

#### **MEMORANDUM**

TO: Mayor Roberts and City Councilmembers

FROM: Jessica Simulcik Smith, City Clerk

DATE: November 15, 2017

RE: Documents received at 11/14/17 Council Meeting Continuation

CC: Debbie Tarry, City Manager

John Norris, Assistant City Manager

Attached hereto are documents received from the public at your November 14, 2017 City Council Meeting (continued from November 13, 2017).

- 1) Written comment regarding Richmond Beach Road Rechannelization submitted by Christine Gildon.
- 2) Written comment regarding Richmond Beach Road Rechannelization submitted by Norma Jordan.
- 3) Written comment regarding Richmond Beach Road Rechannelization submitted by Sherry Hill.
- 4) Written comment regarding homelessness submitted by Rev. Bill Kirlin-Hackett.

November 14, 2017

RE: Richmond Beach road Safety - Re-Channelization project

I am Christine Gildow, have lived in Richmond beach for 27 years, retired CFO and a member of the Richmond Beach Neighborhood Traffic Action Plan Committee (NTAP).

City Council is not getting what you requested.

#1)Change the paint to have two lanes up the hill on Richmond Beach Road between 15<sup>th</sup> NW and 8<sup>th</sup> NW.

Attached is a copy of the results from the NTAP Advisory Committee final presentation made March 2011.

The NTAP was led by John Marek from the City of Shoreline Public Works, and included 14 residents and the Shoreline Fire and Police Departments.

The committee spent a year reviewing options and tested one lane up the hill and concluded that the slow trucks and busses were too slow due to the ½ mile long steep incline and it would be unsafe to have only one lane up the hill on that section of Richmond Beach Road.

The conclusion was that 2 Lanes up the hill were required for safety on the section of RB road between 15<sup>th</sup> NW and 8<sup>th</sup> NW.

### Other factors included:

- Impact of the stop light at the top of the hill on a line of cars and trucks on the steepest part
- snow and ice conditions with cars stuck on the hill need space to drive around them
- The slow trucks and busses were significantly slow due to the long and steep incline (*averaging* 16 mph in the 30mph zone).
- The curves and winding road on this section results in poor visibility and the center turn lane would become a suicide lane.

- Human nature people will drive around the super slow truck and bus using the middle lane
- Human Nature- people will use side roads to avoid getting stuck behind a very very slow truck or bus.

#2)check into RB Road between 3rdNW and 8thNW the NTAP committee was advised by John Marek that you could not put a center turn lane there because the volume of traffic in that area and the number of different entrances from the businesses.

#3) Agree to follow up and provide funding- as part of this project. How many servere accidents need to happen before a change is made?

What increase in traffic on the side roads needs to happen before change is made?

How quickly can you repaint?

The residents and Council do not want to have to waste any time while safety continues to be an issue.

These 3 issues would meet the needs requested by City Council and provide a safer solution for Richmond Beach residents.

Im available to meet and would like to share more specifics. Christinegildow@comcast.net

### The Richmond Beach NTAP Advisory Committee

In 2009-2011 John Marek the city of Shoreline Public Works together with Srgt. Bruce Bartlett, Shoreline Police Department and Mark Bunje Shoreline Fire Department and 14 residents of Richmond Beach all met to identify, review and develop and prioritize recommendations to create a Neighborhood Traffic Plan.

We spent the year with lots of meetings to review the options.

Attached is a copy of:

- The NTAP Recommendations presented To Richmond Beach community by John Marek in March 2011
- The list of members of the committee.
- a 2010 report with the traffic counts and speeds.
- The meeting notes from the NTAP meeting 10/16/10 when the NTAP concluded to NOT re-stripe Richmond Beach Road between 8<sup>th</sup>NW and 15<sup>th</sup> NW

In March of 2011 the final plan was presented to The Richmond Beach Community. On Richmond Beach Road between 8<sup>th</sup> NW and 15thNW because of the steepness of the hill the final plan did NOT include bike lanes or reduction of 2 lanes up the hill. It did include creating a buffer for pedestrians.

At our last meeting on October 16<sup>th</sup>, 2010 after the one year process it was determined NOT to have bike lanes or just one lane up the hill between 8thNW and 15thNW. It was determined that one lane up the long steep hill with blind turns was not safe. Trucks moved way way way to slow to stay behind them for the long incline hill. The committee had a year to think about it and try it out. There are enough slow moving vehicles and some of them moved extremely slow because of the very long steep hill.

The concern was also at the light at the top of the hill. Stopped busses, trucks and cars on the long incline of the hill was a concern.

There was also concern about snow and ice on the hill if there was only one lane up it would create significant problems as there are always cars that spin out in the snow and get stuck half way up the hill.

Christine Gicson

# Richmond Beach NTAP Advisory Committee

Rich Ashleman – Resident

Marcellus Buchheit – Resident

Brian Cohee – Resident

Mark Davies – Resident

Michele Earl-Hubbard – Resident

Jennifer Gettman – Resident

Chris Gildow – Resident

Jerry Girmus – Resident

Jack McHenry – Resident

Tom Petersen – Resident

Ling Roger Smith – Resident

Julie West – Resident

John Marek – City of Shoreline Public Works
Srgt. Bruce Bartlett – Shoreline Police Department
Mark Bunje – Shoreline Fire Department

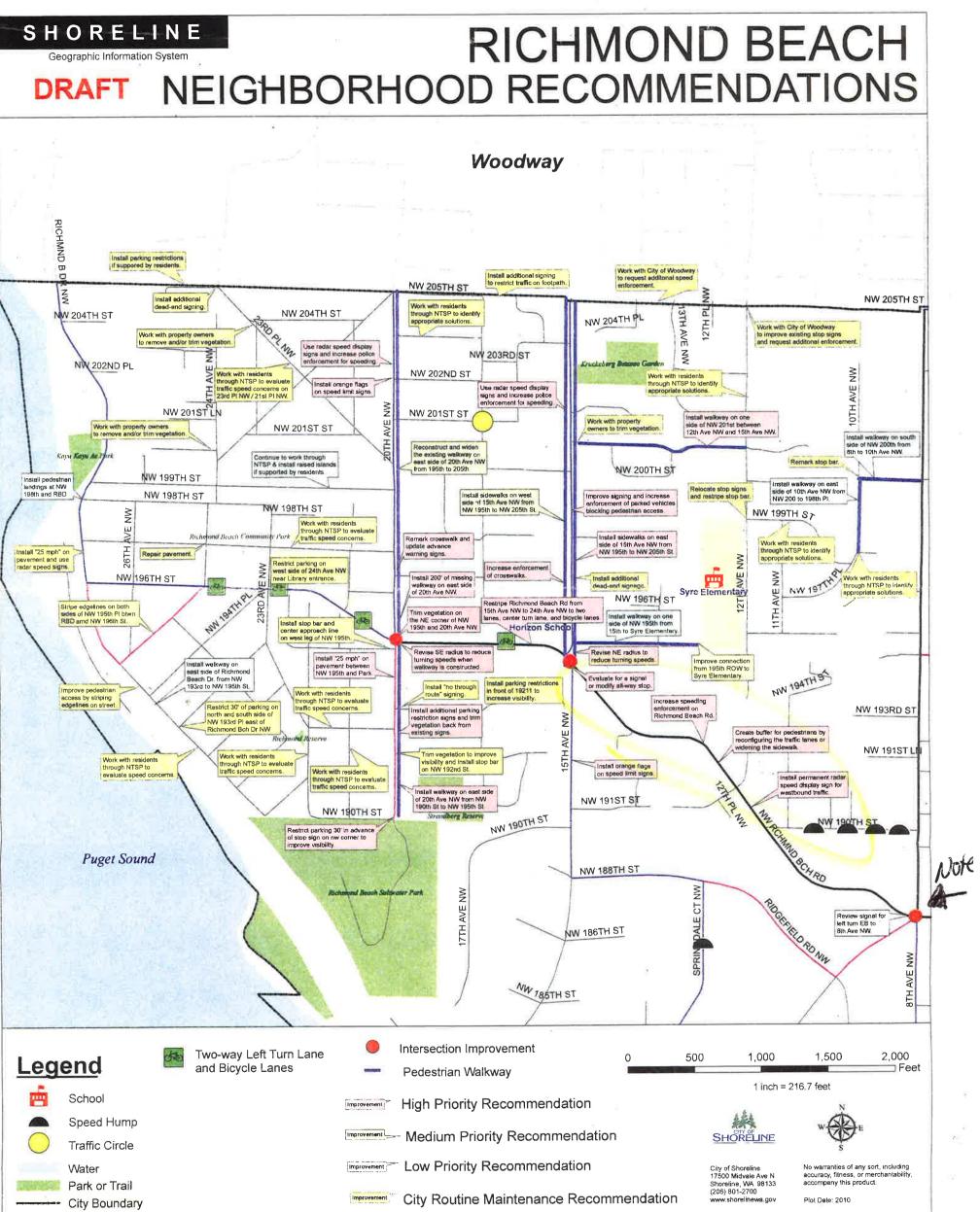
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— Walking heel
— Uzy Heytmith 7-9

PRESENTATION BY LOW MANNING INTAP

WI NO BIKE COMES

RB ROAD BYWN 15TANWH 3RDNW RPM 2011

MANNING TO THE TOWN 15TANWH 3RDNW RPM 2011





### SHORELINE RICHMOND BEACH Geographic Information System Existing and Historical Traffic Safety Conditions DRAFT Woodway NW 204TH ST NW-204TH ST NW 204TH ST NW 202ND ST NW 203RD PL NW 203R NW 203RD WW 203RD ST NW 202ND ST NW 202ND LN WW 202ND ST NW 2293T ST NW 201ST ST NW 201ST PL NW 201ST NW 200TH ST NW 200TH LN NW 200TH ST 199TH ST NW 198TH ST NW 198TH PL NW 198TH ST NW 196TH PL NW 193RD ST 15TH AVE NW NW 193RD ST NW 190TH ST 190TH LN **NW 189TH** 188TH ST 32 30NW RCHMND BCH RD NW 183R 5T NW 182N ST Mid-Block Intersection, Legend 2007-2010 **Street Classification** Full Signal School 250 500 750 1,000 Intersection Collision, (1) Outside Shoreline 2007-2010 School (Public) 1 inch = 248.9 feet Traffic Circle Avg Daily Weekday Traffic Volume 1,000 Interstate School (Private) Speed Hump 25 Avg Daily Weekday Traffic Speed SHORELINE Principal Arterial Active NTSP\* SPEED LIMIT 25 Water Speed Limit Sign City of Shoreline 17500 Midvale Ave N Shoreline, WA 98133 (206) 801-2700 www.shorelinewa.gov Minor Arterial NTSP (Historical) Park or Trail Stop Sign Collector Arterial Yield Sign Map Date: 2010 Neighborhood Collector Crosswalk Sign No warranties of any sort, including accuracy, fitness, or merchantability, accompany this product.

Marked Crosswalk

Local Street

\* NTSP = Neighborhood Traffic

Safety Program

I'm a resident in Richmond Beach & have lived here for 38 years driving RB road our main arterial 24/7! Traffic has steadily & significantly increased which raises my concerns for safety as well as efficiency in traveling from point A to point B with safety being a first priority! Adding more variables (esp. Btwn 8th & 3rd Avenue NW) such as a turn lane, bicycle lanes & taking traffic lanes away is a recipe for more clutter, confusion, less efficiency & therefore less safety! Moreover it will definitely create a quagmire resulting in more accidents due to congestion w/ all the entries / exits!

The in depth year long (2010-2011) project Neighborhood Traffic Action Plan (NTAP) addresses the most pertinent issues specific to our R. B. road w/ the focus of safety & efficiency. Fourteen residents & 3 experts were involved in this year long study w/ critical recommendations from Shoreline Public Works, Police & the Fire Departments. This project covered NW 205th NW 185th, RB Drive NW to 8th Ave. including Woodway & Innis Arden. It is crucial to note that it was recommended to keep to two lanes of traffic going in both directions for the entire length of road w/ no turn lane or bicycle lanes in the QFC / Rite Aid vicinity. I find this project / study to be credible & responsible w/ the priority on SAFETY FOR ALL! The NTAP STUDY has been given to you so you may study it!

Yes accidents will still happen simply due to drivers not following traffic rules and humans will sometimes do incredibly dumb things! Therefore road designs need to be made responsibly, clearly & w/ safety as the first priority w/first responders (Fire Fighters & Police) directly & continually involved! It would be absolutely irresponsible & negligent w/o their involvement!!!

Respectfully, Norma Jordan

# Shoreline City Council Meeting 11/14/17 Public Comment: Richmond Beach Road Rechannelization

From: seh somebeach

Tue, Nov 14, 2017 05:00 PM

<seh.somebeach@comcast.net>

Subject: Shoreline City Council Meeting 11/14/17 Public

Comment: Richmond Beach Road

Rechannelization

To: seh somebeach

<seh.somebeach@comcast.net>

Shoreline City Council Meeting Tuesday, November 14, 2017

Public Comment re: Richmond Beach Road Rechannelization Project

It seems to me that the City is painting itself into a corner by "Rechannelizing" Richmond Beach Road. When Shoreline inherited Richmond Beach Road from King County, it was already out of date and poorly maintained. Since the City took it over more than 20 years ago, there has been minimal investment in any maintenance or upgrades.

To pretend that you can merely pop off all of the "Road Turtles" and re-stripe the pavement, (without even bothering with a fresh coat of asphalt) and that's going to somehow solve the problems with Richmond Beach Road is completely disingenuous. It's a big lie to say that a little line of paint is going make the roadway safe for pedestrians and bikes to use without addressing the condition of the entire road right-of-way and incorporating comprehensive planning. This is a cheap fix for a complex problem. Spending

\$200,000 on some paint and cosmetics is like putting lipstick on a pig. It's a waste of time and money, and you get what you pay for.

This project is being undertaken on an entirely speculative basis. Citizens have been told by staff that "It's only paint", and if it turns out that it doesn't work then "We can always change it back later." But, meanwhile we have Federal roads dollars up for grabs, and it's a use it or lose it proposition. Is this any way to implement public policy?

One of my primary concerns with this proposed project is the poor public process that has been used to implement the scheme. The whole plan has been reverse engineered with only one pre-determined outcome already in place. It was very clear that the "Rechannelization Informational Meetings" were exactly that. Citizens were informed by staff what was going to happen, and when it would happen.

The city held pro-forma public meetings designed to provide the veneer of soliciting public input, when in fact there was no possibility of changing the overall outcome. The important decisions had already been made, and were not subject to debate. The format of the meetings were carefully crafted to suppress and mute any real dissenting voices. It was obvious that the City was just going through the motions of holding the meetings for appearances sake.

All of the City Council members were missing in action at both of the meetings, in June as well as in October. The meetings were very feebly publicized by City staff. The June meeting never even made it into the Shoreline Currents newsletter. Residents had to request flyers and posters from staff, and then distribute them throughout the neighborhood themselves to get the word out to attend. The reason why the Councilmembers were absent from the meetings was very apparent. It was because they were a waste of time.

Junior staffers with little public policy experience have been tasked by the City with implementing and selling this plan to an incredulous public. The City has literally thrown the junior staff under the bus, to take the blame from outraged residents. Meanwhile, the real accountability rests with the missing City Council members who made the decision on a drastic alteration of the road, without first getting the buy-in of the affected citizens.

Traffic flows like water, and it will always take the path of least resistance. Rechannelization of Richmond Beach Road will only result in accelerated cut-through traffic onto local neighborhood streets. The roads in the area have no sidewalks, and were never intended to serve as alternate arterials. Is the City Council willing to accept responsibility and the liability from the predicable outcome? You can't paint your way out of that corner.

**Sherry Hill** 

19523 22nd Pl NW Shoreline, WA 98177

# All Home VR Work Group October 2017

#### **Process:**

- Subgroups to include themes on
  - ➤ Legal/Laws
  - Outreach Alignments local configurations
  - Congregational hosting locally
  - Building community engagement locally
  - ➤ Seattle specific group (started 3/8; finished 4/27; re-form into AH)
- Systemically, all regions will use forms of this guidance in efforts and fund considerations:
  - ➤ Connecting all efforts, to include within Seattle, to All Home
  - Addressing fragmented outreach to assist in its being more targeted and intentional re: vehicle residency, and
  - Supporting Coordinated Entry for All with on-the-ground adjustments that include use of flexible/immediate funding, and regarding vehicle residents, making the protocol of assess/refer a second stage.
- DRAFTING regional subgroups
  - For consideration of an invitation to participate in the South region, we included CCS, City of Federal Way, MultiService Center, Valley Cities, City of Auburn, City of Kent, Cities of DesMoines, Tukwila, Burien, Renton, Union Gospel Mission, United Way, Kent UMC, First Christian Kent, City of Covington, St. Vincent DePaul, vehicle residents (current and past), HDC/Joy Scott
  - For the **East** region, Lake WA UMC, Cities of Bellevue, Kirkland, Redmond, Woodinville, Issaquah, Newcastle, Redmond outreach Kent Hay, Our Savior's Lutheran Issaquah, HDC, EHAC
  - > For the **North**, Cities of Shoreline, Kenmore, Bothell, NUHSA, Lake City Task Force on Homelessness (currently in alliance with Shoreline)
  - Seattle group to inaugurate as the current Seattle focus group completes its 5<sup>th</sup> meeting late April
  - > Areas of an overarching work plan will include efforts toward
    - Gathering data; how many VRs? Who sees them?
       Where are they?

 "discovery," as in what is current practice and policy; set procedures? Social services connections?

o Educational efforts as to VR

- Law and Public safety overview; what is actual law, what discretion exercised?
- Focusing on initial question, "what is causing the most immediate distress for all?"
- AH VR Policy changes to be considered/recommended
  - Extended discussion led us to conclude that using "Google Docs" would be the way we'd proceed with suggested changes:

https://docs.google.com/document/d/1wITkxqiWuko TaLFgRvrNebocUKF6h4PfKnm4LDDKXus/edit

- O PLEASE MAKE EDITS!
- Structure outline for a Work Plan to send to All Home Coordinating Board
  - > This is proposed as alternative to a long policy statement; that is, keep policy statement focused, add a work plan. So far we are "parking" this idea.
- Immediate harm reduction proposal(s) → No further action, pending meeting below.
- Meeting with Police Chiefs
  - Meetings will be regional. Meeting ahead of time with those attending to cover the boundaries of the collaboration.

The Rev. Bill Kirliw-Hackett
Director, **The Interfaith Task Force on Homelessness**In residence at St. Luke's Lutheran Church
3030 Bellevue Way NE, Bellevue WA 98004
425.442.5418 www.itfhomeless.org
ITFH on Facebook Kirhac blog for ITFH

Ring the bell that still can ring! Forget your perfect offering! There is a crack, a crack in everything. That's how the light gets in. Leonard Cohen RIP

### **ADDENDUM**

### to All Home Policy Statement on Vehicle Residency Solutions

# Recommendations Submitted for Actions to be Considered by the All Home Vehicle Residency Group

February 26, 2016; amended Oct. 26, 2017

# Tools requiring further discussion and possible legislative action to implement:

### Short-term -

- 1. Do more outreach to VRs, include in Coordinated Entry for All; i.e., vulnerability assessment, intake to HMIS, immediate enrollment where needed (i.e. SSDI, Medicaid).
- 2. Allow 3-5 vehicles be proximate on-street in non-retail, non-residential neighborhoods, forming an interim authorized parking option, with trash, porta-potties, and outreach to include to HMIS system.
- 3. Enter vehicle plates of verified VRs into electronic system, if available
- 4. Vehicle repair necessary to be eligible to apply for Road to Housing and/or other Safe Lot programs
- 5. Vehicle repair necessary for basic 24 hour safety (fix broken windows, locks, lights); waste water and other dumping needs for RVs
- 6. Driver's license renewal funds, with a tandem program to defer immediate ticketing as meeting-the-obligation grace period ensues
- 7. Fuel (necessary to avoid ticketing, to get to appointments/work where bus is not practical)
- 8. Bus tickets (for maintaining a safe parking place and going to work, medical appointments, and so on)
- 9. Phone and/or phone minutes (necessary to communicate with service providers, etc.)
- 10. Food cards where food bank not accessible

#### Mid-term --

- 11. Safety Lots, in Seattle and around King County, providing off-street parking and access to a bathroom or portable toilet. These will enable VRs the safety and stability to be able to focus on future plans.
- 12. Change the requirements for having to move a vehicle/RV every 24-72 hours in select zones (e.g., keep some consistent countywide requirement in residential and retail neighborhoods)
- 13. Open opportunities for private business to host 2-3 vehicles in business parking on site, providing security for the business
- 14. Payment of tickets and/or deposits toward community service agreements beyond what the VR is able to do for themselves. \* Will require private funding as fines cannot be paid with public funds

15. Form new agreements with debt collection agencies where tickets are referred, when other mitigation is impossible, that are only used after a hearing with a Magistrate to assure that the VR is not pushed into indigency.

### Long-term --

- 16. Modify Seattle Scofflaw Ordinance to allow for indigency/inability to pay.
- 17. Advocate for legislative changes to laws governing tabs for the indigent, and in the meantime, foster a harm reduction program countywide to avoid having tabs remain the prime reason for ticketing.
- 18. License tab renewal program that helps VRs keep their vehicle street-legal
- 19. Open publicly-sponsored (or privately-operated through public RFPs) KOAstyle lots, with RV utilities, for those seeking to remain in their RVs

### Trained outreach workers (as mentioned Above):

- i. Able to do intake/immediate referrals for Road to Housing, other programs
- ii. Able to screen and refer to a Safety Lot (assumes lots are available, public and private)
- iii. Able to refer to social services, via Coordinated Entry for All, All Home
- iv. Able to refer to a volunteer advocate for assistance\*\* in accessing services if requested
- \*\* Accompany to Court for tickets, magistrate hearing, financial counseling
- \*\* Accompany to social service agencies, healthcare appointments, job interviews

### Volunteer advocate pool:

- i. Retired social worker or someone who has taken companionship training
- ii. Have insured vehicle and current license, and can transport VR if needed to access services, healthcare appointments, etc.
- iii. Have a cell phone (to maintain contact with VR, make social service appointments if needed)
- iv. Able to accompany VR if requested where advocacy may be needed (to Court, etc.)

## The Rev. Bill Kirlin-Hackett

Director, **The Interfaith Task Force on Homelessness**In residence at St. Luke's Lutheran Church
3030 Bellevue Way NE, Bellevue WA 98004
425.442.5418 www.itfhomeless.org

### **Opinion**

# Make it safer and less onerous for homeless living in vehicles



Seattle's South Lake Union neighborhood in 2013, a homeless man maneuvers around his possessions to reach the back of the minivan he sleeps in. (Alan Berner/The Seattle Times)

We need regional off-street parking areas matched with social-service outreach to help those living in their vehicles.

By Jean Darsie and Bill Kirlin-Hackett

Special to The Times

THERE is no easy way to be homeless. Despite opinions about how people become homeless, there is a hardship happening under the noses of all of us who are safely housed.

Despite our collective efforts that started more than a dozen years ago to alleviate the harm of homelessness, the annual unsheltered count went up more than 20 percent in King County. Some progress has been made to address homelessness for families, youths, veterans, singles and domestic-violence survivors. But it is just not enough.

Lost in the shuffle are the homeless living in their vehicles — what we call "the rough road." It is a problem in most jurisdictions. One-third of the homeless people counted each year in King County are living in a vehicle. And there is no clear nor adequate approach in helping them.

Living in your car is as hard, or harder, as being homeless in any other circumstance. Mostly it has to do with staying "street legal." That means having current tabs, a license, title, tickets paid and basic repairs made to keep your vehicle running.

Additionally, in Seattle, the vehicle needs to be moved every 72 hours in areas where it's even allowed. Add in the hundreds of "No Parking 2-5 a.m." signs — clearly aimed at those living in vehicles — and the dilemma is clear.

Scattle's "scofflaw" ordinance (<a href="http://www.seattle.gov/scofflaw-ordinance">http://www.seattle.gov/scofflaw-ordinance</a>) is particularly egregious. Four or more tickets can quickly lead to losing one's vehicle and home. Were it not for the volunteer efforts of advocates working closely with city staff members to mitigate the effects of this ordinance, there would be hundreds of vehicles impounded and even more people left homeless. The scofflaw ordinance has failed to help the indigent. And despite repeated requests, neither Mayor Ed Murray nor the City Council has remedied this situation.

What does this harm look like?

- An elderly father, recently hospitalized with pneumonia, and his son had their vehicle impounded and were forced to live on the street for more than a week before friends and advocates could assist them in retrieving their vehicle-home from impound. The resultant cost to the city likely as much as an estimated \$1,000 reflects the agencies involved, including police, the Municipal Court and human services.
- A young couple (she is six-months pregnant) had their vehicle impounded at 2 a.m., thus leaving them without shelter.
- A young man who resides in an RV had the car he uses to get services and to work impounded. In none of these cases were volunteer advocates notified so they could attempt to mitigate the harm.

This crisis for people living in vehicles is hardly limited to Seattle. A Kirkland congregation recently reported 21 households residing in vehicles in their parking lot. This congregation works outside any systemic response, because there is none outside Seattle.

To begin, we need a commitment by cities and King County to do coordinated harm reduction regarding people living in vehicles."

By definition, when you "take the high road," it means doing the right thing even if it's not popular or easy. What's needed for us to take the high road?

To begin, we need a commitment by cities and King County to do coordinated harm reduction regarding people living in vehicles. This requires regional safe places for off-street parking. Add in social services and you can create a pathway to exit homelessness.

Some West Coast cities, such as Eugene, Ore., Santa Barbara, Calif., and San Diego, have been doing this successfully. Current programs, such as Seattle's "Road to Housing," are too limited to meet the growing need. Volunteer efforts are overwhelmed. Since we can assume there will not be enough safe places to park for the 1,000-plus in need, make parking on public streets less toxic. Remove the "No Parking 2-5 a.m." signs. And reconsider Seattle's move-every-72-hours rule and where it is applied.

Regionally, allow police to partner with service providers, allowing for options to keep those living in their cars from further legal harm. Finally, jurisdictions must consider the indigence when implementing policies and procedures so that harm is reduced for those who are homeless and living in vehicles.



Jean Darsie is a volunteer member of the Seattle Scofflaw Mitigation Team. The Rev. Bill Kirlin-Hackett is director of the Interfaith Task Force on Homelessness and a volunteer member of the Seattle Scofflaw Mitigation Team (http://www.itfhomeless.org/Seattle.html)

# **Faith Organization Homeless Assistance Act**

(11/4/17 draft)

Setting forth rules by which faith organizations may provide services to homeless persons on faith organization property

- Many faith organizations pursue a mission of mitigating the suffering and trauma of homeless people. Below are highlights of a bill that allows faith organizations do this while maintaining safety in the surrounding community. The bill defines how city and county jurisdictions may and may not set limits—through permitting or the passing of ordinances—on faith organizations as they seek to carry out their mission on their property. This might include providing for tent encampments, overnight indoor shelter, vehicle resident safe parking, and temporary small houses. This bill sets forth permitting/ordinance limits so as to protect jurisdictions from violating federal law.
- The guidance in this bill is for a County, a City, and/or a Code City.
- Jurisdictions may require:
  - o Sex offender checks on all Vehicle Residents (VR) on site
  - o Instructing VRs about how to be "street legal" as driver and vehicle
  - Adoption of a written code of conduct for unsheltered hosting
  - A written agreement allowing homeless persons to directly interact with the property host (i.e. religious organization) where there is a managing agency, to protect the safety and rights of the homeless being hosted
  - o Working with Washington State's Homeless Management Information System where the site host receives public funding
- Jurisdictions may not:
  - Impose conditions via ordinance or permit that substantially burden or effectively prohibit faith organization hostings
  - o Require religious organization insurance to cover jurisdictions
  - o Charge permit fees that exceed the marginal cost if issuing permits
  - o Limit tent encampment hosting to fewer than 8 months/calendar year while requiring a 3 month separation between hosting on same site
  - Limit any particular hosting to less than 4 months
  - o Limit the number of simultaneous tent encampment hostings during a given time period except to require that hosting sites be 1,000 feet apart
  - Limit on-site safe parking to less than 10 percent of the faith organization's available on-site parking
- This bill references State Law ESHB 1956 passed by the legislature in 2010 which references federal law: Religious Land Use and Institutional Persons Act of 2000, 106th Congress, S. 2869, SEC. 2. PROTECTION OF LAND USE AS RELIGIOUS EXERCISE.
   (a) SUBSTANTIAL BURDENS-
  - (1) GENERAL RULE- No government shall impose or implement a land use regulation in a manner that imposes a substantial burden on the religious exercise of a person, including a religious assembly or institution, unless the government demonstrates that imposition of the burden on that person, assembly, or institution--
  - (A) is in furtherance of a compelling governmental interest; and
  - (B) is the least restrictive means of furthering that compelling governmental interest.