

Tax Incentive Review Council

MEETING MINUTES

March 5, 2024 – 9:00 a.m.

City Hall – City Manager’s Conference Room

Members Present: Dr. Mike Bird, Councilman; Nicole Alverson, Hudson Chamber of Commerce; Thomas Sheridan, City Manager; Jeff Knoblauch, Assistant City Manager – Finance; Dexter James, Citizen Representative; Stacy Vavruska, Summit County Fiscal Office, Phillip Butto, Chief Financial Officer & Treasurer Hudson City Schools (Board of Education Appointed Representative)

Others Present: Katie Behnke, Economic Development Manager; Erin Schaad, Business Operations Manager; Dana Addis, Superintendent of Hudson City Schools; Business Representatives as listed below for their presentation time only

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- 9:15 a.m. JCG – OnSearch Partners, LLC**
Address: 102 First Street, Suite 201, Hudson, OH 44236
Presenting: No representative from business in attendance
Discussion: Mrs. Behnke summarized the incentive is a 50%, six-year Jobs Creation Grant in its fifth year of review. Ms. Behnke explained that she had exchanged notes with Greg Kleeh, Chief Operations Officer, who acknowledged that the payroll was significantly below their commitments due to changes in their remote work policy following the pandemic. The company reported 52% of the payroll that was originally forecasted at the time the incentive agreement was executed. The group discussed this situation and determined that since a Job Creation Grant does not payout unless 75% of the commitment is made, there is no risk to the community to allow the grant to complete its final year in 2024 in order to maintain the relationship with the business.
- 9:30 a.m. JCG – FleetHQ Partners, LLC (dba Fleet Response)**
Address: 695 Boston Mills Road, Hudson, OH 44236
Presenting: Mark Genger, VP Risk and Finance
Discussion: Mrs. Behnke summarized the incentive is a 50%, ten-year Jobs Creation Grant in its second year of review. The 2023 headcount and payroll dollars both exceeding the commitments in the agreement. Mr. Genger noted they have maintained a hybrid schedule for most positions but require new employees to report into the office for their first one hundred and twenty days.
- 9:45 a.m. JCG – Cleveland Steel Container Company**
Address: 100 Executive Parkway, Hudson, OH 44236
Presenting: Jeff Vinci, Vice President & Corporate Controller
Discussion: Mrs. Behnke summarized the incentive is a 50%, nine-year Jobs Creation Grant in its first year of review. The 2023 FTEs and payroll dollars exceed the commitment. Mr. Vinci confirmed that employees are fully in the office, only working remotely for about three months during the pandemic. He noted more willingness from candidates to take roles that in the office full time than even a year ago.

- 10:00 a.m. JCG – Base Holdings, LCC and Open Practice Solutions, LTD (dba Etactics)**
Address: 300 Executive Parkway West, Suite 300, Hudson, OH 44236
Presenting: Carl DeSiato, Chief Financial Officer, E-Tactics; Bill Salm, President, E-Tactics, Rylan Arnold, President, Open Practice
Discussion: Mrs. Behnke summarized the incentive is a 50%, ten-year Jobs Creation Grant in its second year of review. The 2023 FTEs met the commitment and the payroll dollars exceeded the commitment. Mr. Salm noted that their employees are in the office four days a week and remote on Fridays.
- 10:15 a.m. CRA - ForTec Medical, Inc.**
Address: 6245 Hudson Crossing Parkway, Hudson, OH 44236
Presenting: David Henison, Chief Financial Officer
Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its sixth year of review. The business is short of the FTE commitment for 2023 but has far exceeded the payroll commitment. Mr. Henison noted that the company is testing creative ways to continue bringing their workforce back to the office including bringing new hires nationally to headquarters for their first week, in office trainings on new technology, and developing a Train the Trainor program taught at headquarters.
- 10:30 a.m. CRA – Aurora 6279 Hudson, LLC**
Address: 6279 Hudson Crossing Parkway, Hudson, OH 44236
Tenants: Alpha Technologies, Universal Screen Arts
Presenting: Morning Calm Management: Steve Filosa, Managing Director; Vicki Chadwell, Director
Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its sixth year of review. This property has far exceeded the FTE and payroll commitments in each of the six years reviewed. The current tenants have leases expiring in 2027 and 2028.
- 10:45 a.m. CRA - Mental Health Partners Hudson LLC (dba Assurance Health)**
Address: 6260 Hudson Crossing Parkway, Hudson, OH 44236
Presenting: Paula Cordell, CEO, Amanda Eberhart, Chief Executive Officer
Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its sixth year of review. The business reported FTE and payroll dollars in excess of the agreement commitment. Ms. Cordell noted that they are finally fully staffed following the high demand for nurses throughout the pandemic with just one part-time position open.
- 11:00 a.m. CRA – WBC Group, LLC (dba Boxout)**
Address: 6333 Hudson Crossing Parkway, Hudson, OH 44236
Presenting: Ken Kramer, Chief Financial Officer;
Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its twelfth year of review. The business reported FTE and payroll dollars in excess of the agreement commitment. Mr. Karmar noted that the business continues to grow.
- 11:15 a.m. CRA - Manneschi & Benedetti Properties, LLC & CEIA USA, LTD.**
Address: 6333 Hudson Crossing Parkway, Hudson, OH 44236
Presenting: Bruno Carano, Chief Financial Officer
Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its third year of review. The exceeded the FTE and payroll dollar commitment for 2023. Mr. Carano noted that CEIA is looking to continue their investment on the property with a small building for training.

11:30 a.m. CRA - RAMCO, LLC

Address: 5445 Hudson Industrial Parkway, Hudson, OH 44236

Presenting: Bob Businger, Corporate Controller

Discussion: Mrs. Behnke summarized the incentive is a 100%, fifteen-year Community Reinvestment Area in its eighth year of review. The business is short of the FTE commitment for 2023 but has far exceeded the payroll commitment. Mr. Businger shared that RAMCO continues to move production capabilities to Hudson from other locations in Michigan and overseas.

11:45 a.m. CRA - TJE Real Estate, LLC (dba GEMCORE)

Address: 5640 Hudson Industrial Parkway, Hudson, OH 44236

Presenting: Matt Edwards, Chief Operating Officer; David Lewis, Chief Financial Officer

Discussion: Mrs. Behnke summarized the incentive is a 50%, fifteen-year Community Reinvestment Area in its third year of review. The business did not meet the FTE and payroll growth committed for their expansion in their agreement. However, the business made significant strides toward achieving the targets compared to their 2022. As discussed in the 2022 review, the company projected it would take between three and five years to reach their agreement commitments following the changes in work styles from the pandemic. Mr. Edwards and Mr. Lewis confirmed that this remains a reasonable timeline. Additionally, Mr. Edwards shared that the company is planning to build an additional pharmacy building on their site which would allow the company to hire an additional pharmacy and four technicians.

The Tax Incentive Review Council further deliberated on the discussions with each business and the following actions were taken:

Incentive Held By	Recommendation Proposed	Motion By	Second By	Any Opposed
OnSearch Partners, LLC	Continuance	D. James	N. Alverson	None
FleetHQ Partners, LLC (dba Fleet Response)	Continuance	T. Sheridan	D. James	None
Cleveland Steel Container Corporation	Continuance	T. Sheridan	D. James	None
Base Holdings, LCC and Open Practice Solutions, LTD (dba Etactics)	Continuance	M. Bird	T. Sheridan	None
ForTec Medical, Inc.	Continuance	D. James	T. Sheridan	None
RAMCO, LLC	Continuance	N. Alverson	T. Sheridan	None
Mental Health Partners Hudson LLC (dba Assurance Health)	Continuance	D. James	M. Bird	None
WBC Group, LLC (dba Boxout)	Continuance	T. Sheridan	P. Butto	None
Manneschi & Benedetti Properties, LLC & CEIA USA, LTD	Continuance	D. James	P. Butto	None
TJE Real Estate, LLC (dba GEMCORE)	Continuance	T. Sheridan	N. Alverson	None
Aurora 6279 Hudson, LLC	Continuance	M. Bird	N. Alverson	None

Note, Mr. James abstained from vote on the incentive for TJE Real Estate as he has a business relationship with the company. Mrs. Behnke summarized the motions and the Tax Incentive Review Council moved to vote. All yea. Motion carried.

With no further business to address, the committee meeting ended at 12:13 p.m.