

November 15, 2021 Commission Minutes

- Recognition of Cub Scout group observing the meeting in order to earn the Arrow of Light Award.
- Appointments- Resolution 1-11-21.
- PILOT Agreement with Eurotranciatura U.S.A., LLC.- Resolution 2-11-21.

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 November 15, 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 Kenneth Humphreys.

ITEM NO. 3 The pledge to the flag was led by Cub Scout Garrett McLeese.

ITEM NO. 4 Roll Call

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

ITEM NO. 5 The recognition of Cub Scout group observing the meeting in order to earn the Arrow of Light Award.

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 October 18, 2021, various quarterly reports, Henry County Medical Center statement of cash flow, Trustee's month end report and the following Notary Public designations: Amanda M. McDaniel, Misty L. Thorn, Courtney Parker, Alisha Robbins, Rachel Lynn Cendejas, Ashleigh B. Burgess, Kristina Mahr, Austin Buffington, Albert Wade, Jr., Janet Scott, Beth Taylor, Shannon L. French, Alisa Scheiblein and Kaye B. McCoy, and the following bonds: Alisa Scheiblein Principal and Jeff and Kayla Berryhill sureties, Alisha Robbins, Rachel Lynn Cendejas, Ashleigh B. Burgess, Principals and Wayne Powers and Ben Sherard sureties. The motion was seconded by Commissioner Kyle.

ITEM NO. 6

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

VOICE VOTE CARRIED

DATE : 11-15-21

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

Commissioner Kyle made a motion to approve Resolution 1-11-21, to appoint certain citizens and Commissioners to various boards, committees and positions. The motion was seconded by Commissioner Neal.

ITEM NO. 7

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

VOICE VOTE CARRIED

DATE : 11-15-21

RESOLUTION NO. 1-11-21

A RESOLUTION OF THE HENRY COUNTY, TENNESSEE BOARD OF COMMISSIONERS TO APPOINT CERTAIN CITIZENS AND COMMISSIONERS TO VARIOUS BOARDS, COMMITTEES, AND POSITIONS

WHEREAS, certain vacancies now exist on various boards, committees, and commissions, and in various positions of Henry County, Tennessee; and

WHEREAS, it is the duty and responsibility of the Board of Commissioners of Henry County, Tennessee to appoint certain qualified citizens and Henry County Commissioners to fill said vacancies; and

WHEREAS, the Board of Commissioners has examined and evaluated the qualifications of certain citizens and County Commissioners for appointment to said boards, committees, commissions, and positions.

NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners of Henry County, Tennessee, assembled in regular session on this 15th day of November, 2021, a majority or more of said Commissioner's concurring, that:

SECTION 1. The following be and hereby recommended to the Hospital Board for 4-year terms with terms to expire November, 2025:


- a. Dr. Scott Whitby
- b. Dr. Tiffany N. McCutcheon

BE IT FURTHER RESOLVED that any and all acts previously passed by this Board of County Commissioners which are in conflict with this Resolution be and hereby are rescinded, repealed, and are of no effect whatsoever.

BE IT FURTHER RESOLVED that this Resolution shall take effect upon its passage by this Board of County Commissioners and approval by the County Executive, the public welfare requiring it.


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

PASSED 11.15.21


JOHN PENN RIDGEWAY, CHAIRMAN
HENRY COUNTY COMMISSION


DONNA CRAIG
COUNTY CLERK

APPROVED 11.15.21


JOHN PENN RIDGEWAY
HENRY COUNTY MAYOR

Tiffany N. McCutcheon, DBA, MBA

Phone: (731)363-8635

Email: tiffnmcc@gmail.com

Objective

Accomplished faculty instructor and administrator devoted to utilizing appropriate strategies and knowledge to develop success. An ethical professional passionate about improving the academic and personal outcomes of diverse students. An educator that is inspired by motivating students to reach their goals on an academic and personal level. Experience working and leading remotely from home. Staffing and organizational development. Curriculum development and course evaluation experience. Exceptional time management skills.

Education

Doctor of Business Administration, 2019 - Walden University, Minneapolis, MN
Emphasis: Social impact management

Master of Business Administration, 2009 - Bethel University, McKenzie, TN

Bachelor of Science in Business, 2001 - Murray State University, Murray, KY

Articles/Research

Doctoral Research Study: Leadership Strategies that Promote Employee Engagement, ProQuest/UMI Dissertation Publishing, 2019

Professional Experience

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY, Paris, Tennessee
Coordinator of Student Services, May 2021 to present

Develop and maintain a plan for student services. Responsible for counseling and guiding students, marketing, recruiting, all financial aid programs, orientation, reports, and student records. Provide referral services to students based on educational, emotional, or physical needs, including disability services. Work with high schools on dual enrollment; and local government agencies on student referrals. Title IX and disabilities representative. Knowledge of Microsoft office and Banner Student Information Management System. Supervise record clerk, front desk, and financial aid officer.

BETHEL UNIVERSITY, McKenzie, Tennessee
Associate Director of Financial Aid, 2012 to 2021

Experience packaging and returning aid, appeals, C-codes, reconciling, and auditing files, customer relations. Comply with Title IV, State, and FERPA policies. Work closely with financial aid director in the design and development of processes for state and federal

compliance, improved automation of tasks, and building partnerships with faculty and staff across departments in the change of processes. Lead four employees within drops/withdrawals department and assist with hiring and training employees. Lead and assisted with projects. Microsoft office software skills & CAMS Enterprise. Experience working remotely.

BETHEL UNIVERSITY, McKenzie, Tennessee
Financial Aid Specialist, 2011-2012

Comply with Title IV, State, and FERPA policies. Collaborate with other student services departments to meet student needs. Stay current on rules, policies, and any government regulations related to higher education institutions and financial aid. Proficient in packaging, student services, and return to title IV funds. Microsoft office software skills & CAMS Enterprise. Assisted the Modular Financial Aid Department in transitioning to a paperless office. Experience working remotely from home.

TENNESSEE CAREER CENTER (Department of Labor and Workforce), Paris, TN
Southwest Human Resource Agency (Workforce Investment Act- Area 11)
Case Manager, 2007 to 2011

Responsible for assisting individuals (youths, adults, and dislocated workers); to help the individuals advance in the labor market through job training and job placement. Determined program eligibility based on state guidelines. Counseled new and existing clients. Managed, coordinated, and directed the Youth and Summer Work Program each year with approximately 105 youth workers and 10 staff members under my leadership. Worked with a total of 35 employers within the community for youth job placements. Work closely and develop business relationships with various training facilities. Administer testing such as Career Scopes, basic math and reading, and the National Career Readiness Certificate based on the ACT WorkKeys assessment. Worked closely with training facilities and universities student services. Worked jointly with the Department of Labor and Workforce employees. Annual title VI and Title IX training.

TENNESSEE CAREER CENTER (Department of Human Services), Paris, TN
Southwest Human Resource Agency
Employment/Career Specialist, 2006 to 2007

Contract worker with the Department of Human Services. Facilitated classes on topics such as resumes, interviews, and life skills 15-25 students per session. Administer and interpret career assessments to clients. Handled reports and assisted with job development. Approved/denied work components for families first clients. Responsible for developing curricula and providing instructions necessary to instill appropriate work habits for clients, identifying barriers, and establishing goals. Mentored and counseled clients on a variety of diverse levels. Annual title VI and Title IX training. Facilitated classes on topics such as resumes, interviews, life skills, and work-readiness skills.

MID-SOUTH CREDIT BUREAU, Paris, TN
Financial Collector, 2003 to 2006

Responsible for incoming/outgoings calls to debtors to assist with their accounts. Setting up payment plans, processing credit reports and insurance information, used shorthand, and computer data entry. Shown consistency and team player. Effective communication skills to assist clients. Ability to negotiate in hostile situations. Ranked #4 within the top 5 collectors within the company of approximately 42 collectors.

TN CARES EARLY HEAD START, Paris, TN
Family/Child Educator (temporary position), 2001 to 2002

Responsible for providing case management to diverse families and making sure children are on the right educational level. Educated children ages three and under. Made sure children were correctly performing at their present age level. Provided and helped families with local services and resources. Counseled and educated kids/parents within the centers and home. Stayed compliant with government and federal regulations. Volunteer parent for four months in TN Cares center-based childcare program from August to November 2001.

Teaching Experience

BETHEL UNIVERSITY, College of Professional Studies, McKenzie, TN
Faculty, 2010 to present

Responsible for providing a professional and quality learning experience. Developed and created course curriculum in accordance with the pedagogic requirements of the university. Performed course audits. Teach lower level and upper-level courses in Business in a face-to-face and online environment. Teach undergraduate and graduate courses. Proficient in distant learning and adult education. Assist students in meeting their educational goals.

Teaching Experience On-campus & Online

Organizational Analysis	Management
Concepts of Business	Business in a Changing World
Professionalism in the Workplace	Online Success in Professional Studies
Introduction to Adult Online Learning	Business and Society
Business Ethics	Critical Thinking for Managers
College Orientation Experience	Introduction to Business
Group Dynamics	Strategic Planning
Crisis Management	

Highly Competent Subject Areas

Computer Experience – Microsoft Excel, Microsoft Word, Microsoft Powerpoint, Microsoft Access, Microsoft Teams, Google Docs, Google Sheets, Google Hangouts, Google Forms, Google Calendar, Analytics, Skype, Zoom, Social Media, Email Communication

Learning Management System –Virtual Campus, Blackboard, Google Classroom, Canvas, Flipgrid

References Available upon Request

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

A motion was made by Commissioner Starks to approve Resolution 2-11-21, to approve a Payment In Lieu of Taxes (PILOT) agreement between the County and Eurotranciatura U.S.A., LLC. The motion was seconded by Commissioner Greg Carter.

ITEM NO. 8

	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	1				14			

MOTION CARRIED

DATE : 11-15-21

RESOLUTION NO. 2-11-21

A RESOLUTION OF THE HENRY COUNTY BOARD OF COMMISSIONERS TO APPROVE A PAYMENT IN LIEU OF TAXES (PILOT) AGREEMENT

Eurotranciatura U.S.A., LLC

WHEREAS, The Industrial Development Board of the City of Paris, Tennessee (“Board”) is a public non-profit corporation organized and existing under the laws of the State of Tennessee, pursuant to and in accordance with the provisions of Tennessee Code Annotated §§ 7-53-101 *et seq.*, as amended (the “Act”);

WHEREAS, the Board was created for the purpose of maintaining and increasing employment opportunities in affected communities by promoting industry, trade, commerce, tourism, recreation and housing construction by inducing manufacturing, industrial, governmental, educational, financial services, commercial and recreational enterprises to locate in or to remain in the State of Tennessee and thereby furthering the use of its agricultural products and natural resources;

WHEREAS, the Board has received the request of Eurotranciatura U.S.A., LLC (hereinafter “Euro”), which is doing business in the City of Paris (“City”), Henry County, Tennessee (“County”), and is planning to expand its operations and employment in the City through capital investment in real property and industrial equipment;

WHEREAS, in order to induce Euro to expand its operations and make the capital investment in industrial equipment, Euro proposes that the Board purchase such real property, improvements thereto and industrial equipment to be used on its site in the County, and then lease such real property, improvements thereto and industrial equipment back to Euro, in the form of a transaction authorized by the Act for payments in lieu of taxes (“PILOT Incentive”): (i) having the effect of freezing the 2021 County ad valorem property taxes, excluding the Paris Special School District taxes, on the real property located at 200 Highway 69N, Paris, Tennessee, consisting of real estate tax parcels 096-A-096M-050.00, 096N-A-096M-050.01, and 096M-A-096M-042-00, for a period of ten (10) years, and (ii) having the effect of abating County ad valorem property taxes, excluding the Paris Special School District taxes on the industrial equipment for a period of ten (10) years, provided, however, that Euro creates and maintains a minimum of 35 new full-time equivalent jobs in Henry County during the term of the lease, with an option for the Board to modify or terminate the lease if Euro fails to meet this full time employment requirement; and

WHEREAS, consummation of the transaction herein contemplated is in the best interest of the citizens of Henry County, Tennessee, as it will keep, maintain, and expand employment opportunities and will thereby promote industry, trade, commerce and housing construction in the City of Paris, Tennessee, thereby furthering the public purpose for which the Board was created.

NOW, THEREFORE, IT IS HEREBY RESOLVED by the Board of Commissioners of Henry County, Tennessee, assembled in regular session on this 15th day of November, 2021 as follows:

1. The Board is hereby authorized pursuant to and in accordance with the Act, to enter into a PILOT Incentive transaction with Euro, under the terms and

conditions that Euro will sell or otherwise transfer to the Board real property, improvements thereto, and industrial equipment used at its site at fair market value in an amount not to exceed One Million Five Hundred Thousand Dollars (\$1,500,000), and the Board shall lease or otherwise grant to Euro the use of the said real property, improvements thereto and industrial equipment.

2. The Board is further authorized to enter into a PILOT Incentive transaction authorized by the Act: (i) having the effect of freezing the 2021 County ad valorem property taxes, excluding the Paris Special School District taxes, on the real property located at 200 Highway 69N, Paris, Tennessee, consisting of real estate tax parcels 096-A-096M-050.00, 096N-A-096M-050.01, and 096M-A-096M-042-00, for a period of ten (10) years, and (ii) having the effect of abating County ad valorem property taxes, excluding the Paris Special School District taxes on the industrial equipment for a period of ten (10) years, provided, however, that Euro creates and maintains a minimum of 35 new full-time equivalent jobs in Henry County during the term of the lease, with an option for the Board to modify or terminate the lease if Euro fails to meet this full time employment requirement.
3. To the extent otherwise required under the law, The Industrial Development Board of the City of Paris, Tennessee, has the required authority to act on behalf of Henry County, Tennessee to implement the PILOT Incentive transaction described above.


BE IT FINALLY RESOLVED that a true copy of the Resolution be spread upon the Commission record of this the 15th day of November, 2021.

PASSED 11.15.21


JOHN PENN RIDGEWAY, CHAIRMAN
HENRY COUNTY COMMISSION


DONNA CRAIG
COUNTY CLERK

APPROVED 11.15.21


JOHN PENN RIDGEWAY
HENRY COUNTY MAYOR

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

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

ITEM NO. 9

	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			X					
WEBB, DAVID								
WILLIAMS, DREW								
TOTAL								

VOICE VOTE CARRIED

DATE : 11-15-21