

Appendix 1: SAMPLE SCORING RUBRIC

Money For Something. Scoring Details for a State's Programs		<i>Maximum possible score for category</i>
Performance requirements	Job creation, job retention or training requirement (15 pts) Only investment and/or qualified expenditures requirements (10 pts) No performance requirements (0 pts)	15
	Rule on shifting jobs from an existing facility (10 pts)	10
	Duration requirement regarding jobs/facility (10pts)	10
Wage requirements	Market-based wage requirement (35 pts) Non-market based wage requirement (25 pts) No wage requirement (0 pts)	35
	Healthcare with employer premium obligation (30 pts) Healthcare without employer premium obligation (10 pts) No healthcare requirement (0 pts)	30
	Total before extra credit	100
Extra credit categories	Has a wage requirement equal to at least 105% of average wage for the state, local area or industry sector (6 pts)	6
	Has one other benefit required beyond healthcare (5 pts); more than one other (10 pts)	10
	Wage or benefit requirements apply to part-time, temporary or contract workers, or employees of tenants in subsidized facilities (3 pts)	3
	Geographic hiring requirement (3 pts)	3
	Requirement regarding respect for labor rights (3pts)	3
Total extra credit		25
TOTAL AFTER EXTRA CREDIT		125

Money for Something (December 2011) <http://www.goodjobsfirst.org/moneyforsomething>

State	Program	Wage requirement	Hourly Rate	Healthcare requirement	Other benefit requirements
Nevada	Personal Property Tax Abatement	Companies may pay the lesser of state or county-wide average wage.	\$19.82	Companies must provide health benefits and pay 25% of the premium.	
	Sales and Use Tax Abatement	Companies may pay the lesser of state or county-wide average wage.	\$19.82	Companies must provide health benefits and pay 25% of insurance premiums.	
	Train Employees Now	Wages must exceed 80% of statewide average wage.	\$15.86	Employers must offer adequate fringe benefits, including health insurance, but are not required to contribute to premium costs.	
New Hampshire	Community Development Investment Program (Investment Tax Credit)	1.5 times the state or federal minimum wage, whichever is higher.	\$10.88	Benefits are required but not defined. Typically, program administrators are looking for health insurance to be offered.	
	Economic Revitalization Zone Tax Credits	Tax credit increases for wages 1.75 and 2.5 times the state minimum wage.	\$12.69 - \$18.13	Employers must offer healthcare coverage but are not required to contribute to premium costs.	
New Jersey	Business Employment Incentive Program (BEIP)	Strong preference is given applicants that pay at least 1.5 times the minimum wage; we treat this as in effect a requirement.	\$10.88		
	Economic Redevelopment and Growth (ERG) Grant Program	The NJEDA requires payment of prevailing wage on all construction contracts for subsidized projects. Depending on the trade, those wage rates currently range from \$16.55 to \$54.98 an hour (not including the value of fringe benefits).	\$16.55 - \$54.98		

State	Program	Wage requirement	Hourly Rate	Healthcare requirement	Other benefit requirements
Indiana	Hoosier Business Investment Tax Credit (HBITC)	150% of the federal minimum wage	\$10.88		The state has a generalized requirement about benefits, but nothing specific written into rules, policy, or statute.
	Skills Enhancement Fund (SEF)	Officials stated that company wages are reported to the state and are a major evaluation criteria; however, the state has no fixed standard.			
	Enterprise Zone (Business Only)	90% of the average county or regional wage, whichever is lower but not below \$7.50/hour. In rare situations wage and benefit requirements can be waived.	\$10.29 - \$16.44	Employer must provide medical and dental insurance and pay 80% of the premiums for employee-only coverage (50% for family coverage) or pay a higher wage in place of providing benefits.	
Iowa	High Quality Job Creation Program	New jobs must pay at least 100% of the county or regional average wage, whichever is less, at the start of the project and 130% of that level by project completion. Retained jobs must pay the lesser of 130% of the county or regional average wage by project completion. Wage and benefit requirements can be waived in rare instances.	\$11.44 - \$23.75	Employer must provide medical and dental insurance and pay 80% of the premiums for employee-only coverage (50% for family coverage) or pay for some level of medical and dental coverage and provide the monetary equivalent value through other employee benefits.	