



# CITY OF MOUNT DORA

## Planning & Zoning Department

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## HIGH VALUE JOB CREATION PROGRAM GUIDELINES

### Program Outline:

The City of Mount Dora has established a High Value Job Creation Program (HVJCP) to encourage target industry businesses that will offer significant economic impact to the city. These businesses are intended to create high-value jobs and sustainable employment. This program will provide a cash award for the creation of jobs paying a minimum of 115% of the County's average annual wage (AAW).

**Amount of Award:** To be eligible for HVJCP City grant monies, companies must meet the minimum award criteria, demonstrate an effort to hire City of Mount Dora residents, demonstrate a commitment to purchase goods and services locally, offer competitive employee benefit packages, and place a high degree of importance on employee training.

Employers who qualify as a target industry, as show in Attachment "1" to this document, and whose average wage is 115% or more of the average annual wage for Lake County (as determined by the Florida Department of Labor and Employment Security) are eligible for an award (based on the chart below) per new job created.

### Percentage Award

Any job created paying at least 115% of the Average Annual Wage\* is eligible for \$2,000 per job. A new or expanding business in the Info Technology, High Tech, Life Sciences and/or Advanced Manufacturing sectors shall be entitled to a \$500 per job bonus with a maximum per job grant of \$2,500.

**\* For salaried positions this would be the average annual wage. Average wages are determined by Enterprise Florida, Florida Department of Labor and Employment Services.**

**Use of Funds:** HVJCP funds can be used for any new location or existing business expansion expense, including:

1. Payment of impact and permit fees
2. Relocation costs
3. Employee training
4. Building construction loan interest pay down
5. Leasehold improvements
6. Employee relocation assistance
7. Purchase of new equipment or any other legitimate business expense.

**Minimum Award Criteria:** The following minimum criteria will be used in awarding HVJCP funds.

1. New jobs created for which HVJCP awards are made must be permanent, full-time jobs paying a minimum of 115% of the average annual wage for Lake County as determined by the Florida Department of Labor and Employment Security.
2. A minimum of five (5) jobs must be created within one year for new businesses or existing businesses.
3. Jobs must be retained for a period of at least four years after the grant has been paid unless otherwise approved by City Council.
4. In order to be eligible for an award, a new or expanding business must be in one of the target sectors as designated by the State of Florida, as shown in Illustration #1 attached hereto.

**Compliance:** Businesses that have received HVJCP monies must submit annual proof of compliance with the terms of the agreement for the duration of the defined benefit period. If after the specified time period the business has failed to hire the required number of persons or retain the positions for two years after creation, the City shall request prorated repayment of HVJCP funds provided to the business. Failure to repay funds within 60 days of written notification of request to repay will result in the placement of liens on any business property within the City limits of Mount Dora.

As Adopted 04/17/2018.

# Attachment “1” Targeted Industries

**ENTERPRISE FLORIDA** **Qualified Targeted Industries for Incentives**

**MANUFACTURING  
CORPORATE HEADQUARTERS  
RESEARCH & DEVELOPMENT  
GLOBAL LOGISTICS**

CLEANTECH	LIFE SCIENCES	INFOTECH	AVIATION / AEROSPACE	HOMELAND SECURITY / DEFENSE	FINANCIAL / PROFESSIONAL SERVICES
<ul style="list-style-type: none"> <li>Biomass &amp; Biofuels Processing</li> <li>Energy Equipment Manufacturing</li> <li>Energy Storage Technologies</li> <li>Photovoltaic</li> <li>Environmental Consulting</li> <li>Sustainable Building Products</li> </ul>	<ul style="list-style-type: none"> <li>Biotechnology</li> <li>Pharmaceuticals</li> <li>MEDICAL DEVICES: Laboratory and Surgical Instruments</li> <li>Diagnostic Testing</li> </ul>	<ul style="list-style-type: none"> <li>Modeling, Simulation and Training</li> <li>Optics and Photonics</li> <li>Digital Media</li> <li>Software</li> <li>Electronics</li> <li>Telecommunications</li> </ul>	<p><b>AVIATION:</b></p> <ul style="list-style-type: none"> <li>Aircraft and Aircraft Parts Manufacturing</li> <li>Maintenance Repair and Overhaul of Aircrafts</li> <li>Navigation Instrument Manufacturing</li> <li>Flight Simulator Training</li> </ul> <p><b>AEROSPACE:</b></p> <ul style="list-style-type: none"> <li>Space Vehicles and Guided Missile Manufacturing</li> <li>Satellite Communications</li> <li>Space Technologies</li> <li>Launch Operations</li> </ul>	<p><b>EQUIPMENT:</b></p> <ul style="list-style-type: none"> <li>Optical Instruments</li> <li>Navigation Aids</li> <li>Ammunition</li> <li>Electronics</li> </ul> <p><b>TRANSPORTATION:</b></p> <ul style="list-style-type: none"> <li>Military Vehicles</li> <li>Shipbuilding and Repair</li> </ul> <p><b>TECHNOLOGY:</b></p> <ul style="list-style-type: none"> <li>Computer Systems Design</li> <li>Simulation and Training</li> </ul>	<p><b>FINANCIAL SERVICES:</b></p> <ul style="list-style-type: none"> <li>Banking</li> <li>Insurance</li> <li>Securities and Investments</li> </ul> <p><b>PROFESSIONAL SERVICES:</b></p> <ul style="list-style-type: none"> <li>Corporate Headquarters</li> <li>Engineering</li> <li>Legal</li> <li>Accounting</li> <li>Consulting</li> </ul>
<p><b>EMERGING TECHNOLOGIES</b></p> <ul style="list-style-type: none"> <li>Cloud IT</li> <li>Marine Sciences</li> <li>Materials Science</li> <li>Nanotechnology</li> </ul>			<p><b>OTHER MANUFACTURING</b></p> <ul style="list-style-type: none"> <li>Food and Beverage</li> <li>Automotive and Marine</li> <li>Plastics and Rubber</li> <li>Machine Tooling</li> </ul>		

*Businesses able to locate in other states and serving multi-state and/or international markets are targeted. Call Centers and Shared Service Centers may qualify for incentives if certain economic criteria are met. Retail activities, utilities, mining and other extraction or processing businesses, and activities regulated by the Division of Hotels and Restaurants of the Department of Business and Professional Regulation are statutorily excluded from consideration. All projects are evaluated on an individual basis and therefore operating in a target industry does not automatically indicate eligibility.*

For additional information about Florida's business advantages, please visit Enterprise Florida's website at [www.enterpriseflorida.com](http://www.enterpriseflorida.com) or call 407-956-5600.