



Primary Employer Incentive Guidelines

Description

In an effort to encourage high quality, primary job creation and private sector investment, the Town of Milliken has established the following incentive guidelines. The incentives described will be available on a case-by-case basis to new or existing “primary” employers engaged in manufacturing, distribution, research, and development or other business activity which export more than 50% of their goods/services outside of Weld County.

Eligibility Requirements

The applicant must be a primary employer able to do business in the State of Colorado. Any request by a qualified company must be consistent with the Town of Milliken Comprehensive Plan as adopted and in effect at the time of application. All incentivized projects must meet the requirements set out by the Town, including, but not limited to:

1. Creation of primary jobs with the average annual wage for all the jobs included in the project equal to at least 100% of the County average for all new hires
2. Minimum capital investment of \$500,000
3. The business must offer an employee health plan where the employer pays at least 80% of the employee only premium.
4. Provide company information for an Economic Impact Analysis, to be conducted by the Town. The results of the Economic Impact Analysis must show a positive net new revenue impact to the Town of Milliken.
5. The company must provide the Town a copy of the project budget for relocation and/or expansion.
6. The company must provide ongoing company information for monitoring purposes at least twice a year. Upon incentive approval by the Milliken Town Board, the company will be required to enter into an agreement with the Town, guaranteeing that mutually agreed upon investment/jobs will be created within a specific period of time. If the company is unable to achieve guaranteed results as outlined by the performance

agreement, the Town of Milliken reserves the right to recover incentive payments on either a full or prorated basis as established in a performance agreement. Personal Guarantee of repayment obligations may be required.

Application Procedures

The Business Development Manager shall provide potential applicants with pre-application and Economic Impact Analysis forms. Initial contact for application may also be done by phone or in person with other members of the Milliken Town staff including the Town Administrator.

Company information provided for the Economic Impact Analysis must be current and will not be valid if the information is more than 120 days old from the date on the application.

Pre-applications will be reviewed by Town staff. If the project appears to meet the eligibility requirements of the Town, the applicant will receive written notice and a request to submit a final application including a written request to the Town Administrator.

Final applications approved by the Town staff shall be presented to the Town Board as scheduled by the Town Administrator.

Possible Incentives

Development Fees, Sales & Use Taxes: The following fees and/or taxes may be waived, deferred or reimbursed in full or in part upon approval of the Town Board. These Include:

- Town construction materials use tax
- Town sales taxes paid on fixed asset purchases
- Town administrative portion of the building permit fee

This incentive will not exceed the fees or taxes due with respect to a particular project. System Impact Fees and Fees related to the City's Utility Enterprises are not eligible.

Personal Property Tax Rebate - Pursuant to Section 31-15-903, C.R.S., up to fifty percent (50%) of property tax revenue received by the Town for up to ten (10) years, attributable to personal property placed into service during the first year of operation.

Access to Community Development Block Grant (CDBG) funds for infrastructure

Enterprise Zone Tax Benefits: This program is intended to assist with the revitalization of economically distressed areas in Colorado. Companies located in the Town of Milliken Enterprise Zone are eligible for various state income tax credits. These incentives are dependent on the approval of the local Enterprise Zone Administrator and the State of Colorado Department of Revenue. For a complete list of State of Colorado Enterprise Zone Benefits and the Milliken Zone Map see the Weld County Workforce webpage at www.Weldworkforce.org/business/enterprise-zone/.

Expedited Review: The Town of Milliken will offer a "Rapid Response Team" and an expedited review process to facilitate the efficient review of the proposed project for qualified businesses.

Regional Relocation: The Town of Milliken will not generally provide incentives for existing jobs which are relocated from communities within the North Front Range Metropolitan Planning Organization (NFRMPO) area. The Town will consider the provision of incentives to companies located in the NFRMPO area if net new jobs will be created as a result of relocation or expansion into Milliken.

Job Verification: Recipients of an Economic Incentive from the Town of Milliken will be asked to submit employment verification twice a year unless otherwise agreed to in the Performance Agreement. The Milliken Town Administrator or designee reserves the right to verify employment levels with the Colorado Department of Labor.

Amendment To These Guidelines

The Milliken Town Board will consider additional types of requests from Primary Employers on a case-by-case basis. The Town Board may alter this policy at any time. Applicants are encouraged to contact the Business Development Manager for more information and a copy of the current policy at the time of application.

BUSINESS DEVELOPMENT INCENTIVES

Resident New Job Creation

QUALIFYING BUSINESSES:

- NEW BUSINESSES OF ANY KIND
- EXISTING OR EXPANDING BUSINESS OF ANY KIND

REQUIREMENTS:

- 1) The principal place of business must be located within the city limits and create a net new job for qualifying employees purchasing residential real property and relocating their principal personal residence within the City of Greeley.
- 2) On a case-by-case basis the City may pay a job creation incentive in an amount of up to \$2,000 for each employee that relocates their primary personal residence inside the City of Greeley (Subject to determination by the City Manager).
- 3) Incentive determinations are based on established criteria and in accordance with the following schedule:

Gross Annual Salary	Cash Payment
125% of WCAW *	\$500
150% of WCAW *	\$750
175% of WCAW *	\$1,000
200% of WCAW**	\$1,250
225% of WCAW**	\$1,500
250% of WCAW*	\$2,000

*Weld County Average Wage

- 4) Weld County Average Wage for All Industries shall be determined and modified on an annual basis.

BUSINESS DEVELOPMENT INCENTIVES

Urban Renewal

TAX INCREMENT FINANCING

- 1) Greeley has four TIF districts established for the purpose of facilitating economic development through the collaborative use of public funds and private investment to improve specific areas of the community.
 - 2) This economic development tool is capable of providing significant public funding to industrial, commercial, and retail businesses when paired with the appropriate TIF District.
- Western Sugar TIF District (Industrial)
 - East 8th Street TIF District (Industrial)
 - Greeley Mall TIF District (Regional Retail)
 - 10th Street Corridor TIF District (Local Retail)



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GREELEY ECONOMIC DEVELOPMENT

Know. Trust. Build. Invest.

Economic Development Incentives 2016



BUSINESS DEVELOPMENT INCENTIVES **Job Creation and Capital Investments**

QUALIFYING BUSINESSES:

- AEROSPACE
- CONVENTIONAL OR CLEAN ENERGY
- MANUFACTURING
- PROCESSING
- DISTRIBUTION
- RESEARCH AND DEVELOPMENT
- COMPUTER SYSTEM AND SOFTWARE PRODUCT SUPPORT
- TECHNICAL SERVICE BUSINESS

REQUIREMENTS:

- 1) The building permit and fee waivers shall be available to any qualifying new or expanding business (defined in Greeley Municipal Code Section 4.52.016). The business must make a minimum investment of \$500,000 in plant and/or equipment during the calendar year in which the application is made for incentives.

Qualifying businesses must create new full-time jobs that will result in a facility wide wage that is equal to or greater than the Weld County Annual Average Wage for all industries.

The business must pay at least 50% of the employee's health insurance premium.

- 2) The business and real personal property tax rebate incentives may be available to any qualifying new or expanding business (defined in Greeley Municipal Code Sections 4.52.016 and 4.52.070). The business must make a minimum investment of \$1,000,000 in plant and/or equipment during the calendar year in which the application is made for incentives.

BUILDING PERMIT FEE WAIVER

- 1) City building permit fees may be waived at the rate of \$500 per newly created full-time job.
- 2) Fees waived cannot exceed the required building permit fees
- 3) Fees that are not eligible for this waiver include: water & sewer plant investment fee, drainage fee, police fee, fire fee, and street construction fee.

SALES & USE TAX WAIVER

- 1) City sales/use tax on construction materials, fixed equipment, machinery installation, research equipment, computer hardware (not used for word processing), equipment, and machinery may be waived for qualifying businesses as listed below:
 - a) Sales and use tax on the first \$500,000 of investment may be 100% waived.
 - b) Sales and use tax on amounts above \$500,000 may be waived in the amount of \$20,550 plus 1% per \$100,000 of cost including the first \$500,000.
 - c) Sales and use tax may be 100% waived on qualifying investments of \$10,000,000 or more.

EXAMPLE: Building permit valuation:

Construction materials cost	\$ 1,600,000
Sales & Use Tax @ 4.11%	\$ 800,000
100% Waiver of 1st \$500,000	\$32,880
\$300,000/100,000 = 3	-\$20,550
3 x 1% = 3% x \$32,880 =	-\$ 9700
	\$ 9700

PERSONAL PROPERTY TAX REBATE

Available for businesses located within city limits. A personal property tax rebate may be negotiated in an amount not greater than 50% of the amount of taxes levied by the City upon the taxable personal property located at or within such new business for a term not to exceed 10 years. The rebate is subject to revenue availability.

PERSONAL AND REAL PROPERTY TAX REBATE

Available for businesses located within city limits and Greeley/Weld Enterprise Zone. A personal and/or real property tax rebate may be negotiated with an amount and term to be determined by City Council based on the magnitude of the investment. The rebate is subject to revenue availability.

INDUSTRIAL WATER BANK

The City of Greeley may provide this as an economic development incentive offer to assist qualified industrial users in securing very competitively priced raw water if such resources are required as a critical component of daily manufacturing and production operations.



Potential Economic Incentives Quick Facts

The Brighton Economic Development Corporation (Brighton EDC) and the City of Brighton have a unique public-private partnership representing the economic interests of Brighton in which the Brighton EDC supports the proactive recruitment of quality companies to the community. The Brighton EDC's role in this partnership is to recruit and encourage the expansion or relocation of quality companies and developments in the City.

The City Council has adopted an incentive policy intended to encourage quality companies to develop in the City in a manner that will serve the public interest. In its role to encourage high paying, quality jobs, and sales tax generation, the Brighton EDC is guided by the City of Brighton's established criteria. To that end, when the Brighton EDC discusses an incentive proposal for presentation to the City, the proposal is evaluated by the total economic impact to the Brighton area according to the criteria.

Once a project is determined to meet the minimum criteria for Brighton incentive consideration, the Brighton EDC will work with the project principals to develop a specific incentive proposal to submit to the City Council for consideration. Several factors help determine the size of any potential incentive request, but chiefly the amount of proposed incentive are generally directly tied to the positive economic impact the project will have on the city in future years. The EDC works with a variety of models to determine positive economic impact and can determine the size of potential incentives by working with applicant-provided, basic investment assumptions. (Assumptions such as: Capital investment – building, real estate and FF&E, number of jobs, average wages, sales & use tax generation, etc.)

The criteria reflected in these attached tables indicate a "typical" incentive process or request for the City of Brighton. However, there may be unique conditions that merit consideration. Unique conditions would likely include high-wage jobs or extraordinary levels of retail sales or property tax generation.

Additionally, the Brighton EDC acts as a liaison for accessing **County and State incentives** that may be available to your Brighton project. Both Adams and Weld Counties as well as the State of Colorado may provide incentives for qualifying projects in our community. Such potential incentives are generally considered on a case-by-case basis and may require the filing of a separate written request with the County and/or State. These incentives may include Enterprise Zone benefits, Colorado Economic Development Programs and tax rebates & credits at the County level. In some cases projects which may not qualify for City incentives may be eligible for State programs.

Primary Employer Projects in Brighton

All requests for Brighton Incentives must meet the following:

Average wage exceeds countywide average wage <i>(Adams and Weld Counties have different average wages and each is determined on an annual basis.)</i>	Required criteria
Creates or retains 20 or more jobs	
Commitment to document attempts to us local contractors/subcontractors or suppliers	

In addition the applicant must demonstrate that it will meet at least five (5) of the following criteria to be considered for Brighton incentives:

Generates at least \$20,000 in real an personal property tax annually to the City	Must meet at least 5 of these criteria
Buildings include enhanced 360 degree architecture and enhanced landscaping	
Commitment of quantifiable document efforts to recruit and train Brighton residents as employees	
Generates \$500,000 in annual retail sales	
Is a supplier of existing Brighton Businesses	
Is a consumer of goods and/or services of existing Brighton businesses	
Occupies an existing building, commercial space or infill site	
Located within Urban Renewal Area boundaries	

Retail/Restaurant Projects in Brighton

All requests for Brighton Incentives must meet the following:

Annual taxable sales of \$1.5 million	Required criteria
Commitment of quantifiable document efforts to recruit and train Brighton residents as employees	

In addition the applicant must demonstrate that it will meet at least five (5) of the following criteria to be considered for Brighton incentives:

Creates more than 20 FTE jobs	Must meet at least 5 of these criteria
Generates at least \$10,000 in real and personal property tax annually to the City	
Buildings include enhanced 360 degree architecture and enhanced landscaping	
Incorporates public art	
Commitment to document attempts to us local contractors/subcontractors or suppliers	
Provides goods, services or a restaurant format that is not currently available (First into the market)	
Brings new retailers into the market <i>(Relocating retailers already in Brighton may not qualify for incentives)</i>	
Occupies an existing building, commercial space or infill site	
Located within Urban Renewal Area boundaries	

Business Expansion/Retention Projects in Brighton

All requests for Brighton Incentives must meet the following:

Commitment of quantifiable document efforts to recruit and train Brighton residents as employees	Required criteria
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In addition the applicant must demonstrate that it will meet at least five (5) of the following criteria to be considered for Brighton incentives:

Retains five (5) or more jobs	Must meet at least 5 of these criteria
Adds five (5) or more jobs	
Is the sole provider of retail goods or services in the City	
Commitment to document attempts to us local contractors/subcontractors or suppliers	
New business, property or equipment investment of \$50,000 or more	
Retains retail sales	
Increases retail sales	
Occupies an commercial space or infill site	
Located within Urban Renewal Area boundaries	
Would provide goods or service not currently available in the City	