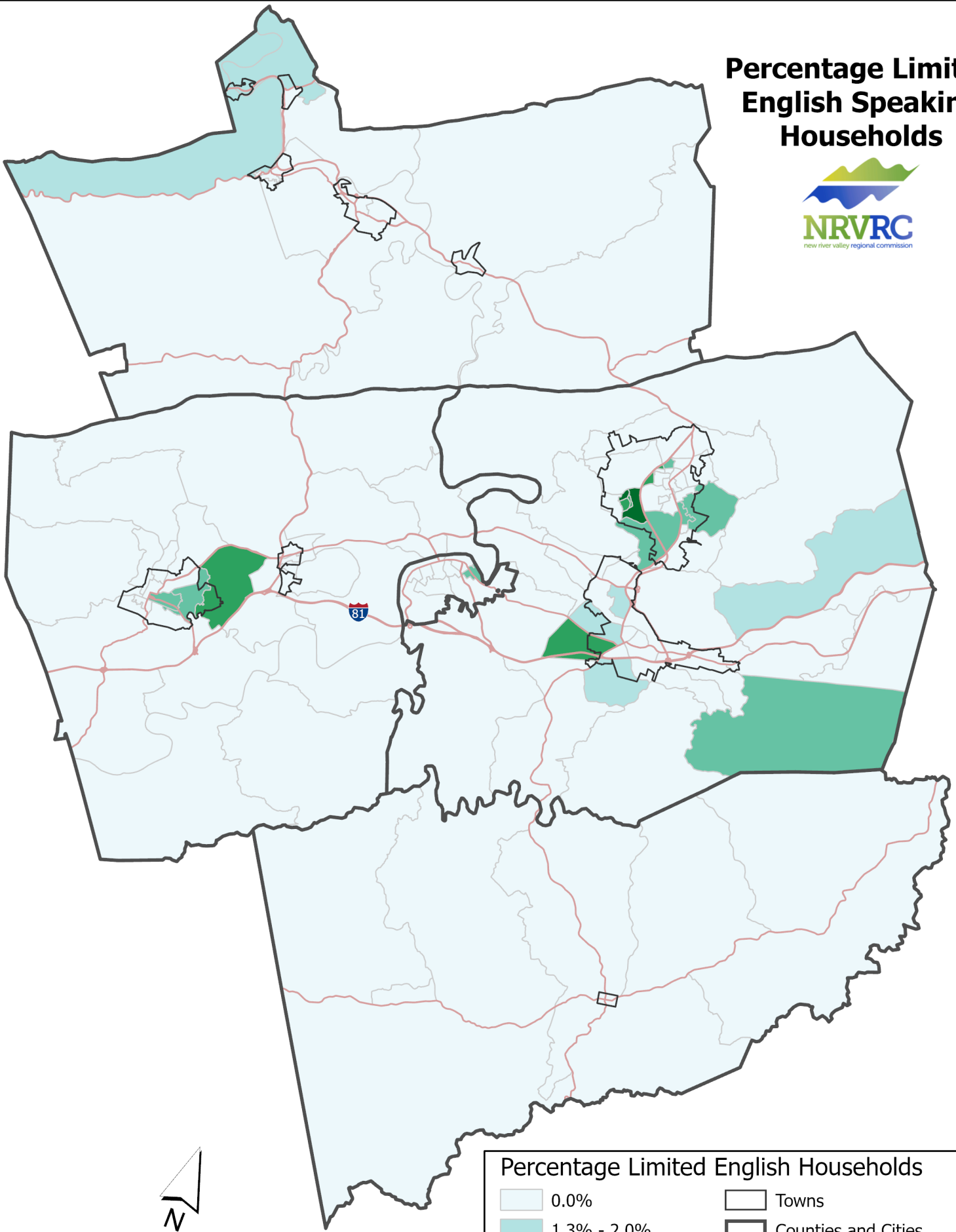


0 3.5 7 Miles

Percentage Non-White and/or Hispanic

	0.0% - 7.0%		Towns
	7.1% - 14.9%		Counties and Cities
	15.0% - 23.6%		Primary Roads
	23.7% - 37.1%		
	37.2% - 64.5%		

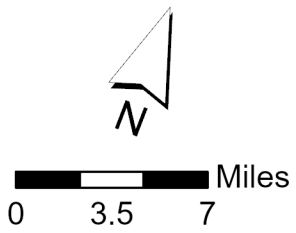
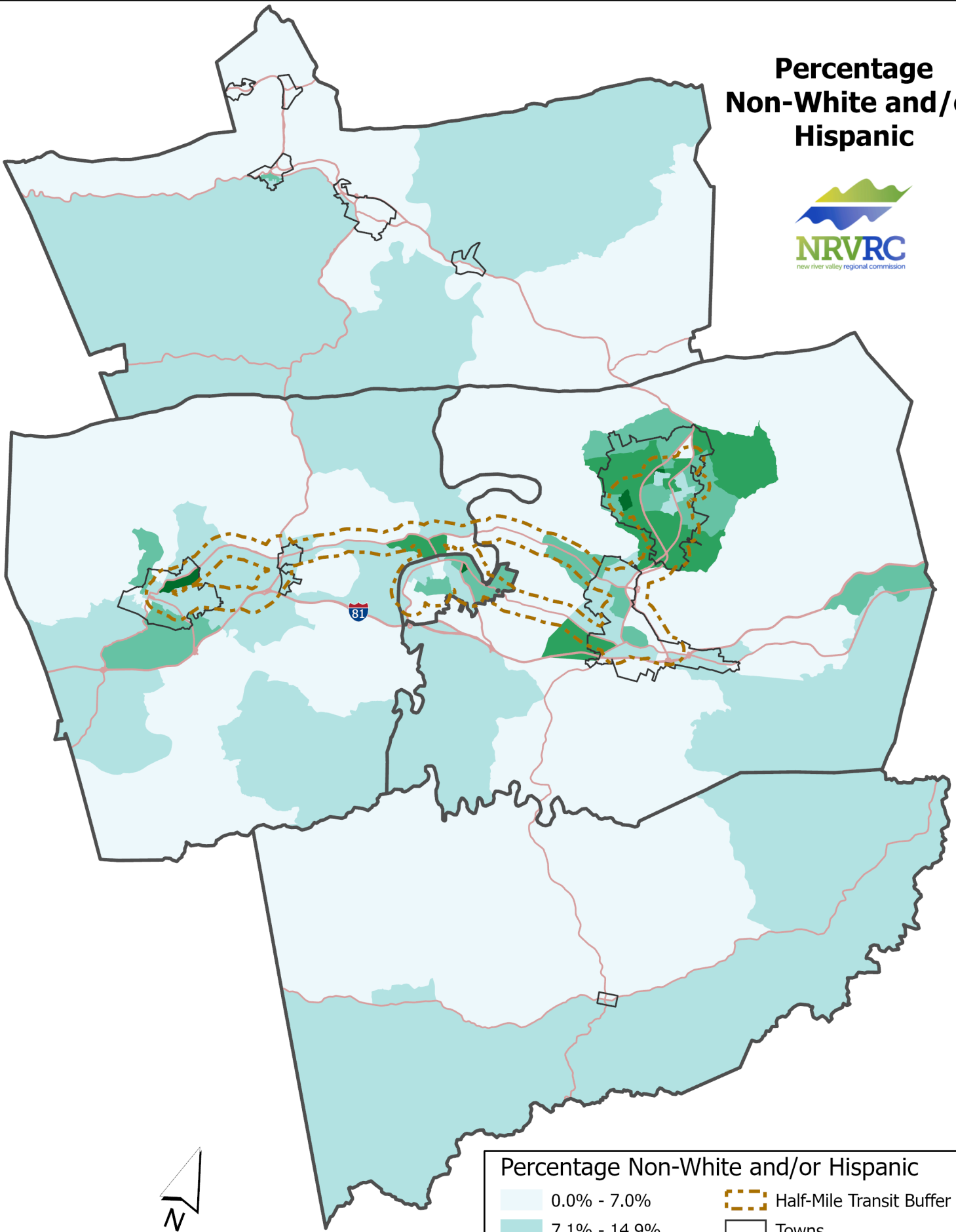
Percentage Limited English Speaking Households



Percentage Limited English Households

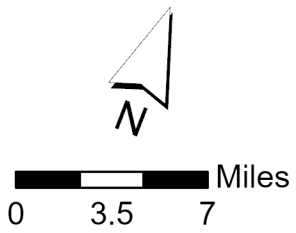
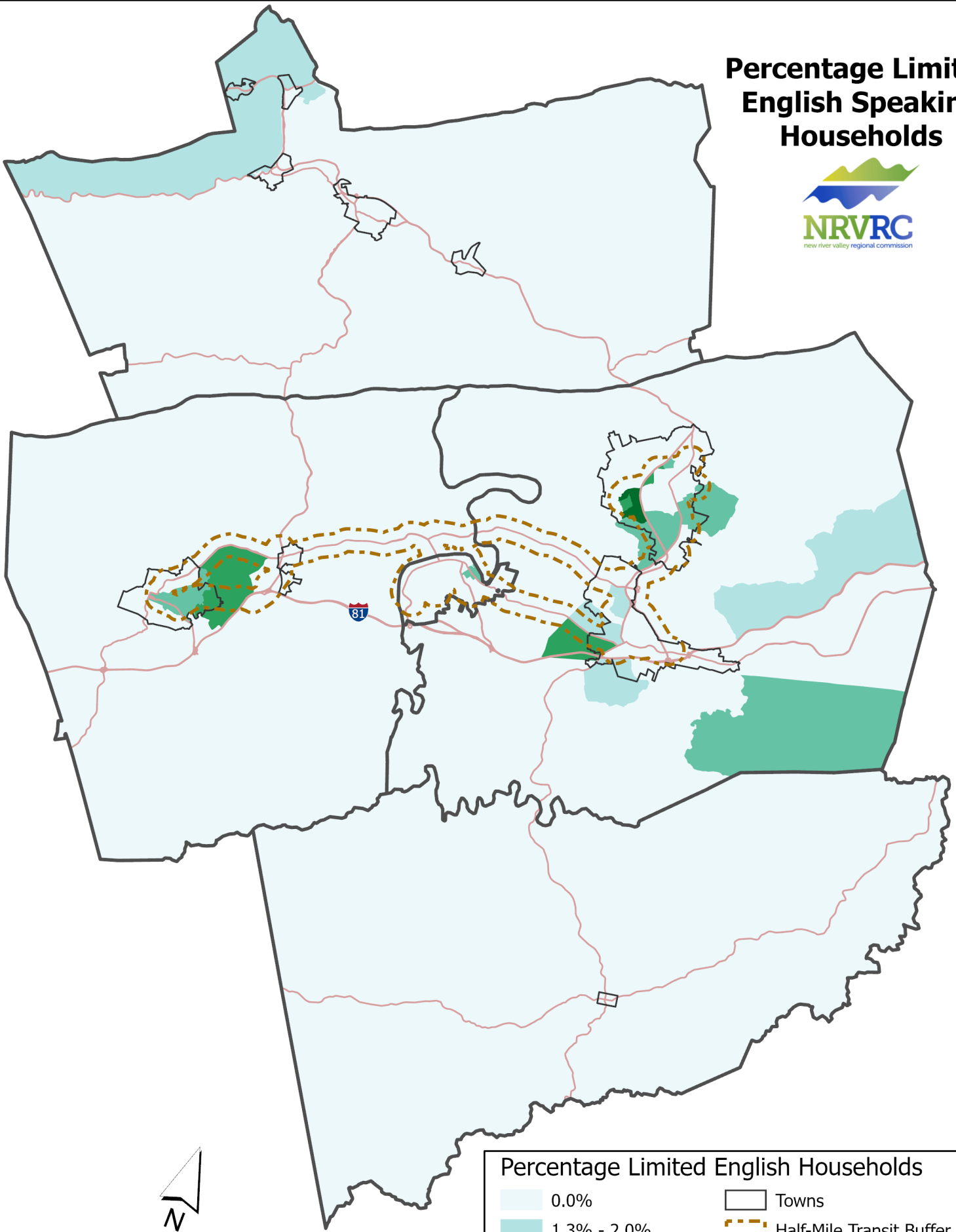
0.0%	Towns
1.3% - 2.0%	Counties and Cities
2.9% - 5.0%	Primary Roads
6.7% - 8.3%	
13.2% - 18.5%	

Percentage Non-White and/or Hispanic



Percentage Non-White and/or Hispanic	
0.0% - 7.0%	Half-Mile Transit Buffer
7.1% - 14.9%	Towns
15.0% - 23.6%	Counties and Cities
23.7% - 37.1%	Primary Roads
37.2% - 64.5%	

Percentage Limited English Speaking Households



Percentage Limited English Households	
 0.0%	 Towns
 1.3% - 2.0%	 Half-Mile Transit Buffer
 2.9% - 5.0%	 Counties and Cities
 6.7% - 8.3%	 Primary Roads
 13.2% - 18.5%	

Title VI Plan Appendices

Appendix A – Title VI Discrimination Complaint Form

NRV REGIONAL COMMISSION TITLE VI DISCRIMINATION COMPLAINT

Instructions: Please fill out this form completely in blue or black ink or type. Sign and submit to Mr. Elijah Sharp, Deputy Executive Director/Title VI Coordinator, 6580 Valley Center Drive, Suite 124, Radford, VA 24141. For assistance please call (540) 639-9313 or email: esharp@nrvrc.org

THIS FORM IS OPTIONAL AND IS PROVIDED FOR YOUR CONVENIENCE

Complainant Name: _____
Address: _____ E-mail: _____
Home Telephone: _____ Work: _____ Cell: _____

If an authorized representative is filing this complaint on behalf of another person, his/her personal information must also be included:

Representative Name: _____
Address: _____ E-mail: _____
Home Telephone: _____ Work: _____ Cell: _____

Please tell us why you believe the discrimination occurred: Race, Color, National Origin, Other

(Specify): _____

Date of Incident: _____ Time of Incident: _____

Location or Address of Incident: _____

Describe your complaint: _____

What type of corrective action would you like to see be taken? _____

If the incident involved any representatives of NRV MPO, its programs, or its consultants, please list his/her name: _____

Names and contact information of witnesses: _____

If your complaint is being filed on behalf of another person or group of people, all complaints must be identified by name: _____

Complainant Signature: _____ Date: _____

Authorized Representative Signature: _____ Date: _____

Appendix B – NRVRC Title VI Non-Discrimination Statement

The New River Valley Regional Commission (NRVRC) gives public notice of its policy to assure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 (PL 100.259), and all related statutes. The NRVRC is committed to ensuring that no person in the United States of America shall, on the grounds of race, color, or national origin, be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the NRVRC receives Federal financial assistance as required by Title VI.

Please contact the NRVRC to request a copy of the department's Title VI Plan.

Any person who believes that he or she has, individually, or as a member of any specific class of persons, been excluded from the participation in, been denied the benefits of, or been otherwise subjected to discrimination under any program or activity for which the NRVRC provides assistance, and believes the discrimination is based upon race, color, national origin, gender, age, economic status, or limited English proficiency has the right to file a formal complaint.

The NRVRC Title VI Coordinator is responsible for initiating and monitoring Title VI activities, preparing required reports, and other responsibilities as required by Title 23 Code of Federal Regulations (CFR) Part 200, and Title 49 CFR Part 21.

If a complaint addresses a particular service provider, the complaint should be lodged with that provider. A complaint must be submitted within 180 days of the alleged discriminatory act. Complaints may also be filed with the US Federal Transit Administration. If a complaint addresses DRPT, you may file the complaint through email via the link below, by phone, or in writing.

For questions on the NRVRC Title VI/Limited English Proficiency Plan and procedures, please contact Elijah Sharp, Title VI/LEP Coordinator at (540) 639-9313 or by email at esharp@nrvc.org. For more information about NRVRC's work programs and publications, please see the NRVRC website at www.nrvc.org.

The United States Department of Transportation (USDOT)

Standard Title VI/Non-Discrimination Assurances

DOT Order No. 1050.2A

The **New River Valley Regional Commission** (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the U.S. Department of Transportation (DOT), through **the Virginia Department of Transportation**, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- 49 C.F.R. Part 21 (entitled *Non-discrimination In Federally-Assisted Programs Of The Department Of Transportation-Effetuation Of Title VI Of The Civil Rights Act Of 1964*);
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964);

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

General Assurances

In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the Recipient hereby gives assurance that it will promptly take any measures necessary to ensure that:

"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity," for which the Recipient receives Federal financial assistance from DOT, including the Virginia Department of Transportation.

The Civil Rights Restoration Act of 1987 clarified the original intent of Congress, with respect to Title VI and other Non-discrimination requirements (The Age Discrimination Act of 1975, and Section 504 of the Rehabilitation Act of 1973), by restoring the broad, institutional-wide scope and coverage of these non-discrimination statutes and requirements to include all programs and activities of the Recipient, so long as any portion of the program is Federally assisted.

Specific Assurances

More specifically, and without limiting the above general Assurance, the Recipient agrees with and gives the following Assurances with respect to its Federally assisted Rural Transportation Work Program.

1. The Recipient agrees that each "activity," "facility," or "program," as defined in §§ 21.23 (b) and 21.23 (e) of 49 C.F.R. § 21 will be (with regard to an "activity") facilitated, or will be (with regard to a "facility") operated, or will be (with regard to a "program") conducted in compliance with all requirements imposed by, or pursuant to the Acts and the Regulations.

2. The Recipient will insert the following notification in all solicitations for bids, Requests For Proposals for work, or material subject to the Acts and the Regulations made in connection with all Rural Transportation Work Program and, in adapted form, in all proposals for negotiated agreements regardless of funding source:

"The New River Valley Regional Commission, in accordance with the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252, 42 U.S.C. §§ 2000d to 2000d-4) and the Regulations, hereby notifies all bidders that it will affirmatively ensure that any contract entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full and fair opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin in consideration for an award."
3. The Recipient will insert the clauses of Appendix A and E of this Assurance in every contract or agreement subject to the Acts and the Regulations.
4. The Recipient will insert the clauses of Appendix B of this Assurance, as a covenant running with the land, in any deed from the United States effecting or recording a transfer of real property, structures, use, or improvements thereon or interest therein to a Recipient.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the Assurance will extend to the entire facility and facilities operated in connection therewith.
6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the Assurance will extend to rights to space on, over, or under such property.
7. That the Recipient will include the clauses set forth in Appendix C and Appendix D of this Assurance, as a covenant running with the land, in any future deeds, leases, licenses, permits, or similar instruments entered into by the Recipient with other parties:
 - a. for the subsequent transfer of real property acquired or improved under the applicable activity, project, or program; and
 - b. for the construction or use of, or access to, space on, over, or under real property acquired or improved under the applicable activity, project, or program.
8. That this Assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property, or interest therein, or structures or improvements thereon, in which case the Assurance obligates the Recipient, or any transferee for the longer of the following periods:
 - a. the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or
 - b. the period during which the Recipient retains ownership or possession of the property.
9. The Recipient will provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he/she delegates specific authority to give reasonable guarantee that it, other recipients, sub-recipients, sub-grantees, contractors, subcontractors, consultants, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Acts, the Regulations, and this Assurance.
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Acts, the Regulations, and this Assurance.

By signing this ASSURANCE, The New River Valley Regional Commission also agrees to comply (and require any sub-recipients, sub-grantees, contractors, successors, transferees, and/or assignees to comply) with all applicable provisions governing the Virginia Department of Transportation access to records, accounts, documents, information, facilities, and staff. You also recognize that you must comply with any program or compliance reviews, and/or complaint investigations conducted by the Virginia Department of Transportation. You must keep records, reports, and submit the material for review upon request to the Virginia Department of Transportation or its designee in a timely, complete, and accurate way.

Additionally, you must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance.

The New River Valley Regional Commission gives this ASSURANCE in consideration of and for obtaining any Federal grants, loans, contracts, agreements, property, and/or discounts, or other Federal-aid and Federal financial assistance extended after the date hereof to the recipients by the U.S. Department of Transportation under the Rural Transportation Work Program. This ASSURANCE is binding on the Commonwealth of Virginia other recipients, sub-recipients, sub-grantees, contractors, subcontractors and their subcontractors', transferees, successors in interest, and any other participants in the Rural Transportation Work Program. The person(s) signing below is authorized to sign this ASSURANCE on behalf of the Recipient.

(Name of Recipient)

(Signature of Authorized Official)

(Dated)

APPENDIX A1

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees as follows:

1. **Compliance with Regulations:** The contractor (hereinafter includes consultants) will comply with the Acts and the Regulations relative to Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, the Virginia Department of Transportation, as they may be amended from time to time, which are herein incorporated by reference and made a part of this contract.
2. **Non-discrimination:** The contractor, with regard to the work performed by it during the contract, will not discriminate on the grounds of race, color, or national origin in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor will not participate directly or indirectly in the discrimination prohibited by the Acts and the Regulations, including employment practices when the contract covers any activity, project, or program set forth in Appendix B of 49 CFR Part 21.
3. **Solicitations for Subcontracts, Including Procurements of Materials and Equipment:** In all solicitations, either by competitive bidding, or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials, or leases of equipment, each potential subcontractor or supplier will be notified by the contractor of the contractor's obligations under this contract and the Acts and the Regulations relative to Non-discrimination on the grounds of race, color, or national origin.
4. **Information and Reports:** The contractor will provide all information and reports required by the Acts, the Regulations, and directives issued pursuant thereto and will permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by the Recipient or the Virginia Department of Transportation to be pertinent to ascertain compliance with such Acts, Regulations, and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish the information, the contractor will so certify to the Recipient or the Virginia Department of Transportation as appropriate, and will set forth what efforts it has made to obtain the information.
5. **Sanctions for Noncompliance:** In the event of a contractor's noncompliance with the Non-discrimination provisions of this contract, the Recipient will impose such contract sanctions as it or the Virginia Department of Transportation may determine to be appropriate, including, but not limited to:
 - a. withholding payments to the contractor under the contract until the contractor complies; and/or
 - b. cancelling, terminating, or suspending a contract, in whole or in part.
6. **Incorporation of Provisions:** The contractor will include the provisions of paragraphs one through six in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Acts, the Regulations and directives issued pursuant thereto. The contractor will take action with respect to any subcontract or procurement as the Recipient or the Virginia Department of Transportation may direct as a means of enforcing such provisions including sanctions for noncompliance. Provided, that if the contractor becomes involved in, or is threatened with litigation by a subcontractor, or supplier because of such direction, the contractor may request the Recipient to enter into any litigation to protect the interests of the Recipient. In addition, the contractor may request the United States to enter into the litigation to protect the interests of the United States.

APPENDIX B1

CLAUSES FOR DEEDS TRANSFERRING UNITED STATES PROPERTY

The following clauses will be included in deeds effecting or recording the transfer of real property, structures, or improvements thereon, or granting interest therein from the United States pursuant to the provisions of Assurance 4:

NOW, THEREFORE, the U.S. Department of Transportation as authorized by law and upon the condition that the New River Valley Regional Commission will accept title to the lands and maintain the project constructed thereon in accordance with the Commonwealth of Virginia, the Regulations for the Administration of the Rural Transportation Work Program and the policies and procedures prescribed by the Virginia Department of Transportation of the U.S. Department of Transportation in accordance and in compliance with all requirements imposed by Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation pertaining to and effectuating the provisions of Title VI of the Civil Rights Act of 1964 (78 Stat. 252; 42 U.S.C. §2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the New River Valley Regional Commission all the right, title and interest of the U.S. Department of Transportation in and to said lands described in Exhibit A attached hereto and made a part hereof.

(HABENDUM CLAUSE)

TO HAVE AND TO HOLD said lands and interests therein unto the New River Valley Regional Commission and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits and will be binding on the New River Valley Regional Commission, its successors and assigns.

The New River Valley Regional Commission, in consideration of the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person will on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on, over, or under such lands hereby conveyed [,] [and]* (2) that the New River Valley Regional Commission will use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, U.S. Department of Transportation, Subtitle A, Office of the Secretary, Part 21, Non-discrimination in Federally-assisted programs of the U.S. Department of Transportation, Effectuation of Title VI of the Civil Rights Act of 1964, and as said Regulations and Acts may be amended[, and (3) that in the event of breach of any of the above-mentioned non-discrimination conditions, the Department will have a right to enter or re-enter said lands and facilities on said land, and that above described land and facilities will thereon revert to and vest in and become the absolute property of the U.S. Department of Transportation and its assigns as such interest existed prior to this instruction].*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to make clear the purpose of Title VI.)

APPENDIX C1

CLAUSES FOR TRANSFER OF REAL PROPERTY ACQUIRED OR IMPROVED UNDER THE ACTIVITY, FACILITY, OR PROGRAM

The following clauses will be included in deeds, licenses, leases, permits, or similar instruments entered into by the New River Valley Regional Commission pursuant to the provisions of Assurance 7(a):

The (grantee, lessee, permittee, etc. as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add "as a covenant running with the land"] that:

In the event facilities are constructed, maintained, or otherwise operated on the property described in this (deed, license, lease, permit, etc.) for a purpose for which a U.S. Department of Transportation activity, facility, or program is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) will maintain and operate such facilities and services in compliance with all requirements imposed by the Acts and Regulations (as may be amended) such that no person on the grounds of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities.

With respect to licenses, leases, permits, etc., in the event of breach of any of the above Non-discrimination covenants, the New River Valley Regional Commission will have the right to terminate the (lease, license, permit, etc.) and to enter, re-enter, and repossess said lands and facilities thereon, and hold the same as if the (lease, license, permit, etc.) had never been made or issued.*

With respect to a deed, in the event of breach of any of the above Non-discrimination covenants, the New River Valley Regional Commission will have the right to enter or re-enter the lands and facilities thereon, and the above described lands and facilities will there upon revert to and vest in and become the absolute property of the New River Valley Regional Commission and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

APPENDIX D1

CLAUSES FOR CONSTRUCTION/USE/ACCESS TO REAL PROPERTY ACQUIRED UNDER THE ACTIVITY, FACILITY OR PROGRAM

The following clauses will be included in deeds, licenses, permits, or similar instruments/agreements entered into by the New River Valley Regional Commission pursuant to the provisions of Assurance 7(b):

The (grantee, licensee, permittee, etc., as appropriate) for himself/herself, his/her heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds and leases add, "as a covenant running with the land") that (1) no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over, or under such land, and the furnishing of services thereon, no person on the ground of race, color, or national origin, will be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) will use the premises in compliance with all other requirements imposed by or pursuant to the Acts and Regulations, as amended, set forth in this Assurance.

With respect to (licenses, leases, permits, etc.), in the event of breach of any of the above Non-discrimination covenants, the New River Valley Regional Commission will have the right to terminate the (license, permit, etc., as appropriate) and to enter or re-enter and repossess said land and the facilities thereon, and hold the same as if said (license, permit, etc., as appropriate) had never been made or issued.*

With respect to deeds, in the event of breach of any of the above Non-discrimination covenants, the New River Valley Regional Commission will there upon revert to and vest in and become the absolute property of the New River Valley Regional Commission and its assigns.*

(*Reverter clause and related language to be used only when it is determined that such a clause is necessary to make clear the purpose of Title VI.)

APPENDIX E1

During the performance of this contract, the contractor, for itself, its assignees, and successors in interest (hereinafter referred to as the "contractor") agrees to comply with the following non-discrimination statutes and authorities; including but not limited to:

Pertinent Non-Discrimination Authorities:

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq., 78 stat. 252), (prohibits discrimination on the basis of race, color, national origin); and 49 CFR Part 21.
- The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970, (42 U.S.C. § 4601), (prohibits unfair treatment of persons displaced or whose property has been acquired because of Federal or Federal-aid programs and projects);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 et seq.), (prohibits discrimination on the basis of sex);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 et seq.), as amended, (prohibits discrimination on the basis of disability); and 49 CFR Part 27;
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 et seq.), (prohibits discrimination on the basis of age);
- Airport and Airway Improvement Act of 1982, (49 USC § 471, Section 47123), as amended, (prohibits discrimination based on race, creed, color, national origin, or sex);
- The Civil Rights Restoration Act of 1987, (PL 100-209), (Broadened the scope, coverage and applicability of Title VI of the Civil Rights Act of 1964, The Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, by expanding the definition of the terms "programs or activities" to include all of the programs or activities of the Federal-aid recipients, sub-recipients and contractors, whether such programs or activities are Federally funded or not);
- Titles II and III of the Americans with Disabilities Act, which prohibit discrimination on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities (42 U.S.C. §§ 12131-12189) as implemented by Department of Transportation regulations at 49 C.F.R. parts 37 and 38;
- The Federal Aviation Administration's Non-discrimination statute (49 U.S.C. § 47123) (prohibits discrimination on the basis of race, color, national origin, and sex);
- Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations, which ensures discrimination against minority populations by discouraging programs, policies, and activities with disproportionately high and adverse human health or environmental effects on minority and low-income populations;
- Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency, and resulting agency guidance, national origin discrimination includes discrimination because of limited English proficiency (LEP). To ensure compliance with Title VI, you must take reasonable steps to ensure that LEP persons have meaningful access to your programs (70 Fed. Reg. at 74087 to 74100);
- Title IX of the Education Amendments of 1972, as amended, which prohibits you from discriminating because of sex in education programs or activities (20 U.S.C. 1681 et seq).



6580 Valley Center Drive | Suite 124 | Radford, VA 24141 | 540-639-9313

NRVRC.ORG

MEMORANDUM

To: NRVRC Commissioners

From: Kevin R. Byrd, Executive Director

Date: March 18, 2021

Re: NRV Revolving Loan Fund Committee Appointees

At the February Regional Commission meeting the Commission discussed the nominees received to serve on the Revolving Loan Fund committee. All nominees identified during the February meeting were contacted and all slots are confirmed except for one, which I anticipate resolving prior to the March Regional Commission meeting. The list of nominees is below.

Floyd County – Lydeana Martin, Economic and Community Development Director

Giles County – Sarah Thwaites, FNB Loan Officer/Narrows Town Council/NRVRC Commissioner

Montgomery County – Paul Mylum, National Bank of Blacksburg

Pulaski County – to be confirmed

Radford City – Kim Repass, Economic Development Director

At-large – Clyde Cornett, Virginia Community Capital

At-large – Hil Johnson, NRVRC Vice-Chair



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NRVRC.ORG

MEMORANDUM

To: NRV Regional Commission Board

From: Jennifer Wilsie, Senior Planner

Date: March 18, 2021

Re: Regional + Local Housing Study Draft Plan and Presentation

The New River Valley Regional + Local Housing Study, funded in part by Virginia Housing, began in 2018 and set out to answer housing questions the Commission had begun hearing from several localities. The Regional Commission partnered with the Virginia Center for Housing Research at Virginia Tech (VCHR-VT) and Housing Forward Virginia to complete the study. Two advisory groups also met throughout the process to provide guidance and oversight – a 30-40 member Consortium comprised of regional stakeholders that met quarterly and a smaller Leadership Team that met monthly.

The final report includes both regional and locality-specific housing data findings and strategy recommendations. A copy of the consumer version of the housing study is included in this month's Commission packet; a full detailed report and long-form regional and local strategies will also be released at the end of the month. Mel Jones with the VCHR-VT and I will co-present, and the presentation will focus on regional data findings and the seven regional strategy recommendations. We welcome any feedback or questions you may have.

Draft electronic versions of the entire report can be found at <https://nrvc.org/housing-study-draft-files/>
pw: housingnrvc

Strengthening the Region through Collaboration

Counties

Floyd | Giles
Montgomery | Pulaski

City

Radford

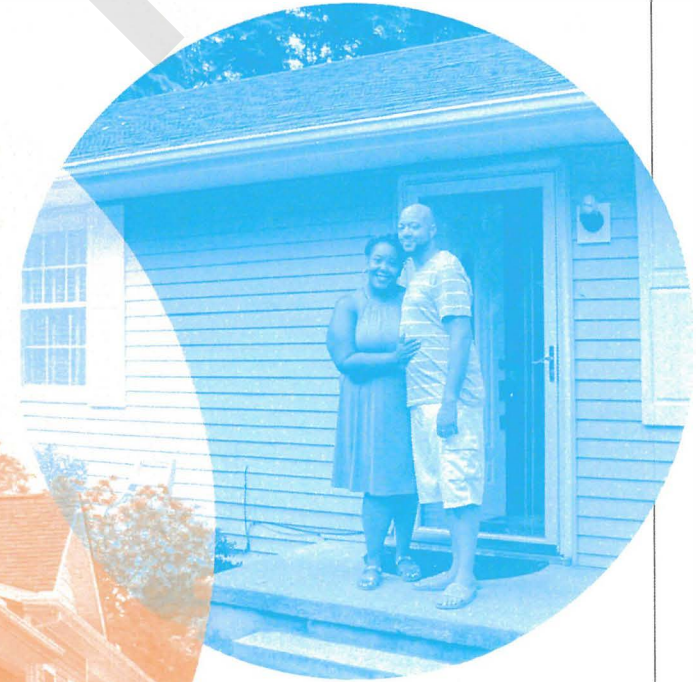
Towns

Blacksburg | Christiansburg
Floyd | Narrows | Pearisburg
Pulaski | Rich Creek


Higher Education

Virginia Tech
Radford University
New River Community College

REGIONAL + LOCAL NRV HOUSING STUDY



CONTENTS

- 
- 1 Introduction
 - 2 Housing Matters
 - 3 Regional Findings
 - 3.1 Current Housing Trends
 - 3.2 Housing the Community
 - 3.3 Housing Market Challenges + Opportunities
 - 4 Regional Strategies
 - 5 Local Findings & Strategies
 - 5.1 Floyd County + Town
 - 5.2 Giles
 - 5.3 Montgomery
 - 5.3.1 Blacksburg
 - 5.3.2 Christiansburg
 - 5.4 Pulaski
 - 5.4.1 Pulaski Town
 - 5.5 Radford



ACKNOWLEDGEMENTS

The Regional + Local Housing Study would not have been possible without the collaborative input, feedback, and participation of the following partners:

Virginia Housing

Appalachian Regional Commission

Virginia Center for Housing Research at Virginia Tech

Housing Forward Virginia

czb

New River Valley Association of REALTORS®

Regional Housing Study Consortium members

Regional Housing Study Leadership Team members

Floyd County and Town

Giles County and Towns

Montgomery County

Town of Blacksburg

Town of Christiansburg

Pulaski County

Pulaski Town

City of Radford

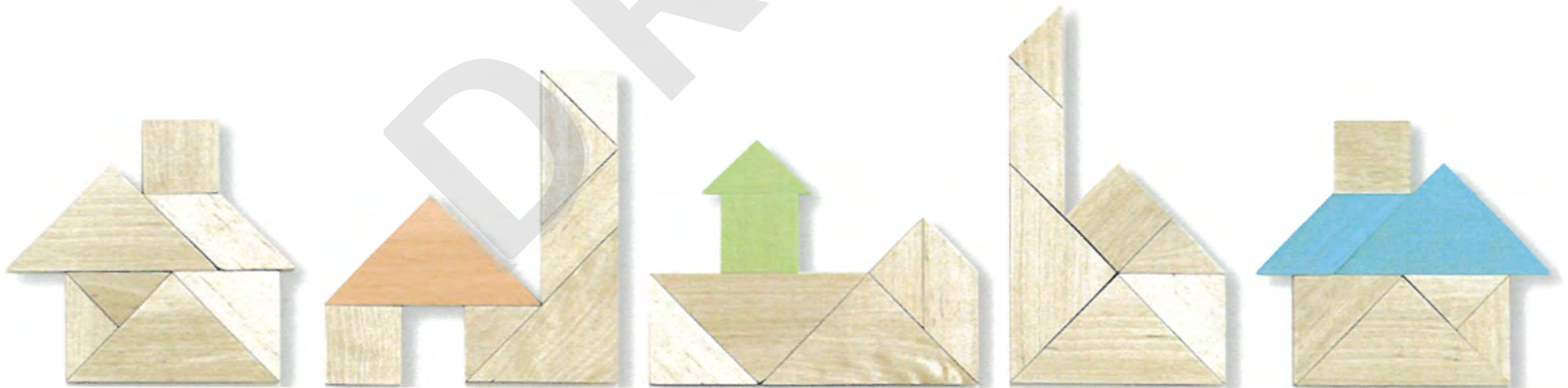
Radford University

Virginia Tech

New River Valley residents

01

INTRODUCTION



HOUSING THE NRV

The New River Valley (NRV) comprises the counties of Floyd, Giles, Montgomery, and Pulaski, and the City of Radford in southwestern Virginia. The NRV has grown nearly 13 percent in the last 20 years, bringing economic vitality as well as access to services and amenities while also presenting challenges.

This study was formed because our communities were asking many of the same questions:

- Does our community have adequate, appropriate, and affordable housing stock for the mix of incomes and life stages of those who live here?
- What is the condition of our housing stock and what investment may be required to ensure the stock is desirable to our residents?
- Is there sufficient housing available for the people who want to live here?

The following findings emphasize the interconnectedness of housing issues across our communities and provides both local and regional strategies to address the most pressing challenges.



Focus Groups with Local Experts

Ten focus groups were held with experts from the following fields and organizations: Builders/Developers, Housing Service Providers, Faith-based Communities, Dialogue on Race/NAACP, K-12 Education, Economic Development Directors, Realtors/Lenders, IT Business Owners, Healthcare, and the FOCUS Program.

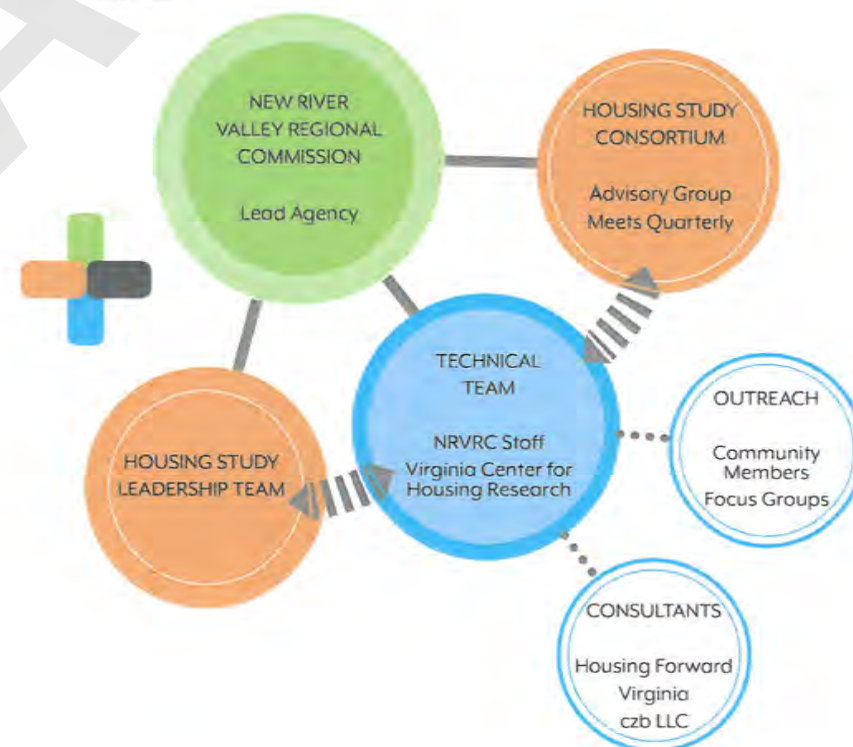
These experts offered detailed insights that helped the team understand the complexities of the market. Focus group data is included throughout this report, providing real examples to provide qualitative supporting data and explanations for the conclusions and resolutions.

Study Partners

This study was funded in part through a grant from Virginia Housing (formerly the Virginia Housing Development Authority, VHDA) and support from each locality in the region. The New River Valley Regional Commission (NRVRC) partnered with the Virginia Center for Housing Research at Virginia Tech and Richmond-based non-profit Housing Forward Virginia to conduct the study, identify best practices throughout the Commonwealth, and create action-oriented implementation strategies.

Ongoing project guidance was provided by:

- the Housing Study Consortium, a large advisory board that met quarterly and comprised representatives from local government staff, area nonprofits, lenders, bankers, realtors, and housing service providers
- the Housing Study Leadership Team, a smaller working group that met monthly and included local government staff and other housing experts



Online Public Survey

An online public survey was offered between October 2018 and June 2019, garnering 1,158 responses from residents across the region. Respondents were asked to share their current housing situation as well as any experiences searching for new housing.

About this Report

This report is divided into two main sections of regional and local findings and strategies. It provides more detail than most housing studies by investigating beyond regional-level data to highlight the distinct opportunities and challenges in each of our localities. The strategies presented provide a basis for further conversation and may elicit more research and analysis.

This report summarizes the Regional + Local Housing Study Detailed Report, which can be found online at www.nrvrc.org/regional-housing-study.



02

HOUSING MATTERS



HOUSING MATTERS TO THE NRV

Housing plays a vital role in our communities. Our homes are a critical building block of our well-being, identities, and economic opportunities. When selecting housing, individuals and families consider many important factors beyond the physical structure of their home. For instance, families choose access to specific schools as well as proximity to grocers and other shopping, jobs, family and other important social networks, transportation networks, and opportunities for recreation and exercise. Families choose to rent or to purchase based on factors such as their budget and financial goals, personal preferences, and age. Households choose the best housing that they can afford and gravitate toward markets that offer the best overall package for their needs.

The NRV is a desirable place to live and work, and demand for housing in the region is increasing. Each of the region's five localities and the towns therein play an active role in the regional economy and housing market.

This study intends to highlight critical housing and community data to inform local government staff, elected officials, community non-profits, and engaged citizens regarding the challenges and opportunities that exist in the NRV and to present customized and detailed steps forward toward capitalizing on those opportunities.



HOUSING IS MORE THAN SHELTER

Aging Population

Housing that fits the needs of the rapidly growing older adult population can allow them to stay in their homes longer and avoid costly institutional care.

Youth

Stable and affordable housing may reduce the frequency of unwanted moves that lead children to experience disruptions in home life or educational instruction.

Transportation

Transportation is usually the second-highest household expense behind housing. In search for lower cost housing, some households will locate far from their employment, significantly increasing their transportation costs.

Economic Development

Ample housing for households at any income level can aid in the creation or expansion of businesses and make it easier for employers to recruit or retain workers.

Health & Wellbeing

Improved housing quality can affect physiological health, psychological health, and safety.

Built & Natural Environment

Development in and adjacent to already developed areas can help protect natural resources like wetlands, streams, and critical habitat.

Educational Success

A supportive and stable home environment can complement the efforts of educators, leading to better student achievement.

Economic Security

Increasing housing costs + shortages threaten to displace low + fixed-income residents and exclude some prospective residents from ownership opportunities. For most, homeownership is critical to economic security.

An aerial photograph of a residential neighborhood. The houses are mostly two-story structures with light-colored siding and dark roofs. The trees are in various stages of autumn, with some showing bright yellow and orange foliage. The overall scene is a typical suburban or rural residential area.

03

REGIONAL FINDINGS

INTRODUCTION

This section identifies housing trends that suggest the roles that each locality plays in the region and the interconnectivity among regional employment, transportation, and housing patterns.

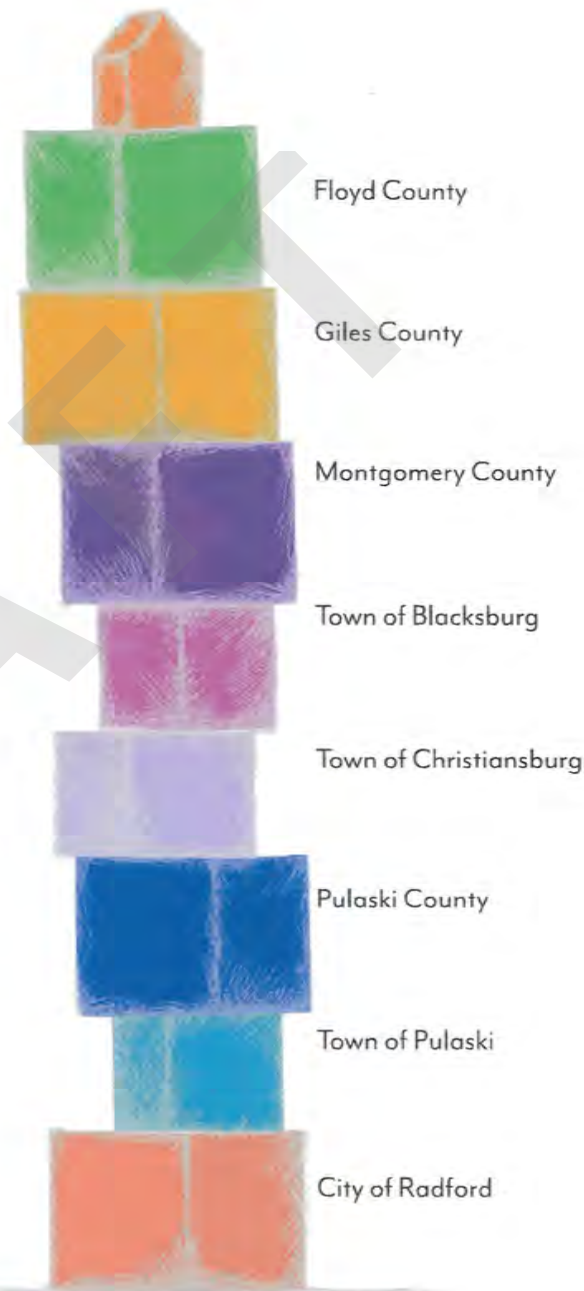
Data were gathered from four main sources: American Community Survey (ACS) published tables, ACS Public Use Microdata Sample (PUMS) files, the Department of Housing and Urban Development (HUD) Comprehensive Housing Affordability Strategy (CHAS) data, and the New River Valley Association of REALTORS® multiple listing service (MLS) data. These resources were supplemented with 2019 US Bureau of Labor Statistics (BLS) earnings by occupation data, Jobs EQ 2020Q1 employment by occupation data, 2012–2016 Location Affordability Index (LAI) data, Appalachian Power, and 2017 OnTheMap data from the US Census Bureau Center for Economic Studies.

Local input was provided by 10 focus group discussions, an online public survey which garnered 1,158 responses, and two expert advisory groups comprising stakeholders across all localities and housing-related sectors.

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Regional Findings

- 3.1 Current Housing Trends
 - 3.2 Housing the Community
 - 3.3 Housing Market Challenges + Opportunities
-

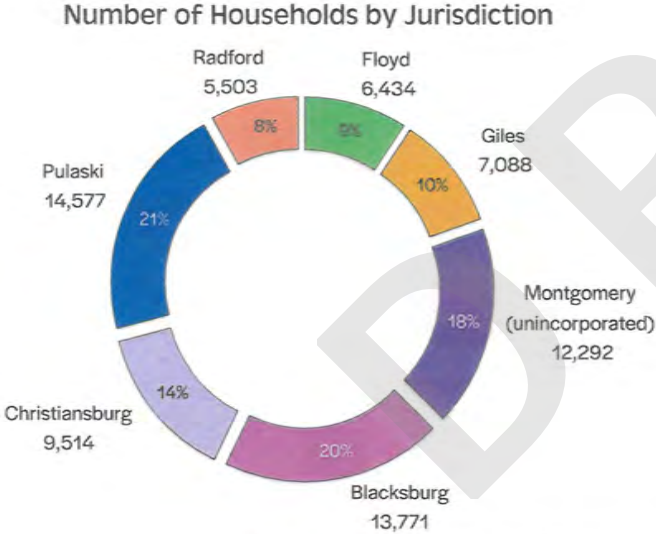


3.1 CURRENT HOUSING TRENDS

Population Growth

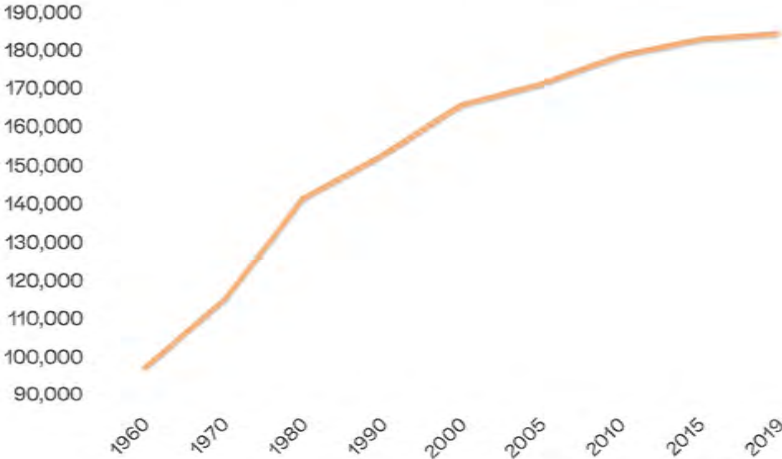
The NRV region includes the four counties of Floyd, Giles, Montgomery, and Pulaski, the City of Radford, and the towns of Floyd, Glen Lyn, Narrows, Pearisburg, Pembroke, Rich Creek, Blacksburg, Christiansburg, Dublin, and Pulaski. The region’s population is 181,860 and comprises 69,180 households, each including two to three people on average. More than one third of the region’s households live in the Towns of Blacksburg and Christiansburg.

The NRV’s population has increased by 87 percent since 1960, with the largest decade of growth occurring between 1970 and 1980.



Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

NRV Population 1960 - Present



Source: Weldon Cooper Center for Public Service 2019

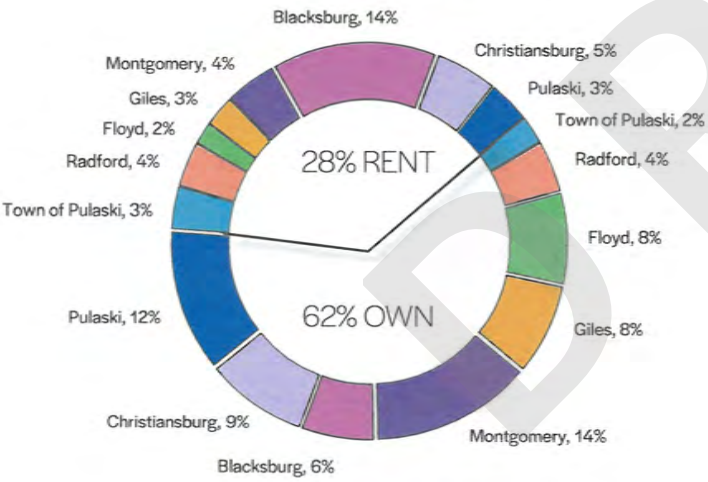
Regional Housing Stock

The median build year in the region is 1979, and more than half of homes were built prior to 1980. Only 18 percent of the region’s housing stock was built after 2000. Single-family detached homes are most prevalent in the region, comprising 61 percent of the NRV’s housing stock.

Tenure

Tenure refers to whether a resident is a renter or owner. In total, 62 percent of NRV households are homeowners and 38 percent are renters. Montgomery County and the City of Radford have a disproportionately high number of renters owing to the presence of the region’s two universities, Virginia Tech and Radford University. Floyd, Pulaski, and Giles have a disproportionately high number of homeowners. Floyd has the highest rate of homeownership at 81 percent.

Housing Tenure - Owner and Renter



Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

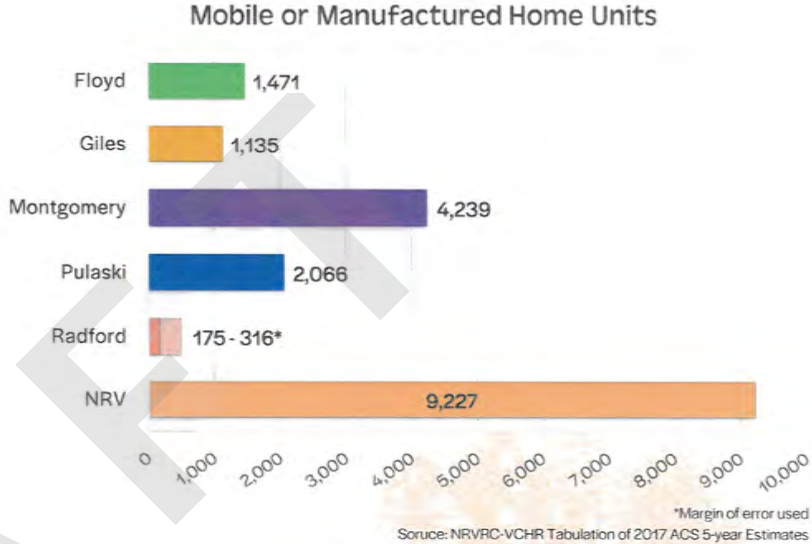


Manufactured Homes

Manufactured and mobile homes comprise 12 percent of the region's housing. Floyd County has the highest percentage of manufactured and mobile homes, comprising 22 percent of its stock, whereas Montgomery County has the largest number of manufactured and mobile housing units in the region at 4,239.

The terms "mobile home" and "manufactured housing" are distinguished based on the date of manufacture. Mobile homes designate units built prior to the 1976 HUD code standards for manufactured homes and are considered substandard stock that should be replaced to provide safe and healthy housing for residents. There are nearly 2,000 pre-1976 mobile homes throughout the region.

Manufactured housing units are those constructed in 1976 or later. Present-day manufactured houses, which have significantly higher health, safety, and energy efficiency standards, are an affordable and practical housing option for many residents of the region.



Percentage of Mobile or Manufactured Home Units to Total Housing Units

Locality	Total Units	Percent Mobile or Manufactured Units
Floyd	7,981	18%
Giles	8,346	14%
Montgomery	39,571	11%
Pulaski	17,289	12%
Radford	6,507	3 - 5%*
NRV	79,694	12%

*Margin of error used
Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates



3.2 HOUSING THE COMMUNITY

Market Conditions

Days on Market

Median days on market, that is, the number of days a home is listed on the MLS before it sells, have decreased steadily from 77 in 2002 to 9 in 2019, an 88 percent decrease. In total, median days on market have decreased 64 percent since the pre-recessionary low in 2007. This decrease along with low market vacancies and increasing sale prices and rents imply that demand for housing in the NRV is increasing.

Recent growth in both the number of students and employees at Virginia Tech are a major contributing factor to housing demand, especially in Montgomery County. Virginia Tech has grown by nearly 5,000 students over the past 4 years, and a growing cluster of technology companies has developed around the university. Prior to the pandemic, industry leaders estimated that they would add over 800 jobs in the sector within the next 2 years. The region's other major employment sectors have added thousands of jobs over the past 5 years, with more than 1,200 jobs added in the manufacturing and transportation/warehousing sectors and over 1,000 added in the health care and social assistance

sectors. During the same period, growth in these well-paying sectors has outnumbered losses in other sectors like retail, providing net job growth of 3.8 percent (2,739 net new jobs).

Other factors of housing demand are harder to quantify, such as the region's rural character, proximity to outdoor amenities, and relatively low cost of living that attract many residents to the area.

In employer focus groups conducted for this study, several local businesses described their efforts to attract talented workers to the region. Employees relocating to the region are looking for housing in walkable places with amenities such as dining, retail, parks, and schools. Potential new hires who are unable to find a suitable apartment or house may decline to move to the region and instead accept a job in another locality with more options. Several employers noted that a shortage of available housing for new employees was a major impediment to their successful growth in the region.

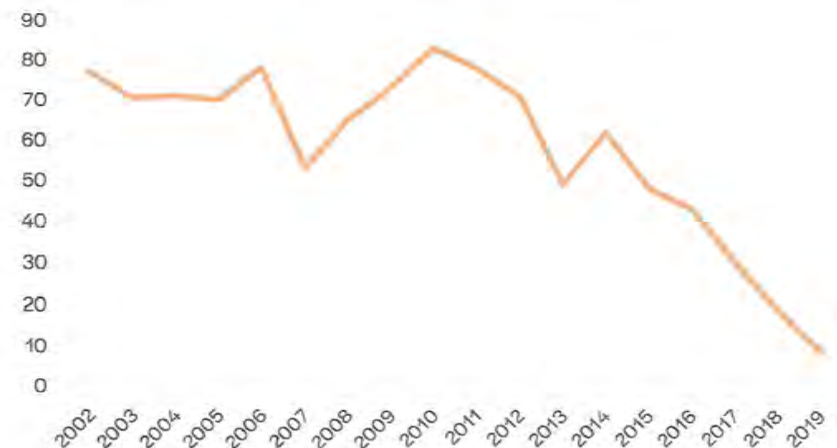
FOR UNITS PRICED BETWEEN
\$132,000 - \$275,000
(REPRESENTS THE MIDDLE HALF
OF ALL UNITS SOLD)
MEDIAN DAYS ON
MARKET WAS 13.5

Median Days on Market (2019)

Floyd	36
Giles	15
Montgomery	18
Blacksburg	3
Christiansburg	7
Pulaski	12
Town of Pulaski	13
Radford	13

Source: VCHR Tabulation of NRV REALTORS 2019 MLS Data

Annual Median Days On the Market



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Market Vacancy

Market vacancy is the number of homes available to rent or buy at any given time. Calculating a locality’s market vacancy rate may help determine the health of an area’s housing market, and healthy housing markets have a market vacancy rate between two and seven percent. This indicates that citizens can generally feel confident about successfully buying or selling a home without the market moving too quickly or too slowly.

HEALTHY HOUSING MARKETS
HAVE A MARKET VACANCY RATE
BETWEEN 2-7%

The New River Valley has a healthy market vacancy rate of three percent. Vacancies are lowest in Montgomery County at 1.5 percent and in the towns of Blacksburg and Christiansburg at 1 percent, indicating that these markets are too tight. In other words, there are not enough homes available for the number of buyers who would like to purchase them. This demand may further pressure buyers, causing bidding wars and escalating home prices. Anecdotally, survey respondents and focus group participants shared that many Blacksburg homes are being sold through “pocket listings,” which are homes transacted between listing and buyers’ agents without ever being listed on MLS.

This tightness in the NRV’s real estate market keeps sales prices and rents high, which erodes the area’s competitive advantage at the state and national levels.



Top Five Industry Growth Sectors

Industry	Number of Employees	5-Year % Change	5-Year Change in Employees
1 Transportation and Warehousing	2,237	14.7%	288
2 Health Care and Social Assistance	8,185	14.6%	1,042
3 Arts, Entertainment, and Recreation	1,402	11.9%	149
4 Manufacturing	12,709	11.3%	1,291
5 Public Administration	2,159	5.0%	103

Source: Jobs EQ 2020

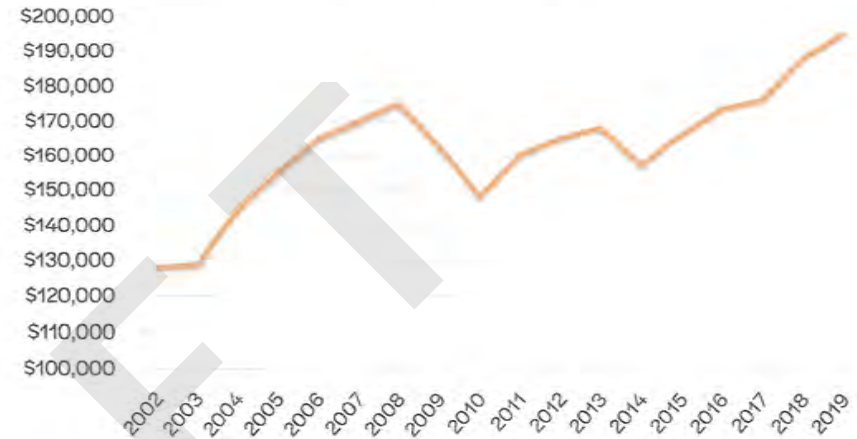
Median Sale Price

Sale prices within the region have risen steadily since 2002 and were only moderately affected by the 2008 recession. The median sale price in 2019 was \$195,000, which exceeds that of the pre-recession peak by 11 percent.

The Town of Blacksburg has become one of the NRV's primary jobs and amenities centers, and the Blacksburg-strand schools are among the most desirable. As Blacksburg is the most location-efficient place in the NRV, the region's housing demand has centered on the Town of Blacksburg and nearby parts of Montgomery County. Therefore, housing prices in town have risen faster than any other part of the NRV, and the market has become extremely tight. Outside of Montgomery County and the Town of Blacksburg, prices of newly built homes have begun aggregating in a range between \$175,000 and \$275,000.

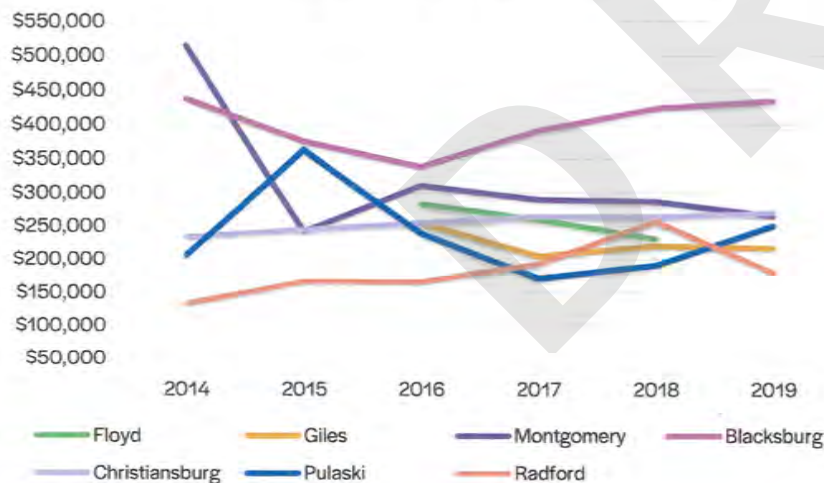


Annual Median Sale Price



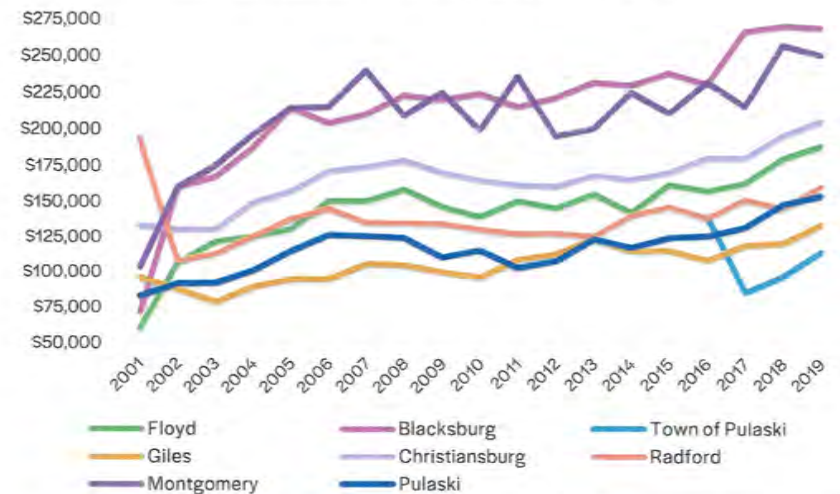
Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Median Price of Homes Built & Sold 2014-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Median Sale Price by Locality 2002-2019



Note: Town of Pulaski MLS data only available 2016-2019

Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Housing Affordability

A home is considered affordable if a household spends less than 30 percent of its gross income on housing costs. For homeowners, this includes the mortgage, property taxes, insurance, and utilities. For renters, this includes the monthly rent and utilities. A household that consistently spends more than 30 percent of its income toward housing is considered cost burdened, and such households may have to sacrifice other necessities to retain housing.

Undergraduate Student Impact

The median household income in Montgomery County is \$56,462. The median family income is \$83,630.

The median family income in the region is \$72,511 and includes households with two or more related occupants. College students in the region generally report disproportionately low or no annual incomes and therefore affect the NRV's household income data. However, as most students do not live in family households, they have far less effect on median family income. This provides a more accurate indicator of the income of permanent residents in the region.

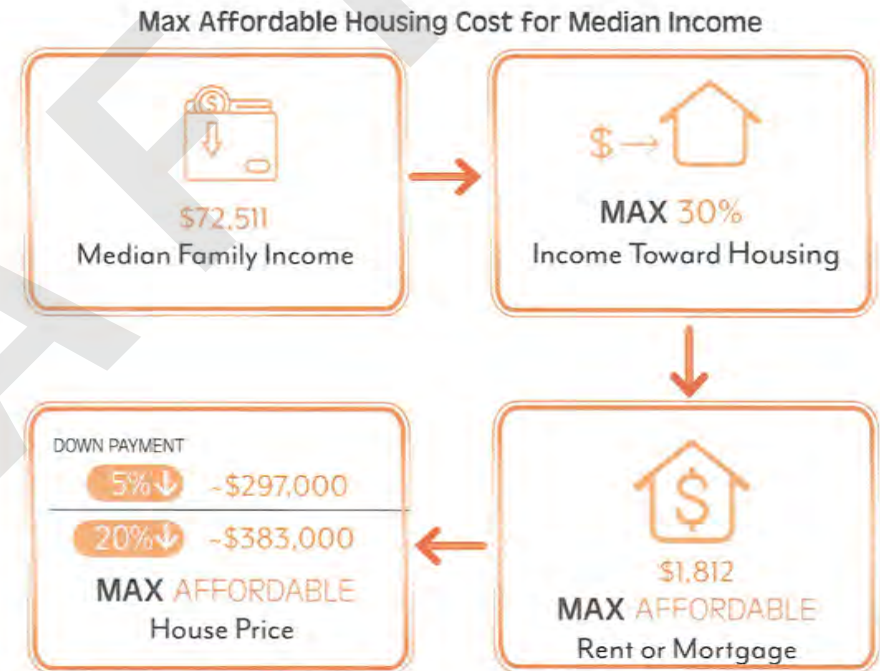
Affordable Housing Payments by Income

	Median Family Income	Max. Affordable Payment
Floyd	\$57,986	\$1,450
Giles	\$57,483	\$1,437
Montgomery	\$83,603	\$2,090
Blacksburg	\$88,843	\$2,221
Christiansburg	\$76,137	\$1,903
Pulaski	\$56,937	\$1,423
Radford	\$56,648	\$1,416
New River Valley	\$72,511	\$1,812

Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Using these numbers, the calculation implies that households earning the median family income should pay no more than \$1,812 for a monthly rent or mortgage.

Households seeking to purchase a home should spend no more than \$297,000 with a 5 percent down payment and no more than \$383,000 with a 20 percent downpayment.



The region is well covered by mortgage financing opportunities. A downpayment of 20% or more helps to avoid private mortgage insurance, but some special loan products catered to low and moderate income households or prospective buyers in rural areas will accept 1% or 0% downpayment.

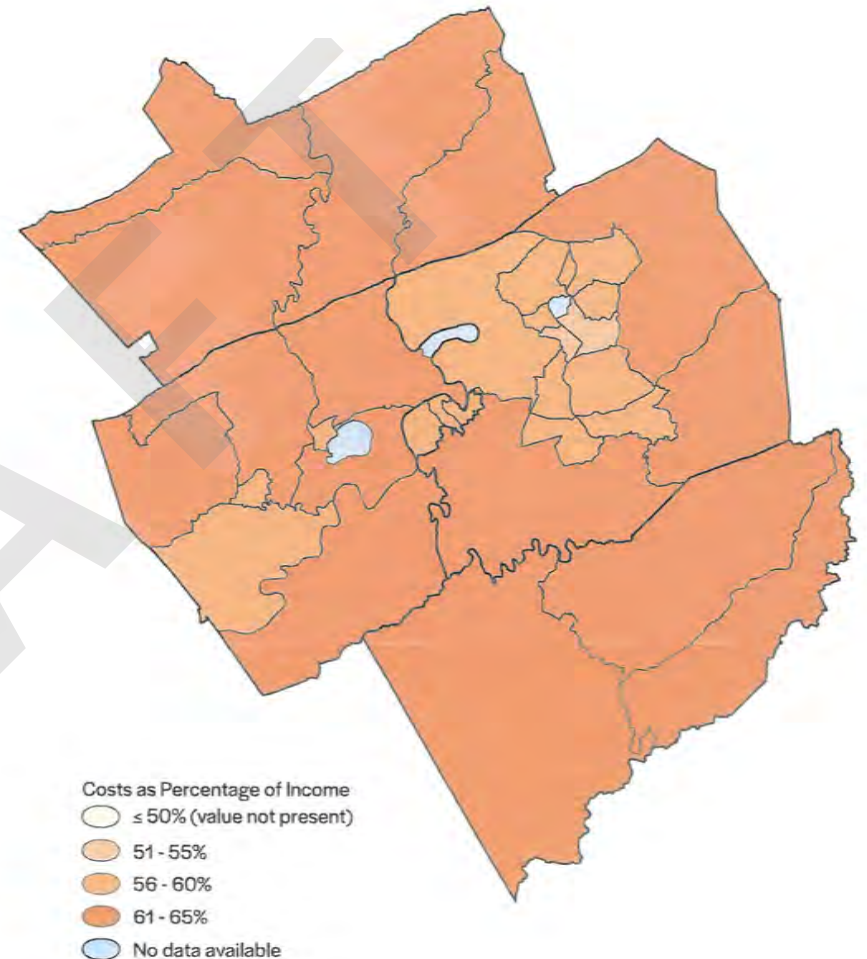
Transportation costs are the next-highest household expense after housing costs for most families. In high-priced real estate markets, many households make tradeoffs between housing and transportation. For example, a household may purchase a home that is further from members' employment because the home may be less expensive or have other amenities that were not otherwise affordable.

However, many households underestimate the ongoing cost of fuel and vehicle maintenance. The Location Affordability Index (LAI) map illustrates that the region's town centers are more affordable for families at the median income than other areas are when accounting for housing and transportation costs. Although no rule exists regarding combined housing and transportation costs, some research suggests that spending more than 45 percent may strain household budgets. On this basis, median-income households may struggle to find affordable housing in the region.

When transportation costs are included, living close to work, amenities, and services increases affordability. This is called location efficiency. Adding housing, especially affordable, income-restricted housing, in job centers is needed and will help overall household affordability.



Housing and Transportation as a Percentage of Income for a Median-income Family by Census Tract



Source: VCHR tabulation of HUD Location Affordability Index Data, 2012-2016 ACS



Cost Burdened Households + Vulnerable Populations

Housing is needed in the NRV at every price point along the income spectrum. However, some populations are particularly vulnerable when the housing market is tight.

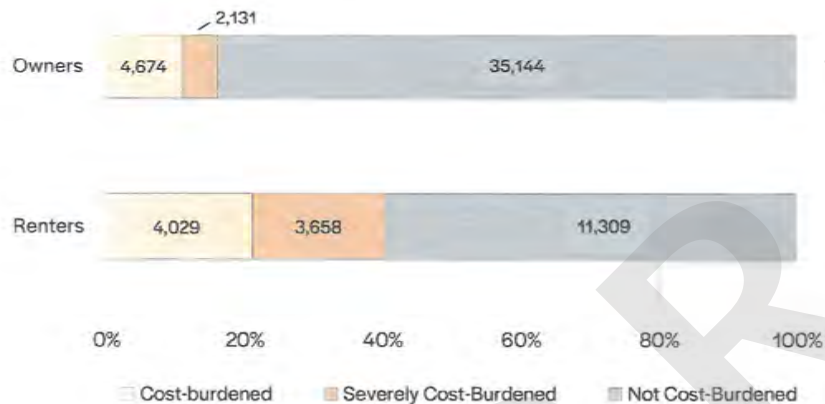
Approximately 41 percent of cost-burdened households are homeowners and 59 percent are renters. Moreover, more than 14,500 non-undergraduate households (21 percent) in the NRV pay more than 30 percent of their income for housing and may need more affordable housing. These households may have to make choices between housing and other needs like medical care, transportation, home maintenance and repair, food, or clothing.

Nearly half of all cost-burdened households spend more than 50 percent of their income on housing, which is considered severe cost burden. Such households are likely making hard choices between housing and necessities like food and clothing. These households are at risk for homelessness when their incomes are below the regional median.

Although the region's housing shortage creates challenges across multiple populations, certain residents are particularly vulnerable in the market:

- 5,500 households (8 percent) are extremely low income, earning less than 30 percent of the area median income (AMI).
- 4,170 households (6 percent) have children.
- 3,600 households (5 percent) are headed by seniors.

Cost-Burden Among Non-Undergrad Households in the NRV



Source: VOHR Tabulation of 2013-2017 PUMS Data

The region does not have sufficient reliable data on cost-burdened households of color, but estimates range from 27 percent to 47 percent of cost-burdened Black households.

These residents are likely to sacrifice other needs like medical care or home maintenance, because finding another place to live is an arduous process in the region's tight housing market regardless of affordability. This situation is compounded for those who are seeking a unit that costs less than \$275,000 and for those with additional requirements that limit their search, such as remaining in the same school district, accessibility requirements for aging in place, or locating within a particular distance to a job or childcare provider.



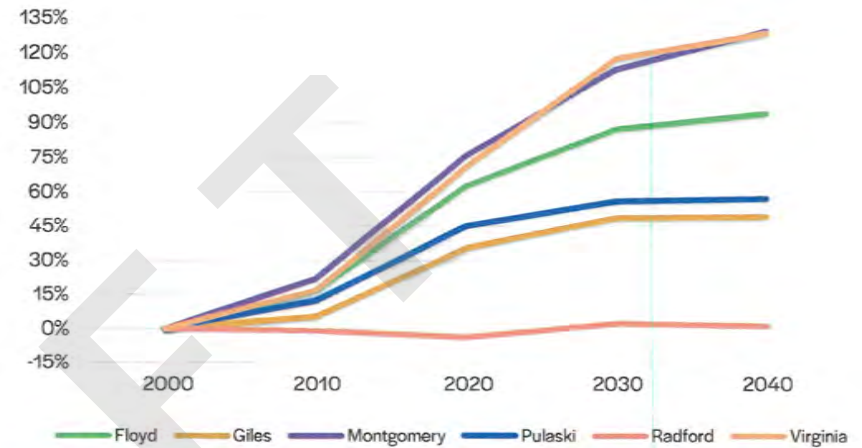
Aging Population

Our communities are aging, and most older adults would prefer to remain in their homes rather than move to institutionalized care such as retirement and nursing homes. By 2030, approximately one in six citizens in the region are projected to be 65 or older. By 2040, nearly 35,000 residents will be 65 or older.

Currently, 3,600 senior-headed households (i.e., 21 percent) are cost burdened, and these households are often on fixed budgets. Ongoing housing maintenance and repairs may be deferred due to increasing costs, creating an unsafe environment over time. Even senior households with the financial means to pay for home modifications may not make critical modifications proactively and instead schedule them only after a fall or other health concern.

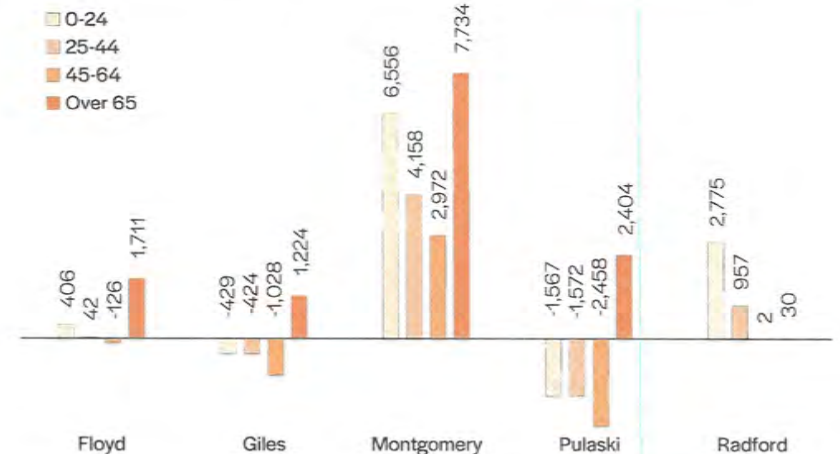


Percent Change in 65 and Older Population



Source: NRVRC Tabulation of 2010 ACS 5-year Estimates, 2000 US Decennial Census. Population Projections from Weldon Cooper Center for Public Service

Population Change by Age and Locality 2010-2040



Source: 2010 ACS 5-year Estimates, Weldon Cooper Center for Public Service 2019

Housing Gap Analysis

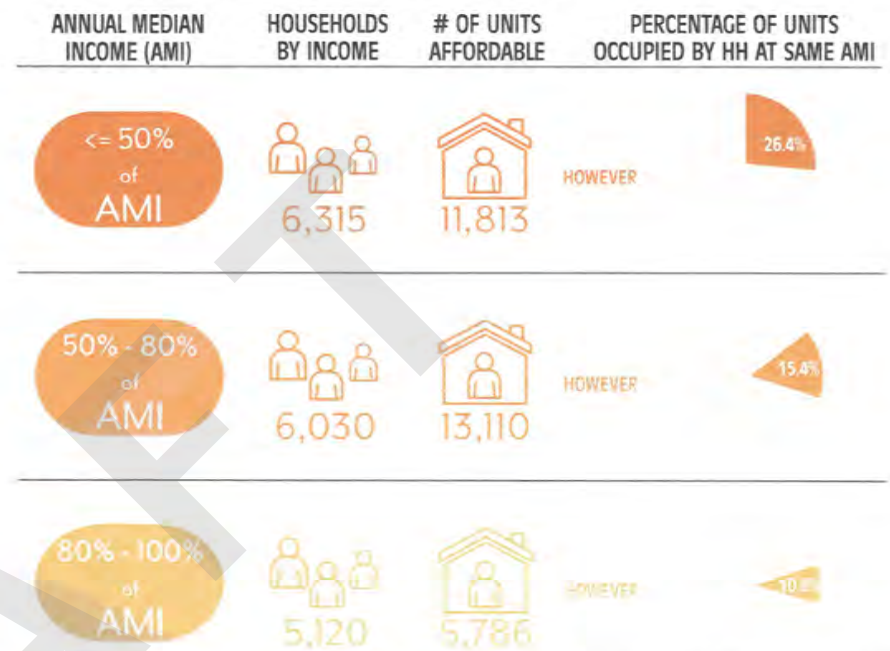
Housing gaps describe the difference in number of households earning a particular income and housing units affordable and available to those households.

Although the region has enough housing stock to accommodate earners at 50 percent of AMI, 72 percent of that stock is occupied by households earning greater than that. Moreover, households earning 50 percent of the AMI or below occupy only 27 percent of housing stock that is affordable to them.

Earners at 50–80 percent and 80–100 percent of the median income occupy only 15 percent and 10 percent of housing affordable to them, respectively. More than half of these units are occupied by households earning greater incomes.

The market does not match housing units with the households that need them. Households with higher incomes often better compete for housing units because they are more attractive to landlords and finance agencies. When there is insufficient appropriate housing for everyone, some households must accept substandard or unaffordable housing.

Housing Gap by Annual Median Income



Source: VCHR Tabulation 2012-2016 Chas Data

THERE IS INTENSE COMPETITION IN THE REGION FOR HOUSING WITHIN THE MID-RANGE PRICE OF \$175,000 TO \$275,000.

ADDING HOUSING WITHIN THIS PRICE RANGE AND SLIGHTLY ABOVE THIS WILL HELP RELIEVE DEMAND PRESSURE.

INCOME-RESTRICTED HOUSING WILL STILL BE NEEDED TO FULLY RESPOND TO THE NEEDS OF LOW AND MODERATE INCOME HOUSEHOLDS.



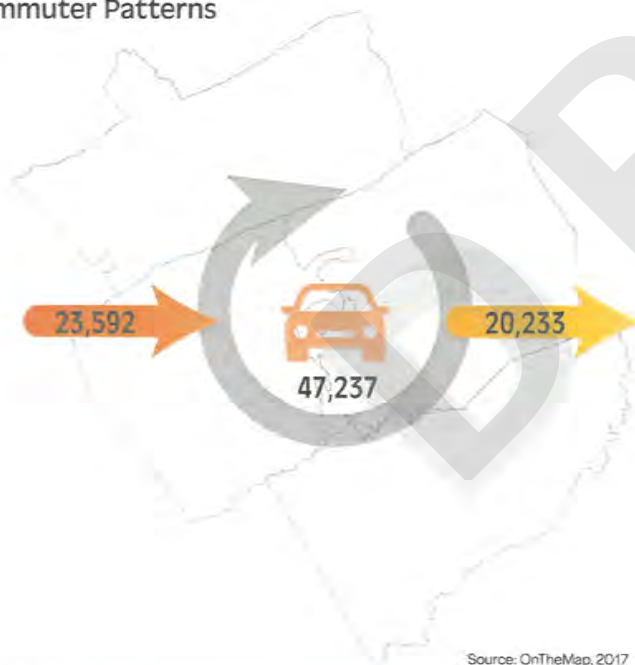
Workers Who Live + Work Within Region

The NRV jurisdictions together comprise the Blacksburg–Christiansburg–Radford Metropolitan Statistical Area (MSA). MSAs are defined based on the strength of intra-regional commuting patterns. This designation is important because it shows the interconnectedness of the region geographically and economically. Commuting patterns can be used to approximate a housing market, because households generally seek to buy or rent a home within a reasonable commute of their job just as they generally seek employment within a reasonable commute of their home.

Overall, 70 percent of workers living in the NRV also work in the region. This varies by locality: Montgomery and Floyd have the lowest and highest percentage of residents who commute outside of the county to work, respectively. Commuting without a car is possible for some places in the NRV thanks to walking, cycling, and public transit. Furthermore, lower-cost housing options that have short commutes to jobs and other services make some localities location-efficient.

Employment in the NRV is concentrated in the college towns, retail areas, and manufacturing facilities in the region, with the largest concentration of jobs in Blacksburg, Christiansburg, and Radford.

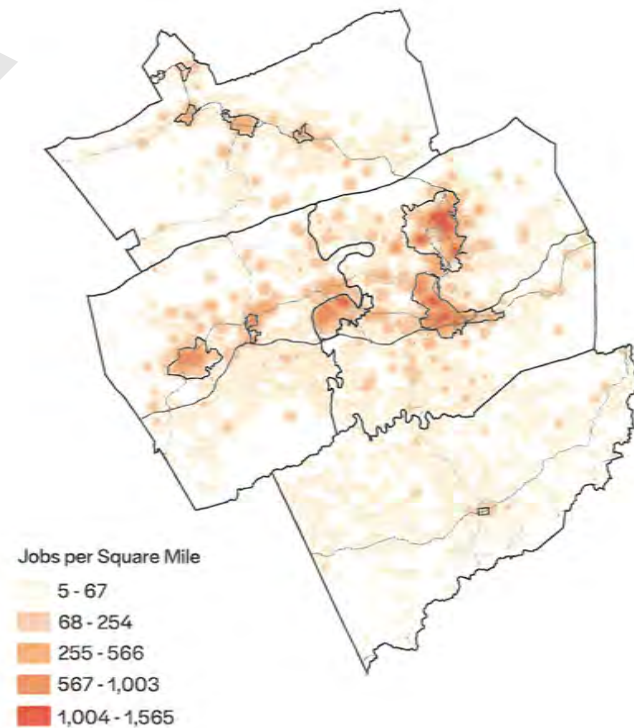
NRV Commuter Patterns



Source: OnTheMap, 2017



NRV Job Density Map



Source: U.S. Census Bureau, Center for Economic Studies, 2017

Top Job Sectors by Affordability

Workers in 124 occupations in the region cannot afford the median rent (\$865) or median owner costs with a mortgage (\$1,168) in the NRV as single earners earning at the median for their occupation. Workers in 24 occupations with 10,146 total employees cannot afford the median rent or owner costs in the NRV when they are earning at the 90th percentile for their occupation, and those in 9 of the top 10 occupations by employment cannot afford the median rent as single earners earning at the median. Median owner costs are affordable only when sharing housing costs with another earner for workers earning at the median for 7 out of 10 of the top occupations.

Over 70 percent of NRV households (which include student-headed households) include at least one worker. One and two worker households are most common and comprise 37 and 28 percent of households respectively. Households with no workers are commonly retirees.



Top 10 Occupations in NRV

Occupations	Number of Workers	Median annual earnings	Affordable costs for:			
			Single earner at the median	Single-earner at 90 th percentile	Two median earners	
Team Assemblers	2,718	\$32,100	\$803	\$1,205	\$1,605	
Cashiers	2,220	\$18,700	\$468	\$603	\$935	
Combined Food Preparation and Serving Workers	2,012	\$18,400	\$460	\$573	\$920	Can afford both median rent and median owner cost
Retail Salespersons	2,007	\$22,400	\$560	\$948	\$1,120	
Office Clerks, General	1,508	\$28,900	\$723	\$1,000	\$1,445	Can afford median rent but not median owner cost
Waiters and Waitresses	1,288	\$24,200	\$605	\$928	\$1,210	
Janitors and Cleaners, Except Maids	1,204	\$26,100	\$653	\$983	\$1,305	Cannot afford median rent or median owner cost (with mortgage)
Customer Service Representatives	1,126	\$28,300	\$708	\$1,045	\$1,415	
Registered Nurses	1,035	\$56,500	\$1,413	\$1,920	\$2,825	
Administrative Assistants, Except Legal, Medical	1,024	\$32,000	\$800	\$1,165	\$1,600	
Stock Clerks and Order Fillers	990	\$20,900	\$523	\$780	\$1,045	
Laborers and Freight, Stock, Movers, Hand	953	\$24,300	\$608	\$855	\$1,215	
Total - All Occupations	75,410	\$34,000	\$850	\$1,395	\$1,700	

Source: JobsEO 2020

3.3 HOUSING MARKET CHALLENGES + OPPORTUNITIES

Regional housing market challenges can be roughly divided into demand-side and supply-side challenges that are related to and influence each other. Some challenges present opportunities to improve our region

Demand Challenges

Growing Overall Demand

Job growth, Virginia Tech expansion, increasing amenities, and preservation of natural resources is making the NRV more desirable for more households. Demand has outpaced housing supply, as evidenced by increasing prices and very few days on market.

University Impacts to Rental Market

The region's student population creates a significant and competitive demand for the rental stock attributed to approximately 23 percent of rentals being occupied by university students. Most rental leases are therefore offered on a July–June rental cycle and often for premium rents. This cycle presents a problem for new hires moving to the region during other times of the year. Moreover, some student households can afford higher rents than typical two-earner households because of family support. Owing to higher spending power and guaranteed demand, much of Blacksburg's modestly priced housing has become attractive for investors who add stronger competition to the real estate market.

and communities, whereas others must be overcome using strategies to provide housing types not readily addressed by the market.

Preference Shifts

Economic shifts and changing housing preferences have caused housing challenges in some communities. Aging adults and millennial homebuyers contribute to intense demand for smaller square-footage housing conveniently close to community amenities such as shopping, schools, trails, and restaurants. Demand from these two groups along with limited housing supply can rapidly escalate rents and sale prices.

New demand for rural, small-town living because of the COVID-19 pandemic may put additional pressure on amenity-rich rural places as many white-collar jobs have shifted to remote work.

Short-term Rentals

There are more than 2,250 properties held for seasonal or recreational use around the region. Focus groups brought up the impact short-term rental units have on the housing market. While sometimes providing critical secondary income for families, visitors can also be disruptive to neighbors and change the character of a neighborhood.



Demand Opportunities

Growing demand in the NRV offers many opportunities for development of housing and amenities. The region can focus on the following:

- Creation of high-quality, market-rate housing
- Preservation of existing affordable housing
- Community development in well-located places

.....
 COMMUNITY DEVELOPMENT IS THE COLLECTIVE
 INVESTMENT IN ELEMENTS THAT MAKE A PLACE DESIREABLE
 TO LIVE AND WORK, SUCH AS INFRASTRUCTURE, MULTI-
 MODAL TRANSPORTATION CONNECTIVITY, BUSINESS
 VIBRANCY, AND RECREATION.

Focus group participants echoed the demand for walkable, convenient places.

Growing demand offers opportunities to create affordable housing. As demand grows, housing becomes more expensive throughout the NRV, especially in amenity-rich places with services, retail, entertainment, recreation, and beautiful settings. Although increasing home values in a community are desirable to an extent, excessive price escalation can make it difficult for moderate-income buyers to purchase a home and recruitment

and turnover become burdensome for employers. A healthy housing market is important for both economic and community development.

High demand can be leveraged to encourage variation in development types and income-restricted housing. This can be accomplished through new policies, incentives, and clear guidance for developers. Steadily increasing prices and decreasing days on market imply steadily growing demand. In those locations, plans to preserve affordable housing and overall market affordability should begin before communities become unattainable to portions of the population and workforce.

Steadily adding housing of varied size and type to “meet” demand, encouraging re-investment in existing housing, and finding ways to proactively reserve housing for essential, low-income workers and their families are important components of market health. This may include housing types such as townhomes, duplexes, small-scale apartment buildings, and accessory dwelling units as well as neighborhoods comprised of or interspersed with homes with smaller square footage.

Adequate housing supply and access to homeownership for households at all income levels creates opportunities for wealth building and encourage workers to stay in the region.



Supply Challenges

Inventory and Production

The region has lost nearly 60 establishments and 200 workers in the building construction industry since its 2008 peak, the most of which have been of new single-family home construction and residential remodelers. Similarly, specialty trades (e.g., plumbers, electricians, masonry) lost nearly 100 establishments and 700 jobs. Many NRV projects must therefore seek contractors from surrounding areas or states, increasing project costs and contributing to a further erosion of local skilled trades workers and firms. These shortages are likely to worsen without a significant increase in the pipeline of new skilled workers.

Although the median price of existing units is \$195,000, the market is largely producing new for-sale housing priced higher than \$230,000, contributing to limited inventory and strong competition. This leaves little opportunity for low- or moderate-income households; that is, they require financing to buy a home near or below the median price. Intense competition for homes in their price range and few income-restricted units further exacerbates their problem.

FOR SOME LOW-INCOME INDIVIDUALS, ENERGY BILLS CAN REGULARLY CONSUME MORE THAN HALF THEIR INCOME.

Affordability

Long term, the lack of affordable housing excludes low- and moderate-income households from the communities and diminishes regional diversity and economic vibrancy. Such households struggling to live in our community include childcare workers, preschool and kindergarten teachers, cashiers, food service workers, and home health and personal care aids. These workers either accept substandard housing or commute from longer distances.

Housing Reinvestment & Replacement

Homes require regular maintenance and generally need upgrades every 20–30 years. Over half of the region's housing was built prior to 1980, with 15 percent of the stock built prior to 1950. Potential homebuyers have expressed frustration that this stock (which is typically the most moderately priced) is in need of significant and costly repairs.

Mobile Homes

The region's housing stock includes nearly 2,000 pre-1976 mobile homes, about 75 percent of which are occupied. Mobile homes built prior to 1976 are considered substandard and in greatest need of replacement. The HUD Code was established in 1976 to set construction standards for manufactured units.

PRE-HUD CODE MOBILE HOMES CONSUME APPROXIMATELY 53% MORE ENERGY THAN EVERY OTHER KIND OF HOME.

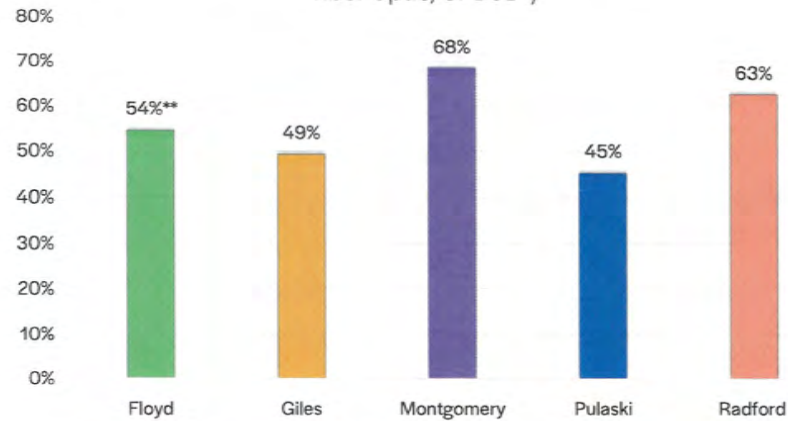
Accessibility

More than 10,000 households include at least one person with an ambulatory limitation. In total, 57 percent of these households have low incomes below 80 percent of AMI and may struggle to afford modifications to their homes. Housing program leaders and experts on aging in our region have identified funding for home repair and modification as a major challenge for our region. Addressing this challenge requires community investments and advocacy at the state and federal levels.

Water and Sewer

Strategic water and sewer system expansion can be used to effectively limit sprawl, but they may be a barrier to desirable developments. While using infrastructure to limit the geographic expansion of places, localities must provide opportunities for growth by emphasizing creative density with policy and clear goals and guidance for developers.

Percent of Households with Access to Broadband (cable, fiber optic, or DSL*)



*ACS includes DSL in its definition of Broadband, which does not always meet the speed thresholds of 25Mbps/down 3Mbps/up
 **Data does not reflect broadband expansion project in Floyd which began in 2017
 Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

BROADBAND IS TYPICALLY DEFINED AS INTERNET SPEEDS OF 25MB/S DOWNLOAD AND 3MB/S UPLOAD.

Broadband

High-speed internet service is critical infrastructure needed for households to access economic opportunities, manage household needs, and participate in their communities. Both the workforce and education systems have become progressively more web-based, and this connectivity is becoming crucial for areas to be competitive in the marketplace. According to a Pew Research Center survey conducted in 2018, approximately 58 percent of rural residents believe that access to high-speed internet is a problem in their area.



Supply Opportunities

Local Government

Local governments can play an integral role in addressing the housing challenges in their communities with the ability to raise and dedicate funds for housing, encourage the development of a variety of housing choices, promote innovative approaches to density, and work regionally to establish market-wide housing goals, policies, and programs.



Tools for...

Encouraging Housing Development

- Land use and zoning regulations/incentives
- Tax abatement
- Resource dedications
- Clear development goals and guidelines

Maintaining + Improving Existing Housing Stock

- Code development and enforcement
- Tax incentives
- Low interest financing for improvements

Regional Collaboration

Local government cannot and should not address housing challenges alone. Housing markets are not defined by jurisdiction but by consumer preferences. Employers, institutions, and the public must collaborate with local governments and developers in order to respond to the diversity of housing demand while maintaining a variety of home settings (e.g. rural, semi-rural, urban).

Employer Housing Benefits

Since the Great Recession, employers have become more involved in addressing housing challenges beyond raising wages, such as making philanthropic donations to address homelessness, providing benefits to employees including down-payment assistance and second mortgages, and building housing. Such collaborations between companies, builders, and local governments help alleviate shortages and address issues directly.

Early steps employers can take are to understand and document their employees housing needs and preferences and communicate those to builders and elected officials. Employers are able to advocate more effectively than a few employees as well as represent employees who do not currently live in the jurisdiction where their job is located.

Construction Industry Entrepreneurship + Innovation

Participants in the builder and developer focus group explained that few new subcontracting businesses have emerged, partially because of risk aversion lingering from the Great Recession and partially because of financial and capital barriers to licensure and starting a business. However, focus group participants noted that colleagues who have become entrepreneurs and started new business have begun closing the gap in subcontractors and have been extremely successful. Local, regional, and state-level opportunities exist for mobilizing resources and supporting entrepreneurship in the trades.

Although the housing industry values innovation, it is inherently risky, and the housing industry is historically risk averse. While innovations in building and construction can reduce energy use, produce a more durable product, and utilize more sustainable materials, construction organizations depend on a trusted production path that has historically provided profits. Many in the housing industry have therefore chosen to wait, becoming second movers on innovation and allowing others to attempt and potentially fail before implementing.





04 REGIONAL STRATEGIES

REGIONAL STRATEGIES

Introduction

Beyond being five localities with shared borders, the NRV is a close-knit network of people and communities living and working together across a range of initiatives and interests. Each jurisdiction plays a role in the region's interconnected economy and housing market.

The data findings and observations from the previous chapter were discussed with the housing study's Leadership Team and Consortium comprising representatives from local government staff, area nonprofits,

lenders, bankers, realtors, and housing service providers. The following seven strategies were developed with their input and guidance.

A distinguishing factor between strategies chosen for regional versus local implementation was whether the issue was shared across every jurisdiction and whether action items for these strategies would benefit from regional partnership and collaboration.



STRATEGY ONE

Conduct a Housing Education Campaign

Public support for housing is a critical element for advancing public policies that increase housing opportunities. A cross-sector education campaign is necessary to achieve widespread enthusiasm for better housing across the New River Valley. This campaign will use strategic partnerships to advance a positive image of housing and demonstrate the importance of housing on the region's current and future success.

The campaign should be divided into distinct efforts based on audience type:



General public



Elected officials



Anchor institutions



Landlords



Housing builders and developers



IMPLEMENTATION PLAN

Immediate

- Discuss this strategy with major regional stakeholders who might lend their support. Examples include the United Way of the New River Valley and the Community Foundation of the New River Valley.
- Explore the formation of a work group to oversee an education campaign at a high level and ensure consistent messaging.
- Gather contact information for primary stakeholders in each of the suggested categories.
- Determine which persons/organizations will lead outreach efforts for each audience type.
- Outline “scripts” and major talking points needed for audience types.

Short-term (next 12 months)

- Develop an outreach plan by assigning contacts to designated liaisons with specific pitches and requests.
- Create outreach materials as needed, including fact sheets, social media posts, “layperson” policy briefs, presentation slides, and other relevant content.
- Investigate funding opportunities to sustain dedicated outreach efforts and potentially hire marketing consultant(s).

Mid-term (12-24 months)

- Plan, organize, and host a regional housing summit to gather all stakeholders. Focus themes on regional cooperation and collaborative solutions.
- Evaluate progress to determine long-term goals of campaign(s); assess, reevaluate, and redesign outreach efforts as necessary to reflect changing housing needs in the region.

Long-term (24+ months)

- Consider a formal public opinion poll on attitudes toward housing development and affordability. The Campaign for Housing and Civic Engagement (CHACE) conducted a statewide poll in 2017 with the help of the College of William & Mary and should be used as a reference.



METRICS TO EVALUATE SUCCESS

- ✓ Measure the collective impact of the campaign by asking nonprofit and private organizations to support the effort and track total signatories by quarter. Set goals by audience type.
- ✓ Track number of participants for public meetings or events held.
- ✓ Within the first year, aim for three to five media pieces, which may include op-eds, letters to the editor, and television/radio interviews.
- ✓ Conduct public opinion surveys, whether informally (i.e., conducted via an online collector and distributed via community mailing lists and similar outreach) or through a formal poll conducted by a research firm.



STRATEGY TWO

Create a Regional Housing Trust Fund

A housing trust fund is a flexible set-aside fund that would enable the region to provide “gap” funding for a wide range of affordable housing projects in the region, such as aging in place modifications or to support housing for households between 80-120% of the area median income. Although most of these funds are intended for a single jurisdiction, communities are collaborating to explore multi-jurisdictional funds. This is because housing markets are regional, and regional strategies can better address problems that go beyond city, county, or town limits.

The three most-common fund structures are the following:

- 1. Fully regionalized funds.** The simplest structure is a single pool of funds that receives both public and private dollars. These funds are governed by a regional body with oversight that usually includes at least one representative from each jurisdiction.
- 2. Shared priorities but separate funds.** Funds may share priorities and funding criteria but maintain separate funds for each jurisdiction. Projects are not funded in a jurisdiction until that fund has sufficient capital to support a project. Shared priorities are established through a joint process and are revisited as regional circumstances change.
- 3. Unique priorities but separate funds.** Regional funds may also maintain separate funds for each jurisdiction, and each fund sets its own priorities and project scoring criteria. These funds benefit chiefly from the efficiency of a single administrator as well as an enhanced ability to attract private sources of capital.

IMPLEMENTATION PLAN

Immediate

- Educate elected officials in all participating jurisdictions about the advantages of a regional fund and the regional housing needs to be addressed by such a fund.
- Utilize a distribution model similar to the NRV HOME Consortium. Local and regional leaders must discuss the administration of the Regional to include the pros/cons of implementation through existing or new organizational frameworks to determine the best path forward.

Short-term (next 12 months)

- Determine the level of support that is achievable from the participating jurisdictions.
- Identify additional sources of capital—including participation from lending institutions, corporations, and charitable foundations.
- Develop a detailed implementation model that incorporates all sources of capital the trust fund will administer.

Mid-term (12-24 months)

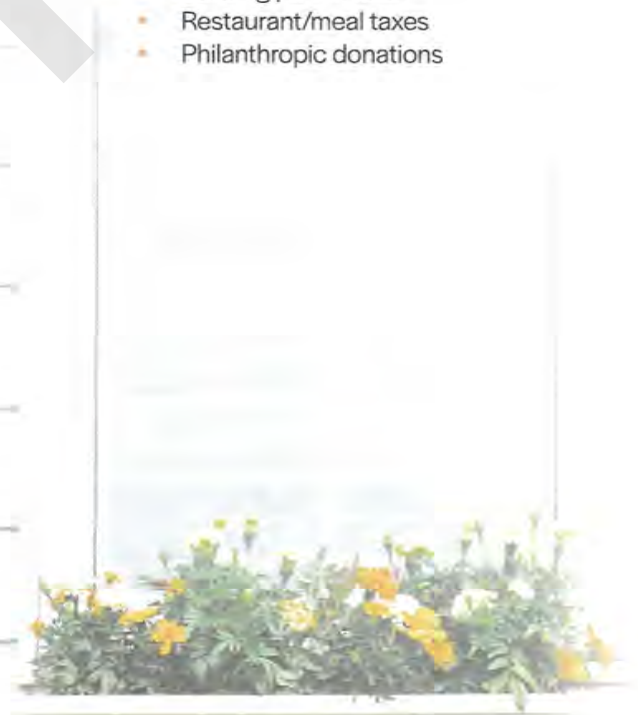
- Explore the potential for “dedicated” sources of revenue to the fund, which allow for greater predictability in the volume of resources and prevent fiscal cycles and shifting political priorities from affecting the operation.
- Consider allocating some funding for predevelopment activities to supporting and building a pipeline. These funds should be flexible and forgivable if a project does not move forward.

Long-term (24+ months)

- Monitor and evaluate fund performance by determining whole or partial fund unit production and unit affordability.
- Gather data from recipients on information including demographics of residents and lease-up trends to measure greater community impacts.



HTFs do not need specific allocations to be viable, and the funding decision is by locality. However, funds should be sufficient to generate an annual impact. Funding sources may include the following:

- Developer fees and agreements
- Real estate taxes
- Tax increment funding
- Short term rental taxes
- Construction-related fees
- Building permit fees
- Restaurant/meal taxes
- Philanthropic donations



METRICS TO EVALUATE SUCCESS

A successful HTF must measure both outputs and outcomes.

- 
Outputs: Collecting data on the number of housing units assisted, their location, cost, and other relevant data points is critical regardless of whether these metrics materialize until the second or third year.
- 
Outcomes: More critically, the fund must measure who is being helped and assessing whether objectives are accomplished. Although this information is more difficult and time-consuming to collect than that on outputs, it is crucial to sustaining commitments from funders in the long run.



Examples of outcome oriented questions include the following:

- Are seniors able to stay in the homes longer and more safely?
- Is housing stability allowing children to be more successful in school, helping parents to achieve greater job stability and improved earnings?
- Is permanent supportive housing resulting in fewer emergency room visits?

STRATEGY THREE

Partner with Anchor Health Institutions

Partnerships with anchor health institutions to address housing conditions are becoming an increasingly common strategy in many communities. Efforts started decades ago by large hospitals in urban areas to revitalize neighborhoods surrounding their facilities have evolved into a multi-faceted array of efforts with multiple objectives.

Housing and health initiatives in the NRV should begin with strategic one-on-one conversations with LewisGale and Carilion to determine the level of interest and the specific issues for engagement.

Ensuring safe and appropriate housing for patients who are being discharged from the hospital or from rehab following a hospitalization is a clear first engagement topic. The region should consider a pilot program around hospital discharge and explore opportunities for greater investment in housing development and improvement. This program will help create an environment where localities, housing providers, healthcare practitioners, and local service providers are in regular communication with each other and can better understand the systems that each operates.



IMPLEMENTATION PLAN

Immediate

- Hold initial meetings with each of the healthcare systems. Identify the critical staff within these institutions for engagement and begin to identify key interests of these institutions with respect to housing. Discuss approaches and partner possibilities for post hospitalization “re-entry” housing assistance.
- Meet with housing providers in the region to develop an understanding of interest in housing–health collaboration. Inventory the capacity of housing providers to deliver relevant services, such as accessibility improvements to homes.

Short-term (next 12 months)

- Based on the results of the initial meetings, develop a proposal for a pilot collaboration such as a program to assist patients leaving a hospitalization and returning home.

Mid-term (12-24 months)

- Establish semi-annual meetings between healthcare providers and housing providers to provide mutual education of all participants. Develop an agenda of potential opportunities for collaboration based on best practices in other communities. Explore opportunities for healthcare providers to deliver services within housing communities, especially preventive care.
- Determine schedule for Carilion’s next community health needs assessment and use the opportunity to include housing conditions and affordability in the assessment data.
- Consider hosting a half-day conference on housing–health collaborations to educate a broader range of residents in the region, including policy makers and elected officials.

Long-term (24+ months)

- Consider planning and conducting an annual event in the region on this topic to provide progress updates, share success and challenge stories, and hear from practitioners.





METRICS TO EVALUATE SUCCESS



Health and housing collaborations offer a unique opportunity to measure actual outcomes. Instead of tracking only the amount of funding committed, or number of homes repaired, these programs can measure the real objective—the improved health of the homeowner or tenant.



Working with the healthcare system, the collaborative can track hospital readmissions as well as improved health outcomes (e.g., fewer falls, less anxiety, and greater satisfaction). These measures are far more compelling for funders and can set a basis for social impact bonds and other innovative funding strategies.

STRATEGY FOUR

Partner with Non-Health Anchor Institutions

There is increasing recognition that anchor institutions such as universities and other large employers can play a greater role in addressing a wide range of community needs, including affordable housing.

These institutions can collaborate with the public sector and housing providers to address housing costs and conditions using their capabilities by, for example, providing lower-cost capital or making land available.

Several large employers in the region should be approached regarding their interest in participating in a public-private partnership focused on affordable housing, including Virginia Tech and Radford University as well as non-education corporations (e.g., Volvo).

How Corporations Can Support Affordable Housing:

- Employee volunteers for building and repair
- Down payment assistance
- Home sales price write downs
- Land for new homes
- Mortgage interest buy downs
- Support for special home amenities
- Investment

Institutional interest implies that partnerships should be developed that include all sectors necessary for affordable housing development, including developers, builders, realtors, management companies, and lenders. The state housing finance agency, Virginia Housing, has a long-standing interest in employer assistance programs for housing and should be engaged early in the discussion.



IMPLEMENTATION PLAN

Immediate

- Approach each partner separately to allow for differing policies and decision-making processes of each university and corporation.

Short-term (next 12 months)

- Develop a specific strategy for each institution depending on its interests.

Mid-term (12-24 months)

- Implement at least one housing initiative with Virginia Tech, Radford University, and Volvo. Consider holding a housing symposium specifically for employers in the region about housing needs and challenges with examples of best practices and examples of employer engagement elsewhere in the state.

Long-term (24+ months)

- If the regional economy and major employers change significantly, engage new entities in housing conversations.
- Monitor wage levels for major industries and regional occupations compared to housing affordability, and use data to guide planning and discussion.





Johns Hopkins University “Live Near Your Work” Program

Johns Hopkins University has operated a program for nearly a decade that helps certain university employees buy a house near campus. The “Live Near Your Work” program offers grants to full-time JHU employees to assist them in purchasing a home. The grants range from \$5,000 to \$36,000 depending on the neighborhood.

METRICS TO EVALUATE SUCCESS

- ✓ The primary metrics for the program include the amount of funding directed to the initiative, number of affordable homes developed, and number of social and economic characteristics of households assisted.
- ✓ Through periodic surveys, the program should also seek to measure increases in knowledge and awareness of housing challenges among employers in the region. Goals should be established for increasing employer appreciation of the issue.

STRATEGY FIVE

Address Common Manufactured Housing Challenges

Whereas manufactured homes provide a much-needed source of low-cost housing, they also have challenges. Older mobile homes often present serious health, safety, and energy efficiency hazards.

To better understand the scope of manufactured housing in the NRV, the region should undertake a comprehensive research survey primarily focused on mobile home parks. Census Bureau data on parks is limited; thus, a survey to generate accurate information on the size and quality of the region's parks is useful. This knowledge, in turn, helps drive well-informed policy decisions and resource allocations.

In 2016, the Manufactured Home Community Coalition of Virginia (MHCCV) completed the first comprehensive report on mobile home parks in the Richmond region, *An Assessment of Central Virginia's Manufactured Housing Communities*. This study, funded by a Richmond-based philanthropic foundation, should serve as a template for similar work in the NRV.



IMPLEMENTATION PLAN

Immediate

- Determine whether research will be conducted by staff within the region or contracted out to a third-party firm.
- Gather a list of persons and organizations in the region or across the state who may serve as project advisors owing to their knowledge and background.
- Contact local planning and zoning officials to determine whether they have reliable lists of manufactured home communities in their jurisdictions.
- Develop a list of potential funding entities and submit proposals to interested parties.

Short-term (next 12 months)

- Create a standardized database for known manufactured home communities in the region.
- Develop park survey criteria and methodology. If possible, contact park owners to collect information about lot rents and other community data.
- Begin Census data collection and analysis.

Mid-term (12-24 months)

- Conduct in-person park survey to gather on-the-ground information about community and housing conditions.
- Draft and finalize report, including analysis of findings and key takeaways for policymakers.
- Determine and implement process for public dissemination of the study.
- Identify and pursue next key steps identified in the report.

Long-term (24+ months)

- Conduct a scaled-down “check-in” survey to parks in the region to determine whether the number of units or vacancy rates have changed.
- Make note of any significant changes in park ownership and connect with new owners looking to make good impressions in the community.



METRICS TO EVALUATE SUCCESS



The following are examples of major knowledge gaps that should be filled when this study is completed:

1. How many mobile home parks are in the NRV?
2. How many households live in these communities?
3. What are the major strengths, weaknesses, opportunities, and threats for parks?
4. What are the demographics and socioeconomic situations of park residents?



Shifts in funding/service priorities by local governments and community development organizations for manufactured home communities may also imply success.



STRATEGY SIX

Grow Building Construction Trade + Workforce

A shortage of building construction and specialty trade contractors in the NRV is a major constraint on the construction of new homes and rehabilitation and upgrade of existing homes. The shortages result in increasing project costs and transaction costs for both new home construction and renovation and rehabilitation projects. Rising costs make the construction of new homes and apartments that are affordable to local for residents more difficult. Moreover, high costs and long wait times to complete home renovation or maintenance projects may worsen deferred maintenance and deterioration of existing housing stock.



IMPLEMENTATION PLAN

Immediate

- Compile baseline economic and workforce/labor market data on the building construction and specialty trades industry sectors to enable tracking of regional and national building industry trends.
- Compile inventory of existing education and skills training programs for building trades workers.
- Compile inventory of existing small business development programs and resources as well as business resources targeted to home-building firms.
- Promote existing resources to businesses and share the list with other resource providers.
- Research the strategies of peer regions to address construction trades skills shortages.

Short-term (next 12 months)

- Convene regional education and training providers to identify and assess existing building trades education and training programs.
- Convene regional residential building construction and specialty trade/remodeler firms to discuss workforce needs/shortages.
- Build teams to pursue funding and address gaps in the region's training system.

Mid-term (12-24 months)

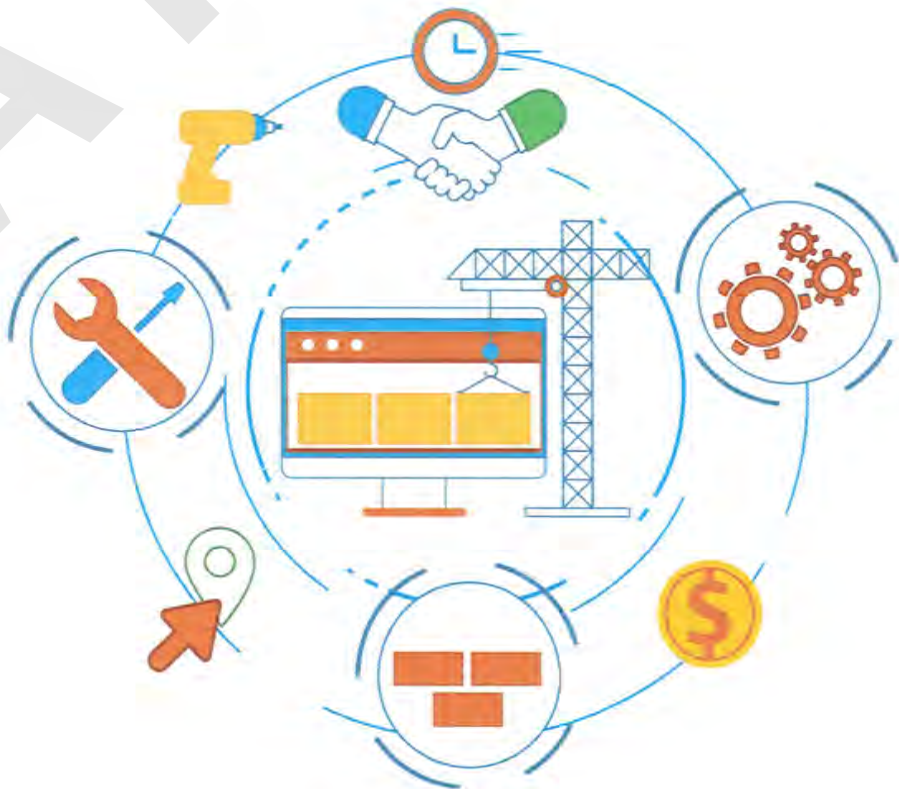
- Partner with local building construction and specialty trade firms to pilot internships/job shadowing (or more formal apprenticeship program) for students in appropriate training programs at local high schools or colleges.
- Partner with regional business development service providers and industry trade groups to pilot business training and consulting offerings tailored to those who may benefit from improved business practices, including building construction or specialty trades firms, developers and real estate investors, and rental property or mobile home park managers.

Long-term (24+ months)

- Provide pipeline of graduates from local schools and universities with the credentials local building construction industry firms require to remain productive and replace skilled trades workers nearing retirement age.
- Partner with local building construction firms to offer a list of preferred local contractors for home habilitation or housing projects in coordination with local government or regional housing programs and grants.

METRICS TO EVALUATE SUCCESS

- ✓ Increase in number and size of construction trades firms.
- ✓ Increase in number of jobs and earnings of workers in target construction trades occupations.
- ✓ Increase in number of regional construction trades training program graduates.
- ✓ Decrease in cost or wait times for residential remodeling construction projects.
- ✓ Increase in number of businesses (local and non-local) participating in proposed regional housing development projects/initiatives.



STRATEGY SEVEN

Provide Support for an Aging Population

An increasing number of older adults locally and nationally are choosing to “age in place” and stay in their homes and communities if possible. The senior population of the NRV varies significantly across jurisdictions. The Town of Blacksburg and City of Radford comprise less than 10 percent seniors, partially because of the large numbers of college-aged residents who attend the universities in the area. In contrast, the senior population is close to 25 percent in the counties of Floyd, Giles, and Pulaski. The entire region comprises approximately 16 percent of residents 65 and older. This trend will continue to grow for the next decade in-line with statewide trends.

Housing for seniors who age in place is often not suitable for their changing mobility status. Designing an Aging in Place (AIP) program involves at least two essential categories: home modification and community adaptation.

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GENWORTH'S COST OF CARE SURVEY IN 2019 PUT THE AVERAGE COST OF ASSISTED LIVING AT \$4,800 PER MONTH AND NURSING CARE AT \$8,200 PER MONTH FOR VIRGINIA. USING THIS STANDARD, A HOME MODIFICATION OF \$50,000 WOULD PAY FOR ITSELF IN LESS THAN A YEAR.

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IMPLEMENTATION PLAN

Immediate

- **Evaluate networks/programs:** Coordinate with the AIP Leadership Team in the area to understand existing networks and programs that support AIP.
- **Identify gaps:** Learn where gaps exist in housing needs and services for seniors.
- **Map areas of concentration:** Map the location of senior households in the area using tract or block-group level ACS estimates to understand where concentrations exist.
- **Evaluate survey data:** Review prior surveys of senior renters and homeowners in the region to get up to date on their preferences and their plans with respect to housing. Update findings as needed.
- **Seek Best Practices for AIP policy:** Research best practices from similar communities on how they built AIP into policy and program decisions at the local level.

Short-term (next 12 months)

- **Update action plan:** Update and expand on the AIP Leadership Team's prior Action Plan to integrate key findings from this regional housing study.
- **Establish timeline & resources:** Develop a timeline for priority AIP initiatives and identify the resources needed for implementation. If resources do not permit full-scale implementation, identify initiatives that can be piloted.
- **Identify collaborative partners:** Do not duplicate services—find providers who are currently involved in AIP activities and recruit them to create a comprehensive program that incorporates a continuum of initiatives.
- **Develop a home modification program:** Implement a comprehensive home modification initiative that incorporates the following elements: home assessments, quality construction, financial assistance, and program navigation assistance.

Mid-term (12-24 months)

- **Prioritize needs:** Support localities in mapping and prioritizing the needs of their residents.
- **Incorporate AIP in housing education and outreach:** Make AIP part of follow-up housing study conversations and outreach. Make AIP a track within a housing forum event.



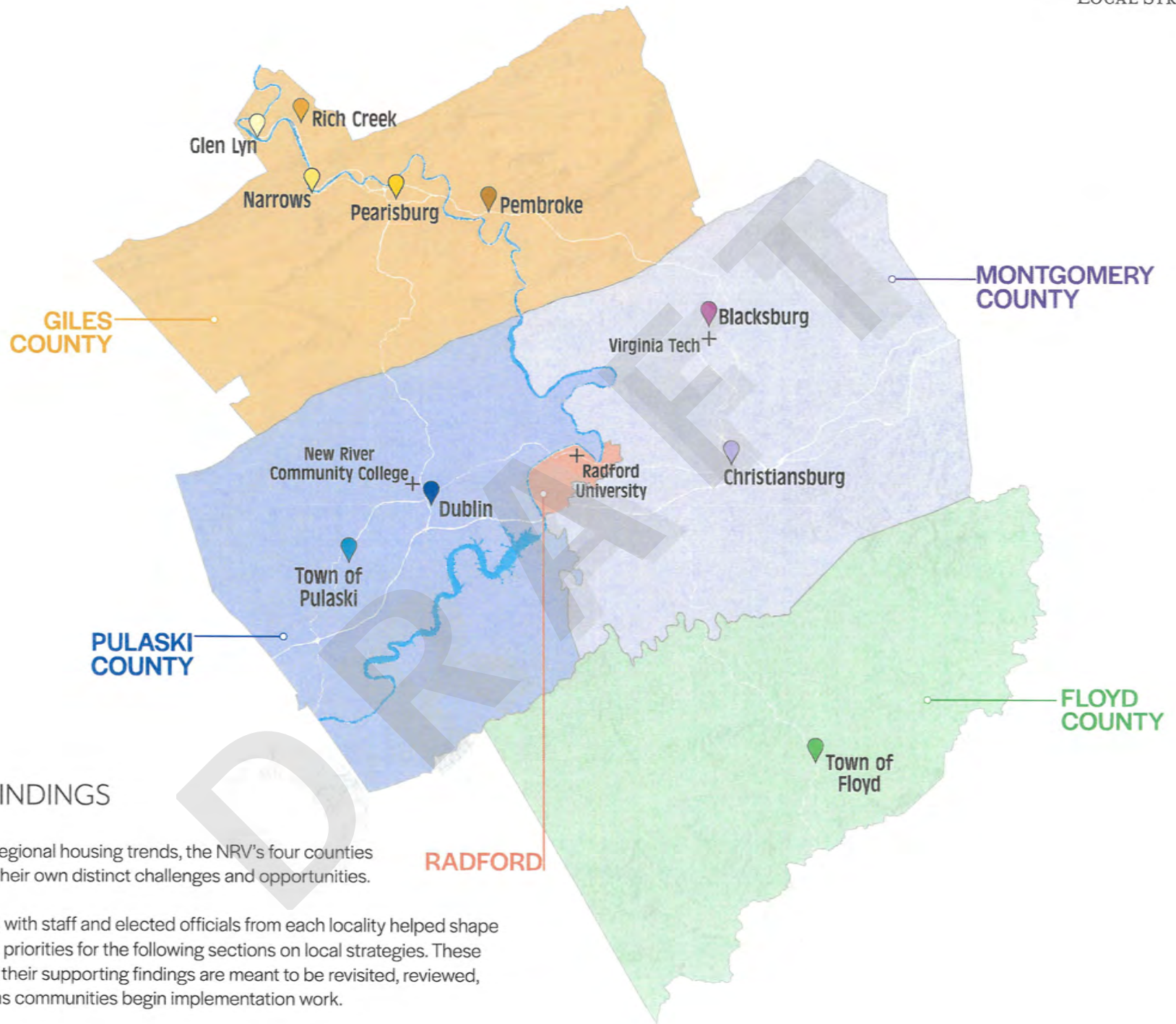
METRICS TO EVALUATE SUCCESS

- ✓ Resident tenure in their home
- ✓ Improvement in health conditions
- ✓ Decrease in the number of injuries incurred in the home
- ✓ Increase in access to services
- ✓ Improvement in health conditions for older adults remaining at home
- ✓ Increase in happiness and satisfaction because of access to services, entertainment, cultural stimulation, and socialization (measured through surveying)



05

LOCAL FINDINGS & STRATEGIES



LOCAL FINDINGS

In addition to regional housing trends, the NRV's four counties and city have their own distinct challenges and opportunities.

Conversations with staff and elected officials from each locality helped shape the needs and priorities for the following sections on local strategies. These strategies and their supporting findings are meant to be revisited, reviewed, and adjusted as communities begin implementation work.

5.1 FLOYD COUNTY + TOWN

Floyd County is a rural, mountainous community of 382 square miles known for its history of agriculture, local artisans, and heritage music.

The availability of public utilities is a limiting factor for development in the county. Public water and sewer are provided only in and around the half square-mile Town of Floyd, which serves approximately 10 percent of the county's population. The remaining 90 percent is served by private wells and septic tanks. A two-acre minimum lot size for parcels served by private wells and septic tanks mitigates their failure and allows adequate space for drainfields. However, homebuyers seeking smaller lots or proximity to town amenities have a limited pool of options. Affordability will also be a factor as the median sale price is 47 percent higher in areas served by public water than in the rest of the county.

Although not a public utility, broadband connectivity is increasingly critical infrastructure needed for households to access economic opportunities, manage household needs, and participate in their communities. Floyd-based Citizens Telephone Cooperative recently began work on a county-wide gigabit fiber installation project. Citizens projects that by the end of 2021, nearly 97

Floyd Commuter Patterns



Source: OnTheMap, 2017

percent of Floyd County homes will have fiber access. High-speed broadband will significantly impact the county's ability to attract businesses as well as residents who are able to work from home in a rural setting. With the pandemic bringing about a sharp increase in remote working, this county-wide connectivity will provide a significant competitive advantage for Floyd.

Floyd has the highest homeownership rate in the region with 81 percent of units owner-occupied. The county has the lowest gross rent in the region at \$611, rising to \$653 in the town. The number of rentals is also the lowest: the rental vacancy rate is estimated to be less than two percent, meaning that households seeking to rent will struggle to find an appropriate and affordable unit. Moreover, as many as 28 percent of Floyd County renters are cost-burdened compared to 15 percent of owners.

Floyd's economy is largely service-based, with retail, hospitality, and food service comprising over 18 percent of jobs in the county. These service jobs are historically low-wage. More than 75 percent of the jobs in Floyd pay less than \$40,000 annually, and nearly 30 percent pay less than \$15,000 annually. Workers in many common jobs at Floyd businesses do not earn sufficient wages to afford median rent or homeowner costs and would struggle to compete for appropriate housing near their job in Floyd.

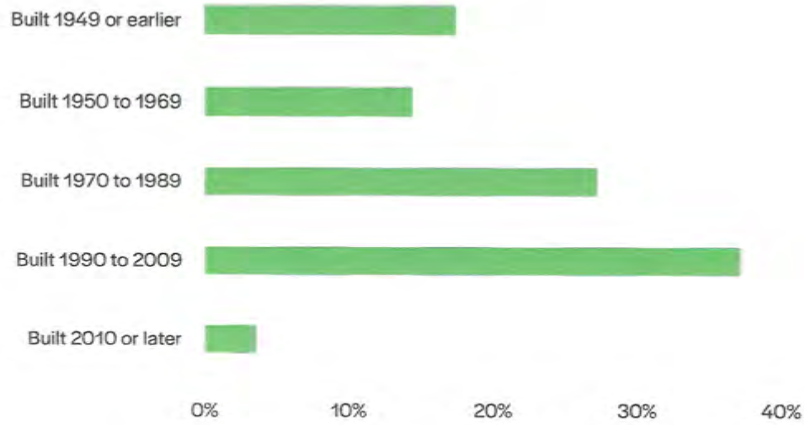
Over 70 percent of workers who live in the county commute to other localities. However, of the nearly 3,000 jobs located in Floyd, over 41 percent are held by employees living outside of Floyd, and these in-commuters may need more housing options.

Floyd Primary Job Counts by Earnings (2017)

	Count	Percent
\$1,250 per month or less	869	29.5%
\$1,251 to \$3,333 per month	1,354	45.9%
More than \$3,333 per month	726	24.6%
Total	2,949	100%

Source: U.S. Census Bureau, Center for Economic Studies, 2017

Floyd Housing by Year Built



Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Floyd and Montgomery counties have the highest percentage of homes aged less than 30 years old, with 41 percent of units built since 1990 and a median build year of 1984. Floyd also has a relatively high percentage (14 percent) of homes built prior to 1939 compared to the rest of the region.

There are more than 1,500 vacant units in Floyd. Seventy-eight percent are either long-term vacancies or held for seasonal-use and are not available to rent or purchase. Data provided by Appalachian Power confirmed that at least 200 residential units had disconnected meters which can imply long-term vacancy. Identifying long-term vacant units may present an opportunity for rehabilitation or demolition and infill, both of which improve property values and provide much-needed housing in the town and county. However, pre-existing data sources are not likely to accurately confirm vacancies in the county. Owing to their location efficiency (i.e., combined housing and transportation costs are relatively low due to proximity to job centers) and the availability of public utilities, identifying homes in and around town limits are a priority.



Recommended Floyd County + Town Strategies



1 Develop a full inventory of vacant parcels and assess for their infill housing potential

Developing a successful infill strategy will help property owners understand their parcels' potential, spur new investments, and increase beneficial economic activity. Available and developable parcels in the county's core are rare and in high demand, driving their value up regardless of the condition of the property. If creative density options are deemed feasible, this strategy could also increase the supply of attainable housing in high-amenity areas. Moreover, a public education and engagement campaign will generate a dialogue about the scope of parcel vacancy and development possibilities.

2 Hold an event on alternative homeownership models

The Town and County of Floyd are well-known for their innovative, creative residents. Hosting a symposium on alternative homeownership models would reflect on Floyd's history with cooperatives and similar communities and look toward community land trusts (CLTs) and similar shared-equity models to keep homeownership in Floyd permanently affordable and attainable.

3 Tackle vacancy by studying new tax structures

In small communities, a few vacant structures may have significant effects on property values, neighborhood image, and development potential. The Town and County of Floyd could develop a joint framework for tackling vacant property using the "fix it up, pay it up, or give it up" method developed by the Center for Community Progress. Incentivizing owners to rehabilitate their units through a rehabilitation tax abatement program may spur owners to invest in dilapidated properties, sell or donate the properties, or potentially incur code enforcement penalties. The town and county can review their fee structures and determine whether levying fines is an effective strategy.

4 Increase workforce rental housing within the PSA service area

Both the Town and the County of Floyd benefit from additional supply of many different types of housing for a mix of incomes and household types. There is an acute need for workforce rental housing within the public service authority (PSA) district. In this respect, Floyd shares commonalities with other rural jurisdictions in the state. Many of these communities lack quality workforce rental housing to serve its local workforce.

Good quality rental housing can also serve as a transition for older homeowners who may choose to downsize into smaller homes closer to amenities. Workers earning entry wages in the county's prevalent service industry also need access to affordable apartments.

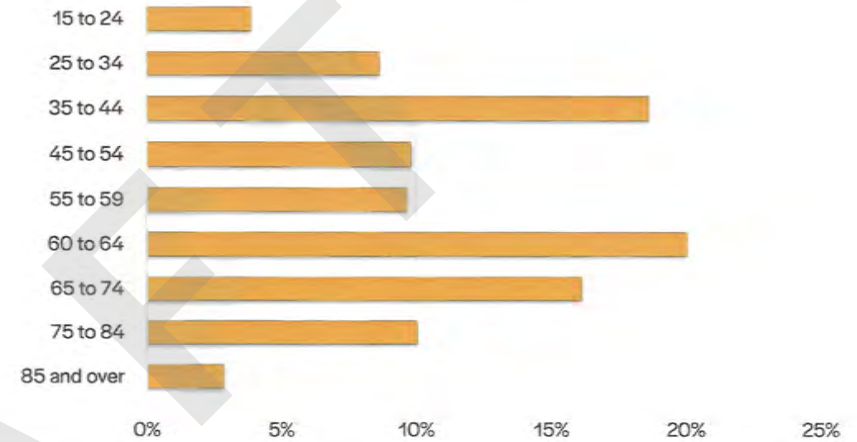
Large-scale multifamily rental development in the county and town is not feasible or desirable. Instead, relatively small, community-scale projects are more feasible and likely to conform to existing community character. Concentrated efforts to comprehensively inventory and identify potential parcels in addition to second- and third-story space in existing commercial buildings in the PSA service area is critical. In addition, the county and town benefit from strong partnerships with local realtors, developers, and local and state funders. These partnerships combine the expertise of all parties and are often critical to the success of complex development projects.

5.2 GILES COUNTY

Nearly 17,000 people live in Giles County, and almost 40 percent of households live in its five towns. Three quarters of Giles households are homeowners. Moreover, 30 percent of Giles households are one-person households; of these, many householders are 65 and older.

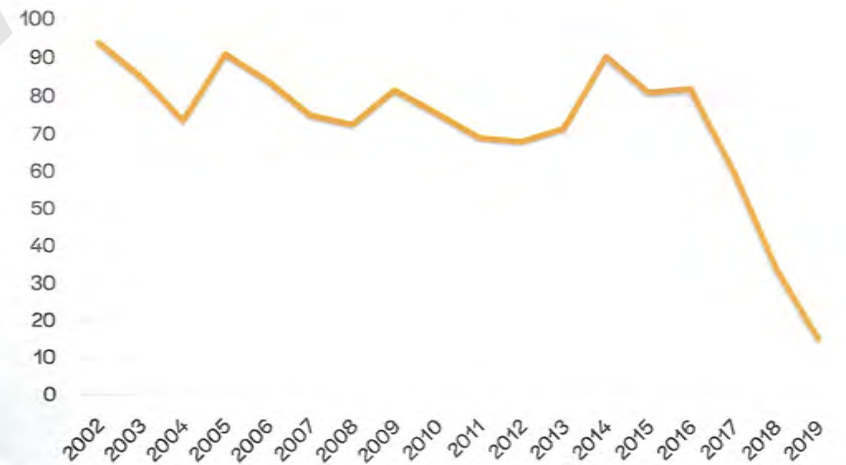
With a median sale price of \$133,000 and median rent of \$683 a month, Giles is an affordable place to live within the region. However, demand for housing in the county is high with 15 median days on market, a 79 percent decrease since the pre-recessionary peak in 2008. Input provided during focus groups indicated that housing demand is strong in the Newport and Pembroke areas, stemming from population growth in the region's largest employment centers in Blacksburg and Christiansburg.

Giles Age of Householder



Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Giles Median Days on Market 2002-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data



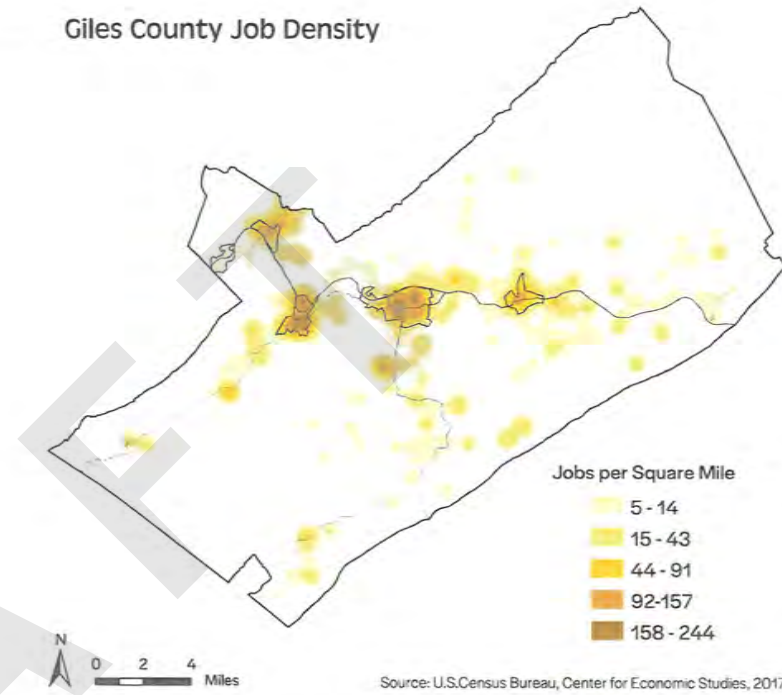
Employers in Giles County are located along the U.S. 460 Highway corridor and most concentrated in Pearisburg, which is the county seat. There are 4,255 jobs in the county. The county has high location efficiency for the 47 percent of workers who live and work in Giles, meaning combined housing and transportation costs are relatively low due to proximity to job centers.

Nearly 21 percent of households in Giles are cost-burdened, spending more than 30 percent of their monthly income on housing, and young renters and seniors are the most-affected of these. This is the highest ratio of cost burden among regional jurisdictions not dominated by students.

Focus group participants discussed that housing is needed for workers and particularly young people who do not benefit from intergenerational wealth. Participants explained that young people may need assistance in the homebuying process and may struggle to find an affordable, well-maintained home.

nearly **21%**
of **households**
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spending more than
30% of their monthly
income on housing

Giles County Job Density



Source: U.S.Census Bureau, Center for Economic Studies, 2017

Giles Commuter Patterns



Source: OnTheMap, 2017



Giles County Housing Strategies

1 Use the Planned Unit Development (PUD) framework to expand housing opportunities

In Giles County, planned-unit developments (PUDs) are used to give developers flexibility in factors such as site design, use types, and street and infrastructure design. As development pressure expands into Giles County, smart growth becomes critical. To give developers a better sense of desired housing types, densities, and styles, the county should create a land development guide. This is an illustrated “playbook” that translates zoning ordinance text into graphical representations so that architects, builders, and the public can easily understand the scale, form, and design parameters outlined in local codes.

2 Expand homebuyer education

Giles County has an interest in providing opportunities for its own residents (especially young workers and young families) to buy a home and remain county residents. Homebuyer education programs can provide guidance on topics such as home maintenance, monthly budgeting, and legal considerations. Whereas group counseling or an online counseling session may be sufficient for some homebuyers, others require longer-term assistance including credit repair, individual counseling, and down-payment savings plans.



3 Encourage smart housing growth

A collaborative strategy for shared county and town housing challenges involves the creation of a guide for common housing investments and development. Shared guidance can simplify regulations, align municipal efforts, and increase opportunities for significant state and federal funding by pooling knowledge and resources and developing a common housing vision.

This effort may include the following:

- Compiling an inventory of infill parcels that are available and designated for new construction
- Creating a directory of contractors that are available for construction and rehab projects
- Developing design guidelines for new construction
- Combining town and county resources to create a “portal” for homeownership counseling and services for residents with assistance from Virginia Housing



5.3 MONTGOMERY COUNTY

Montgomery County plays a critical housing role in the region. The county is home to the region’s two largest towns and serves as the epicenter for housing and employment demand. The county also shares borders with each of the four other localities in the region and is accessible by several main transportation corridors.

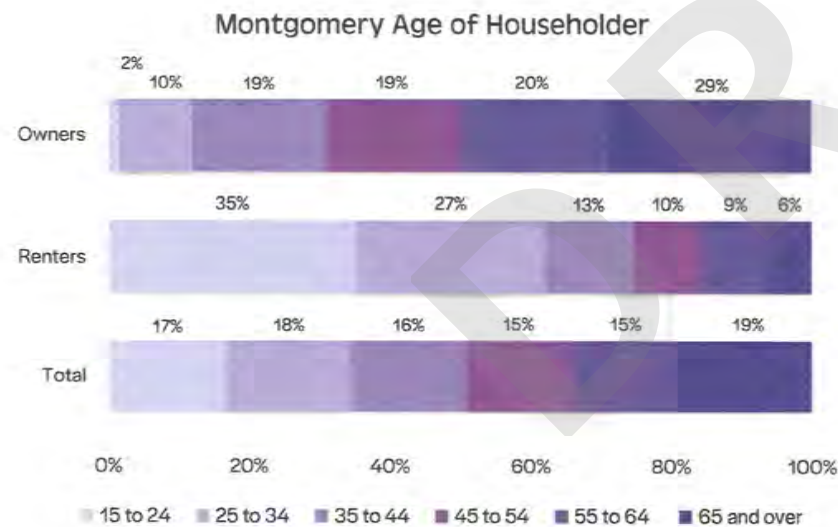
Montgomery has the largest population in the region, comprising 35,577 households. Moreover, 65 percent of the county’s population live in Blacksburg and Christiansburg. The county manages growth around its two towns and in the six villages (i.e., Belview, Elliston/Lafayette, Plum Creek, Prices Fork, Riner, and Shawsville) in the county’s unincorporated areas. Large developments are undergoing the approval process near Prices Fork, just outside of Blacksburg.

Because 30 percent of the county’s population is students who generally report low incomes, reporting median family income (\$83,630) is more useful for measurement purposes. Family households comprise two or more related individuals and so largely exclude student households.

The county’s overall population is evenly distributed across age cohorts; however, renters are disproportionately younger, and homeowners are disproportionately older. Ages of those in the unincorporated areas of Montgomery County are only slightly younger than householders in Floyd, Pulaski, and Giles Counties: individuals younger than 55 head about 50 percent of the households in the unincorporated area of Montgomery County.

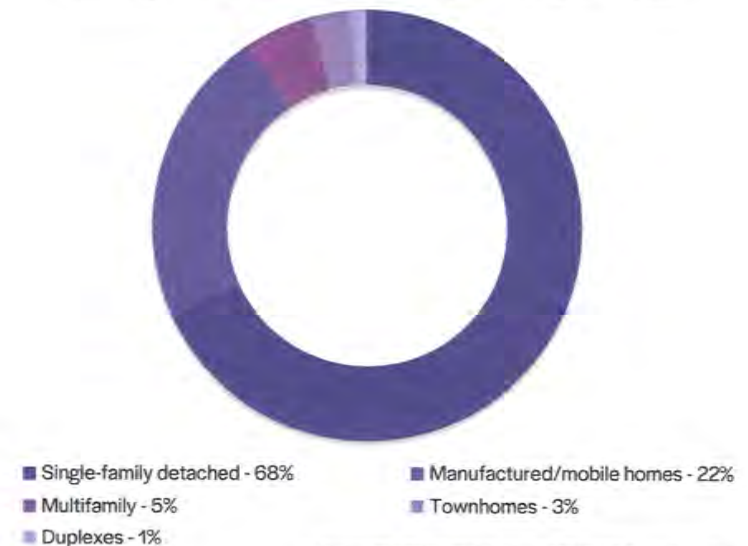
Housing types in the unincorporated areas of Montgomery are less diverse than in the towns of Blacksburg and Christiansburg. Single-family housing comprises 91 percent of the total and includes stick-built single-family detached and attached units as well as manufactured/mobile housing. A combination of multifamily housing, townhomes, and duplexes make up the remaining nine percent.

Housing stock is limited throughout the NRV. Demand is highest in Montgomery County and its two towns as evidenced by rising sale prices and decreasing median days on market. Median days on market dropped 63 percent in the county from the pre-recessionary peak in 2007 to 2019.



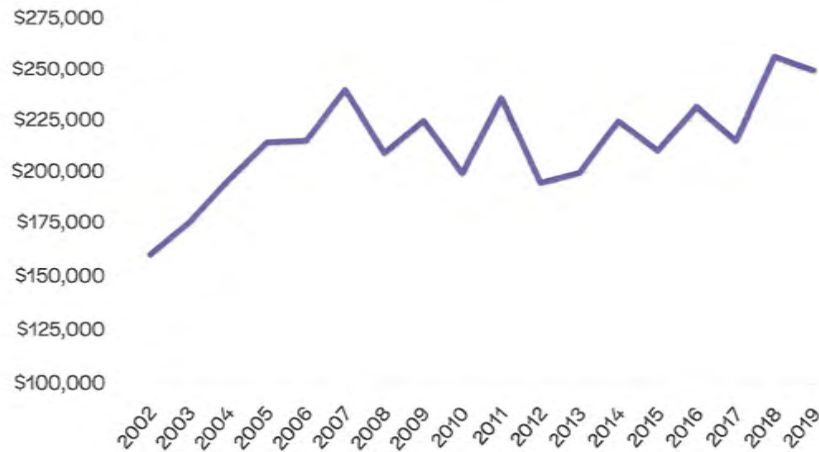
Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Montgomery Housing Types (unincorporated)



Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Montgomery Median Sale Price 2002-2019

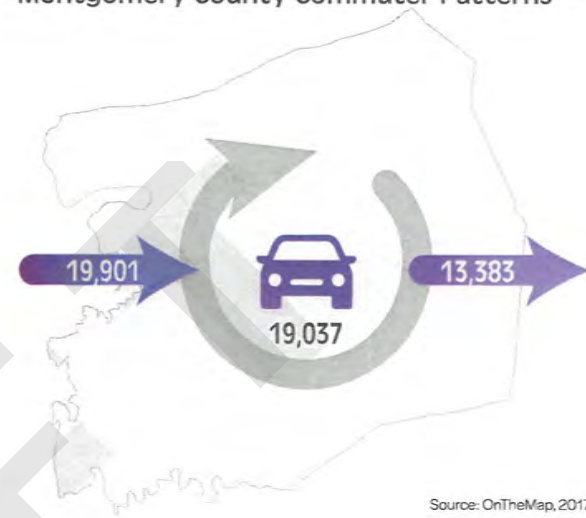


Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

As the largest employment center in the region, more workers live and work in Montgomery County than in any other locality (59 percent). More workers also commute into the county than into any other locality, with most workers coming from Roanoke, Radford, and Pulaski.

Montgomery County offers the greatest location efficiency in the region owing to the employment centers in Blacksburg and Christiansburg. Nearly three quarters of workers who live in the county have a commute of less than 25 miles.

Montgomery County Commuter Patterns



Source: OnTheMap, 2017

Montgomery Jobs by Distance*

	Count	Share
Less than 10 miles	19,552	50.3%
10 to 24 miles	8,449	21.7%
25 to 50 miles	3,807	9.8%
Greater than 50 miles	7,053	18.1%
Total	38,861	100%

*Work census block to home census block.
Source: U.S. Census Bureau, Center for Economic Studies, 2017



Montgomery County Housing Strategies

1 Streamline and enhance the PUD process for residential development

Montgomery County has successfully used the Planned Unit Development Residential District (PUD-RES) process to guide the siting, design, and development of hundreds of homes. For large-scale developments, the PUD process allows the county to take advantage of flexibility within the zoning ordinance while simultaneously receiving proper feedback from both planning officials and the public. The county can build on this success by creating pathways for enhancement and improvement to help future PUD proposals adequately meet the county's housing needs.

The following goals will allow the PUD process to adapt to the county's changing housing needs: 1) increase public engagement and trust in the PUD process; 2) proactively engage residential developers, and 3) streamline the process for encouraging more diverse and cost-efficient housing types within development proposals.

2 Reimagine manufactured home communities

Due to its large population of manufactured home communities, Montgomery County has an opportunity to become a leader in the revitalization and reimagining of these neighborhoods. While coordinated efforts to “rethink” mobile home parks across the state began in earnest less than five years ago, the county can take advantage of growing momentum among state housing institutions, nonprofit organizations, and other localities.

The county's objectives for manufactured home communities in the coming years should include:

- Elevate the role of parks in the county. In addition to supporting the regional manufactured housing assessment (detailed in Regional Strategy 5), the county can engage park owners and residents, evaluate conditions and needs, and identify opportunities for both revitalization of existing parks and the creation of new, high-quality parks.
- Evaluate how the existing zoning promotes or limits manufactured home community revitalization. Land use plays a critical role for the ability of park owners to revitalize or expand their community, or even replace existing units. The county can examine and modify its zoning ordinance to support private and nonprofit activity to improve parks.
- Connect with experts across the state (and beyond) for technical assistance and guidance. Over the past five years, Virginia has seen a growing interest in the reimagining of mobile home parks among nonprofit housing organizations, legal aid groups, and state housing officials. Many parks have been purchased by nonprofits for revitalization or redevelopment, with funding and financing options for this work. Staff should develop strong relationships with these organizations to bring new ideas and best practices to the county.





3 Establish a community land trust

A community land trust (CLT) is an alternative model of homeownership that provides homeownership opportunities to modest-income buyers and keeps homes affordable for future generations by limiting a home's future resale price. The trust is a nonprofit organization that develops homes and retains ownership of the land under the house in perpetuity, leasing the land to the homeowner with a long-term lease at a nominal price and thereby reducing the cost of the house using the value of the land. The lease contains restrictions that include an income limit for subsequent buyers as well as limits on the future sale prices of the house. CLTs across the country use a variety of mechanisms to keep the price of the home affordable.

One of the benefits of the CLT model is that unlike traditional homeownership programs, the home stays affordable for future buyers without the need for additional public subsidies. CLTs can also be used for rentals and commercial development.

4 Implement integrated community connection plans

Partnerships with neighboring jurisdictions along shared boundary corridors allow for the development of complementary and mutually supportive development strategies. By coordinating land use and working together to set density and infrastructure standards, Montgomery County, Blacksburg, and Christiansburg can guide sprawl and create diverse housing options while developing and promoting their unique characteristics to build stronger, more-attractive communities.

5 Continue to address student-impacted housing market

There are a variety of ways that universities and other anchor institutions can proactively meet the housing needs of areas impacted by student housing. While the Town of Blacksburg is most directly affected by housing pressure because of Virginia Tech students and faculty, the town of Christiansburg and the unincorporated areas of Montgomery County certainly experience the impact of the university as well.

Blacksburg and Virginia Tech began a formal discussion around housing in 2018 and produced a summary report titled "University-Town Housing Partnership: A Concept Proposal to Address Mutual Housing Needs." The goals identified in that report serve as a starting point for assisting university faculty with the purchase of existing housing stock in neighborhoods close to the university. A separate focus of the university could be the development of new housing using a faculty village concept. The two concepts are complementary and could provide a range of options to address individual faculty preference.

6 Create a joint housing strategy for US 460 Business corridor

The provision of diverse housing options along all sections of a commercial corridor supports new and sustainable growth. However, commercial corridors often exist across jurisdictional boundaries, where diverging approaches to development may negatively impact the entire corridor.

Collaboration between Montgomery County and the towns of Blacksburg and Christiansburg exists regarding the formation of the three localities' urban development areas (UDAs) elements as well as along public transit and other transportation initiatives. Further collaboration between these three jurisdictions on a joint strategy for the US 460 Business Corridor can provide Blacksburg, Christiansburg, and Montgomery County with coordinated goals and objectives that support a more vibrant commercial corridor for all residents and businesses. In addition, a formal working group that involves a diverse array of stakeholders from each locality provides an opportunity to discuss the connections between housing, economic development, and transportation.

5.3.1 TOWN of BLACKSBURG

The Town of Blacksburg houses 39 percent of the population of Montgomery County.

Virginia Tech is the region’s largest employer, with approximately 7,000 employees at the Blacksburg campus. More than 200 companies located at the Virginia Tech Corporate Research Center employ an additional 3,300 in the region. Many retail, hospitality, and service businesses in the town are supported by the student population and visitors to the university or events. Blacksburg’s housing stock is 50 percent multifamily and 50 percent single-family units.

Median days on market have decreased nearly 93 percent over the last 5 years to 3 days in 2019. Housing prices have also seen a significant increase, as evidenced by median price rising 37 percent over the period 2007–2019. Demand for rental units to meet student need has dominated Blacksburg’s new construction and affects the sale of existing units as sellers receive competitive cash bids from investors who can expect high returns on rents.

Rents are rising faster in Blacksburg than the pace of median family incomes are, indicating that median earners will face difficulties finding affordable rental housing in town.

Blacksburg Median Sale Price 2002-2019



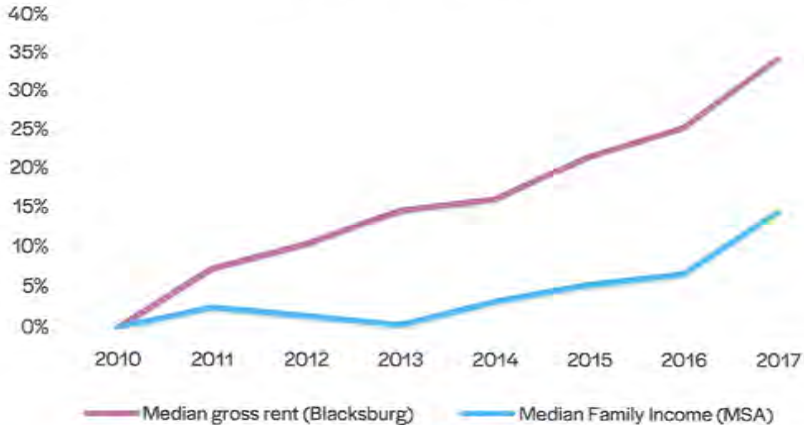
Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Blacksburg Median Days on Market 2002-2019



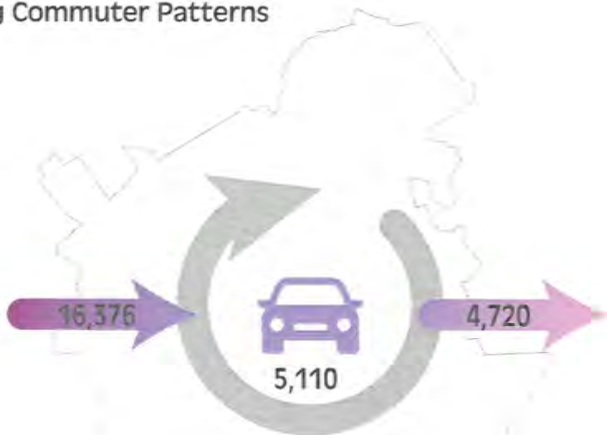
Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Blacksburg Change in Median Family Income and Gross Rent 2010-2017



Source: VCHR Tabulation of NRV REALTORS 2010-2017 MLS Data

Blacksburg Commuter Patterns



Source: OnTheMap, 2017

Blacksburg Top 10 Occupations – 24060 zip code

Fast Food and Counter Workers	674	\$20,200
Office Clerks, General	607	\$30,200
Waiters and Waitresses	447	\$23,100
Cashiers	413	\$21,200
Postsecondary Teachers, All Other	409	\$67,300
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	339	\$35,900
Registered Nurses	338	\$65,100
Team Assemblers	335	\$42,400
Retail Salespersons	334	\$27,100
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	312	\$28,400

Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Blacksburg is one of the region’s largest employment centers, drawing over 16,300 workers from outside the town. Overall, 55 percent of jobs in Blacksburg pay salaries lower than \$40,000 a year; moreover, the median wage of the top 10 occupations within the 24060 zip code is \$29,300, allowing \$733 a month for housing costs. Median homeowner costs of \$1,753 and median gross rent of \$1,033 imply that it is becoming increasingly difficult for these workers to afford housing prices in Blacksburg.

Location efficiency of housing is critical for lower-income households, as high transportation costs can negate housing costs saved by being far from employment. Blacksburg is one of the most location-efficient places to live for very low-income households as well as one of the localities where income-restricted housing is most needed owing to intense housing demand.



Blacksburg Housing Strategies

1 Establish a housing trust fund

HTFs are distinct funds established by local, regional, or state governments that receive ongoing dedicated sources of funding to support the preservation and production of affordable housing and increase opportunities for households to access decent affordable homes.

Blacksburg is pursuing a local HTF that could provide “gap” funding for a wide range of affordable housing projects, including both rentals and homeownership. HTFs can receive funding from both public and private sources, and the benefit of a dedicated funding source is that contributions to the fund are long-term and consistent. Because housing development is typically a high-capital and long-term proposition, a consistent source of funds to support future housing development is highly desirable.

2 Develop an affordable dwelling unit ordinance

An inclusionary zoning program (also known as affordable dwelling unit ordinances) for the town could encourage below-market rate units in new housing developments by offering meaningful developer incentives. By codifying affordable home production in a locality’s zoning rules, a range of housing prices and choices are delivered in all-new residential developments. In these, developers provide affordable units without additional subsidy. Most inclusionary zoning programs therefore primarily target households earning between 50 percent and 80 percent of area median income (AMI), with some targeting higher earnings levels.

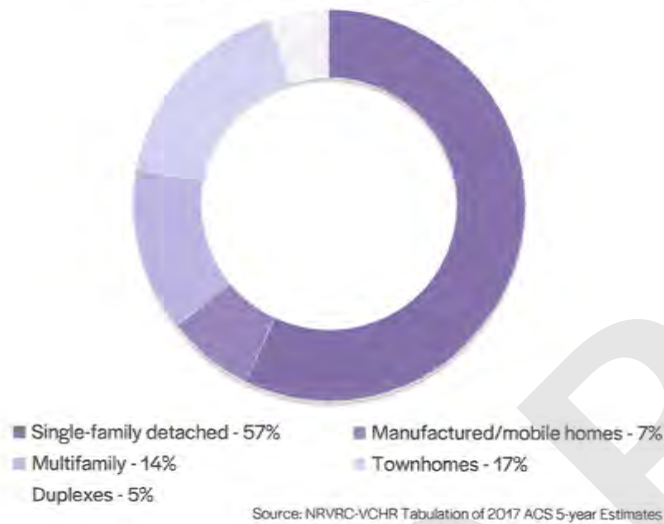
- An affordable dwelling unit ordinance catering to the town’s needs can accomplish the following:
- Build apartments at price points currently unobtainable for low- and moderate-income families
- Encourage smart density, green building design, and energy efficient construction to lower environmental impacts
- Support private development by providing clear and predictable guidance
- Remain flexible and adaptable to changing market conditions



5.3.2 TOWN of CHRISTIANBURG

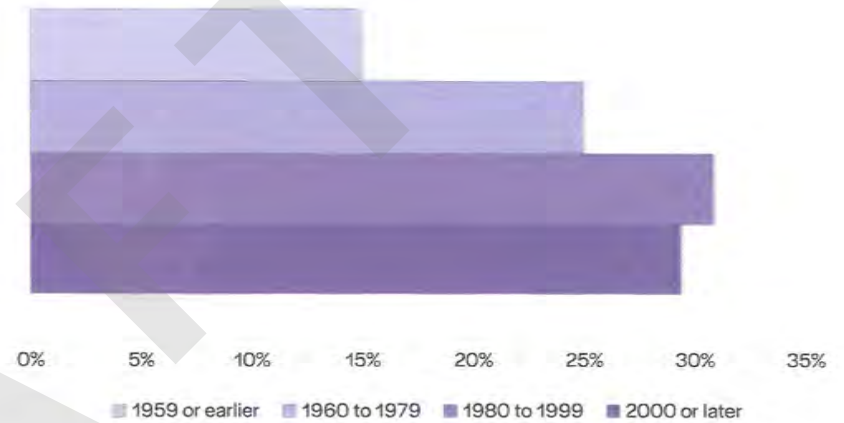
Christiansburg has the youngest, most-diverse housing stock in the region, with over a quarter of its housing built during 2000–2009. The town has consistently responded to the housing demand in Montgomery County by developing new units and offering housing options that are appealing to young professionals and first-time homebuyers. Christiansburg houses approximately 14 percent of the region’s population and 27 percent of that of Montgomery County.

Christiansburg Housing Types



24% OF CHRISTIANBURG'S HOUSING STOCK WAS BUILT BETWEEN 2000 - 2009

Christiansburg Housing by Year Built

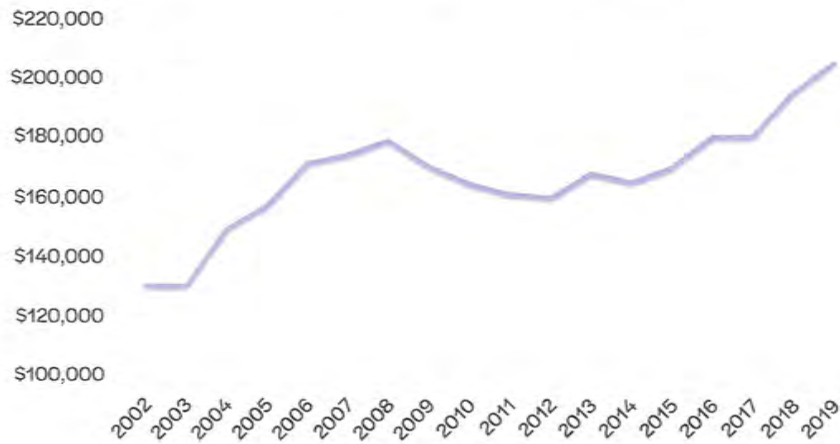


Over 900 units in town have been approved or are in the approval process, representing a diverse mixture of single-family detached units, townhomes, and multifamily units.



Although Christiansburg has historically been an affordable option for housing, the town is experiencing the same high demand and tightness in the market that exists in Montgomery County and in Blacksburg. Over the period 2010–2019, median sale price increased 32 percent and median days on market dropped from 83 to 7. As renters comprise 37 percent of the housing stock, this increase in housing demand may be appealing to investors.

Christiansburg Median Sale Price 2002-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Christiansburg Median Days on Market 2002-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Christiansburg Commuter Patterns



Christiansburg is one of the region's employment and amenities centers, offering transportation and housing cost-efficiency. The cost of transportation is often overlooked as households choose housing but is typically the second highest household cost. Christiansburg is location efficient for very low-income households; however, income-restricted housing is most needed there owing to intense housing demand.

There are more than 12,000 jobs in Christiansburg, with nearly 10,000 employees commuting into town from mainly Blacksburg, Radford, and Roanoke.

Focus group participants from Blacksburg's IT community said that employees are looking for homes in amenity rich, walkable places. However, they emphasized that the homes do not need to be in Blacksburg. They gave Christiansburg as an example and suggested that community and amenity development in Christiansburg's established and developing neighborhoods, combined with more affordable housing, could make the town more attractive to employees.



Christiansburg Housing Strategies

1 Preserve and improve aging townhouse communities

Addressing aging townhouse or condominium communities is a challenge for many jurisdictions. These communities began as affordable homeownership opportunities, but many have transitioned to rentals.

A long-term approach has several components:

- Identify resources that can be made available to existing property owners to help make needed improvements.
- Adopt rental inspection districts that include the areas of concern.
- Seek a partnership with a non-profit housing provider to undertake targeted acquisition of townhomes.
- Encourage the acquisition of for-sale properties by owner occupants.

2 Consider expansion of accessory dwelling unit allowances

Accessory dwelling units are small homes owned and managed by existing homeowners in the community. Programs often allow single-family homeowners to build small accessory units in garages, in the back or side yards, or attached to their home. Some programs also allow accessory units to be created within the existing building's structure.

These units are low cost owing to their small size, and they can be affordable rental housing for those seeking rentals such as young workers and seniors. Moreover, they may help multigenerational families stay together on their property.

The town can expand its ADU allowances in its zoning ordinance to promote greater housing diversity and to spur additional investments in neighborhoods by allowing owners to increase the economic potential of their properties. The town should also review its occupancy standards as part of this strategy.

3 Improve/strengthen code enforcement and inspection programs

Ensuring that existing housing remains safe and healthy is a crucial component of local housing strategies, primarily through code enforcement and building inspection programs. However, traditional code and inspection programs often have adversarial relationships with property owners, preventing the transformative changes needed.

Localities are seeing the benefits of strengthening and expanding their code enforcement and building inspection programs. In some cases, programs are partnering with community organizations and promoting coordination with other local agencies and departments. Such expansive programs lead to greater education and awareness of potential hazards as well as increased resources for residents and property owners.

4 Promote adaptive reuses of institutional properties

Localities are seeking innovative ways to address ever-expanding housing challenges in their community. One such strategy is reimagining public real estate assets. Because of higher levels of site control, these properties represent major opportunities for new housing investments and are often desirable housing options for residents seeking to live in vibrant, walkable communities.

Citizens are typically in support of renovating and restoring older, vacant buildings. To do so, the town can pursue incentives that encourage developers to take on these types of projects as they can be considerably more expensive than new construction.

5 Align housing and community development efforts

Community development progress and housing progress are interconnected: as infrastructure, amenities, retail, dining, and entertainment expand, the demand for housing follows.

Prioritizing connectivity of bike and pedestrian access, transit, recreation amenities, and vibrant gathering places within housing development attracts a wide range of residents. Existing residential areas near commercial areas (e.g., downtown) also benefits from the infill of these amenities as residents seek housing nearby.

5.5 PULASKI COUNTY

Pulaski County, where 21 percent of the region's households reside, is the second-most populated county in the region. Like many rural localities across the country, Pulaski's population of older adults is growing and expected to comprise 25 percent of the county's population by 2040.

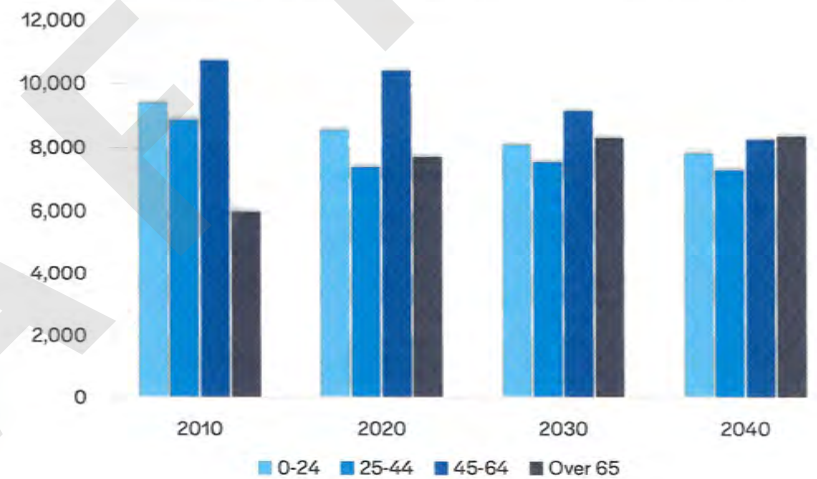
Focus group participants mentioned a lack of newer single-level housing models and the need for more walkable communities with nearby amenities and shopping. These same amenities are in demand among other groups as well, including families and young professionals.

Pulaski has identified population growth as a priority and has approved the development of over 400 units of new single-family detached, townhome, and multifamily houses over the next 10 years.

Pulaski has several large-scale employers that attract households to live nearby. Just over 37 percent of Pulaski workers live and work in the county. Approximately the same number of workers commute into and out of the county. County employers offer more than 12,700 jobs, representing 19 percent of the region's total and the second-highest job count in the region.

Strong growth in the manufacturing and transportation/logistics sectors over the past decade have brought employment levels back up to pre-recession levels. The well-paying manufacturing and logistics sectors added more than 900 jobs in the past 5 years, leading job growth in the county and offsetting losses in other sectors.

Pulaski County Population 2010-2040 (projected)



Source: 2010 ACS 5-year Estimates, Weldon Cooper Center for Public Service 2019

Industry Growth Trends, Pulaski County 2020

Industry	Number of Employees	5-Year % Change	5-Year Change in Employees
1 Manufacturing	5,194	2.7%	638
2 Transportation and Warehousing	1,179	5.8%	289
3 Accommodation and Food Services	1,169	3.5%	187
4 Health Care and Social Assistance	1,488	1.4%	97
5 Other Services (except Public Administration)	650	2.7%	82

Source: Jobs EQ 2020



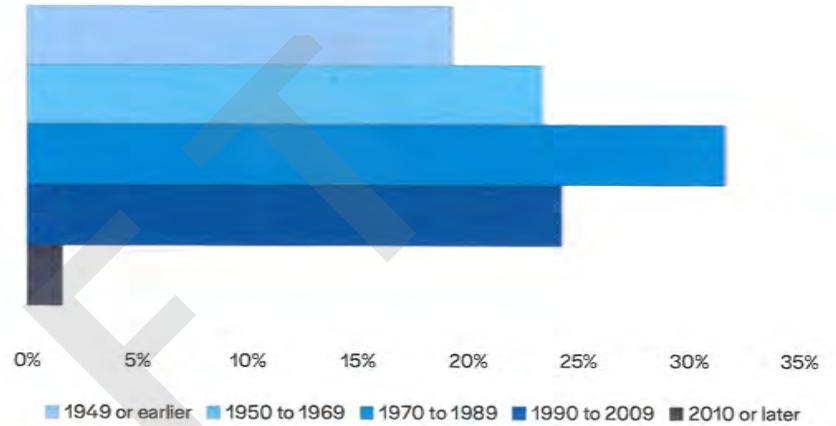
Pulaski has among the most-affordable housing prices and rents in the region, but the ratio of available for-rent or for-sale stock is relatively low.

Pulaski's median sale price has risen nearly 22 percent since its pre-recessionary peak in 2006. Moreover, median days on market have fallen to 11.5, an 85 percent decrease over the same period.

The median build year for Pulaski County homes is 1975, and approximately 40 percent of the county's housing stock predates 1969.

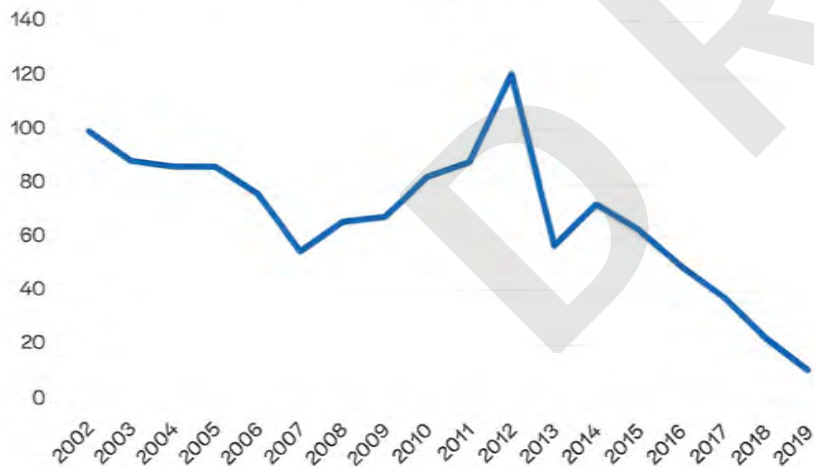


Pulaski Housing Stock by Year Built



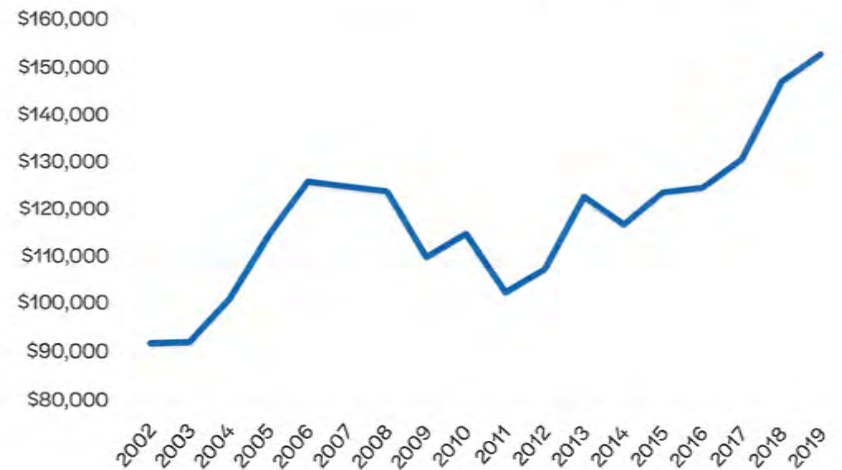
Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Pulaski Median Days on Market 2002-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Pulaski Median Sale Price 2002-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Pulaski County Housing Strategies

1 Improve and preserve existing housing stock

Because 63 percent of Pulaski’s housing stock is aged 40 years or older, regular maintenance and upgrades are necessary to keep homes safe, up to current codes, and able to retain their monetary value. As existing housing stock ages, communities can promote maintenance standards to prompt owners to make necessary improvements to adequately maintain their properties.

There are three basic approaches that can be employed for improving housing conditions and preserving the existing housing stock in the county:

- 1. Enhanced code enforcement and adoption and enforcement of the property maintenance code.
- 2. Incentives for property owners to make improvements to their buildings.
- 3. Partnerships with housing providers to undertake homeowner rehab and repair programs as well as housing acquisition and rehabilitation.

2 Develop an action plan for transforming county assets into housing

The adaptive reuse and reimagining of public real estate assets can provide major opportunities for new housing investments in Pulaski. Identifying and documenting county-owned parcels that are vacant or underused provide a starting point for future conversations with potential developers. These buildings often carry a sense of local identity for residents, and finding new ways for them to remain in the community are a welcome alternative to demolishing the structure and rebuilding.

3 Continue community development partnerships with towns

The county can help both towns capitalize on their assets through community development partnerships. The opportunity in Dublin lies in the development of new, high-quality housing development for ownership and rentals. Although new local housing will help meet the needs of new employees for companies located at the County Industrial Park new town, the area does not offer the

range of housing choices and amenities that many workers may desire. In the Town of Pulaski, there is opportunity in maintaining the historic character of the town. There are numerous historic structures that are ideal for historic restoration and conversion to mixed-use development. The town offers a charming, walkable urban center that is attractive to many households. Creating attractive apartment and loft-style housing while continuing to build the retail base, including shopping, dining, and entertainment, is critical to success.

4 Implement strategies in the comprehensive plan that address housing access and strategic "40 by 30" growth

In the county’s most recent comprehensive plan update completed in 2019, the county stated its goal of growing the population to 40,000 by 2030, which is achievable. To support this goal, the county should promote and plan for creative density options that are better connected to amenities and resources thereby avoiding sprawl which could consumer important agricultural land.

5 Address water and sewer needs via strategic infrastructure financing

Pulaski County requires additional water and sewer infrastructure to accommodate growth through new residential and commercial development. Many county residents also want to preserve the rural, small-town character of the area.

As the county continues to refine and define its growth areas, it can target public and/or private funding necessary to finance the expansion of water and sewer systems. Well-crafted growth areas and plans may increase competitiveness for statewide funding.

5.5.1 TOWN of PULASKI

The Town of Pulaski is the county seat for Pulaski County. There are nearly 4,000 households in town, 61 percent of which are owner-occupied and 39 percent of which are renter-occupied. Approximately 53 percent of homeowners do not have a mortgage.

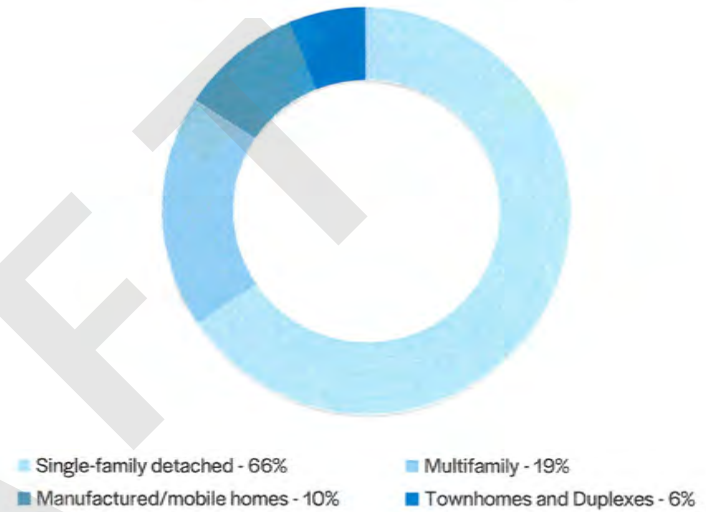
Single-family detached housing comprises 67 percent of the town's housing stock, and multifamily housing comprises another 19 percent.

The town has the largest amount of historic housing in the region, with 31 percent of homes built prior to 1950 and more than 15 percent built prior to 1939. The median home value in town is just over \$109,000.

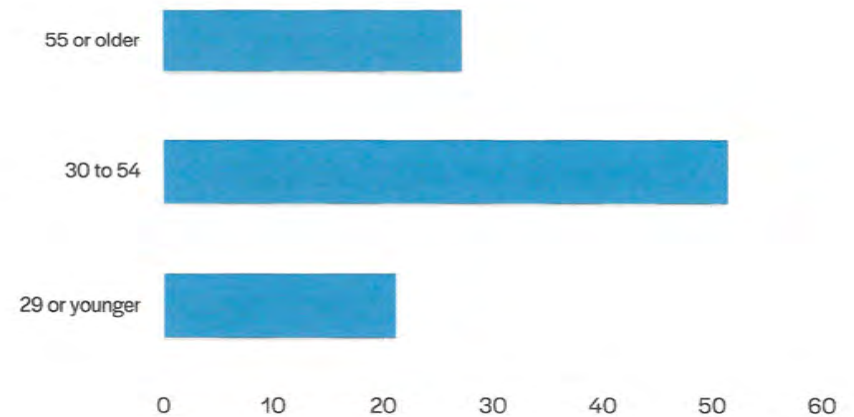
Although housing in the town is some of the most affordable in the region, decreasing median days on market (13 days in 2019) imply that demand is high. This is similar to the county overall (12 days).

Median sale price in town was \$113,700 in 2019, a nearly 18-percent increase from 2018.

Town of Pulaski Housing Types



Town of Pulaski Age of Workforce

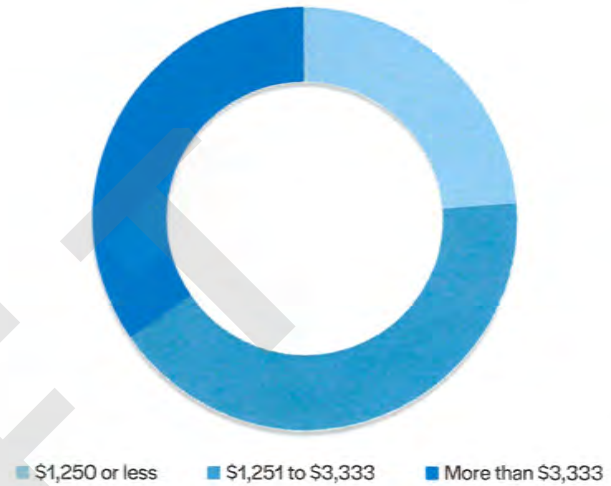


Source: U.S. Census Bureau, Center for Economic Studies, 2017

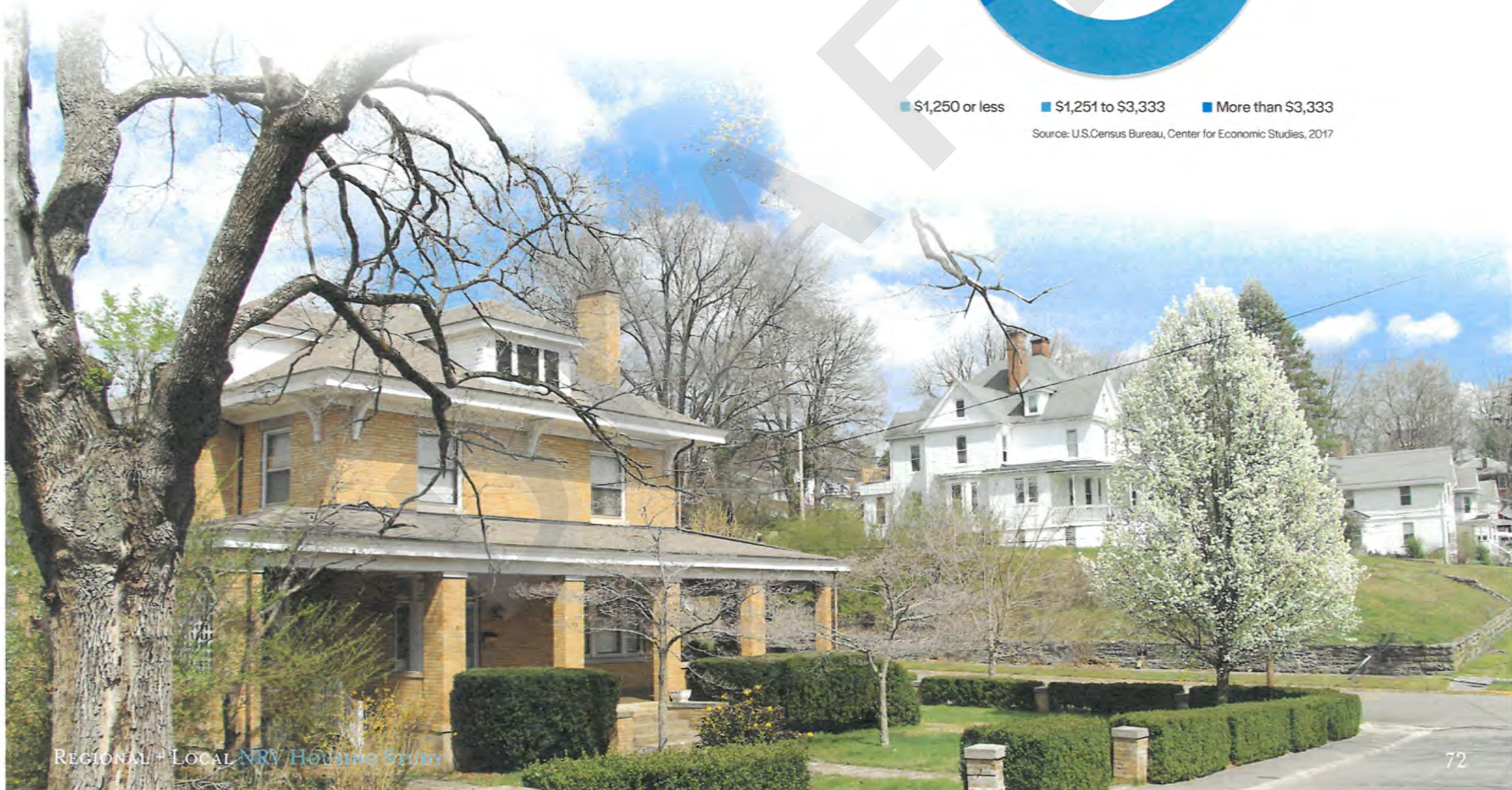
Approximately equal numbers of workers commute out of and into town, and 18 percent of workers both live and work in town. Just over half of the town's workforce is aged 30–54, whereas over 27 percent is 55 or older.

As one of two major employment centers in Pulaski County (3,400 jobs), the town is a location-efficient place for residents. Location efficiency of housing is more critical for lower-income households, as high transportation costs can negate housing costs saved from living further from employment. Very low-income individuals and families struggle to live even in the most location-efficient places.

Town of Pulaski Monthly Earnings



Source: U.S. Census Bureau, Center for Economic Studies, 2017



Pulaski Town Housing Strategies

1 Continue community placemaking efforts

Community development progress and housing progress are interconnected. The two form a virtuous cycle—as infrastructure, amenities, retail, dining, and entertainment expand, the demand for housing follows. People are attracted to vibrant spaces in lively communities. As the number of people living in the town (in particular, downtown) increases, the market for businesses with more customers in stores, shops, restaurants, and coffee shops improves.

The continuing revitalization of the downtown area as well as addressing vacant and/or dilapidated buildings is critical to attracting new businesses and residents. The Downtown Revitalization Plan completed in 2017 provides a blueprint for progress and includes a detailed inventory of blighted buildings and underutilized properties.

2 Develop a housing improvement plan using windshield survey results

Smaller communities can conduct robust data collection, which can provide a wealth of accurate findings to help housing and community development planners make decisions.

One method for collecting information on housing conditions in town is a “windshield survey,” where researchers gather and record data on properties while driving by in a car. The same process can be completed on foot as a “walking survey.” Common observations include age and condition of housing, type of housing, and occupancy status. Using these findings, town staff can analyze patterns, determine gaps in investment and infrastructure, and target interventions more efficiently.

From this data, a housing improvement plan can be created to address ways to protect neighborhood assets, including long-term homeowners and vulnerable renters. It may also craft ways to increase investment in blocks that need it the most.

3 Explore potential uses for the housing authority

Although the Pulaski Redevelopment and Housing Authority (PRHA) does not currently own or operate any housing communities, it has occasionally assisted the town in property acquisition. An opportunity exists in expanding the role of the PRHA in the context of downtown revitalization and community development. Such Virginia authorities have a wide range of powers for this purpose, including the following:

- The ability to acquire, own, hold, and sell property so the PRHA can operate like a town land bank.
- The ability to acquire deteriorated and blighted property to address substandard housing conditions in the downtown area for demolition or rehabilitation.
- The establishment of redevelopment areas and conservation areas.
- The ability to act as a developer and owner of property.

4 Use comprehensive plan update to explore density options and expand housing education efforts

Comprehensive plans are tools that can educate the public about housing needs and challenges as well as explore creative density options for future development. As the Town begins its comprehensive plan update, it can first educate the public about housing needs and challenges in general; and second, explore creative density options for future development in the Town. These options may include townhomes, duplexes, small apartment buildings, tiny homes, modular, or manufactured homes.

To expand housing education efforts and encourage more diverse housing options, the Town could consider the following steps as part of its comprehensive plan efforts:

1. Determine the capacity for, and expectations of, public engagement
2. Develop a roadmap and timeline for engagement points with the public
3. Use the latest research on messaging and reframing to counter NIMBY-ism and build wide support

5.6 CITY of RADFORD

The City of Radford comprises 5,500 households, and the median household income is \$36,082. Because 42 percent of the city’s population is students who disproportionately report low incomes, reporting median family income (\$56,648) is useful. Family households are households that are composed of two or more related individuals and so largely exclude student households. Median family income is \$56,648. Just over half of Radford households rent their homes.

Radford Housing Types



Single-family detached - 55%
 Multifamily - 36%
 Manufactured/mobile homes - 5%
 Townhomes and Duplexes - 4%

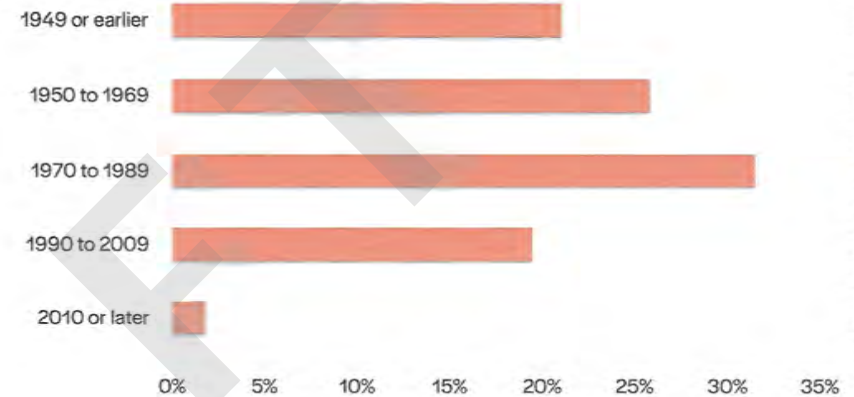
Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Nearly half (47 percent) of the city’s housing was built prior to 1970, whereas less than 2 percent was built after 2010.

Nearly 3,200 homes were evaluated by the city in 2019 using a windshield survey. The study team rated homes using a 5-point scale, with scores reflecting the level of investment required for a home to earn full market value. A score of “1” indicated that a home required no work, whereas a score of “5” implied that a home was dilapidated. The scores and distribution were as follows:

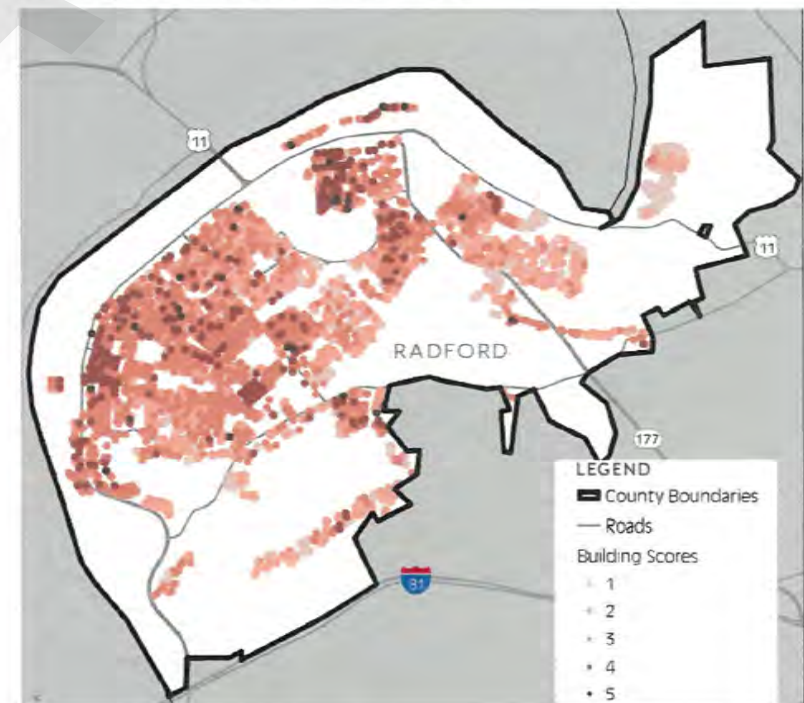
- No work needed: 442 homes, or 14 percent of those surveyed
- Light work needed: 975 homes, or 31 percent of those surveyed
- Average: 1,444 homes, or 45 percent of those surveyed
- Significant work needed: 300 homes, or 9 percent of those surveyed
- Distressed: 30 homes, or 1 percent of those surveyed

Radford Housing Stock by Year Built



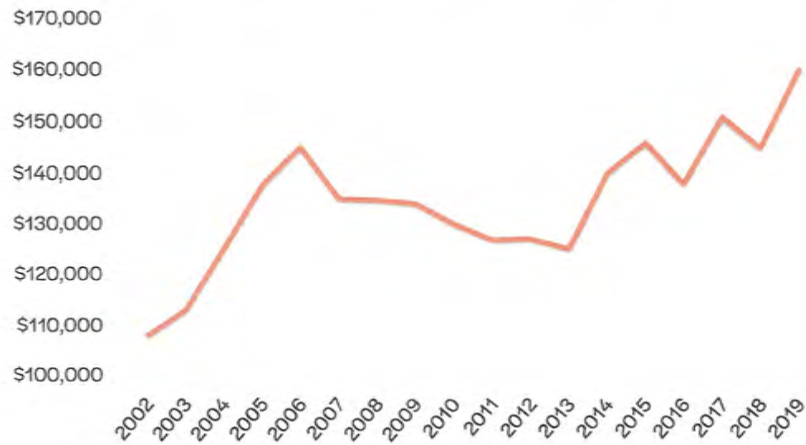
Source: NRVRC-VCHR Tabulation of 2017 ACS 5-year Estimates

Housing Conditions Windshield Survey



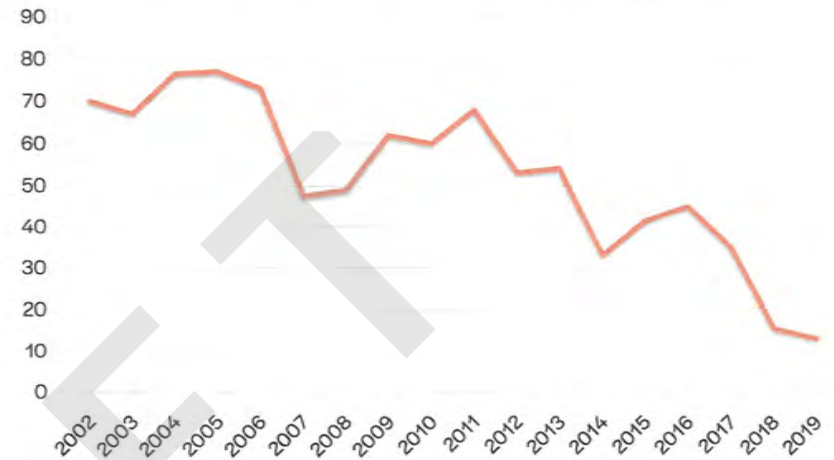
Source: VCHR & NRVRC 2019

Radford Median Sale Price 2002-2019



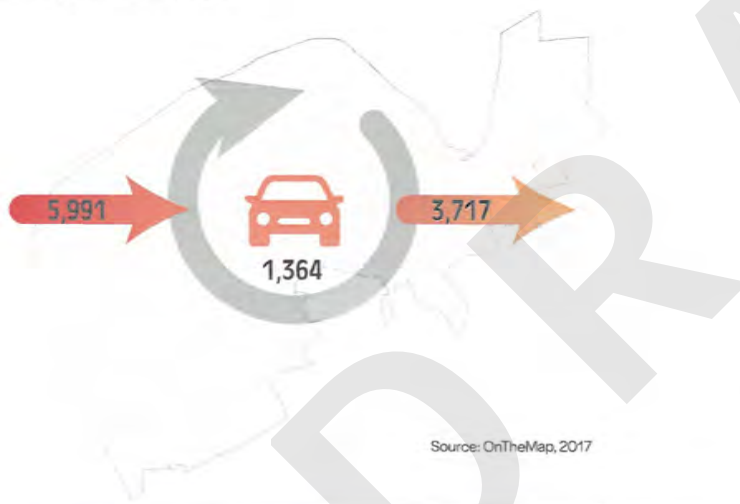
Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Radford Median Days on Market 2002-2019



Source: VCHR Tabulation of NRV REALTORS 2002-2019 MLS Data

Radford Commuter Patterns



Source: OnTheMap, 2017

Healthy housing markets have a market vacancy rate between two and seven percent. Market vacancy in Radford is nine percent, which is overwhelmingly attributed to an abundance of vacant rental properties and not to homeownership units.

Currently, over 81 percent of Radford’s workforce commutes from outside the city, whereas nearly 19 percent of city jobs are held by its residents.

Like other NRV localities, decreasing days on market and rising sale prices indicate high demand for Radford. The city has experienced an 81 percent decrease in median days on market from 2002–2019, falling from 70 to 13. Median sale price during the same period increased over 48 percent.



Radford Housing Strategies

1 Encourage zoning that allows for creative density options

The greatest demand for housing in the city is for modestly priced starter homes. These homes sell the quickest, and some are transacted as pocket listings. One strategy to address the scarcity of these less-expensive homes is by reducing the land cost per home through greater density. This can be achieved by changing local land-use regulations to allow for and incentivize the production of such smaller, less-expensive homes.

Innovative housing types that benefit from changes in regulations include the following:

- Site-built smaller square footage homes.
- High-quality manufactured and modular homes.
- “Missing middle” homes that take the form of attached townhomes, duplexes, and small-scale apartment buildings.
- Accessory dwelling units.

2 Enhance rental inspection program and develop property maintenance code

Ensuring that existing housing remains safe and healthy is a crucial component of local housing strategies, specifically through code enforcement and building inspection programs. Strong, proactive code enforcement and building inspection program can help localities work with property owners to improve properties in support of healthy and vibrant communities.

Localities nationwide are seeing the benefits of strengthening and expanding their code enforcement and building inspection programs. In some cases, programs are partnering with community organizations and promoting coordination with other local agencies and departments. Such expansive programs lead to greater education and awareness of potential hazards as well as additional resources for residents and property owners. Strong and effective programs are focused on proactive, cooperative, and holistic strategies.

3 Encourage workforce housing in mixed-use development

Developing retail, commercial, and residential properties near each other has proven an effective strategy in mid-sized and larger communities. This approach provides the vitality desired by shoppers, workers, and residents.

Virginia Housing is the best resource for downtown revitalization that includes housing. The mixed-use/mixed-income program provides low-rate mortgage financing for projects that include both housing and commercial spaces. Virginia Housing is flexible regarding income levels served, up to 150 percent of AMI. Additional, very affordable apartments are allocated through a negotiation that considers the underlying economic feasibility of the project.



PARTNERSHIP STRATEGIES

1 Create a university-town faculty housing strategy

Radford seeks to provide more opportunities for Radford University faculty to live within the city. There are a variety of ways that universities and localities can proactively meet faculty and staff housing needs while simultaneously accounting for those of the surrounding community. Initial steps may include the following:

1. Establish a task force of city and university representatives.
2. Project current and future housing needs for faculty and staff.
3. Determine where needs are being met and where gaps exist.
4. Build on existing momentum to create a common vision for locations and types of housing for university stakeholders.
5. Incorporate vision into ongoing city planning efforts and university administrative programs.

CONCLUSION

The findings in this report demonstrate that housing is connected to many elements of our lives – transportation, employment, recreation, education, and our overall wellbeing. The recommended strategies were tailor-made for each locality, and seven regional strategies require our partnership and collaboration.

Demand for housing in the region is growing steadily. Adding housing of varied size and type to meet demand, encouraging re-investment in existing housing, and finding ways to proactively reserve housing for essential, low-income workers and their families are important components of the region's housing

market health and future economic growth. Furthermore, responding to demand requires collaboration among not only local governments and developers but also employers, institutions, and residents.

For those who live, work, or play in the New River Valley, these findings should motivate us to action, and the local and regional strategies are the first step toward implementation. Embracing our opportunities and collectively identifying and tackling our challenges is how the NRV has come to be such a desirable place to live.

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