



ORO VALLEY PRIMARY EMPLOYER INCENTIVE PROGRAM

■ GOAL

The goal of the Oro Valley Primary Employer Incentive Program (Program) is to facilitate long-term community financial sustainability in Oro Valley through the generation of new primary job opportunities and capital investment in the Town. This program aims to encourage the recruitment and development of new primary employers in addition to the expansion of existing ones.

■ ADMINISTRATION

This program reallocates construction sales tax revenues received from a new construction or expansion project and makes them available for reimbursement to a qualifying employer. Once construction sales tax revenue has been collected, the Program allows for reimbursement of eligible expenses up to the maximum construction sales taxes collected for the project based upon an independent economic analysis. The Town may incorporate flexibility and creativity to the program by encouraging a continuation of future growth of the employer, such as providing additional incentives for continued expansion in Oro Valley, or by phasing in reimbursements based upon achievement of specific milestones. Incentives are finalized via an Incentive Agreement approved by the Town Council.

■ MINIMUM PRIMARY EMPLOYER QUALIFICATIONS

To qualify for this program, employers must:

- Create at least \$1 million in direct capital investment in Oro Valley; **Or**
- Create at least 10 new, full-time, permanent jobs in Oro Valley that pay at least \$40,000 annually and meet the median wage in the pertinent industry sectors as determined by government-sourced wage data; **AND**
- Be classified as a primary employer.

■ QUALIFYING REIMBURSEMENTS

- Public Infrastructure for Employer Facilities
- Impact Fee Offsets
- Employee Relocation
- Exterior Building Aesthetics
- Renovation Expenses/Tenant Improvements
- Job Training
- Sustainable Development

■ ADDITIONAL INCENTIVES

- Capping Public Art Contribution
- Reduction of Permit and/or Plan Review Fees
- Expedited Permit and/or Plan Reviews
- Other Incentives as Requested

PROGRAM CONTACT

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