



Employer-Assisted Housing in Chicago

*An Investment That Pays
Many Times Over*

Employer-assisted housing (EAH) helps employees live near work through down payment or rental assistance, or other types of incentives.



“EMPLOYER-ASSISTED HOUSING IS GOOD FOR A COMPANY’S BOTTOM LINE AND IMPROVES THE QUALITY OF LIFE OF ITS EMPLOYEES.

I URGE EMPLOYERS TO JOIN WITH US TO BUILD ON THE CITY’S COMMITMENT TO CREATE AFFORDABLE HOUSING OPPORTUNITIES BY CONSIDERING AN EAH PROGRAM.”

— MAYOR RICHARD M. DALEY

EAH is an outsourced, easy-to-administer employee benefit that helps retain valuable employees and improve your neighborhood.

The savings from reduced employee turnover and increased productivity far exceeds the costs.

CHICAGO COMPANIES THAT HAVE STARTED THEIR OWN EMPLOYER-ASSISTED HOUSING PROGRAMS:

- Advocate Bethany Hospital
- Charter One Bank
- Chase Bank
- Chicago Public Safety Officers
- Chicago Public Schools
- City Colleges of Chicago
- De La Salle Institute
- Draper and Kramer
- Harris N.A.
- Illinois College of Optometry
- Illinois Institute of Technology
- MB Financial Bank
- MB Real Estate
- Mercy Hospital and Medical Center
- Metropolitan Planning Council
- National Interfaith Committee for Worker Justice
- Rush University Medical Center
- Small Business Consortium
- Chicago Drapery & Carpet, Inc.
- Christie Weber Landscaping
- International Marble & Granite
- McGrath Motors
- Swedish Covenant Hospital
- The John Buck Company
- The John D. and Catherine T. MacArthur Foundation
- The Walsh Group
- University of Chicago
- University of Chicago Hospitals

EAH more than pays for itself.

For more information on the many state and federal tax credits that are available or soon to be available to companies with employer-assisted housing programs, contact MPC. Expanding companies can qualify for additional tax credits through the Ill. Dept. of Commerce and Economic Opportunity's Location Matters program, which provides tax credits for employers offering EAH programs.

Employer Investment: An Example

Down payment assistance:
20 people at \$5,000 each **\$100,000**

Outsourced program administration,
counseling, evaluation, etc.:
60 – 80 people counseled and 20 closings **\$40,000**

Total Employer Investment **\$140,000**

Tax Benefits

State of Illinois tax credit **\$70,000**
(50 percent of \$140,000)

Federal tax deduction **\$53,200**
(based on 38 percent tax bracket)

Employer Net Cost **\$16,800**

POTENTIAL SAVINGS **\$100,000**
(due to reduced turnover, absenteeism and security costs)

Additional incentives for first-time homebuyers

Match Program: State of Illinois will match employer assistance for first time homebuyers.

Tax Smart: Homebuyers can receive an annual federal income tax credit of up to 20 percent of mortgage interest paid.

City Mortgage: Mortgage program that provides first time homebuyers with a conventional mortgage and up to 4 percent of the mortgage amount for down payment assistance or closing costs.

For more information on Tax Smart and City Mortgage, contact the City of Chicago's Department of Housing at 311 or visit www.cityofchicago.org.



Gerardo Gallo bought his condo with the help of Chase Bank's employer-assisted housing program.

EAH benefits companies, employees, and the local community.

**“WE FIRMLY BELIEVE THAT
EMPLOYER-ASSISTED HOUSING
WILL REDUCE OUR TURNOVER.
EVERY TIME WE LOSE AN
EMPLOYEE, IT COSTS US.”
– MENAI EDWARDS, MANAGER,
HUMAN RESOURCE SERVICES,
ADVOCATE BETHANY HOSPITAL**

Flexible terms that employers tailor to fit their particular needs

- Benefit amount and type
- Eligible locations to purchase or rent
- Eligibility and length of service requirements
- Counseling to ensure successful home purchases

An investment in the community where your company is located

“U of C’s EAH program encourages faculty and staff to establish roots in the community, which makes our campus a safer, more vibrant place to attend class and go to work. It’s been an unprecedented program that has resulted in benefits for the community, the students and, of course, the employees.”

– HENRY WEBBER, VICE PRESIDENT FOR COMMUNITY AND GOVERNMENT AFFAIRS, UNIVERSITY OF CHICAGO

Boasting one of the largest programs in the city, University of Chicago has helped more than 140 employees buy homes in surrounding neighborhoods that are being revitalized.

A program that helps employees balance work and family

“The employer-assisted housing program at Mercy Hospital helped me buy a home near work – now I have more energy to spend working with the patients on my shifts and with my kids at home. Eliminating my commute has made my life easier.”

– HUI “HELEN” YAO, REGISTERED NURSE, MERCY HOSPITAL

Reduced recruitment and training costs

“Our employer-assisted housing program has given us an edge in attracting and retaining talented people. Over 100 Charter One employees have benefited from this program, enabling them to purchase homes in the Chicagoland area, including homes in redeveloping communities. This important investment in our colleagues exemplifies our continued commitment to the communities in which we live and work.”

– SCOTT C. SWANSON, PRESIDENT AND CEO,
CHARTER ONE BANK

A low-cost benefit with nonprofit partners handling the administrative work

“MEMBERS OF OUR IIT COMMUNITY ARE COMMITTED TO BEING A VITAL PART OF THIS NEIGHBORHOOD REVITALIZATION. IT’S MORE THAN JUST COMING TO WORK EVERY DAY. IT’S ABOUT CALLING IT HOME, TOO.”

– LEROY KENNEDY, VICE PRESIDENT OF COMMUNITY AFFAIRS, ILLINOIS INSTITUTE OF TECHNOLOGY (IIT)

“Our partner, Neighborhood Housing Services, makes the program simple. They handle the paperwork and help our employees through the entire homebuying process. We simply provide the stipend.”

– JEANENE LOPEZ, VICE PRESIDENT AND HEAD OF HUMAN RESOURCES, THE JOHN BUCK COMPANY

A program that works for any size and type of company

“Dedicated employees can be critical to the success of a small company. This EAH program can also work for smaller employers to retain indispensable workers and provide an opportunity for employees to live closer to work.”

–TED WYSOCKI, PRESIDENT AND CEO, LOCAL ECONOMIC & EMPLOYMENT DEVELOPMENT (LEED) COUNCIL

Launched in 2004, the Small Business Consortium enables participating firms to provide home purchase counseling for their income-eligible employees.



The Taylor family moved into their new home thanks to University of Chicago’s EAH program.



Metropolitan Planning Council

The Metropolitan Planning Council (MPC) and the Regional Employer-Assisted Collaboration for Housing (REACH) have already helped dozens of companies start EAH programs. MPC designs the program and matches employers with a local REACH partner with expertise in EAH and the local real estate market.

Founded in 1934, The Metropolitan Planning Council is an independent, nonprofit, civic organization working in the public interest to achieve policies that enhance the vitality and livability of the Chicago region.

REACH partners handle program administration, work directly with employees, and provide housing and credit counseling and assistance through the home-buying process.

To find out how your company can benefit from employer-assisted housing, contact the Metropolitan Planning Council:

Jane Hornstein

Metropolitan Planning Council

25 East Washington Street, Suite 1600

Chicago, Ill. 60602

312-863-6040

jhornstein@metroplanning.org

www.metroplanning.org

For more information on developing an employer-assisted housing program with the Small Business Consortium, contact:

Ted Wysocki

Local Economic & Employment Development Council

1866 North Marcey Street

Chicago, Ill. 60613

773-929-5552 x223

ted@leedcouncil.org

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