



Campbell County Economic Development Incentive Policy

Revised April 2021

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A goal of Campbell County is to enhance the quality of life for citizens. Recognizing the contribution of Economic Development in obtaining this goal, it is the County's desire to enhance Campbell County's Economic Development opportunities. Therefore, Campbell County adopts this Economic Incentive Policy to enable Economic Development to promote small business development, existing business expansion, new business attraction, and industrial property rehabilitation.

Business Incentive Guidelines

Economic Stimulus Grant: A grant not to exceed one-half (50%) of the annual county net new tax revenue generated per year by new capital investments, for a period not to exceed four years, may be awarded to new attractions, or existing businesses expanding in Campbell County. The initial capital investment must be at least \$1,000,000.00.¹

Tax Stabilization: For new industrial or manufacturing businesses to Campbell County, a tax stabilization incentive may be offered. Subject to meeting the light or heavy industrial level the business would assess taxes on an escalating scale to defer a full tax assessment to a year in the future when the business is fully operational.

Light: A business investing \$5 million to set up operations. Taxes to escalate from 0% to 100% over five years.

Heavy: A business investing \$10 million or greater to set up their operations and employ at least 25 employees. Taxes to escalate from 0% to 100% over 10 years.

Businesses may combine the tax stabilization program with the employment credit program.

Restaurant Rent Reimbursement Program: For restaurants opening for the first time or establishing a first location in Campbell County, they may be eligible for rent reimbursement for one year up to \$15,000.00. This program is designated for restaurants that have a lease commitment for three or more years and occupy up to 3,500 square feet. This program may be combined with an economic stimulus grant and employment credits. Recipients of this program may not reapply in the future.

Employment Credit: A per job grant, outlined in the attached Employment Credit Table, may be awarded for those jobs that meet wage thresholds relating to the Lynchburg Metropolitan Statistical area's average hourly production wage. To qualify, a minimum of 25 new full-time jobs, with benefits, must be created. A maximum grant of \$450.00 per qualifying full-time job may be awarded for wages equal to 35% above the Lynchburg Metropolitan Statistical Area's average hourly wage as reported by Jobs EQ, a Chmura Economics & Analytics database. Attachment # 1 contains a wage information chart with corresponding per job grant amounts.¹

¹Requires a signed Performance Agreement

Commercial & Industrial Property Rehabilitation Tax Exemption: [Campbell County Code Sec. 9-14.3](#) provides commercial and industrial property owners the ability to apply for tax exemptions when they make improvements to their property that meet the following specifications. The property shall be no less than twenty years old. The improvements made should increase the assessed real estate value by at least forty percent (40%) without increasing the total square footage of the structure by fifteen percent (15%). The total replacement of the structure will not be eligible for exemption. The exemption duration may be specified at time of application.

The application for this program may be obtained through Campbell County Economic Development.

Property Discounts: Campbell County may negotiate a reduced sale price for property wholly owned by the County for new and expanding businesses locating in Campbell County.

Permit Fee Waiver: The waiver of building permit fees may occur for new locations, and facility expansions by businesses in Campbell County, as long as the firm provides a third party verification from a certified and approved plan reviewer.

Expediting the Permitting Process: The construction permitting processes in Campbell County (obtaining building and E&S permits) are very well organized and judicious. The Campbell County Department of Economic Development, if requested, will assist clients in facilitating the obtaining of construction permits, by coordinating with all parties, ensuring all parties are kept abreast of where the process is and what needs to occur next, thereby tightening the approval time period. All federal, state, and local regulations shall be observed.

Financial Assistance: Campbell County will work in cooperation with all state and federal agencies to provide additional financial assistance, such as grants, loans, and bonding, to firms that meet the requirements of each program.

Infrastructure Assistance: Campbell County may assist new and expanding businesses locating in Campbell County that may or may not qualify for Economic Stimulus Grants or are large water & sewer users, with water and sewer capacity and capital recovery fees where the ability to connect to public utilities exists. Infrastructure grants in an amount not to exceed capacity and capital recovery fees may be awarded based upon the total capital investment of the project and the generation of net new revenue to the County. The recipient must maintain the business and net new revenue at the projected level for an agreed to number of years. Failure to do so will require a forfeiture of future payments and/or reimbursement of delivered grant funds.¹

Employment Training: Campbell County will work with firms to ensure that all training resources are identified and will assist with connecting firms to the proper representatives/resources.

Small Business Incentive Guidelines

Start Small Campbell Grant Program: Any new business employing 200 people or less and starting business for the first time is eligible to submit an application to receive a \$5,000 grant to aid in the start-up of their small business. As part of the application, businesses must submit a business plan and have completed two of the Smart Start programs offered by Small Business Development Center. Applications will be reviewed quarterly to award four grants each year.

¹Requires a signed Performance Agreement

This program is for a business that does not already exist or have a presence in Campbell County. Businesses may not apply for this program in conjunction with any of the other grant programs in this policy. This is a single time award.

Economic Stimulus Grant: A grant not to exceed one-half (50%) of the annual county net new tax revenue generated per year by new capital investments, for a period not to exceed four years, may be awarded to new and expanding small businesses locating in Campbell County that meet the state and/or federal definitions as a small business. Grant funds may be disbursed after capital investment has been made within a four-year period. The initial capital investment must be at least \$250,000.00.¹

Employment Credit: A per job grant, outlined in the attached Employment Credit Table, may be awarded for those jobs that meet wage thresholds relating to the Lynchburg Metropolitan Statistical Area's average hourly wage production wage. For a small business to qualify, a minimum of 5 new full-time jobs, with benefits, must be created. A maximum grant of \$450.00 per such full-time job may be awarded for wages equal to 35% above the Lynchburg MSA average hourly wage as reported by Jobs EQ, a Chmura Economics & Analytics database.¹

Property Discounts: Campbell County may negotiate a reduced sale price for property wholly owned by the County for new and expanding small businesses locating to Campbell County.

Permit Fee Waiver: The waiver of building permit fees may occur for new locations and facility expansions of small businesses locating to Campbell County, as long as the business provides a third party verification from a certified and approved plan reviewer.

Expediting Permitting Process: The construction permitting processes in Campbell County (obtaining building and E&S permits) are very well organized and judicious. The Campbell County Department of Economic Development, if requested, will assist clients in facilitating the obtaining of construction permits, by providing coordination between all parties throughout the process to avoid delays. All federal, state, and local regulations shall be observed.

Financial Assistance: Campbell County will assist businesses in identifying all state and federal agencies that may provide additional financial assistance, such as grants, loans, and bonding, to eligible firms.¹

Infrastructure Assistance: Campbell County may assist new and expanding small businesses, locating in Campbell County that may or may not qualify for Economic Stimulus Grants or are large infrastructure users, with water and sewer availability & connection fees where the ability to connect to public utilities exists. Infrastructure grants in an amount not to exceed availability, connections fees, and development fees may be awarded based upon the total capital investment of the project and the generation of net new revenue to the county. The recipient must maintain the business and net new revenue at the projected level for an agreed to number of years. Failure to do so will require a forfeiture of future payments or reimbursement of delivered grant funds.¹

Employment Training: Campbell County will work with small businesses to ensure that all training resources are identified and will assist with connecting firms to the proper representatives/resources.

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Small Business: For the purposes of this incentive policy, Campbell County adheres to the [Commonwealth of Virginia](#) and the [Small Business Administration](#) definition of small business.

Grants will be based upon actual taxable capital investment and job creation and may be paid over a three or more year period. Capital investment and employment levels must be maintained for a defined period of time.

Performance Agreements: The involved parties will execute a legally binding performance agreement that includes but is not limited to the following: the total projected capital investment, the new job creation, the average hourly wage structure, the period during which the stated level of these items must be sustained, and the amount of incentives being offered by the county. Failure to attain projected performance levels will require proportional repayment or forfeiture of future payments of the grant funds.

¹Requires a signed Performance Agreement

Attachment 1: Employment Credit Table

Average Hourly Wage Rate*	Maximum Employment Credit Per Job	FY20 Hourly Wage
75% of the Average Hourly Wage	\$150.00	\$16.08
85% of the Average Hourly Wage	\$200.00	\$18.22
Average Hourly Wage	\$300.00	\$21.44
10% above the Average Hourly Wage	\$350.00	\$23.58
20% above the Average Hourly Wage	\$400.00	\$25.73
35% above the Average Hourly Wage	\$450.00	\$28.94

Updated: Source: JobsEQ® a Chmura Economics & Analytics data base

Data as of 2020Q3

Revised: April 13, 2021

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