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A Publication of the Connecticut Chapter of the American Planning Association

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The Crossroads of Millennials and Migration

page 5

President's Message 2

In Connecticut, Change is Coming 12

Millennials Are People, Too 16

Planner Profile: Jonathan Cabral..... 18

From the Bench 20

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PRESIDENT'S MESSAGE



The traditional summer break is our season for family and vacation, outdoor activities and cultural discovery. I trust everyone will take some time to “Visit Connecticut” and explore the wonderful attractions right here in our home state!

Summer is also a great time to look back on some accomplishments over the first part of the year and look ahead to some real challenges.

At the National Planning Conference in New York (NPC17), we articulated a clear policy direction by putting forth the vision and early implementation of transit-oriented development in Hartford, Bridgeport, New Haven and Stamford. Together with presentations related to public health and the innovation economy, Connecticut stood out for its forward-thinking approach to planning at all levels of government.

At the State Legislature, our Government Relations team kicked off their work with a very well-attended Legislative Breakfast and then muddled through the long session, successfully gaining approval of SB922, HB7229 and HB7222. Of note, with the Governor’s signature, we will be able to move ahead with a progressive approach to health care through implementation of temporary health care structures in our communities (SB922). This is one example of where planners can build a policy bridge with social service providers in order to support the needs of Connecticut residents, and I encourage you to work with city and town leaders to ensure a responsible and successful roll out of this new program.

At our Art of Planning event in Stratford, planners from across Fairfield County presented on topics ranging from design review for new high-density development in Stamford to the development of an entirely new town center in Oxford. If you have not attended an Art of Planning event, please consider attending (and presenting!) at a future event. These are great, low-cost and highly social opportunities to collaborate on planning and practical challenges associated with implementation.

As I mentioned in more detail at the Legislative Breakfast, planners are trained to pay special attention to the interrelatedness of decisions

(continued on page 3)

On the cover: UConn Students (photo by Allegra Anderson).

CONNECTICUT PLANNING

is published quarterly by the Connecticut Chapter of the American Planning Association. Contributions are encouraged. Submissions must include the name and contact information of the contributor. Material may be edited to conform to space or style requirements. Please address submissions to Executive Editor Rebecca Augur, AICP (contact information below).

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PRESIDENT'S MESSAGE, cont'd

and the long-range consequences of our current actions. We are also well-practiced in community engagement and facilitation — the very skills necessary to build consensus on matters of statewide significance.

Looking ahead to the rest of this year, we are faced with the dual responsibility of addressing significant budget challenges and advancing good planning to support our communities. This will be an important time to lend a “planner’s perspective,” not only in terms of land use, but also in the transportation, natural resource and economic sectors.

On a more personal note, I participated with officials from DECD and the Metro-Hartford Alliance at SelectUSA in mid-June. The annual event is sponsored by the United States Department of Commerce to facilitate foreign direct investment (FDI). Over 3,000 people attended including three cabinet members and numerous chief executives. As you know already, FDI is extremely important to the Connecticut economy. The Bureau of Economic Analysis estimates that there are approximately 100,000 jobs connected to foreign-owned companies in Connecticut. Beyond that statistical significance of FDI and global trade in

general, it is worth noting that many other states are aggressively recruiting for new business and tugging at Connecticut’s economic base. CCAPA planners recognize our important role on “Team-Connecticut” and I encourage you to further support the effort through clarity of regulation, regional strategy and general awareness of our economic underpinnings.

Finally, an important “thank you” to CCAPA’s Executive and Committee members for the extra effort this year associated with NPC17, the intense legislative session, our AICP and Certificate Maintenance programs, Hot Topics and overall communications. Our leadership team continues to go an extra mile for the benefit the Chapter and the profession.

Enjoy the rest of your summer and I look forward to seeing you at an upcoming program or event, including the Southern New England Planning Conference to be held October 26-27 in Providence.

If you would like more information on the many ways CCAPA can assist you in professional practice, please do not hesitate to call me at (203) 946-2867 or email me at mpiscite@newhavenct.gov. 

— Michael Piscitelli, AICP 



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FROM THE EDITOR

Working in communities across Connecticut, I hear local boards and commissions discussing “millennials” a lot. Generally, the discussions begin with their lifestyle preferences, before turning to a lament over the lack of having enough of this population within their communities. And, millennials are part of discussions about the state’s current economic situation, especially when corporations like Aetna decide to relocate headquarters to “an ecosystem of people in the knowledge economy, working in a town they want to be living in.” So, it seemed appropriate to get a little deeper on the actual millennial “problem” in CT. Will the State rebound in attracting the largest living age-cohort as they begin to age into their 30s and 40s? What are we as planners doing to ensure that we are inviting and accommodating to all demographics? I hope you learn something new from the following articles about migration patterns in and out of Connecticut, a statewide initiative to involve millennials in their communities as part of an effort to attract and retain their age group, and a plea to remember that the stereotypes regarding millennials are not always appropriate. In addition, learn more about the recent U.S. Supreme Court’s decision regarding regulatory takings, and meet member Jonathan Cabral. As always, I welcome your suggestions and contributions for future issues.



— Rebecca Augur 

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The Crossroads of Millennials and Migration

by Manisha Srivastava, CT OPM (This article originally ran in the December 2016 edition of The Connecticut Economic Digest, and is reprinted with permission of the author.)

The nation is closely watching the actions of millennials — what do millennials like, what are their work preferences, where do millennials want to live. And there is good reason for this attention — millennials now make up the largest living generation. According to the Pew Research Center, millennials — whom they define as born between 1981 and 1997 — recently surpassed Baby Boomers in 2015 as the largest living generation.¹ As a result, the preferences of millennials do have a sizable impact on the economy, and their choices have substantially deviated from those of prior generations. But as millennials age, their preferences likely will return to historical norms, which could benefit Connecticut. Long-run domestic migration patterns show Connecticut has historically imported adults in their late twenties and thirties (and forties when international migration is included). As millennials start settling down and moving into larger homes, safe communities, and for good schools, hopefully Connecticut will stand out as a top destination.

To understand the changing preferences millennials have displayed compared to prior generations, it is useful to isolate the factors of change from the results of change. I believe the differences between millennials and their predecessors can be reduced to three major factors: 1) educational attainment, 2) lifestyle choices, and 3) ongoing recovery from the Great Recession.

Factor #1: Educational Attainment

Millennials are on track to become the most educated generation ever. Since the 1960s the percent of men with at least a bachelor's degree has almost doubled from 12% to 21%, and quadrupled for women from 7% to 27%.² Focusing on the population that is 25 years or older, as of 2015 33% hold a bachelor's degree.³ But, along with educational attainment has come student debt. Since 2006 outstanding student loans have grown 150% — from \$500 billion in 2006 to over \$1.3 trillion in 2015.⁴

Factor #2: Lifestyle Choices

Millennials have displayed some dramatic differences in their living preferences — both on marriage and children, as well

as on their preference for housing. Across all age groups, about 50% believe one is just as well off without prioritizing marriage and having children. But for individuals aged 18 to 29, 67% feel there is no need to prioritize marriage and children.⁵

The return to cities is well documented, not just for millennials but for other groups as well such as seniors. But on top of the preference for urban living, millennials have displayed a willingness to move to a city sometimes even without a job lined up — more often than not for the vibe and atmosphere the city offers, amongst other reasons. Popular destinations for millennials include Portland Oregon, Denver Colorado, and Nashville Tennessee. In fact, young people make up almost half of all movers in the US (43%), compared to a national average of 15%, and 7% for those above the age of 55.⁶

Factor #3: The Economy

The third and final factor is the recovery from the deepest recession since the Great Depression of the 1930s, which has substantially impacted millennials more than older generations. The national

(continued on page 6)

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Crossroads, cont'd

unemployment rate topped out at 10.0% as a result of the 2007-2009 Great Recession, but for youth aged 20-24 the unemployment rate reached up to 20.0%, and for those aged 25-34 it reached 11.6%.⁷ In Connecticut in 2015, the unemployment rate for the entire population was 5.6%. But for 25-34 year olds the unemployment rate was 7.8%.⁸

Result: The Perfect Storm

These three factors — accumulated debt from educational attainment, lifestyle choices, and economic recovery — have come together to create the perfect storm. Each factor to varying degrees has caused the numerous behavior changes we have seen in millennials compared to prior generations.

Millennials are marrying later: the median age is about six years later than the 1960s.⁹ That is if they are marrying at all — in 1960 9% of adults 25 years of age and older were not married. In 2012 20% of adults 25 and older were not mar-

ried. The Pew Research Center projects about quarter (25%) of today's millennials may never get married. The average age at which one has their first child has also increased, from 21.4 in 1970 and 24.9 in 2000, to 26.3 in 2014.¹⁰

Due to marrying later and having children later (if at all), the younger generation has been buying homes later in life. According to Zillow.com, the average age of the first home purchase has increased from 30.6 in the 1970s to 32.5 in 2013. Accordingly, the average time for renting a residence has also increased — over double as long compared to the 1970s (2.6 years in 1970s versus 6 years in 2013).¹¹ As a result of renting longer, older peers have created a backlog for younger peers looking to move into those rental units. All these factors together have resulted in the ubiquitous millennial living in their parent's home. In 2014, 32.1% of 18 to 34 year olds were living with their parents, up from 20% in the 1960s.¹² Data from Pew, however, show wide variation in the number of millennials

(continued on page 7)

Due to marrying later and having children later (if at all), the younger generation has been buying homes later in life.



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Crossroads, cont'd

living at home from state to state. New Jersey had the highest rate of any state, with 43.9% of millennials at home with their parents. Connecticut was the second highest at 38.8%, followed closely by New York (37.4%), Florida (37.2%) and California (36.7%). States with the fewest young people living their parents include North Dakota (15.6 percent), Wyoming (18.7 percent), South Dakota (19.7 percent) and Nebraska and Iowa (both 20.7 percent).¹³

What Will Millennials Do Next?

Millennials were between the ages of 18 to 34 in 2015. The peak year of births for the millennial cohort was 1990 when 4.2 million were born; in 2015 this cohort of millennials born in 1990 turned 25. Every year since 2005 the number of 25-year-olds has increased, but it is projected to start decreasing next year and over the next few years.¹⁴ As the millennial cohort ages (and correspondingly gets married, has children, buys homes), an

open question is will their preferences for urban living continue? Or will they like previous generations display the tendency to move to suburbs? Perhaps it is not that the millennial cohort uniquely prefers urban living, but rather that *younger* people prefer urban settings. And as the sizeable millennial cohort ages out of the young category, their preferences may revert back to the patterns of prior generations.

If the latter turns out to be the case, if millennials fall in line with prior generations and start moving for spacious homes, larger yards, and other quality of life considerations — it could be a boon for suburban Connecticut. To understand why, we now turn to discussing domestic and international migration patterns.

Migration

The following analysis breaks out migration into domestic migration (for instance Connecticut to/from other states) and total migration, which is inclusive of international migration. It is important to separate out domestic migration trends

(continued on page 8)

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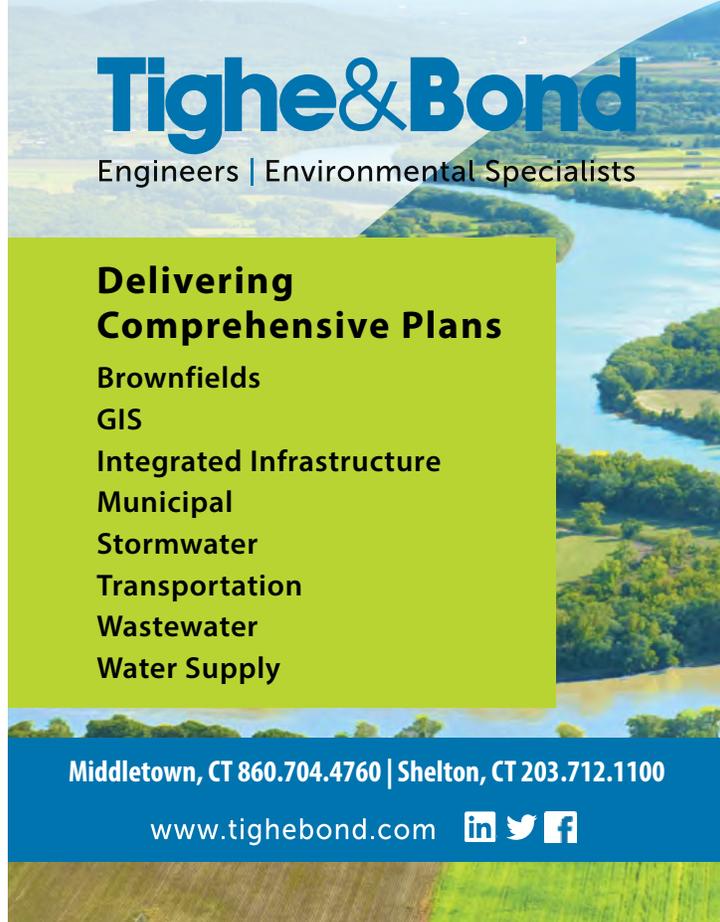
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Crossroads, cont'd

from total migration trends because international migration can mask underlying movements between states. Moreover, in crafting policies to grow our population one needs to understand the extent of net domestic migration, without conflating international migration data.

Migration by Region

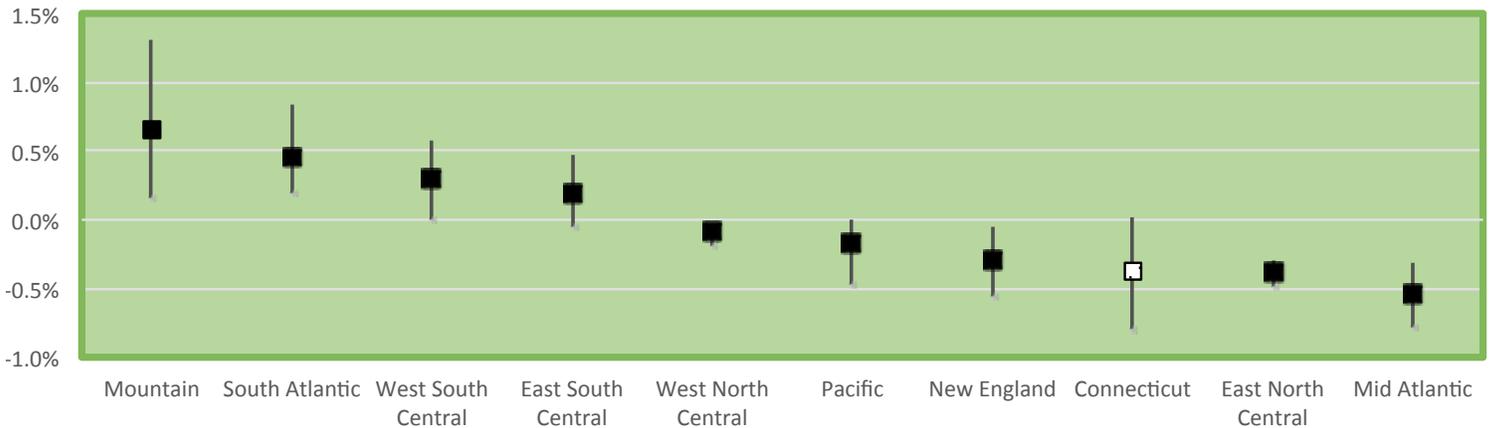
By way of background, this section provides a brief description of general migration trends throughout the country, before we take a deeper dive into Connecticut specific migration data by age. Graphs 1 and 2 take a look at migration by U.S. Census Bureau defined definitions of U.S. divisions (Connecticut is also displayed for comparison purposes). Map 1 shows which states are included in

each census division. From 2001 to 2014, migration as a percent of total population within each division was calculated. Displayed is the net domestic migration (Graph 1) and net total migration (Graph 2) for each division from 2001 to 2014. The black squares represent the average of net migration for the division from 2001 to 2014. The bars represent the maximum and minimum migration that occurred in any one year between 2001 and 2014 (i.e., the range of net migration for that division).

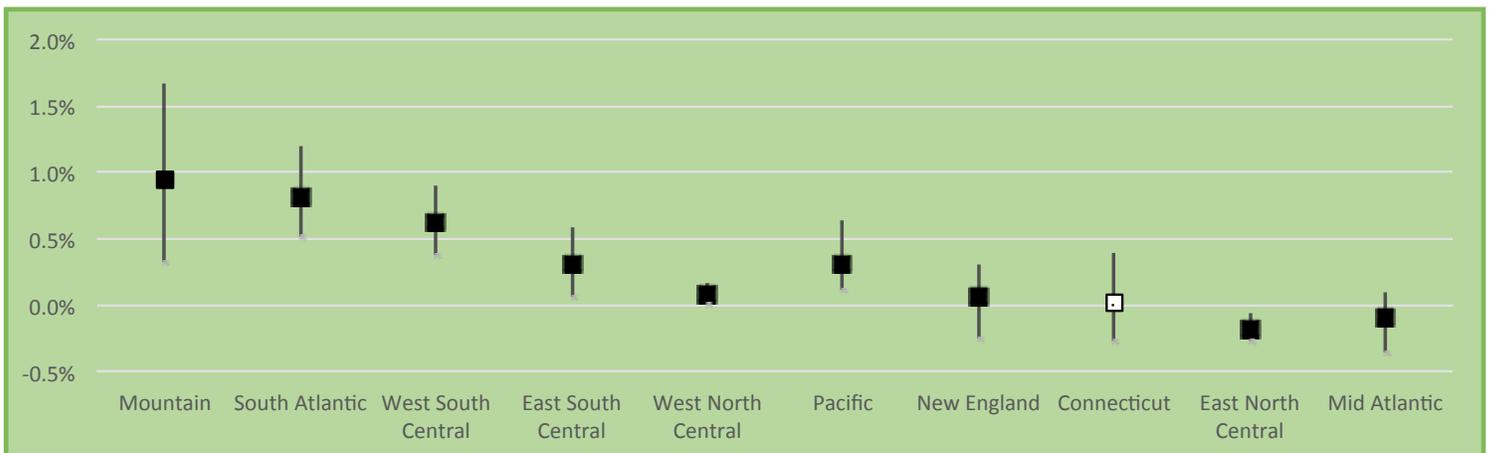
Over the 14 years of migration data displayed, five out of the nine census divisions had on average net domestic out-migration (black squares). The average for Connecticut and the New England division was slightly better than the East North Central division, and well ahead of the Mid-Atlantic. Once international migration

(continued on page 9)

Graph 1: Net Domestic Migration by Region
Average (square) and Range (bars) for 2001-2014

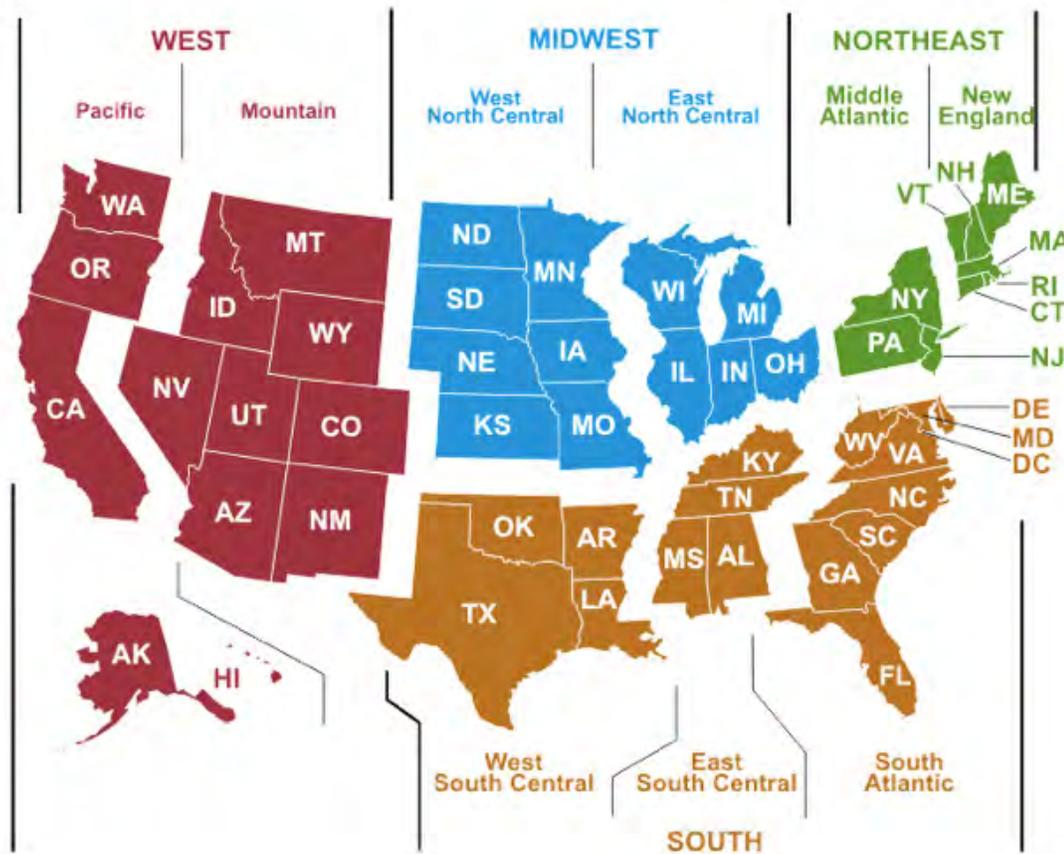


Graph 2: Net Total Migration by Region
Average (square) and Range (bars) for 2001-2014



Source: IHS, Census Population Estimates

Map 1: U.S. Census Regions and Divisions



Source: U.S. Energy Information Administration

is factored in (Graph 2), net migration becomes substantially more positive. Six of the nine census regions show positive net in-migration, on average as well as over the entire range. Again, East North Central and the Mid-Atlantic (for the most part) stay solidly negative even with international migration factored in. East North Central is mainly driven by domestic out-migration from Illinois and Michigan, the Mid-Atlantic by out-migration from New York followed by New Jersey.

It is important to realize out-migration is not a Connecticut-specific problem, but more a long-term regional problem in New England as well as for many other regions throughout the U.S. Regardless of these long-term trends, however, it should be noted more recently Connecticut has experienced an increased rate of domestic and total out-migration even when compared to New England.

Connecticut Migration by Age

Now we consider net domestic and total migration for Connecticut, by age. Various factors influence migration at different points in life — college attendance in the late teens to early 20s, job opportunities from the mid-20s until retirement, and finally retirement decisions in the

(continued on page 10)

Looking for More Recent Migration Information?

The CT Data Collaborative and CT Office of Policy and Management recently mined publicly available data for a deeper understanding of recent migration trends in the state. The resulting report — *Migration and Population Trends in CT* — is now available.

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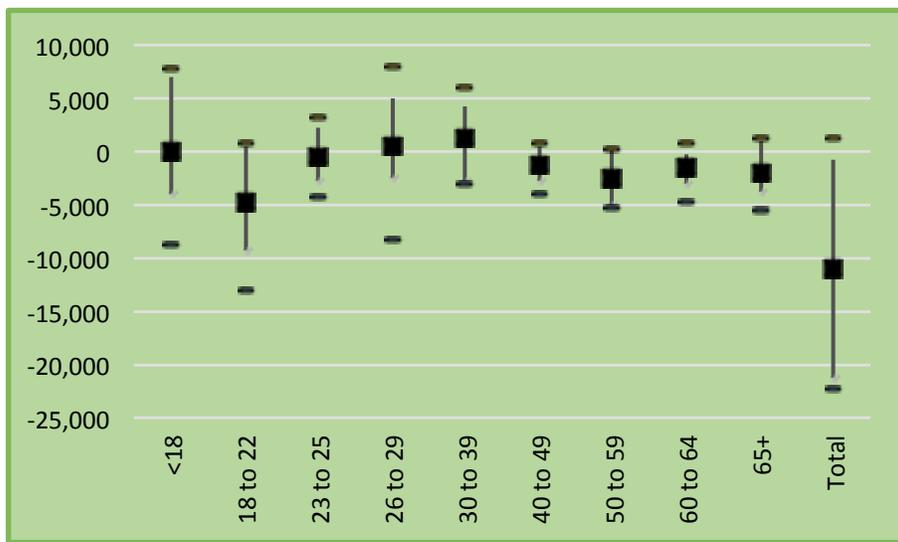
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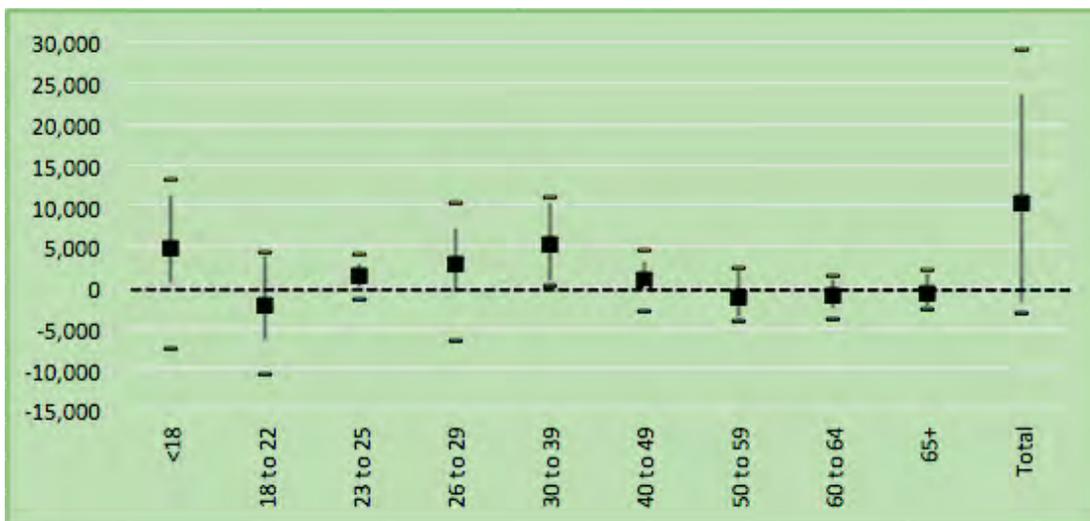
Crossroads, cont'd

later stages of life. And the data bears out the different migration trends by age. Graphs 3 and 4 show net domestic migration and net total migration, respectively, by age group from 2001 to 2014. Similar to the prior graphs, the square represents the average level of migration for all 14 years, with the range over the 14 years displayed by the bars. However, in Graphs 3 and 4 the outliers for each (Note, the age cohorts discussed below are different than the age cohorts used in many other

Graph 3: CT Net Domestic Migration by Age
Average (square) and Range (bars and dashes) for 2001-2014



Graph 4: CT Net Total Migration by Age
Average (square) and Range (bars and dashes) for 2001-2014



Source: American Community Survey 1-year sample. IPUMS-USA, University of Minnesota, www.ipums.org.

articles/papers — which account for the differences in findings).

Total net domestic migration on average from 2001 to 2014 was approximately -11,000, with the figures varying widely by age cohort over the time frame displayed. Three age cohorts displayed average positive domestic in-migration in Connecticut from 2001 to 2014: less than 18 (which is driven by the decisions of parents), and the 26-29 and 30-39 age cohorts, which could reflect individuals moving for job opportunities and/or for quality of life considerations (for instance suburban settings and educational opportunities for children). The average net domestic out-migration from 40 years of age and up is relatively consistent. More dramatic, however, is the 18-22 age cohort, which was essentially negative over all 14 years and had the highest average of net domestic out-migration over the period displayed. Given the next age cohort (23-25 year olds) is more positive implies perhaps individuals in the 18-22 age cohort are out-migrating for educational opportunities (this hypothesis is also supported by net out-migration data on Connecticut undergraduate students).¹⁵

Similar to the results nationally, factoring international migration in pushes many of Connecticut's age cohorts into positive net migration territory. The 30-39 age cohort is solidly positive, even over its range over the 14 years. The average for the 26-29 age cohort is also strongly positive, as is less than 18 (which again is less about personal decisions than the decisions of parents). Moreover, inclusive of international migration individuals less than 18, and 23 through 49 are now in positive in-migration territory. Including international migration to domestic migration increased the average for total net migration by over 21,000 people to approximately +10,000, and the range for total net migration is essentially positive over all 14 years.

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Crossroads, cont'd

What does this mean for Connecticut?

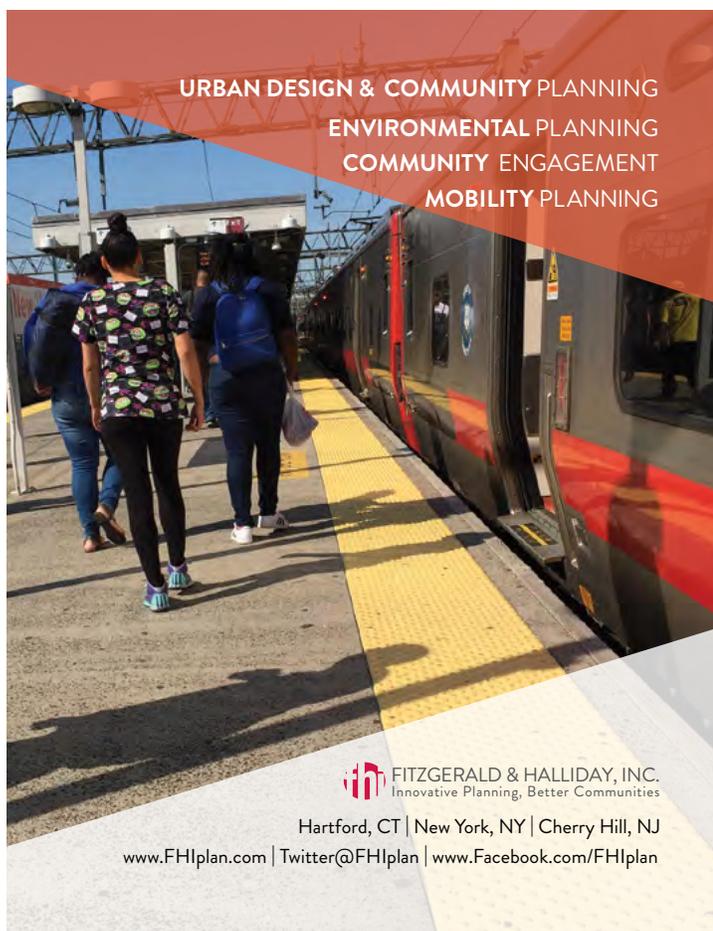
As we just saw from Graph 3, Connecticut has historically enjoyed net domestic in-migration on average in the 26-29 year old age cohort, as well as the 30-39 year cohort. And as shown in Graph 4, more so when international migration is included. Given that in 2015 the peak number of millennials hit the age of 25, and that individuals in this group are now en masse approaching the chapter in their lives where they may be settling down in their jobs, moving out of their parent's basements, and starting to think about getting married and having kids — perhaps Connecticut will be a beneficiary of these seismic shifts. If millennials like prior generations start looking for quality of life factors and educational opportunities for their children — areas which are strengths for Connecticut — hopefully we will see these millennials finding their way home to Connecticut. A larger labor pool of such individuals that businesses can draw from would enhance Connecticut's

jobs recovery from the recession, boost vitality in the state, and translate into increased state revenues. ■

Manisha Srivastava is a Budget Analyst/Economist at the CT Office of Policy and Management.

Footnotes

- ¹ <http://www.pewresearch.org/fact-tank/2016/04/25/millennials-overtake-baby-boomers/>
- ² http://www.pewresearch.org/fact-tank/2015/03/19/how-millennials-compare-with-their-grandparents/ft_millennials-education_031715/
- ³ <https://www.census.gov/content/dam/Census/library/publications/2016/demo/p20-578.pdf>
- ⁴ http://www.federalreserve.gov/releases/g19/HIST/cc_hist_memo_levels.html
- ⁵ <http://www.pewsocialtrends.org/2014/09/24/record-share-of-americans-have-never-married/>
- ⁶ <http://www.citylab.com/housing/2015/03/where-millennials-are-moving-now/388748/>
- ⁷ <http://www.bls.gov/webapps/legacy/cpsatab10.htm>
- ⁸ <http://www.bls.gov/lau/table14full15.pdf>
- ⁹ <http://www.pewsocialtrends.org/2011/12/14/barely-half-of-u-s-adults-are-married-a-record-low/>
- ¹⁰ <http://www.cdc.gov/nchs/data/databriefs/db232.pdf>
- ¹¹ <http://zillow.mediaroom.com/2015-08-17-Todays-First-Time-Homebuyers-Older-More-Often-Single>
- ¹² <http://www.pewsocialtrends.org/2016/05/24/for-first-time-in-modern-era-living-with-parents-edges-out-other-living-arrangements-for-18-to-34-year-olds/>
- ¹³ <http://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2016/08/18/where-millennials-are-more-likely-to-live-with-mom-and-dad>
- ¹⁴ Dowell Myers (2016): Peak Millennials: Three Reinforcing Cycles That Amplify the Rise and Fall of Urban Concentration by Millennials, Housing Policy Debate, DOI: 10.1080/10511482.2016.1165722
- ¹⁵ Table 3: <http://nces.ed.gov/pubs2012/2012280.pdf>



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In Connecticut, Change is Coming

by *Kayleigh Lombardi and Christine Schilke, Young Energetic Solutions (YESct!)*



Connecticut can be tough for young people, that's for sure. A telling example of this was shared at a recent forum on the economic impact of exclusionary zoning when a representative from the manufacturing industry told the audience how he'd recruited a young, skilled professional from the south, offering him an alluring \$25 an hour wage to keep pace with Connecticut's cost of living — more than double the \$11 an hour he was making back home. Yet, it wasn't enough. After about two years, the young man decided to head back south. His reasoning: that even making more than double his salary, his costs — like paying \$1,000 monthly rent — were simply too high for him to be able to afford to stay in Connecticut.

His decision that he could have a better quality of life somewhere else, even earning less, is a scene being played out by millennials all across the state. The high costs of housing, college debt, transportation, and a myriad of other factors, mean that today's millennials face a far tougher environment than their 1990s

peers. The data is pretty stark: despite being more educated, today's young people are less likely to be employed, earn less overall, and, not surprisingly, are more likely to live with their parents or roommates. (See the [YES Millennial Fact Sheet](#).) What's more, the cost of that higher education lingers, hampering their ability to get ahead. With an average college debt of \$34,773, they can little afford Connecticut's housing costs — the 3rd highest in the nation — meaning our state's young workers are starting their professional lives in the red and with little to spare for other expenses like a car, healthcare costs, or retirement savings. (See more on [Student Debt Levels](#).)

Connecticut's inability to retain young people has become increasingly evident over the past several years, resulting in dour headlines as major companies pick up stakes and move to those locations that are attracting young talent. An interest in lively downtowns, a variety of housing options, walkable communities, access to transit, and availability of jobs and economic opportunity are topping their lists, according to numerous studies and reports.

Recognizing the need to attract and retain a young, skilled, and energetic workforce, the Partnership for Strong Communities and Connecticut Main Street Center are partnering on Young Energetic Solutions (YES). YES is a statewide initiative aimed at empowering young people to create a vibrant Con-

(continued on page 13)

Quick Facts

Millennials in Connecticut

How are young people today different from young people in the 1990s?



Population

Millennials are a smaller share of the population.



Education

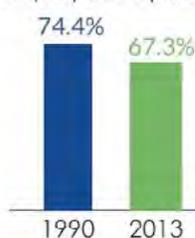
More Millennials are educated...



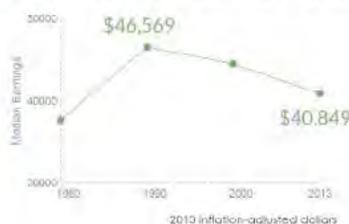
Employment

... But fewer are employed while making less

Employed Population



Median Earnings for Full Time Workers



In CT, Change is Coming, cont'd

necticut — a Connecticut where young people want to live. Building on the value gained in partnering with like-minded programs and organizations, YES is continuously forging partnerships with a variety of groups, in order to act as a resource for young people to effectuate positive change.

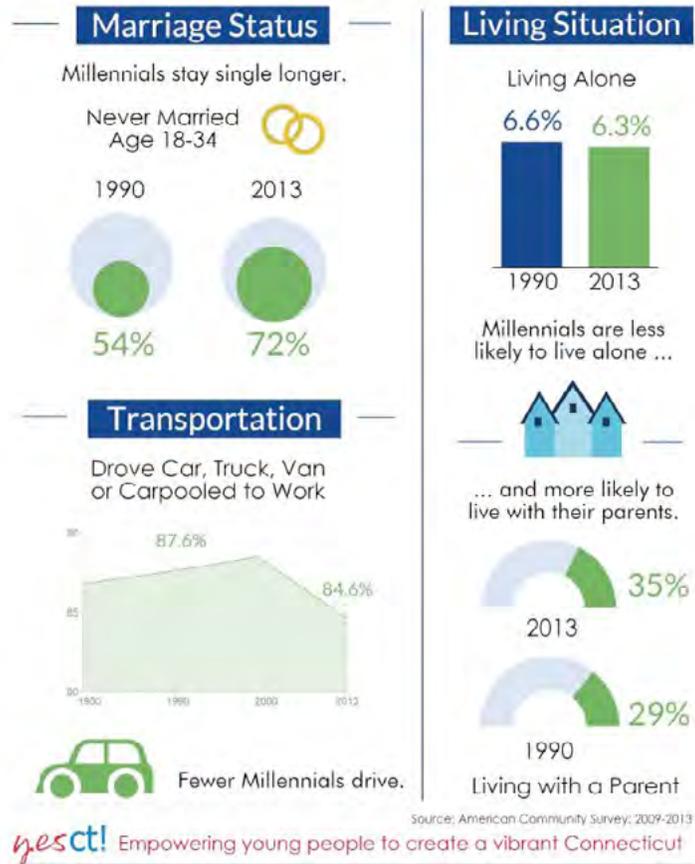
By engaging and educating young people to participate in their towns, on their local committees, or on statewide initiatives, YES works to support change in communities, expand the state's housing options, and ultimately strengthen the state's economy. Empowering young people to participate meaningfully in their neighborhoods and towns can develop a strong sense of ownership and belonging. Participation at a local and state level allows young adults to provide necessary input into important decisions surrounding affordability, zoning, density, and transportation, as well as proactively address housing needs across municipalities.

Bolstering the millennial generation with dynamic, connected communities is a good thing for older and younger generations alike, as amenities such as walkability, access to transit and a variety of housing options are beneficial to all of us. Dynamic communities and diversity in housing are also economically fruitful, as the younger generation replaces retiring workers, providing the revenue towns and cities need in order to offer critical services to residents. With a fresh supply of young people and families to create that demand and potentially move into larger single-family homes as they grow their families, new opportunities to downsize will be available to our older residents stuck in large homes they may no longer want or need.

While our state clearly faces daunting budget challenges, there is hope. There's growing consensus around the need to attract and retain young people, an increasing demand for information about what can be done and what's working elsewhere, and a willingness to be innovative in our response. YES is finding a niche as this resource, building a network

(continued on page 14)

Millennials in Connecticut *Quick Facts*



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In CT, Change is Coming, cont'd

of young people and organizations that recognize the need for more millennials to stay and come to Connecticut, with the goal of incorporating young people's perspectives into planning and design. And while we don't claim to have all the answers, having the support of our respective organizations behind us means that we have access to experts in the realms of affordable housing and downtown revitalization — two key components in attracting this valuable demographic.

Beyond our work, there is much positive progress in the state. Efforts to improve the connectivity and appeal of our communities are everywhere — from [Windsor's revised website](#) that lists available local board and commission seats, to [Hartford's re-vamped zoning code](#), or from [Simsbury's](#)



CCAPA's own Jason Vincent at a YES forum.

[new multifamily housing](#) to New Haven's miles of bike lanes, change is coming to Connecticut. YES aims to add to these efforts by spurring more civic engagement among young people, while offering new ideas, best practices, and ultimately policies around how to attract and retain millennials.

For more information on YES, check out our website at www.yesct.org or email us at yes4ct@gmail.com.

Kayleigh Lombardi is a Policy Analyst at the Partnership for Strong Communities. The Partnership is a statewide nonprofit policy and advocacy organization dedicated to ending homelessness, expanding the creation of affordable housing, and building strong communities in Connecticut.

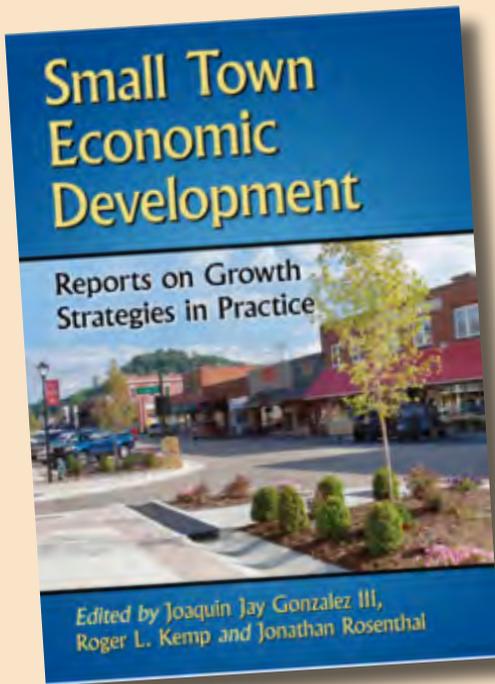
Christine Schilke is Communications Director for the Connecticut Main Street Center, whose mission is to be the catalyst that ignites Connecticut's Main Streets as the cornerstone of thriving communities. CMSC is dedicated to community and economic development within the context of historic preservation, and firmly believes that when our downtowns are great, they're great for everyone, attracting young talented workers, creative thinkers and entrepreneurs, and in turn powering Connecticut's economy.

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New Book!

APA CT member Jonathan Rosenthal, AICP is pleased to announce the new volume just out on *Small Town Economic Development* from McFarland Publishing.

It's his first book and was co-edited/co-written by Roger Kemp, PhD of the University of New Haven and Jay Gonzalez, PhD of Golden State University.

We tend to associate small town economic development with the decline of the rural United States — empty houses, shuttered shops and rusting factories. A common diagnosis of sluggish small town recovery is their lack of lifestyle amenities that attract new residents and businesses. Yet many small towns have shown progress and potential in recent years. This collection of recent articles by experts presents stories of small-town America's struggle and describes innovations and practices behind successful revivals.

The book is available from [McFarland Publishing](#). 📖



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CCAPA's new pop-up banner helps us promote the good works of Connecticut planners at trade shows and other events.

Save the Date:
August 31st
at 7 p.m.

Join CCAPA and CEDAS for an end-of-summer Yard Goats game! More details available soon.

Millennials Are People, Too

by *Patrick Gallagher, AICP*

As planners we deal with immensely complex and interconnected problems. We cannot do our jobs well unless we can distill these complex problems down into digestible bites that our clients, decision makers, and the general public can understand. Planners, myself included, generalize this information by putting people into boxes. Boxes are often built with data from the local, state, and federal governments, and are also shaped by our own personal experiences. While boxes are a useful and necessary part of our profession, they are not immune to overgeneralizations, bias, and stereotypes. In my opinion, one group in particular has been a victim of stereotypes in recent years: the “millennials.”

Who Are Millennials?

Millennials, like the Greatest Generation, the Baby Boomers, and Generation X, are a generational cohort — a “box” that we group people in based on common characteristics, most notably birth year. While there is no agreed-upon age-cutoff for the millennial generation, definitions generally use birth years ranging from the late 1970s through the early 2000s. For the purposes of this article and for statistical ease, we will define them as all persons born between 1980 and 2000. As of the 2010 Census, there were about 85 million people born during this time frame, comprising over 27 percent of the total United States population. This makes them America’s largest generation.

The Stereotypical Millennial

My colleagues and I often joke about the millennial stereotypes we hear at work or in the media. The stereotypes most often come in the context of older folks asking themselves: “what do millennials want?” Here are some of the most common stereotypes:

- “Millennials don’t want to own cars.”
- “Millennials are not getting married or having children.”
- “Millennials don’t want to own a home.”
- “Millennials want to live in apartments with lots of amenities.”
- “Millennials want to live in cities with access to transit.”
- “Millennials can’t afford to live in Connecticut. They are all moving to

Boston and New York [two of the most expensive cities in the country].”

- “Millennials want to work in open offices with ball pits, free food, and bean bag chairs.”

To say that these stereotypes are reflective of an 85 million strong generation is absurd. These stereotypes are almost exclusively based on a small segment of our generation: highly educated, upwardly mobile, urban professionals without children.

Ok, that last one was a bit of a stretch, but I’m sure that many of the items on the list sound familiar. Do some people in my cohort fit these stereotypes? Absolutely! But to say that these stereotypes are reflective of an 85 million strong generation is absurd. These stereotypes are almost exclusively based on a small segment of our generation: highly educated, upwardly mobile, urban professionals without children. When I hear people talking about “ways to attract the millennials” nine times out of ten they are referring to highly educated, upwardly mobile young people and not poor or working class young people.

The Forgotten Millennials

For most of us, our locational and

(continued on page 17)

Over the next ten years most millennials will age into their 30s and 40s and will reshape communities across Connecticut in the process.

Millennials Are People, Too, cont'd

lifestyle decisions have less to do with noble desires for social justice and urban revitalization and more to do with the practicalities of our everyday lives. We want to live somewhere with job opportunities in our field of work. We want to live somewhere where we can afford decent housing. We want to live in a location that is convenient relative to our work and our spouse's work. If we have children, we want to live in a community with good public schools. While some of us are fortunate enough to have a choice in our locational and lifestyle decisions, many of our poor and working class peers do not.

The Aging Millennials

While the wants, needs, and desires of an 85 million-strong generation are extremely diverse; we do have one thing in common: we are getting older. Over the next ten years most millennials will age into their 30s and 40s and will reshape communities across Connecticut in the process. While studies have shown that young people are getting married later and having fewer children compared to previous generations, many of us will nonetheless settle down and have families over the next decade. These life events will reshape our locational and lifestyle preferences. For millennial families with children, school quality will move up in the locational preferences hierarchy, likely leading to a resurgence in demand for single-family housing in suburban communities. For poor and working class millennials, access to services, transportation, and affordable housing will remain paramount issues. For highly educated millennials without children, amenity rich urban locations may very much remain in style.

The moral of this article is that each millennial will want different things based on their own unique circumstances. My call for us as planners is to not succumb to stereotypes about the millennial generation but to treat them just like everybody else. Millennials are people too! ■

Pat Gallagher is a married, home-owning, car-driving, beanbag-chair-hating millennial who does not live in his parents' basement, and who works for Milone and MacBroom, Inc.



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Connecticut Planner Profile: Jonathan Cabral

- Current Position:** Manager in the Planning, Research, and Evaluation Department at the Connecticut Housing Finance Authority (CHFA)
- Hometown:** Grew up in East Hartford, but have lived in Hartford since college
- Favorite Places:** Hartford's Downtown and its diverse neighborhoods like Parkville; New York City; Lisbon, Portugal; Maastricht, Netherlands.

What made you decide on pursuing your current position?

I had not planned on being a planner. My first real job out of college was at a bank working in the compliance department as a Community Reinvestment Act (CRA) analyst. It was through that role that I got to work with a number of great organizations like the Local Initiative Support Corporation and the Connecticut Housing Investment Fund (now known as Capital for Change). At CHFA, I've been able to continue to work with those organizations and many others like the Connecticut Main Street Center and the Hartford Community Loan Fund. While working on my Master's Degree in Public Policy, I got to learn and work with some wonderful people, but two professors in particular really pushed me to think of planning and community development differently. Both Professors Barry Feldman and Don-

ald Poland encouraged me to really tackle core issues around policy and planning. They both had their own unique individual perspectives which helped me better think through issues and problems that planners need to tackle. This not only helped me think through my thesis work on transit-oriented development in weak markets, but has helped me work through some tough policy challenges in my work.

What projects/initiatives are you currently working on related to planning?

I'm currently working on a number of projects and initiatives. I've been fortunate enough to be working with the Connecticut Main Street Center on the Come Home to Downtown pilot program, which looks to encourage housing development in our downtowns.

(continued on page 19)

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I also continue to work with Community Development Financial Institutions (CDFIs) around how to better finance the rehabilitation of smaller multifamily properties, a market that many traditional lenders have exited. Because of my banking and CRA background, I've been tapped to do some single-family market and lending analysis as well. My real passion is around planning and revitalization of weak markets. I have a few projects in the hopper that explore how CHFA can finance projects in weak markets differently to the downtown area and Waterfront Park.

Why did you join CCAPA? What do you like about being a member?

I found myself working with a number of folks who are members of the CCAPA. I thought it would be valuable in joining to not only better tap its members as a resource in the work I do at CHFA, but I also knew I would learn a lot from its members. As a member, I get to meet planning professionals with a whole host of different backgrounds. I can't think of any other organization that has so much diversity of backgrounds and knowledge.

Related to this issue regarding millennials, how do you think housing needs will evolve in CT over the

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next decade or two, given the aging of both millennials and baby boomers?

The state's housing stock, the market demands, and the changing demographics all contribute to some real challenges to Connecticut's housing needs. I continue to read about millennials wanting denser, walkable, communities and fully admit that I am one of those millennials



Jonathan Cabral is frequently found having coffee in Downtown Hartford.

(albeit I'm an older millennial). The reality is that there are limited options and much of the housing stock that appeals to millennials and even baby boomers, is older and in some need of rehab. We have seen some great rental housing come online recently, mostly centered in and around Downtown Hartford through significant investments by the Capital Region Development Authority. Most of those units have been higher end and in larger buildings. It's the mid-sized properties (that housing found in-between a single family house and a large multifamily rental development like small multifamily properties and townhouses) that seems to be elusive but desirable. Zoning sometimes doesn't allow it in many communities and financing can be hard to find, particularly when it comes to the purchase and rehab of existing stock.

Do you have any favorite websites/tools/blogs that relate to planning or your job that you'd like to share?

PolicyMap

I have a love/hate relationship with [CityLab](#)

[Federal Reserve Economic Data \(FRED\)](#)

[St. Louis Fed](#)

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From the Bench



by Christopher J. Smith, Esquire

Murr v. Wisconsin: Which lot did you say was “taken”?

When someone claims the government has unfairly taken his or her property as a result of a confiscatory land use regulation, the parties generally know what property is at issue. However, when two nonconforming lots are merged by operation of law and the owner claims a compensatory taking under the Fifth Amendment of the U.S. Constitution as a result of the merger, which of the two lots is evaluated for the takings claim? Is one lot “absorbed” into the other lot and, if so, which lot? Do you credit the value added to the resulting “combined” lot against the value of the “lost” lot? Do you simply apply the “takings” test to the resulting combined lot? Is merger permissible?



These were questions confronting the United States Supreme Court in *Murr v. Wisconsin*, ___ S. Ct. ___ (2017), decided on June 23, 2017. The case involved two nonconforming undersized lots located on a designated scenic river in Wisconsin. The lots merged by operation of ordinance after being transferred into common ownership (mother and father conveyed the lots to their four children). The owners attempted to sell the smaller of the two lots, and were informed that the two lots had merged and couldn't be sold separately. They applied for variance relief and were denied. The owners appealed the denial to state

court and included a regulatory takings claim.

One question on appeal was what property is used to evaluate the takings claim? Plaintiffs argued that they “lost” a lot and it is this lot that they should be compensated for. The government argued that the lots merged into a single lot and it is the resulting merged lot that the takings claim should be applied to. Appraisals substantiated the following: (a) the value of the combined merged lots is \$698,300; (b) the value of the larger existing lot with a cabin is \$373,000; (c) the value of the smaller, undevelopable lot is \$40,000; and (d) the combined value of the two lots as valid separate building lots is \$771,000.

For purposes of evaluating the takings claim, the state courts treated the two lots as combined based upon the merger ordinance. The courts then applied the “takings” standard and found that the difference between the value of the two combined merged lots (\$698,300) and the value of the two lots as separate valid building lots (\$771,000), is approximately ten (10%) percent. The state lower courts held that this minor reduction in value does not constitute a compensable taking.

The Wisconsin state supreme court did not grant plaintiffs' petition to appeal, but the United States Supreme Court did. In a 5-3 decision, the Supreme Court affirmed the Wisconsin state court decisions.

In the first part of the Supreme

Court's decision, the Court announced the following “multifactor standard” for determining which property is used to evaluate a takings claim when there are multiple lots involved: (1) substantial weight should be given to the treatment of the land under state or local law, which may provide guidance as to the “reasonable expectations” of the use of a property when acquired; (2) the physical attributes of the property must be evaluated; and (3) the courts must assess the value of the property burdened by the regulation with “special attention” as to whether the loss of the burdened property actually adds value to the remaining property or lot.

The Court applied this new standard to the subject appeal and held that: (1) state and local law merged the two lots; therefore, the two lots should be treated as combined for evaluating the takings claim; (2) the lots are located on a river with topographical constraints whereby the owners “could have anticipated [that] public regulation might affect their enjoyment of their property”; and (3) the combination of the smaller lot into the larger lot mitigated the merger restriction by “allowing increased privacy and recreational space” and added value to the combined resulting lot. The Supreme Court affirmed the state courts' decisions to apply the takings standard to the combined two lots and not just the “lost” smaller lot as argued by the owners.

(continued on page 21)

From the Bench, cont.

The Court next applied the “takings” standard and affirmed the Wisconsin state courts’ holdings that the slight reduction in value of the combined lots as compared to the two lots when treated as separate valid building lots (approximately 10%) did not rise to the level of a compensatory taking, and that the merger did not deprive the resulting lot of all economically beneficial use.

The takeaways: (1) merger may be a legitimate and reasonable government action to reduce non-conformities and preserve natural resources; and (2) it will be difficult to demonstrate a “takings” under the Fifth Amendment when two nonconforming lots are merged, especially when the “merged” lot can be utilized for some form of economic benefit. 🏠

National APA Legislative Priorities

The American Planning Association has released its annual legislative priorities, aimed at promoting good planning and federal policy. APA’s 2017 priorities include:

- Invest in the nation’s critical infrastructure
- Advance policies that promote economic and social equity, inclusive communities, and expanded access to economic and social opportunities for all
- Provide high quality federal data that supports effective local planning and decision-making

[Read more](#) about each of these priorities, and specifically what APA is calling on Congress to do. APA is encouraging members to [share these priorities with your legislators](#). We hope you will participate!

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