

County of El Paso Comprehensive Incentives Policy

SECTION I. PURPOSE

It is the policy of the County of El Paso to provide incentives to selected private businesses that make or will make a **measurable** difference in achieving economic growth and development, expanding and diversifying the tax base, and creating new quality jobs within the County of El Paso.

The purpose of this policy is to define the financial incentives and establish standards for implementation. New businesses or the expansion of existing businesses can be considered for financial incentives. In order to be eligible for incentives, businesses or individuals must be current on all County taxes and any other obligation to the County of El Paso.

Tax payer funded incentives are specifically designed and directed to improve the economic health of the County of El Paso's economy. Economic Incentives are temporary and effective for the duration of the Chapter 381 agreement executed between both parties. Economic Incentives are not renewable at the expiration of original agreement. Applicants are responsible for compliance of specific criteria and requirements in exchange of financial incentives. Economic Incentives are targeted to create high wage positions, retain and expand existing operations and attract enterprise from other cities, states or countries.

Incentives cannot be transferred as a result of a change in the majority ownership of the business without the expressed written consent of the County of El Paso. Any new owner shall file a new application for an economic development incentive (Exhibit A). It shall be the responsibility of the business to notify the County of El Paso of any changes to the incentives application

The County is under no obligation to approve any requested incentive and no right to these incentives is neither intended nor implied. **Applicant's meeting the criteria under this policy does NOT guarantee receipt of incentives.** This policy allows staff to exercise discretion in deciding which projects will receive incentives. Additional evolving policy considerations may influence staff's analysis of applicant's application.

The El Paso County Commissioners Court has directed that this policy be reviewed on a biennial basis to include a report with the resulting effects. This policy will remain in effect until it is expressly revised by Commissioners Court.

The County strongly discourages potential 381 applicants from announcing their projects publicly, if the project is contingent upon a 381 agreement.

SECTION II. DEFINITIONS

Attraction – Process of attracting, recruiting, and selecting companies that make substantial capital investments and create new jobs. These attraction efforts are deployed thoughtfully in the context of an overall economic development strategy to create sustainable growth for the community.

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Corporate Headquarters – A place where a company’s executive offices, and executive staff are located.

Economic Impact Analysis – Examines the effect of the investment and/or job creation on the economy and measures the cumulative effects of that economic activity. The Economic Development Department will conduct an economic impact analysis on every project considered for incentives.

Expansion – The expansion and growth of an existing business which includes new capital investment and/or new job creation providing new capacity or capability.

Innovation – Companies or individuals that create revolutionary products or technologies making advances in technology or processes.

Quality Job – Jobs that provide education, training, or career development opportunities for continued career advancement in addition to meeting wage and benefit requirements.

Retention – Existing businesses in need of resources and/or assistance for employee retention and to maintain current operations.

Median County Wage (MCW) - The median wage is the 50th percentile wage estimate. Fifty percent of workers earn less than the median and fifty percent of workers earn more than the median.

Blighted Property - Any area that is not a slum area but that, because of deteriorating buildings, structures, or other improvements, defective or inadequate streets, street lay out, or accessibility, unsanitary, conditions, or other hazardous conditions, adversely affects the public health, safety, morals, or welfare of the municipality and its residents.

STEM – Science, Technology, Engineering, and Mathematics are key academic disciplines promoting a competitive global workforce.

Investment Zones - Targeted areas identified by the County of El Paso intended to facilitate rapid economic growth by leveraging tax incentives to attract and strategically enhance investment and development opportunities.

Target Industries – County of El Paso’s business expansion and attraction target industry priorities listed in Exhibit B. The Target Industries may be revised from time to time to reflect current market conditions and promote sustainable economic development opportunities.

Wage Requirement – Wage or salary equal to or greater than the current El Paso Median County Wage as **computed annually** by the Bureau of Labor Statistics and provides health insurance benefits to employees for which the employer pays at least **50%**. Exceptions to the Wage Requirement may be granted as provided in section IV General Criteria.

SECTION III. STRATEGIC OBJECTIVES

The County of El Paso, through the implementation of this policy, shall endeavor to accomplish the following strategic objectives throughout the County of El Paso:

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1. The County of El Paso supports incentives that reduce business costs to create significant new Quality Jobs, investment, tax revenues, and consumer spending.
2. The County of El Paso supports the retention and expansion of existing businesses within the County, acknowledging that over 80% of the annual job growth comes from the retention and expansion of existing businesses.
3. The County of El Paso supports the attraction, expansion, and retention of Target Industries and Investment Zones modified from time to time to reflect new market realities as more specifically detailed in Exhibit B.
4. The County of El Paso supports large private, commercial, recreational, destination retail, and tourism ventures that attract a Regional or National client base.
5. The County of El Paso supports the employment of STEM graduates and veterans.
6. The County of El Paso supports the revitalization of designated redevelopment areas.
7. The County of El Paso supports the attraction and retention of companies that have strong regional and national markets for their products or services.
8. The County of El Paso supports efforts that enhance economic development in the region to create a more robust regional economy.
9. The County of El Paso supports efforts to build human capital by improving skills in the workplace through education, training, and career development. The County of El Paso acknowledges that the educational attainment of the region's workforce is the greatest driver for economic success.

SECTION IV. GENERAL CRITERIA

The County of El Paso may provide incentives for any business or commercial development project if that project:

1. Will substantially enhance the economic health of the County of El Paso;
2. Will result in a net increase or retention of jobs in the County or add to the tax base or will otherwise improve or enhance the economic welfare of the residents or businesses of the County; or
3. Demonstrates the potential to generate revenues to the County which outweigh costs associated with incentives.

In addition, the following criteria must be satisfied.

The project **MUST**:

1. Show a clear demonstration of public purpose and economic benefit through advancement of the County's economic goals which include expanding the tax base, creating quality jobs,

- increasing private capital investment in the community, spurring development in targeted County locations, or encouraging development of targeted businesses or clusters desirable to enhance the County's economy;
2. Include solid evidence provided by the business that demonstrates the business's financial stability and capacity to complete the project; and
 3. Be in compliance with all local, state and federal laws.

The business, in order to receive any such incentives from the County of El Paso will make available credible information, including but not limited to capital investment and employment projections, to enable the County to prepare a fiscal impact analysis. The recipient will also make available an update of this data annually after business operations have begun. The decision to provide any economic development incentives will be considered on a project by project basis, in accordance with the criteria set forth in this policy, and at the discretion of the El Paso County Commissioners Court.

Wage Requirement Exceptions:

Exceptions to wages may be made on a case-by case basis if the jobs are Quality Jobs in Target Industries or Investment Zones whereby such wages meet industry standards for such Target Industries and/or Investment Zones and whereby the company can evidence education, training, or career development activities. If wages fall below the El Paso Median County Wage, exceptions to wages may be made on a case-by-case basis if the investments are promoting economic development in a distressed area and the jobs are sourced from Workforce Solutions Borderplex to deploy and enhance the employment of underutilized low skill workers or the unemployed and whereby the company can evidence education, training, or career development activities.

PART A

SECTION V. QUALIFICATION CRITERIA – COUNTY WIDE CATEGORIES

In order to be eligible for incentives, a project must meet qualifying standards in at least ONE of the categories below.

For projects not meeting Wage Requirement, the County of El Paso may qualify the project, provided the applicant is promoting economic development in a distressed area and the jobs are sourced from Workforce Solutions Borderplex to deploy and enhance the employment of underutilized low skill workers or the unemployed and whereby the company can evidence education, training, or career development activities. Workforce Solutions Borderplex provides employers with skilled workers and assists individuals in developing the skills needed to thrive in the workplace.

Category 1 – Quality Jobs

Up to **75%** rebate on the County’s portion of real and/or personal property taxes (incremental tax base value) of property and/or personal tax rebate outlined below. As a requirement, applicant must submit a tax rebate packet on a yearly basis.

Criteria:

Proposed Criteria:

Projects that invest in only personal property (lease) may be eligible to receive the County’s portion of personal property tax. Projects that invest in both personal and real property may be eligible for the County’s portion of personal and real property taxes.

- Applicant must invest a minimum of \$1 million
 - Applicant must create a minimum of 30 new jobs
- If all jobs exceed MCW by 20%, a company may be eligible for 25% rebate of incremental tax.
- If all jobs exceed MCW by 30%, a company may be eligible for 50% rebate of incremental tax.
- If all jobs exceed MCW by 40%, a company may be eligible for 75% rebate of incremental tax.

Category 2 – Business Type (key industries in the Borderplex region)

Up to **75%** rebate on the County’s portion of real and personal property taxes (incremental tax base value) of real property and/or personal tax rebate as outlined below. As a requirement, applicant must submit a tax rebate packet on a yearly basis.

Criteria:

- Target Industry Cluster as identified by the Borderplex Alliance Regional Strategic Plan in Exhibit B
- Market for service of product goes beyond local market to reach regional, national, or global, markets, or
- Enhances the County of El Paso’s supply chain by providing a service or capability currently not available locally.

-If applicant satisfies at least two criteria under Category 2, company is eligible for a **50%** rebate.

-If applicant satisfies three criteria under Category 2, company is eligible for a **75%** rebate.

Category 3 – Capital Intensive Project

Up to **100%** rebate on the County's portion of real and personal property taxes (incremental tax base value) of real property and/or personal tax rebate outlined below. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

Criteria:

- The company must pay Median County Wage to certain percentage of the workforce for any newly created positions and/or existing positions.
- The company must invest a minimum of Twenty Million (\$20, 000,000.00)

Capital Investment in the amount of Twenty Million (\$20,000,000.00) to Forty Nine Million Nine Hundred Thousand Nine Hundred Ninety Nine (\$49,999,999.00) company is eligible for a **50%** rebate up to five years.

Capital Investment in the amount of Fifty Million (\$50,000,000.00) to One Hundred Forty Nine Million Nine Hundred Ninety Nine Thousand Nine Hundred Ninety Nine (\$149,999,999); company is eligible for a **75%** rebate on the County's portion of property taxes up to ten years.

Capital Investment in the amount of One Hundred Fifty Million (\$150,000,000.00) to Four Hundred Ninety Nine Million Nine Hundred Thousand (\$499,900,000.00) company is eligible for staggered terms of 90%, 75%, and 50% rebate on the County's portion of property taxes up to fifteen years. Each term for five years respectively.

Capital Investment in the amount of Five Hundred Million (\$500,000,000.00) or more; company is eligible for staggered terms 100%, 75%, and 50% rebate on the County's portion of property taxes (incremental tax base value).

Category 4 – Local Home Grown Business

The purpose of this incentive is to entice existing local home grown businesses to expand within the County of El Paso in order to generate larger profits, expand its workforce and/or increase the tax base. Up to **75%** rebate on the County's portion of real and personal property taxes (incremental tax base value) of property and/or personal tax rebate outlined below. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

Criteria:

- Company that originated abroad but made El Paso its first place of business in the US.
- Company that is native, originated, developed or began its operations for goods and/or services in El Paso County

- The company must invest a minimum of Fifty Thousand (\$50,000.00) and cannot exceed a maximum investment of Twenty Million (\$20,000,000.00).
- The company must pay at or above MCW to a certain percentage of the workforce for any newly created and/or existing positions.

-If **50%** of the jobs pay at or above MCW and capital investment in the amount of Fifty Thousand & 00/100 (\$50,000), the company is eligible for a **50%** rebate.

-If **75%** of the jobs pay at or above MCW and capital investment in the amount of One Hundred Thousand & 00/100 (\$100,000), the company is eligible for a **75%** rebate.

Part A. Incentives

Category	Requirement	Rebate	Term
1. Quality Jobs	If all jobs exceed MCW* by 20%	25%	10 years
	If all jobs exceed MCW* by 30%	50%	10 years
	If all jobs exceed MCW* by 40%	75%	10 years
2. Business Type	Must meet TWO of the following: <ul style="list-style-type: none"> - Service or capability not locally available** - Target industry identified by Borderplex Strategic Plan - Service or product provided regionally, nationally or globally 	50%	5 years
	Must meet THREE of the following: <ul style="list-style-type: none"> - Service or capability not locally available** - Target industry identified by Borderplex Strategic Plan - Service or product provided regionally, nationally or globally 	75%	10 years
3. Capital Intensive Projects	Investment in the amount of \$20 M - \$49.9 M	50%	5 years
	Investment in the amount of \$50 M - \$149.9 M	75%	10 years
	Investment in the amount of \$150 M \$499.9 M	90% / 75% / 50%	10 to 15 years
	Investment in the amount of \$500 M and above	100% / 75% / 50%	10 to 20 years
4. Local Home Grown Business	Investment in the amount of \$50 K and 50% of all jobs at or above MCW*	50%	5 years
	Investment in the amount of \$100 K and 75% of all jobs at or above MCW*	75%	10 years

*MCW - Median County Wage

** Enhances the County of El Paso's supply chain by providing a service or capability currently not available locally

*** Target Industries by Borderplex: Advanced logistics, advanced manufacturing, business services, defense & aerospace, life sciences & healthcare, tourism.

PART B

SECTION VI. INVESTMENT ZONES

Investment Zones are strategic areas created by the County of El Paso that are the focus of economic development opportunities that are critical to developing sustainable economic growth.

In order to be eligible under this section, applicant must first establish or expand operations within one of the eight (8) identified investment zones throughout the County of El Paso. Eligibility for any of the investments zones differ based on specific requirements.

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- 1. Downtown/Central** - 2,087.509 acre area which is the central business district of El Paso stretching out to the Medical Center of the Americas area.

Available Incentives:

- Infill Development
- Customized Training
- Start up Business Incentive
- Historical & Blighted Property Rehab

- 2. Mission Trail** – 9 mile stretch that stands as enduring symbols of the long and rich history of their respective communities that includes the Ysleta Mission, Socorro Mission and San Elizario Chapel.

Available Incentives:

- Mission Trail Business Development Incentive
- Mission Trail Chain-Link Fence Removal Grant
- Mission Trail Historic Façade Grant
- Mission Trail Lodging Business Incentive
- Customized Training
- Infill Development
- Start up Business Incentive

- 3. County Airport** – 400 acre track to develop an industrial park.

Available Incentives:

- Customized Training
- Corporation Relocation
- Innovation & Technology Incentive
- Small Business Relocation Incentive
- Start up Business Incentive

- 4. Tornillo Port of Entry (Marcelino Serna)** - The largest port of entry in the U.S. private property abutting County of El Paso property.

Available Incentives:

- Customized Training
- Start up Business Incentive

- 5. Northwest** – Vinton and Anthony

Available Incentives:

- Vinton runs a stretch of 1.06 mi, and covers 159.62 acres
- Anthony runs a stretch of 0.72 mi, and covers 91.00 acres
- Customized Training
- Start Up Business Incentive
- Historic Façade Grant

- 6. Northgate Transit Oriented Development (TOD)** – Runs a stretch of 1.30 miles and covers an area of 238.16 acres

Available Incentives:

- Customized Training
- Infill Development
- Start Up Business Incentive

7. **Alameda Corridor** – Runs a stretch of 3.92 miles and covers an area of 415.44 acres

Available Incentives:

- Customized Training
- Infill Development
- Start Up Business Incentive

8. **Horizon City Investment Corridors** - Runs a stretch of 9.77 miles, and covers an area of 2,099.78 acres

-Available Incentives:

- Customized Training
- Start Up Business Incentive
- Healthcare Services
- Corporation Relocation
- Innovation & Technology Incentive

Corporation Relocation at County Airport

Up to **90%** rebate on the County’s portion of real and personal property taxes (incremental tax base value). The Incentive is available to attract corporate headquarters to El Paso County and assist with large physical equipment moving expenses that would impact the business relocation decision. The County will rebate only once the business has established operations on County Airport property and surrounding properties within one-mile vicinity. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$1M	\$3M
Potential Tax Rebate incremental tax value	75% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of One Million (**\$1,000,000.00**)
- The applicant must pay at or above MCW to certain percentage of the workforce for any newly created and/or existing positions.

Corporation Relocation at Horizon City Investment Corridor

Up to **90%** rebate on the County's portion of real and personal property taxes (incremental tax base value). The Incentive is available to attract corporate headquarters to Horizon City and assist with large physical equipment moving expenses that would impact the business relocation decision. The County will rebate only once the business has established operations at Horizon City Investment Corridors. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

- The applicant must invest a minimum of One Million (**\$1,000,000.00**)

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$1M	\$3M
Potential Tax Rebate incremental tax value	75% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of One Million (**\$1 million**)

Customized Training

Up to **\$400.00** per employee for customized training **if applicant locates into one of the eight investment zones**. The Incentive is available to provide local customized training on the job. The County will rebate only once the business is physically located in an investment zone.

As a requirement, an applicant must submit a grant reimbursement packet once customized training is completed.

This incentive requires establishing a funding budget request subject to annual appropriation by the El Paso Commissioners Court in the amount of One Hundred Thousand (**\$100,000.00**)

Criteria:

- The applicant must create a positive economic impact on the local region where grant is awarded
- A significant economic impact being invested in the community must be demonstrated
- The applicant's current and past performance on customized training grants
- The applicant must be a well-established, financially sound business.
- The company must increase the wage rate of any employee undergoing customized training

- Each project will be reviewed on a case by case basis

Please refer to Exhibit B for application

Infill Development for Central El Paso, Mission Trail, Alameda & Northgate Zones

Up to **90%** rebate on the County’s portion of real and personal property taxes (incremental tax base value) if applicant locates within Downtown/Central El Paso, Mission Trail, Alameda Corridor or Northgate Transient Oriented Development (TOD).

The Incentive is available to promote infill development, reduce sprawl, and increase the availability of attainable housing, and increase activity and vitality in the respective zones. The County will rebate only once the business or individual has established operations/residence in Downtown/Central El Paso, Mission Trail, Alameda, and/or Northgate TOD Zones

Boundaries for Infill Development in Downtown/Central El Paso include the following,

Chelsea St. as the eastern boundary, Chihuahuita at Union Plaza as the western boundary, 1-10 as northern boundary, and Paisano Avenue as southern boundary.

Boundaries for Infill Development in Mission Trail include the following,

Socorro Road as the eastern and western boundaries, Zaragoza Road (Ysleta Mission) as the northern boundary, and Gonzalez Road (San Elizario Historic District) as the southern boundary.

Boundaries for Infill Development on Alameda Corridor include the following,

Yarbrough Dr. as the eastern boundary, Delta Road as the western boundary, one block up Alameda as the northern boundary and one block down Alameda as the Southern boundary.

Boundaries for Infill Development on Northgate TOD include the following,

Salisbury as the eastern boundary, Stonewall as the western boundary, Threadgill as the northern boundary and Hondo Pass as the southern boundary.

As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

INVESTMENT	INVESTMENT					
Residential	Commercial	year 1	year 2	year 3	year 4	year 5
\$50,000.00	\$75,000.00	75%	40%	25%	0%	0%
\$75,000.00	125,000.00	75%	50%	40%	10%	0%
\$100,000.00	\$175,000.00	75%	60%	50%	25%	10%
	\$225,000.00	75%	60%	50%	25%	10%
	\$275,000.00	75%	60%	50%	25%	25%

Criteria:

- Residential applicants must invest a minimum of Fifty Thousand (**\$50,000.00**)
- Commercial applicant must invest a minimum of Seventy Five Thousand (**\$75,000.00**)

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Please refer to Infill Housing Development guidelines for eligibility, criteria, and to define financial and other incentives available to encourage infill development.

Historical & Blighted Property Rehab for Downtown El Paso

Up to **90%** rebate on the County's portion of real and/or personal property taxes (incremental tax base value). The historical and blighted property rehab incentive aims to preserve the distinct charm of historic architecture and incentivize reconstruction of historic and blighted properties. Historical properties need to conform to the requirements and review provisions of the Historic Landmark Preservation for Downtown El Paso and Mission Trail. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$250,000.00	\$500,000.00
Potential Tax Rebate incremental tax value	75% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of Two Hundred and Fifty Thousand (**\$250,000.00**)

Innovation and Technology Incentive at County Airport.

Up to **90%** rebate on the County's portion of real and/or personal property taxes (incremental tax base value). The Incentive is available to support the growth of innovation focused on STEM industries. The County will rebate only once the business has established operations on County Airport property and surrounding properties within one-mile vicinity. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA			
	5-Year Term	8-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$250-\$499K	\$500k-\$999k	\$1M and over
Potential Tax Rebate incremental tax value	70% Real and/or Personal Property	80% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of Two Hundred and Fifty Thousand (**\$250,000.00**)

Innovation & Technology Incentive for Horizon City Investment Corridors

Up to **90%** rebate on the County's portion of real and/or personal property taxes (incremental tax base value). The Incentive is available to support the growth of innovation focused on STEM industries. The County will rebate only once the business has established operations in Horizon City Investment Corridors. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA			
	5-Year Term	8-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$250-\$499K	\$500k-\$999k	\$1M and over
Potential Tax Rebate incremental tax value	70% Real and/or Personal Property	80% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of Two Hundred and Fifty Thousand (**\$250,000.00**)

Mission Trail (MT) Business Development Incentive

Up to **90%** rebate on the County's portion of real and/or personal taxes (incremental tax value) if the applicant locates or expands within the Mission Trail. The rebate is available for qualified properties in a historic district or with a historic designation conforming to the requirements and review provisions of the Historic Landmark Preservation of the pertaining municipality, and shall not be waived by any provision of this policy. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property	\$30,000.00	\$60,000.00
Potential Tax Rebate incremental tax value	75% real and/or personal property	90% real and/or personal property

Criteria:

- The applicant must invest a minimum of Thirty Thousand (**\$30,000.00**)

Please refer to the Mission Trail Incentive Guidelines for eligibility, criteria, and to define financial and other incentives available to encourage Mission Trail development.

MT Chain-Link Fence Removal Grant

This incentive will provide grants to remove existing chain link fence on commercial and residential properties facing public thoroughfares. The grant is available to properties along the Mission Trail Corridor within the established historic districts of Socorro, San Elizario, and the Ysleta District of the City of El Paso. This incentive will be implemented on a first come first serve basis.

As a requirement, an applicant must submit a grant reimbursement packet once removal of Chain Link Fence is completed.

This incentive requires establishing a funding budget request on an annual basis, subject to annual appropriation by the El Paso Commissioners Court in the amount of Fifty Thousand (**\$50,000.00**)

Length of Chain-Link Fence Removed	Grant Amount
50-99 ft.	\$1,000.00
100-199 ft.	\$1,500.00
200-299 ft.	\$2,000.00
300 ft. or greater	\$2,500.00

Please refer to Mission Trail Incentive guidelines for eligibility, criteria, and to define financial and other incentives available to encourage Mission Trail development.

Criteria:

- The property owner must submit an application for the chain-link fence removal grant

- Upon approval of the application by the Commissioners Court, the property owner will enter into an agreement with the County that specifies the terms of the grant;
- Following execution of the agreement between the property owner and the County, the property owner may remove the chain-link fence on their property that is visible from public thoroughfares, using any means at his/her disposal
- Upon verification by the County that the chain-link fence has been removed, the property owner will be eligible to receive the grant in accordance with the table above.

MT Historic Façade Grants

Up to **60%** for commercial property owners along Mission Trail & Northwest Investment Zone. The facade grant program would incentivize restoration or new construction of historic facades conforming to the requirements and review provisions of the local Historic Landmark Commission of the relevant municipality. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

This incentive requires establishing a funding budget request on an annual basis, subject to annual appropriation by the El Paso Commissioners Court in the amount of One Hundred Thousand **(\$100,000.00)**

Applicants who are eligible for a 60% grant can receive grant incentive funds up to a maximum of \$35,000.

Applicant's Investment	5 yrs
Investment	Potential Grant
Up to \$4,999.00	40%
From \$5,000 to \$14,999	50%
From \$15,000 and over	60%

Criteria:

- The applicant must enter into a Ch. 381 Agreement with the County, and upon completion of the project and presentation of satisfactory expense documentation will be eligible for the grant reimbursement according to the schedule above.

Please refer to Mission Trail Incentive guidelines for eligibility, criteria, and to define financial and other incentives available to encourage Mission Trail development.

Qualified applicants for Historic Façade Grant in Mission Trail and Northwest investment zones will be required to fill out a Historic Structure and Façade Application (Exhibit C). Mission Trail Incentive Guidelines & Criteria will apply to Northwest Investment Zone, except for design elements.

MT Lodging Business Incentives:

Real/Personal Property Tax Rebate

Up to **90%** rebate on the County's portion of real and/or personal taxes (incremental tax value) for qualifying private-sector applicants that develop new or restored hotel facilities in the Mission Trail Corridor within the established historic districts of Socorro, San Elizario and the Ysleta District of the City of El Paso will be eligible for construction tax rebates according to the following schedule: As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property	\$250,000.00	\$500,000.00
Potential Tax Rebate incremental tax value	75% real and/or personal property	90% real and/or personal property

Criteria:

- The applicant must invest a minimum of Two Hundred and Fifty Thousand (**\$250,000.00**)

Please refer to Mission Trail Incentive guidelines for eligibility, criteria, and to define financial and other incentives available to encourage Mission Trail development.

Sales Tax Rebate

Up to **90%** rebate on the County's portion of sales taxes if the applicant develops or restores a lodging establishment within Mission Trail. The rebate is available for qualified properties within the established historic districts of Socorro, San Elizario, and the Ysleta District of the City of El Paso conforming to the requirements and review provisions of the Historic Landmark Preservation of the pertaining municipality, and shall not be waived by any provision of this policy. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Annual Sales	\$50,000.00	\$100,000.00
Potential Sales Tax Rebate	75%	90%

Criteria:

- The applicant must generate minimum annual sales of Fifty Thousand (**\$50,000.00**)

Please refer to Mission Trail Incentive guidelines for eligibility, criteria, and to define financial and other incentives available to encourage Mission Trail development.

Small Business Relocation Incentive at County Airport.

Up to **90%** rebate on the County's portion of real and/or personal property taxes (incremental tax base value). The Incentive is available to encourage and facilitate the relocation of target industry. The County will rebate only once business has established operations on County Airport property and surrounding properties within one-mile vicinity. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$250-\$499K	\$500k and over
Potential Tax Rebate incremental tax value	70% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of Two Hundred Fifty Thousand (**\$250,000.00**)
- The applicant must pay at or above MCW to certain percentage of the workforce for any newly created and/or existing positions.

Start Up Business Incentive for Investment Zones

Up to **90%** rebate on the County's portion of real and personal property taxes (incremental tax base value) **if the applicant locates into one of the eight investment zones**. The Incentive is available to streamline and facilitate the formation and growth of new business enterprise. The County will rebate only once the business has established operations in an investment zones in El Paso County. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

The applicant's maximum investment cannot exceed \$1 million

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$25,000.00	\$50,000.00
Potential Tax Rebate incremental tax value	75% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of Twenty Five Thousand (**\$25,000.00**)
- The applicant must pay at or above MCW to certain percentage of the workforce for any newly created and/or existing positions.

Healthcare Services for Horizon City Investment Corridors

Up to **90%** rebate on the County's portion of real and/or personal property taxes (incremental tax base value). The Incentive is available to encourage and facilitate attraction/expansion of small businesses within healthcare services. Healthcare services include direct services from the providers such as dentist office, pediatric clinic, and family medical physician. The County will rebate only once the business has established operations on Horizon City Investment Corridors. As a requirement, an applicant must submit a tax rebate packet on a yearly basis.

QUALIFYING CRITERIA		
	5-Year Term	10-Year Term
Combined Real & Personal Property Investment	\$250-\$499K	\$500k and over
Potential Tax Rebate incremental tax value	70% Real and/or Personal Property	90% Real and/or Personal Property

Criteria:

- The applicant must invest a minimum of **\$250,000.00**
- The applicant needs to provide healthcare insurance to its employees and cover at least 50% of the healthcare premium

The County of El Paso does not incentivize Emergency Clinics.

Boundaries for Horizon City Investment Corridors include the following,

Horizon Boulevard from Ashford Street as its western boundary to Gretna Avenue as its eastern boundary; Eastlake Boulevard from its eastern boundary along Horizon Heights Elementary to its

western boundary at Horizon Boulevard; Darrington Road from Horizon Boulevard as its northern boundary to LTV Road as its southern boundary; and LTV Road.

Economic Development Impact Fund

The purpose of the impact fund is to incentivize projects on investment zones that create, attract and retain jobs in target industry clusters achieving economic growth, expand and diversify the tax base within the County of El Paso.

The impact fund is an incentive tool that may be used at the discretion of Commissioners Court, and as a project recommend by Economic development Department. The County of El Paso through the creation and implementation of the impact fund shall endeavor to accomplish strategic objectives that assist companies making a **significant contribution** to the community.

This incentive requires establishing a funding budget request on an annual basis, subject to annual appropriation by the El Paso Commissioners Court in the amount of Two Hundred Fifty Thousand **(\$250,000.00)**

SECTION VII. ECONOMIC DEVELOPMENT ASSESSMENT

An economic impact analysis will be conducted by the Economic Development Department on every project considered for incentives. The delivery mechanism of choice for incentives will be the Chapter 381 agreement; however, the County reserves the right to use any other source (City, State, Federal, Foundation, etc.) in the award of incentives. As a matter of general policy, Chapter 381 agreements entered into as a result of this policy will not be used simultaneously unless the revenue stream from which the Chapter 381 agreement is paid is derived from sources other than property tax.

Agreements may be conditioned on the completion of specific improvements to real property and/or job numbers and salary levels being met. All Agreements will contain recapture clauses in the event that such conditions are not met.

Commissioners Court has final discretion on any incentives to be awarded.

SECTION VIII. INELIGIBLE PROJECTS

The following types of projects or uses are not eligible for incentives:

- a. Projects that have been issued a building permit, including any conditional permits.
- b. Projects that do not meet the Wage Requirements as specified in this policy.

SECTION IX. CONFIDENTIALITY

The confidentiality of any employment records and other records related to the County's economic development considerations and incentives provided to the County will be maintained in accordance with and subject to all applicable laws, including the Texas Public Information Act, Chapter 552, Texas Government Code. The County will notify Applicant if a Public Information Request is received.

SECTION X. ETHICS CODE

Applicants are required to be familiar with and comply with the El Paso County Code of Ethics (the "Code"), adopted by the El Paso County Ethics Commission. A copy of the Code may be found online at http://www.epcounty.com/ethicscom/documents/Code_of_Ethics.pdf

SECTION XI. RECAPTURE

If a project is not completed as specified, or if the terms of the agreement are not met, the County has the right to cancel or amend the 381 incentive agreement, recapture any rebated or exempted taxes, and assess penalty payments for the amounts previously secured by County liens against the property and all previously waived fees and abated/rebated taxes shall become due to the County.

SECTION XII. BONDED INDEBTNESS

The County of El Paso may authorize at its discretion, the issuance of bonds or other financing to support economic development projects.

Exhibit D

2015 Borderplex Alliance Strategic Recommendations

Key Industries:

- Defense and Aerospace
- Life Sciences & Healthcare
- Tourism
- Advanced Manufacturing
- Advanced Logistics
- Business Support Services

Exhibit E

