

# **WESTON HOUSING SURVEY**

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## **Executive Summary**

Recognizing the difficulty faced by municipal and school employees in finding affordable housing near their employment, the Town of Weston, acting through its Housing Needs Committee, engaged the Center for Urban and Regional Policy at Northeastern University (CURP) to survey the housing needs and preferences of its workforce. At the same time the town asked CURP to survey the families of its METCO students to ascertain the extent of their interest in moving to Weston.

During the fall of 2003, CURP conducted a mail survey of 583 town and school employees and 121 METCO families. The survey generated an overall response rate of almost 40 percent (with an estimated confidence level of +/- 3.5 percent). Responses were analyzed separately for each of three categories of respondents: employees already living in Weston, employees living outside Weston, and parents of METCO students attending Weston schools. The results indicate that employees already living in Weston, for the most part, feel their current housing situation is satisfactory, but a significant number of those living elsewhere would like the opportunity to move to Weston if they could. The same holds true for the parents of METCO students attending Weston schools.

Of the 205 non-resident employees who responded to the survey, 121 expressed an interest in moving to Weston and 63 of those indicated a high level of interest. This suggests that, even if none of the non-responders wants to move, *a minimum of 24 percent of employees not already living in Weston would be interested in moving to the town if appropriate housing were available to them.* When queried further, half of these reported they would be “very interested” in doing so. *Among METCO families, all of whom live in Boston, the interest was even stronger:* A total of 37 percent expressed interest in moving to Weston, with 22 percent reporting that they were “very interested.”

Employees from 50 different municipalities indicated an interest in moving to Weston. Three-fourths are homeowners already, paying average monthly mortgage payments of over \$1300. Current renters are more likely to want to move than homeowners, and both groups would prefer to buy a single-family house. More than 90 percent are married or living with a partner, with an average less than one child per household. More than half the METCO families are also homeowners, with average monthly mortgage payments close to \$1300.

Sixty-two percent are married or living with a partner and have, on average, two children. Like the town employees, the METCO families wishing to move to Weston would prefer to purchase a single-family home.

Almost half the employees (48%) and nearly as many METCO families (45%) reported incomes between \$40,000 and \$80,000 a year, sufficient to purchase a home priced between \$275,000 and \$367,000 at current interest rates with a 20 percent down payment. But only ten of the homes sold in Weston between January and October 2003 fell within this price range.

## 1. Introduction

In many Massachusetts cities and towns, it has become increasingly difficult for local government employees and school personnel to afford housing in the communities where they work. Ensuring adequate affordable workforce housing is especially challenging in Weston, which has very few rental units and the highest home prices in the Commonwealth<sup>1</sup>. Only 12 percent of its employees reside in the town. The other 88 percent live in 94 different communities, including towns in Connecticut and New Hampshire.

Current Town Employees	#	%
Total	583	100
<i>Live in Weston</i>	70	12
Live Outside of Weston	513	88

In the spring of 2003, the Town of Weston voted to appropriate funds to survey the housing needs and preferences of its workforce, as a preliminary step to planning what, if any, measures it should take to expand the supply of affordable housing. At the same time, the Town decided to survey families with children attending Weston schools under METCO, the voluntary regional busing program that the Town has supported since its inception in 1967.

On behalf of the Town, the Weston Housing Needs Committee issued a request for proposals in early 2003, and in June entered into a contract with the Center for Urban and Regional Policy at Northeastern University (CURP) to carry out the survey. (See **Appendix A** for information on the Center.)

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<sup>1</sup> Excluding the island communities of Chilmark and Aquinnah

## **2. Background and Methodology**

During the fall of 2003, the Center for Urban and Regional Policy (CURP) conducted a mail survey of all Weston town employees and parents of METCO students currently attending Weston schools to ascertain their interest in living in the community and to assess their financial ability to do so. The survey was developed, administered, and analyzed by the CURP staff with input from Weston town officials.

Using mailing labels provided by the Town for 583 municipal and school employees and 121 METCO families, CURP conducted two mailings. The first was sent to all 704 employees and METCO families on September 19, 2003. Three weeks later (October 13, 2003) a follow-up mailing was sent to the 506 who had not by that time responded to the initial survey. Fewer than 2 percent (1.8) of the surveys were returned by the Post Office as undeliverable. Overall the survey elicited a 39.8 percent response rate (with 40.6 percent of non-resident town employees and 43.1 percent of METCO families responding). Given the size of the population (704 households, or 691 if only the delivered surveys are counted) and a response rate of 40 percent, the accuracy of the survey is estimated to be +/- 3.5 percent.

The CURP staff entered all of the survey responses into a spreadsheet and conducted a comprehensive analysis of the data, the results of which are presented in Section 4 of this report. To ensure confidentiality, the surveys were coded and names and addresses of respondents were not available to the researchers. The results were tabulated and analyzed separately for each of the three categories of respondents -- town employees living outside Weston, town employees already living in Weston, and METCO families -- to ascertain their level of interest in local housing, the type of housing desired and the maximum cost of such housing in order for it to be considered affordable.<sup>2</sup>

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<sup>2</sup> According to the U.S. Department of Housing and Urban Development guidelines, rental housing is considered affordable if it does not exceed 30 percent of a household's gross income. For homeownership, the standard is 33 percent for monthly mortgage payment including principal, interest, real estate taxes, and homeowners' insurance.

The concise 16-question survey was designed to generate a high response rate and elicit the level of interest, type of housing desired, ability to pay, etc. through such questions as:

- Size and composition of household
- Household income
- Current location of residence
- Tenure: renter or home owner
- Current rent or monthly mortgage payment
- Desire to live in Weston if affordable housing were available
- Type of housing desired if employee were to relocate to Weston (or to remain in Weston if employee already resides there)
- Special needs or requirements of household members

(The survey instrument is included as **Appendix B.**)

### 3. Weston Town Employees: Survey Results and Analysis

In total, 691 surveys were delivered to town employees and METCO families.

As of November 20, 275 of the mailed surveys had been returned to CURP, giving an overall response rate of 39.8 percent. Of those, 225 were from town employees and 50 were from METCO families.

Survey Response	Surveys Delivered	Surveys Returned	Response Rate
<b>Total</b>	691	275	39.8%
<b>Town Employees</b>	575	225	39.1%
<i>Living in Weston</i>	70	20	28.6%
<i>Living Elsewhere</i>	505	205	40.6%
<b>METCO Families</b>	116	50	43.1%

The survey respondents can be classified into three categories: employees already living in Weston, employees living elsewhere, and METCO families. The latter two categories are the most relevant to the survey since most employees living in Weston responded that their housing needs were being adequately met. Resident employees were included in the survey to ascertain whether their current housing situation was adequate (e.g. someone who is renting in town, or living with a family member, might wish to purchase a home; also their opinions on affordable housing are valuable to the Towns Housing Needs Committee).

#### Town Employees Living Outside of Weston

##### *Summary of All Respondents*

Employees living outside Weston returned 205 surveys, out of a possible 505 delivered, for a response rate of 40.6

percent. The 205 respondents currently live in 50 different towns or cities in Massachusetts, with the greatest concentration living in Boston (25), Framingham (16), Natick (19) and Waltham (19).

	Number of Respondents	Percent of Respondents
<b>Homeowners</b>	156	76%
<b>Married</b>	160	79%

	<b>Respondent Average</b>
<b>Age</b>	43.5
<b>Household Size</b>	2.95
<b>Children</b>	0.85

Of the 205 employee respondents living outside of Weston, 76 percent are homeowners in their respective communities, and 79% are either married or living with a partner.

The average age of respondents is 43.5, with 46 percent falling into the 35-54 year age bracket. Only 29 percent are in the 25-34 year age bracket, and 20 percent are aged 55-64. On average their household size is 2.95 people with .85 children.

## Summary of those Wishing to Move

**Key Finding:** Of the 205 respondents, 121 expressed interest in moving to the town of Weston. *If we assume none of the non-respondents wants to move, we are still left with a minimum of almost 1 in 4 employees (24%) who do wish to move to Weston if appropriate housing is available.*

	Number of Respondents	Minimum % Interest
Interested in Moving	121	24%
High Level of Interest	63	12.5%

We also measured the level of interest of the respondents and found that 63, or 1 in 8 employees, who wished to move had a high level of interest in so doing. Virtually all of the non-resident employees, 114 of 121, who expressed the desire to move to Weston, would prefer to buy a home rather than rent.

	Households by Income Bracket
Under \$20,000	2.5%
\$20,000-\$40,000	7.5%
\$40,000-\$60,000	27.5%
\$60,000-\$80,000	20%
\$80,000-\$100,000	20%
\$100,000-\$150,000	20%
\$150,000-\$200,000	1.7%
\$200,000+	0.8%

Employees from 50 different municipalities showed interest in moving. Respondents living in the towns of Boston, Framingham, Natick, Newton and Waltham represented the highest concentration of interest, totaling over one-third of those who expressed an interest in moving to Weston. Employees who are residents of Wayland and Wellesley expressed the least desire to relocate to Weston.

Ninety-percent of the respondents interested in moving reported incomes of more than \$40,000 annually. Almost half (48%) of these respondents report household incomes between \$40,000 and \$80,000 a year. Outside of that range, 10 percent are below \$40,000 annually and 42 percent are above \$80,000. The median mortgage payment of respondents is \$1,585 and the median rent is \$1,675 a month.

More than three-fourths (76%) of the respondents who expressed a desire to move are living with a spouse or partner. Of households with teenagers in them, 20 of 46, showed a desire to move, while 44 of the 61 households with children under the age of thirteen responded favorably to moving to Weston.

	<b>Households with Teenagers</b>	<b>Households with Children under 13</b>
<b>Number Respondents</b>	46	61
<b>Respondents Wishing to Move</b>	20	44
<b>% Wishing to Move of Total</b>	43%	72%

## ***Analysis of Findings***

It is clear from these survey results that a significant number of current town employees would like the opportunity to move to Weston if they could. A minimum of 1 in 4 current town employees living outside of Weston have indicated an interest in moving to Weston with half of these (1 in 8) expressing a strong interest to do so.

The survey permits us to determine which employees are more likely to express an interest in moving to Weston.

- *Of families with teenage children, 43 percent reported interest in moving to Weston while 72 percent of those with children under thirteen showed a desire to move to Weston.*

This seems to suggest that parents are less likely to want to uproot a child in high school. A high school student has far greater ties to the school both academically and recreationally and to a group of local friends than the typical child in elementary school. Parents may perceive that it is easier for younger children to adapt to a new environment.

- *Current renters are more likely to wish to move than current homeowners.*

We found that 58 percent of homeowners wish to move to Weston while 79 percent of renters have an interest in moving. As a whole, 94 percent of current homeowners and renters who showed a desire to move to Weston preferred to buy there rather than rent.

They also preferred single-family homes to any other option, with 99 of 121 (82%) choosing them. The second most frequently selected option was townhouse/condominium, preferred by 17 (14%) of the respondents. The high desire of the respondents to buy homes in Weston tends to show an inclination to settle down in Weston, not to use it as a stepping stone to another community.

	<b>% Of Respondents</b>
<b>Homeowners wishing to move</b>	58%
<b>Renters wishing to move</b>	79%
<b>Prefer to buy home in Weston</b>	94%
<b>Prefer single-family home</b>	82%

There were a number of reasons given by those who reported they were not interested in moving to Weston. The most commonly cited reasons were a perceived lack of diversity in the town, the inconvenience of a home-to-work commute for another member of the household, high housing costs, a preference not to live in the community in which they worked, the enjoyment of living in the town or city where they currently reside, and not wanting to move their children. Most who offered opinions did not hold strong feelings against moving to Weston, but were simply happy and comfortable in their present situation.

## 4. METCO Families: Survey Results and Analysis

### Summary of All Respondents

As expected, there are some major differences between METCO parents and current town employees. But, their interest in moving to Weston is, if anything, even stronger. All the METCO parents currently live in one city: Boston. All, of course, have children.

	METCO Families Average
Monthly Mortgage	\$1,285
Respondents Age	43.2 years
Household Size	3.96
Children	1.98

A total of 116 surveys were delivered to METCO families and 50 were returned, producing a response rate of 43 percent.

	METCO Families
% Married or Living with a Partner	62
% Homeowners	52

A little more than half (52%) of METCO families currently own their homes and pay an average monthly mortgage payment of \$1,285. Their average age is 43.2 years. More than three-fifths (62%) of these parents are married or living with a partner. METCO households have, on average, 3.96 people and 1.98 children.

### Summary of Those Wishing to Move

We received positive responses indicating an interest in moving to Weston from 43 of the 50 METCO families. Thus *assuming, once again, that all those who did not respond have no interest in moving*, we can estimate a

	METCO Families Wishing to Move
Total Respondents	50
Interested in Moving	43
Minimum Interested in Moving	37%
Very Interested in Moving	25
Minimum Very Interested	22%

minimum interest of 37 percent among the METCO families. Moreover, 25 families expressed a high interest in moving to Weston.

Therefore, at least 1 in 5 METCO families whose children attend Weston schools is very interested in moving to the community. Both of these percentages are substantially higher than the results for Weston employees.

	<b>METCO Families Wishing to Move</b>
Prefer to Buy Home	<b>74%</b>
Prefer Single-family Home	<b>90%</b>
Average Monthly Mortgage	<b>\$1,234</b>
Average Monthly Rent	<b>\$673</b>
# Receiving Aid for Housing	<b>8</b>

	<b>METCO Families Wishing to Move</b>
Annual Income Below \$40,000	<b>26%</b>
Annual Income \$40,000-\$80,000	<b>45%</b>
Annual Income Above \$80,000	<b>29%</b>

If housing were available to them, 74 percent of METCO families would prefer to buy a home in Weston rather than rent, with 90 percent preferring a single-family home to any other option.

Economically the METCO families who wish to move are diverse. Nearly half (45%) fall into the \$40,000-\$80,000 annual income bracket, with 29% making above \$80,000 and 26 percent below.

Of those who wish to move, homeowners have an average monthly mortgage payment of \$1,234, and renters pay \$673 a month.

Eight of the 43 METCO families who showed an interest in moving to Weston currently receive some type of government subsidy to help pay for their housing costs.

### ***Analysis of Findings***

The differences between METCO families who wish to move to Weston and those who do not are not as pronounced as the differences found in the town employees. The most common answer given for those with no interest in moving was their need to live in the city for commuting purposes or for job residency requirements. Among the greatest concerns were the ability to afford the housing, taxes, and other related costs. Many respondents asked questions about eligibility requirements and other related administrative procedures.

The chance to live in a suburban setting was an attraction for several of the METCO respondents who suggested that the suburbs offered opportunities unavailable in their current urban neighborhood, especially for their children. This had not been a prominent consideration among the non-resident employees, many of whom already live in suburban communities similar to Weston. Primarily, though, the METCO families expressed a strong desire to settle in Weston, the majority wanting to purchase a single-family home. The concern about uprooting their children is not present, as their children already have their roots in the Weston school system.

## **5. Type of Housing Desired and Ability of Interested Respondents to Pay**

Respondents interested in moving to Weston expressed an overwhelming preference for homeownership: 94 percent of the employees living outside of Weston and 74 percent of the METCO families.<sup>3</sup> Of the 121 non-resident employees who responded that they would be interested in moving to Weston, 83 are homeowners already, 32 rent, and 6 responded “other.” The METCO families are more evenly split: 20 homeowners, 20 renters and 3 “other.” The current average monthly housing expense for both the non-resident employees and the METCO homeowners was nearly \$1300 (employees \$1,274 and METCO \$1,285), just over half what employees who already own in Weston are paying (\$2,330).

Of the total, 43 METCO parents and 121 town employees responded that they would be interested in moving to Weston if affordable housing was available. Forty-two of the METCO parents and 115 of the town employees responded to the question regarding annual household income permitting the research staff to estimate what these families could afford in a new home.

Records of existing Weston home sales in 2002 and 2003 were also reviewed to determine what opportunities, if any, were available on the open market in Weston. The findings are shown in Table 6.1. Results were evaluated separately for renters and homeowners since it is likely that current homeowners would have the advantage of equity in their current residence to contribute to a new home in Weston.

It was assumed that a household could afford to spend 33 percent of its gross income for principal, interest, real estate taxes, and homeowners’ insurance. Taxes and insurances were estimated to be 1.5 percent of the cost (value) of the home. A 6 percent, 30-year mortgage was assumed, and affordability was analyzed with a 10 percent and 20 percent down payment.

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<sup>3</sup> One of the town employee who currently lives in Weston expressed interest in purchasing affordable housing in town, but for reasons of confidentiality that employee’s ability to pay is not included in Table 6.1.

## ***Affordability Analysis***

Both the non-resident town employees and the METCO parents who expressed an interest in moving to Weston have household incomes that would enable them to purchase homes in many parts of the country, including some Massachusetts communities. Almost half the employees (48%) and nearly as many METCO families (45%) reported incomes between \$40,000 and \$80,000 a year, sufficient to purchase a home priced between \$275,000 and \$367,000 at current interest rates, with a 20 percent down payment. At these prices, of course, a 20 percent down payment means that a homebuyer must come up with between 50 and 75 thousand dollars in addition to points and closing costs. Even then, only ten of the 160 Weston homes that sold between January and October 2003 would be affordable to them.

In fact, the Boston metropolitan area single-family home price -- over \$432,000 last quarter -- was the third highest in the nation. Weston's year-to-date median price--\$1,226,000<sup>4</sup> -- is the highest in the state, excluding the island communities of Chilmark and Aquinnah. The few condominiums in the town are not an affordable alternative: only three sold, and at a median price of \$690,000. The communities surrounding Weston do not represent affordable alternatives, either, with current median single-family prices as follows: Wayland, \$555,500; Lincoln, \$841,813; Waltham, \$364,900; Newton, \$633,250; Wellesley, \$745,000; and Natick, \$400,000.

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<sup>4</sup> Through July 2003, the most recent month for which figures were available for Middlesex County.

**Table 6-1**  
**Ability of Survey Respondents to Pay for Housing**

Income	Non Resident Town Employees			Available annually for PITI at 33% of gross income		Max Home Price w 10% dp @ 6%, 30 yrs (no PMI)	# of 2003 Sales Affordable to Each Income Group	Max Home Price w 20% dp @ 6%, 30 yrs	# of 2003 Sales Affordable to Each Income Group
	Current Home-owners	Current Renters	Current Status Unknown		from		With a 90% Mortgage		With an 80% Mortgage
< \$20,000	0	0	3		\$6,660	\$84,000	0	\$92,000	0
20,000 - 39,999	4	5	0	\$6,660	\$13,320	\$167,000	1	\$183,000	2
40,000 - 59,999	18	12	3	\$13,320	\$19,980	\$250,000	3	\$275,000	3
60,000 - 79,999	16	8	0	\$19,980	\$26,640	\$333,791	5	\$367,000	5
80,000 - 99,999	20	4	0	\$26,640	\$33,300	\$417,000	6	\$459,000	6
100,000 - 149,999	22	2	0	\$33,300	\$49,950	\$625,000	16	\$688,000	22
150,000 - 199,999	2	0	0	\$49,950	\$66,600	\$835,000	43	\$918,000	54
200,000+	1	0	0	\$66,600				over \$918,000	
Total	83	31	6						

Income	METCO Parents			Available annually for PITI at 33% of gross income		Max Home Price, 10% dp @ 6%, 30 yrs (no PMI)	# of 2003 Sales Affordable to Each Income Group	Max Home Price w 20% dp @ 6%, 30 yrs	# of 2003 Sales Affordable to Each Income Group
	Current Home-owners	Current Renters	Current Status Unknown		from	to	With a 90% Mortgage		With an 80% Mortgage
< \$20,000	0	4	0		\$6,660	\$84,000	0	\$92,000	0
20,000 - 39,999	2	4	1	\$6,660	\$13,320	\$167,000	1	\$183,000	2
40,000 - 59,999	4	4	1	\$13,320	\$19,980	\$250,000	3	\$275,000	3
60,000 - 79,999	6	3	1	\$19,980	\$26,640	\$333,791	5	\$367,000	5
80,000 - 99,999	3	3	0	\$26,640	\$33,300	\$417,000	6	\$459,000	6
100,000 - 149,999	4	1	0	\$33,300	\$49,950	\$625,000	16	\$688,000	22
150,000 - 199,999	1	0	0	\$49,950	\$66,600	\$835,000	43	\$918,000	54
200,000+	0	0	0	\$66,600				over \$918,000	-718000
Total	20	19	3						

## 6. Survey Comments

At the end of the survey, we provided an opportunity for respondents to freely comment on the survey and the housing issue. Here is a sample of the comments we received from Town Employees:

*“I was born and raised in town and I have a great love for it. It was my dream as a young child to work as a firefighter in town and now I live that dream. And I would love to be able to stay in town rather than move far to the west or north just to be able to afford to live. The community and its people are great.”*

*“I grew up here and now teach here, but am unable to live in the community I am so committed to because the cost is too high. More affordable housing opportunities should be available for teachers!”*

*“I work in Weston... I have one hour plus commute. My six year old is an hour away if anything ever happened I would not know what to do. I had to move this far to be able to afford rent.”*

*“My ability to participate in evening forums/events is impacted by my residing 30 miles from town.”*

*“We lost two excellent teachers/coaches three years ago because they couldn't find affordable housing in MetroWest...”*

*“I have been a Weston town employee for 24 years and have a great affection for the town and it would make life easier to live nearby my work.”*

*“I think it would be a wonderful opportunity for people who work in the town to be able to live in that town.”*

Here are some of the responses of Weston METCO Families:

*“My son has 3 more years in the Weston schools...it would be nice for him not to have to travel so far in order for him to go to a good school and to get the education he deserves.”*

*“My children go to Weston school from Boston. They wake up at 6 a.m. everyday. When they get back to home it is almost 5p.m. so they always feel tired. If we live in Weston that will be good for them to go to school and for me so that I can easily take care of them.”*

*“Weston is a beautiful peaceful town. Everything is spread out... Requires a car to get around.”*

## **7. Conclusions**

The Weston Housing Survey indicates a strong interest on the part of both town employees and METCO parents to live in Weston if appropriate and affordable housing were available to them. A minimum of nearly one in four current town employees living outside of Weston would be interested in moving to Weston and of these nearly half expressed a strong interest in doing so. Among METCO parents, the desire to live in Weston is even stronger with a minimum of at least one-third wishing to move to town if they could afford housing there. Assuming that none of the non-respondents to the survey has an interest in moving to Weston, there is a need for up to 92 housing units to meet the expressed desires of “very interested” town employees (62) and METCO parents (30). If all those expressing any interest at all are counted, the number of desired housing units rises to 160 with 119 of these being town employees.

Nearly half of the town employees and 45 percent of the METCO parents interested in Weston housing have household incomes that would permit them to purchase homes valued at \$275,000 to \$367,000 at current interest rates if they could come up with a 20 percent down payment. Another 45 percent of town employees and 31 percent of METCO parents could afford more expensive housing. However, a review of home sales in Weston and nearby suburbs suggests that only a small fraction of housing is available in this price range. Thus, it will be necessary to develop new housing, some of which will need subsidy, to meet the expressed desires of those who would like the opportunity to live in Weston.

## **8. Appendices**

### Appendix A

#### **About CURP**

The Center for Urban and Regional Policy (CURP) was founded at Northeastern University in 1999 as a “think and do tank” committed to working with academic researchers, students, and community leaders on a wide range of projects related to affordable housing; workforce development and training; community economic development; education; and the provision of information access tools to schools, community groups, and government agencies. Its broad mission is:

- To provide high quality policy-oriented research that can be used to better understand many of the dimensions of urban life, especially in the Greater Boston metropolitan area
- To provide funded and non-funded research opportunities for faculty and staff at Northeastern University who have expertise in or wish to enhance their knowledge of urban issues
- To provide a rich array of urban-based research and experiential opportunities for undergraduate and graduate students in accord with the University’s mission of “practice-oriented education.”
- To provide technical assistance to community organizations, minority-owned business, and local government agencies in accord with the University’s stated urban outreach mission

As a “think tank,” CURP has undertaken research that has resulted in an array of books, monographs, reports, and articles that cover a broad range of urban topics. As a “do tank,” CURP has formed collaboratives with faculty, staff, students, and community groups to assist in the development of affordable housing, to offer technical assistance to small minority business, and to offer web and CD-ROM based education and information tools to schools, community groups, and government agencies.

Appendix B

***Weston Housing Survey***

1. At your current residence, are you a:  
 Homeowner       Renter  
 Other (specify) \_\_\_\_\_
  
2. In what type of dwelling do you currently live?  
 Single-Family House                       Apartment Building  
 2 or 3 Family House                       Townhouse/Condominium  
 Furnished Room                               Other (specify)  
\_\_\_\_\_
  
3. If you are a homeowner, what is your monthly mortgage payment?  
\$ \_\_\_\_\_  
Does this include real estate taxes?     Yes     No  
Does this include homeowners insurance?     Yes     No  
If you are a renter, what is monthly rent    \$ \_\_\_\_\_  
Does this include heat?                       Yes     No
  
4. Do you receive any help from a public agency for paying your mortgage or rent? (for example, Section 8 housing voucher)  
 Yes       No
  
5. Where do you currently live?  
City/Town (and State, if not Massachusetts)  
\_\_\_\_\_

*For those currently living in the Town of Weston, skip to Question 7*

6. If you could find housing that was affordable for your household in Weston, would you consider moving to the town?  
 Yes     No    ***If No***, skip to Question 7.  
  
***If Yes***, how interested would you be in moving to Weston?  
 very interested     somewhat interested  
 not very interested

**If Yes**, what type of housing would you need in Weston to make relocating to the town desirable and feasible?

- Single-family house       Unit in a large apartment complex  
 Townhouse/Condominium     Other (specify)

\_\_\_\_\_

**If Yes**, would you prefer to rent or buy?     Rent     Buy

7. Total number of persons in your household including yourself? \_\_\_\_\_

8. How many adults are there in your household (including yourself)?  
\_\_\_\_\_

9. Are you married or living with a partner?     Yes     No

10. How many children are there living in your household in the following age groups?

	# of boys	# of girls
Age 0-5	_____	_____
Age 6-12	_____	_____
Age 13-17	_____	_____

11. How old are you?

- 18-24     25-34     35-54     55-64     65-74     75+

12. What is the approximate total annual income in your household before taxes from all sources?

- Under \$20,000     \$20,000-\$39,999     \$40,000-\$59,000  
 \$60,000-\$79,999     \$80,000-\$99,999     \$100,000-\$149,999  
 \$150,000-\$199,999     \$200,000 +

13. What is your race/ethnic group? (Check all that apply)

- White     Black or African-American     Latino/Hispanic  
 Asian     American Indian/Native American  
 Other (Specify) \_\_\_\_\_

14. Do you or a member of your household have an impairment, disability, or special need that affects the type of housing you need?

? Yes ? No If yes, please specify

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15. Are there considerations that would make it difficult or undesirable for you to move to Weston even if affordable, appropriate housing were available (for example, residency requirements in another community or commuting issues)?

? Yes ? No If yes, please specify

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16. Is there anything else you would like us to know about your housing needs or possible desire to live in Weston?

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## Appendix C: Summary of Survey Results

	Total Population		Town Employees	Town Employees Living Outside of Weston	Town Employees Living in Weston		METCO Families
Surveys Mailed	704		583	513	70		121
Surveys Delivered	691		575	505	70		116
Number Completed	266		219	200	19		47
Response Rate	38.5%		38.1%	39.6%	27.1%		40.5%
Number Interested	160		119	118	1		41
Minimum % Interested	23%			<b>23%</b>	1.4%		<b>35%</b>
Number very Interested	92		62	61	1		30
% Very Interested	13%		11%	12%	1%		26%
<b>Results of Completed Surveys</b>							
Number Homeowners	192		167	155	12		25
% Homeowners	72%		76%	78%	63%		53.20%
Average Mortgage Payment	<b>\$1327</b>		<b>\$1333</b>	<b>\$1266</b>	<b>\$2330</b>		<b>\$1284</b>
# Mortgages Including Taxes	103		84	77	7		19
# Mortgages Including Insurance	70		52	47	5		18
Average Rent Payment	<b>\$998</b>		<b>\$1152</b>	<b>\$2072</b>	<b>\$655</b>		<b>\$666</b>
# Rents Including Heat	22		15	14	1		7
# Receiving Housing Aid	9		1	1	0		8
Number Interested in Moving	160		119	118	1		41
% Interested in Moving	65%		61%	59%	5%		87%
Number very Interested	<b>92</b>			<b>61</b>	<b>1</b>		<b>30</b>
% Very Interested	58%			52%	100%		73%
Number Prefer to Buy	143		113	112	1		30
% Prefer to Buy	89%		95%	95%	100%		73%
Average Total Persons in House	3.17		3.05	3.02	3.37		4
Average Number of Adults	2.07		2.1	2.07	2.42		1.9
# Married or Living w/Partner	202		172	158	14		30
Average # of Children	0.99		0.84	0.86	0.58		1.98

Appendix D

Map of Current Residence of Town Employees



Appendix E

Map of Current Residence of Respondents