



Town Council
Tuesday, January 2, 2024
4:00 PM

You can watch the meeting live online on our website at tosv.com.
Agenda

1. CALL TO ORDER

2. ROLL CALL

3. PROCLAMATIONS AND PRESENTATIONS

4. PUBLIC COMMENT

This section is set aside for the Town Council to LISTEN to comments by the public regarding items that do not otherwise appear on this agenda. Generally, the Town Council will not discuss the issue and will not take an official action under this section of the agenda. (Five Minute Time Limit)

5. CONSENT AGENDA

These are items where all conditions or requirements have been agreed to or met prior to the time they come before the Council for final action. A Single Public Hearing will be opened for all items on the Consent Agenda. These items will be approved by a single motion of the Council. The Mayor will ask if there is anyone present who has objection to such procedure as to certain items. Members of the Council may also ask that an item be removed from the consent section and fully discussed. All items not removed from the consent section will then be approved. A member of the Council may vote no on specific items without asking that they be removed from the consent section for full discussion. Any item that is removed from the consent agenda will be placed on the regular agenda.

5.A. 2024 Draft Agendas

[Pages 3-6 2024 Agenda Overview](#)

5.B. Resolution designating Public Notice Boards

[Pages 7-8 Agenda Item Summary - Public Notice Boards & Reso 1](#)

[Pages 9-10 Resolution No. 1, Series 2023 - Public Notice Board DRAFT](#)

6. PUBLIC HEARINGS - QUASI-JUDICIAL HEARINGS

Public Hearings are the formal opportunity for the Town Council to LISTEN to the public regarding the issue at hand. For land use hearings the Council is required to act in a quasi-judicial capacity. When acting as a quasi-judicial body, the Council is acting in much the same capacity as a judge would act in a court of law. Under these circumstances, the judicial or quasi-judicial must limit its consideration to matters which are placed into

evidence and are part of the public record. The Council must base their decision on the law and the evidence presented at the hearing.

7. POLICY/LEGISLATIVE PUBLIC HEARINGS

8. ADMINISTRATIVE REPORTS

8.A. Employee Survey Results

[Pages 11-12 Agenda Item Summary - Employee Survey Results](#)

[Pages 13-20 Employee Survey 2023 results](#)

8.B.

Discussion to Consider Amending the Land Use and Development Code to Improve the Review of Designated Workforce Housing Projects

[Pages 21-22 Agenda Item Summary - Improve Workforce Housing Process](#)

8.C. Housing Inheritance Discussion

[Pages 23-26 Agenda Item Summary - Housing Inheritance Discussion](#)

9. TOWN COUNCIL REPORTS AND ACTIONS

Reports and Updates

10. ADJOURNMENT

DRAFT 2024 Agenda Items

- Regular Meetings begin at 4:00 p.m. unless otherwise noted
- Work Sessions begin at 4:00 p.m. and aim to end at 6:00 p.m.
- The dates on which agenda items are listed are only a best approximation. Agenda items are added to this list as they arise. Agenda items may well be moved to different meeting dates. Agendas are generally not finalized until the Thursday prior to the meeting.
- In addition to agenda items, this document also lists expected absences of Town Council members. In compliance with section 2-49 of the municipal code, once the consent agenda is approved, the absences noted will be considered to have received the prior approval necessary of the majority of the Council for members to be absent from meetings.

Topic to incorporate:

- E-bikes

Tuesday Jan 2, 2024 – Regular Meeting

- Reso RE Public Notice location
- Housing inheritance discussion
-

Monday Jan 8 – Special Meeting/Regular Meeting

GID Meeting – set Mill Levy

- SMV Outdoor Lighting Code
- Council appointment as Liaison to B & Cs
- Sister Cities – Shimukappu, Japan reps
- Town's Mill Levy Resolution
- Start a discussion on potential lighting regulations

Tuesday Jan 16 – Regular Meeting

- YouthZone update

Monday Feb 5 – Regular Meeting

- Reso designating High Impact Events & Construction restrictions (before March 1st)

Monday February 12 – Work Session

Tuesday Feb 20 – Regular Meeting

Monday March 4 – Regular Meeting

EOTC – Thursday March 7 – Pitkin County

Monday March 11 – Work Session

Monday March 18 – Regular Meeting

- Reso for CGRB recommendations and dist of funds
- Adopt Grant Criteria for 2024-25 grant Cycle – reso?

As Of: Thursday, December 28, 2023

DRAFT 2024 Agenda Items

Monday April 1 – Regular Meeting

Monday April 8 – Work Session

Monday April 15 – Regular Meeting

Monday May 6 – Regular Meeting

Monday May 13 – Work Session

Monday May 20 – Regular Meeting

Monday June 3 – Regular Meeting

EOTC – Thursday June 6 – Twon of Snowmass Village

Monday June 10 – Work Session

Monday June 17 – Regular Meeting

Monday July 1 – Regular Meeting

Monday July 8 – Work Session

- B & C application & appointment procedure update
-

Monday July 15 – Regular Meeting

Monday Aug 5 – Regular Meeting

- Election Reso Re IGA with Pitkin
- Election – Reso Re Ballot Language
-

Monday Aug 12 – Work Session

Monday Aug 19 – Regular Meeting

EOTC – Thursday August 22 – Pitkin County

Tuesday Sept 3 – Regular Meeting

- Review Leash Laws
-

Monday Sept 9 – Work Session

As Of: Thursday, December 28, 2023

DRAFT 2024 Agenda Items

Monday Sept 16 – Regular Meeting

Monday Oct 7 – Regular Meeting

- Budget
-

Monday Oct 14 – Work Session

- Budget

Monday Oct 21 – Regular Meeting

- POST Grant – 1st reading?

EOTC – Thursday October 24 – City of Aspen

Wednesday Nov 6 – Regular Meeting

- GID Meeting - Adopting the GID Budget
- Budget Adoption
- B & C Applications

Tuesday Nov 12 – Work Session

Monday Nov 18 – Regular Meeting

- B & C Interviews
- POST Grant – 2nd reading
- New Council Members Oath of Office

Monday Dec 2 – Regular Meeting

- Reso RE 2024 Meeting Dates
- Reso on Delinquent Solid Waste / Trash
-

Monday Dec 9 – Special Meeting

- GID Meeting – set Mill Levy

Monday Dec 16 – Regular Meeting

- B & C Resolution appointing new Members

Topics for Work Sessions or Other Meetings Requested by Town Council Members

- Schedule Updates will all of the Town Boards to review priorities and current initiatives.
 - EAB
 - FAB
 - PTRAB
 - POSTR

As Of: Thursday, December 28, 2023

DRAFT 2024 Agenda Items

- Marketing
- Grants – Recent Awards; Review of Criteria; Purpose, etc.
- SAAB
- Planning

Town of Snowmass Village

Agenda Item Summary

DATE OF MEETING:

January 2, 2024

AGENDA ITEM:

RESOLUTION NO. 01, SERIES OF 2024 – CONSIDERATION OF A RESOLUTION DESIGNATING THE LOCATION OF THE OFFICIAL NOTICE BOARD FOR THE TOWN OF SNOWMASS VILLAGE.

PRESENTED BY:

Megan Harris Boucher, Town Clerk

BACKGROUND:

Both the Town Charter and State Law (Section 24-6-401 C.R.S.) respectively declare that that is the policy of the Town of Snowmass Village and the State of Colorado that the formation of public policy is public business and may not be conducted in secret. One primary method to keep the public informed is to ensure the agendas of Town Council meetings and all Boards and Commissions are made available to the public. In addition to open meetings being good public policy, Section 24-6-402(2)(c) C.R.S. requires that any meetings at which the adoption of any proposed policy, position, resolution, rule, regulation or formal action occurs shall be held only after full and timely notice to the public has been provided as required by municipal code, municipal charter and state statutes.

Essentially full and timely notice shall be deemed given if notice of the meeting is posted in a designated public place within the Town no less than 24 hours prior to the holding of the meeting. The attached resolution declares the Town of Snowmass Village Website and the Bulletin Board located in the lobby of Town Hall will be designated as the official Public Notice Posting location

The municipal code and Section 24-6-401(2)(c) C.R.S. further require that the posted notice include specific agenda information when possible.

FINANCIAL IMPACT:

N/A

APPLICABILITY TO COUNCIL GOALS & OBJECTIVES:

The Council has a goal regarding Community Engagement. This notice requirement will help further meet that goal.

COUNCIL OPTIONS:

1. Approve
2. Modify
3. Deny

STAFF RECOMMENDATION:

It is the recommendation of staff, that the Council,
Make a motion to approve Resolution No. 1 Series of 2024

ATTACHMENTS:

Resolution No. 01, Series of 2024

**TOWN OF SNOWMASS VILLAGE
TOWN COUNCIL
RESOLUTION NO. 01
SERIES OF 2024**

**A RESOLUTION DESIGNATING THE LOCATION OF THE
OFFICIAL PUBLIC NOTICE BOARDS FOR THE TOWN OF SNOWMASS VILLAGE**

WHEREAS, Section 24-6-401 C.R.S. declares that it is the policy of the State of Colorado that the formation of public policy is public business and may not be conducted in secret; and

WHEREAS, the Town Council, the Planning Commission, and other boards and commissions of the Town are local public bodies within the meaning of Section 24-6-402(1)(a) C.R.S. and therefore all meetings of such bodies are open to the public; and

WHEREAS, Section 24-6-402(2)(c) C.R.S. requires that any meetings at which the adoption of any proposed policy, position, resolution, rule, regulation or formal action occurs shall be held only after full and timely notice to the public has been provided; and

WHEREAS, Section 24-6-402(2)(c)(III) C.R.S. provides that full and timely notice shall be deemed given, if notice of the meeting is posted on a public website of the local public body no less than 24 hours prior to the holding of the meeting; and

WHEREAS, Section 24-6-402(2)(c) C.R.S. requires that the public place for posting such notice shall be designated annually at the first regular meeting of each calendar year of the Town Council; and

WHEREAS, Section 24-6-402(2)(c) C.R.S. requires that the posted notice include specific agenda information where possible; and

WHEREAS, Section 24-6-402 (2)(c)(III) further provides that a local public body may in its discretion also post a notice by any other means including in a designated public place pursuant to subsection (2)(c)(I) of this section; except that nothing in this section shall be construed to require such other posting; and

WHEREAS, the Town Council desires to insure that all local public body meetings comply with the provisions of the laws of the State of Colorado.

NOW, THEREFORE BE IT RESOLVED by the Town Council of the Town of Snowmass Village, Colorado, as follows:

1. Designation and Locations:

- a. Town of Snowmass Village website as www.tosv.com.
- b. The notice board located in the lobby of the Town Hall at 130 Kearns Road, near the Town Clerk offices as the public place within its boundaries at which it may post a notice no less than twenty-four hours prior to a meeting if it is unable to post online in exigent or emergency circumstances such as power outage or an interruption in the internet service that prevents the public from accessing the notice online.

2. Board Compliance. Notices of meetings of all boards and commissions of the Town within the meaning of Section 24-6-402(1)(a) shall be timely posted on the Town of Snowmass Village Website at www.tosv.com.

3. Direction to Town Manager. The Town Manager shall cause all notices of public meetings within the meaning of Section 24-6-402(1)(b) to be timely and conspicuously posted on the Town of Snowmass Village Website at www.tosv.com.

INTRODUCED, READ AND ADOPTED, as amended by the Town Council of the Town of Snowmass Village, Colorado on the 2nd day of January 2024 with a motion made by Councilmember _____, seconded by Councilmember _____ by a vote of ___ in favor and ___ opposed.

TOWN OF SNOWMASS VILLAGE

Bill Madsen, Mayor

ATTEST:

Megan Harris Boucher, Town Clerk

Town of Snowmass Village

Agenda Item Summary

DATE OF MEETING:

January 2, 2024

AGENDA ITEM:

Review the 2023 Employee Survey Results

PRESENTED BY:

Talita Garcia, HR Director

BACKGROUND:

The Town of Snowmass Village conducts an employee survey every one to two years. Attached are the results of the survey that concluded in the 4th quarter of this year. As you will see, the 2023 format was changed emphasizing a commitment to keeping the survey concise for employee convenience while allowing ample room for valuable opinions. Approximately 62 completed surveys were received.

There were no major surprises or changes from previous years, but the feedback remains valuable.

In addition to the survey, Staff introduced the concept of a 'stay interview'—a friendly dialogue aimed at understanding the reasons behind employees choosing to remain with the Town of Snowmass Village. The stay interview serves as a proactive approach to address concerns, identify factors contributing to job satisfaction, and enhance overall engagement.

The results of the employee survey are attached. This survey and the stay interviews remain as critical components necessary to foster an environment where every employee's voice is heard.

FINANCIAL IMPACT:

There is no direct fiscal impact to the survey, but it does help guide where and how we make investments in Town Staff.

APPLICABILITY TO COUNCIL GOALS & OBJECTIVES:

The Town Council has identified “Recruiting & Retaining high quality staff” as a critical component of the Village’s success.

COUNCIL OPTIONS:

This item is intended for informational purposes. No action is necessary.

STAFF RECOMMENDATION:

No action is necessary.

Staff recommends simply acknowledging the results of the 2023 Employee Survey.

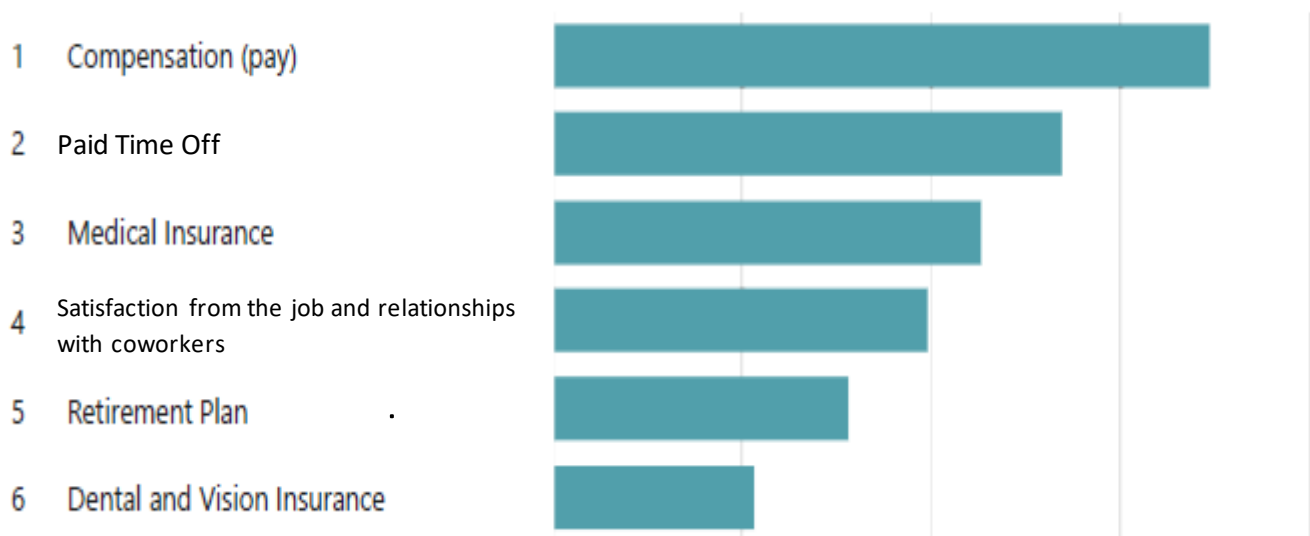
ATTACHMENTS:

1. 2023 Employee Survey Results

Employee Survey Summary 2023

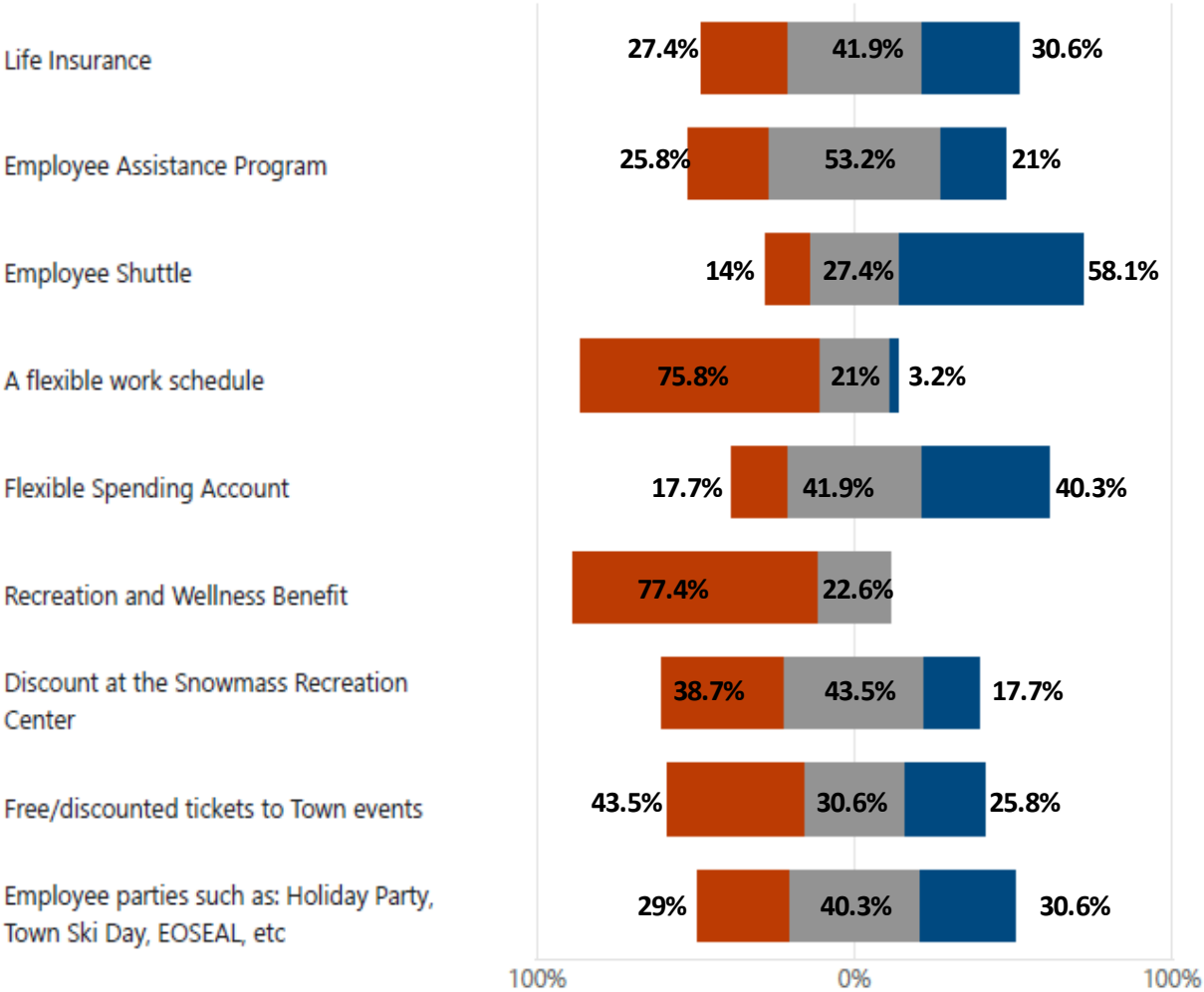
- The survey was open and available to all employees for over 3 weeks
- We had a total of 62 survey answers, and out of those:
 - 58 responses from full-time year-round employees (93.55% of total surveyed)
 - 53.7% participation rate among the current 108 full-time employees
 - 4 responses from part-time employees (6.45% of total surveyed)
 - 6.9% participation rate among the current 58 part-time employees

1. Rank the following items in terms of importance, with 1 being the most important and 6 being the least important:

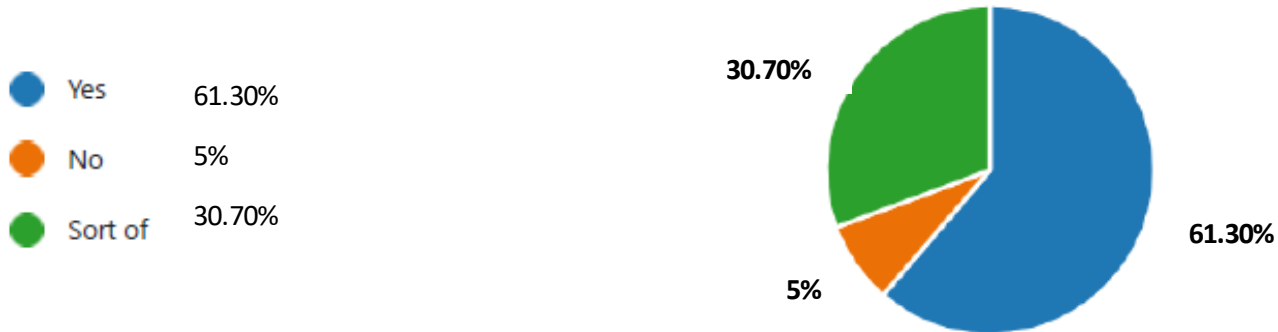


2. Please rate the following benefits in terms of importance, indicating whether they are very important, somewhat important, or not so important to you:

Very Important Somewhat Important Not So Important

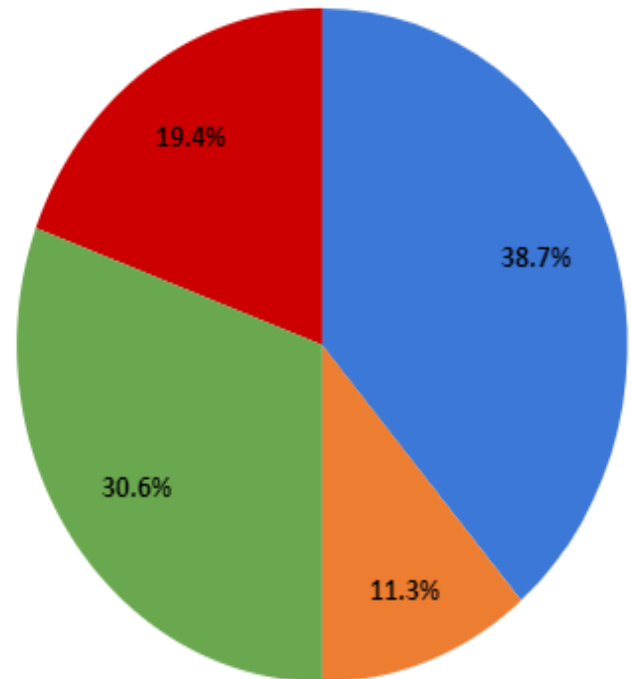


3. Do you currently have reliable, reasonably close, affordable housing?



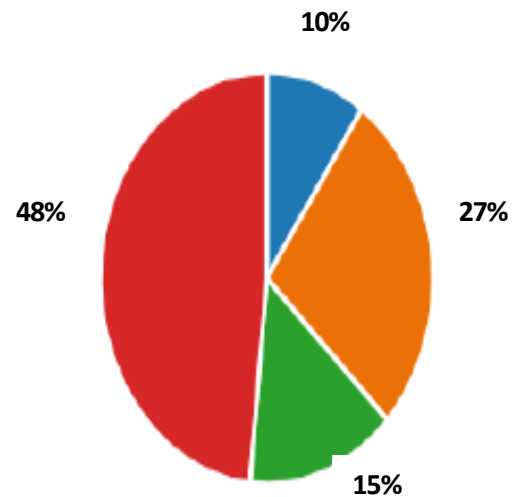
4. Does your current housing situation impact or could impact your employment at the Town of Snowmass Village?

- Yes, I have nearby housing so it is easy to get to work
- Yes, I do not have nearby housing so it is difficult to get to work
- Sort of
- No, my housing situation does not impact my choice to work here



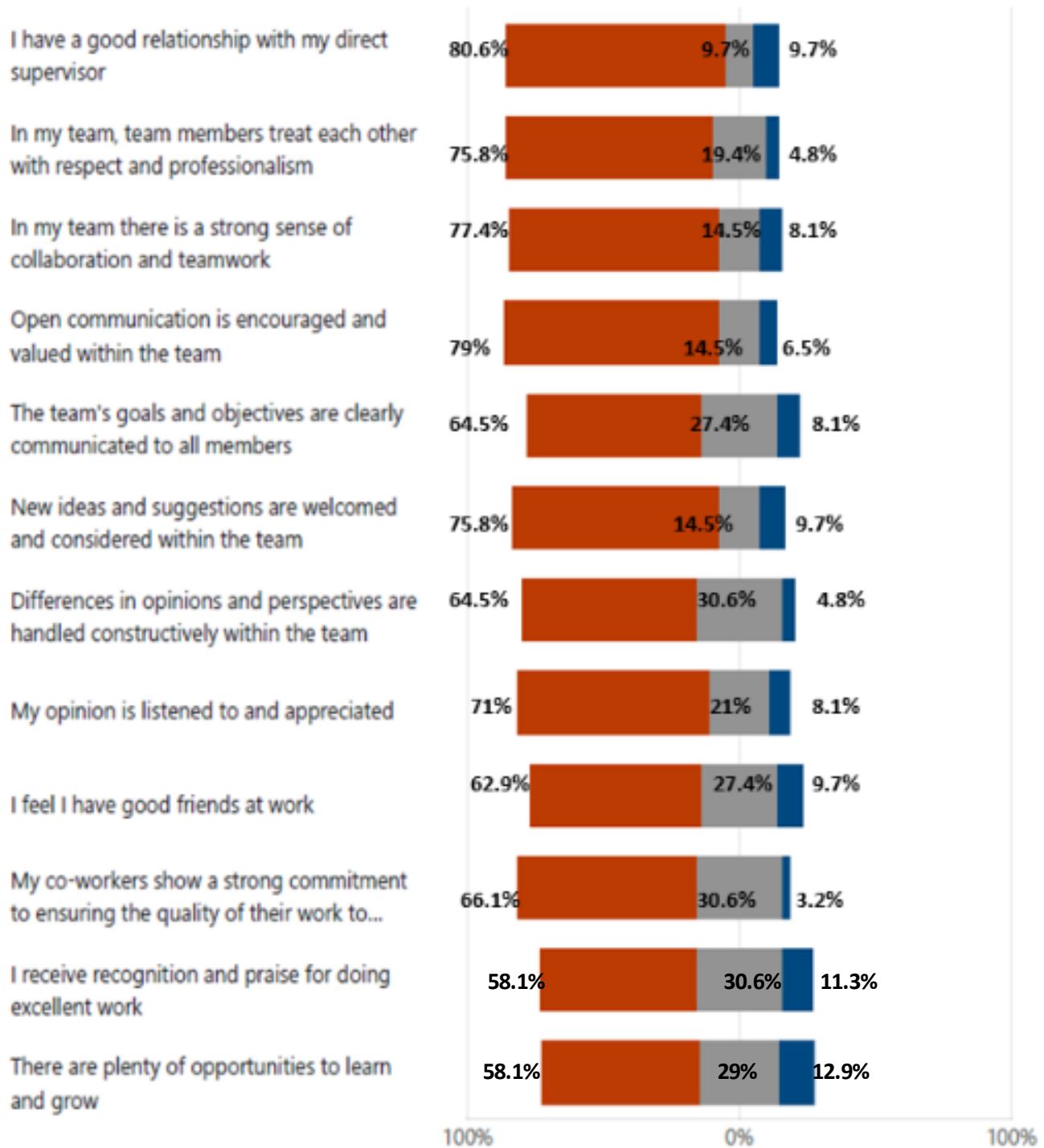
6. How long do you predict you will keep working for the Town of Snowmass Village?

- I am looking for a new job now 10%
- 1-2 years 27%
- 3-6 years 15%
- 6+ years 48%

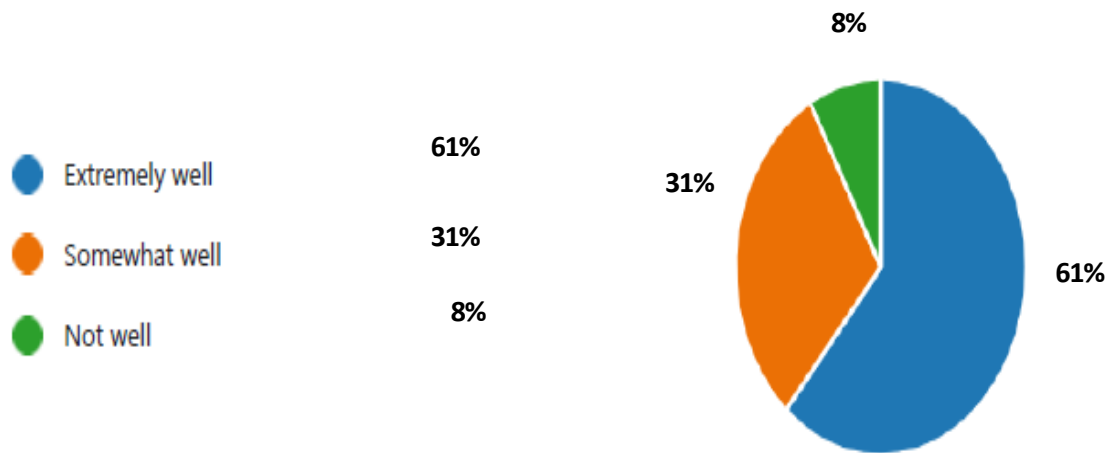


8. Analyze the statements below and use the scale to identify your experience with the elements in your team:

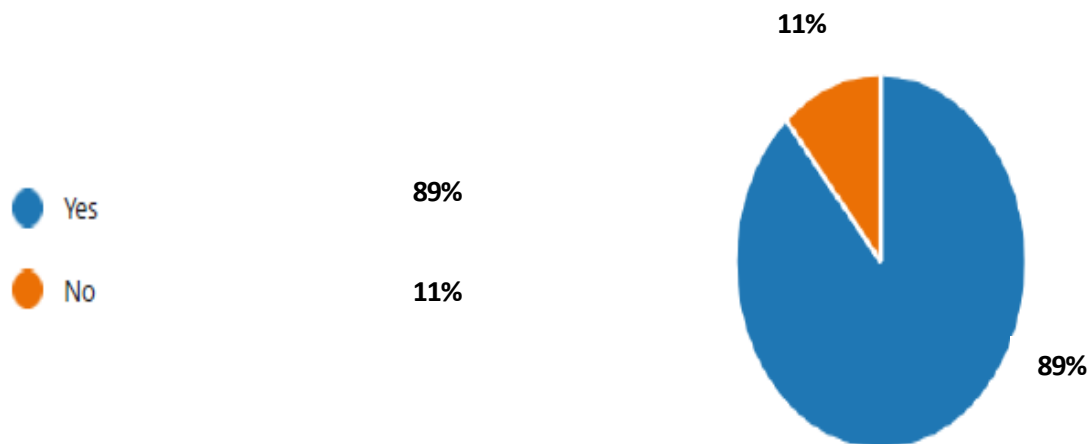
■ Yes, almost always
 ■ Somewhat, most of the time. It is OK.
 ■ Not enough, this needs to improve



9. How well do you feel supported in your role at the Town of Snowmass Village?



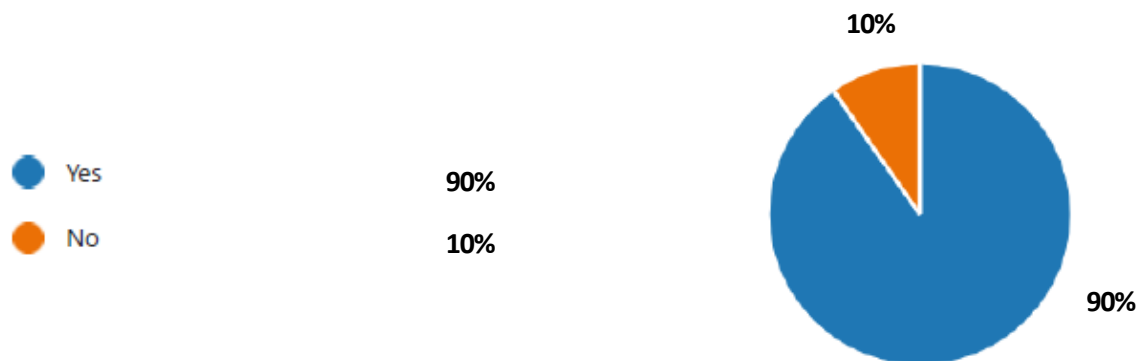
10. Do you believe you have the necessary resources and tools to effectively perform your job?



13. Please rank the following elements in order of importance, with 1 being the most important and 10 being the least important:

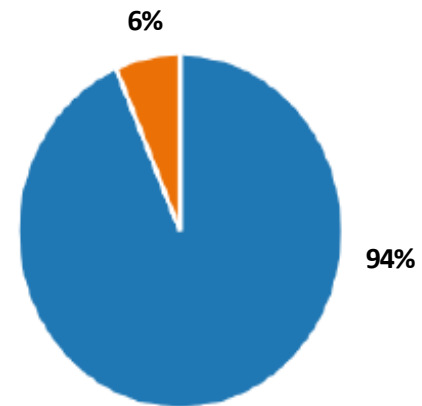


15. Would you recommend the Town of Snowmass Village to a friend or family member as good place to work?



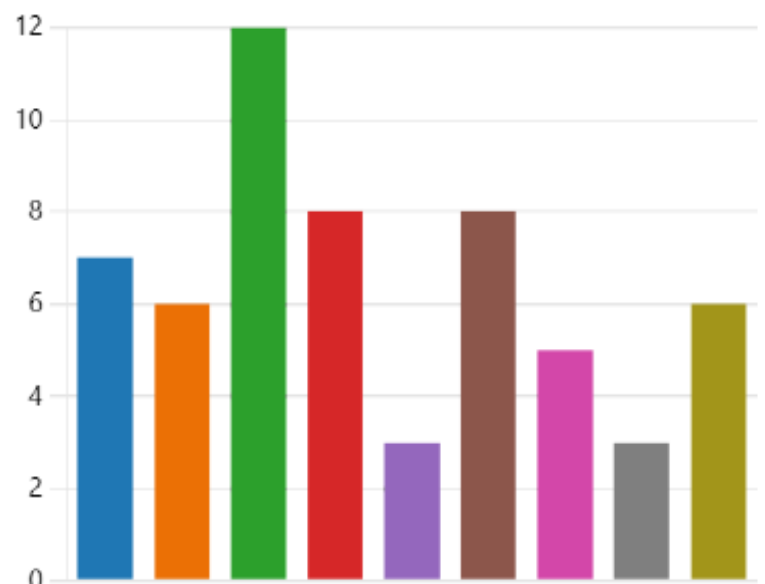
17. What is your current employment status?

● Full-time employee	94%
● Part-time employee	6%
● Full-time seasonal employee	0



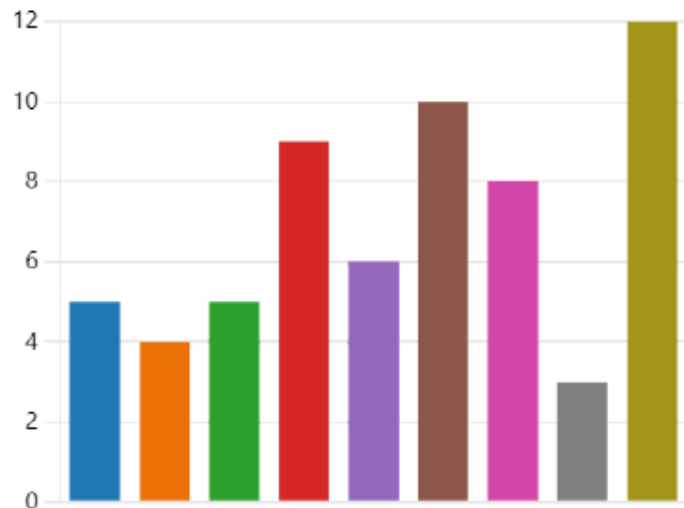
18. How long have you been working at the Town?

● Less than 6 months	7
● 6 months to 1 year	6
● 1 to 3 years	12
● 3 to 5 years	8
● 5 to 7 years	3
● 7 to 10 years	8
● 10 to 15 years	5
● 15 to 20 years	3
● More than 20 years	6



19. Which department do you work for?

Community Development	5
Finance	4
Housing	5
Parks, Recreation and Trails	9
Police	6
Public Works	10
Town Manager's Office	8
Transportation	3
Tourism	12



20. How would you categorize your role?

Office-based	47
Field-based	25



Town of Snowmass Village

Agenda Item Summary

DATE OF MEETING:

January 2, 2024

AGENDA ITEM:

Discussion to Consider Amending the Land Use and Development Code to Improve the Review of Designated Workforce Housing Projects

PRESENTED BY:

David Shinneman, Community Development Director
Betsy Crum, Housing Director
Clint Kinney, Town Manager

BACKGROUND:

Increasing the amount of affordable workforce housing in the Village is one of the four areas of emphasis identified in the 2023 Town Council Goals.

The Town's 2018 Comprehensive Plan prioritizes workforce and affordable housing in multiple ways, noting that "diversification of the economy will hinge upon the availability, type, and range of housing alternatives for employees in the community..." The Plan further prioritizes "exploring [housing] opportunities that best balance the character and resources of the Town," including incentivizing more and smaller development, senior workforce housing, and accessory dwelling units. The Planning Commission together with staff is currently working on amendments to the land use and development code to further incentivize Accessory Employee Units.

Recently the Community Development staff together with the Housing Department started to investigate other ways to assist streamlining and improving the review process for designated affordable workforce housing projects.

One suggestion is to revise the Land Use and Development Code to allow designated affordable housing projects in any Zoning District and allow for such projects to be processed under the currently existing Special Review (SR) provisions in the code. The existing SR process requires a review process before the Planning Commission and a review and public hearing before the Town Council.

One of the reasons for such a change would be to simplify the land use review process and reduce the number of formal development review meetings otherwise required for a PUD by the Code. The proposed SR process would allow the development of any Workforce Housing project to progress much further under the "Ownership" or Town

Council and thus give the Town Council much more flexibility in developing and reviewing future workforce housing projects. Staff believes this flexibility could reduce the time and costs needed to process a designated affordable housing project and ensure the Town Council supports the project as it is submitted for land use review.

This proposed process change would not negatively impact the number of times the Town could review/ discuss / hold open houses/ etc. on a proposed project prior to submittal for Special Review. This proposed process change would allow any developer of workforce housing to work with the Town Council to develop projects and have them refined before they start the formal land use review process.

This item is for discussion only. If the Council is supportive of this idea, staff will work to draft the necessary code changes for further review at a future meeting.

FINANCIAL IMPACT:

By streamlining the development review process for designated affordable workforce housing projects processing and consultant costs could be significantly reduced

APPLICABILITY TO COUNCIL GOALS & OBJECTIVES:

One of the Goals of the 2018 Town Comprehensive Plan is to expand housing choice and affordability. The Town Council has shown it's continued support for workforce housing in the following years in the yearly goal statements.

COUNCIL OPTIONS:

Discuss the ideas presented here and discuss options including:

1. Amending the code to simplify the development process for designated affordable workforce housing projects: or
2. Take no action to amend the current development review process for affordable housing projects.

STAFF RECOMMENDATIONS:

It is the recommendation of Staff, that the Town Council, by motion;

Direct the Town Staff to prepare a draft code amendment to streamline and improve the development process for designated workforce housing projects.

Town of Snowmass Village

Agenda Item Summary

DATE OF MEETING:

January 2, 2024

AGENDA ITEM:

Continued Review of Permanent Moderate Housing Regulations

PRESENTED BY:

Betsy Crum, Housing Director

BACKGROUND:

In 2023, the Town Council has requested an opportunity to discuss various requirements of the Permanent Moderate Housing Regulations. The existing Regulations were last revised and updated in 2018 and enforce Chapter 17 of the Municipal Code and are incorporated by reference in that Code, which reads:

Sec. 17-11 **Regulations.** The Housing Manager shall establish rules and regulations to effectuate the provisions of this Article after conducting a public hearing and with the advice and consent of the Town Council. All rules and regulations so established shall be enforceable as if enacted in this Code.

At the June 5, July 17, September 11, and November 20, 2023 Town Council meetings, we reviewed the current rental and ownership housing programs in detail and discussed many of the provisions and nuances of the current Regulations. **Consensus was reached on all of the following:**

17.3.4.1 Employment Qualifications:

Change the working requirement to either 1400 hours and 80% of income in Snowmass Village or 1600 hours and 70% of income earned in Snowmass Village.

17.3.5 Restriction on Ownership of Other Real Property

Change the language to also prohibit ownership of other properties in region by using trusts, LLCs or other mechanisms to disguise ownership.

12.4.1 Housing Unit Inspection

Change the language to state that we will engage a third-party inspector to perform home inspections when listed for sale.

17.4.2 Notice of Intent to Sell

Increase the resale fee from \$1,000 to \$2,000 to better reflect the actual costs of advertising the sale.

17.4.3.1 Energy Efficiency Improvements

Add improvements that measurably reduce carbon emissions to the list of eligible improvements in this category.

17.5.2 Biennial Requalification

Add the above language prohibiting acquiring interest in a residential property in the Roaring Fork Drainage

17.6.2 Housing Unit Rental

Add the ability to rent to a seasonal employee and requiring the homeowner to work with the Housing Office on setting a rental rate if they rent a bedroom in their home.

Remaining Issue

Consensus has not been reached on the matter of whether the home may be passed from the owner to his/her child. Currently (and since 2002), under Section 17.7 Exempt Transactions, only surviving spouses may inherit the home. The argument for permitting inheritance is that it would allow for generations to continue in the home, which would build community and help people to remain in the Village long-term. In addition, this concept of passing on the home was allowed in the Crossings at Horse Ranch up until 2002, when the current “spouse-only” limit was instituted.

Staff remain concerned about this inheritance concept and believes strongly that Section 17.7 should remain unchanged. There is an overwhelming demand for ownership housing, including from many people who have lived in rental housing or smaller ownership housing for decades. Staff believe this current regulation should be maintained.

However, following the last Council discussion, Council asked that Staff provide several options for consideration. To that end, we believe these were the primary ideas developed for consideration from the last Council discussion.

Option 1 – APCHA Option: This option would be available to all ownership units and require that the last owner die before it can be implemented.

A surviving child at the time of the last owner's death shall be able to inherit the property by will or inheritance provided they are a qualified applicant. The value of the inherited property shall not be included in the asset calculation.

At the last meeting, Council discussed this option with a number of potential caveats, including:

- 1) that this would only be allowed for a single generation.
- 2) If only one parent is alive, that parent could take advantage of this provision to pass the unit to their children before they pass away.

Option 2 – Crossings-Only Option: Many of the residents who have come to Council meetings requesting this change are original residents of The Crossings at Horse Ranch. These original owners purchased their home under a different set of regulations. The original deed restrictions there (which predated the Permanent Moderate Housing Regulations adopted by Ordinance 2, Series of 2002 which was signed on August 26th of that year) did permit for transfer of the home. This option/ proposed regulations could help honor that original intent, for the Crossings *only* by adding the following language to the paragraph in Section 17.17. This additional language would not change the deed restriction for other owners that purchased their property knowing they could not pass their homes on to their children via inheritance. The proposed change would state:

Owners of homes at The Crossings at Horse Ranch who purchased their home prior to August 26, 2002, may transfer their home by will or by inheritance to one or more of their surviving children upon the owner's death.

The following caveat could be considered:

- 1) If only one parent is alive, that parent could take advantage of this provision to pass the unit to their children before they pass away.

Option 3 – Locals' Advantage in Lottery – To support the ability of children to buy their parent's home but not preclude others from having a chance, the Town could give two extra chances in the lottery to someone who grew up in the home that is for sale (lived there for 5 years). All other qualifications would need to be met. This would not be a guarantee, but would offer an advantage to the children of the owners and could be implemented with the following language added to Section 17.4.4 Lottery Procedure:

Applicants who demonstrate that they lived in the home for a minimum of five (5) years prior to their 18th birthday will receive an additional two (2) lottery chances.

With any of these options, the person inheriting the home needs to be a qualified applicant.

All of the above changes will need to be made by ordinance. Once we have received direction from Council on which inheritance provision to include, staff will draft an ordinance and schedule public hearings for final approval.

APPLICABILITY TO COUNCIL GOALS & OBJECTIVES:

In 2023 the Town Council established the following housing goals:

Providing more affordable workforce housing options within the Village enables community members to contribute to the local economy AND helps to build a strong, emotionally connected and engaged community. Town Council remains committed to implementing the 2021 Housing Master Plan.

Understanding that Village residents are served by local governmental organizations that are physically outside of the town, TOSV will work closely with those partner entities to create a more inclusive workforce housing framework that will integrate additional people/positions/organizations into our housing program. TOSV will endeavor to leverage additional financial resources from these partners to help meet our respective housing needs.

The TOSV Housing Program provides the foundation for this goal and has set us apart from most Colorado ski communities since its inception.

RECOMMENDATION

It is the recommendation of Town Staff that the Town Council:

- 1) Not make any changes to section to Section 17.7 of the regulations.

If a change is made,

- 2) it is recommended that only Option 2 (for the Crossings) be implemented to help honor the original restrictions in place when the homes were purchased. This would not expand the inheritance provision to any purchaser that did not have it when the home was purchased.
- 3) Option 3 is Staff's "third place" recommendation.
- 4) Option 1 is the Staff's "fourth place" recommendation. If this is adopted, then it should follow the APCHA language and not include the caveats that were discussed.

For all of these options, Staff strongly recommends that the individual receiving the unit be a qualified applicant at the time of inheritance.