STATE OF TENNESSEE COUNTY OF HENRY...

Be it remembered that the County Commission met in a regular session at the Courthouse in Henry County, Tennessee on July 19, 2021 at 5:00 p.m. Present and presiding the Honorable John Penn Ridgeway, Chairman, Donna Craig, County Clerk and the County Commissioners:

- ITEM NO. 1 The meeting was called to order by Sheriff Josh Frey.
- ITEM NO. 2 The invocation was led by Commissioner Humphreys.
- ITEM NO. 3 The pledge to the flag was led by Sheriff Josh Frey.

ITEM NO. 4 Roll Call

The following Commissioners were present: Jerry Berry, Dell Carter, Greg Carter, James Copeland, Randy Gean, Kenneth Humphreys, Don Jones, Paul Neal, Monte Starks, James Travis, David Webb, and Drew Williams. Absent: Wesley Bradley, Kreg Kyle, and Marty Visser.

ITEM NO. 5 Presentation by Sarah Cate Orr regarding No Limits Livestock Show.

ROLL CALL

COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

Commissioner Starks made a motion to approve the Consent Agenda, which consists of the following: Minutes of the meeting of June 21, 2021 and recessed meeting of July 1, 2021, various quarterly reports, Henry County Medical Center statement of cash flow, Trustee's month end report, and the following Notary Public designations: Henry Tharpe, Melonie Rae Matheny, Jeffery Matheny, Shanna B. Cole, Barbara Wyrick, Jennifer Killebrew, Liliana Hernandez, Sherry Evans Mustain, Cecelia M. Hopper, and Bryan K. Reddick. Commissioner Webb seconded the motion.

ITEM NO. 6

TIEM NO. 6	A BOES IN	DD EOES TO	MODIONI	anaor in	ANTE	270	r	
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY								
BRADLEY, WESLEY								
CARTER, DELL								
CARTER, GREG								
COPELAND, JAMES								
GEAN, RANDY								
HUMPHREYS, KENNETH								
JONES, DON								
KYLE, KREG								
NEAL, PAUL								
STARKS, MONTE			X					
TRAVIS, JAMES								
VISSER, MARTY								
WEBB, DAVID				X				
WILLIAMS, DREW								
TOTAL								

VOICE VOTE CARRIED

DATE: 7-19-21

ROLL CALL COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

A motion was made by Commissioner Jones and seconded by Commissioner Gean to approve Resolutions 1-7-21 and 2-7-21, to authorize certain changes in the budget for Fiscal 2021-2022.

ITEM NO. 7

TIEM NO. /	T			1				
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY					X			
BRADLEY, WESLEY	X							
CARTER, DELL					X			
CARTER, GREG					X			
COPELAND, JAMES					X			
GEAN, RANDY				X	X			
HUMPHREYS, KENNETH					X			
JONES, DON			X		X			
KYLE, KREG	X							
NEAL, PAUL					X			
STARKS, MONTE					X			
TRAVIS, JAMES					X			
VISSER, MARTY	X							
WEBB, DAVID					X			
WILLIAMS, DREW					X			
TOTAL								
TOTAL	3				12			

MOTION CARRIED

DATE: 7-19-21

RESOLUTION #1-7-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE BOARD OF COMMISSIONERS TO AUTHORIZE CERTAIN CHANGES IN THE BUDGET FOR THE HENRY COUNTY DEBT SERVICE FUND FOR FISCAL 2021-2022

WHEREAS, the Board of County Commissioners of Henry County, Tennessee at its June Recessed Session, 2021, adopted the budget for the Henry County Debt Service Fund for fiscal 2021-2022; and,

WHEREAS, the said Board of County Commissioners of Henry County,
Tennessee must authorize and approve any and all changes and amendments of the
said budget of the Henry County Debt Service Fund; and,

WHEREAS, the expenditures authorized in the said budget of the Henry County

Debt Service Fund will be insufficient in certain line items with funds being available for

transfer; and,

WHEREAS, it is necessary and appropriate that the said budget of the Henry County Debt Service Fund be amended to provide additional funds for certain line items.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Henry County, Tennessee assembled in regular session on this the 19th day of July 2021, a majority or more of said membership concurring, that the budget for the Henry County Debt Service Fund be and hereby is amended as follows, to-wit:

INCREASE ACCOUNT 82310-590, entitled "Transfers to Other Funds," in the amount of \$70,000.00

DECREASE ACCOUNT 39000, entitled "Unappropriated Fund Balance," in the amount of \$70,000.00

BE IT FURTHER RESOLVED that a true copy of this Resolution be spread upon the Commission record of this date.

OHN PENN RIDGEWAY, CHAIRMAN

HENRY COUNTY COMMISSION

DONNA CRAIG COUNTY CLERK

APPROVED 7-19-31

JOHN PENN RIDGEWAY

COUNTY MAYOR

RESOLUTION #2-7-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE BOARD OF COMMISSIONERS TO AUTHORIZE CERTAIN CHANGES IN THE BUDGET FOR THE HENRY COUNTY GENERAL CAPITAL PROJECTS FUND **FOR FISCAL 2021-2022**

WHEREAS, the Board of County Commissioners of Henry County, Tennessee at its June Recessed Session, 2021, adopted the budget for the Henry County General Capital Projects Fund for fiscal 2021-2022; and,

WHEREAS, the said Board of County Commissioners of Henry County, Tennessee must authorize and approve any and all changes and amendments of the said budget of the Henry County General Capital Projects Fund; and,

WHEREAS, the expenditures authorized in the said budget of the Henry County General Capital Projects Fund will be insufficient in certain line items with funds being available for transfer; and,

WHEREAS, it is necessary and appropriate that the said budget of the Henry County General Capital Projects Fund be amended to provide additional funds for certain line items.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Henry County, Tennessee assembled in regular session on this the 19th day of July 2021, a majority or more of said membership concurring, that the budget for the Henry County General Capital Projects Fund be and hereby is amended as follows, to-wit:

> INCREASE REVENUE ACCOUNT 49800, entitled "Transfers In," in the amount of \$70,000.00

INCREASE ACCOUNT 39000, entitled "Unappropriated Fund Balance," in the amount of \$70,000.00

BE IT FURTHER RESOLVED that a true copy of this Resolution be spread upon the Commission record of this date.

PASSED 7-19-21

HENRY COUNTY COMMISSION

DONNA CRAIG COUNTY CLERK

JOHN PENN RIDGE\ COUNTY MAYOR

APPROVED 7-19-81

ROLL CALL

COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

Commissioner Humphreys made a motion to approve Resolution 3-7-21, to authorize matching funds for the RAISE Grant (Rebuilding American Infrastructure with Sustainability and Equity) for Fiscal Year 2021. Commissioner Webb seconded the motion.

ITEM NO. 8

ITEM NO. 8		,						
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY					X			
BRADLEY, WESLEY	X							
CARTER, DELL					X			
CARTER, GREG					X			
COPELAND, JAMES					X			
GEAN, RANDY					X			
HUMPHREYS, KENNETH			X		X			
JONES, DON					X			
KYLE, KREG	X							
NEAL, PAUL					X			
STARKS, MONTE					X			
TRAVIS, JAMES					X			
VISSER, MARTY	X			1				
WEBB, DAVID				X	X			
WILLIAMS, DREW					X			
TOTAL	3				12			

MOTION CARRIED

DATE: 7-19-21

RESOLUTION NO. 3-7-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE BOARD OF COMMISSIONERS TO AUTHORIZE MATCHING FUNDS FOR THE RAISE GRANT (REBUILDING AMERICAN INFRASTRUCTURE WITH SUSTAINABILITY AND EQUITY) FOR FISCAL YEAR 2021

WHEREAS, the governing body of Henry County, Tennessee, having committed itself to improving the safety and economic vitality of the community that it represents, wishes to commit local funds for improvements to Highway 641; and

WHEREAS, having determined proper eligibility by RAISE program guidelines, said governing body wishes to facilitate the aforementioned improvements and will commit matching funds in the amount of \$500,000 to be provided by Henry County, to constitute a total project cost of \$90,670,000.

NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners of Henry County, Tennessee, meeting in regular session on this the 19th day of July, 2021 that the Mayor of Henry County is authorized to commit local matching funds to the proposed project, and to sign all necessary assurances, agreements, or contracts required for recipients of RAISE funds.

BE IT FURTHER RESOLVED that a true copy of this Resolution be spread upon the Commission record of this date.

PASSED 7-19-21

JOHN PENN RIDGEWAY, CHAIRMAN HENRY COUNTY COMMISSION

DONNA CRAIG

APPROVED 7-19-2

JØHN PENN RIDGEWAY
HENRY COUNTY MAYOR

ROLL CALL

COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

A motion was made by Commissioner Jones and seconded by Commissioner Dell Carter to approve Resolution 4-7-21, to update Occupational Safety and Health Program plan of operations and update TOSHA rules and regulations.

ITEM NO. 9

TIEM NO. 9		r	· ·					
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY					X			
BRADLEY, WESLEY	X							
CARTER, DELL				X	X			
CARTER, GREG					X			
COPELAND, JAMES					X			
GEAN, RANDY					X			
HUMPHREYS, KENNETH					X			
JONES, DON			X		X			
KYLE, KREG	X							
NEAL, PAUL					X			
STARKS, MONTE					X			
TRAVIS, JAMES					X			
VISSER, MARTY	X							
WEBB, DAVID					X			
WILLIAMS, DREW					X			
TOTAL	3				12			

MOTION CARRIED

DATE: 7-19-21

RESOLUTION NO. 4-7-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE BOARD OF COMMISSIONERS TO UPDATE OCCUPATIONAL SAFETY AND HEALTH PROGRAM PLAN OF OPERATIONS AND UPDATE TOSHA RULES AND REGULATIONS

WHEREAS, in compliance with Public Chapter 561 of the General Assembly of the State of Tennessee for the year 1972, the Henry County Safety Director hereby presents updates to the Occupational Safety and Health Program Plan for our employees; and

WHEREAS, Henry County Resolution 8-01-13 was passed and adopted in August 2013, by the full County Commission, which updated the established Occupational Safety and Health Program rules and regulations for the welfare and protection of county employees; and

WHEREAS, due to changes in subsequent years, it has become necessary to amend the program plan to comply with more recent state requirements.

NOW, THEREFORE, BE IT RESOLVED by the Henry County Commission, the Plan be amended and adopted as follows:

SECTION 1

TITLE: This section shall be known as "The Occupational Safety and Health Program Plan" for the employees of Henry County Government.

<u>PURPOSE:</u> The Henry County Commission in electing to update the established Program Plan will continue to maintain an effective and comprehensive Occupational Safety and Health Program Plan for its employees and shall:

- (1) Provide a safe and healthful place and condition of employment that includes:
 - (a) Top Management commitment and employee involvement;
 - (b) Continually analyze the worksite to identify all hazards and potential hazards;
 - (c) Develop and maintain methods for preventing or controlling the existing or potential hazards; and
 - (d) Train managers, supervisors, and employees to understand and deal with worksite hazards.
- (2) Acquire, maintain, and require the use of safety equipment, personal protective equipment, and devices reasonably necessary to protect employees.
- (3) Record, keep, preserve, and make available to the Commissioner of Labor and Workforce Development, or persons with the Department of Labor and Workforce Development to whom such responsibilities have been delegated, adequate records of all occupational accidents and illnesses and

- personal injuries for proper evaluation and necessary corrective action as required.
- (4) Consult with the Commissioner of Labor and Workforce Development with regard to the adequacy of the form and content of records.
- (5) Consult with the Commissioner of Labor and Workforce Development, as appropriate, regarding safety and health problems which are considered to be unusual or peculiar and are such that they cannot be achieved under a standard promulgated by the State.
- (6) Provide reasonable opportunity for the participation of employees in the effectuation of the objectives of this Program Plan, including the opportunity to make anonymous complaints concerning conditions or practices injurious to employee safety and health.
- (7) Provide for education and training of personnel for the fair and efficient administration of occupational safety and health standards, and provide for education and notification of all employees of the existence of this Program Plan.
- (8) All work-related inpatient hospitalizations, amputations, and loss of an eye must be reported to county safety administration immediately and to TOSHA within 24 hours. These may be reported to TOSHA via the State of TN injury reporting web portal at https://stateoftennessee.formstack.com/forms/tosha_injury_rpt

<u>COVERAGE</u>: The provisions of the Occupational Safety and Health Program Plan for the employees of Henry County Government shall apply to all employees of each administrative department, commission, board, division, or other agency whether part-time or full-time, seasonal or permanent.

STANDARDS AUTHORIZED: The Occupational Safety and Health standards adopted by the Henry County Commission are the same as, but not limited to, the State of Tennessee Occupational Safety and Health Standards promulgated, or which may be promulgated, in accordance with Section 6 of the Tennessee Occupational Safety and Health Act of 1972 (T.C.A. Title 50, Chapter 3).

VARIANCES FROM STANDARDS AUTHORIZED: Upon written application to the Commissioner of Labor and Workforce Development of the State of Tennessee, we may request an order granting a temporary variance from any approved standards. Applications for variances shall be in accordance with Rules of Tennessee Department of Labor and Workforce Development Occupational Safety and Health. VARIANCES FROM OCCUPATIONAL SAFETY AND HEALTH STANDARDS, CHAPTER 0800-01-02, as authorized by T.C.A., Title 50. Prior to requesting such temporary variance, we will notify or serve notice to our employees, their designated representatives, or interested parties and present them with an opportunity for a hearing. The posting of notice on the main bulletin board shall be deemed sufficient notice to employees.

ADMINISTRATION: The County Emergency Management Director is appointed as the Safety Director of Occupational Safety and Health Program to perform duties and to exercise powers assigned to plan, develop, and administer this Program Plan. The Safety Director shall develop a plan and keep the Plan of Operations for the Program updated in accordance with Rules of Tennessee Department of Labor and Workforce Development Occupational Safety and Health, SAFETY AND HEALTH PROVISIONS FOR THE PUBLIC SECTOR, CHAPTER 0800-01-05, as authorized by T.C.A., Title 50.

<u>FUNDING THE PROGRAM PLAN:</u> Sufficient funds for administering and staffing the Program Plan pursuant to this resolution shall be made available as authorized by the Henry County Commission.

SECTION 2

<u>SEVERABILITY:</u> **BE IT FURTHER RESOLVED** that if any section, sub-section, sentence, clause, phrase, or portion of this resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions hereof.

SECTION 3

BE IT FURTHER RESOLVED that this resolution shall take effect from and after the date it shall have been passed, properly signed, certified, and has met all other legal requirements, and as otherwise provided by law, the general welfare of the Henry County Government requiring it.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Henry County, Tennessee, assembled in regular session on this 19th day of July, 2021 a majority or more of the membership concurring, does hereby approve the updates of The Occupational Safety and Health Program Plan for Henry County Government.

BE IT FINALLY RESOLVED that a true copy of this Resolution and the attached Occupational Safety and Health Program Plan of Operations be spread upon the Commission record of this date.

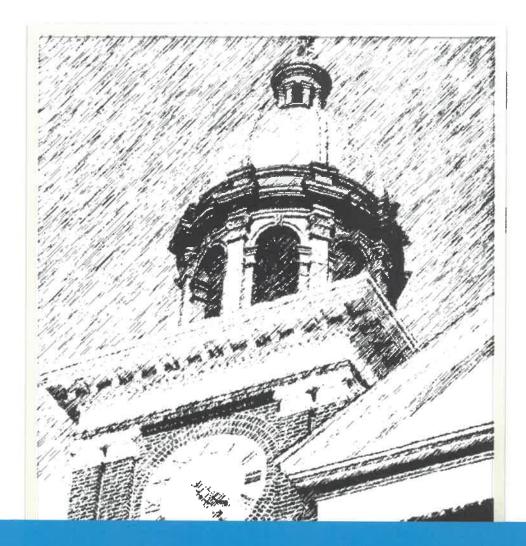
PASSED 7-19-21

JOHN PENN RIDGEWAY, CHAIRMAN HENRY COUNTY COMMISSION

DONNA CRAIG COUNTY CLERK

APPROVED 7-19-80

JOHN PENN RIDGEWAY
HENRY COUNTY MAYOR



HENRY COUNTY GOVERNMENT

Occupational Safety and Health Program

Plan of Operations

Henry County Mayor's Safety Office

7/1/21

Updated

OCCUPATIONAL SAFETY AND HEALTH PROGRAM "PLAN OF OPERATION" FOR THE EMPLOYEES OF HENRY COUNTY GOVERNMENT

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I. PURPOSE AND COVERAGE

The purpose of this plan is to provide guidelines and procedures for implementing the Occupational Safety and Health Program for the employees of the <u>Henry County Government</u>.

This plan is applicable to all elected officials, employees, part-time or full-time, seasonal or permanent. Henry County adopted *Resolution 9-10-03* which established an updated Occupational Safety and Health Program for county employees in 2003. The Tennessee Occupational Safety and Health Administration recommended an updated "Plan of Operations" to the program in 2013. The Occupational Safety and Health "Plan of Operations" was established and adopted by the full Board of Commissioners on January 22, 2013. In June 2016, the "Plan of Operations was again updated and *Resolution 8-01-13* was adopted June 20, 2016, *Resolution 16-06-16*.

The <u>Henry County Commission</u> in electing to establish and maintain an effective occupational safety and health program for its employees,

- a. Provide a safe and healthful place and condition of employment.
- b.Require the use of safety equipment, personal protective equipment, and other devices where reasonably necessary to protect employees.
- c.Make, keep, preserve, and make available to the Commissioner of Labor, his designated representatives, or persons within the Department of Labor to whom such responsibilities have been delegated, including the Director of the Division of Occupational Safety and Health, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- d.Consult with the Commissioner of Labor or his designated representative with regard to the adequacy of the form and content of such records.
- e.Consult with the Commissioner of Labor regarding safety and health problems, which are considered to be unusual or peculiar and are such that they cannot be resolved under an occupational safety and health standard promulgated by the State.
- f.Assist the Commissioner of Labor or his monitoring activities to determine program effectiveness and compliance with the occupational safety and health standards.
- g.Make a report to the Commissioner of Labor annually, or as may otherwise be required, including information on occupational accidents, injuries, and illnesses and accomplishments and progress made toward achieving the goals of the occupational and health program.
- h.Provide reasonable opportunity for and encourage the participation of employees in the effectuation of the objectives of this program, including the opportunity to make anonymous complaints concerning conditions or practices which may be injurious to employees' safety and health.

II. <u>DEFINITIONS</u>

For the purposes of this program, the following definitions apply:

a."COMMISSIONER OF LABOR" means the chief executive officer of the Tennessee Department of Labor. This includes any person appointed, designated, or deputized to perform the duties or to exercise the powers assigned to the Commissioner of Labor.

- b. "EMPLOYER" means the <u>Henry County Government</u> and includes each constitutional office, administrative department, board, commission, division, or other agency of the <u>Henry County Government</u>.
- c. _"DIRECTOR OF OCCUPATIONAL SAFETY AND HEALTH" or "DIRECTOR" means the person designated by passing the resolution, to perform duties or to exercise powers assigned so as to plan, develop, and administer the occupational safety and health program for the employees of Henry County Government.
- d. "INSPECTOR(S)" means the individual(s) appointed or designated by the Director of Occupational Safety and Health to conduct inspections provided for herein. If no such compliance inspector(s) is appointed, inspections shall be conducted by the Director of Occupational Safety and Health.
- e. "APPOINTING AUTHORITY" means any official or group of officials of the employer having legally designated powers of appointment, employment, or removal therefrom for a specific department, board, commission, division, or other agency of this employer.
- f. "EMPLOYEE" means any person performing services for this employer and listed on the payroll of this employer, either as part-time, full-time, seasonal, or permanent. It also includes any persons normally classified as "volunteers" provided such persons received remuneration of any kind for their services. This definition shall not include independent contractors, their agents, servants, and employees.
- g. "PERSON" means one or more individuals, partnerships, associations, corporations, business trusts, or legal representatives of any organized group of persons.
- h. "STANDARD" means an occupational safety and health standard promulgated by the Commissioner of Labor in accordance with Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972 which requires conditions or the adoption or the use of one or more practices, means, methods, operations, or processes or the use of equipment or personal protective equipment necessary or appropriate to provide safe and healthful conditions and places of employment.
- i. "IMMINENT DANGER" means any conditions or practices in any place of employment which are such that a hazard exists which could reasonably be expected to cause death or serious physical harm immediately or before the imminence of such hazard can be eliminated through normal compliance enforcement procedures.
- j. "ESTABLISHMENT" or "WORKSITE" means a single physical location under the control of this employer where business is conducted, services are rendered, or industrial type operations are performed.
- k. "SERIOUS INJURY or HARM" means that type of harm that would cause permanent or prolonged impairment of the body in that:
 - a part of the body would be permanently removed (e.g., amputation of an arm, leg, finger(s); loss of an eye) or rendered functionally useless or substantially reduced in efficiency on or off the job (e.g., leg shattered so severely that mobility would be permanently reduced), or
 - a part of an internal body system would be inhibited in its normal performance or function to such a degree as to shorten life or cause reduction in physical or mental efficiency (e.g., lung impairment causing shortness of breath). On the other hand, simple fractures, cuts, bruises, concussions, or similar injuries would not fit either of these categories and would not constitute serious physical harm.

- "ACT" or TOSH Act" shall mean the Tennessee Occupational Safety and Health Act of 1972. "GOVERNING BODY" means the County Quarterly Court, Board of Aldermen, Board of Commissioners, City or Town Council, Board of Governors, etc., whichever may be applicable to the local government, government agency, or utility to which this plan applies.
- m. "CHIEF EXECUTIVE OFFICER" means the chief administrative official, County Judge, County Chairman, Mayor, City Manager, General Manager, etc., as may be applicable.

III. EMPLOYER'S RIGHTS AND DUTIES

Rights and duties of the employer shall include, but are not limited to, the following provisions:

- a. Employer shall furnish to each employee conditions of employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious injury or harm to employees.
- b. Employer shall comply with occupational safety and health standards and regulations promulgated pursuant to Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972.
- c. Employer shall refrain from and unreasonable restraint on the right of the Commissioner of Labor to inspect the employer's place(s) of business. Employer shall assist the Commissioner of Labor in the performance of their monitoring duties by supplying or by making available information, personnel, or aids reasonably necessary to the effective conduct of the monitoring activity.
- d. Employer is entitled to participate in the development of standards by submission of comments on proposed standards, participation in hearing on proposed standards, or by requesting the development of standards on a given issue under Section 6 of the Tennessee Occupational Safety and Health Act of 1972.
- e. Employer is entitled to request an order granting a variance from an occupational safety and health standard.
- f. Employer is entitled to protection of its legally privileged communication.
- g. Employer shall inspect all worksites to insure the provisions of this program are complied with and carried out.
- h. Employer shall notify and inform any employee who has been or is being exposed in a biologically significant manner to harmful agents or material in excess of the applicable standard and of corrective action being taken.
- i. Employer shall notify all employees of their rights and duties under this program.

IV. EMPLOYEE'S RIGHTS AND DUTIES

Rights and duties of employees shall include, but are not limited to, the following provisions:

a. Each employee shall comply with occupational safety and health act standards and all rules, regulations, and orders issued pursuant to this program and the Tennessee Occupational Safety and Health Act of 1972 which are applicable to his or her own actions and conduct.

- b. Each employee shall be notified by the placing of a notice upon bulletin boards, or other places of common passage, of any application for a permanent or temporary order granting the employer a variance from any provision of the TOSHAct or any standard or regulation promulgated under the Act.
- c. Each employee shall be given the opportunity to participate in any hearing which concerns an application by the employer for a variance from a standard or regulation promulgated under the Act.
- d. Any employee who may be adversely affected by a standard or variance issued pursuant to the Act or this program may file a petition with the Commissioner of Labor or whoever is responsible for the promulgation of the standard or the granting of the variance.
- e. Any employee who has been exposed or is being exposed to toxic materials or harmful physical agents in concentrations or at levels in excess of that provided for by any applicable standard shall be provided by the employer with information on any significant hazards to which they are or have been exposed, relevant symptoms, and proper conditions for safe use or exposure. Employees shall also be informed of corrective action being taken.
- f. Subject to regulations issued pursuant to this program, any employee or authorized representative of employees shall be given the right to request an inspection and to consult with the Director or Inspector at the time of the physical inspection of the worksite.
- g. Any employee may bring to the attention of the Director any violation or suspected violations of the standards or any other health or safety hazards.
- h. No employee shall be discharged or discriminated against because such employee has filed any complaint or instituted or caused to be instituted any proceeding or inspection under or relating to this program.
- Any employee who believes that he or she has been discriminated against or discharged in violation of subsection (h) of this section may file a complaint alleging such discrimination with the Director. Such employee may also, within thirty (30) days after such violation occurs, file a complaint with the Commissioner of Labor alleging such discrimination.
- j. Nothing in this or any other provisions of this program shall be deemed to authorize or require any employee to undergo medical examination, immunization, or treatment for those who object thereto on religious grounds, except where such is necessary for the protection of the health or safety or others or when a medical examination may be reasonably required for performance of a specific job.
- k. Employees shall report any accident, injury, or illness resulting from their job, however minor it may seem to be, to their supervisor or the Director within twenty-four (24) hours after the occurrence.

V. <u>ADMINISTRATION</u>

- a. The Director of Occupational Safety and Health is designated to perform duties or to exercise powers assigned so as to administer this Occupational Safety and Health Program.
 - 1. The Director may designate person or persons as he deems necessary to carry out his powers, duties, and responsibilities under this program.

- 2. The Director may delegate the power to make inspections, provided procedures employed are as effective as those employed by the Director.
- The Director shall employ measures to coordinate, to the extent possible with cooperation of elected officials and appointed department heads, activities of all departments to promote efficiency and to minimize any inconveniences under this program.
- 4. The Director may request qualified technical personnel from any department or section of government to assist him in making compliance inspections, accident investigations, or as he may otherwise deem necessary and appropriate in order to carry out his duties under this program.
- 5. The Director shall make or cause to be made periodic and follow-up inspections of all facilities and worksites where employees of this employer are employed. He shall make recommendations to correct any hazards or exposures observed. He shall make or cause to be made any inspections required by complaints submitted by employees or inspections requested by employees.
- 6. The Director shall assist any officials of the employer in the investigation of occupational accidents or illnesses.
- 7. The Director shall maintain or cause to be maintained records required under Section VIII of this plan.
- 8. The Director shall, in the eventuality that there is a fatality or an accident resulting in the hospitalization of three or more employees, insure that the Commissioner of Labor receives notification of the occurrence within eight (8) hours.
- All work-related inpatient hospitalizations, amputations, and loss of an eye must be reported to county administration immediately and to TOSHA within 24 hours. These may be reported to TOSHA via the State of TN injury reporting web portal at https://stateoftennessee.formstack.com/forms/tosha_injury_rpt
- b. The administrative or operational head of each department, division, board, or other agency of this employer shall be responsible for the implementation of this occupational safety and health program within their respective areas.
 - The administrative or operational head shall follow the directions of the Director on all issues involving occupational safety and health of employees as set forth in this plan.
 - The administrative or operational head shall comply with all abatement orders issued in accordance with the provisions of this plan or request a review of the order with the Director within the abatement period.
 - The administrative or operational head should make periodic safety surveys of the
 establishment under his jurisdiction to become aware of hazards or standards
 violations that may exist and make an attempt to immediately correct such hazards
 or violations.
 - 4. The administrative or operational head shall investigate all occupational accidents, injuries, or illnesses reported to him. He shall report such accidents, injuries, or illnesses to the Director along with his findings and/or recommendations in accordance with APPENDIX V of this plan.

VI. STANDARDS AUTHORIZED

The standards adopted under this program are the applicable standards developed and promulgated under Section VI (6) of the Tennessee Occupational Safety and Health Act of 1972 or which may, in the future, be developed and promulgated. Additional standards may be promulgated by the governing body of this employer as that body may deem necessary for the safety and health of employees.

VII. VARIANCE PROCEDURE

The Director may apply for a variance as a result of a complaint from an employee or of his knowledge of certain hazards or exposures. The Director should definitely believe that a variance is needed before the application for a variance is submitted to the Commissioner of Labor.

The procedure for applying for a variance to the adopted safety and health standards is as follows:

- a. The application for a variance shall be prepared in writing and shall contain:
 - 1. A specification of the standard or portion thereof from which the variance is sought.
 - 2. A detailed statement of the reason(s) why the employer is unable to comply with the standard supported by representations by qualified personnel having first-hand knowledge of the facts represented.
 - 3. A statement of the steps employer has taken and will take (with specific date) to protect employees against the hazard covered by the standard.
 - 4. A statement of when the employer expects to comply and what steps have or will be taken (with dates specified) to come into compliance with the standard.
 - 5. A certification that the employer has informed employees, their authorized representative(s), and/or interested parties by giving them a copy of the request, posting a statement summarizing the application (to include the location of a copy available for examination) at the places where employee notices are normally posted and by other appropriate means. The certification shall contain a description of the means actually used to inform employees and that employees have been informed of their right to petition the Commissioner of Labor for a hearing.
- b. The application for a variance should be sent to the Commissioner of Labor by registered or certified mail.
- c. The Commissioner of Labor will review the application for a variance and may deny the request or issue an order granting the variance. An order granting a variance shall be issued only if it has been established that:
 - 1. The employer:
 - Is unable to comply with the standard by the effective date because of unavailability of professional or technical personnel or materials and equipment required or necessary construction or alteration of facilities or technology.
 - ii. Has taken all available steps to safeguard employees against the hazard(s) covered by the standard.

- iii. Has as effective program for coming into compliance with the standard as quickly as possible.
- 2. The employee is engaged in an experimental program as described in subsection (b), section 13 of the Act.
- d. A variance may be granted for a period of no longer than is required to achieve compliance or one (1) year, whichever is shorter.
- e. Upon receipt of an application for an order granting a variance, the Commissioner to whom such application is addressed may issue an interim order granting such a variance for the purpose of permitting time for an orderly consideration of such application. No such interim order may be effective for longer than one hundred eighty (180) days.
- f. The order or interim order granting a variance shall be posted at the worksite and employees notified of such order by the same means used to inform them of the application for said variance (see subsection (a)(5) of this section).

VIII. RECORDKEEPING AND REPORTING

- a. Recording and reporting of all occupational accident, injuries, and illnesses shall be in accordance with instructions and on forms prescribed in this plan, <u>RECORDKEEPING</u> <u>REQUIREMENTS UNDER THE OCCUPATIONAL SAFETY AND HEALTH ACT OF 1970</u> (Revised 1978) or as may be prescribed by the Tennessee Department of Labor.
- b. The position responsible for recordkeeping is shown on the SAFETY AND HEALTH ORGANIZATIONAL CHART, Appendix 1 to this plan.
- c. Details of how reports of occupational accidents, injuries, and illnesses will reach the recordkeeper are specified by ACCIDENT REPORTING PROCEDURES, Appendix IV to this plan.

IX. EMPLOYEE COMPLAINT PROCEDURE

If any employee feels that he is assigned to work in conditions which might affect his health, safety, or general welfare at the present time or at any time in the future, he should report the condition to the Director of Occupational Safety and Health.

- a. The complaint should be in the form of a letter and give details on the condition(s) and how the employee believes it affects or will affect his health, safety, or general welfare. The employee should sign the letter but need not do so if he wishes to remain anonymous (see subsection (h) of Section 1 of this plan)
- b. Upon receipt of the complaint letter, the Director will evaluate the condition(s) and institute any corrective action, if warranted. Within ten (10) working days following the receipt of the complaint, the Director will answer the complaint in writing stating whether or not the complaint is deemed to be valid and if no, why not, what action has been or will be taken to correct or abate the condition(s), and giving a designated time period for correction or abatement. Answers to anonymous complaints will be posted upon bulletin boards or other places of common passage where the anonymous complaint may be reasonably expected to be seen by the complainant for a period of three (3) working days.
- c. If the complainant finds the reply not satisfactory because it was held to be invalid, the corrective action is felt to be insufficient, or the time period for correction is felt to be too long, he may forward a letter to the Chief Executive Officer or to the governing body

explaining the condition(s) cited in his original complaint and why he believes the answer to be inappropriate or insufficient.

- d. The Chief Executive Officer or a representative of the governing body will evaluate the complaint and will begin to take action to correct or abate the condition(s) through arbitration or administrative sanctions or may find the complaint to be invalid. An answer will be sent to the complainant within ten (10) working days following receipt of the complaint or the next regularly scheduled meeting of the governing body following receipt of the complaint explaining decisions made and action taken or to be taken.
- e. After the above steps have been followed and the complainant is still not satisfied with the results, he may then file a complaint with the Commissioner of Labor. Any complaint filed with the Commissioner of Labor in such cases shall include copies of all related correspondence with the Director and the Chief Executive Officer or the representative of the governing body.
- f. Copies of all complaint and answers thereto will be filed by the Director who shall make them available to the Commissioner of Labor or his designated representative upon request.

X. EDUCATION AND TRAINING

- a. Director and/or Compliance Inspector(s):
 - 1.Arrangements will be made for the Director and/or Compliance Inspector(s) to attend training seminars, workshops, etc., conducted by the State of Tennessee or other agencies.
 - 2.Reference materials, manuals, equipment, etc., deemed necessary for use in conducting compliance inspections, conducting local training, wiring technical reports, and informing officials, supervisors, and employees of the existence of safety and health hazards will be furnished.
- b. All Employees (including supervisory personnel):

A suitable safety and health training program for employees will be established. This program will, as a minimum:

- Instruct each employee in the recognition and avoidance of hazards or unsafe conditions and of standards and regulations applicable to the employee's work environment to control or eliminate any hazards, unsafe conditions, or other exposures to occupational illness or injury.
- Instruct employees who are required to handle poisons, acids, caustics, explosives, and other harmful or dangerous substances in the safe handling and use of such items and make them aware of the potential hazards, proper handling procedures, personal protective measures, person hygiene, etc., which may be required.
- Instruct employees who may be exposed to environments where harmful plants or animals are present of the hazards of the environment, how to best avoid injury or exposure, and the first aid procedures to be followed in the event of injury or exposure.
- 4. Instruct employees required to handle or use flammable liquids, gases, or toxic

materials in their safe handling and use and make employees aware of specific requirements contained in Subparts Hand M and other applicable subparts of TOSHAct standards (1910 and/or 1926).

- 5. Instruct employees on hazards and dangers of confined or enclosed spaces.
 - i. "Confined or enclosed space" means space having a limited means of egress and which is subject to the accumulation of toxic or flammable contaminants or has an oxygen deficient atmosphere. Confined or enclosed spaces include, but are not limited to, storage tanks, boilers, ventilation or exhaust ducts, sewers, underground utility accesses, tunnels, pipelines, and open top spaces more than four feet (4') in depth such as pits, tubs, vaults, and vessels.
 - ii. Employees will be given general instruction on hazards involved, precautions to be taken, and on use of personal protective and emergency equipment required. They shall also be instructed on all specific standards or regulations that apply to work in dangerous or potentially dangerous areas.
 - iii. The immediate supervisor of any employee who must perform work in a confined or enclosed space shall be responsible for instructing employees on danger of hazards which may be present, precautions to be taken, and use of personal protective and emergency equipment, immediately prior to their entry into such an area and shall require use of appropriate personal protective equipment.

XI. GENERAL INSPECTION PROCEDURES

It is the intention of the governing body and responsible officials to have an occupational safety and health program that will insure the welfare of employees. In order to be aware of hazards, periodic inspections must be performed. These inspections will enable the finding of hazards or unsafe conditions or operations that will need correction in order to maintain safe and healthful worksites. Inspections made on a pre-designated basis may not yield the desired results. Inspections will be conducted, therefore, on a random basis at intervals not to exceed thirty (30) calendar days.

- In order to carry out the purposes of this program, the Director and/or Compliance Inspector(s), if appointed, is authorized:
 - To enter at any reasonable time, any establishment, facility, or worksite where work is being performed by an employee when such establishment, facility, or worksite is under the jurisdiction of the employer and;
 - 2. To inspect and investigate during regular working hours and at other reasonable times, within reasonable limits, and in a reasonable manner, any such place of employment and all pertinent conditions, processes, structures, machines, apparatus, devices, equipment, and materials therein, and to question privately any supervisor, operator, agent, or employee working therein.
- b. If an imminent danger situation is found, alleged, or otherwise brought to the attention of the Director or Inspector during a routine inspection, he shall immediately inspect the imminent danger situation in accordance with Section XII of this plan before inspecting the remaining portions of the establishment, facility, or worksite.

- c. An administrative representative of the employer and a representative authorized by the employees shall be given an opportunity to consult with and/or to accompany the Director or Inspector during the physical inspection of any worksite for the purpose of aiding such inspection.
- d. The right of accompaniment may be denied any person whose conduct interferes with a full and orderly inspection.
- e. The conduct of the inspection shall be such as to preclude unreasonable disruptions of the operation(s) of the workplace.
- f. Interviews of employees during the course of the inspection may be made when such interviews are considered essential to investigative techniques.
- g. Advance Notice of Inspections.
 - Generally, advance notice of inspections will not be given as this precludes the
 opportunity to make minor or temporary adjustments in an attempt to create
 misleading impression of conditions in an establishment.
 - There may be occasions when advance notice of inspections will be necessary in order to conduct an effective inspection or investigation. When advance notice of inspection is given, employees or their authorized representative(s) will also be given notice of the inspection.
- h. The Director need not personally make an inspection of each and every worksite once every thirty (30) days. He may delegate the responsibility for such inspections to dept heads, supervisors or other personnel provided:
 - 1. Inspections conducted by supervisors or other personnel are at least as effective as those made by the Director.
 - Records are made of the inspections and of any discrepancies found and are forwarded to the Director.
- The Director shall maintain records of inspections to include identification of worksite inspected, date of inspection, description of violations of standards or other unsafe conditions or practices found, and corrective action taken toward abatement. Said inspection records shall be subject to review by the Commissioner of Labor or his authorized representative.

XII. IMMINENT DANGER PROCEDURES

- a. Any discovery, any allegation, or any report of imminent danger shall be handled in accordance with the following procedures:
 - The Director shall immediately be informed of the alleged imminent danger situation and he shall immediately ascertain whether there is a reasonable basis for the allegation.
 - If the alleged imminent danger situation is determined to have merit by the Director, he shall make or cause to be made an immediate inspection of the alleged imminent danger location.

- 3. As soon as it is concluded from such inspection that conditions or practices exist which constitutes an imminent danger, the Director or Compliance Inspector shall attempt to have the danger corrected. All employees at the location shall be informed of the danger and the supervisor or person in charge of the worksite shall be requested to remove employees from the area, if deemed necessary.
- 4. The administrative or operational head of the workplace in which the imminent danger exists, or his authorized representative, shall be responsible for determining the manner in which the imminent danger situation will be abated. This shall be done in cooperation with the Director or Compliance Inspector and to the mutual satisfaction of all parties involved.
- 5. The imminent danger shall be deemed abated if:
 - i. The imminence of the danger has been eliminated by removal of employees from the area of danger.
 - Conditions or practices which resulted in the imminent danger have been eliminated or corrected to the point where an unsafe condition or practice no longer exists.
- 6. A written report shall be made by or to the Director describing in detail the imminent danger and its abatement. This report will be maintained by the Director in accordance with subsection (i) of Section XI of this plan.
- b. Refusal to Abate.
 - 1. Any refusal to abate an imminent danger situation shall be reported to the Director and Chief Executive Officer immediately.
 - The Director and/or Chief Executive Officer shall take whatever action may be necessary to achieve abatement.

XIII. ABATEMENT ORDERS AND HEARINGS

- a. Whenever, as a result of an inspection or investigation, the Director or Compliance Inspector(s) finds that a worksite is not in compliance with the standards, rules or regulations pursuant to this plan and is unable to negotiate abatement with the administrative or operational head of the worksite within a reasonable period of time, the Director shall:
 - 1. Issue an abatement order to the head of the worksite.
 - Post, or cause to be posted, a copy of the abatement order at or near each location referred to in the abatement order.
- b. Abatement orders shall contain the following information:
 - 1. The standard, rule, or regulation which was found to violated.
 - 2. A description of the nature and location of the violation.
 - 3. A description of what is required to abate or correct the violation.
 - 4. A reasonable period of time during which the violation must be abated or corrected.

c. At any time within ten (10) days after receipt of an abatement order, anyone affected by the order may advise the Director in writing of any objections to the terms and conditions of the order. Upon receipt of such objections, the Director shall act promptly to hold a hearing with all interested and/or responsible parties in an effort to resolve any objections. Following such hearing, the Director shall, within three (3) working days, issue an abatement order and such subsequent order shall be binding on all parties and shall be final

XIV. PENALTIES

- a. No civil or criminal penalties shall be issued against any official, employee, or any other person for failure to comply with safety and health standards or any rules or regulations issued pursuant to this program.
- b. Any employee, regardless of status, who willfully and/or repeatedly violates, or causes to be violated, any safety and health standard, rule, or regulation or any abatement order shall be subject to disciplinary action by the appointing authority. It shall be the duty of the appointing authority to administer discipline by taking action in one of the following ways as appropriate and warranted:
 - 1. Oral reprimand.
 - 2. Written reprimand.
 - 3. Suspension for three (3) or more working days.
 - 4. Termination of employment.

XV. CONFIDENTIALITY OF PRIVILEGED INFORMATION

All information obtained by or reported to the Director pursuant to this plan of operation or the legislation (resolution, ordinance, or executive order) enabling this occupational safety and health program which contains or might reveal information which is otherwise privileged shall be considered confidential. Such information may be disclosed to other officials or employees concerned with carrying out this program or when relevant in any proceeding under this program. Such information may also be disclosed to the Commissioner of Labor or their authorized representatives in carrying out their duties under the Tennessee Occupational Safety and Health Act of 1972.

XVI. COMPLIANCE WITH OTHER LAWS NOT EXCUSED

a. Compliance with any other law, statute, resolution, or executive order, as applicable, which regulates safety and health in employment and places of employment shall not excuse the employer, the employee, or any other person from compliance with the provisions of this program.

h.

b. Compliance with any provisions of this program or any standard, rule, regulation, or order issued pursuant to this program shall not excuse the employer, the employee.

or any other person from compliance with the law, statue, resolution, or executive order, as applicable, regulating and promoting safety and health unless such law, statute, resolution, or executive order, as applicable, is specifically repealed.

Signature Occupational Safety and Health Director

APPENDIX 1- WORK SITE LOCATIONS CHART

Henry County Courthouse - <u>33 employees</u> 101 West Washington St Paris, TN 38242 731-642-5212

Henry County Courthouse Annex - <u>21 employees</u> 213 West Washington St Paris, TN 38242

Sheriff Department - <u>86 employees</u> 210 Forrest Heights Ave Paris, TN 38242 731-642-1672

Henry County Highway Dept - <u>52 employees</u> 575 Cedar St Paris, TN 38242 731-642-3162

Henry County Airport - <u>5 employees</u> 1949 Diqqs Road Paris, TN 38224 Phone: 731-644-7933

Henry County Recycling - <u>10 employees</u> 450 Recycling Drive Paris, TN 38242 731-641-0018 / 642-5170

Central Community Building - <u>11 county employees</u> 55 Jones Bend Rd Paris, TN 38242

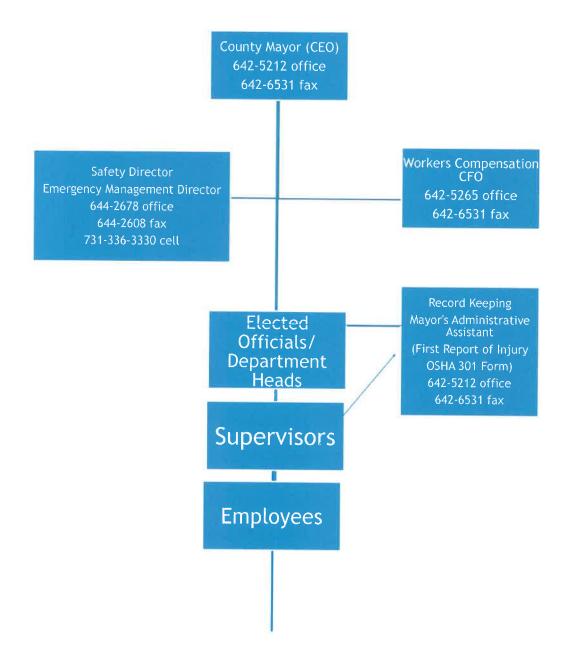
Health Department- 2 county employees 803 Joy St Paris, TN 38242

Aq Extension/Soil Conservation Office- <u>6 county employee</u> 1120 Tyson Ave Paris, TN 38242

Election Office/Library/Archives- <u>8 county employee</u> 215 Grove Blvd, Suite B Paris, TN. 38242

TOTAL NUMBER OF EMPLOYEES: 229

APPENDIX IISAFETY AND HEALTH ORGANIZATIONAL CHART AND CONTACT INFORMATION



APPENDIX III- EMPLOYEE NOTICE



County of Henry

P. O. BOK 7

Paris, Tennedere 38242

Penek: (731) 642-52(2

Fax: (731) 042-6531

EMAIL: JPRIEGEWAY BRENRY COUNTY IN ONG

NOTICE TO ALL EMPLOYEES OF HENRY COUNTY GOVERNMENT

The Tennessee Occupational Safety and Health Act of 1972 provides job safety and health protection for Tennessee's workers through the promotion of safe and healthful working conditions. Under a plan reviewed by the Tennessee Department of Labor, this government, as an employer, is responsible for administering the Act to its employees. Safety and health standards are the same as State standards and job-site inspections will be conducted to ensure compliance with the Act.

Employees shall be furnished conditions of employment and a place of employment free from recognized bazards that are causing or are likely to cause death or serious injury or horm to employees.

Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this program which are applicable to his or her own actions and conduct.

Each employee shall be notified by the plucing upon builetin boards or other places of common passage of any application for a temporary variance from any standard or regulation.

Each employee shall be given the apportunity to participate in any hearing which concerns an application for a variance from a standard.

Any employee who may be adversely affected by a standard or variance issued pursuant to this program may file a petition with the Safety Director or County Mayor.

Any employee who has been exposed or is being exposed to toxic materials or harmful physical agents in concentrations or at levels in excess of that provided for by an applicable standard shall be notified by the employer and informed of such exposure and corrective action being taken.

Subject to regulations issued pursuant to this program, any employee or authorized representative(s) of employees shall be given the right to request an inspection.

No employee shall be discharged or discriminated against because such employee has filed any complaint or instituted or caused to be instituted any proceedings or inspection under: or relating to, this program.

Any employee who believes he or she has been discriminated against or discharged in violation of these sections may, within thirty (30) days after such violation occurs, have an opportunity to appear in a hearing before the Chief Executive Officer and/or Safety Director for assistance in obtaining relief or to file a complaint with the Commissioner of Labor alleging such discrimination.

A copy of the Occupational Safety and Health Program for the Employees of Henry County Government is available for inspection by any employee at the Safety Director's office, 204 N. Brewer St. during regular office hours

County Mayor

John Penn Ridgeway

Date

6-29-21



County of Henry

P. O. Box 7

PARIS, TENNESSEE 36242

PHONE: (731) 642-5212

FAX: (731) 642-6531

EMAIL: JPRIDGEWAY@HENRYCOUNTYTM.08G

Sub-Recipient

Title VI Assurance

Henry County assures that no person shall on the grounds of race, color, national origin, or sex, as provided by Title VI of the Civil Rights Act of 1964 and as amended, and the Civil Rights Restoration Act of 1987 (P.I. 100.259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance from the Tennessee Department of Transportation (TDOT).

Henry County further assures every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs or activities are federally funded or not.

In the event Henry County distributes Federal Assistance to a consultant, contractor or subcontractor and other participants, Henry County will include Title VI language in all written agreements and will monitor the consultant, contractor or sub-contractor and other participants for compliance. The Henry County Title VI Coordinator is responsible for initiating and monitoring Title VI activities, preparing required reports and other responsibilities as required by 23 CFR 200 and 49 CFR 21.

As required by the contractual agreement, Henry County will comply with the applicable laws and regulations relative to nondiscrimination in federally or state assisted programs of the Tennessee Department of Transportation (TDOT).

John Fenn Ridgeway Administrative Head

6-29-21 Date
06/29/2021
Date

APPENDIX IV - STATEMENT OF FINANCIAL RESOURCE AVAILABILITY

Be assured that <u>Henry County Government</u> has sufficient financial resources available or will make sufficient financial resources available as may be required in order to administer and staff its Occupational Safety and Health Program and to comply with standards.

APPENDIX V- ACCIDENT REPORTING PROCEDURES AND FORMS

Employees shall report all accidents, injuries, or illnesses to their supervisor and/or department head as soon as possible, but not later than two (2) hours, after their occurrence. Use the Reporting Guide in Appendix VII to know whether it's a recordable incident or is not.

The supervisor will provide the Dept Head and/or record-keeper with the name of the injured or ill employee and a brief description of the accident or illness by telephone as soon as possible, but not later than four (4) hours, after the accident or injury occurred or the time of the first report of the injury/illness.

First Report of Injury Form (C20) shall be submitted to the County Mayor's Office no later than (4) hours after the accident or injury. All fatalities or accidents involving the hospitalization of one (1) or more employees shall be reported to the Safety Director and County Mayor's Office immediately, either by telephone or verbally, and will be followed by a written report (OSHA Form 301) within four (4) hours after the occurrence.

The Safety Director shall, in the eventuality that there is a fatality or an accident resulting in the hospitalization of three or more employees, insure that the Commissioner of Labor and Workforce Development receives notification of the occurrence within (8) hours. All work-related inpatient hospitalizations, amputations, and loss of an eye must be reported to TOSHA within 24 hours. This can be reported via the state online portal at https://stateoftennessee.formstack.com/forms/tosha_injury_rpt

TENNESSEE DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT EMPLOYER'S FIRST REPORT OF WORK INJURY OR ILLINESS

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A fillable electronic C20 Form is available at https://www.tn.gov/assets/entities/labor/attachments/c20.pdf.

The supervisor will then make a thorough investigation of the accident or illness (with the assistance of the Director, if necessary) and will complete a written report on the accident or illness and forward it to the Director within seventy-two (72) hours after the accident, injury, or first report of illness and will provide one (1) copy of the written report to the record keeper.

The Workers' Compensation Form C20 "First Report of Injury" and must be completed within (4) hours to the County Mayor's office involving any recordable medically treated injury. The OSHA NO. 301 Form will be completed within (72) hours and submitted to the County Mayor's office. All reports submitted in writing to the county mayor's office shall include the following information as a minimum:

- Accident location, if different from employer's mailing address and state whether accident occurred on premises owned or operated by employer.
- 2. Name, social security number, home address, age, sex, and occupation (regular job title) of injured or ill employee.
- 3. Title of the department or division in which the injured or ill employee is normally employed.
- 4. Specific description of what the employee was doing when injured.
- 5. Specific description of how the accident occurred.
- 6. A description of the injury or illness in detail and the part of the body affected.
- 7. Name of the object or substance which directly injured the employee.
- 8. Date and time of injury or diagnosis of illness.
- 9. Name and address of physician, if applicable.
- 10. If employee was hospitalized, name and address of hospital.
- 11. Date of report.

APPENDIX VI- RECORDKEEPING REQUIREMENTS AND DEFINITIONS

Workers Compensation

Workers' Compensation Form C20 "First Report of Injury" - this form must be submitted to the employee's workers compensation department within (4) hours of an injury requiring medical attention. This should be submitted to the County Mayor's Office or to the Chief Financial Officer who is the Workers Compensation Coordinator.

Electronic Fillable C20 Form: https://www.tn.gov/assets/entities/labor/attachments/c20.pdf

TOSHA General Record-keeping Requirements

Most employers with 11 or more employees must maintain a log and summary of all recordable work-related injuries and illnesses. The regulations provide two forms for recording this information, OSHA Forms 300 (the Log of Work-Related Injuries and Illnesses) and 300A (the Summary of Work-Related Injuries and Illnesses).

OSHA Log 300

The OSHA 300 log is used by each employer's establishment to record and maintain information about employee injuries and illnesses and is now printed on 8 1 /2" x 11" paper. An establishment, as defined by OSHA, is, A single physical location where business is conducted, or where services or industrial operations are performed; the place where employees report for work, operate from or from which they are paid.

The form itself is divided into three general sections: Identity (e.g. name, case number, job title, etc.), Descriptive (e.g. date, injury location, description of incident, etc.) and Classification (e.g. type of injury, days away from work, days on restriction, etc.). The following is a list of guidelines to use for maintaining an OSHA 300 log:

Maintain OSHA 300 log on a calendar year cycle (not fiscal).

Record cases within seven calendar days of receiving information that a recordable case has occurred. Retain OSHA 300 log for five years following the calendar year to which it relates.

Maintain OSHA 300 log during those five years and add or delete cases as necessary. This will be completed by the Mayor's Office/Director.

Attention: This form contains information relating imployee health and must be used in a manner the redects the confidentiality of employees to the extra sossible while the information is being used for accupational safety and health purposes. OSHA's Form 300 (Rev. 01/2004) Log of Work-Related Injuries and Illnesses (6) ü 0 0 0 0 ā 0 0 0 0 0 000000 u 0 0 0 0 0 montridae 0 0 0 0 0 0 0 0 0 0 0 0 cikant/day 0 0 0 0 0 0 0 0 0 0 0 ____ days ____ days 000000 000000 u Page totals) represents recodence Posterone All other Alberton

Electronic Fillable 300 Form: https://www.osha.gov/recordkeeping/RKforms.html

OSHA Form 301

If an injury or illness is recordable, a supplementary form (OSHA 301) must be completed. This form provides more information about the case and is due to the Mayor's Office within (72) hours of the incident. Such information as the events leading up to the injury or illness, body parts affected, object(s) or substance(s) involved, etc., must be included on this form.

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Electronic Fillable 301 Form: https://www.osha.gov/recordkeeping/RKforms.html

OSHA Form 300A

Form 300A summarizes the total numbers of job-related injuries and illnesses that occurred in the calendar year and were logged on the OSHA Form 300. Employment information about annual average number of employees and total hours worked during the calendar year is also required to assist in calculating incidence rates. Companies with no recordable injuries or illnesses must post the form with zeros on the total line.

Specifically, Form 300A requires that you calculate the total number of work related deaths, cases with days away from work, cases with job transfers or restrictions, and any other recordable cases. In addition, you must identify the total number of days of job restrictions or transfers and days away from work. Additionally, you must report what types of injuries and illnesses you experienced, including the total number of injuries, skin disorders, respiratory conditions, poisonings, and all other illnesses.

The Form is to be displayed from February 1 until April 30, each year in a common area wherever notices to employees are usually posted. Employers must make a copy of the summary available to employees who move from worksite to worksite, such as construction workers, and employees who do not report to any fixed establishment on a regular basis. You also must ensure that the posted annual summary is not altered, defaced or covered by other material.

In addition, an executive must certify that the OSHA 300 Log has been examined and that the annual summary is believed to be correct and complete. The certifying executive can be either the owner or

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		(5) Hearing loss		I certify that I have examined this document and that in the best of my knowledge the entries are true, accurate, and complete
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an officer of the organization, the highest-ranking executive at the establishment, or the supervisor of that highest-ranking executive. This will be completed by the Director annually.

Definitions

Injury or illness reportable- Assumes the individual reporting the injury or illness is an employee. If the employee is a temporary employee from a temporary staffing agency but under your supervision in their day to day work, incidents are to be considered under your 300 log. However, in relation to workers' compensation, the temporary staffing agency would be responsible for reporting the claim to their carrier.

Medical treatment- is defined as the management and care of a patient to combat disease or disorder. Medical treatment does *NOT* include:

- √ Visits to MD for observation and evaluation only
- √ Diagnostic procedures
- √ First Aid

First aid - is outlined in section OSHA 1904.7 (b)(5). Below is a list of some treatment that is to be considered first aid:

- √ Using nonprescription medication at nonprescription strength, Tetanus immunizations,
- ✓ Cleaning, flushing, or soaking surface wounds, Wound coverings, butterfly bandages, Steri-Strips, Hot or cold therapy,
- √ Non-rigid means of support,
- √ Temporary immobilization device used to transport accident victims, Drilling of fingernail or toenail, draining fluid from blister,
- √ Eye patches,
- √ Removing foreign bodies from eye using irrigation or cotton swab,
- ✓ Removing splinters or foreign material from areas other than the eye by irrigation, tweezers, cotton swabs, or other simple means,
- √ Finger guards,
- √ Massages, and
- ✓ Drinking fluids for relief of heat stress.

Occupational Hearing Loss- As of January 1, 2004, all occupational hearing losses will need to be indicated as a recordable case on the 300 log. An occupational hearing loss is defined as a change in hearing threshold relative to the baseline audiogram as an average of 10dS or more in either ear at 2000, 3000, or 4000 hertz.

APPENDIX VII- INJURY/ILLNESS RECORDABILITY GUIDE CHART

* Any recordable injury should result in C20 First Report of Injury form within 4 hours of injury and the OSHA 301 injury report within 72 hours to Mayor's Office. *Chart by JJkeller.com*

	Recordable (Medical Treatment)	Non-recordable (First Aid)
Visits to Health Care Professionals	Any condition that is treated, or that should have been treated, with a treatment not on the first aid list	Visits solely for observation, testing, or to evaluate diagnostic decisions Visits solely for counseling Diagnostic procedures, including prescribing or administering of prescription medications used solely for diagnostic purposes Procedures defined in the final rule as first ald
Cuts, Lacerations, Punctures, and Abrasions	 Sutures (stitches) Staples Surgical glue Treatment of infection with prescription meds on any visit Application of prescription antiseptic or a non-prescription antiseptic at prescription strength Surgical debridement (cutting away dead skin) 	 Any wound coverings or bandaging by any medical personnel [below]Liquid bandage Cleaning, flushing or soaking wounds on the surface of the skin; Using wound coverings such as bandages, Band-AidsTM, gauze pads, etc.; or using butterfly bandages or Steri-StripsTM
Inoculations	Hepatitis B vaccine or rabies vaccine Vaccinations necessary to enable the employee to perform work duties	Tetanus immunizations
Splinters	Foreign bodies which require more than simple means to remove because of their location, depth of penetration, size, or shape	Removing foreign bodies from the eye using only irrigation or a cotton swab; Removing splinters or foreign material from areas other than the eye by irrigation, tweezers, cotton swabs or other simple means (needles, pins or small tools)
Strains, Sprains, and Dislocations	Casts or immobilization with rigid stays Chiropractic manipulation Exercises recommended by a health care professional who trains the worker in the proper frequency, duration and intensity of the exercise Physical therapy	Hot or cold therapy Any non-rigid means of support, such as elastic bandages, wraps, non-rigid back belts, etc. Finger guards Temporary immobilization devices while transporting an accident victim (e.g., spilnts, slings, neck collars, back boards, etc.).
Burns, skin rashes, and blisters	Any conditions that result in days away from work, restricted work, transfer to another job, or medical treatment beyond first aid	Draining fluid from a blister
Bruises/contusions	Draining of bruises by needle	Soaking therapy Hot or cold therapy
Medications	Prescription medication, whether given once or over a longer period of time Prescription medication, whether that prescription is filled or taken or not Non-prescription medication administered or prescribed at prescription strength	Non-prescription medicines at non-prescription strength, whether in ointment, cream, pill, liquid, spray, or any other form
Oxygen	Oxygen administered to an employee exposed to a substance who exhibits symptoms of an injury or illness	Oxygen administered purely as a precautionary measure to an employee who does not exhibit any symptoms of an injury or illness
Physical Therapy	Exercises recommended by a health care professional who trains the worker in the proper frequency, duration and intensity of the exercise Physical therapy	
Loss of Consciousness	Loss of consciousness which results from a workplace event or exposure (e.g., chemicals, heat, an oxygen deficient environment, a blow to the head)	Loss of consciousness due solely to epilepsy, diabetes, narcolepsy, or other personal health condition Due to voluntary participation in a wellness or similar program (e.g., company sponsored blood donation)

APPENDIX VIII - Adopted Resolution By County Commission

RESOLUTION NUMBER 9-10-03

RESOLUTION TO ESTABLISH AN OCCUPATIONAL SAFETY AND HEALTH PROGRAM, DEVISE RULES AND REGULATIONS, AND TO PROVIDE FOR A DIRECTOR AND THE IMPLEMENTATION OF SUCH PROGRAM

WHEREAS, in compliance with Public Chapter 561 of the General Assembly of the State of Tennessee for the year 1972, the Henry County Commission hereby establishes the "Occupational Safety and Health Program for the employees of the County of Henry."

NOW THEREFORE

SECTION 1. BE IT ORDAINED BY THE Henry County Commission that there be and is hereby created an occupational safety and health program for the employees of Henry County as follows:

TITLE

This section shall provide authority for establishing and administering the Occupational Safety and Health Program for the employees of Henry County.

PURPOSE

The Henry County Commission, in electing to establish and maintain an effective occupational safety and health program for its employees, shall:

- (1) Provide a safe and healthful place and condition of employment.
- (2) Makie, keep, preserve, and make available to the Commissioner of Labor of the State of Tennessee, his designated representatives, or persons within the Tennessee Department of Labor to whom such responsibilities have been delegated, adequate records of all occupational accidents and illnesses and personal injuries for proper evaluation and necessary corrective action as required.
- (3) Provide for education and training of personnel for the fair and efficient administration of occupational safety and health standards and provide for education and notification of all employees of the existence of this program.

COVERAGE:

The provisions of the Occupational Safety and Health Program for the employees of Henry County shall apply to all employees of each administrative department, commission, board, division, or other agency of the government whether part-time or full-time, seasonal or permanent.

STANDARDS AUTHORIZED

The occupational safety and health standards adopted by the Henry County Commission are the same as, but not limited to, the State of Tennessee Occupational Safety and Health Standards promulgated, or which may be promulgated, in accordance with Section 6 of the Tennessee Occupational Safety and Health Act of 1972 (T.C.A. Title 50, Chapter 5).

VARIANCES FROM STANDARDS AUTHORIZED:

The Henry County Mayor may, upon written application to the Commissioner of Labor of the State of Tennessee, request an order granting a temporary variance from any approved standards. Applications for variances shall be in accordance with "Rules of Tennessee Department of Labor, Occupational Safety, Chapter 0800-1-2, as authorized by T.C.A., Title 5. Prior to requesting such temporary variance, the Safety Director shall notify or serve notice to employees, their designated representatives, or interested parties and present them with an opportunity for a hearing. The posting of notice on the main bulletin board as designated by each department head shall be deemed sufficient notice to employees.

ADMINISTRATION

For the purposes of this resolution, the Henry County Emergency Management and Safety Director is designated as the Director of Occupational Safety and Health to perform duties and to exercise powers assigned so as to plan, develop, and administer the Henry County Occupational Safety & Health Program. The Director shall develop a plan of operation for the program and said plan shall become a part of this resolution when it satisfies all applicable sections of the Tennessee Occupational Safety and Health Act of 1972 and Part IV of the Tennessee Occupational Safety and Health Plan.

FUNDING THE PROGRAM:

Sufficient funds for administering and staffing the program pursuant to this resolution shall be made available as authorized by the Henry County Commission.

SEVERABILITY:

SECTION 2. BE IT FURTHER ORDAINED that if any section, sub-section, sentence, clause, phrase, or portion of this resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed separate, distinct, and independent provision, and such holding shall not affect the validity of the remaining portions hereof.

AMENDMENTS, ETC.

SECTION 3. BE IT FURTHER ORDAINED that this resolution shall take effect from and after the date it shall have been passed by the Henry County Commission, properly signed, certified, and has met all other legal requirements of the Henry County Commission, and as otherwise provided by law, the general welfare of the citizens of Henry County requiring it.

PASSED 10 20 2003

ERENT GREER, CHAIRMAN HENRY COUNTY COMMISSION

COUNTY CLERK

APPROVED 10-21-3003

BRENT GREER HENRY COUNTY MAYOR

001756

2021 Henry County Occupational Safety and Health Program "Plan of Operations"

2021 Henry County Occupational Safety and Health Program "Plan of Operations"

RESOLUTION NUMBER 8-01-13

A RESOLUTION TO ADOPT UPDATED 2013 OCCUPATIONAL SAFETY AND HEALTH PROGRAM "PLAN OF OPERATIONS"

WHEREAS, Henry County Resolution 9-10-03 was passed in October 2003, by the full County Commission, which established updated Occupational Safety and Health Program rules and regulations for the welfare and protection of county employees; and

WHEREAS, the Tennessee Occupational Safety and Health Administration has recommended an updated "Occupational Safety and Health Program Plan of Operations" be adopted by the full Commission; and

WHEREAS, in compliance with Public Chapter 561 of the General Assembly of the State of Tennessee for the year 1972, the Henry County Commission hereby reaffirms commitment and to the "Occupational Safety and Health Program" passed earlier by Resolution 9-10-03 for the employees of the County of Henry and adopts the 2013 updated Program "Plan of Operations."

NOW THEREFORE, This resolution shall take effect from and after the date it shall have been passed by the Henry County Commission, properly signed, certified, and has met all other legal requirements of the Henry County Commission, and as otherwise provided by law, the general welfare of the citizens of Henry County requiring it.

PASSED 1-22-13

Deputy Clerk

APPROVED 1.22-13

BRENT GREER, CHAIRMAN HENRY COUNTY COMMISSION

COUNTY CLERK

BRENT GREER HENRY COUNTY MAYOR

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ROLL CALL

COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

A motion was made by Commissioner Starks and seconded by Commissioner Greg Carter to approve Resolution 5-7-21, approving Officials' bonds.

ITEM NO. 10

TIEM NO. 10					,			
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY					X			
BRADLEY, WESLEY	X							
CARTER, DELL					X			
CARTER, GREG				X	X			
COPELAND, JAMES					X			
GEAN, RANDY					X			
HUMPHREYS, KENNETH					X			
JONES, DON					X			
KYLE, KREG	X							
NEAL, PAUL					X			
STARKS, MONTE			X		X			
TRAVIS, JAMES					X			
VISSER, MARTY	X							
WEBB, DAVID					X			
WILLIAMS, DREW					X			
TOTAL	3				12			

MOTION CARRIED

DATE: 7-19-21

RESOLUTION NO. 5-7-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE BOARD OF COMMISSIONERS TO APPROVE OFFICIALS' BONDS

WHEREAS, the law of the State of Tennessee requires that each one named herein shall be bonded for the faithful performance of his or her duty; and

WHEREAS, the covered positions are as follows:

Assessor of Property, Charles Van Dyke; Chancery Court Clerk & Master/Probate Court, Mary Burns; Circuit/General Sessions/Juvenile Clerk, Mike Wilson; County Clerk, Donna Craig; County Medical Examiner, Dr. Scott Portis; County Mayor, John Penn Ridgeway; County Road Commission; County Highway Superintendent, Richie Chilcutt; Chief Financial Officer, Pat Hollingsworth; Register of Deeds, Pam Martin; Sheriff, Josh Frey; Superintendent of Schools, Dr. Leah Watkins; County Trustee, Randi French, to the extent of \$400,000, as well as all other public officials and employees; and

WHEREAS, this coverage also complies with TCA §4-4-108 for blanket bonds and TCA §8-19-101 as replacement for individual official bonds.

WHEREAS, TCA §4-4-108 for blanket bonds and TCA §8-19-101 as replacement for individual officials bonds allows for said bonds for Henry County to be covered by NGU Risk Management through the Tennessee Risk Management Trust.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Henry County, Tennessee, assembled in regular session on this 19th day of July, 2021, a majority or more of the members concurring, that:

BE IT FURTHER RESOLVED that the Henry County Public Officials named herein above shall be bound under the Official Statutory Bond for Henry

County Public Officials provided by Tennessee Risk Management Trust through its producer, NGU Risk Management.

BE IT FINALLY RESOLVED that a true copy of this Resolution be spread upon the Commission record of this date.

PASSED 7-19-21

JOHN PENN RIDGEWAY, CHAIRMAN HENRY COUNTY COMMISSION

DONNA CRAIG COUNTY CLERK

APPROVED 7-19-8

JOHN PENN RIDGEWAY HENRY COUNTY MAYOR

ROLL CALL

COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

Commissioner Greg Carter made a motion to approve Resolution 6-7-21, to authorize the sale of delinquent tax properties at a reduced price. Commissioner Humphreys seconded the motion.

ITEM NO. 11

TIEWINO. II	A DOTT IO	I DD DOES IS	MORTON	anger:	1			
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY					X			
BRADLEY, WESLEY	X							
CARTER, DELL					X			
CARTER, GREG			X		X			
COPELAND, JAMES					X			
GEAN, RANDY					X			
HUMPHREYS, KENNETH				X	X			
JONES, DON					X			
KYLE, KREG	X							
NEAL, PAUL					X			
STARKS, MONTE					X			
TRAVIS, JAMES					X			
VISSER, MARTY	X							
WEBB, DAVID					X			
WILLIAMS, DREW					X			
TOTAL	3				12			
					14			

MOTION CARRIED

DATE: 7-19-21

RESOLUTION #6-7-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE, BOARD OF COMMISSIONERS TO AUTHORIZE THE SALE OF DELINQUENT TAX PROPERTIES AT A REDUCED PRICE

WHEREAS, Henry County acquires ownership of parcels which were the subject of the annual delinquent tax collection suits when no other bidder bids on a parcel at the Delinquent Tax Sale; and

WHEREAS, Tennessee law allows the Delinquent Tax Committee and County
Mayor to place a fair resale price on each parcel of land purchased by the County at a
delinquent tax sale, and said committee may authorize the sale of any tract of land upon
such terms as will secure the highest and best sale price; and

WHEREAS, Tennessee law requires that no parcel of land purchased by the County at a delinquent tax sale shall be resold for an amount less than the total amount of the taxes, penalty, cost and interest accrued against such parcel, unless the legislative body determines that it is impossible to sell the parcel of land for such amount and grants permission to offer the land for sale at some amount to be fixed by such legislative body; and

WHEREAS, it appears that the delinquent tax parcels described below are impossible to sell for an amount equal to the total amount of the taxes, penalty, cost and interest accrued against such parcels;

- Hardy Street 708, Map 105D, Group L, Parcel 020.00, \$2,468.10 (plus closing costs) offered by Arielle S. Pompilius
- Williams Street, Map 095I, Group F, Control Map 095I, Parcel 019.00,
 \$500.00 (plus closing costs) offered by Edward E. Ray

WHEREAS, it is in the interest of the citizens of Henry County that said delinquent tax parcels be resold, if possible, not only for purposes of generating revenue through their sale, but also for purposes of eliminating Henry County's liability and

maintenance costs associated with said parcels and also so that the parcels are put back to taxable use; and

WHEREAS, the individuals named above have made offers for quitclaim deeds to said delinquent tax parcels;

WHEREAS, after investigation of said delinquent tax parcels, the Delinquent Tax Committee recommends that the County Mayor be authorized to accept minimum offers as listed above, subject to publication of the offers and the opportunity for any other interested party to raise to the offers as prescribed by law; and

WHEREAS, the Delinquent Tax Committee and County Mayor have approved the terms and conditions of sale recommended by the Henry County Attorney pertaining to offers for a quitclaim deed to the delinquent tax parcels described above;

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Henry County, Tennessee, assembled in regular session on this the 19th day of July, 2021, a majority or more of the membership concurring that these delinquent tax parcels cannot be sold for the accumulated total of taxes, interest, penalties and costs against them; therefore, pursuant to Tenn. Code Ann. § 67-5-2507, the County Mayor is authorized to accept an offer for a quitclaim deed to said parcels in consideration of minimum offers subject to publication of the offer and the opportunity for any other interested party to raise to the offer as prescribed by law.

BE IT FINALLY RESOLVED that a true copy of this Resolution be spread upon the Commission record of this date.

PASSED 7-19-21

IØHN PENN RIDGEWAY, CHAIRMAN HENRY COUNTY COMMISSION

DONNA CRAIG COUNTY CLERK

APPROVED 7-19-21

JOHN PENN RIDGEWAY

Offer for Quitclaim of Delinquent Tax Real Estate

The undersigned ("Offeror"), hereby offers the sum of \$ 12468.10 * on the following terms and
conditions in consideration for a Quitclaim Deed from the Government of Henry County, Tennessee ("Offeree"), which
quitclaims to Offeror or designee (see "Name as it is to appear on Quitclaim Deed" below) whatever interest Offeree has in
certain Real Estate in Henry County, Tennessee, assessed for taxation by the County assessor of property at:

Map 105D Group L Control Map 020.00 Parcel S/I ("Real Estate")

Name as it is to appear on Quitclaim Deed: Avielle S. Rompilius

(Offeror represents and warrants that Offeror has legal authority as agent of any persons or entities identified as "Name as it is to appear on Quitclaim Deed" to legally bind such persons or entities to the terms and conditions of this offer.)

* In addition to the offer amount, at the closing of this transaction the successful purchaser will be required to pay closing costs of \$375.00, newspaper publication fee (~\$175.00), recording costs, and transfer tax.

Offer/Acceptance

- 1. This offer is irrevocable for a period of 90 days. During this period, this offer may be presented to the County Mayor, Delinquent Tax Committee, and/or County Commission for consideration.
- 2. If this offer is conditionally accepted, notice of this offer will be published in the local newspaper. There will be a period of at least 10 days after the publication during which any person may make a competing offer (at a price at least 10% higher than the sum of this offer) for a quitclaim of the Real Estate. In the event a higher price is offered, Offeror (and anyone else) will have the opportunity to appear at a time and place designated by Offeree and then and there to bid on the Real Estate (the "Final Auction"). At the conclusion of the Final Auction, the Real Estate shall be quitclaimed to the party making the highest and best offer; provided, however, that if higher bidders for any reason fails to tender the purchase price, Offeror will purchase the real estate for Offeror's highest offer or bid.

Deposit / Final Payment

- 3. Upon making this offer, Offeror tendered a "Deposit" of \$500.00 to Offeree. This Deposit will be fully refunded to Offeror if Offeree declines this offer or if the real estate is ultimately quitclaimed to a higher bidder. This Deposit will be forfeited to the Offeree if this offer is accepted or Offeror is the high bidder fails to timely tender the Final Payment. The Deposit will also be forfeited if the Offeror defaults on the terms of this offer.
- 4. The "Final Payment" is the amount equal to the offer or bid price minus the Deposit. The Final Payment is due to be made in cash or by certified funds by Offeror upon the earlier of (a) 4:00 PM on business day after Offeror receive notice that this offer has been accepted and no higher bidders have come forward or (b) on the date of the Final Auction, if Offeror is the highest bidder. TIME IS OF THE ESSENCE.
- 5. Along with and in addition to the Final Payment, if this offer is accepted or Offeror is the high bidder, Offeror will also pay (a) closing costs of \$375.00, (b) newspaper publication fee (approximately \$175.00), and (c) recording costs and transfer tax associated with recording the Quitclaim Deed contemplated herein.

Disclaimer of Representations and Warranties

6. Neither the Offeree nor any other person or entity has made any representations or warranties, expressed or implied, relative to the title, condition, use, fitness for particular purpose, or any other matters involving the Real Estate. THE CONVEYANCE WILL BE MADE BY QUITCLAIM DEED, AS IS, WHERE IS, AND WITHOUT ANY REPRESENTATIONS OR WARRANTIES WHATSOEVER. Offeror has not relied on any statements made by any official or agent of Offeree. Offeror had the opportunity to review this offer and to request an opinion of title from Offeror's own attorney prior to making this offer.

Exceptions in Quitclaim Deed

7. The Quitclaim Deed will except any public or private roadways, public or private easements, utility easements, government (for example, US, TDOT, TVA, City, or County) easements, or similar liens, easements, or rights that may encumber the Real Estate.

rev. 21-02-03

Other Terms and Conditions

The following terms and conditions also apply to Offeror and any persons or entities identified above as "Name as it is to appear on Quitclaim Deed" (all of such persons shall be hereunder collectively referred to as "Grantee") if this offer is accepted or Offeror is the high bidder. These terms are binding on each Grantee, and each Grantee's heirs, successors, and assigns forever. These terms shall run with the land and may be recited within the Quitclaim Deed.

- 8. If the underlying Delinquent Tax Sale of the subject Real Estate is determined, by Court Order or in the sole and absolute discretion of Henry County, to be void or voidable by a Court, then the underlying delinquent tax sale shall be set aside as to the Real Estate. Upon demand by the Henry County Attorney, Grantee will execute any documents necessary to set aside the delinquent tax sale as to the Real Estate. If the underlying delinquent tax sale of this real estate is set aside, Henry County shall refund to Grantee the entire amount paid by Grantee to Henry County for the Quitclaim Deed contemplated in this offer; no interest or other sums besides that amount shall be refunded or paid to Grantee by any party in the event a sale is set aside.
- 9. The maximum Grantee may recover from Henry County (or any other person or entity) by reason of any damages incurred due to or related in any way to this transaction is the sum equal to the amount Grantee paid to Henry County for the Quitclaim Deed contemplated in this offer.
- 10. Grantee shall indemnify and hold harmless Henry County for all damages (including by payment of reasonable attorney's fees and expenses) incurred by breach or non-compliance with any terms and conditions herein.
- 11. The sole jurisdiction and venue for any dispute arising out of or relating to this transaction is the Chancery C

11. The sole jurisdiction and vende for any dispute arising out of the leading to this transaction is the Chancery Court of
Henry County, Tennessee.
12. These terms of sale are binding on each Grantee, and each Grantee's heirs and assigns forever. All of these terms
survive execution and delivery of the Quitclaim Deed contemplated herein.
· · · · · · · · · · · · · · · · · · ·
Offer made on this the day of May, 202 , by:
U .
Offeror
Sign Name Arielle 5. Bup. ius
Sign Name Transcript Print Name 1110 to 1211
Sign Name Avielle 5. Poup. ius Print Address 1003 Cotton wood Ave Tris 30 Print Phone 904-400-1523
Rad Alma, MN, STORIO
STATE OF TENNESSEE State Of Minnesofa
COUNTY OF HENRY County of Goodhue
and the destination
Personally appeared before me, a notary public in and for the above-stated county and state, the above-named Offeror, on
behalf of himself and as an agent of any persons or entities identified above as "Name as it is to appear on Quitclaim Deed"
and executed this offer with the intent to legally bind all of them.
-11
On this the day of May 202 1. 202 1. SMITH
Notary Public
Notary Published State of Minnesota My Commission Expires
January 31, 2022
My commission expires: DI TO TO TO TO TO TO TO TO TO TO TO TO TO

State of Tennessee Comptroller of the Treasury **Real Estate Assessment Data**

County Number: 040

County Name: HENRY

Tax Year: 2021

Charceny \$ 2,46810

Property Owner and Mailing Address

Jan 1 Owner: HENRY COUNTY TENNESSEE (GOVERNMENT OF) ATTN: COUNTY MAYOR 101 E WASHINGTON ST

Property Location

PARIS, TN 38242

Address: HARDY ST 708

Map: 105D Grp: L Ctrl Map: 105D Parcel: 020.00 Pl: S/I: 000

Value Information

Reappraisal Year: 2020

Land Mkt Value: \$3,000 Improvement Value: \$0 Assessment %: Assessment: \$0

Total Market Appraisal: \$3,000

General Information

Class: 01 - COUNTY

City #: 566 City: **PARIS** SSD1: 567 **SSD2:** 000 District: 01 Mkt Area: P05 # Bldgs: 0 # Mobile Homes: 0

01 - PUBLIC / PUBLIC Utilities - Electricity: Utilities - Water / Sewer: 01 - PUBLIC

Utilities - Gas / Gas Type: 01 - PUBLIC - NATURAL GAS Zoning:

Subdivision Data

Subdivision:

Plat Bk: Plat Pg: Block: Lot:

Additional Description

Building Information

Extra Features

Sale Information

Sale Date	Price	Book	Page	Vac/Imp	Type Instrument	Qualification
11/28/2017		479	365		co	
03/22/2007	\$0	235	640			
05/06/2002	\$0	75	51			

Parcel Detail

05/01/1999	\$29,000	264	893	IMPROVED	WD	В
09/11/1995	\$0	241	653			
07/24/1993	\$7,000	228	147	IMPROVED	WD	М
08/22/1969	\$0	0091	0018			

Land Information

Deed Acres: 0.00

Caic Acres: 0.00

Total Land Units: 1.00

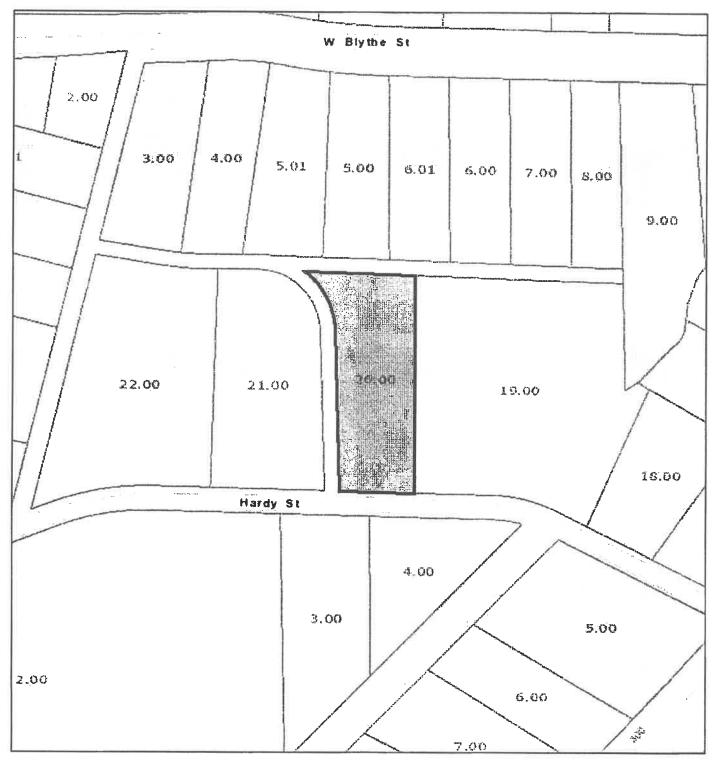
Land Type: 01 - RESIDENTIAL Soil Class:

Units: 1.00

New Search Return to List <u>View GIS Map for this Parcet</u>

Glossary of Terms	How to Search	Fact Sheet
<u>Division of Property Assessments</u> <u>Home Page</u>	Comptroffer of the Treasury Home Page	<u>State of Tounessee</u> Home Page

Henry County - Parcel: 105D L 020.00



Date: July 12, 2021 County: Henry

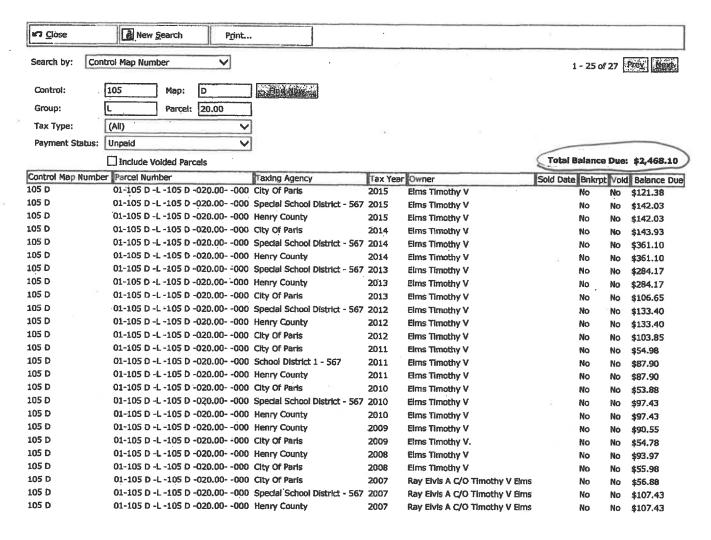
Owner: HENRY COUNTY TENNESSEE (GOVERNMENT OF)

Address: HARDY ST 708 Parcel Number: 105D L 020.00

Deeded Acreage: 0 Calculated Acreage: 0 Date of Imagery: 2016

Sources: Esri, HERE, Garmin, USGS, Intermap, INCREMENT P, NRCan, Esri Japan, METI, Esri China (Hong Kong), Esri Korea, Esri (Thailand), NGCC, (c) Open StreetMap contributors, and the GIS User Community TN Comptroller - OLG

The property lines are compiled from information maintained byyour local county Assessor's office but are not conclusive evidence of property ownership in any court of lew.



http://10.169.186.29/TnCIS/dtParcelList.asp

3/5/2018

₽7 ⊈lose	New Search Print			3			
Search by: Con	trol Map Number				26 - 27 of	27	revi Next
Control:	105 Map: D	Margoray					
Group:	L Parcel: 20.00						
Тах Туре:	(Alf)	2					
Payment Status:	Unpaid	2					
•	☐ Include Volded Parcels				Total Balance	Due:	\$2,468.10
Control Map Number	r Parcel Number	Taxing Agency	Tax Year	Owner	Sold Date Bnkrpt	Void	Balance-Due
105 D	01-105 D -L -105 D -020.0000	O Special School District - 567	2006	Ray Elvis A C/O Timothy V Elms		-	\$317.81
105 D	01-105 D -L -105 D -020.0000	0 Henry County	2006	Ray Elvis A C/O Timothy V Elms	No	No	\$317.81

Offer for Quitclaim of Delinquent Tax Real Estate

The undersigned ("Offeror"), hereby offers the sum of \$_500* on the following terms and
conditions in consideration for a Quitclaim Deed from the Government of Henry County, Tennessee ("Offeree"), which
quitclaims to Offeror or designee (see "Name as it is to appear on Quitclaim Deed" below) whatever interest Offeree has in
certain Real Estate in Henry County, Tennessee, assessed for taxation by the County assessor of property at:
Map 0957, Group Control Map 0951, Parcel 09.00, S/I 000 ("Real Estate")
Name as it is to appear on Quitclaim Deed: Edward E. Ray
(Offeror represents and warrants that Offeror has legal authority as agent of any persons or entities identified as "Name as it is to appear on Quitclaim Deed" to legally bind such persons or entities to the terms and conditions of this offer.)

* In addition to the offer amount, at the closing of this transaction the successful purchaser will be required to pay closing costs of \$375.00, newspaper publication fee (~\$175.00), recording costs, and transfer tax.

Offer/Acceptance

- 1. This offer is irrevocable for a period of 90 days. During this period, this offer may be presented to the County Mayor, Delinquent Tax Committee, and/or County Commission for consideration.
- 2. If this offer is conditionally accepted, notice of this offer will be published in the local newspaper. There will be a period of at least 10 days after the publication during which any person may make a competing offer (at a price at least 10% higher than the sum of this offer) for a quitclaim of the Real Estate. In the event a higher price is offered, Offeror (and anyone else) will have the opportunity to appear at a time and place designated by Offeree and then and there to bid on the Real Estate (the "Final Auction"). At the conclusion of the Final Auction, the Real Estate shall be quitclaimed to the party making the highest and best offer; provided, however, that if higher bidders for any reason fails to tender the purchase price, Offeror will purchase the real estate for Offeror's highest offer or bid.

Deposit / Final Payment

- 3. Upon making this offer, Offeror tendered a "Deposit" of \$500.00 to Offeree. This Deposit will be fully refunded to Offeror if Offeree declines this offer or if the real estate is ultimately quitclaimed to a higher bidder. This Deposit will be forfeited to the Offeree if this offer is accepted or Offeror is the high bidder fails to timely tender the Final Payment. The Deposit will also be forfeited if the Offeror defaults on the terms of this offer.
- 4. The "Final Payment" is the amount equal to the offer or bid price minus the Deposit. The Final Payment is due to be made in cash or by certified funds by Offeror upon the earlier of (a) 4:00 PM on business day after Offeror receive notice that this offer has been accepted and no higher bidders have come forward or (b) on the date of the Final Auction, if Offeror is the highest bidder. TIME IS OF THE ESSENCE.
- 5. Along with and in addition to the Final Payment, if this offer is accepted or Offeror is the high bidder, Offeror will also pay (a) closing costs of \$375.00, (b) newspaper publication fee (approximately \$175.00), and (c) recording costs and transfer tax associated with recording the Quitclaim Deed contemplated herein.

Disclaimer of Representations and Warranties

6. Neither the Offeree nor any other person or entity has made any representations or warranties, expressed or implied, relative to the title, condition, use, fitness for particular purpose, or any other matters involving the Real Estate. THE CONVEYANCE WILL BE MADE BY QUITCLAIM DEED, AS IS, WHERE IS, AND WITHOUT ANY REPRESENTATIONS OR WARRANTIES WHATSOEVER. Offeror has not relied on any statements made by any official or agent of Offeree. Offeror had the opportunity to review this offer and to request an opinion of title from Offeror's own attorney prior to making this offer.

Exceptions in Quitclaim Deed

7. The Quitclaim Deed will except any public or private roadways, public or private easements, utility easements, government (for example, US, TDOT, TVA, City, or County) easements, or similar liens, easements, or rights that may encumber the Real Estate.

Other Terms and Conditions

The following terms and conditions also apply to Offeror and any persons or entities identified above as "Name as it is to appear on Quitclaim Deed" (all of such persons shall be hereunder collectively referred to as "Grantee") if this offer is accepted or Offeror is the high bidder. These terms are binding on each Grantee, and each Grantee's heirs, successors, and assigns forever. These terms shall run with the land and may be recited within the Quitclaim Deed.

- 8. If the underlying Delinquent Tax Sale of the subject Real Estate is determined, by Court Order or in the sole and absolute discretion of Henry County, to be void or voidable by a Court, then the underlying delinquent tax sale shall be set aside as to the Real Estate. Upon demand by the Henry County Attorney, Grantee will execute any documents necessary to set aside the delinquent tax sale as to the Real Estate. If the underlying delinquent tax sale of this real estate is set aside, Henry County shall refund to Grantee the entire amount paid by Grantee to Henry County for the Quitclaim Deed contemplated in this offer; no interest or other sums besides that amount shall be refunded or paid to Grantee by any party in the event a sale is set aside.
- 9. The maximum Grantee may recover from Henry County (or any other person or entity) by reason of any damages incurred due to or related in any way to this transaction is the sum equal to the amount Grantee paid to Henry County for the Quitclaim Deed contemplated in this offer.
- 10. Grantee shall indemnify and hold harmless Henry County for all damages (including by payment of reasonable attorney's fees and expenses) incurred by breach or non-compliance with any terms and conditions herein.
- 11. The sole jurisdiction and venue for any dispute arising out of or relating to this transaction is the Chancery Court of Henry County, Tennessee.
- 12. These terms of sale are binding on each Grantee, and each Grantee's heirs and assigns forever. All of these terms survive execution and delivery of the Quitclaim Deed contemplated herein.

Offer made on this the day of day of Print Name Reducer Ray

Print Name Ray

Print Phone 73 | -333 | 5949

STATE OF TENNESSEE

COUNTY OF HENRY

Personally appeared before me, a notary public in and for the above-stated county and state, the above-named Offeror, on behalf of himself and as an agent of any persons or entities identified above as "Name as it is to appear on Quitclaim Deed" and executed this offer with the intent to legally bind all of them.

On this the day of day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day of the day o

CK# NO.: COS N DAMOUNT: \$500.00 DATE: 6/21/21

State of Tennessee Comptroller of the Treasury **Real Estate Assessment Data**

New Search Return to List

County Number: 040

County Name: HENRY

Tax Year: 2021

01 - PUBLIC

Property Owner and Mailing Address

Jan 1 Owner: HENRY COUNTY TENNESSEE (GOVERNMENT OF) ATTN: COUNTY MAYOR 101 E WASHINGTON ST PARIS, TN 38242

Property Location

Address: WILLIAMS ST

Map: 095! Grp: F Ctrl Map: 095l Parcel: 019.00 S/I: 000 Manceay \$2,11721

Value Information

Reappraisal Year: 2020

Land Mkt Value: \$2,000 Improvement Value: \$0 Total Market Appraisal: \$2,000 Assessment %: 0 Assessment: SO

General Information

Class: 01 - COUNTY

City #: 566 City: PARIS SSD1: 000 District: P07 # Bldas: 0 # Mobile Homes:

Utilities - Electricity:

Utilities - Gas / Gas Type: 01 - PUBLIC - NATURAL GAS Zoning:

01 - PUBLIC / PUBLIC

Subdivision Data

Utilities - Water / Sewer:

Subdivision: BRICKYARD ADD

Plat Bk: 0023 Plat Pg: 0465 Block: Lot: 0017

Additional Description

Building Information

Extra Features

Sale Information

Sale Date Price Type instrument Qualification 11/28/2017

5.K

1 of 2

6/21/2021, 11:27 AM

12/07/1973

\$0

125

AAR.

Land Information

Deed Acres: 0.00

Calc Acres: 0.00

Total Land Units: 1,00

Land Type: 01 - RESIDENTIAL Soil Class:

Units: 1.00

View GIS Map for this Parcel

Glossary of Terms

How to Search

Fact Sheet

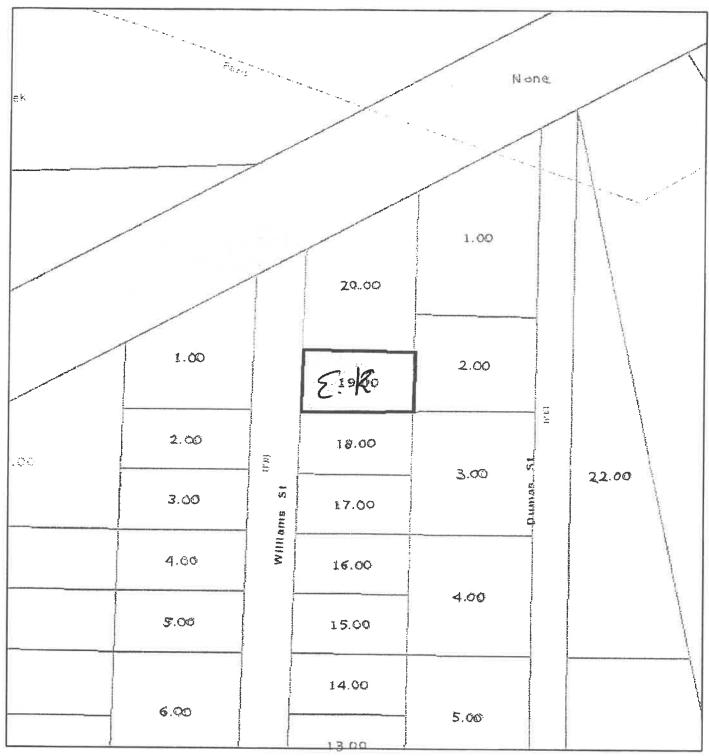
Division of Property Assessments

Home Page

Comptroller of the Treasury Home Page State of Tennessee Hour Page

E.R

Henry County - Parcel: 095I F 019.00



Date: June 21, 2021 County: Henry

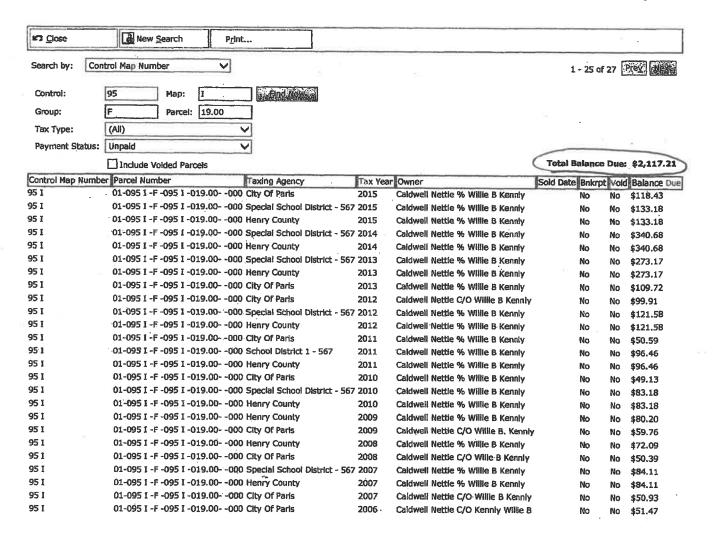
Owner: HENRY COUNTY TENNESSEE (GOVERNMENT OF)

Address: WILLIAMS ST Parcel Number: 095i F 019.00

Deeded Acreage: 0 Calculated Acreage: 0 Date of Imagery: 2016

Sources: Esri, HERE, Garmin, USGS, Intermap, INCREMENT P, NRCan, Esri Japan, METI, Esri China (Hong Kong), Esri Korce, Esri (Thailand), NGCC, (c) Open StreetMep contributors, and the GIS User Community TN Comptroller - OLG State of Tennessee, Comptroller of the Treasury, Office of Local Government

The property lines are compiled from information maintained by your local county Assessor's



http://10.169.186.29/TnCIS/dtParcelList.asp

3/5/2018

Close	New	Search .	Print.	•						
Search by: Co	ntrol Map Nu	mber	~			* 10 T		26 - 27 o	27	Next
Control:	95	Map:	I	English &	:					
Group:	F	Parcel:	19.00	3						
Тах Туре:	(All)			3					8	
Payment Status:	Unpaid			•						
	☐ Include	Voided Parc	els					Total Balance	Due	\$2,117.21
Control Map Numb	per Parcel Nu	mber		Taxing Agency		Tax Year	Owner	Sold Date Bnkrp	Void	Balance Due
95 I	01-095 I	-F -095 I -0	19.00000	Special School Dist	rict - 567	2006	Caldwell Nettie % Willie B Kenniy		No	\$192.23
95 I	01-095 I	-F -095 1 - 0	19.00000	Henry County		2006	Caldwell Nettie % Willie B Kennly	y No:	No	\$192.23

ROLL CALL COUNTY COMMISSION, HENRY COUNTY, DONNA CRAIG, COUNTY CLERK PARIS, TENNESSEE

Commissioner Jones made a motion to adjourn. The motion was seconded by Commissioner Dell Carter.

ITEM NO. 12

ITEM NO. 12		711						
	ABSENT	PRESENT	MOTION	SECOND	AYE	NO	ABSTAIN	PASS
BERRY, JERRY								
BRADLEY, WESLEY								
CARTER, DELL				X				
CARTER, GREG								
COPELAND, JAMES								
GEAN, RANDY								
HUMPHREYS, KENNETH								
JONES, DON			X					
KYLE, KREG								
NEAL, PAUL								
STARKS, MONTE								
TRAVIS, JAMES								
VISSER, MARTY								
WEBB, DAVID								
WILLIAMS, DREW								
TOTAL								

VOICE VOTE CARRIED

DATE: 7-19-21