

**Washington County, MD**  
**Job Attraction and Creation Program Outline (JAC)**

**Effective Date: December 14, 2009**

**Program Definition:**

The focus of this program is to stimulate long term job creation during the remaining time period of Fiscal Year 2010. The program is designed to encourage existing companies to add jobs, with preference given to Washington County citizens, and to assist the EDC with attracting new businesses and jobs to the County. Financial incentives will be available on a first-come, first-served basis until the dedicated funding \$500,000 is depleted. Incentives will be actuated after a proposal has been received and approved by the Hagerstown-Washington County Economic Development Commission; and an agreement has been executed by both parties. Certification that the incentive qualifications have been met will be required on or before June 30, 2010. Jobs created must be retained for three years.

Businesses are encouraged to give hiring preferences to residents of Washington County.

**Incentives:**

1. \$1,500 cash incentive for each job created.
  - a) The business must create a minimum of 10 new jobs before June 30, 2010 to qualify for the cash incentive.
  - b) The jobs created must be full-time permanent positions, paying at least 150% of the current federal minimum wage. Retail jobs must be full-time, permanent positions paying at least 200% of the federal minimum wage.
  - c) Jobs created must continue as permanent full-time positions for a minimum of 3-years. At the recommendation of the EDC, the BOCC may consider increased incentives for jobs created by the business that are higher paying than the minimum requirement and the project helps the County in the pursuit of its economic development goals.
  
2. Reduction of Permit Fees.

County required permit fees on a qualifying business' new or expansion construction project will be reduced for by:

  - a) 75% for all non-retail projects.
  - b) 25% for retail projects.

Permits fees include building, electrical, HVAC and plumbing.

3. Fast Track Permitting

A project creating a minimum of 10 jobs will qualify for the County's Fast Track Construction Program. For non-retail projects, the jobs must be full time positions, paying 150% of the federal minimum wage. For retail projects the jobs must be full time positions, paying 200% of the federal minimum wage.

The County Administrator will actively monitor each project and facilitate the resolution of construction related issues that may develop with County Departments or with outside approving agencies.

4. Three-year payment program for Excise Tax.

A non-retail business that requires a new facility or an expansion to an existing facility may request a three-year payment program for the required Excise Tax. The first payment will be due one-year from date of issuance of a building permit from Washington County Permits & Inspections Department.

Retail businesses must create a minimum of 10 full-time, permanent positions paying at least 200% of the federal minimum wage to qualify for this payment extension program.

**Clawback:**

1. If the business fails to meet the program qualifications within the discretion of the BOCC, the business shall within 30 days of notification, repay the job creation incentive in full. The outstanding balance of the Excise Tax owed shall be paid in full.
2. If the business qualified at a larger job creation commitment than the minimum program qualifications and fails to meet that commitment within the discretion of the BOCC, the job creation incentive shall be repaid on a pro-rated basis for each position short of the original commitment.