

EXHIBIT 'A'



**TOWN OF GRAND LAKE
LOCAL EMPLOYEE RESIDENCE PROGRAM
MANUAL**

July 2008
Resolution 5-2008

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Town of Grand Lake Local Employee Residency Program (LERP) General Information

The purpose of this program is to create and maintain a suitable, year round attainable housing stock for people who work in Grand Lake. The Town of Grand Lake has committed to increase the supply of housing units to those who live and/or work in the Town or Grand Lake and Grand County. In recent years, the cost of housing has increased at a rate much faster than the increases in the earnings of low to moderate-income households. This, in turn, has affected the ability of the community to retain and attract employees.

The Town of Grand Lake Local Employee Residency Program requires new residential development of five (5) or more units to provide at least 10% of the housing that it produces as attainable to households defined herein. The program also seeks to distribute community housing throughout new developments and that these units will be produced in proportion to market rate housing that is constructed in any new development.

The Town of Grand Lake also recognizes that attainable housing is a valuable community resource that needs to remain available for not only current residents and employees, but also for those who may come to the area in the future. For this reason, units that are constructed or provided through this program will be held as permanently attainable. This will require deed restrictions to assure that prices remain attainable over time.

Basic requirements and obligations for ownership of a Local Employee Residence are, as follows. *Please consult the Local Employee Residence Program Requirements and Guidelines for more detailed qualification components.*

1. You must be currently employed or have a bona fide offer of employment within the Town of Grand Lake or Grand County to purchase a unit. You will be required to present proof of employment. Employment includes both retired and disabled persons. Priority is based on a three-tier system:
 - a. Tier I Qualifiers will be those persons who own, are full-time employed, or have retired from employment with, a business within the Town of Grand Lake municipal limits.
 - b. Tier II Qualifiers will be those persons who own, are full-time employed, or have retired from employment with, a business within 10 (ten) miles of the Town of Grand Lake municipal limits.
 - c. Tier III Qualifiers will be all other full-time employees, or have retired from employment with, a business within Grand County.
2. You may not own improved property elsewhere and you must occupy the Local Employee Residence property as your sole, exclusive, and permanent place of residence during the entire time you own.
3. The property may not be used for rental income unless:
 - a. You continue to reside in the residence and choose to bring in roommates;
 - b. You're moving and you have the property up for sale;
 - c. You have been approved for a temporary leave of absence; or
 - d. You have constructed an Accessory Dwelling Unit pursuant to the Town of Grand Lake Land Use Code, and provided you continue to reside in the main residence.
4. The units will be subject to an appreciation cap and specific resale procedures, both intended to make the initial price as low as possible and keep it that way well into the future.
5. You must be pre-qualified with a mortgage lender, and provide the Town of Grand Lake with a letter from the lender to that effect.

If you are interested in participating in the Town of Grand Lake's Local Employee Residence Program, please contact the Town of Grand Lake at 970.627.3435. Staff is available to assist you with this program.

Town of Grand Lake
Local Employee Residency Program (LERP)
Roles and Responsibilities

For the Local Employee Residence Program to be properly administered and managed, the following roles and responsibilities have been identified for each of the respective parties involved in the program.

Planning Commission

ROLE:

It is the role of the Town of Grand Lake’s Planning Commission to act as the negotiator and facilitator for proposed developments that incorporate the Inclusionary Zoning (IZ) requirements.

RESPONSIBILITIES:

The Planning Commission is responsible to:

- Ensure the proposed development includes Inclusionary Zoning and a Local Employee Residency Plan
- Determine the number of IZ units to be built in the development
- Determine the size and type of IZ units to be built
- Determine the location of the IZ units in the development
- Determine the start and completion time frame for building each IZ unit
- Provide recommendations to the Board of Trustees for the IZ requirements

Board of Trustees

ROLE:

The Town Board of Trustees role is to be the responsible authority in charge of reviewing and granting approval of the subdivision plats that need to incorporate the Inclusionary Zoning requirements.

RESPONSIBILITIES:

It is the responsibility of the Town Board of Trustees to:

- Review plats
- Grant modifications or adjustments to the plat
- Evaluate and decide if off-site locations or other substitutions are appropriate
- Grant or deny leave of absences over three (3) months in duration
- Hear and approve all requests for capital improvement projects to a LERP home
- Review and either approve or deny the Local Employee Residency Plan for a development either prior to or concurrent with the application process for the development
- Approve or deny a request from a developer for a special review for variance from LERP guidelines

- Review and revise the Inclusionary Zoning Code as necessary
- Monitor the Program for achievement of goals

Program Administrator

ROLE:

The Program Administrator will be the central informational gathering and processing point for the LERP.

RESPONSIBILITIES:

The Program Administrator will be responsible for:

- Administering the LERP
- Issuing the certification of eligibility with a priority number to a qualified buyer
- Ensuring that authorized capital improvements (CI) are completed
- Updating all financial requirements and values based on yearly and CI adjustments
- Setting and adjusting the maximum sale price of the home per LERP guidelines
- Maintaining a list of qualified purchasers
- Maintaining a list of current and proposed LERP units
- Contacting applicable agencies and organizations when necessary
- Receiving and reviewing a request from a developer for a special review for variance from LERP guidelines
- Overseeing compliance with any rental of a LERP unit
- Advertising a LERP unit, if necessary
- Reviewing the necessary legal documents for a LERP unit sale

Prospective and Qualified Purchasers

RESPONSIBILITIES:

It is the prospective Purchaser's responsibility to:

- Submit all forms necessary in a timely manner
- Make sure that all forms are correct and complete
- Obtain a certification of eligibility from the LERP Program Administrator
- Enter into a contract with the developer for the purchase of a LERP unit
- Maintain up to date contact information and forms with the LERP Administrator
- Notify the LERP Administrator of any change in employment status
- Notify the LERP Administrator of any rental of the LERP unit
- Notify the LERP Administrator of a request to sell the LERP unit and any information about a proposed sale of the unit

Town of Grand Lake
Local Employee Residency Program (LERP)
Requirements and Guidelines
(updated 04-26-11)

1. Program Purpose

- a. The purpose of the Local Employee Residency Program for the Town of Grand Lake is to increase the supply of housing that is attainable to those who work in the Town. However, this program does not exclude those who work at other places throughout Grand County. In recent years, the cost of housing has increased at a rate that is faster than the increases in the earnings of low to moderate income households. This, in turn has affected the ability of the community to attract and retain employees.
- b. The Town of Grand Lake Local Employee Residency Program requires new residential developments of five (5) or more dwellings to provide at least 10% of the housing that it produces as attainable to households defined herein. The program also seeks to distribute community housing throughout new developments (no clustering of dwellings) and these units will be produced in proportion to market rate housing that is constructed in any new development.
- c. Lastly, the Town of Grand Lake recognizes that attainable housing is a valuable community resource that needs to remain available for not only current employees, but also those who may come to the area in the future. For this reason, units that are constructed or provided through this program will be held as permanently attainable. This will require deed restrictions or other methods that assure that prices remain attainable over time.

2. Definitions: The terms, phrases, words and clauses in the Local Employee Residency Requirements and Guidelines shall have the meaning assigned below. Any terms, phrases, words or clauses not defined herein shall have the meanings as defined in the Town of Grand Lake Municipal Code.

- a. **Area Median Income:** The Grand County estimates of median family income estimates and program income limits compiled and released annually by the U.S. Department of Housing and Urban Development. These figures are utilized in these guidelines and requirements to assist in the establishment of initial maximum sales prices for Local Employee Residences.
- b. **Bedroom:** A room designed to be used for sleeping purposes that may contain closets, may have access to a bathroom, and which meets applicable code requirements for light, ventilation, sanitation and egress.
- c. **Capital Improvements:** Unless otherwise defined in the Deed Restriction covering the Local Employee Residences, any fixture erected as a permanent improvement to real property excluding repair, replacement and maintenance costs.

- d. **Dependent:** A minor child (21 years or younger) or other relative of the owner of a Local Employee Residence, which child or relative is taken and listed as a dependent for federal income tax purposes by such owner or his or her present or former spouse.
 - e. **Development:** The division of a parcel of land into five (5) or more dwellings; the construction, reconstruction, conversion, structural alteration, relocation or enlargement of any structure; any excavation, landfill or land disturbance; or any use or extension of use that alters the character of the property.
 - f. **Development Plan:** The entire plan to construct or place one or more dwelling units on a particular parcel or contiguous parcels of land within the Town including, without limitation, a planned unit development, development permit review or subdivision approval.
 - g. **Full-Time Employee:** A person who is employed on the basis of a minimum of 1500 hours worked per calendar year, which averages 35 hours a week, 10 months a year; or 32 hours a week, 11 months of the year; and/or resides in a Local Employee Residence a minimum of nine (9) months out of any twelve (12) months.
 - h. **Household:** All individuals who are occupying the unit regardless of legal status.
 - i. **Joint Tenancy:** Ownership of realty by two (2) or more persons, each having an undivided interest with the right of survivorship. Typically used by related persons.
 - j. **Local Employee Residence:** A separate dwelling unit that is deed restricted in accordance with a deed restriction approved by the Town of Grand Lake Board of Trustees or its delegate, substantially similar to Appendix A, attached hereto and incorporated herein by this reference.
 - k. **Lottery:** A drawing that is held to select a winner from applicants of equal priority seeking to purchase a Local Employee Residence.
 - l. **Maximum Resale Price:** Unless otherwise defined in the Deed Restriction covering the residence, the owner's purchase price multiplied by the allowable appreciation plus the present value of eligible capital improvement costs including labor, if professionally provided, and for which verification of the expenditure is provided.
3. **Development of Local Employee Residences:** An applicant for any annexation, new residential subdivisions, re-subdivisions (which contains residential units) of an existing subdivision, new planned developments containing residential units, and mixed use residential developments within the limits of the Town of Grand Lake is subject to the Inclusionary Residential Requirements for Local Employee Residency. Specifically requiring a minimum of 10% of the total of all new dwelling units of developments of five (5) or more units be constructed and deed restricted for Local Resident Housing with project percentage rounding to the nearest integer. In all cases one-half or .5 shall be rounded to the nearest upper integer. In cases where the result of the calculation is rounded down to an integer, that portion of the calculation which is rounded down shall be due as a cash payment for attainable housing per requirements as set forth in Grand Lake Municipal Code 12-10-3.
- a. **Minimum Square Footage:** Assurance of a minimum square footage is a function of these Guidelines and Requirements. Local Employee Residences will be as livable with regard to habitable space as any market-rate dwelling unit, based upon the

following table of minimum square footage and in accordance with all applicable zoning requirements.

MINIMUM SQUARE FOOTAGES

Unit Type	Min. Sq. Feet
Studio	500
1-Bedroom	750
2-Bedroom	1000
3-Bedroom	1,200
4-Bedroom	1,400

- b. **Unit Quality:** Local Employee Residences are assets that the Town of Grand Lake intends to have available for years to come. Because of this, the quality of the housing is very important. All units will meet local building codes and be built to a standard that will enhance durability over time. If market rate units, either built new or rehabilitated, include features such as dishwashers, disposals, air conditioning and energy efficient windows, it is expected that Local Employee Residences will contain similar features. Conversions of existing units into Local Employee Residences must contain similar features and amenities as the proposed market rate units.
- c. **Preference for Local Employee Residence Location:** It is the clear preference of the Local Employee Residency Program to include Local Employee Residences within the proposed development (on-site housing). These units are to be distributed throughout the proposed development, to the extent possible (no clustering). Off-site housing will be considered only in unique cases and when the Town Board of Trustees determines that it would be in the best interest of the Town. The type of Local Employee Residences shall reflect the type and mix of market rate dwellings.
- d. **Local Employee Residence Schedule:** Developers are required to construct Local Employee Residences prior to, or concurrently and proportionally with, the production of market rate housing or the sale of market rate lots, as the case may be. Prior to receiving a development approval, the developer must provide the Program Administrator with a proposed production schedule that clearly delineates the expected start and completion dates of the market rate units and/or lots and the Local Employee Residences.
- e. **Local Employee Residency Plan:** In order to receive approval of an applicable land-use project, the Town Board of Trustees must review and approve the developer's Local Employee Residency Plan. This Local Employee Residency Plan will be considered prior to or concurrent with the application for the free market portion of the project.
 - 1. **Written Requirements:** The Local Employee Residency Plan must include, at a minimum, the following written components:
 - A. Total number of proposed attached and detached residential units by bedroom configuration including:

- (1) Average expected size of finished square footage, excluding garages and unfinished basements, of the proposed Local Employee Residences and average expected size of finished square footage of market rate housing units, excluding unfinished basements and garages; and
 - (2) Average lot size of the proposed market-rate housing units, if applicable; and
- B. Total number of proposed attached and detached Local Employee Residential Housing units by bedroom configuration including:
 - (1) Average expected size of finished square footage, excluding garages and unfinished basements, of the proposed Local Employee Residences and average expected size of finished square footage of market rate housing units, excluding unfinished basements and garages; and
 - (2) Average lot size of the proposed Local Employee Residential Housing units, if applicable; and
 - (3) Anticipated initial sales price for each unit
- C. Off-Site development proposal, if applicable. If off-site units are proposed, the applicant must include:
 - (1) If off-site existing housing is requested, the minimum documentation and requirements for the off-site housing must be presented to the Planning Commission at the Preliminary Plat stage:
 - i. The legal description of the proposed off-site unit(s).
 - ii. The type, size (square footage of finished, heated living space), construction, age, condition, and bedroom and bathroom count of the off-site unit.
 - iii. A report from a qualified building inspector stating any problems or deficiencies with the proposed unit.
 - iv. The title for the proposed off-site unit must be clear of any liens or encumbrances.
 - v. The proposed date the unit will be available for purchase by a LERP qualified buyer.
 - vi. A committee from the Planning Commission must be allowed to inspect the proposed unit to determine if it satisfies the requirements.
 - vii.
 - (2) If off-site new construction housing is requested, the following documentation and requirements for the off-site housing must be presented to the Planning Commission at the Preliminary Plat stage:
 - i. The legal description of the proposed off-site unit.

- ii. The type, size (square footage of finished, heated living space), building plans, and bedroom and bathroom count of the off-site unit.
- iii. The title for the proposed off-site unit must be clear of any liens or encumbrances.
- iv. The proposed date the unit will be available for purchase by a LERP qualified buyer.
- v. Estimated construction schedule including actual start of construction and estimated completion of the Local Employee Residences in accordance with any proposed phases of the development proposal.
- vi. Concept for marketing to households that may be eligible for the Local Employee Residential units.
- vii. The average cost of the total initial sales prices of the Local Employee Residences computation that clearly delineates how the average cost of the Local Employee Residences was derived to meet the requirement that the average sales price of all Local Employee Residences is attainable to households earning 90% of the Maximum Income Limits as reflected in these Guidelines and Requirements.

2. **Drawing Requirements:** The Local Employee Residency Plan must include the following written components:

- A. Graphic documentation of the location and size of the Local Employee Residences in relation to market-rate housing units.
- f. **Deed Restrictions:** All Local Employee Residences are required to have a deed restriction as described in Municipal Code 12-10-3(E)(5). Such deed restriction shall not be subject to any recorded liens or encumbrances.
- g. **Subdivision Improvement Agreement.** An approved Local Employee Residency Plan will become part of the Subdivision Improvement Agreement, a condition of approval of a Development Permit or a Special Use Permit, or Annexation Agreement executed by the Town of Grand Lake for any approved project. Any amendment to the approved Local Employee Residency Plan will require the approval of the Program Administrator who may require review and approval by the Town Board of Trustees.
- h. **Development Incentives:** To offset costs incurred in the development process, the Town of Grand Lake may waive the Affordable Housing Fee, as set by Municipal Code, applicable to the Local Employee Residence Unit as well as may pay the Town of Grand Lake Water Tap Fee.
 - 1. If the Local Employee Residence Unit ever defaults into a market rate unit, then the above listed fees will be reinstated.

4. Sale, Resale, and Improvements

- a. **Deed Restriction:** In order to assure that there is an on-going supply of housing that is attainable in the Town of Grand Lake, all Local Employee Residences will carry a

deed restriction including a resale restriction that guides the future sales of these homes, substantially similar to Appendix A, attached hereto. The purchaser(s) of a Local Employee Residence must sign a document acknowledging the purchaser's agreement to be bound by the recorded deed restriction. This document must be executed concurrently with the closing of the sale and will be recorded, along with the deed restriction.

1. Generally, the deed restriction will describe the procedures for listing a home for-sale. It will include an appreciation cap that allows a home to increase in value by three percent (3%) for the first two (2) years of ownership, and thereafter by the lesser of the Denver-Boulder-Greeley CPI or 1½% annually, plus permitted capital improvements. A monthly prorating can be applied for fractions of a year. The appreciation is calculated on the previous sales price of the home (simple interest) plus permitted capital improvements. The deed restriction also restricts the occupancy and rental of local employee residences.

- b. **Sales Prices:** The following table sets forth the maximum sales price for each newly deed-restricted Local Employee Residence available to the initial purchaser.

INITIAL SALES PRICE RANGE

12/2021	Category 1 80%	Category 2 110%
Studio	\$171,278	\$280,460
1-Bedroom	\$192,112	\$309,107
2-Bedroom	\$254,615	\$395,049
3-Bedroom	\$312,635	\$474,826
4-Bedroom	\$362,892	\$543,724

Assumptions:

Down payment: 5%

Length of mortgage: 30 years

Interest rate: 3.3%

Percent dedication of gross income: 33%

Other Costs: Uses \$500.00 for HOA and other household related expenses

1. Initial sales prices will be reviewed at least quarterly by the Program Administrator to reflect changes in any of the above assumptions. Sales prices for Local Employee Residences will be finalized as described above at the discretion and convenience of the developer/builder. It is the responsibility of the developer to obtain a sales price confirmation from the Program Administrator based upon the published Maximum Initial Sales Price Caps.
2. It will be the responsibility of the developer to obtain a sales price confirmation from the Program Administrator based upon the published

Maximum Initial Sales Price Caps at least thirty (30) days prior to submitting an application to the Town for a building permit for construction of a Local Employee Residence. If the published maximum price caps have changed after the sales price confirmation has been issued, the Developer may request the Program Administrator to issue a new sales price confirmation. The right to refuse any such request is hereby reserved by the Town.

3. Once a sales price confirmation has been obtained from the Program Administrator by the developer it is valid for 120 days from the date of confirmation. If Local Employee Residences are not sold at initial sales prices within the 120 day period, prices may be re-evaluated and adjusted so that they are more marketable to moderate income households. Adjustments to sale price will only be made if variables, such as median income, interest rates, or other similar conditions change to merit an adjustment.
- c. **Initial Sales of Local Employee Residences:** The developer is required to provide the Program Administrator with a schedule that indicates the proposed date for when the Local Resident Housing units will become available for sale at least thirty (30) days prior to initiating the marketing program. The schedule must indicate when pre-marketing activities will begin and when a model may be available, if applicable. The initial marketing schedule should also include the unit type(s), bedroom configuration(s), square footages, address, and sales price for these units. The developer shall also provide evidence that a deed restriction approved by the Town Attorney has been recorded against the property. The developer shall conduct a good faith marketing effort to attract certified buyers who are currently employed in the Town of Grand Lake or Grand County. Upon obtaining potential qualified buyer(s) for a Local Employee Residence, the names of such persons and any appropriate information concerning such persons shall be submitted to the Program Administrator for review. The developer shall only enter into a contract for sale of a Local Employee Residence after certification of the potential qualified buyer(s) by the Program Administrator and a determination of the priority of potential qualified buyer(s).
1. The developer must assure that units are sold only to persons who are in possession of certification that they are eligible to purchase a unit and what their priority rating is. This certification should be presented to the developer, or their representative, prior to finalizing a purchase contract.
- d. **Advertising the sale; bid procedures:** After the Local Employee Residence is registered for sale with the Town and in the event the owner elects to have the Town market the residence, the Town will arrange to advertise the unit for sale in two (2) consecutive weekly editions of the local newspaper of general circulation. When a unit is first registered, there is an initial two-week bid period during which the unit will be advertised with two open house dates when the unit may be viewed by interested parties. The initial two-week bid period ends on the Friday after the second

week of advertising. If no bids are received during the initial bid period, there will follow consecutive one-week bid periods, ending on Friday, until the unit is sold.

1. After the Local Employee Residence is registered for sale with the Town, the owner may elect to list the property for sale with a local licensed real estate broker. In such an event, the owner shall execute a standard listing contract on forms approved by the Colorado Real State Commission with a local licensed real estate broker providing for a thirty (30) day listing period. The local licensed real estate broker shall then promptly advertise the Local Employee Residence for sale to qualified buyers. Any offers to purchase may be received by the real estate broker during the thirty (30) day listing period, but no contract for sale shall be entered into between the owner and a potential purchaser during such period. At the conclusion of the thirty (30) day listing period, the Program Administrator shall determine if the persons making offers to purchase the Local Employee Residence are qualified buyers, and shall determine the priority of offers received from qualified buyers in accordance with these Local Employee Residence Requirements. The owner may then proceed to enter into a contract for sale of the Residence with the qualified buyer of the highest priority.
2. In the event the owner desires to sell the Local Employee Residence, but is not required to sell the Residence by these Local Employee Residency Requirements or the deed restriction attached hereto as Appendix A, the owner may elect to market the property for sale himself or herself, after the Local Employee Residence is registered for sale with the Town. In such an event, the owner shall advertise the Local Employee Residence for sale in four (4) consecutive weekly editions of the local newspaper of general circulation. During such advertising period, the Owner shall schedule at least two (2) open house dates when the unit may be viewed by interested parties. During this advertising period, offers to purchase the Local Employee Residence shall be received by the owner, but no contract for sale of the unit shall be entered into between the owner and a potential purchaser. At the conclusion of the thirty (30) day advertising period, the Program Administrator shall determine if the persons making offers to purchase the Local Employee Residence are qualified buyers, and shall determine the priority of offers received from qualified buyers in accordance with these Local Employee Residence Requirements and Guidelines. The owner may then proceed to enter into a contract for sale of the Local Employee Residence with the qualified buyer of the highest priority submitting the highest offered price, not to exceed the maximum permitted sales price as established by these Local Employee Residence Requirements and the deed restriction attached hereto as Appendix A.
3. If more than one (1) bid is in top priority, a lottery will be held and the winner will be notified. If the winner of the lottery does not proceed to contract within five (5) business days after notification, the next in line will be notified and so on, until the unit is under contract for purchase. Backup contracts in the priority order set forth in the lottery will be accepted.

4. Prospective purchasers must be pre-qualified by a lender prior to submitting a bid for a Local Employee Residence.
 5. Sales and Other Fees:
 - A. Administration Fee: Unless otherwise set forth in the deed restriction covering the unit, at the closing of the sale the seller will pay the Town of Grand Lake an administration fee equal to one and one-half percent (1.5%) of the sales price if the owner selected the Town to market the Local Employee Residence for sale. The Town may instruct the title company to pay said fees to the Town out of funds held for the seller at the closing. Unless otherwise specified in the deed restriction, every seller shall pay a one-half percent (.5%) fee at the time of registration of the unit for sale with the Program Administrator. In the event the seller fails to perform under the listing contract, rejects all offers at maximum price in cash or cash-equivalent terms, or should withdraw the registration after advertising by the Town has commenced, that portion of the fee will not be refunded. In the event the seller withdraws for failure of any bids to be received at maximum price or with acceptable terms, the advertising and administrative costs incurred by the Town will be deducted from the fee, with the balance credited to the owner's sales fee when the property is sold.
 - B. Rental During Period of Registration for Sale: If a Local Employee Residence is listed for sale and the owner must relocate to another area prior to completing the sale, the unit may, upon approval of the Program Administrator or the Town of Grand Lake, be rented to a qualified individual at the owner's cost as described in Section 5(e) Leave of Absence. A written request must be sent to the Program Administrator seeking permission to rent the unit until it is sold. A month to month written lease must be provided to the tenant with a thirty (30) day move out clause upon notification that the unit is sold. All tenants must be qualified as described in Section 5(E). The lease must stipulate that the Local Employee Residence is listed for sale and that the tenant will be required to allow for showings of the property, with sufficient notice. The lease must also stipulate that the agreement may be terminated by either party with a thirty (30) day written notice.
- e. **Re-sale of a Local Resident Housing Unit:** An owner of a Local Employee Residence who intends to sell their unit should contact the Program Administrator to review the deed restriction covering the unit in order to determine the maximum sales price permitted and other applicable provisions concerning a sale. Unless otherwise provided in the deed restriction, the unit must be registered for sale with the Program Administrator or designated agent. Following registration, the owner may elect to have the Town of Grand Lake market the unit for sale, or the owner may elect to list the unit for sale with a local licensed real estate broker, as further described in the deed restriction. If the owner has voluntarily elected to sell the unit, the owner may also choose to market the unit himself. At the discretion of the Program Administrator or the Town of Grand Lake, a lottery may be held if there are a number of qualified

households of the same priority who would purchase the unit. The Program Administrator will oversee the sale in accordance with these Local Employee Residence Requirements and Guidelines that are in effect at the time of the registration. Any termination of the sale may require the payment of administrative and advertising costs.

1. These requirements are intended to assure that all purchasers and all sellers will be treated fairly, equitably, and impartially. Questions will be answered and help provided to any potential purchasers or sellers equally in accordance with the current guidelines and requirements. Listings, sales contracts, extensions to contracts, and closing documents will be prepared and all actions necessary to consummate the sale will be undertaken. The Program Administrator will be acting on the behalf of the Town of Grand Lake. It should be clearly understood by and between all parties to a sales transaction that staff members are not acting as licensed brokers to the transaction, but as representatives of the Town of Grand Lake and its interests. The Town shall nevertheless attempt to help both parties consummate a fair and equitable sale in accordance with the adopted Guidelines and Requirements.
 2. All purchasers and sellers are advised to consult legal counsel regarding examination of title and all contracts, agreements, and title documents. The retention of such counsel, licensed real estate brokers, or such related services, will be at purchaser's or seller's own expense. Certain fees paid to the Town are to be paid regardless of any actions or services that the purchaser or seller may undertake or acquire.
- f. **Improvements:** The Town of Grand Lake encourages maintenance of a Local Employee Residence in good condition, while also balancing the need to assure there will be an ongoing supply of attainable housing for future residents. To that end, the selling owner may add the cost of certain capital improvements to the selling price of a Local Employee Residence during the time that the selling owner held title to the unit. The cost of such permitted capital improvement shall not exceed 1% of the prior purchase price for each year period (or fraction thereof) of the selling owner's ownership of the unit.
1. Examples of Permitted Capital Improvements are:
 - A. The addition of a habitable room or a storage space;
 - B. The finishing of uninhabitable space if it is converted into a habitable room;
 - C. The conversion of a carport into a completely enclosed garage;
 - D. The conversion of surface parking into a carport or garage (if allowed under the development/subdivision agreement);
 - E. Modifications or improvements to accommodate a person with a disability as defined in the Americans with Disabilities Act of 1990;
 - F. Improvements that reduce the consumption of energy;
 - G. Kitchen and bathroom renovations;
 - H. Replacement of the roof;
 - I. Replacement of the furnace;

- J. Replacement of worn carpet with a similar grade and quality.
2. No other categories or types of expenditures may qualify as eligible capital improvements unless approved by the Town of Grand Lake Board of Trustees. In order to receive credit for the capital improvements, a request must be submitted in writing prior to initiating the work. Plans for each capital improvement must be submitted at least twenty-one (21) days prior to initiating the work. Notification will be given to the owner within fourteen (14) days as to whether or not the proposal is conditionally approved. Upon completion of the work, copies of receipts must be submitted to the Program Administrator. A ten percent (10%) “sweat equity” credit may be added to the cost of the permitted capital improvements so long as no labor costs are included in the submitted receipts.
 3. The value of the improvements will be added to the unit in the year in which the improvements were completed. The year(s) in which eligible improvements are made will adjust the base value of the home from which a future home price will be established. Nothing in the deed restriction prohibits other improvements to the Local Employee Residence, however, credit will only be provided for **approved** capital improvements.

5. Eligibility and Occupancy

- a. **Eligibility:** In order to be eligible to purchase a home under the Local Employee Residency Program, an interested person must be a full-time employee, as defined, working in the Town of Grand Lake or Grand County or for a business with its principal office located in Grand Lake or Grand County, a retired person who has been a full-time employee in the area for a minimum of four (4) years immediately prior to retirement, a disabled person who has been a full-time employee in the area a minimum of two (2) years immediately prior to their disability, or a person with a bona fide offer of employment in the Town of Grand Lake or Grand County; or the spouse or dependent of any such qualified employee, retired person, or disabled person. It is the responsibility of the individual or household to demonstrate eligibility. All persons working in unincorporated Grand County or other municipalities within Grand County are not excluded from this program. It is the clear preference of this program to first provide attainable units to those persons that are full-time employees in the Town of Grand Lake.
 1. A person will not be considered eligible if he owns any improved property.
 2. Eligibility for Local Employee Residences will be made without regard to race, color, creed, religion, sex, disability, national origin, familial status or marital status.
- b. **Application and Certification:** A person seeking to purchase a Local Employee Residence must apply to the Town of Grand Lake Program Administrator to receive a certification that they are eligible to purchase a unit. Since eligibility is based primarily on an applicant’s location of employment, reasonable proof of employment

will be required. An applicant will not be required to meet any maximum income requirements.

1. Upon determination of place of employment, the applicant will receive a letter stating; (1) that they are eligible to purchase a Local Employee Residence; and (2) a Tier priority number. The purpose of this is to assure the developer/realtor that the applicant is qualified for the program and what the priority number is. This letter will also serve as notification to the buyer that they are eligible to participate in a lottery that may be held for any of the Local Employee Residences to be sold under this program, if such lottery is deemed necessary. It is the responsibility of the applicant to enter into a contract to purchase a Local Employee Residence.
2. A waiting list for Local Employee Residences will be maintained. The Program Administrator or the Town of Grand Lake will maintain a list of qualified applicants which contains the priority number they were assigned. The waiting list will be based on a first come-first served basis only.
3. Priority numbering is established as follows:
 - A. Tier I Qualifiers will be those persons who own or are full-time employees of, have retired from employment with, or a person with a bona fide offer of employment from a business within the Town of Grand Lake municipal limits.
 - B. Tier II Qualifiers will be those persons who own or are full-time employees of, have retired from employment with, or a person with a bona fide offer of employment from a business within 10 (ten) miles of the Town of Grand Lake municipal limits.
 - C. Tier III Qualifiers will be all other full-time employees, have retired from employment with, or a person with a bona fide offer of employment from a business within Grand County, but more than ten (10) miles from the Town of Grand Lake.

c. **Income Guidelines:** A household seeking to purchase a Local Employee Residence need not meet any minimum or maximum income guidelines. The income standards are established herein only for the purpose of establishing Maximum Initial Purchase Prices of Local Employee Residences. Housing that is provided through this program will be priced to persons and families of moderate income. These ranges have been established based upon an Area Median Income published by the U.S. Department of Housing and Urban Development. The Program Administrator will annually adjust Income ranges upon the publication of new Area Median Income figures, Census data or any other information deemed to be relevant.

12/2021
updated

**TARGETED HOUSEHOLDS
BY INCOME CATEGORY**

Household Size	Category 1 ≥ 80%	Category 2 ≤ 110%
1-Person	\$44,160	\$60,720
2-Person	\$50,480	\$69,410
3-Person	\$56,800	\$78,100

4-Person	\$63,040	\$86,680
5-Person	\$68,160	\$93,720
6+ Persons	\$73,200	\$100,650

- d. **Occupancy:** The purchaser of a Local Employee Residence must occupy the unit as his or her primary residence. The owner shall be deemed to have ceased to use the unit as his or her primary residence by accepting permanent employment outside of the Grand County area, or by residing in the unit for fewer greater than nine (9) months out of any twelve (12) months unless permitted pursuant to Section e, Leave of Absence.
- e. **Leave of Absence:** If an owner must leave the Town of Grand Lake for a limited period of time and desires to rent the unit during the absence, a leave of absence may be granted by the Town Board of Trustees for up to one year. The owner must submit a request, to the Program Administrator, to rent the unit at least thirty (30) days prior to when the owner plans to leave the area. The request shall include the reason(s) for the leave of absence, expected duration, and the intent of the owner to rent the unit. A leave of absence for more than one (1) year may be approved based upon a unique situation; however, such leave of absence may not extend longer than two (2) years.
1. The rent that may be charged shall not exceed the owner's monthly mortgage, homeowner's association dues, utilities remaining in the owner's name, taxes and property insurance not included in the monthly mortgage amount, land lease costs (if any), plus an additional twenty dollars (\$20.00). The owner may impose a security deposit and damage deposit at the time a lease is executed, however, the combination of the security and damage deposits may not exceed 1.5 times the monthly rent.
 2. The owner shall rent to an employee of a business in the Town of Grand Lake or Grand County who meets the eligibility provisions of the Local Resident Housing guidelines and requirements (Sub-Sections a and b). The tenant must complete an application form to certify eligibility and agree to abide by the homeowner's association covenants, rules and restrictions for the unit. Both the owner and tenant must sign a statement indicating that the covenants have been provided to the tenant and the tenant has received these covenants for his review. In addition, a copy of the lease agreement executed between the owner and tenant shall be provided to the Program Administrator.

6. Grievances – Alternative Dispute Resolution

- a. **Agreement to Avoid Litigation:** All persons subject to Grand Lake Municipal Code 12-10-3, including developers, purchasers of Local Employee Residences, the Town of Grand Lake, Colorado, and any duly designated housing authority (collectively, "Bound Parties"), agree to encourage the amicable resolution of disputes involving such Ordinance, and these Requirements and Guidelines, without emotional and financial costs of litigation. Accordingly, each Bound Party covenants and agrees that those claims, grievances or disputes described herein ("Claims") shall be resolved using the mediation and arbitration procedures set forth below.

- b. **Claims:** Unless specifically exempted below, all claims, grievances or disputes arising out of or relating to the interpretation, application or enforcement of Grand Lake Municipal Code 12-10-3, and these Requirements and Guidelines, or the rights, obligations and duties of any Bound Party under such Ordinance and these Requirements and Guidelines shall be subject to the provisions of this Section. The Town of Grand Lake is not required to follow the alternative dispute resolution process set forth in this Section when seeking equitable relief to enforce the terms of the Ordinance, these Requirements and Guidelines, or a master deed restriction, including but not limited to, an action for specific performance or injunctive relief. The alternative dispute resolution process also does not apply to the Town's criminal enforcement of Grand Lake Municipal Code 12-10-3.
- c. **Mandatory Procedures:**
1. Notice. Any Bound Party having a Claim ("Claimant") against any other Bound Party ("Respondent") (collectively, the "Parties") shall notify each Respondent in writing (the "Notice"), stating plainly and concisely:
 - A. The nature of the Claim, including the persons involved and Respondent's role in the Claim;
 - B. The legal basis of the Claim (i.e., the specific authority out of which the Claim arises);
 - C. Claimant's proposed remedy; and
 - D. That Claimant will meet with Respondent to discuss in good faith ways to resolve the Claim.
 2. Negotiation and Mediation
 - A. The Parties shall make every reasonable effort to meet in person and confer for the purpose of resolving the Claim by good faith negotiation.
 - B. If the Parties do not resolve the Claim within thirty (30) days of the date of the Notice (or within such other period as may be agreed upon by the Parties) ("Termination of Negotiations"), Claimant shall have thirty (30) additional days to submit the Claim to mediation under the auspices of a reputable and knowledgeable mediation group providing such services in Grand County, or, if the Parties otherwise agree, to an independent agency providing dispute resolution services in the Grand County, Colorado area.
 - C. If Claimant does not submit a Claim to mediation within thirty (30) days after Termination of Negotiations, or does not appear for the mediation, Claimant shall be deemed to have waived the Claim, and Respondent shall be released and discharged from any and all liability to Claimant on account of such Claim; provided, nothing herein shall release or discharge Respondent from any liability to any person other than the Claimant.
 - D. Any settlement of the Claim through mediation shall be documented in writing by the mediator. If the Parties do not settle the Claim within thirty (30) days after submission of the matter to the mediation process, or within such time as determined by the mediator, the mediator shall issue a notice of termination of the mediation

proceedings (“Termination of Mediation”). The Termination of Mediation notice shall set forth that the Parties are at an impasse. Upon issuance of a Termination of Mediation, the Parties shall proceed with binding arbitration as set forth below.

3. Arbitration

- A. Any Claim not resolved by mediation shall be decided by arbitration in accordance with the simplified rules of the American Arbitration Association currently in effect and the Uniform Arbitration Act, Sections 13-22-201 *et. seq.*, C.R.S., unless the Parties mutually agree otherwise.
- B. A Demand for Arbitration shall be filed in writing by the Claimant with each Respondent. A Demand for Arbitration may be made concurrently with the Notice set forth in subsection c.1. above, or may be made within twenty (20) days after issuance of the Termination of Mediation. The Demand for Arbitration shall contain the same information as set forth in subsection C.1. a through c above. In no event shall the Demand for Arbitration be made after the date when institution of legal or equitable proceedings based upon such Claim would be barred by the applicable statute of limitations.
- C. Within twenty (20) days following submission of a Demand for Arbitration or the issuance of a Termination of Mediation, which ever shall last occur, Claimant, shall appoint, by written notice to Respondent, an arbitrator. Within twenty (20) days after receipt of such notice from the Claimant, Respondent shall appoint a second arbitrator, and in default of such second appointment the first arbitrator shall be deemed the sole arbitrator.
- D. Within twenty (20) days after appointment of the two (2) arbitrators as provided for above, the arbitrators shall, if possible, agree on a third arbitrator and shall appoint him or her by written notice signed by both of them with a copy mailed to each Party within twenty (20) days after such appointment.
- E. In the event twenty (20) days shall elapse after the appointment of the second arbitrator without notice of appointment of the third arbitrator as provided for above, then either Party, or both, may in writing, within twenty (20) additional days, request the Grand County District Court to appoint the third arbitrator in accordance with the Uniform Arbitration Act.
- F. Upon appointment of the arbitrators as provided for above, such arbitrators shall hold an arbitration hearing at a location designated within Grand County, within ninety (90) days after such appointments. At the hearing, the simplified rules of the American Arbitration Association and the Uniform Arbitration Act, Sections 13-22-201 *et. seq.*, C.R.S., shall apply. The arbitrators shall allow each Party to present that Party’s case, evidence and witnesses, if any, and shall render their award, including a provision for payment of the costs and expenses of arbitration, to be paid by one or both of the parties as the

arbitrators deem just. A written decision by the arbitrators shall be issued within thirty (30) days after the close of the submission of evidence.

- G. The decision of the majority of the arbitrators shall be binding on the Bound Parties, and may only be appealed as set forth in the Uniform Arbitration Act, Sections 13-22-201 *et. seq.*, C.R.S. Upon application of either Party, the Grand County District Court shall confirm an award of the arbitrators and such order may be enforced as any other court judgment or decree, as further set forth in the Uniform Arbitration Act.