

## Attachment A

National Comparison							
City	Main Program	Max Incentive	Has Targeted Industries	Wage Requirements	Minimum Jobs Created	Investment Minimum	Wrap-Around Support Requirement
San Antonio, TX	Tax abatement/rebate, Job grants	10yr, 100% abatement; \$2.5k/job	Yes, for enhanced incentive	\$22.92 (80% Median Household Income)	50	\$10M	10% of incentive value for childcare, transportation, or training
Arlington, VA	Tech Zones tax rebate and grants	10yrs, varies	Must be a "technology business"				
Charlotte, NC	Tax rebate	10yr, 90% rebate	Yes, for enhanced incentive	Yes, avg. wage (\$26.60)	20	\$3M	
Denver, CO	Expansion Credit, Incentive Fund	Unspecified	Unspecified	Yes, Unspecified	Yes, Unspecified	Yes, Unspecified	
Jacksonville, FL	State Programs Only						
Kansas City, MO	Tax abatement	10yr, 75%	Yes, Unspecified	Yes, Unspecified	Yes, Unspecified	Yes, Unspecified	
Nashville, TN	Job grants	\$500/job		\$37.02	500		
Philadelphia, PA	Tax credit	\$5,000/job			25		
Phoenix, AZ	State Programs Only						
Portland, OR	Tax abatement	5yr, 100%			10% increase of current jobs if existing business		

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San Diego, CA	Small Business Investment Grant	Up to \$100,000		\$40.38 wage as optional criteria	Ranging from 1 - 5 jobs depending on size of business and location in city	Ranges from \$150K to \$1M depending on size of business and location in city	
Washington, DC	Tax credit, tax exemptions	5yr, 100%; \$15k/job	Only tech companies are eligible		At least 10 employees must be in DC		

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Texas Comparison											
City	Max Incentive	Has Targeted Industries	Minimum Wage Requirement	Minimum Jobs Created	Investment Minimum	OSHA Requirements	Heat Illness Measures	Local Hiring	Construction Wage	SWMBE Spending	Wrap-Around Support Requirement
San Antonio, TX	10yr, 100% abatement; \$2.5k/job	Yes, for enhanced incentives	\$22.92 (80% Median Household Income)	50	\$10M				Report Wages	10% of all construction costs	10% of incentive value for childcare, transportation, or training
Austin, TX	5yr, 85% rebate; up to \$3k per job award	Yes, as a "bonus qualifier"	Living wage (\$21.63)	Yes, for certain incentives	\$2M, for certain incentives; No minimum for small businesses	OSHA-10 for construction workers		Required for large businesses; 100% must be living in Austin MSA	Required to receive living wage; report prevailing wage	Must comply with City's SWMBE Ordinance for Procurement	
Dallas, TX	10yr, 90% abatement	Real estate is only target; all industries eligible	Living wage (\$22.06)	Create 10 or retain 25	\$2M, for certain incentives			Not required, but a consideration in determining incentive amount		Good faith effort for 32% of construction costs for real estate projects	
El Paso, TX	100% rebate	Yes, for certain incentives	Median Wage (\$22.67)		\$30M, for some incentives			Consideration in determining incentive			
Fort Worth, TX	15yr, 80% rebate; \$10,000/job;	Yes, for enhanced incentives	\$26.44 Minimum	50	\$25M			Best faith effort for 30% of all jobs		15% of all construction costs	

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Houston, TX	10yr, 90% abatement	Yes, but broad eligibility		25	\$2.5M+ for most incentives						
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