

Greater San Marcos Partnership Incentive Matrix

Firm-Based Incentive Matrix					
Project Name:					
SECTION 1. MINIMUM PROJECT REQUIREMENT					
	A. The Firm is located within the city's preferred scenario zones.	Yes			
	B. The Firm conducts its business in compliance with environmental regulations.	Yes			
	C. The Firm will provide health insurance benefits for all new full-time employees and their families/dependents.	Yes			
SECTION 2. EVALUATION CRITERIA		AVAILABLE POINTS			TOTAL
Overall Economic and Fiscal Impact		<i>Small</i>	<i>Medium</i>	<i>Large</i>	
		10	20	30	0
	Relative to its industry, what is the absolute size of the net benefit as measured by: jobs and income, level of desirable public benefits, and net fiscal impact to the City?				
Linkages to the Local Economy		<i>Poor</i>	<i>Acceptable</i>	<i>Excellent</i>	
		0	15	25	0
	Is the Firm a recognized targeted industry identified by the Greater San Marcos Partnership?				
	Is the Firm a headquarters operation? Does it represent the "headquarters" of a new product line or service for the firm?				
	Is the firm growing? Is the firm in a growing industry? How stable is the firm?				
	Does the project make use of an especially underutilized asset such as certain segments of the labor force or current office space?				
	Will the project create significant contracting opportunities for local firms including small and disadvantaged businesses?				
	Does the project have the potential to either seed a new development or bring additional firms to San Marcos?				
Infrastructure Impact		<i>Disproportionate</i>	<i>Proportionate</i>	<i>Low Impact</i>	
		0	5	10	0
	Will the firm make a disproportionate demand on the community's infrastructure?				
Character of the Jobs/Labor Force Practices		<i>Unacceptable</i>	<i>Acceptable</i>	<i>Excellent</i>	
		0	15	25	0
	Will the majority of new hires be local or imported?				

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	<i>What is the average wage paid? How does it compare to the local or national industry average?</i>				
	<i>What is the median wage paid? How are job categories and wages distributed within the overall structure?</i>				
	<i>What training is provided? Opportunities for advancement? Are there funds for additional education?</i>				
	<i>Does the firm actively promote diversity in hiring and promotion?</i>				
Quality of Life/Cultural Vitality		Unacceptable	Acceptable	Excellent	
		0	5	10	0
	<i>Does the firm have a proactive cultural outreach program?</i>				
	<i>Does the firm actively encourage employee volunteer/charitable efforts?</i>				
SECTION 3. THRESHOLD FOR EXTRAORDINARY ECONOMIC IMPACT					
Threshold for Extraordinary Economic Impact		Yes		No	
Subsection A:	1. The firm is in a targeted industry.				
	2. The firm is involved in leading edge technology.				
	3. State economic development funds are available for the firm.				
	4. The firm will generate 200 jobs or more.				
	5. The firm will invest \$25 million or more.				
	6. The firm will establish or relocate its headquarter operations.				
TOTAL POSSIBLE POINTS					100
TOTAL SCORE					0
SECTION 4. PROPERTY TAX REBATES AND JOBS-BASED GRANTS					
	A firm can receive either a property tax rebate OR a jobs-based grant. The point range below describes the maximum level to be provided. All incentives are performance-based and are not paid up front.				
	General Fund. Property tax rebates are for property taxes generated by the Project and will not exceed 100% in any year.				
	Total Points Scored:	Property Tax Rebate		Jobs-Based Grant	
	Less than 60 points	No Consideration		No Consideration	
	60 to 70 points	Up to 50%		Up to \$150/job	
	80 points or more	Up to 80%		Up to \$200/job	

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	EXTRAORDINARY ECONOMIC IMPACT: A firm that scores at least 60 points AND meets at least one threshold from Section 3 above.	Up to 100%		Up to an Additional \$50/job	