



# Developments

Economic Development News in Champaign County, Ohio

Spring 2017

## CEP Connecting Local Employers and Job Seekers

Champaign County has a new place for jobs and job seekers to connect: *the home page of the Champaign Economic Partnership's website, CEPOhio.com.*

There you'll find Community JobConnect. It's a free service of the CEP, allowing local employers to post job openings and job seekers to apply for them.

"Community JobConnect is another clear sign that Champaign County is ready to help businesses establish and grow by helping them find the workforce they need to succeed," Marcia Bailey, director of the Champaign Economic Partnership (CEP), said.



The job site also informs local schools and students about the range of local career opportunities. This will help schools prepare students for life after graduation – and to play a role in the vitality of the local economy.

Plus, local employers can post summer jobs, job shadowing opportunities and internships to enable students to get a jumpstart in the local workforce.

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*Nancee Starkey, Bundy Baking Solutions, and Jill O'Neal, WEIDMANN Electrical Technology, at CEP's display at the Champaign County Chamber of Commerce annual dinner. The display featured Community JobConnect.*

## Surveys to Help Local Manufacturers Retain and Recruit Engineers

Manufacturers across the U.S. – and in Champaign County – know that engineering positions can be difficult to fill. And that engineers are critical to their success.

So, the CEP has partnered with FASTLANE to conduct a survey of local manufacturers and engineering employees to help the manufacturers up their game in retaining and recruiting engineers. FASTLANE is west central Ohio's Manufacturing Extension Partnership, a team of specialized manufacturing and engineering



consultants who help small and medium-sized companies improve their competitive position.

"Engineers are critical to our local manufacturers' operations and their ability to innovate and compete in the marketplace, grow their business and create

new jobs," CEP Director Marcia Bailey said.

**Links to the online surveys are on the CEP home page, CEPOhio.com** – one for manufacturers' HR managers and the other for their engineers.

Responses will be kept confidential, aggregated to guide manufacturers in developing retention and recruitment strategies. The results will be published on the CEP website and FASTLANE's website, fastlane-mep.org.

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## Wage and Benefit Survey Begins in June

A five-county wage and benefits survey in June will provide Champaign County employers valuable information to help them become more competitive in recruiting and retaining employees. The CEP initiated the survey with four neighboring counties – Clark, Logan, Madison and Union.

Local businesses will be encouraged to complete the online survey on Survey Monkey. (A link will be shared when available.) The survey is being

led by Wendy C. Gradwohl, Ph.D., associate professor and chair of the Wittenberg University Department of Business. She has conducted several wage and benefit surveys in Clark County.

**Businesses that complete the survey will be the first to receive an analysis of the results, in September.** The report will be available to other organizations, by request, in January 2018.

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## How to Support the Partnership

Financial support from local government and business is essential to the mission of the Champaign Economic Partnership – to advance economic growth and job creation in Champaign County.

“We’re grateful for the support of our local government and business partners,” Marcia Bailey, CEP director, said. The CEP currently receives financial support from:

- **Local government sponsors**, the Champaign County commissioners and the City of Urbana
- **Private business sponsors**, Pioneer Electric Cooperative, Dayton Power & Light, KTH Parts Industries, Inc. and Security National Bank.



A Touchstone Energy® Cooperative



**Find out how your business can become a CEP partner:** click on “Partnership Investors” on the “About Us” tab on the home page of [CEPOhio.com](http://CEPOhio.com), or call CEP Director Marcia Bailey at 937-653-7200.

## Visit CEP’s Updated Website

Be sure to visit the CEP’s website, [CEPOhio.com](http://CEPOhio.com), for recently updated resources and information to help businesses get established or expand in Champaign County. Plus, like the CEP’s Facebook page for the latest on local economic development in your news feed.

Soon the website will feature a newly produced video that promotes Champaign County as *the* place to do business.

## CEP Ready to Help Return Properties to Productive Use

Champaign County political subdivisions that designate the CEP as their economic development agency can now call on the CEP to help return abandoned properties to productive uses that advance economic development.

Recently, the CEP Board adopted resolutions that authorize the CEP to sell such unproductive real estate – on behalf of political subdivisions – to buyers that will establish businesses on the property or return it to other productive use.

CEP Director Marcia Bailey said that Ohio law permits the CEP, as Champaign County’s Community Improvement Corporation, to serve in this way.



*State Senator Matt Huffman addresses CEP board members, local government officials and business leaders at a breakfast at Robert Rothschild Farm on May 9. Sen. Huffman accepted the CEP’s invitation to provide an update on current legislation and answer questions on a range of current issues.*

## Community JobConnect

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Community JobConnect was created as a community service by Jill O’Neal, human resources manager at WEIDMANN Electrical Technology, Inc. in Urbana and a member of the CEP Board of Directors, and Ashlie Starkey, human resources information systems (HRIS) and compliance manager at WEIDMANN.

And the site – for all businesses with job openings in Champaign County – resulted from efforts by the CEP Board of Directors, the Champaign County Manufacturers Human Resources Council, local schools and other partners.

### JobConnect Allows Employers to:

- Set up a free account and profile for their business
- Post part- and full-time job listings and descriptions
- Post internships, summer jobs and job shadowing opportunities to help students prepare for the workforce in Champaign County – and stay in Champaign County after graduation
- Accept applications and resumes from registered job seekers who reply to job listings
- Search the job site database for uploaded resumes that match their needs

### JobConnect Allows Job seekers to:

- Set up a free profile
- Search the site for jobs that meet their qualifications
- Sign up to receive notifications of new jobs
- Apply online for jobs posted on the site
- Upload their resume
- Use Community JobConnect’s resume creation tool

Jobs posted on Community JobConnect also appear on the Community JobConnect Facebook page and the site’s Twitter account, @CommunityJobCon.



## CEP Welcomes New, Expanding Businesses

The CEP celebrated the opening of several new businesses – or new locations of existing businesses – this spring. As part of our Champaign County: Open for Business campaign, we presented them “open” flags as seen in photos on this page.



*Big Willie's Smokehouse, 23 Monument Square, Urbana, owned and operated by Bill Curtis, brings barbecue to the center of downtown Urbana.*



*H. Holding Company offers antiques, vintage items and floral arrangements at 15 Monument Square, Urbana.*



*Bootstrap & Co. Creative Studios provides full-service marketing at its new location, 112 S. Main St., Urbana.*



Memorial Health and community leaders break ground for Memorial Health's medical building on Urbana's east side.

## Memorial Health, Navistar Projects Moving Forward

Two major building projects that will create and retain jobs in Champaign County are moving forward:

### Memorial Health Medical Building

Work has begun for Memorial Health's new 30,000-square-foot outpatient medical building adjacent to Wal-Mart on Urbana's east side. The building developer and owner, Urbana MOB, LLC, has been granted a 10-year, 75 percent enterprise zone exemption of real property taxes for the new \$9 million investment, which will add 12 jobs while retaining Memorial Health's current 16 Urbana employees.

Construction is expected to be complete by third quarter 2018.

### Navistar Distribution Center

Ground will be broken at 10 a.m. Thursday, May 18 for construction of a 355,522-square-foot warehouse and distribution facility for Navistar at 915 Phoenix Dr., Urbana.

The \$12 million facility will store \$16 million in inventory and will employ 114 employees now working in Navistar's current Urbana facility on Edgewood Avenue, plus 27 Navistar employees transferred from Navistar's Xenia facility and 13 new full-time employees – a total payroll of \$6.789 million. The building will be completed by December 2017.

Navistar and Damewood Enterprises, which owns the 35 acres where the warehouse is being built, have been granted a 10-year, 100 percent Community Reinvestment Act tax abatement for the project.

**See Page 4 for an article on how other local companies are making good on commitments to retain and create jobs.**

*The law firm Thompson, Dunlap & Heydinger, Ltd., celebrating 50 years of service, opened an Urbana office at 18 Monument Square.*

# Businesses Follow Through on Tax Agreements

The local Tax Incentive Review Council (TIRC) this spring recommended continuation of all tax incentive agreements granted to local businesses, as they have followed through on – in some cases, exceeded – their commitments to invest in expansion and create and retain jobs.

Here's a review of the business' commitments and results (in parentheses):

## Enterprise Zone

**KTH Parts Industries:** In return for 100 percent tax abatement for 10 years, committed to \$3.07 million (\$4.2 million actual) in real property investment and retention of 92 jobs (met).

**American Pan Company:** 10-year, 75 percent tax abatement, committed to \$1.9 million (met) real property

investment, creation of 33 jobs (55 actual) and retention of 154 positions (met).

**Ultra-met Company:** 75 percent, 10-year tax abatement, committed to \$510,000 (met) in real property and \$1.5 million (met) in personal property investments, creation of 10 jobs (11 actual) and retention of 30 positions (met).

## Community Reinvestment Area

**10-unit T-hangar at Grimes Field:** 50 percent, 15-year tax abatement, committed to \$325,000 (\$330,000 actual) real property investment, creation of one job (met) and retention of one job (met).

**White's Service Center:** 50 percent, 10-year abatement, granted in 2010 but not yet requested to be activated.

**KTH Parts Industries:** 100 percent, 15-year tax abatement, committed to invest \$6.7 million (\$6.79 million actual), retain 815 employees (met) and create 20 new jobs (met).

## Tax Increment Financing

TIRC members also recommended continuation of a 10-year, 75 percent TIF agreement through 2021 to help the city of Urbana pay for Scioto Street improvements. This involves six properties (their payments since 2012 in parentheses):

Aaron Rents (\$44,199), Clark Station (\$17,607), DaVita Midwest Urbana Dialysis/Mercy Memorial Wound Care Center (\$44,480), McDonald's (\$48,393), Ohio Auto Loan Services (\$22,814) and Family Dentistry/Wright-Patt Credit Union/Mary Rutan Hospital (\$35,835).

## Like Us, Follow Us on Social Media

If you haven't already, *like* the Champaign Economic Partnership – CEPOhio.com Facebook page and follow us on Twitter, @cepohio. You'll receive regular updates on the latest local economic development news.

**A bonus:** new local job postings on Community JobConnect (see Page 1) automatically post to our Facebook and Twitter.



## Engineers Retention Survey

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Angie Brunswick, human resources manager of ORBIS Corporation in Urbana, said, "We are fortunate to have some great engineers. Our hope is that we get a better understanding of how to keep them."

Jill O'Neal, human resource operations manager of WEIDMANN Electrical Technology Inc. and a member of the CEP Board of Directors, said, "I'd love to see more local candidates who are interested in long-standing careers with our company. We are lucky to have a local Mechanicsburg graduate with a bachelor's in mechanical engineering on our team. He has done an amazing job."

## Wage and Benefits Survey

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The survey covers employee benefits, incentives and employment policies such as drug screening and background checks. Wage information will not be collected in the survey, but rather through data collected by a consultant for the Dayton Development Coalition.

Responses will be confidential, except for the end of the survey where businesses can share the types of training their employees need. Economic development agencies will follow up to connect businesses to training resources. Survey questions were developed with the help of a focus group of human resource professionals from Champaign and the other four participating counties.

## Contact Us

### Champaign Economic Partnership

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Urbana, OH 43078

**Call us:** 937-653-7200

**Email us:** [info@cepohio.com](mailto:info@cepohio.com)

**Website:** [CEPOhio.com](http://CEPOhio.com)

**Facebook:** CEPOhio

**Twitter:** @cepohio

**Office hours:** 8:30 a.m.-4 p.m., M-F

## CEP Participates in FAM Tour

The CEP participated in the Dayton Development Coalition's annual FAM tour in March. In the tour, site selectors, consultants who help new or expanding businesses find properties, become more familiar with the region. And the site selectors help economic development agencies like CEP become more familiar with what they look for in properties for their clients.

"The FAM tour provides valuable information on what we need to do to prepare and market available commercial properties to attract business to Champaign County," Bailey said.