



Attachment 4 | **Interview Findings**





Many members of the community, as well as other city staff, participated and contributed to the preparation of this Housing Action Plan. Their participation and contributions are very much appreciated.

Jennifer Gregerson, Mayor

CITY COUNCIL

Sarah Kneller, Council President
Bob Champion, Council Vice President
Elisabeth Crawford
Richard Emery
Louis Harris
Riaz Khan
Joe Marine

PLANNING COMMISSION

Jerry Bush
Diane Cooper
Skip Ferderber*
Tim Krivanek
Arnie Hammerman
Robert Marmaduke
Nicole Thomsen

STAKEHOLDER ADVISORY COMMITTEE

The Stakeholder Advisory Group (SAG) acted as an informal focus group of community members and various housing professionals. The SAG provided focused review and feedback about housing, housing issues and draft documents to City of Mukilteo staff and the BERK team for the Housing Action Plan. Participation on the SAG does not necessarily indicate endorsement of the strategies in the HAP.

Adam Braddock, Real Estate, John L. Scott
Carolyn "Dode" Carlson, Resident, Mukilteo Seniors
Association
Skip Ferderber, Resident*
Glenn Gardner, Mukilteo Employer, Synrad
Greg Krabbe, Housing Developer, GFK Consulting
Ricardo Romero-Heredia, Parent Liaison Mukilteo
School District

Shana Swift, Resident
Donna Vago, Resident
Jonathan Waters, Resident
Melinda Woods, Board of Directors, Washington Low
Income Housing Alliance
Boris Zaretsky, Resident

** Skip Ferderber served on the Stakeholder Advisory Group until he was appointed to the Planning Commission in January 2021.*



PROJECT STAFF

Dave Osaki, Community
Development Director
Lauren Balisky, Planning Manager
Garrett Jensen, Associate Planner

BERK CONSULTING

Dawn Couch, Project Manager
Rebecca Fornaby, Visuals
Kristin Maidt, Analyst
Deborah Munkberg, Planner
Marcia Wagoner, Engagement



Table of Contents

Introduction	1
Summary	2
Section 1 About Mukilteo	2
Section 2 Housing Needs and Barriers	9
Section 3 Factors for Housing Action Plan Success	12
Section 4 Potential Housing Solutions	16
Other Community Input	19



Introduction

The consultant team conducted interviews with individuals representing a diversity of perspectives on housing in Mukilteo and hopes and concerns related to the Housing Action Plan process. The goals of the interviews were to:

- Gather input from a range of perspectives in the community;
- Identify housing concerns and issues important to the community;
- Reach traditionally under-represented groups; and
- Increase awareness and share information about the project.

The consulting team conducted 19 interviews with residents, business owners, and development professionals who have built housing in Mukilteo and all seven members of City Council.

Interviews were conducted via phone, Microsoft Teams, or Zoom video conferencing services. The interview included ten questions and lasted typically between 30 and 60 minutes. Interviews were analyzed using an inductive approach to summarize ideas, observations, concerns, and hopes among the interviewees. Themes are presented in the order questions were asked. Subthemes are presented from the most commonly expressed idea to the least common.



Summary

Section 1 About Mukilteo

How do interviewees describe Mukilteo?

Interviewees were asked to describe Mukilteo. Some interviewees discussed the environmental attributes and setting of Mukilteo while others focused on the social and demographic characteristics of the residents. The common themes include:

- **Beautiful setting.** Themes around the environmental attributes include descriptions of Mukilteo as being in a beautiful setting on the Salish Sea. The waterfront and access to Puget Sound is highly valued among interviewees. Mukilteo was also described as having many green areas and natural beauty.
- **Small-town feel.** Most interviewees described the community of Mukilteo as having a small-town feel, a quality valued by many. In discussions of Mukilteo, many pointed out the advantages Mukilteo residents have due to the proximity of larger, more urban communities. These include access to employment centers and shopping opportunities.
- **A bedroom community.** Most interviewees consider Mukilteo to be a bedroom community with access to employment centers outside the city. Some consider it to be changing from a bedroom community to more of an established destination itself but acknowledge the increase in visitors and tourism are not necessarily welcomed changes by everyone in the community. One person noted that the industrial components of the city are valuable in terms of economic impacts but are often overlooked by the residential community.
- **Mixed housing types.** About half the interviewees who described Mukilteo as a bedroom community also noted that Mukilteo has a mix of housing types including large lot single family housing, apartments, small lots, and other types. This was in part attributed to the planned development in Harbour Pointe.
- **High degree of livability.** Interviewees find Mukilteo to be very livable with qualities described as “nice,” “safe,” “peaceful,” “quiet,” “family-oriented,” “friendly,” and “having good schools.” The only limitation to livability mentioned was in reference to a perceived lack of diversity and a perceived intolerance of newcomers.
- **Affluent.** Interviewees who described the residents of Mukilteo described the



community as “high income” and “professional.”

- **Limited walkability.** A couple of people mentioned that Mukilteo lacks walkability, except in the area near Lighthouse Park. One interviewee noted that everyone has a car.
- **Engaged community.** A couple of people described the community as being very engaged and civically minded. Interviewees observed that there is a vocal group passionate about preserving Mukilteo and making sure the City does not grow too fast.

How do interviewees think Mukilteo is changing?

Interviewee comments about how Mukilteo is changing fall into three large categories: changes to housing prices, demographic changes, and changes to the built environment.

- **Housing costs have gone up.** About half of interviewees described a rise of housing costs as a significant change in the community.
 - A couple of people noted that high incomes are needed to afford a home in Mukilteo, with few local jobs able to support the home prices. Additionally, some note that a decrease in well-paid, local manufacturing jobs will mean long commutes for community members to higher-paying jobs further away. Others felt that housing prices are limiting new community members to only high earners.
 - One interviewee discussed the limited availability of housing, suggesting that the limited supply was contributing to price increases.
- **Interviewees believe the community of Mukilteo is going through a generational change with new residents being younger and more diverse.** Interviewees think there is a large cohort of families in the Harbour Pointe area that are in the later years of raising children or are already empty nesters. Interviewees observe that Mukilteo is attractive to families with children, but home prices make it difficult for younger families to afford suitable housing. Some have observed increasing racial and ethnic diversity in home buyers. All interviewees who discussed diversity considered it a positive addition to the community.
- **Interviewees have observed increased development.** Interviewees have seen wooded areas converted to residential or commercial uses and in recent years an increase in redevelopment and improvement of existing housing. One person feels the development pattern has changed towards higher degrees of lot coverage (smaller lots, bigger houses).



In addition to these observed changes, interviewees feel a lot of uncertainty around the global coronavirus pandemic and the local impacts to the regional economy, particularly the future of the Boeing manufacturing plant in Everett.

- **COVID-19 has created a significant economic disruption to local households.** Interviewees share that people they know have taken early retirement or lost their jobs and plan to leave Mukilteo. On the other hand, people also speculate that the shift to working from home will lead to more interest in living in Mukilteo.
- **Many believe Mukilteo's future is dependent on Boeing.** Interviewees feel that a lot of higher-earning households in Mukilteo work for Boeing, or part of the aerospace cluster that Boeing anchors. Changes at Boeing could impact residents in Mukilteo.

What hopes do interviewees have about the future of Mukilteo?

Interviewees were asked about their hopes and concerns for the community. This section describes interviewees hopes for Mukilteo.

- **Interviewees hope Mukilteo can maintain what they like most about the community.** This was the most common sentiment among interviewees and included references to Mukilteo's "small-town feel," its "community feel," and its "family feel." One interviewee framed this hope in terms of continuing to be a safe and welcoming place. Interviewees clearly value what they see as the high degree of livability in Mukilteo.
- **A balanced approach to growth that preserves the best parts of the community.** Some respondents framed their response in terms accommodating growth while maintaining the key characteristics of the community. They hope that the community can adapt to changing circumstances and handle growth "appropriately."
- **Be an inclusive community.** A couple of interviewees expressed a hope that the community can grow towards "diversity, equity, and inclusion." One person also added "all ages" to the idea of inclusivity, suggesting higher housing prices create a barrier to younger families and forces kids who grow up in Mukilteo to leave to find housing. One respondent summed up this sentiment by saying:

"We've done just fine, but don't need to close the door. If we want our folks to stay, or kids to live nearby, we need to make changes."

- **Provide a greater diversity of housing options.** Some people discussed their

hopes in terms of needing more housing options to allow people to remain in the community. Cottage housing was mentioned specifically.

- **Sound city services.** A couple of people expressed hopes around sound and fiscally responsible city leadership. These interviewees hope that Mukilteo could be a leader in equitably addressing growth and ensuring financial sustainability for the community.
- **Be mindful of environmental needs.** A couple of people expressed hopes related to climate concerns, preserving Mukilteo's natural beauty, and creating development that had less negative environmental impacts.
- **Address traffic through improved transit options.** One person hopes that the future will include thoughtful improvements to the regional transit system for the benefit of Mukilteo.

What concerns do interviewees have about the future of Mukilteo?

When asked about their concerns for the community, many interviewees shared their concerns about the Housing Action Planning process as opposed to general concerns about the community. The few concerns interviewees shared about the community are presented here.

- **Concern about attitudes of exclusivity.** Of the people who discussed concerns related to the community, half expressed concern or dismay over attitudes about potential newcomers.

"[I] feel like the city has become very 'exclusive' – lots of opinions about keeping people out of 'our city,' bias against people who don't live here. For instance, you hear people say about Lighthouse Park – people come but 'they don't even live here.' I feel like that attitude has grown in past five years. I would like to see more acceptance of the diverse people we have living here and offer ways for people to be able to meet new people."

People who shared this concern often felt the attitudes were based on a fear of change, rather than a specific bias. Interviewees felt the consequence of exclusivity is that Mukilteo could lose the benefits of being a community comprised of multiple generations, people with different backgrounds, and representatives from different professions.

- **Concerns about the environmental and traffic impacts associated with growth.** A couple of people expressed concern about issues created by growth such as increases in traffic, loss of open space, and climate change.



- **Concerns about external factors.** The final set of concerns related to Mukilteo's ability to address changes happening regionally and globally. For example, increased air traffic at Paine Field, the COVID-19 pandemic and associated loss of community events, along with regional development pressure are challenges Mukilteo will be facing in the near term.
- **Concerns about city management.** One person expressed concern that city government is not providing the services it is obligated to provide and is driving a growth agenda without enough input from the citizens. Another person expressed a concern that multi-family property owners do not pay as much in taxes as single-family property owners.

How does Mukilteo benefit or contribute to its neighboring communities?

Interviewees were asked, "In what ways does Mukilteo benefit from and contribute to neighboring communities?" and "What is Mukilteo's role in providing housing as part of Snohomish County and surrounding communities?"

Benefits to Mukilteo

- **Interviewees see Mukilteo residents as benefiting from the commerce among itself and its neighboring communities.** Having access to businesses and shops in Everett, Edmonds, Lynnwood, and Seattle are seen as a benefit to Mukilteo's residents and likewise spending by visitors from neighboring communities is seen as a benefit to Mukilteo's businesses and city tax revenues. Interviewees appreciate the accessibility of some of the unique attributes of its neighbors such as the shoppable downtown in Edmonds, nightlife in Seattle, and the farmers markets in Everett. The access to job centers in Everett and regional tech hubs was noted as a benefit.
- **Mukilteo benefits from the proximity of Boeing and Paine Field.** Many interviewees mention the benefit of jobs offered at Boeing and Paine Field.
- **Interconnectivity is a common theme.** Interviewees discussed Mukilteo's relationship with neighboring communities as one of interconnectivity and "sharing" among key services such as community events and specialized services. One interviewee noted that it is hard to know when you are passing from one community to the next.
- **Hosting the ferry terminal brings benefits to the community.** A couple of interviewees noted that the ferry brings benefits to the community in terms of



connectivity with Whidbey Island. Some felt that there was a benefit of bringing people through town to access the ferry. One person mentioned that the community should figure out how to encourage people passing through to visit restaurants and shops to create greater economic benefit to the community.

- **Employers in Mukilteo benefit from affordable housing options in neighboring communities.** A few people suggested that Mukilteo benefits from the affordable housing options in its neighboring communities. Since Mukilteo's housing costs are high, and commuting has become more time-intensive, local services and employers benefit from the affordable housing options available in neighboring communities.
- **Mukilteo collaborates with neighboring jurisdictions to address regional challenges.**
- **Mukilteo does not benefit from its neighboring communities.** A couple of people questioned whether people in Mukilteo benefited at all from neighboring communities. These interviewees felt it was unclear how much the residents in Mukilteo venture to surrounding cities. One noted that the minor amount of traffic mitigation funds that came from Paine Field were insufficient.

Mukilteo's Contributions to Its Neighboring Communities

- **Mukilteo offers its neighbors a beautiful place to visit.** The most mentioned contribution that Mukilteo offers its neighbors is as a place for recreation and enjoying the natural amenities of the area. Specifically, Mukilteo's parks, the Mukilteo Lighthouse Park, access to the Salish Sea, the waterfront, and open space are why people like to visit Mukilteo.

"Contribute to quality of life – in midst of larger cities, we are a quiet bubble, a pretty gem of waterfront, a place people go to escape. Parks, waterfront, quiet spaces, open spaces [are] important to preserve. It's largely what draws people and tourism to the City."

- **Mukilteo offers a bedroom community to support the regional economy.** Interviewees described Mukilteo as a bedroom community for the aerospace cluster that brings important benefits to the region. One person suggested that Mukilteo is also a job center for moderate-income jobs such as auto mechanics, welding, and cabinet building.
- **Mukilteo contributes to the region as a host of the ferry terminal.** A few interviewees felt that Mukilteo makes an important contribution to the region by hosting an important ferry terminal. One person described Mukilteo as a "transportation center" that functions as a multimodal transit hub that includes

connections to the ferry system, commercial air traffic, commuter rail, road traffic, and heavy rail (BNSF). A couple of people noted that community attitudes about the City's role as a transportation hub are mixed, with some not liking the traffic it brings through Mukilteo and others feeling there were benefits to having a greater mix of people in the community.

Mukilteo's Role in Meeting Regional Housing Needs

Each interviewee was asked "What is Mukilteo's role in providing housing as part of Snohomish County and surrounding communities?" About three quarters of respondents felt that Mukilteo has an important role to play in terms of ensuring it accommodates its share of growth and affordable housing. Subthemes include:

- **Accommodating its share of the regional housing need.** The most common theme among interviewee responses focused on the need for Mukilteo to play its role in meeting the regional need for housing.

"To continue to grow as Snohomish County grows. Mukilteo cannot put red tape around the city and say that we are taking no more and that everything must go to the County and other cities."

"As a city in the County, we all have to shoulder the burden – can't expect others to do it all. Also, if we want to enjoy the industry in other communities, we need to foster diversity in our housing."

Some interviewees framed the need to shoulder Mukilteo's regional share of growth as being the right thing to do while others noted the statutory obligation of the City to accommodate growth.

- **Mukilteo has a role in ensuring affordable housing.** The second theme about Mukilteo's role was around affordable housing. Interviewees stressed that Mukilteo has an obligation to ensure there are a variety of housing options within the city.

"Our surrounding communities are making a more concerted effort to provide options for a variety of families, and it would be unfortunate if Mukilteo doesn't provide affordable housing. We would be creating a difficulty for other cities if we are not doing our part. Other neighboring cities are supportive of doing their share – all of us – I would like Mukilteo to do its part. I would be disappointed if Mukilteo sat back and left other cities to do the work."

Similar to the theme above, one person expressed the opinion that the state legislature will require the City to have some affordable housing available.

- **Mukilteo should be an inclusive community.** Some interviewees framed the



role of the City as being broadly inclusive, rather than focused specifically on affordable housing. One noted that the demographics of Mukilteo do not reflect the rest of the County, but that Mukilteo has a responsibility to stay as accessible as it can. Another described the long-term societal consequences of blocking families from access to quality neighborhoods and schools.

About one quarter of interviewees took an opposite viewpoint saying the Mukilteo does not have a role to play in meeting regional need for growth.

- **Mukilteo already does its share.** A couple of interviews shared their belief that Mukilteo is already playing the role that it should as an affluent and exclusive community with a small-town feel. Common among interviewees with this perspective is the belief that Mukilteo is “built out” and that regional growth should be directed to other communities with more available buildable land. These interviewees feel that since other communities such as Everett can get bigger, Mukilteo should not have to.

Section 2 Housing Needs and Barriers

What do interviewees think are Mukilteo’s housing needs?

Each interviewee was asked what they believed to be the housing needs in Mukilteo.

- **Mukilteo has too little housing accessible to middle- and low-income households.** About a third of interviewees felt that the cost of Mukilteo’s housing was out of reach for a large part of the community. One interviewee summed up the sentiment as:

“We need housing for people not making a million dollars who are working at our restaurants and small businesses.”

Others described this need as “homes costing less than \$700,000,” “families earning 80% of median income,” “young families,” and “millennials.”

- **Housing for aging community members.** About a third of interviewees felt that Mukilteo needed housing options for aging community members:

“We can’t expect people to live here and contribute to community and after they retire not provide options for how to stay in community. Provide options for them to live in [the] community that they have loved and contributed to for many years.”

Some of the interviewees were themselves seniors, and expressed the need for

senior housing in terms of their own housing history:

“I want low-income housing available because I’m a senior. I looked at the website and saw that \$66,000 is low income – I’m below that and yet I live in Mukilteo and would like to continue to do so. I got a very good buy on a house some years back but I’m a senior and I will eventually need something else. I think it is critical to have senior housing in a community.”

Some felt that the need for senior housing will increase as “baby boomers” age. Interviewees described the housing need as “affordable senior living,” “senior housing,” and “options for seniors.” A couple of interviewees felt that if there was an attractive retirement community available to Mukilteo’s retirees, more would be willing to downsize which would make existing housing available for others.

- **Mukilteo needs more housing of all housing types.** Many interviewees stressed the need for a greater variety of housing types and smaller housing options that would be more accessible to a broader range of people. There was no clear pattern in the types of housing interviewees preferred or felt Mukilteo needed. Across all discussion of Mukilteo’s housing needs interviewees mentioned the following types of housing (presented in alphabetical order):
 - Accessory Dwelling Units
 - Apartments
 - Condominiums, particularly for people looking to downsize
 - Cottage housing
 - Facilities for seniors
 - Mother-in-law housing
 - Multifamily housing
 - Single family homes of a greater variety of sizes
 - Smaller lots
 - Smaller units
 - Subsidized housing by providers able to appropriately manage housing and facilitate access to services
 - Tiny houses
 - Townhouses as an option between single family homes and multifamily apartments
 - Treehouses
- **Some households need housing assistance.** In response to the question about

Mukilteo's housing needs, a couple of interviewees suggested that some households need support such as rental subsidies or rent control.

- **Mukilteo has no unmet housing needs.** A few interviewees felt that there were no housing needs in Mukilteo for current residents. Mukilteo was described as “self-contained” and that unmet housing needs were thought to be based on people coming from outside the community. Alternatively, a couple of people felt that need was inherently met by the market or that if people wanted something that was not available locally, they could find it elsewhere in the region.

How do interviewees think Mukilteo's housing needs will change?

Interviewees were asked how they thought housing needs in the community might change in the future. There was not a lot of agreement about what the future of housing needs will be in Mukilteo. The ideas shared by interviewees include:

- **Demand for housing will continue to grow.** Some felt that demand for housing will continue to increase because Mukilteo will remain an attractive place to live. One person felt that climate migration will lead more people to the area.
- **Mukilteo needs growth that works for Mukilteo.** A couple of people felt there would need to be some growth, but it was a matter of handling the growth in a way appropriate to Mukilteo. One idea offered is to cluster density around areas such as the waterfront or Midtown while leaving other areas less impacted. Another commented that it is important for regional growth to be directed to developed areas rather than in rural areas and farmland.
- **Household patterns may change.** A couple of interviewees felt that household patterns may change with an increase in extended family and multi-generational living.
- **Increased need for rental and multifamily housing.** A couple of interviewees felt that there will be more need for multifamily housing, accessory dwelling units, and rental options.

What are the barriers to meeting Mukilteo's housing needs?

As a follow up question to the housing needs discussion, interviewees were asked what they felt were the barriers to meeting housing needs in Mukilteo.

- **Limited vacant land.** About half of interviewees felt that Mukilteo's limited undeveloped land was a barrier to meeting the community's housing needs. In discussing the limited available land for housing, some stressed that they did not



want to eliminate the City's remaining open space.

- **High costs to adding new housing.** The cost of existing housing, and the cost of land to add new housing, is seen as a barrier to meeting the community's housing needs. One interviewee noted that the City cannot guide the market.

About half of interviewees discussed public attitudes as a barrier to meeting the community's housing needs.

- **Bias against people who would occupy affordable housing.** About half of interviewees felt that misunderstanding and bias against low-income people is a barrier to meeting the community's housing needs.

"[People] feel affordable housing will drive down property values and increase crime... – those perceptions are not accurate. Affordable housing is a pathway to a stable life."

- **Resistance to change.** Some interviewees said that many "fear change" and are not receptive to growth. Some have observed opposition to new development and believe homeowners are motivated to prevent additional housing in the community. Opposition to growth is often expressed in terms of impacts to traffic and schools.

A final group of interviewees cited city regulations as a barrier to meeting the community's housing needs.

- **The City struggles with innovative proposals.** Some interviewees shared anecdotes about their efforts to get a specific project permitted through the City. Interviewees felt that staff were reticent to approve anything different than what others had already done even when the proposal fit existing regulations. Among these interviewees was the perception that staff interpreted the regulations differently, thus creating confusion about what was allowed.

Section 3 Factors for Housing Action Plan Success

Each interviewee was asked what they thought would make the Housing Action Plan process effective and deliver a successful plan.

What do interviewees think will be necessary to have a successful Housing Action Plan?

Process Needs

- **Balance the differing perspectives in the community.** Many interviewees felt that the planning process will have to balance the opposing viewpoints in the community in order for the Plan to be successful.

“There is a demographic that is terrified about urban density, very vocally opposed. Younger families are not as concerned but seniors are very concerned. The Plan needs to recognize and accommodate both perspectives.”

Interviewees recommend responding to all perspectives in the community and finding a balance that addresses diverse community concerns. One recommended strategy is to ensure diverse perspectives on the Stakeholder Advisory Group. One interviewee recommends using conversational approaches to build common understanding as opposed to testimony or one-way contributions.

- **Provide ample opportunities for community input.** Interviewees stressed the importance of listening to the community by soliciting a broad range of input and taking all input into consideration. Some suggested the City should make stronger efforts to engage a broader range of the citizenry with more opportunities to inform and educate citizens about growth.
- **Provide clear and proactive communication.** A couple of interviewees stressed the importance of clear, proactive communication about what the project is and is not and the what the project’s intent, application, and implementation will be. Another warned that if information is confusing it will create a lot of difficulty for the community to move forward. The interviewee put it succinctly as: *“Need to be over the top in clarity.”* One interviewee recommended using graphics to communicate big picture ideas quickly and another emphasized the need to provide clear explanations about the limitations and opportunities associated with land use planning and zoning.
- **Help people understand that we’re planning for 10 – 20 years out.** Some interviewees recommend focusing on what people want for themselves and their community 10 – 20 years from now, rather than what they want today.
- **Clarify what is meant by “affordable housing.”** A couple of interviewees described confusion and concern over the concept of “affordable housing” and recommended clarifying what is meant by “affordable housing” in Mukilteo specifically. Some felt that people are using the terms “affordable housing” or “low-

income housing” to scare people away from any growth.

- **Address misconception that more housing reduces property values.** Interviewees suggest that some oppose growth or change to residential density for fear of negative impacts to their property values. They recommend addressing this misconception with empirical evidence and/or examples from other similar communities.
- **Assess impacts of potential changes.** A couple of interviewees suggested assessing expected impacts to the existing community and neighborhoods when evaluating options.
- **Avoid examples from Portland and Seattle.** One interviewee suggested avoiding examples from Seattle and Portland, as Mukilteo does not want to be more like Seattle or Portland.

Content Needs

- **Use data and evidence.** A common theme in discussions of project success is the need to use evidence and data to demonstrate needs as well as the benefits or impacts of proposed changes. One interviewee observed that there is a demographic difference between the people the City Council sees in meetings and the rest of the community, so data will be important to see who lives in Mukilteo. Another interviewee observed that change is not easy and requires an understanding of “why.” Providing clear, accessible evidence of the “why” will be necessary for people to endorse change.
- **Address any discrimination community members face.** One interviewee would like the Housing Action Plan to address any racial- or income-related discrimination that exists in Mukilteo. The interviewee would like to see clear suggestions for addressing discrimination.
- **Identify options for diverse and affordable housing.** A couple of interviewees want the Housing Action Plan to identify potential options for housing, including creative ideas that will meet Mukilteo’s housing needs. Interviewees note that educating the broader community about the housing struggles some households face will be important.
- **Provide actionable information.** One interviewee suggested actionable information will be an important factor of Housing Action Plan success. Another interviewee suggested clear goals and timelines would help make the project successful.
- **Additional topics** or questions mentioned by interviewees include:

- Acknowledge factors impacting housing need and growth
- Provide geographic or topographic context
- Identify housing gaps
- Determine development capacity
- Describe market conditions
- Address walkability and sidewalks
- Identify opportunities to improve building regulations
- Make connections to other plans
- Highlight environmental practices
- Identify ways to mitigate impacts to current residents

Outcome Hopes

- **An inclusive community with a diversity of housing options.** A couple of interviewees said that success would be that Mukilteo will be an inclusive community with continued social and economic diversity.

Project Concerns

In discussing what it would take to make a successful plan, about a quarter of interviewees shared concerns about the planning process.

- **Concerns about opposition to the Housing Action Plan.** Some expressed concern about the planning process, observing visible, “loud” backlash around housing and growth issues. A couple of interviewees felt there was a “misguided campaign” causing misleading communication and panic among the public.
- **Concerns that the need for affordable housing is code for “density.”** One interviewee was concerned that the Housing Action Plan was a way to impose greater density onto Mukilteo as a response to the need for affordable housing.
- **New development displacing existing affordable housing.** One interviewee expressed concern that reinvestment into some areas will displace naturally occurring affordable housing in the community.
- **Concern the school district is not being engaged enough.** One interviewee expressed concern that the schools are not involved enough in the planning process.
- **Concern about the process.** One interviewee expressed concerns about how the

City became involved with the Department of Commerce's grant program and whether the grant timeline provides enough time to conduct the project appropriately.

- **Concern about data limitations.** One interviewee expressed concern that the study will not have enough Mukilteo-specific data on which to base conclusions.

Section 4 Potential Housing Solutions

Each interviewee was asked if they knew of any creative housing solutions that might offer opportunities for Mukilteo.

What are interviewees' ideas or creative solutions for meeting Mukilteo's housing needs?

Potential Housing Forms

Interviewees offered a broad selection of housing forms as a potential fit for Mukilteo. These included:

- **Accessory Dwelling Units (ADUs).** ADUs were one of the most commonly cited housing solutions. Interviewees considered ADUs a good option because they are suitable for multigenerational living. Some suggested that the current regulations made ADUs too expensive to build and less stringent requirements may encourage more people to add ADUs to their property.
- **Cottage housing.** Cottage housing was mentioned by a couple of people as a more affordable housing solution. Solutions from abroad such as compound living may offer some opportunities.
- **Mixed-use development.** A couple of people mentioned mixed use development that includes retail and residential uses as a possible solution. One interviewee observed that the retail components of some existing mixed-use developments in Mukilteo may be struggling.
- **Tiny homes.** One person suggested tiny homes as having merit as a short-term option because they do not take a lot of infrastructure investments. Tree houses may be an appealing type of tiny home.
- **Apodments.** One person suggested apodments as an option for younger people but was not sure it is a housing type that would work in Mukilteo.



- **Garden apartments.**
- **Trailers or other mobile housing.** However, black water solutions would need to be established.
- **Elevator-serviced housing.** Multifamily housing with elevators would be an option for seniors.

Potential Solutions to Meet Low-Cost Housing Need

Interviewees offered a couple of solutions to meet the housing needs of low-income households. These include:

- **Community Land Trust models.** A couple of interviewees suggested Community Land Trust models to reduce the land costs associated with housing. This could be a way to leverage private investment and offer permanent affordable housing.
- **Co-op Housing.** Co-op housing, where individuals own their housing unit but collectively own the land, may offer a solution for more affordable ownership opportunities.
- **Subsidized housing with services.** Interviewees shared some models of serviced-enhanced housing that may be a good fit for Mukilteo. One interviewee shared a model in Salt Lake City in which public dollars were used to build housing for families living with homelessness.

Potential Solutions to Increase Development Capacity

- **Annexation.** A few interviewees suggested that annexation could offer a solution for increasing development capacity and housing in the community without impacting existing neighborhoods.
- **Increase density/update zoning.** A couple of interviewees suggested increasing density to accommodate more housing. One person suggested Midtown as having potential for a rezone because it does not currently have a unique character. The area around the old ferry terminal and the Harbour Reach extension corridor may also offer an opportunity for new and diverse housing options. One interviewee felt that Mukilteo was not ready for rezoning.

Regulatory Options

A few interviewees suggested updates to the City's regulations to accommodate additional housing.

- Adopt county pre-annexation zoning regulations. Related to annexation, one



interviewee suggested working with the County to establish pre-annexation zoning in the urban growth area.

- Inclusionary zoning. A couple of interviewees suggested that inclusionary zoning could be further explored to understand where it has worked and where it has not.
- Adjusting regulations. A couple of interviewees suggested updating regulations to allow for more options or “touching up the code” to make development that is already allowable clear and implementable.

Unappealing Options

In answering questions about potential housing solutions, a couple of interviewees shared options they do not want to see in Mukilteo.

- High density development where single family used to be
- Buildings at 4 to 5 stories



Other Community Input

The Interview Summary is one component of community outreach conducted as part of Mukilteo's Housing Action Plan. Summaries of additional community input can be found on the [Mukilteo Housing Action Plan website](#). All community input is available in the [Project Library](#) including:

- Agendas, recordings, and summaries of relevant meetings of the City Council and Planning Commission in 2020.
- Information on the composition of the Stakeholder Advisory Group (SAG) and recordings and summaries of the first three SAG meetings. The fourth SAG meeting is scheduled for February 2021.
- Agenda, recordings, and summaries of the first Community Meeting. The second Community Meeting is scheduled for January 2021.
- Public comments received through December 2, 2020. A complete list of all public comments will be posted prior to the adoption of the Housing Action Plan.

Public input is guiding the development of strategic recommendations for meeting Mukilteo's housing needs in a way that reflect community values and the housing requirements of the Growth Management Act.