

ADVANCED LONG-TERM PRODUCTIVITY STRATEGY PROGRAM (ALPS) **PROGRAM DESCRIPTION & OVERVIEW**

The Advanced Long-term Productivity Strategy Program (ALPS) is designed to expand Collier County's competitiveness in attracting extraordinary high value economic development projects in order to augment participation in the State of Florida's existing Qualified Targeted Industries (QTI) program. The program will encourage the creation of high skilled/high wage jobs within Collier County and diversify the economic base in Collier County. It also has the potential to enhance the number of corporate headquarters in Collier County while stimulating productivity and net new earnings into our county's economy. In addition it will be a focal point in aligning our objectives with those of our partners and local educational and training providers.

Advanced Long-term Productivity Strategy Incentive Program

Qualified applicants may participate in the ALPS Incentive if the project creates at least 25 new jobs whose average wage meets or exceeds the 150% of the County's average wage (currently \$59,958). A two tiered system will determine the award amount. Tier One provides a bonus incentive equal to 1.000% of actual payroll for each of four years provided that the project's aggregate employment meets a minimum of 150% of the State's average wage and the minimum job creation threshold. Existing jobs of an expansion project are excluded if the applicant is an existing business. Tier Two provides a bonus incentive equal to 1.063% of actual payroll for each of four years provided that the project's aggregate employment meets a minimum of 200% of the State's average wage and the minimum job creation threshold of 25 new jobs. Only 10 qualified jobs are required for jobs located in officially designated distressed areas (brownfields and enterprise zones). All new jobs must be full-time equivalents working at least 36 hours per week, and eligible for full benefits.

Employers must adhere to all rules of the State's QTI program, but also must meet Collier County's program requirements regarding reporting compliance of average wage and job levels. To become eligible, applicants must apply prior to commitment of intent, or change in land use or permitting applications are submitted. The BCC must approve all applicants; and administration of the Program will be conducted by the County Manager or designated staff. Only official forms and procedures are deemed sufficient for application to this program.

To participate, applicants must execute a formal agreement with the County stipulating the terms of the award, which must include, but is not limited to: the award amount, the monitoring and evaluation schedule, and the payment schedule. The applicant must agree to annual verification and certification of job creation for each of the 4 years it receives payments under the award. The first performance verification is due 18 months following the execution of an agreement between the applicant and the County, allowing the applicant up to 18 months to create the required number of jobs. Failure to maintain the required new jobs and the average aggregate wage at any point over the four year payment period will result in the applicant forfeiting program eligibility.

General Program Requirements

To be eligible, projects and businesses must adhere to all rules of the State's QTI program and agree to the Collier specific requirements as a contingency for eligibility in Collier County's Advanced Longterm Productivity Strategy Incentive. A summary of qualifications includes but is not limited to:

- If applicable, applicants must notify Collier County of intent to apply to the County's Advanced Long-term Productivity Strategy Program before Collier County approves the local match contribution to that project's State

QTI application and in all cases the ALPS application must be approved by the BOCC prior to the project's commitment of intent.

- New businesses or Expansions of existing businesses in Collier County must create at least 25 new jobs that meet 150% of the lowest of the County or State's annual average wage to qualify for Tier 1 and 200% to qualify for Tier 2. Tier 1 businesses are eligible to receive a grant equaling 1.00% of aggregate payroll; Tier 2 businesses are eligible to receive a grant equaling 1.063% of aggregate payroll. Only new jobs created will be counted toward the total payroll for the purpose of the award amount.
- Each new employee hire must be a full time equivalent working an average of 36 hours per week and eligible for full benefits.
- Job creation requirement is reduced to 10 qualified new jobs in economically distressed areas.
- Applicants must execute an agreement with the County to participate in the program. The agreement must at a minimum include the total award amount, the job and wage verification schedule, and the payment schedule.
- The level of new jobs and wages comprising the grant must be maintained and documented to be eligible for the annual payment over the four (4) year term of the program. In addition, the applicant must agree to provide sufficient evidence the new job and wage levels were maintained.
- The first performance verification is due 18 months from the execution of an agreement.
- Grant is disbursed over four annual installments, with aggregate payroll adjusted for inflation after the initial year as compliance for each year is verified. Method of evidence verification will be substantiated by County-approved records such as: IRS Form 941, Payroll Records, and a Florida Department of Revenue Employer's Quarterly Report (UCT-6) Form for each new employee or an acceptable equally reliable substitute.
- The program is administered by the County Manager or his or her designee.
- The County Manager is responsible for developing all required forms, including the ALPS Program application form.
- Award payments are subject to availability of funds.

Program Name	Advancing Long-Term Productivity Strategy Incentive
	QTI Augmentation
Type	Grant
Award Made to Whom	Eligible Target Industry Employers
Wage Requirement	Tier One 150% of the lowest of County, MSA or State Average Wage or \$59,958; Tier Two 200% of the lowest of County, State or MSA Average Wage or \$79,944.
Number of Jobs Required	25
Capital Investment Requirement	No
Expandable for Later Year Jobs	Yes (Percentage of Payroll Captures Job Increases)
Available to Existing Industry	Yes each of the new Jobs lasting Four years are eligible.
Available to New Industry	Yes each of the new Jobs lasting Four years are eligible.
Available for Retention	No

Amount of Award	Variable annual award equates to a % of payroll, provided an average aggregate wage is met. Tier One- Average wages equaling 150% yield a 1.0% of payroll award; Tier Two- Average wages equaling 200% yield a 1.063% of payroll award. * Existing firm's annual award will be based on segregated new job payroll, existing jobs are excluded from calculation.
Agreement	Required
Payout Schedule	Paid in installments over four (4) years after each year's performance is certified, each year's payroll is adjusted for inflation over previous year. First annual performance evaluation is due 18 months from execution of the agreement.
Specified Use of Funds	None
Local Support Required	Yes - 100% paid by the County if jobs are located in Unincorporated Collier County.
"But For" Incentive	Applications must be submitted in advance of commitment of intent, public announcements or any permit applications changing usage or building occupancy related to the projected jobs
Eligible Industries/Business Activities	Industries defined as Targeted Industries by Enterprise Florida, Inc.
Ineligible Activity	Any retail activities, elect. utility company, or phosphate or solid minerals severance, mining or processing operation.
Distressed Area Exception	Minimum Job eligibility threshold is reduced to 10 qualified industry jobs in designated economically distressed areas.