



The **Economic Development Impact Fee Mitigation (EDIFM)** is a reduction of impact fees to encourage quality job growth in targeted high value added businesses. The EDIFM was designed to encourage Build to Suit and Speculative Building Development.

There are three ways to take advantage of the mitigation: **1.) High Wage Job Creation** – build to suit projects adding high wage jobs paying 115% of the average annual wage or **2.) Industrial Job Creation** – build to suit projects adding more than 100 new jobs or **3.) Inventory Development** – creating an available industrial building inventory for prospective companies.

HIGH WAGE JOB CREATION

Pre-approved applicants who build a new facility and create high wage jobs in the City of Lakeland will receive a 50 to 90% reduction/waiver of non utility impact fees. For businesses creating 10-50 jobs, paying 115% of the average annual wage, a 50% impact fee mitigation may be received. Businesses creating 51- 100 jobs, paying 115% of the average annual wage, a 70% impact fee mitigation may be received. Businesses creating 101+ jobs, paying 115% of the average annual wage, a 90% or full mitigation of impact fees may be received.

Number of Jobs Created	Average Wage	Total Mitigation Amount
10 - 50	115%	50%
51 - 100	115%	70%
101 +	115%	90%

50% of the approved mitigation amount will be deducted from the impact fees due at the time the building permit is issued. The remaining 50% of the approved mitigation amount will be refunded once the total number of jobs committed for the project, have been added. *It is up to the recipient of the mitigation award to provide proof to the City of Lakeland, that the jobs have been created to receive the remainder of the mitigation.*

Eligibility:

In order to participate, the company must apply to the Community Development Department of the City of Lakeland with a letter of recommendation from the Lakeland Economic Development Council (LEDC) prior to pulling a building permit.

- Submit the application before making a decision to locate or expand and demonstrate that the impact fee reduction/waiver will make a difference in the company's decision to locate or expand. Once the building permit has been issued, the company is no longer eligible.
- Create at least 10 net, new full time jobs.
- Pay an average annual wage that is at least 115% of Polk County's average annual wage. (*Average annual wage includes overtime and bonus, but not benefits*). 115% of the average annual wage is \$40,259 or \$19.36 per hour. The average wage changes annually, January 1st.
- The Qualified Target Business/approved business or the owner of real property, but both can not apply for the impact fee mitigation.

Application Process:

- Community Development and/or LEDC staff will help the applicant throughout the entire process to ensure the company understands what is required for a complete application.
- Any person seeking the EDIFM needs to file an application for mitigation with the Director of Community Development or his designee, along with \$500 for the administrative review fee, prior to the Impact Fee payment date.

Approval Process:

- The Community Development Director has final approval of all projects.
- The City of Lakeland will make every effort to expedite the process to meet the applicant’s schedule and will take no more than 30 days to evaluate a completed application.

INDUSTRIAL JOB CREATION:

Pre-approved applicants who build a new facility and create high volume industrial jobs in the City of Lakeland will receive a 50 to 90% reduction/waiver of non utility impact fees. For businesses creating 100-199 jobs a 50% impact fee mitigation may be received. Businesses creating 200-299 jobs, a 70% impact fee mitigation may be received. Businesses creating 300+ jobs a 90% or full mitigation of impact fees may be received.

Number of Jobs Created	Total Mitigation Amount
100 - 199	50%
200 - 299	70%
300 +	90%

50% of the approved mitigation amount will be deducted from the impact fees due at the time the building permit is issued. The remaining 50% of the approved mitigation amount will be refunded once the total number of jobs committed for the project, have been added. *It is up to the recipient of the mitigation award to provide proof to the City of Lakeland, that the jobs have been created to receive the remainder of the mitigation.*

Eligibility:

In order to participate, the company must apply to the Community Development Department of the City of Lakeland with a letter of recommendation from the Lakeland Economic Development Council (LEDC) prior to pulling a building permit.

- Submit the application before making a decision to locate or expand and demonstrate that the impact fee reduction/waiver will make a difference in the company’s decision to locate or expand. Once the building permit has been issued, the company is no longer eligible.
- Business must be a Qualified Target Industry
- Create at least 100 net, new full time jobs.
- The Qualified Target Business/approved business or the owner of real property, but both can not apply for the impact fee mitigation.

Application Process:

- Community Development and/or LEDC staff will help the applicant throughout the entire process to ensure the company understands what is required for a complete application.

- Any person seeking the EDIFM needs to file an application for mitigation with the Director of Community Development or his designee, along with \$500 for the administrative review fee, prior to the Impact Fee payment date.

Approval Process:

- The Community Development Director has final approval of all projects.
- The City of Lakeland will make every effort to expedite the process to meet the applicant’s schedule and will take no more than 30 days to evaluate a completed application.

INVENTORY DEVELOPMENT

Preapproved applicants who build new building inventory, wholesale/warehouse and/or manufacturing/industrial, space that is 70,000 square feet or greater are eligible for a 50% reduction of non utility impact fees when the building permit is pulled.

New Building Inventory Space	Total Mitigation Amount
70,000 square feet and greater	50%

The 50% mitigation amount will be deducted from the impact fees due at the time the building permit is issued.

Eligibility:

- In order to participate, the company must apply to the Community Development of the City of Lakeland with a letter of recommendation from the Lakeland Economic Development Council (LEDC) prior to pulling a building permit.
- Submit the application prior to applying for a building permit. Once the building permit has been issued, the company is no longer eligible.

Application Process:

- Community Development and/or LEDC staff will help the applicant throughout the entire process to ensure the company understands what is required for a complete application.
- Any person seeking the EDIFM needs to file an application for mitigation with the Director of Community Development or his designee, along with \$500 for the administrative review fee, prior to the Impact Fee payment date.

Approval Process:

- The Community Development Director has final approval of all projects.
- The City of Lakeland will make every effort to expedite the process to meet the applicant’s schedule and will take no more than 30 days to evaluate a completed application.