

Relocation/
For Business Expansion incentives:

- All construction workers shall have safety training and workers compensation insurance for any size business, and there will be no waiver or exception process for this requirement.
- There shall be no exception or waiver process for construction worker living & prevailing wage requirements for Medium or Large Businesses. All Medium and Large businesses must comply with the apprenticeship and training goals as established by the City Manager in response to Resolution 20180628-061. Living & Prevailing wage requirements do not apply to construction projects by Small Businesses, unless the associated construction project's total budget exceeds \$500,000.
- Incentives should be targeted, and extra incentives should be considered, for businesses and employers in lower-wage sectors who choose to pay their employees at or above \$15/hour. Incentives should be targeted, and extra incentives should be considered, for businesses and employers that are cooperatively owned or managed, or who have democratic forms of representation for their workforce, or who build their projects using workers that have democratic forms of representation in the workplace.
- A living wage must be paid to the Austin-based employees of the business receiving incentives, and there will be no waiver or exception process for this wage requirement.
- For economic incentives provided to higher-wage firms, economic incentives shall only be granted to those firms for providing other community benefits other than high wage jobs. Such community benefits could include, but would not be limited to, achieving the goal of the Workforce Master Plan: bringing Austinites up from below 200% of the federal poverty line into jobs that lift them above that standard.