

Chatham County Incentive Policy



Number of Jobs*	Points
10-20	5
21-50	10
51-75	15
76-100	20
101-150	
151-200	
200+	
Total Possible Points 20	

Wage Level of New Jobs	Points
Less than County Average	0
County Average	1
Greater than the County Average, But Less than State Average	4
State Average	8
Above the State Average	10
Total Possible Points 10	

Level of Capital Investment	Points
Less than \$500,000	1
\$500,000 - \$4,999,999	5
\$5,000,000 - \$14,999,999	10
\$15,000,000 - \$24,999,999	15
\$25,000,000+	20
Total Possible Points 20	

Industry Cluster/Business Type	Points
Presence in Identified Attraction Industry Cluster	6
Presence in Identified Retention Industry Cluster	3
Company Headquarters	6
Verified Supply-Chain/Sourcing Relationship with Existing Chatham County business	3
Total Possible Points 15	

Quality of New Jobs	Points
Partial Employer Paid Health Insurance	1
Entire Employer Paid Health Insurance	3
Retirement Benefits	2
Profit Sharing	2
Employer Paid Vacation	2
Employee-Owned Company	3
Total Possible Points 10	

Number of Existing County Residents Hired	Points
10-20	1
21-50	5
51-75	5
76-100	7
101-200	9
200+	10
Total Possible Points 10	

Environmental Impact	Points
Reuse of existing building	4
Location in downtown area	3
Location in existing industrial area, not Central Carolina Business Campus	3
Location in Central Carolina Business Campus	5
Location in LEED Certified Building	4
Other Sustainable features (recycling, water, reuse, etc.)	4
Total Possible Points 15	

Total Points	
Number of Jobs	
Quality of Jobs	
Wage Level of Jobs	
Number of Existing County Residents Hired	
Level of Capital Investment	
Environmental Impact	
Industry Cluster/Business Type	
SCORE	<input type="text"/>

*Existing jobs must be retained before new jobs are counted.

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This model approximates the following weights out of 100 possible points:

Category	Points
Jobs (Number, Quality, Wages, Hiring Residents)	50
Capital Investment	20
Environmental Impact	15
Industry Cluster/Business Type	15
Total Possible Points	100

The allocation in the model represents the desire and need for quality jobs in Chatham County, while balancing the local governments’ need for additional capital investment (and associated property tax revenue), desire to preserve/protect the natural environment by focusing development to certain designated areas and interest in targeting identified industry clusters. Depending on their score, new companies and existing company expansions are eligible to qualify for, **but not guaranteed**, a financial incentive grant based on the percentages of annual property taxes paid for each year for a five-year period as outlined below. **Chatham County and Chatham Economic Development Corporation will continue to utilize qualitative criteria outlined in this document and other policy documents to approve, reject and/or modify the grant amount.**

Year	Level 1	Level 2	Level 3	Level 4	Level 5
1	70%	75%	80%	90%	90%
2	60%	65%	70%	80%	80%
3	50%	55%	60%	70%	75%
4	40%	45%	50%	60%	75%
5	30%	35%	40%	50%	60%
Minimum Score	50	60	70	80	90