

**FACT SHEET  
SEPTEMBER 2024  
CIVIL & ENVIRONMENTAL CONSULTANTS, INC.**

**I. STATEMENT OF PURPOSE – Job Creation**

The Department of Development recommends a dual rate Jobs Growth Incentive for a term up to five (5) consecutive years in consideration of an investment of approximately \$1,450,000.00 and the creation of fifteen (15) net new full-time permanent positions.

**II. PROJECT HISTORY**

Civil & Environmental Consultants, Inc. (“CEC”) was founded in 1989 and is headquartered in Pittsburgh, Pennsylvania. CEC is an engineering and environmental consulting firm with more than 1,400 team members and 34 offices nationwide. Additionally, CEC is an employee-owned team of professionals working with clients to deliver solutions to complex engineering challenges. These clients span across many markets and industries, including mining, oil & gas, power, public sector, real estate, and solid waste. CEC consistently ranks on Engineering News-Record’s annual lists of the Top Design Firms and Top Environmental Firms in the nation.

CEC is proposing to invest a total project cost of approximately \$1,450,000.00, which includes \$1,100,000.00 in improvements to the existing building, and \$350,000.00 in furniture & fixtures, to relocate operations to Columbus. With this investment, the company proposes to enter into a lease agreement on a vacant commercial office space consisting of approximately 22,866 square feet at 8800 Lyra Drive, Columbus, Ohio 43240, parcel number 318-434-01-025 (the “Project Site”). The proposed project will allow CEC to relocate their operations to a larger, renewed office space for future growth by creating fifteen (15) net new full-time permanent positions with a cumulative associated estimated annual payroll of approximately \$1,500,000.00 at the proposed Project Site. Additionally, CEC proposes to retain sixty-six (66) employees with a cumulative associated estimated annual payroll of approximately \$12,392,154.42.

CEC is requesting a dual-rate Jobs Growth Incentive from the City of Columbus to assist with relocating office operations in Columbus.

**III. PROJECT INVESTMENT**

INVESTMENT TYPE	PROPOSED VALUE
Improvements to existing buildings	\$1,100,000.00
Furniture & fixtures	\$350,000.00
<b>TOTAL INVESTMENT</b>	<b>\$1,450,000.00</b>

**IV. DECISION & TIMING**

The project is expected to begin as soon as September 2024 and be completed by February 2025, pending Columbus City Council approval of the recommended tax incentive.

## V. EMPLOYMENT

The project will create fifteen (15) net new full time permanent positions with an associated annual payroll of approximately \$1,500,000.00.

Position Title	Number of New Jobs	Average Hourly Rate	Average Annual Salary	Total Estimated Payroll for New Positions
Civil Engineering and Environmental Scientists	15	\$48.08	\$100,000.00	\$1,500,000.00
<b>TOTALS</b>	<b>15</b>			<b>\$1,500,000.00</b>

Total cumulative new payroll over the term of the Jobs Growth Incentive to Columbus will be approximately \$1.5 million.

Benefits provided to new employees upon full-time employment.

- Paid Holidays
- Severance Policy
- Annual Bonus
- Paid Vacation/Personal Days
- Pension Sharing Profit Plan
- 401K Retirement Plan
- Medical/Dental Insurance
- Training & Education Benefits
- Disability Pay
- Employee Discounts

The proposed project site will be located at 8800 Lyra Drive, Columbus, Ohio 43240 parcel number 318-434-01-025, which is accessible by public transportation (COTA).

## VI. REQUESTED PUBLIC PARTICIPATION

The Department of Development recommends a dual-rate Jobs Growth Incentive in an amount equal to (i) twenty-five percent (25%) of the City of Columbus income tax withheld on Columbus payroll of new employees and (ii) thirty-percent (30%) of the City of Columbus income tax withheld on the Columbus payroll of new employees, who are also City of Columbus residents at the end of each calendar year, both for a term of up to five (5) consecutive years.

Should CEC not be able to sufficiently document residency for an employee associated with this project during a calendar year of the term of the agreement, the default rate of the Jobs Growth Incentive to be applied that calendar year for that new employee shall be twenty-five percent (25%).

## VII. NEW TAX IMPACT

NEW REVENUE SUMMARY		
Revenue	Average Annual	5-year Summary
A. New City Income Tax Revenue	\$37,500.00	\$187,500.00
Incentive	Average Annual	5-year Summary
B. Proposed Incentive is equal to:	\$9,375.00 (at 25%)	\$46,875.00 (at 25%)
(i) twenty-five percent (25%) of the City of Columbus income tax withheld on the	to \$11,250.00 (at 30%)	to \$56,250.00 (at 30%)

<p>Columbus payroll of new employees for a term up to five (5) consecutive years; and</p> <p>(ii) thirty percent (30%) of the City of Columbus income tax withheld on the Columbus payroll of new employees, who are also City of Columbus residents at the end of each calendar year, for a term up to five (5) consecutive years.</p>		
<b>Total</b>	<b>Average Annual</b>	<b>5-year Summary</b>
C. Net Value to City (i.e., A. - B.)	<p>\$28,125.00 (at 25%) to \$26,250.00 (at 30%)</p>	<p>\$140,625.00 (at 25%) to \$131,250.00 (at 30%)</p>

#### **VIII. TAX BENEFIT**

The recommended dual-rate Jobs Growth Incentive could yield cash payments totaling between approximately \$39,825.00 (at 25%) - \$47,790.00 (at 30%) for CEC over the incentive term of five (5) consecutive years.

#### **IX. AREA IMPACT/GREEN INITIATIVES**

CEC implements recycling, sustainability, and Environmental Social Governance (ESG) in their office locations. CEC also restores wetlands and ecosystems in their work.