



ARAPAHOE COUNTY

Incentive Payment Agreement Program

Incentive Payment Agreement Requirements

To be considered for incentives, a company must meet all the following requirements:

1. Be a primary employer establishing a New Business Facility or an Expanded Business Facility (as defined by Colorado Revised Statute 39-30-105) in Arapahoe County.
2. The company must make a minimum of \$1 million investment (as defined by Colorado Revised Statute 39-30-105) in business personal property.
3. The company must pay its employees at or above the county's annual average wage (excluding overtime, commission and benefits).
4. The company must be in the negotiation phase of the site selection process (no contracts signed).

Incentive Payment Agreement Priorities

Arapahoe County supports all businesses seeking to locate in the county and invest in the community and our residents. To this end, Arapahoe County has identified a list of priorities to further economic investment and increase employment opportunities in the county. These priorities are one data point involved in the decision-making process for the Board and may be employed at the discretion of the County Commissioners on a case-by-case basis.

Priority 1: Job Creation

A company must create net new FTE positions created over the life of the incentive contract. For this policy, FTE jobs are defined as full-time employees who are paid to work at least 2,080 hours per year, or part-time employees consolidated to obtain the full-time equivalent of 2,080 hours per year.

Priority 2: Capital Investment

A company must plan to purchase fixed assets, such as land, machinery, or buildings.

Priority 3: Wages Paid at/above the County Average

The average wage in Arapahoe County is \$53,685 (excludes benefits, commissions and overtime) based on annual data from the Colorado Department of Labor and Employment.

Priority 4: Employing Arapahoe County Residents

Arapahoe County has a diverse, talented workforce, and companies are encouraged to tap into this pool by working with Arapahoe/Douglas County Works!

Priority 5: Target Industry

The following seven target industries drive Arapahoe County's economy and provide a concentrated focus for strategically growing the county:

- Advanced Manufacturing
- Aerospace
- Aviation
- Energy
- Health Care/Life Sciences
- Transportation/Logistics
- Wholesale Trade



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Priority 6: Other Regional Incentives

A company is leveraging the potential investment from the County by applying for additional economic incentives through regional partners, including cities, states, etc.

Priority 7: Alignment with Arapahoe County Strategic Plan

As part of the County's Strategic Plan, the Board of County Commissioners developed six strategic focus areas to guide the County's work, listed below. Arapahoe County prioritizes companies who are in alignment with the strategic plan and its focus areas.

1. **Good governance.** Good governance does more than provide mandated services, it creates community by removing barriers, providing exemplary service, and building trust with local government.
2. **Increase revenue.** We must increase revenue to maintain existing programs and services while also reducing the backlog of deferred maintenance as we plan for the future.
3. **Sustainable development.** Our work is future directed, which is why we want to be sensitive and purposeful in our work to advance sustainable development strategies that protect human health and environmental health and combat climate change.
4. **Housing.** Housing is critical to quality of life, which is why we'll increase our housing diversity, affordability and accessibility.
5. **Economic Mobility.** Arapahoe County residents need economic mobility to satisfy basic needs and enjoy a high quality of life.
6. **Workforce.** A county is nothing without the dedicated staff who provide critical programs and services. That's why its important to support a stable and diverse county workforce.

Priority 8: Fiscal Responsibility

The County must evaluate the request against its ability to fund the incentive within the County's current fiscal constraints and priorities.