



City of Denton

# Chapter 380 Policy



## **Statement of Policy**

The City of Denton is committed to promoting economic growth and redevelopment that expands and diversifies the tax base; creates quality jobs; enhances the quality of life for residents; protects human health and the environment; and secures new customers for municipal utilities. The City is a national model for public power through Denton Municipal Electric, which incorporates 100 percent renewable energy into its portfolio. Local economic development incentives serve as a tool for the City to use in accomplishing those objectives. To provide a framework for the consideration of the use of public resources to stimulate economic activity, the City has established this policy to align the use of incentives with the City's strategic focus areas and ensure a positive return on investment for the community. Tax incentives, as described in this policy, will be available for new and/or existing facilities and structures and for businesses wanting to locate, expand, upgrade or modernize existing or new facilities and structures in the City of Denton. These tax incentives, as described herein, are governed by Chapter 380 of the Texas Local Government Code (hereinafter referred to as "Chapter 380"). This policy is adopted under the authority of the Constitution and Laws of the State of Texas and the City Charter of the City of Denton.

The City of Denton has adopted the core values of Integrity, Transparency, Inclusion, Fiscal Responsibility, and Outstanding Customer Service. These values are exemplified in our operations and are considered when contemplating any request for incentives.

The 2020 Economic Development Strategic Plan has five guiding principles that provide a framework for economic development in Denton: Core Resiliency, Future Focused, Inclusive Growth, Entrepreneurial Spirit and Cultural Vitality. The plan is also built around three major goals: Accelerate Recovery, Foster Growth, and Strengthen Community Inclusion.

Chapter 380 grants offered by the City of Denton are not entitlement programs and the City is not under any obligation to provide an incentive to any applicant. The City considers incentives to be strategic investments in organizations, developments, or projects that benefit the community, are in alignment with the economic development strategic plan, and must comply with all program criteria, policies, and guidelines adopted by the City Council.

All applications or requests are considered on a case-by-case basis by the Economic Development Partnership Board (EDPB) and the City Council. The City will conduct significant due diligence when an application is submitted, which could include reviewing an applicant's submission, requesting information to verify any claims, reviewing any other incentives received by the applicant from other jurisdictions, and conducting an independent economic and fiscal analysis for any proposed project. Incentives may not be considered if a building permit for new construction has been issued, a permit for commercial alterations has been issued, or purchase of an existing building has been executed (excluding existing businesses seeking to expand).

The City has strategic growth areas and related industries, organized by North American Industry Classification System (NAICS) codes. These industries have been identified in the Strategic Plan for cultivation and recruitment and will be given priority consideration. The strategic growth areas include: Connectivity, Creativity, Sustainability, and Competitiveness. Exhibit A provides additional information on the industry by strategic growth areas. While these growth area

ecosystems will be given priority consideration, not being in a strategic growth area or related industry does not disqualify a business from applying for an incentive if it meets other requirements under the policy.

All incentives offered will be evaluated through a cost-benefit analysis. The economic impacts evaluated may include net new jobs, wages, and contributions through property tax, sales taxes, hotel occupancy taxes, mixed beverage taxes, or other significant public benefit.

All agreements will be based on performance. Successful applicants must demonstrate performance with agreed upon metrics to continue to receive funding. Failure to meet performance standards will result in recapture, reduction of rebates, or termination of agreement(s). Grantees will also be responsible for making periodic reports on their investments, hiring, and provide the City access to records to verify their reports.

Guidelines for various incentive programs have been adopted by the Denton City Council. These include objectives, qualification criteria, reporting requirements, and other key program elements. Grantees are responsible for ensuring they meet the requirements of the overall policy and the program guidelines.

Denton County will not utilize Chapter 381 of the Texas Local Government Code to administer a community and economic development program to provide grants as a form of economic development. The Denton County Tax Abatement Policy states that applicants whose projects will be located in or are currently located in a municipality within the county must have an approved and executed Tax Abatement Agreement with that municipality prior to applying for a Denton County tax abatement.

### **Definitions**

“Agreement” means a contract between an Incentive recipient and the City clarifying the terms, performance measures, and obligations of the parties.

“Assessed Taxable Value” means the value of the real and business personal property, as appraised by the Denton Central Appraisal District (“DCAD”/or “District”), after any exemptions have been applied.

“Base Year Value” means the Assessed Taxable Value as of January 1 preceding the execution of the agreement, excluding land value, inventory, vehicles and supplies, as determined by the DCAD.

“Business Park” is defined as a multi-building, multi-tenant, master planned complex of approximately one million square feet or more under roof, constructed to house manufacturing, distribution, assembly, and office facilities.

“Business Personal Property” means property associated with a Project other than Real Property and excluding inventory, vehicles and supplies.

“Capital Investment” means the total actual capital cost to grantee for the acquisition of land, development, and construction of the Project, including a reasonable capital operating reserve, and the furniture and equipment installed at the Project.

“City” means the City of Denton, Texas, and its governing and operating bodies.

“City HOT Returns” means City of Denton Hotel/Motel Occupancy Tax Reports on which the grantee or other persons report and remit City of Denton hotel occupancy taxes imposed under Chapter 351 of the Texas Tax Code on amounts paid for hotel rooms in the Project.

“Community Support and Involvement” may include but is not limited to monetary or active investment in local nonprofits, public institutions or community organizations.

“Construction Sales and Use Tax Grant” This incentive involves a rebate of a portion of the local sales and use taxes for the purchase of construction materials and furniture/fixtures/equipment that would generate additional tax revenue that the City of Denton would not otherwise receive.

“Council” is the City Council of the City of Denton, Texas.

“Default” is an event in which a party to an Agreement has failed to meet Performance Measures and to perform under prescribed cures.

“Ecosystem” incorporates a number of elements, which include: anchor institutions, major emerging players, competitions and events, building blocks, local capital and public awareness.<sup>1</sup>

“Established Resident” means an individual hired by applicant/grantee with a primary dwelling place inside the corporate limits of the City of Denton at the time an employment application was submitted and/or the date the employee was offered the position with Grantee.

“Expansion” means an investment in fixed assets that will result in an increase in occupied building areas, increased employment, or higher Assessed Value of Real Property or Business Personal Property by a firm already located in the City.

“Facility” means combined Real and Business Personal Property Improvements that house an economically purposeful activity.

“Higher Wage” means having an average annual wage of \$65,000 or greater for all positions or at least 25% of the positions have an annual wage of \$75,000 or greater.

“Improvement” means a building, structure, or fixture erected on or affixed to land.

“Incentive” means any inducement for economic activity given by the City such as a tax abatement or rebate or any other incentives not prohibited by state or federal law.

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<sup>1</sup> TIP Strategies. Economic Development Strategic Plan: City of Denton Texas. 2020.

“Job” means a permanent, full-time employment position that has provided or will result in employment of at least 2,080 hours per position per year. Part-time positions may be aggregated to create a full-time position for consideration in this policy.

“Knowledge-based jobs” are defined as occupations which require specialized and theoretical knowledge, usually acquired through a college education or through work experience or other training which provides comparable knowledge; require some research, analysis, report writing and presentations; or require special licensing, certification, or registration to perform the job task.

“Leadership in Energy and Environmental Design” (LEED) **certification** is a voluntary internationally recognized green building certification system, with verification by a third party that a building or community was designed and built using strategies aimed at improving performance across the following metrics: energy savings, water efficiency, CO<sub>2</sub> emissions reduction, improved indoor environmental quality, and stewardship of resources.

“Living Wage” is the wage necessary to provide the basic family expenses “basic needs budget” plus all relevant taxes.<sup>2</sup>

“Local Contractors” and “Local Sub-Contractors” refers to vendors that have their “principal office or place of business,” as reported to the Texas Secretary of State Office, located within Denton City Limits or Extraterritorial Jurisdiction (ETJ).

“Modernization” means the replacement and upgrading of existing facilities which increases the productive input or output, updates the technology, or substantially lowers the unit cost of operation, and extends the economic life of the facility. Modernization may result from the construction, alteration, or installation of buildings, structures, fixed machinery, or equipment.

“New Resident” means an individual hired by applicant/grantee with a primary dwelling place outside the corporate limits of the City of Denton at the time an employment application was submitted and/or the date the employee was offered the position with Grantee but establishes a primary dwelling place inside the corporate limits of the City of Denton after an employment application was submitted and/or the date the employee was offered the position.

“North American Industry Classification System (NAICS)” is the standardized system utilized for the publication of statistical data by the federal government and other entities to classify businesses by the type of economic activity.<sup>3</sup>

“Performance Measures” are the performance indicators for a Project established by Agreement and reported to the City annually using a certificate of compliance provided in the Agreement or as otherwise prescribed by the Agreement.

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<sup>2</sup> Online Internet. Massachusetts Institute of Technology’s (MIT) Living Wage Calculator for Denton County. <https://livingwage.mit.edu/counties/48121>.

<sup>3</sup> Online Internet. NAICS Association. 2022. NAICS.com.

“Primary Employer” refers to employers that produce products or services which are sold outside of the community or region.

“Project” means the combination of proposed investment, improvements, and economic activity that is submitted in an application for an economic incentive.

“Real Property” means land or an improvement affixed thereto.

“Retail” means the selling of consumer goods or services to customers.

“Retail Leakage” means that local residents are spending more for products or services than local businesses capture and indicates there is an unmet demand in the community for certain types of products. Keeping sales tax dollars in the City is the goal of minimizing retail leakage.

“Sales Tax” means the 1% general municipal sales and use taxes imposed by the City of Denton pursuant to Section 321.103(a) of Texas Tax Code and 0.5% additional municipal sales and use tax imposed by the City of Denton from property tax reduction pursuant to Section 321.103(b) of the Texas Tax Code and arising (i) from any person’s collection of sales taxes as a result of sales of taxable items consummated at the Project during the term of this Agreement, (ii) from any person’s payments to vendors or directly to the Texas Comptroller of Public Accounts of City Sales Taxes on purchases of taxable items consummated at the Project during the term of this Agreement, and (iii) from City Sales Taxes paid by any person in connection with the construction or equipping of the Project.

“Sustainable materials” or products related to manufacturing may include but are not limited to: biobased; recyclable; pollution reduction equipment or systems; and reclaimed goods.

“Tax Rebate” means the full or partial refund of municipally imposed tax liability.

“Texas Comptroller of Public Accounts’ Monthly Sales Tax Report” means reports from the Comptroller to the City as provided in Section 321.3022 of the Texas Tax Code that identify amounts paid from the Comptroller to the City, by period, of Sales Taxes. If during the term of this Agreement, due to a change in law or policy the Comptroller ceases providing such reports with respect to the Sales Taxes, “Texas Comptroller of Public Accounts’ Monthly Sales Tax Report” means alternative documentation that the Parties agree establishes the amounts of Sales Taxes received by the City.

“Texas Direct Payment Permit” means that permit issued by the State of Texas authorizing Grantee to self-assess and pay applicable state and local use taxes directly to the State of Texas related to selected portions of Grantee’s taxable purchases.

“Texas Sales and Use Tax Return” means a return or other statement in a form acceptable to the City setting forth the Grantee’s collection of use tax imposed by the City and received by the City from the State of Texas, for the use of taxable items by Grantee at the Property for the applicable grant period which are to be used to determine Grantee’s eligibility for a Grant, together with such supporting documentation required herein, and as the City may reasonably request.

### **Public Benefit**

If, upon initial application, a project qualifies for an incentive under the guidelines set forth in this Policy, the City may consider the following factors in evaluating its public benefit:

- Expands the tax base through property, sales, Hotel Occupancy Tax (HOT), or other taxes to the City, County, DISD, and DCTA through the development of property, facility or by making improvements to an existing property or facility, through the development of a new business or expansion of an existing business, through the development of a new multi-tenant complex where businesses can locate, or through the addition or increase in jobs available in the City.
- Community Investment demonstrates a commitment to community support or involvement through monetary or in-kind support of local nonprofits, public institutions, or community organizations;
- Public-Private Partnerships includes development of public infrastructure or public amenities that City deems beneficial, or developer assumes responsibility for development of infrastructure or other public facilities beyond what is required. Project will involve a significant relationship with a public school district or institution of higher education.
- 25% of local contractors used in construction or 25% of new jobs filled by Denton residents
- Other priorities or considerations as determined by City Council

### **Application Procedure**

To ensure fairness, accountability, and compliance with all applicable regulations, every incentive request must proceed through a uniform application process. Nothing within these guidelines implies or suggests that the City is under any obligation to provide an incentive to any applicant.

1. Applicant shall complete the attached Incentive Application (Exhibit B). The application will not be considered until it is administratively complete. The Economic Development Director or the City Manager, or their designee, may amend the Application at their discretion from time to time. Applicant shall be responsible for obtaining and submitting the most recent Application form from the City.
2. Applicant shall prepare a map or other documents providing the following: precise location of the property and all roadways within 500 feet of the site; existing uses and conditions of real property; proposed improvements and uses; zoning changes; compatibility with the Denton 2040 Plan and applicable building codes and City ordinances; and a complete legal description as provided in the deed granting title to the owner of the property. This information will be submitted with the completed Incentive Application or the application may be considered incomplete.
3. Applicant shall complete a Due Diligence Form which authorizes the City to obtain and review any and all information needed to evaluate an application for an economic development incentive, including business financial statements, creation documents, and credit rating. The City may request additional information related to the creditworthiness or financial position of a business in the process of reviewing and evaluating the application for economic development incentive.
4. Applicant shall complete all forms and information detailed in the Incentive Application and submit the Incentive Application and all additional required information to the Economic Development Department, City of Denton, 401 N. Elm

Street, Denton, TX 76201.

5. All information in the application package detailed above will be reviewed for completeness and accuracy. Additional information may be requested as needed.
6. The application will be distributed to the appropriate City departments for internal review and comment. Additional information may be requested as needed.
7. Fiscal agents of the City may review the application for comment and recommendation. Additional information may be requested as needed.
8. A third-party underwriter may also be used to review the project and present possible options or recommendations. Additional information may be requested as needed.
- ~~8-9.~~ The Denton Economic Development Partnership board (EDPB) serves as an advisory body, which makes recommendations to the City Council regarding whether economic development incentives should be offered in each individual case. Its recommendation shall be based upon an evaluation of information submitted in the incentive application and any additional information requested by the EDPB or presented to the EDPB. The EDPB will consider the application at a regular or special-called meeting(s). All meetings of the EDPB shall be held in compliance with the Texas Open Meetings Act, Chapter 551 of the Texas Government Code. Additional information may be requested as needed. The recommendation of the EDPB will be forwarded, with all relevant materials, to the City Council.
- ~~9-10.~~ The City Council may consider adoption of an ordinance or resolution approving the terms and conditions of a contract between the City and the applicant governing the provision of the incentive and the commitments of the applicant, including all the terms required by Chapter 380 and such other terms and conditions as the City Council may require.
- ~~10-11.~~ The City reserves the authority to enter into incentive agreements at differing rebate percentages and/or terms as set forth in the guidelines of this Policy, consistent with the requirements of Chapter 380.

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Section 522.131 of the Texas Government Code (Texas Public Information Act) makes confidential information which relates to economic development negotiations between the City and a business prospect that the City seeks to have locate, stay or expand in or near the territory of the City. The information must relate to a trade secret of the business prospect or commercial or financial information which the business prospect can demonstrate based on specific factual evidence that disclosure would cause substantial competitive harm to the person from whom the information was obtained or information about a financial or other incentive being offered to the business prospect by the City or by another person. Information about a financial or other incentive being offered to the business prospect is required to be disclosed when an agreement is made with a business prospect. The City will respond to requests for disclosure as required by law and will assert exceptions to disclosure as it deems relevant. The City will make reasonable attempts to notify the applicant of the request so it may assert its own objections to the Attorney General.

Any incentive agreement will address various issues, including but not limited to, the following:

1. General description of the project
2. Amount of the incentive and percent of value to be rebated each year

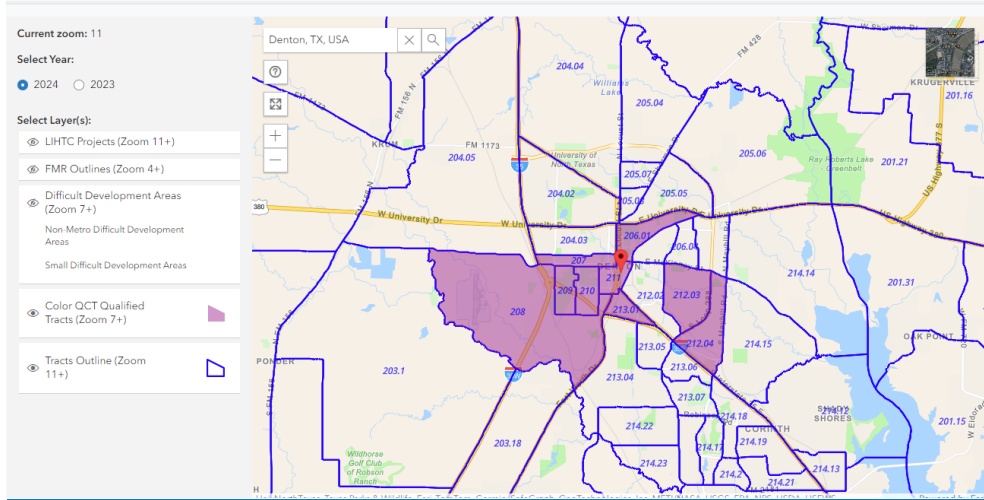
3. Method of calculating the value of the incentive
4. Duration of the rebate, including commencement date and termination date
5. Complete legal description of the property as provided in the deed granting title to the owner of the property
6. Kind, number, location and timetable of planned improvement
7. Specific terms and conditions to be met by applicant, which will be based on the information submitted by the applicant in the Incentive Application and/or other appropriate criteria
8. The proposed use of the facility and nature of construction
9. Contractual obligations in the event of default, violation of terms or conditions, delinquent taxes, recapture, any decrease in valuation, administration and assignment.

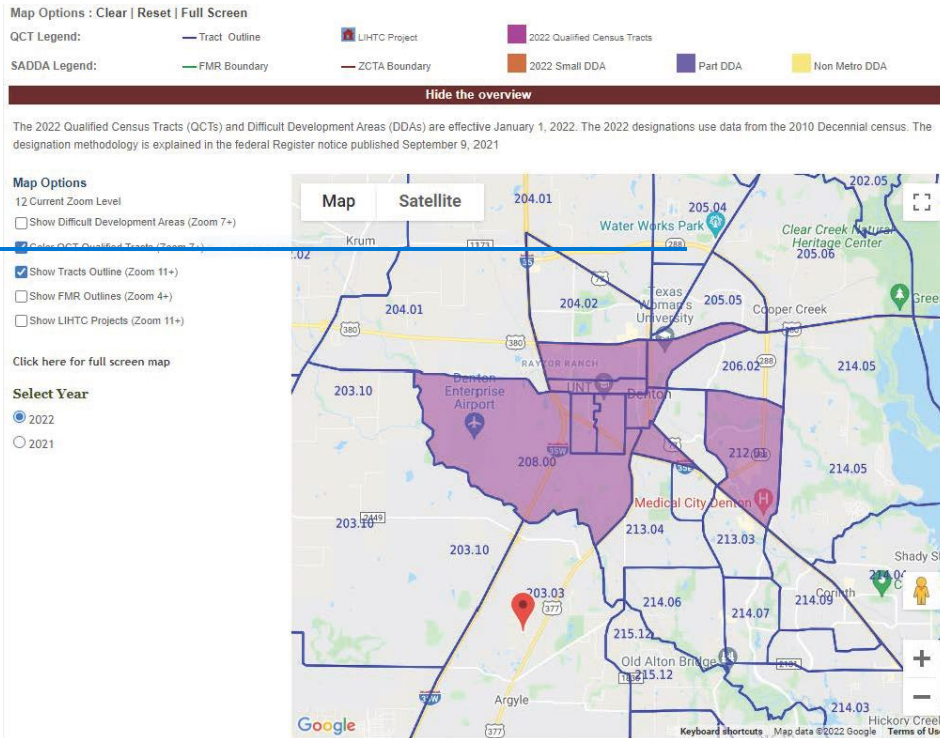
Businesses receiving an incentive are asked to use diligent efforts to purchase all goods and services from Denton businesses whenever such goods and services are comparable in availability, quality and price. The City of Denton also encourages the use, if applicable, of qualified contractors, subcontractors and suppliers who are historically underutilized businesses based on information provided by the General Services Commission pursuant to Chapter 2161 of the Government Code. Businesses receiving an incentive are encouraged to use diligent efforts to hire local contractors and local subcontractors where possible during construction of the project.

Businesses receiving incentives are asked to endeavor to make available, or endeavor to cause lessees or assignees to make available full-time or part-time employment for Denton residents. In this effort, the business, lessee or assignee is encouraged to recruit from the low-moderate income Census tracts as further defined by the U.S. Department of Housing and Urban Development's (HUD) Qualified Census Tracts (QCT) map shown in Figure 1. HUD defines QCTs as "census tracts in which one-half or more of the households have incomes below 60 percent of the area median income or the poverty rate is 25 percent of [or] higher.

### Figure 1: 2024 Qualified Census Tracts in Denton

The 2024 Qualified Census Tracts (QCTs) and Difficult Development Areas (DDAs) are effective January 1, 2024. The 2024 QCT designations use tract boundaries from the 2020 Decennial census. The 2024 metro DDAs use ZIP Code Tabulation Area (ZCTA) boundaries from the 2010 Decennial census. The designation methodology is explained in the Federal Register notice published September 21, 2023.





### Incentive Tools and Programs

New, expanding, and modernizing businesses may be considered for an incentive. Once a determination has been made that a project is eligible for an incentive, the following will serve as a basis for determining amount and term of the grant or rebate. Additional public benefit factors and considerations may increase the grant and/or rebate percentage.

To qualify to receive the grant or rebate, companies must meet the minimum threshold of projected tax value for the project in the first 24 months from the execution of the agreement or as specified in the agreement. The minimum threshold is at least 90% of the incentivized projected tax value for new projects and 75% of the tax value for expansion projects. A ~~job-based~~ job-based grant may be provided once per year on each new eligible job added. Eligible new jobs are capped in the agreement and are reimbursable over the term of the grant.

If, upon initial application, a project qualifies for an incentive under the guidelines set forth in this Policy, the City may consider the following economic and fiscal impacts, public benefit factors, and priority considerations in evaluating the project and the grant or rebate percentage. The following impacts, factors and considerations are further organized under the strategic growth areas

for industries and ecosystems that have been identified in the Strategic Plan for cultivation and recruitment and will be given priority consideration. The strategic growth areas include: Connectivity, Creativity, Sustainability, and Competitiveness.

### Economic and Fiscal Impacts

- Expands the tax base through property, sales, Hotel Occupancy Tax (HOT), or other taxes to the City, County, DISD, and DCTA through the development of property, facility or by making improvements to an existing property or facility, through the development of a new business or expansion of an existing business, through the development of a new multi-tenant complex where businesses can locate, or through the addition or increase in jobs available in the City;
- Public Private Partnerships include development of public infrastructure or public amenities that City deems beneficial, or developer assumes responsibility for development of infrastructure or other public facilities beyond what is required. Project will involve a significant relationship with a public school district or institution of higher education;
- Increases higher wage jobs (includes an average annual wage of \$65,000 or greater for all positions or at least 25% of the positions have an annual wage of \$75,000 or greater);
- Creates knowledge-based jobs, as documented by the applicant (An average wage that is above the average wage in Denton County or at least 25 percent of jobs requiring a college bachelor's degree);
- Pays a living wage for all new employees in accordance with the current "Living Wage" from the MIT Living Wage Calculator for Denton County;

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### Connective

- Generates new utility customers (priority consideration for larger customers);

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### Creative

- Community Investment demonstrates a commitment to community support or involvement through monetary or in-kind support of local nonprofits, public institutions, or community organizations;
- Provides ~~benefits~~ childcare assistance to employees that may include: on-site childcare services; adult care; vouchers or other financial assistance for child or adult care; backup or temporary childcare services; flexible hours or remote work accommodations; and flexible spending accounts ~~for childcare expenses~~; 401(k) matching/pension; tuition reimbursement; or other benefits;
- Encourages new business markets/suppliers and entrepreneurship (the project is from an industry not significantly represented in the local economy or is a new business startup or entrepreneurial endeavor);

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### Sustainable

- Engages in sustainable practices (Renewable energy will be generated, stored, or utilized for the project or the project incorporates significant environmentally sustainable practices that



The City may consider the use of incentives to retain existing businesses, which propose to improve or redevelop property within the City limits. The City may also take into consideration the expansion/redevelopment of existing businesses that create new or additional higher wage or knowledge-based jobs. The incentive will only apply to the increased valuation of the improvements over the appraised value of the property prior to such improvements as same is established by the Denton Central Appraisal District the year in which the agreement is executed. The City may also consider other tax incentives authorized by law.

### **Chapter 380 Grants or Loans**

The City may consider incentives to businesses utilizing its authority under Chapter 380 of the Texas Local Government Code. Chapter 380 states that a municipality may establish and provide for the administration of one or more programs for making loans and grants of public money and providing personnel and services of the municipality, to promote state or local economic development and to stimulate business and commercial activity in the municipality. The City of Denton may consider the use of grants and loans as incentives to accomplish one or more of the following economic development purposes:

- Supply chain recruitment initiatives
- Capital grants or loans for start-up and small businesses to promote entrepreneurship
- Grants to offset costs associated with public infrastructure improvements or impact fees
- Cash incentives to gain a competitive position when in direct competition for a project
- Increase jobs paying \$75,000 per year or more
- Incentives for the development of Class A office space, particularly in downtown

When the City determines that incentives are required to retain existing businesses that propose to improve or redevelop property within the City limits, the City Council may consider, on a case-by-case basis, and reserve the right to waive the minimum threshold and/or exceed the percentage and term for a grant.

The City of Denton may also take into consideration the expansion/redevelopment of existing businesses that create new or additional higher wage or knowledge-based jobs. Ad valorem rebates will only apply to the increased valuation of the improvements over the appraised value of the property prior to such improvements as same is established by the Denton Central Appraisal District the year in which the grant agreement is executed.

Job-based grants may be considered for businesses creating higher-wage or knowledge-based jobs.

The City may also consider other tax incentives authorized by law.

All economic development grants or loans are conditioned on the achievement of a public purpose by the recipient. Performance of the public purpose will either be a condition of payment of any part of the incentive or will be secured by an interest in the property of the recipient.

**Economic Development Investment Fund:** The City may offer cash incentives and grants from the Economic Development Investment Fund (established by Ordinance No. 2016-229) when appropriate and necessary. Such incentives require EDPB and Council approval of a Chapter 380

Agreement. To be eligible for consideration, the company must meet at least two of the following criteria:

- higher wage or knowledge-based jobs;
- substantial capital investment (minimum of \$15 million);
- recruitment in strategic growth areas and related industries, by North American Industry Classification System (NAICS) codes, that have been identified in the Strategic Plan for cultivation and recruitment. The strategic growth areas include: connectivity, creativity, sustainability, and competitiveness. Exhibit A provides additional information on the industry by strategic growth areas.

**Based Aircraft Incentive:** Specific considerations for a based aircraft incentive will include expansion of the tax base, annual fuel consumption, and contribution to the growth and development of Denton Enterprise Airport (DTO). Newly based aircraft may be eligible for an incentive if a minimum of \$1 million in ad valorem value will be created by the aircraft. Aircraft must be operational, air worthy, and based at DTO. Values may not be combined to reach the \$1 million minimum.

**Entrepreneurial/Tech Incentive:** Fostering the entrepreneurial ecosystem is one of the five guiding principles in the 2020 Economic Development Strategic Plan. The City works with the Denton Chamber of Commerce, educational institutions, Stoke, and other partners to encourage a culture and climate that promotes entrepreneurship and tech development. The City may offer cash incentives through relocation, expansion and job-based grants to support entrepreneurs, tech, tech enabled, startups and encourage knowledge based and high wage jobs in Denton. A residency bonus grant may also be granted for each eligible new job with a primary dwelling in the city limits of Denton during the coverage period. The Economic Development Investment Fund is the source of funds utilized for this program. This program has a separate Entrepreneurial/Tech Incentive application.

Table 1 below establishes a stratified job-based grant framework. A job grant may be provided once per year on each new eligible job added. The amount may vary depending on whether the employee is an established resident or new resident. A job grant may be provided once per year on each new eligible job added. The amount may vary depending on whether the employee is an established resident or new resident.

**Table 1: Job Based Grant Table**

| Salary                            | Grant per New Eligible Job |
|-----------------------------------|----------------------------|
| Jobs equal to or > than \$100,000 | \$5,000                    |
| Jobs equal to \$90,000-\$99,999   | 2,500                      |
| Jobs equal to \$75,000-\$89,999   | \$1,000                    |
| Jobs equal to \$65,000-\$74,999   | \$500                      |