



## Chapter 380 Business Expansion Incentive Program

### Index of Definitions

2019

#	Term	Definition
1	Affinity Group	A group of individuals meeting on a routine or semi-routine basis who share a common ethnic and/or cultural background or interest for the purpose of mutual learning, support, and/or professional growth.
2	Alternative Transportation Modes	Refers commuting modes other than driving alone in a car. Examples include public transportation, carpooling, biking and walking.
3	Applicant	Company, firm, entity or organization who has submitted a formal application for consideration of the City of Austin's Chapter 380 Business Expansion incentive program.
4	Apprenticeship	A full-time position (with benefits) that is a combination of on-the-job training and related instruction from a supervisor in anticipation of and preparation for a permanent job in the company.
5	Austin MSA	Austin Metro Statistical Area as defined by the Bureau of Labor Statistics.
6	Austin Resident	Any individual having a Permanent Address within the Austin Metro Statistical Area prior to being hired by the company.
7	Austin-Based Employees	All employees of the company receiving incentives who work in the City of Austin.
8	Bonus Qualifier	Refer to the full list of Bonus Qualifiers on the Scoring Matrix.
9	But For Statement	A statement required by all incentive applicants that provides credible evidence that the incentive either fills a gap that creates desirable outcomes for the City or that the Project addresses a competitive position around a relocation or expansion that is considering viable alternative sites outside Austin.
10	Business	A firm, company, corporation, establishment, agency, institution, organization, enterprise or collective of same engaged in commercial activity. See also "Small Business"
11	Career Ladder	The progression of jobs in an organization from lowest-paid with least responsibility to highest-paid with most responsibility, by which employees are provided opportunities to move to higher-paying and higher-level positions within the organization.
12	City of Austin Resident	See "Austin Resident"
13	Community Benefits	Talent Development (all Categories) Hiring (all Categories) Diversity, Inclusion & Equity (all Categories) Neighborhood Connection (all Categories) Civic Engagement (all Categories) Local Partnerships (Categories 1 & 3) Sustainable Business Practices (Categories 1 & 3) Business Type (Category 2) Business Sector (Category 2) Industry Diversification (Category 3) Filling Gaps in Needed Goods/Services (Category 3) Employment Opportunity (Category 3) Quality of Life Enhancements (Category 3) Mobility Solutions (Category 3)
14	Company	A firm, business, corporation, establishment, agency, institution, organization, enterprise or collective of same engaged in commercial activity.
15	Compliance Process	Post-execution performance process by which terms and conditions are demonstrated by the company and verified by City of Austin staff and confirmed by a third party reviewer.
16	Contract Payment	An economic development incentive payment made to a company under the City's Chapter 380 Business Expansion incentive program.

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17	Cooperatively Owned or Managed business	A business owned or managed such that membership in the cooperative is voluntary and open, the business is democratically controlled by the members, and members participate economically in the business.
18	Current Local Resident of the City of Austin	See "Austin Resident"
19	Diversity	Demonstrated by respect for individual differences in race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
20	"Diversity, Inclusion and Equity Practices"	Organizational practices with a specific intent to increase diversity, inclusion and equity within an organization.
21	Domestic Partner	An individual of the same or opposite gender as the employee who lives in the same household and shares the common resources of life in a close, personal, intimate relationship with an employee if under Texas law the individual would not be prevented from marrying the employee on account of age, consanguinity or prior undissolved marriage to another.
22	Downtown	the area bounded by Martin Luther King, Jr. Boulevard, Interstate Highway 35, Lady Bird Lake and Lamar Boulevard, as defined by the Downtown Commission Bylaws 2016
23	Economic Development Value	Refer to Page 3 of the Chapter 380 Policy document. <a href="http://www.austintexas.gov/sites/default/files/files/Chapter_380_Policy_2018.pdf">http://www.austintexas.gov/sites/default/files/files/Chapter_380_Policy_2018.pdf</a>
24	Economically Disadvantaged	An individual who earns less than 200 percent of the Federal poverty line and whose ability to compete in the free market has been impaired or a barrier exists to achieve regular employment as compared to others in the community.
25	Educational Opportunities	The chance to receive classroom or online instruction through an accredited institution, paid for by the employer.
26	Equity	The practice of dealing fairly and equally with all employees.
27	Equity Measures	Measures that track the extent to which the composition of an organization's workforce reflects the composition of the community in terms of race, ethnicity, and gender.
28	Evaluation Tool	See "Matrix"
29	Exception	A deviation from Program rules. The Chapter 380 Business Expansion Program allows no Exceptions.
30	Exchange Value	Refer to Page 3 of the Chapter 380 Policy document. <a href="http://www.austintexas.gov/sites/default/files/files/Chapter_380_Policy_2018.pdf">http://www.austintexas.gov/sites/default/files/files/Chapter_380_Policy_2018.pdf</a>
31	Extra Bonus Qualifier	A bonus qualifier that is worth at least one additional point more than a "Bonus Qualifier" in the Project Score. Refer to the full list of Bonus Qualifiers on the Scoring Matrix.
32	Full-time Employees	People hired by a company in a Full-Time Job who are considered employees, not contractors, under federal and state employment and labor laws and for federal and state tax purposes.
33	Full-time Job	A job occupied by an employee of the company who worked or was paid for at least 1,500 hours in a calendar year.
34	Full-time Positions	see Full-time Job
35	High-Wage Jobs	A job paying at least 50% more than the overall average wage, as defined by the most recent American Community Survey 1-year estimate.
36	Higher Value Project	A Project for which the total Incentive Amount does not exceed the City Manager's spending authority at the time the Project is approved. "Value" in this case is defined as activity that produces "Community Benefits." See also, Community Benefits.
37	Housing Stipend	Additional compensation to an employee whose compensation rate is below the median salary of the Company, provided annually, of an amount equal to \$1,000 or equivalent to one month's rent.
38	Incentive	An allocation of money paid by the City to a company/entity that qualifies. Performance-based reimbursement of a portion of property taxes or a percentage of wages paid to employees. For job-creation based incentives, pro-rated payments for payroll incurred.
39	Incentive Agreement	A contractual agreement between two parties (the City of Austin, and company) that outlines a job creation schedule and milestones, capital investment requirements, and other performance requirements that must be demonstrated prior to the payment of the Incentive.
40	Incentive Allocation	Amount of money estimated to be paid under the Chapter 380 Business Expansion program to a company based on the company's compliance with the terms of their contract agreement.
41	Incentive Amount	The total dollar value of the loan or grant an Incentive Recipient is eligible to receive under a Chapter 380 agreement.

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42	Incentive Proposal / Economic Incentive Proposal / Incentive Package / Incentive Package Proposal	The total dollar value of the loan or grant, plus any additional operational support, the City of Austin is willing to provide to an Incentive Recipient under a Chapter 380 agreement, which is presented to the Incentive Recipient and the Austin City Council for consideration.
43	Incentive Recipient	An entity that receives or has received economic development incentives under the City's Chapter 380 Business Expansion program.
44	Inclusion	The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.
45	Internship	A full-time or part-time, paid position with or without benefits of no more than two years duration, typically made available to students.
46	Large Project	Project that creates more than 75 Full-time Jobs that employ Austin Residents.
47	Leading Edge Technology	New and advancing technology or process that have not yet been widely adopted throughout an industry.
48	Living Wage	(1) The City of Austin Living Wage approved most recently by City Council; (2) The minimum hourly wage that the City of Austin may pay its own employees in a given year.
49	Local Resident	See "Austin Resident"
50	Lower Wage Sector	Employees in occupational groupings that make on average an hourly wage that falls below the City's Living Wage.
51	Matrix	The evaluation tool used to score Chapter 380 Business Expansion projects based on the program guidelines.
52	Median Salary	The median value of the firm or Project's range of annual salary values.
53	Medium Project	Project that creates between 25 - 74 Full-time Jobs that employ Austin residents.
54	Middle-Skill Worker	Someone performing a Middle-Skill Job.
55	Middle-Skill Job	A job that requires more education and training than a High School diploma, but less than a four-year college degree.
56	Net Present Value	A value in the present of a sum of money, compared to a future value it will have when it has been invested at a rate of 8%.
57	New Full-time Employee	A person who is hired by the company after the execution of a Chapter 380 agreement in a "New Full-Time Job" and is considered an employee, not a contractor, under federal and state employment and labor laws and for federal and state tax purposes.
58	New Full-time Job	A full-time position that was created by a company after the execution of a Chapter 380 agreement, performed in the City of Austin by an employee of the company, in which the employee is paid at least the City's current Living Wage and the employee either (1) worked or was paid for at least 1,500 hours in a calendar year, or (2) worked or was paid for at least 30 hours per week for each week worked at the company.
59	Per-Job Payment	A Chapter 380 grant which is calculated and awarded based on the number of new Full-time Jobs that a company will create.
60	Permanent Address	A person's principal permanent home.
61	Prevailing Wage	Prevailing wage refers to the federal and state law that requires public entities to establish certain wage rates. It applies to construction workers on contracts awarded by the public entity for public works projects and is described in Chapter 2258 of the Texas Government Code and the City has approved Ordinance No. 20030508-031, adopting the federal Davis Bacon wage rate schedule. The same prevailing wage rate schedule adopted by the City would be paid by the Company for all construction it funds unless an exception was approved.
62	Private Partner(ship)	A for-profit entity engaged in a signed agreement, contract, or other formal partnership arrangement with the City of Austin.
63	Project / Chapter 380 Project / Incentivized Project	The addition of jobs and/or capital investment for which a company is applying to a City of Austin Chapter 380 Business Expansion program for assistance.
64	Qualified Third Party / Qualified 3rd Party	Established organizations providing services to "targeted hiring populations" (see definition). Organizations should have active public agency contracts for services or be otherwise approved by the City in its sole discretion.

#	Term	Definition
65	Registered and Operational Location within the City of Austin	A business that is registered with either the Travis County Clerk or Texas Secretary of State, and which is open for business from clients at physical location within the full purpose City limits of Austin, Texas.
66	Score Card / Scoring Matrix	See "Matrix"
67	Significant Presence	At least five Full-time Jobs that are currently based and operational within the City of Austin OR having one or more registered and operational locations in Austin and none outside Austin.
68	Small Project	Project that creates between 5 - 24 Full-time Jobs that employ Austin residents.
69	Small Business	A business headquartered in the United States, and having 500 or fewer employees worldwide that meets the Small Business Association's threshold for annual sales revenue.
70	Targeted Hiring Population	<p>Example of targeted hiring populations and barriers and does not exclude other populations and barriers:</p> <ul style="list-style-type: none"> <li>o individuals without a high-school diploma or GED or transitioning from GED/high-school equivalent programs;</li> <li>o individuals experiencing homelessness, transitioning from homelessness or residents of Permanent Supportive Housing (PSH) and other publicly funded housing programs to include Housing Choice Voucher Programs;</li> <li>o individuals served by other local, state, or federal social services contracts;</li> <li>o individuals with a past criminal justice system experience;</li> <li>o individuals transitioning from drug, alcohol or other treatment programs;</li> <li>o those who either lack sustained labor force experience or those returning to the labor force from a sustained absence; and</li> <li>o individuals with a disability that has been identified by a qualified third-party service provider engaged in workforce development and supportive services as a barrier to employment.</li> </ul> <p>* In addition, other individuals who are considered to have challenges in regular employment may be included in the hiring population upon City receipt of, and agreement with, the justification for inclusion.</p>
71	Tax Reimbursement Payment	A refund of taxes paid that a firm is eligible for after demonstration of satisfactory performance under the Chapter 380 agreement.
72	Under-served community	A segment of a community experiencing barriers to or lacking access to goods or services.
73	Wages	The fixed amount paid by an employer to an employee on a regular basis.
74	Work-Study	Part-time employment for undergraduate, graduate, or professional students with financial need while they are enrolled in school that allows students to earn money to help pay educational expenses.
75	Workforce Housing	Quality housing that is affordable to all employees of the company and is either owned or leased by company employees.