



**MARANA TOWN COUNCIL
COUNCIL COMMITTEE FOR MARANA HEALTH CARE BENEFITS
TRUST APPOINTMENTS
NOTICE AND AGENDA**

11555 W. Civic Center Drive, Marana, Arizona 85653
First Floor Executive Conference Room, November 5, 2019, at or after 5:00 PM

Dave Bowen, Committee Chair
Patti Comerford, Committee Member
Herb Kai, Committee Member

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Town of Marana Council Committee for Marana Health Care Benefits Trust Appointments and to the general public that the Council Committee for Marana Health Care Benefits Trust Appointments will hold a meeting open to the public on November 5, 2019, at or after 5:00 PM located in the Executive Conference Room, 1st Floor, of the Marana Municipal Complex, 11555 W. Civic Center Drive, Marana, Arizona.

ACTION MAY BE TAKEN BY THE COUNCIL COMMITTEE ON ANY ITEM LISTED ON THIS AGENDA. Revisions to the agenda can occur up to 24 hours prior to the meeting. Revised agenda items appear in *italics*.

As a courtesy to others, please turn off or put in silent mode all pagers and cell phones.

Speaking at Meetings

All persons attending the Council Committee meeting, whether speaking to the Council Committee or not, are expected to observe the Council Committee rules, as well as the rules of politeness, propriety, decorum and good conduct. Any person interfering with the meeting in any way, or acting rudely or loudly will be removed from the meeting and will not be allowed to return.

Accessibility

To better serve the citizens of Marana and others attending our meetings, the Executive Conference Room is wheelchair and handicapped accessible. Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Town Clerk at (520-382-1999). Requests should be made as early as possible to arrange the accommodation.

Agendas

Copies of the agenda are available the day of the meeting in the lobby outside the Council Chambers or online at www.maranaAZ.gov under Agendas and Minutes. For questions about the Council meetings, special services or procedures, please contact the Town Clerk, at 520-382-1999, Monday through Friday from 8:00 AM to 5:00 PM.

This Notice and Agenda posted no later than 24 hours prior to the meeting, at the Marana Municipal Complex, 11555 W. Civic Center Drive, the Marana Operations Center, 5100 W. Ina Road, and at www.maranaAZ.gov

COUNCIL COMMITTEE MEETING

CALL TO ORDER AND ROLL CALL

APPROVAL OF AGENDA

COMMITTEE ACTION

- A1** Relating to Personnel; presentation and update regarding the Town's self-insurance program for health and dental insurance benefits and the establishment of a trust fund for the program as required by A.R.S. §11-981 (Jane Fairall and Curry C. Hale)
- A2** Relating to Boards, Commissions and Committees; review of application materials submitted by candidates for trustee positions for the Marana Health Care Benefits Trust (Jane Fairall)
- A3** Relating to Boards, Commissions or Committees; selection of recommended appointees or selection of dates and times for interviews with all or some candidates (Jane Fairall)

EXECUTIVE SESSIONS

Pursuant to A.R.S. § 38-431.03, the Council Committee may vote to go into executive session, which will not be open to the public, to discuss certain matters.

- E1** Executive Session pursuant to A.R.S. §38-431.03 (A), Council Committee may ask for discussion or consideration, or consultation with designated Town representatives, or consultation for legal advice with the Town Attorney, concerning any matter listed on this agenda for any of the reasons listed in A.R.S. §38-431.03 (A).
- E2** Executive Session pursuant to A.R.S. § 38-431.03(A)(1) for discussion and consideration of candidates for appointment to the Marana Health Care Benefit Trust.
- E3** Executive session pursuant to A.R.S. § 38-431.03 (A)(1) for discussion and consideration of interview questions for applicants for the Marana Health Care Benefits Trust.

ADJOURNMENT

Council Committee Appointments

A1

Meeting Date: 11/05/2019

To: Council Committee

From: Jane Fairall, Deputy Town Attorney

Date: November 5, 2019

Subject: Relating to Personnel; presentation and update regarding the Town's self-insurance program for health and dental insurance benefits and the establishment of a trust fund for the program as required by A.R.S. §11-981 (Jane Fairall and Curry C. Hale)

Attachments

Health Benefits Trust
Trust Document



Health Benefits Trust

Curry C. Hale, Human Resources Director
Jane Fairall, Deputy Town Attorney



Background

- In 2014, the Town moved from a fully-funded model to a self-funded model for health insurance benefits
 - Had previously moved to self-funded for dental benefits in 2010
- Rather than paying a fixed premium to an insurance carrier, the Town budgets for and pays claims costs based on participant utilization of benefits



Benefits of Self-Funding

- Control/flexibility of plan design
 - Allows for more customized, tailored plan design
 - Better aligns funding with wellness and population health management strategies
- Better/more timely access to claims data
- Cost
 - Mitigates marginal risk and profit charge inherent in fully-insured premium
 - Improved cash flow and interest earning



Current Status of Self-Funded Program

	Employees	Premium Paid ⁽¹⁾	Medical Paid Claims ⁽²⁾	Rx Paid Claims	Stop Loss	Total Net Paid Claims	Fixed Costs ⁽³⁾	Estimated Gain / (Loss)	Total Loss Ratio
18-19 Net Avg PEPM	326	\$1,030.65	\$1,058.93	\$210.64	(\$496.44)	\$773.14	\$164.21	\$93.30	90.9%
17-18 Net Avg PEPM	309	\$1,037.25	\$647.85	\$309.51	(\$36.50)	\$920.87	\$172.11	(\$55.73)	105.4%
16-17 Net Avg PEPM	316	\$1,000.77	\$509.27	\$256.88	(\$14.03)	\$752.12	\$172.41	\$76.24	92.4%
15-16 Net Avg PEPM	317	\$942.34	\$587.29	\$200.90	(\$28.17)	\$760.01	\$162.04	\$20.28	97.8%
14-15 Net Avg PEPM	305	\$958.06	\$499.05	\$146.65	\$0.00	\$645.71	\$153.08	\$159.28	83.4%

- Medical plan self-funded 7/1/14
- Total Loss Ratio (premiums paid by employee and employer vs. claims paid out)
 - Below 100% is a gain (funds reserves)
 - Above 100% is a loss
- FY18 loss funded through reserves
- Medical reserve- \$640,407.18*
 - *includes a receivable of \$1,207,406.89 in June



Current Status of Self-Funded Program

	Employees	Premium Funding	Paid Claims	Fixed Costs	Total Cost	Estimated Gain / (Loss)	Total Loss Ratio
18-19 Net Avg PEPM	331	\$78.64	\$65.52	\$4.85	\$70.37	\$8.36	89.5%
17-18 Net Avg PEPM	299	\$80.24	\$61.72	\$4.85	\$66.57	\$13.67	83.0%
16-17 Net Avg PEPM	299	\$80.24	\$64.21	\$4.69	\$68.90	\$11.34	85.9%
15-16 Net Avg PEPM	282	\$82.91	\$58.38	\$4.79	\$63.18	\$19.74	76.2%
14-15 Net Avg PEPM	264	\$78.08	\$61.62	\$4.60	\$66.22	\$11.86	84.8%
13-14 Net Avg PEPM	255	\$77.94	\$52.86	\$4.58	\$57.44	\$20.50	73.7%
12-13 Net Avg PEPM	239	\$76.89	\$56.90	\$4.29	\$61.19	\$15.70	79.6%
11-12 Net Avg PEPM	223	\$75.77	\$56.06	\$4.33	\$60.38	\$15.38	79.7%
10-11 Net Avg PEPM	214	\$64.90	\$61.99	\$4.44	\$66.43	(\$1.52)	102.3%

- Dental plan self-funded 7/1/2010
- Total Loss Ratio- gains funding reserves since FY12
- Dental reserve- \$443,246.04



A.R.S. §11-981

State statute provides requirements for a municipality that establishes a self-funded program for employee benefits, when that municipality is located in a county with a population of 1,000,000 people or more

- The Town shall:
 - Place the funds for the self-funded program in a trust fund, in amounts as determined by the Council
 - Designate a licensed risk management consultant or insurance administrator to assist in administration of the fund; license must be verified by Council
 - Appoint at least 5 joint trustees to administer the trust
 - Bond the trustees



Statutory Requirements (Continued)

- The Town shall:
 - Incorporate a stop-loss provision in the trust agreement
 - Stop-loss insurance creates maximum liability for the trust – insurance carrier assumes risk of loss beyond the stop loss threshold
 - Procure an annual audit by an external auditor; keep a copy of the audit report on file with the Town for at least 5 years
 - Not spend any money from the trust fund for any purpose not related to the fund
 - Revert funds in the trust fund to the general fund if the trust fund is no longer used by the Town

Miscellaneous Statutory Provisions

- Expenditures from and monies in the trust fund are not subject to statutory local government budget process
- Town's authority under this statute not subject to A.R.S. Title 20 (Insurance), but the insurance plans shall conform to the requirements of title 20
- Town not authorized to procure insurance from an insurer not authorized by the state Department of Insurance

- Draft Trust Document created
 - Keeping in mind general purposes behind the creation of the trust
 - Reviewed best practices around the state
 - Cities of Peoria and Chandler
 - Town of Gilbert
 - Northern Arizona Public Employees Benefit Trust
 - Dysart Unified School District

Responsibilities & Powers of Trustees

- The Trustees may:
 - Adopt policies, rules and procedures for the administration of the Trust
 - Authorize the Plan Administrator (HR Director) or designee to retain the services of actuaries, auditors, engineers, private consultants, administrators and advisors as the Trustees consider necessary to carry out the business and purposes of the Trust
 - Seek private outside legal counsel when legal advice is considered necessary; for routine matters associated with administration of the Trust, the Trustees may seek counsel from the Town Attorney or designee
 - Recommend modifications of the terms and conditions of the Trust document to the Council
 - Authorize the Plan Administrator or designee to administer the day-to-day affairs of the Trust

- The Trustees have the power to manage the Trust as follows:
 - To maintain the funds in a separate Trust account, at a financial institution approved by the Town
 - To request that appropriate Town staff provide services to the Trust
 - To keep full and accurate accounts, books, and records concerning the fund
 - To prosecute or defend actions, claims, or proceedings necessary or advisable for the protection of the Trust

Management of Trust (continued)

- The Trustees have the power to manage the Trust as follows:
 - To determine the appropriate amount of funds that the Trust should hold as Restricted Reserve, based on accepted actuarial standards and consistent with accounting principles generally accepted in the United States
 - Restricted Reserve = amount needed to pay Plan claims that are incurred but not reported, and also Plan claims that are incurred but not paid; amount must be attested to by an actuary who has been engaged to provide services to the Trust
 - To permit a Premium Holiday (i.e., period of time in which the Trust waives the total premium), but only if the holiday would not cause the funds to fall below the Restricted Reserve plus an amount equal to 6 months of premium payments for the Plan

Management of Trust (continued)

- The Trustees do NOT have authority or responsibility for the following:
 - Selecting and engaging an external auditor for the Trust
 - Selecting and purchasing stop-loss coverage for the Trust
 - Engaging third parties to provide services for the Plan
 - Designing, adopting, amending, or terminating the Plan
 - Ensuring that the Plan complies with state or federal laws mandating the terms of the Plan
 - Determining what portion of Plan premiums should be paid by Participants and Beneficiaries
 - Collecting premiums from Participants or Beneficiaries
- These responsibilities remain with the Town

- The Trustees shall determine the total premium that shall be required to participate in the Plan at each coverage level (e.g., individual coverage, family coverage)
- In determining premiums, the Trustees shall consult with the risk management consultant or insurance administrator engaged to assist the Trust, the Plan Administrator, and the Finance Director, and shall also consult with an actuary familiar with the Trust and the Plan
- The Trustees shall consider all reasonable factors, including:
 - Amount of reserves in the Trust,
 - Claims experience of the Plan and Trust
 - Market conditions
 - Cost trends
- The Trustees shall determine the total premium no less frequently than annually, but the Trustees have the authority to increase premiums more frequently if reasonably necessary to protect the financial stability of the Trust

Contributions (continued)

- The Town determines if a portion of the premium should be paid by Participants and Beneficiaries, and what portion
- The Town is responsible for collecting such portion from Participants and Beneficiaries and forwarding those monies to the Trust for deposit

- Town must appoint at least 5 joint trustees to administer the trust
 - 1 trustee may be – but is not required to be - a member of the Council
 - 1 trustee may be – but is not required to be – an employee of the Town
 - No guidance in statute as to trustees otherwise



Health Benefits Trust

Feedback and Questions

MARANA HEALTH CARE BENEFITS TRUST

RECITALS

WHEREAS the Town of Marana, Arizona (“Marana”) currently provides certain welfare benefits for certain of its employees, former employees, elected officials, and their beneficiaries;

WHEREAS Arizona law permits Marana to establish a self-insurance program for the management and administration of health benefits;

WHEREAS Arizona law requires that the funding for such self-insurance program be deposited in a trust;

WHEREAS Marana has established such a self-insurance program;

WHEREAS Marana intends the trust established by this document (this “Trust Document”) to satisfy the requirements of Arizona Revised Statutes (A.R.S.) Section 11-981;

WHEREAS Marana intends the trust established by this Trust Document to be exempt from taxation pursuant to Section 115 of the Internal Revenue Code; and

WHEREAS Marana wishes trustees to hold and administer the Funds (defined below), in trust, pursuant to the terms of this Trust Document;

NOW, THEREFORE, in consideration of the foregoing Marana establishes the following Trust:

ARTICLE I DEFINITIONS

“Account” means the bank or investment account(s) established by the Trustees to hold some or all of the Funds.

“Beneficiary” means a person designated by a Participant who is or may become entitled to a benefit under the Plan.

“Code” means the Internal Revenue Code of 1986, as amended.

“Council” means the Marana Town Council.

“Employee” means an individual that Marana classifies and treats as an employee (not as an independent contractor) for payroll purposes, regardless of whether the individual is subsequently reclassified as an employee of Marana in a court order, in a settlement of an administrative or judicial proceeding, or in a determination by the Internal Revenue Service, the Department of the Treasury, or the Department of Labor.

“Finance Director” means the individual engaged by the Town Manager to select, manage, and invest Marana’s funds, subject to the investment guidelines established by the Council and Marana’s Finance Department.

“Funds” means the assets of the Trust, in whatever form or location.

“Governmental Trust” means a trust that is exempt from taxation pursuant to Section 115 of the Internal Revenue Code.

“Marana” means the Town of Marana, Arizona.

“Participant” means an Employee or Marana elected official who is eligible to participate and is participating in the Plan; for purposes of this definition, a former Employee who has elected continuation coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1985 is a Participant.

“Plan” means the specified group insurance pursuant to which Marana provides self-insured health care benefits to Participants and Beneficiaries and shall include any amendments, endorsements, or riders attached to the insurance.

“Plan Administrator” means Marana’s Human Resources Director.

“Plan Year” means the fiscal year of the Plan.

“Premium Holiday” means a designated period of time in which the Trust waives the total premium (the amount established by the Trustees pursuant to Section 5.01(a)).

“Restricted Reserve” means the amount needed to pay Plan claims that are incurred but not reported, and also Plan claims that are incurred but not paid. The amount shall be as attested

to by an actuary who has been engaged to provide services to the Trust and as approved by the Trustees.

“Restricted-Plus-Six Reserve” means the Restricted Reserve plus an amount equal to six months of premium payments for the Plan.

“Trust” means the legal entity established pursuant to this Trust Document.

“Trustees” means the Trustees described in this Trust Document.

ARTICLE II ESTABLISHMENT OF TRUST

Section 2.01. Establishment. Marana hereby establishes the Trust, consisting of such monies as Marana may deposit from time to time in the Account; plus all other money or property as shall lawfully become a part of the Trust; plus all the earnings, income, gains, appreciation and all other increments of any nature from the foregoing; and less payments made pursuant to this Trust Document. The Trust shall become effective only upon the determination of Marana's Town Attorney that this document is in proper form and is within the power and authority of the Council, and upon the approval of the Council.

Section 2.02. Name. The Trust shall be known as the Marana Health Care Benefits Trust.

Section 2.03. Purpose.

(a) The Funds shall be held, invested, reinvested, and administered by the Trustees in accordance with the terms of the Plan and the terms of this Trust Document, solely in the interest of Participants and Beneficiaries and for the purpose of providing benefits to the Participants and their Beneficiaries and defraying the reasonable expenses of administering the Plan and the Trust.

(b) The purpose of the Trust is to fund health, welfare and related benefits, consistent with the restrictions contained in Code Section 115 and other applicable law, for the benefit of Participants and Beneficiaries, in accordance with the Plan.

(c) The successful operation and administration of the Trust requires communication and cooperation among the Trustees, the Council, Town Management, Town Staff, Employees, and other third parties. Decisions made by the Trustees regarding operation and administration of the Trust should take into account input from designated stakeholders.

ARTICLE III ORGANIZATION AND OPERATION OF TRUSTEES

Section 3.01. Appointment. The Council shall appoint individuals to serve as Trustees overseeing the management and administration of the Trust. The Council shall consider and may appoint any individual, provided that the number and identity of the appointed Trustees shall conform to the requirements of this Article. Each Trustee so appointed shall accept the appointment in writing and shall confirm in writing that the Trustee agrees to hold and administer the Funds, in trust, pursuant to the terms of this Trust Document.

Section 3.02. Number and Identity. There shall be five Trustees. No Trustee may be a member of the Council. No more than one Trustee may be an employee of Marana. No former member of the Council or former employee shall be a Trustee. With the exception of the employee Trustee, if any, a Trustee shall have expertise in the field of finance, employee benefits, health care, human resources, or risk management, and shall reside in Pima or Pinal County.

Section 3.03. Bonding. All Trustees shall be bonded in an amount to be approved by the Town Manager. This requirement may be satisfied by a blanket performance bond or other coverage provided by Marana.

Section 3.04. Officers. At the commencement of each Plan Year, the Trustees shall elect a Chairperson and a Secretary from among themselves. The Chairperson shall preside over the work of the Trustees pursuant to this Trust Document. The Secretary shall preside in the Chairperson's absence. The Secretary shall cause to be maintained accurate records of all actions of the Trustees, including minutes from all Trustees' meetings. A copy of the minutes shall be retained as a record of the Trust's activities.

Section 3.05. Term. Each Trustee shall serve a four-year term, unless a term is terminated earlier as described in this Article. Notwithstanding the foregoing, the initial terms for the first five Trustees shall be as follows: two Trustees to serve an initial term of two years; and three Trustees to serve an initial term of four years. The Council shall determine which of the first five Trustees shall serve the two-year and four-year terms.

Section 3.06. Termination. The term of any Trustee shall automatically terminate upon the earliest of the following: death; resignation; removal; failure to attend three consecutive meetings; or, for a Trustee who is an employee of Marana, the termination of such employment.

Section 3.07. Resignation of a Trustee. A Trustee may resign by giving 60 days' prior written notice to the Chairman. The Chairman may exercise discretion to waive or reduce the 60-day requirement, but shall not waive the written-notice requirement. The notice shall state the effective date of resignation. The resignation shall take effect on its stated effective date unless a new Trustee is appointed and accepts appointment prior to the stated effective date, in which case the date of acceptance shall constitute the effective date of the resignation. Upon the effective date of the resignation, the resigning Trustee shall be discharged from any further duty or responsibility under the Trust, and the resigning Trustee shall deliver to the Chairman (or to the Secretary, if the Chairman is resigning) any and all property in his or her possession or control which belongs to the Plan or Trust.

Section 3.08. Removal of a Trustee. A Trustee may be removed pursuant to Marana Town Code Section 2-6-2(G). Upon the effective date of the removal, the removed Trustee shall be discharged from any further duty or responsibility under the Trust, and the removed Trustee shall deliver to the Chairman (or to the Secretary, if the Chairman is being removed) any and all property in his or her possession or control which belongs to the Plan or Trust.

Section 3.09. Meetings. The Trustees shall meet whenever required to provide for the orderly and timely administration of the business of the Plan and the Trust at such location as may be acceptable to the Trustees, but no less than four times per Plan Year. In calling, providing notice of, and holding meetings, the Trustees shall conform to applicable law.

Section 3.10. Quorum. A quorum shall consist of three Trustees.

Section 3.11. Voting. Each Trustee shall have one vote. All actions by and decisions of the Trustees shall be the affirmative vote of a majority of the number of the Trustees attending a duly called meeting of the Trustees at which there is a quorum present.

Section 3.12. Exculpation and Indemnification of the Trustees.

(a) **Reliance.** A Trustee may act or rely upon any of the following:

(i) Any instrument, application, notice, request, signed letter, telegram or other paper or document believed by the Trustee to be genuine and to contain a true statement of facts and to be signed or sent by the proper person; or

(ii) The advice, opinion, records, reports or recommendations of any accountant, actuary, administrator, attorney, consultant, co-trustee, investment agent or investment manager or any other advisor selected by the Trustees with reasonable care.

(b) **Exculpation of Trustees.** No Trustee shall incur any liability individually or on behalf of other individuals for any action or omission, unless such action or omission is due to the Trustee's own gross negligence, criminal conduct, willful misconduct, or lack of good faith.

(c) **Indemnification of Trustees.** The Trustees shall cause any person who is or has served as a Trustee to be indemnified out of the Trust against all damages, liabilities and expenses incurred by or imposed on the person in connection with any claim, suit, action or proceeding concerning the Trust or the person's acts or omissions as a Trustee, including, without limitation, legal fees and amounts paid in any compromise or settlement, unless such acts or omissions constitute gross negligence, criminal conduct, willful misconduct, or lack of good faith. Any indemnification provided herein shall be limited to amounts not collected pursuant to valid and enforceable liability insurance policies.

(d) **Indemnification of Others.** To the extent permitted by law, the Trustees, in their discretion, may also cause the Trust to indemnify any person who is rendering services to the Trust or Plan against all damages, liabilities and expenses incurred by or imposed upon such a person in connection with any claim, suit, action or proceeding concerning the Plan or Trust or the acts or omissions of such a person, including, without limitation, legal fees and amounts paid in any compromise or settlement, unless such act or omission constitutes gross negligence, criminal conduct, willful misconduct, or lack of good faith.

(e) **Limitation on Indemnification.** Notwithstanding the foregoing, no indemnification shall be provided unless and until:

(i) It is adjudicated that the action or omission did not constitute gross negligence, criminal conduct, willful misconduct, or lack of good faith; or

(ii) The Trust receives a written opinion from legal counsel for the Trust that any such adjudication would have determined that the action or omission did not constitute gross negligence, criminal conduct, willful misconduct, or lack of good faith.

Section 3.13. Compensation of Individual Trustees. An individual Trustee shall not be paid any compensation or reimbursement from the Trust for services provided to the Trust.

Section 3.14. Conflicts of Interest. Each Trustee shall comply with applicable state and federal law concerning conflicts of interest.

Section 3.15. Service in More Than One Fiduciary Capacity. Any individual, entity or group of persons may serve in more than one fiduciary capacity with respect to the Plan, the Trust, or both to the extent such is permitted by law.

ARTICLE IV RESPONSIBILITIES AND POWERS OF THE TRUSTEES

Section 4.01. In General. The Trustees shall have the power to perform all acts, to take all proceedings, and to exercise all rights and privileges, although not specifically mentioned herein, as the Trustees may deem necessary or advisable to administer and manage the Trust so as to carry out the purposes of this Trust Document and the Plan. The Trustees shall discharge their responsibilities under this Trust Document:

(a) For exclusively governmental purposes, namely providing benefits to Participants and Beneficiaries and defraying the reasonable expenses of administering the Plan and Trust;

(b) With the care, skill, prudence, and diligence under the circumstances that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims;

(c) By diversifying the investments of the Fund so as to minimize the risk of large losses, unless under the circumstances it is clearly prudent not to do so; and

(d) In accordance with the provisions of the Plan and this Trust Document.

Section 4.02. Discretionary Powers. The Trustees may without limitation do all of the following:

(a) Adopt policies, rules and procedures for the administration of the Trust; provided, however, that these policies, rules and procedures may not be inconsistent with the provisions of this Declaration of Trust or any applicable local, state, or federal law or regulations.

(b) Authorize the Plan Administrator or designee on behalf of the Trust to retain the services of actuaries, auditors, engineers, private consultants, administrators and advisors as the Trustees consider necessary to carry out the business and purposes of the Trust. The Trustees may seek private outside legal counsel when legal advice is considered necessary. For routine matters associated with administration of the Trust, the Trustees may seek counsel from the Town Attorney or designee.

(c) Recommend modifications of the terms and conditions of this Trust document to the Council.

(d) Authorize the Plan Administrator or designee to administer the day-to-day affairs of this Trust.

Section 4.03. Statutory Requirements.

(a) ***Risk Management Consultant or Insurance Administrator.*** Prior to paying Plan expenses on a self-insured basis, the Trustees shall confirm that the Town Manager has designated a risk management consultant or insurance administrator licensed pursuant to Title 20, Chapter 2 of the Arizona Revised Statutes, and the Trustees shall further confirm that such license was verified by the Council prior to such designation.

(b) ***Auditor.*** Marana shall engage an external auditor to perform an annual audit of the Trust. Each audit report shall be kept on file for five years with the Town Clerk. The Trustees shall work and cooperate with such auditor.

(c) ***Stop-Loss.*** Prior to paying any Plan claims on a self-insured basis, the Trustees shall confirm that Marana has procured stop-loss insurance for the Trust from an insurer authorized to do business in Arizona.

Section 4.04. Management. The Trustees shall have the power to manage the Trust, including the acquisition and disposition of property that is in or part of the Trust, as follows:

(a) ***General Authority.*** The Trustees shall have exclusive authority and responsibility with respect to the custody and management of the Trust, except to the extent any such authority has been assigned elsewhere by this Trust Document or has been delegated by the Trustees pursuant to this Trust Document.

(b) ***Separate Account.*** The Trustees have the exclusive responsibility and authority to maintain the Funds in Trust. The Trustees shall maintain the Funds at a financial institution approved by Marana.

(c) ***Contributions and Distributions.*** The Trustees have the authority and responsibility to determine the required contributions to and appropriate distributions from the Trust, as more fully described in Article V.

(d) ***Restricted Reserve.*** The Trustees have the authority and responsibility to determine the appropriate amount of Funds that the Trust should hold as Restricted Reserve, based on accepted actuarial standards and consistent with accounting principles generally accepted in the United States.

(e) ***Premium Holidays.*** No Premium Holiday shall be permitted unless it is recommended by the Trustees. The use of Funds for a Premium Holiday is subject to the following limitations:

(i) ***Premium Holiday.*** The Trustees may determine that Funds in excess of the Restricted-Plus-Six Reserve be used to pay for a Premium Holiday. The Trustees shall not approve a Premium Holiday if the use of Funds for the Premium Holiday would cause the total Funds to fall below the level of the Restricted-Plus-Six Reserve.

(f) **Service Providers.**

(i) **For the Trust.** The Trustees have the authority to request that appropriate Marana staff provide services to the Trust. In addition, the Trustees have the authority to engage suitable third parties to provide services for the Trust. Such authority is exclusive to the Trustees, with the following exceptions: Marana has the authority to select and engage an external auditor for the Trust, and Marana has the authority to select and purchase stop-loss coverage for the Trust.

(ii) **For the Plan.** The Trustees do not have the authority to engage third parties to provide services for the Plan.

(iii) **Payment.** The Trustees have the authority to pay reasonable compensation and expenses for any parties engaged to provide services for the Trust as set forth above.

(iv) **Compliance.** All engagements and payments pursuant to this Section shall comply with applicable procurement laws, policies, and procedures.

(g) **Accounts, Books, and Records.** The Trustees have the authority and responsibility to keep full and accurate accounts, books, and records concerning the Fund. All such accounts, books, and records shall be open to inspection in accordance with applicable law.

(i) **Valuation.** The Trustees shall cause the Fund to be valued no less than annually and shall forward notice of such value to the Town Council and the Plan Administrator.

(ii) **Accounting.** Within a reasonable time after the end of each Plan Year, the Trustees shall provide the Plan Administrator an accounting of the administration of the Trust since the previous accounting. The accounting shall include all transactions of the Trust during the relevant period, as well as all property in the Trust and its fair market value at the end of the relevant period.

(h) **Legal.** The Trustees have the authority to prosecute or defend actions, claims, or proceedings necessary or advisable for the protection of the Trust.

Section 4.05. Investments. The Trustees will, through the Finance Director and in accordance with the reasonably prudent investment standard for Trustees, provide for the investment of Trust monies in a manner consistent with the provisions of Arizona Revised Statutes Title 35, Chapter 2, Article 2.1 regarding management of public monies.

Section 4.06. Responsibilities Not Assigned to the Trustees. The Trustees shall have no authority or responsibility for:

(a) Designing, adopting, amending, or terminating the Plan;

(b) Ensuring that the Plan complies with state or federal laws mandating the terms of the Plan;

(c) Determining what portion of Plan premiums should be paid by Participants and Beneficiaries;

(d) Collecting premiums from Participants or Beneficiaries.

Authority and responsibility for the foregoing items in this Section are assigned to Marana, which may delegate this authority and responsibility to a third party.

ARTICLE V CONTRIBUTIONS TO AND DISTRIBUTIONS FROM THE TRUST

Section 5.01. Contributions

(a) ***Premiums.***

(i) ***Amount.*** The Trustees shall determine the total premium that shall be required to participate in the Plan at each coverage level (e.g., individual coverage, family coverage). In determining premiums, the Trustees shall consult with the risk management consultant or insurance administrator engaged to assist the Trust, the Plan Administrator, and the Finance Director, and shall also consult with an actuary familiar with the Trust and the Plan. In determining the total premium, the Trustees shall consider all reasonable factors, including but not limited to the amount of reserves in the Trust, the claims experience of the Plan and Trust, market conditions, and cost trends. The Trustees shall determine the total premium no less frequently than annually, but the Trustees have the authority to increase premiums more frequently if reasonably necessary to protect the financial stability of the Trust. The Trustees may recommend Premium Holidays subject to Section 4.04(e).

(ii) ***Administration.*** At its discretion, the Trustees may establish a contribution schedule, adopting a funding policy, or using any similar mechanism to arrange for the orderly contribution of funds to the Trust. Marana shall forward the premiums to the Trust no less frequently than monthly, in accordance with the arrangement adopted by the Trustees. Upon the Trustees' knowledge that Marana is delinquent in its contributions, the Trustees shall promptly provide written notice of the delinquency to the Council, the Town Manager, and the Town Attorney.

(iii) ***Payment By Participants and Beneficiaries.*** Marana may determine that a portion of the premium should be paid by Participants and Beneficiaries. In such event, Marana shall be responsible for collecting such portion from Participants and Beneficiaries and forwarding those monies to the Trust for deposit. If a Participant or Beneficiary fails to pay the appropriate portion of his or her premium, Marana shall ensure that the total premium shall nevertheless be paid to the Trust. Marana shall be responsible for recovering delinquent amounts from Participants or Beneficiaries.

(b) ***Other Funding.*** The Trustees may permit the Trust to receive additional funding, including but not limited to any one or more of the following: interest, dividends, rebates, gifts, grants, special taxes levied to satisfy judgments, recovery from insurers, subrogation, or reimbursement.

Section 5.02. Distributions. Distributions from the Trust may be made for any of the following:

(a) Paying for or providing benefits to Participants or Beneficiaries, in accordance with the terms, provisions and conditions of the Plan, as determined and directed by the Plan Administrator.

(b) Paying all reasonable expenses of operating, administering, or managing the Plan or Trust, including but not limited to:

(i) Where third parties are engaged to provides services to the Plan or Trust, as described above, compensating such third parties;

(ii) Where Marana employees render services to the Trust or Plan, compensating Marana for such services;

(iii) Where taxes or assessments are levied or imposed upon the Trust or the Plan, paying such taxes or assessments.

(c) Upon termination, pursuant to Section 6.03.

Section 5.03. No Inurement to Private Interests. Except as specified in Section 5.02, at no time shall any part of the principal or income of the Trust inure to the benefit of a private individual or entity.

ARTICLE VI AMENDMENT AND TERMINATION

Section 6.01. Amendment of Trust. This Trust Document may be amended in writing at any time by the Council. The Trustees may recommend amendments to the Council. Notwithstanding the foregoing, no amendment shall be adopted which alters the basic purpose of the Trust, causes the Trust to lose its status as a Governmental Trust, conflicts with any applicable law or government regulation, causes the use or diversion of any part of the Trust for purposes other than those authorized herein, or retroactively deprives anyone of a vested right or interest.

Section 6.02. Termination of Trust. The Trust shall continue until terminated by the Council in writing. The Council shall supply a copy of the writing to all the Trustees and to the Plan Administrator.

Section 6.03. Distribution Upon Termination.

(a) Upon termination of the Trust, the Trustees shall use the Funds to pay or to provide for the payment of any and all obligations of the Trust and the Plan, and the Trustees shall distribute and allocate the Funds in accordance with the then-current provisions of the Trust and the Plan; provided that, notwithstanding any Plan provision to the contrary, the Funds shall be allocated and distributed in the priorities and according to the categories required by applicable law.

(b) Upon termination of the Trust, after all obligations of the Trust and Plan have been satisfied, any remaining Funds shall revert and be distributed to Marana's general fund.

Section 6.04. Amendment and Termination of Plan. Nothing in this Trust Document shall affect Marana's ability to amend or terminate the Plan.

ARTICLE VII GENERAL PROVISIONS

Section 7.01. No Right, Title, or Interest. No Employer, Employee, Participant, or Beneficiary shall have any right, title or interest in the Trust or any right to contributions to be made thereto, or any claim against the Trust on account thereof, except as may be provided from time to time by this Trust Document or the Plan, and then only to the extent of the benefits payable to such person under the Plan.

Section 7.02. Nonalienation of Benefits. The Trust shall not be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, charge, garnishment, execution or levy of any kind, either voluntary or involuntary, including any such liability which is for alimony or other payments for the support of a spouse, former spouse or any relative, until such payment has been actually received by the person entitled to it. Any attempt to anticipate, alienate, settle, transfer, assign, pledge, encumber, charge or otherwise dispose of the same shall be void. The Trust shall not in any manner be liable for, or subject to, the debts, contracts, liabilities, engagements or torts of any person entitled to benefits under the Plan.

Section 7.03. Prohibition of Diversion.

(a) It shall be impossible by operation of the Trust or by its natural termination, by power of revocation or amendment, by the happening of any contingency, by collateral arrangement or by any other means, for any part of the corpus or income of the Trust or any funds contributed thereto to be used for or diverted to purposes other than as described herein.

(b) Notwithstanding the foregoing, a contribution made by Marana as the result of a mistake may be returned to Marana if the Trustee so directs, provided that the repayment is not prohibited by applicable law.

Section 7.04. Incompetency. If it is determined that any person entitled to receive benefits is unable to care for his or her affairs because of mental or physical incapacity, the benefits due such person may be paid to his or her legal guardian or conservator, or to any relative by blood or by marriage to be used and applied for the benefit of such person. Payment to such legal representative or relative of the person on whose account benefits are payable shall operate to discharge the payor from any liability to such person or to anyone representing him or her (or his or her interest), and the Trustees shall have no duty or obligation to see that the funds are used or applied for the benefit of such person.

Section 7.05. Notice and Delivery of Documents. Any notice required to be given under this Trust Document may be given in person or by first-class mail. When notice is given by mail, it shall be deemed to have been given as of the date of posting to the last-known address of the addressee available from the Trust records.

Section 7.06. Headings. Titles of articles and headings of sections and subsections are inserted for convenience of reference. They constitute no part of this Trust Document and are not to be considered in the construction hereof.

Section 7.07. Construction. This Trust Document is created and accepted in the State of Arizona. All questions pertaining to its validity or construction not otherwise preempted by federal law shall be determined in accordance with the laws of the State of Arizona. If any provision contained in this Trust Document or in any collective bargaining agreement pursuant to which this Trust Document is created should be held unlawful, such provision shall be of no force and effect and this Trust Document or any such collective bargaining agreement shall be treated as if such provision had not been contained therein.

IN WITNESS HEREOF, the Town of Marana hereby establishes the Marana Healthcare Benefits Trust.

DATED this 6th day of August 2019

TOWN OF MARANA, ARIZONA
A Municipal Corporation

Ed Honea, Mayor

ATTEST:

Cherry Lawson, Town Clerk

APPROVED AS TO FORM

Frank Cassidy, Town Attorney

STATE OF ARIZONA)
) ss.
COUNTY OF PIMA)

The foregoing instrument was acknowledged before me this _____ day of _____ 2019, by Ed Honea, the Mayor of the TOWN OF MARANA, ARIZONA, a municipal corporation, on its behalf.

(Seal)

Notary Public

Council Committee Appointments

A2

Meeting Date: 11/05/2019

To: Council Committee

From: Jane Fairall, Deputy Town Attorney

Date: November 5, 2019

Subject: Relating to Boards, Commissions and Committees; review of application materials submitted by candidates for trustee positions for the Marana Health Care Benefits Trust (Jane Fairall)

Attachments

Crotts, Linda Cover Letter

Crotts, Linda Email of Interest

Crotts, Linda Resume

Garrett, Franklin Email of Interest

Garrett, Franklin Resume

Haertzen, Matt Email of Interest

Haertzen, Matt Resume

Hockemeyer, Virginia Cover Letter

Hockemeyer, Virginia Resume

Lewis, Cameron Cover Letter

Lewis, Cameron Resume

Parker, David Cover Letter

Parker, David Resume

Plantz, Thomas Email of Interest

Plantz, Thomas Cover Letter

Plantz, Thomas Resume

Plantz, Thomas Biography

Linda Crotts

[REDACTED]

[REDACTED]

[REDACTED]

September 5, 2019

Town of Marana/Health Benefits Trust Board

Human Resources Director Curry C. Hale

To: Whom It May Concern

I am interested in the volunteer position as Trustee for the Marana Health Care Benefits Trust. I have experience in Banking, office experience, computer experience and treasury experience, customer service, management as well as cash handling. I am honest and hard working and strive to do my best.

I would like to be considered for the Trustee position and meet for an interview. I can be reached at [REDACTED]

Thank you for your consideration and look forward to meeting with you.

Respectfully,

Linda Crotts

Cherry Lawson

From: Curry Hale
Sent: Thursday, October 24, 2019 6:26 PM
To: Cherry Lawson
Subject: FW: Board of Trustees Inquiry

Curry C. Hale, SHRM-SCP, IPMA-SCP

Human Resources Director
Town of Marana
11555 West Civic Center Drive
Marana, AZ 85653
(520) 382-1920 (office)
(520) 382-3500 (fax)
www.maranaaz.gov



From: linda crotts [REDACTED]
Sent: Thursday, September 12, 2019 11:59 AM
To: Curry Hale <chale@MARANAAZ.GOV>
Subject: Re: Board of Trustees Inquiry

PLEASE BE CAUTIOUS

THIS MESSAGE AND SENDER COME FROM OUTSIDE THE TOWN OF MARANA. IF YOU DID NOT EXPECT THIS MESSAGE, PROCEED WITH CAUTION. VERIFY THE SENDER'S IDENTITY BEFORE PERFORMING ANY ACTION, SUCH AS CLICKING ON A LINK OR OPENING AN ATTACHMENT.

Good Morning Mr. Hale,

My banking experience was several years ago as a teller in New Mexico and Arizona. Upon moving back to Arizona I worked at then Valley Bank which is now Chase in Douglas, Az.. I also worked for Banking institutions in Tucson, but they are no longer in existence or have changed to existing Banks. My experience expanded for 4 yrs., I did teller duties and vault duties and then drive through as well as some opening of accounts and Certificates of Deposit and my last Banking duties were in 1993. I was Owner Operator and Treasurer for our Well Co-op "Trico Marana Parcels 9&10" for almost 15 yrs. I handed over the management duties to the now Acting Owner Operator Ken Caproni but I still hold the duties as Treasurer for the Well Co-op account for all members. Mr. Caproni's phone number is [REDACTED] for a reference. I hope that this will be helpful to you.

Respectfully,
Linda Crotts

On Wednesday, September 11, 2019, 3:39:06 PM MDT, Curry Hale <chale@MARANAAZ.GOV> wrote:

Ms. Crotts,

Please provide more detailed information regarding your experience in banking and treasury.

Thanks.

Curry C. Hale, SHRM-SCP, IPMA-SCP

Human Resources Director

Town of Marana

11555 West Civic Center Drive

Marana, AZ 85653

(520) 382-1920 (office)

(520) 382-3500 (fax)

www.maranaaz.gov



From: Heath Vescovi-Chiordi <hvchiordi@MARANAAZ.GOV>

Sent: Tuesday, September 10, 2019 4:21 PM

To: Curry Hale <chale@MARANAAZ.GOV>

Cc: Linda Crotts [REDACTED] >

Subject: Board of Trustees Inquiry

Curry,

Please see the attached documentation from Linda Crotts regarding the Health Benefits Trust Board of Trustees. She has provided her cover letter, as well as her resume. Linda is currently on the Marana Citizens' Forum and is actively engaged within the Town, and would like to throw her name into the ring for consideration for the Board of Trustees.

If you have any questions, please let me know. I have CCd her on this email so you have her contact information.

Thank you, sir.

Heath Vescovi-Chiordi - MPA, AZED Pro

Economic/Downtown Development Specialist

Dept. of Economic Development, Town of Marana

Email: hvchiordi@maranaAZ.gov,

Office: (520) 382-1981

Cell: (480) 252-5808

Instagram: <https://www.instagram.com/hvchiordi/?r=nametag>

Facebook: <https://www.facebook.com/profile.php?id=10127808>



LINDA S. CROTTS

PERMANENT ADDRESS

[REDACTED]
[REDACTED]

Mailing:

[REDACTED]
[REDACTED]

Home phone: [REDACTED]

Email: [REDACTED]

EDUCATION

High School Diploma, General Education, /1969

Eastern Arizona College 2yrs
Business Administration and Administrative Law

Rio Salado College, State Training and Education programs

Associates Degree in General Studies May of 2011

Member of The Marana Town Council Forum

Experiences:

20 yrs experience working with the public both private and community positions: in Banking, Title agencies and 21 yrs as a State of Arizona Employee helping to ensure that the elderly and disabled individuals have and live a quality of life. Ensuring that needs were met through Health agencies and schools that provide health care services and educational skills. To attend and hold meetings as required. Experience as well as a cashier for the past 6yrs.

I have also served as the Trico Marana Parcels 9&10 Co-op Well Owner, Treasurer for 15 yrs. Overseeing the management of funds and holding annual meetings with all members to ensure the validity of the Well and operations of the well.

I have been a member of the Town of Marana Council Forum for the past 3 yrs

Cherry Lawson

From: Curry Hale
Sent: Thursday, October 24, 2019 6:27 PM
To: Cherry Lawson
Subject: FW: Health Care Benefits Trustee Position
Attachments: RESUME' 2019.doc

Curry C. Hale, SHRM-SCP, IPMA-SCP

Human Resources Director
Town of Marana
11555 West Civic Center Drive
Marana, AZ 85653
(520) 382-1920 (office)
(520) 382-3500 (fax)
www.maranaaz.gov



From: Frank Garrett [REDACTED]
Sent: Saturday, September 28, 2019 11:44 AM
To: Curry Hale <chale@MARANA.AZ.GOV>
Subject: Health Care Benefits Trustee Position

PLEASE BE CAUTIOUS

THIS MESSAGE AND SENDER COME FROM OUTSIDE THE TOWN OF MARANA. IF YOU DID NOT EXPECT THIS MESSAGE, PROCEED WITH CAUTION. VERIFY THE SENDER'S IDENTITY BEFORE PERFORMING ANY ACTION, SUCH AS CLICKING ON A LINK OR OPENING AN ATTACHMENT.

Greetings,

My name is Franklin "Frank" Garrett and I am applying for a position as trustee for the Marana Health Care Benefits Trust. I believe I have the background you are seeking.

I have attached my resume' to show my qualifications for this position. I am very interested, willing and able to contribute to the community in this capacity.

My contact information includes phone/text: [REDACTED] or email: [REDACTED]

Thank you for considering my application.

Sincerely,

Frank Garrett

Telephone: [REDACTED]

SUMMARY:

Over 30 years of human resource management experience with an emphasis in benefits planning, implementation, communication and administration. Successful record of helping employees understand and appreciate their health and welfare benefits.

HIGHLIGHTS:

- Set up new Personnel Department for recently expanded community hospital. Directed department growth for 13 years.
- Established and administered one of the first defined-contribution retirement savings plans in a San Diego area hospital.
- Assisted with installation of corporate-wide flexible benefits program for a local affiliate hospital.
- Organized and supervised retirement education programs for employees and their spouses at a 2,200-employee medical center.

EXPERIENCE:

1997 – 2000

Tri-City Medical Center, Oceanside, CA

Compensation/Benefits/HRIS Manager

1985 - 1997

ScrippsHealth, La Jolla, CA

Director, Employee Relations, Scripps Memorial Hospital-La Jolla

Director of Human Resources, Green Hospital of Scripps Clinic

1971 - 1985

Bay Hospital Medical Center, Chula Vista, CA

Director of Personnel Services

1969 - 1971

Huntington Memorial Hospital, Pasadena, CA

Personnel Assistant, part time while attending college.

1960 - 1968

U.S. Navy, Active Duty, various stations including Vietnam theater.

Enlisted Personnel Specialist, E-6.

EDUCATION:

BS in Business Administration, 1971, Major in Personnel Management, California State University, Northridge, California. MBA, 1978, Healthcare Administration, National University, San Diego, California.

Cherry Lawson

From: Curry Hale
Sent: Thursday, October 24, 2019 6:28 PM
To: Cherry Lawson
Subject: FW: Marana Health Care Benefits Trust - Trustee Position
Attachments: Marana HCBT Application.pdf

Curry C. Hale, SHRM-SCP, IPMA-SCP

Human Resources Director
Town of Marana
11555 West Civic Center Drive
Marana, AZ 85653
(520) 382-1920 (office)
(520) 382-3500 (fax)
www.maranaaz.gov



From: Matt Haertzen [REDACTED]
Sent: Monday, September 30, 2019 1:37 PM
To: Curry Hale <chale@MARANAAZ.GOV>
Subject: Marana Health Care Benefits Trust - Trustee Position

PLEASE BE CAUTIOUS

THIS MESSAGE AND SENDER COME FROM OUTSIDE THE TOWN OF MARANA. IF YOU DID NOT EXPECT THIS MESSAGE, PROCEED WITH CAUTION. VERIFY THE SENDER'S IDENTITY BEFORE PERFORMING ANY ACTION, SUCH AS CLICKING ON A LINK OR OPENING AN ATTACHMENT.

Mr. Hale,
Please accept the attached PDF as my application for the Trustee Position.

If you need anything further please let me know.

Thanks,
Matt Haertzen
[REDACTED]

September 30, 2019

Curry C. Hale
Human Resources Director
Town of Marana
11555 W Civic Center Drive
Marana, AZ 85653

Dear Mr. Hale:

Please accept this letter and résumé as my application for the Marana Health Care Benefits Trust Trustee position advertised in the *Explorer* newspaper.

During my investment career, I have worked with several non-profit investment pools including endowments for both the University of Minnesota and State of Idaho. In addition, I have worked on retirement plans for a small healthcare company and a charter school. I very much enjoy helping non-profit investors to make sure their investments are properly structured and working for them. Beyond the investment industry, I am also currently a member of the Finance faculty and teach Finance classes at the University of Arizona Eller College of Management.

My investing passion and career success both stem from my more than 25 years in the investment community. I began my career with Ameriprise Financial, where I managed a staff of analysts supporting the quantitative mutual fund product line. From there, I went on to work for the University of Minnesota Endowment, a \$650 million fund where I was responsible for asset allocation and manager selection. I then joined a trust company in Washington, where I was responsible for managing \$600 million in large capitalization stocks. I transitioned to manage a combined \$1 billion in assets for the Idaho Endowment Fund, Judge's Retirement System and the Idaho State Insurance Fund in Boise, Idaho.

Though I am relatively new to Tucson, having lived here just over one year now, I currently serve on the board of the Tucson CFA Society. In addition to that, I volunteer as a Study Group Leader for the Osher Lifelong Learning Institute. I enjoy taking an educational focus in my service and have an emphasis on helping everyone understand the true impact of fees and asset allocation on their long-term returns.

I would welcome the opportunity to serve as a trustee on the Marana Health Care Benefits Trust. My background and experience would help me to provide significant contributions to the Town of Marana and its citizens.

Thank you for your consideration of my application.

Sincerely,

[Redacted Signature]

Matthew J. Haertzen
Lecturer of Finance
Eller College of Management
Phone: [Redacted]
Email: [Redacted]

Contact

[Redacted]
[Redacted]
(LinkedIn)

Top Skills

Portfolio Management
Investments
Valuation

Certifications

Chartered Financial Analyst

Honors-Awards

Eller MBA Most Valuable Professor
of the Year Award

Publications

An Investment Analysis of Honduran
Teak Plantations
Investing - Challenging Times

Matthew J. Haertzen, CFA

Lecturer of Finance at the University of Arizona - Eller College of
Management
Tucson, Arizona

Summary

Experienced educator and investment professional with a demonstrated history of working in the higher education industry. Skilled in Asset Management, Mutual Funds, Corporate Finance, Investment Management, and Alternative Assets. Strong consulting professional.

Experience

University of Arizona - Eller College of Management
Lecturer of Finance
June 2017 - Present
Tucson, Arizona Area

Teach finance and investment courses to undergraduate and graduate students.

Osher Institute at University of Arizona
Volunteer Instructor
September 2018 - Present
Tucson, Arizona Area

Teach several investment related classes in both Tucson and Oro Valley.

WT Wealth Management
Senior Investment Advisor Providing an Education Focused Financial
Planning Approach
January 2018 - Present
Tucson, Arizona Area

WT Wealth Management is an SEC registered investment adviser, with in excess of \$100 million in assets under management (AUM) with offices in Flagstaff, Scottsdale, Sedona and Tucson AZ.

Four Peaks Wealth Management
Founding Partner and Chief Executive Officer
January 2013 - December 2017 (5 years)
Tucson, Arizona Area

Four Peaks Wealth Management, LLC is an independent, employee owned investment management firm dedicated to providing institutional asset management for the individual investor.

- * Managed a global tactical asset allocation portfolio on behalf of individual investors.

- * Developed marketing material and promoted the Four Peaks investment management product.

Georgia Biofuels, LLC

Consultant

September 2011 - December 2017 (6 years 4 months)

Flagstaff, Arizona Area

Provided financial modeling support for a wood pellet production facility.

- * Worked with potential investors to assist in fundraising to move the \$80 million project forward.

Northern Arizona University

Senior Lecturer of Finance

August 2008 - May 2017 (8 years 10 months)

Flagstaff, Arizona Area

Taught a wide array of investment courses to undergraduate and graduate students.

- * Specialties included investments and portfolio management.

Cogent Partners

Chief Investment Officer - Timber

June 2005 - April 2013 (7 years 11 months)

Dallas/Fort Worth Area

Portfolio Manager for a publicly traded investment vehicle designed to invest in a global timber portfolio for high net worth and institutional clientele.

- * Successful IPO in February 2007 raising in excess of \$200 million USD.

- * Reviewed day-to-day investment decisions based on detailed financial analysis and modeling.

- * Oversaw a global group of strategic forestry partners who source deals and manage the timberland.

- *Served as a subject matter expert in both marketing and client service capacities.

Beyond Forestry, Ltd.

Director

January 2009 - June 2012 (3 years 6 months)

Portfolio management and investment analysis for accelerated growth
Panamanian teak plantations.

- * Performed due diligence and negotiation with a strategic partner to manage the plantations in Panama.

- * Led development of marketing material and strategies.

Wyoming Lawyers

Expert Financial Witness

March 2008 - June 2008 (4 months)

Rock Springs, WY

Evaluated the financial implications of various interpretations of a series of contracts between the client, his employer, and a family member.

- * Completed recommendations as to the intended meaning of certain financial terms, and provided a workable glossary of key financial items to facilitate the courtroom discussions.

- * Prepared to offer testimony of behalf of the client. Testimony was not needed as the written report led to an out-of-court settlement.

Idaho Endowment Fund Investment Board

Chief Investment Officer

January 2003 - May 2005 (2 years 5 months)

Chief Investment Officer for the \$835 million Idaho Endowment Fund, \$385 million Idaho State Insurance Fund, and the \$55 million Idaho Judge's Retirement Fund.

Washington Trust Bank

Vice President, Equity Portfolio Manager

March 2001 - December 2002 (1 year 10 months)

Managed equity investments for \$650 million in separate account assets.

University of Minnesota

Assistant Director, Office of Asset Management

March 1999 - March 2001 (2 years 1 month)

Responsible for overall investment management of the \$800 million University Endowment Fund.

Ameriprise Financial

Manager, Structured Products Quantitative Support

April 1994 - March 1999 (5 years)

Greater Minneapolis-St. Paul Area

Managed a staff of three quantitative analysts supporting a product line of \$10 billion.

Education

University of Minnesota - Carlson School of Management
M.B.A, Finance · (1993 - 1994)

Penn State World Campus
Graduate Certificate in Applied Statistics · (2015 - 2016)

University of Minnesota-Morris
BA, Business, Economics · (1990 - 1993)

Virginia Lee Hockemeyer

Dear C Hales and Marana Town Council,

Experience in employee benefits and relations, payroll processing, human resources, providing guidance and support to various levels of employees, a professional outgoing demeanor, plus strong oral and written communication skills make me a model candidate for the volunteer Trustee for the Marana Health Care Benefits trust.

In my most recent position with Sarasota County Government, not only was I an employee under a county's self-funded insurance plan, but I also dealt with a firefighter union who had a health trust fund for their retirees'. I learned what it is like to be on both sides of a health trust.

Throughout my years in various Human Resources and Financial positions, I have been counted on for my objective wisdom in dealing with situations and circumstances with kindness, compassion, and adherence to budgets and contracts.

In my position at Pack Air, Inc, I was able to recommend, develop, and coordinate a system of training and development activities along with employee recognition programs that resulted in an 85% employee retention rate. That stable workforce enabled the company to grow and expand its workforce. New business sales almost tripled within a couple of years!

With each career move, I love to advantage of every opening for growth. I enjoy opportunities to improve and expand my skills and knowledge in any way possible.

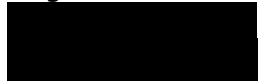
This all points to my ability to be a strong asset from the very beginning to the Town of Marana.

I look forward to hearing from you soon to discuss how my skills, abilities, and qualities can fill the missing pieces the Town of Marana needs.

Thank you very much for your consideration and time for this important position.

Virginia Lee Hockemeyer

Virginia Lee Hockemeyer



Administrative and HR Assistant who excels in a personalized touch for all customers, vendors, management, and employees •
Managed all areas of office such as HR, payroll, AP/AR, general office supply maintenance, schedule appointments and travel •
Acclimates easily to new situations and personnel • Facilitated open and positive communication between all levels of employees to create a more stable workforce * Willing to learn and earn any certificate or skill necessary to enhance my job duties

Skills

- General Office, Administrative Assistant, and Human Resources
- Flexible multi-tasking skills with ability to switch priorities easily
- Excellent communication and interpersonal skills with individuals of all levels and backgrounds
- FMLA, I-9, OSHA log, Workman's Compensation, STD, LTD, Background Checks, Drug Testing, COBRA, Payroll, Unemployment Law, Employee Assistance Program referrals
- Confident, professional manner
- Microsoft Office Suite, Medical Manager, Allegra, Kronos, PeopleSoft, Groupwise, ADP, AOD, Citrix, MyPeopleNet, MAS90, Ariba/SAP, AccuFund, Power Point, Internet Explorer, Google Chrome, Doubleknot, Telestaff, IFAS, Enterprise Reporting, OneSolution, Taleo, Workday, Kronos Workforce Telestaff

Professional Experience

Administrative Specialist !!! - Employee Services Assistant July 2015 – August 2019
Sarasota County Government (Sarasota, FL)

- 1st point of contact via phone, email, & in person for 500+ employees w/payroll, FMLA, benefits questions, issues, concerns
- Prepare and process payroll for 500+ employees utilizing 3 different computer software programs and systems, including Kronos Workforce Telestaff
- Keep Access/HRIS database updated with employee data and license(s) information
- Utilize Taleo to download and coordinate applications, schedules, and procedures for new hires
- Assist with personnel authorization forms (PAF)
- Special projects as requested by upper management
- Coordinate with several other departments in county and clerk office to process employee payroll and benefit needs

Administrative Coordinator and Property Reservations Sept 2014 – July 2015
Girl Scouts of Gulfcoast Florida, Inc (Sarasota, FL)

- First point of contact for council headquarters via phone, fax, in person, email
- Processed property reservations for 10 council properties
- Assisted volunteers with various issues and on helpdesk
- Supported all department in various areas including office supply maintenance

Human Resources Specialist and Administrative Assistant Sept 2013 – June 2014
Galveston County Health District (Texas City, TX)

- First point of contact for Human Resources department
- New hire orientations
- Applicant tracking; employment reference checks; background checks; drug screens
- Records Retention and Public Information liaison; Credentialing Coordinator
- Assisted employees with issues
- Recruiting for new employees; assisted with interview questions and job descriptions

Welcome Center Staff (part time) May 2013 – April 2014
Chamber of Commerce (Galveston, TX)

- First point of contact in welcome center
- Assist visitors to the center with questions about activities, attractions, and restaurants

Owner Liaison/Executive Assistant to Owner (temporary position) June 2013 – Sept 2013
Spectrum Organization, Inc (Galveston, TX)

- First point of contact for owners and company
- Orient new owners to procedures and association rules
- Administrative support to other departments
- Assist owners with questions, concerns, and issues

Office Administrator/Human Resources Generalist Jan 2009 – March 2013
Pack Air, Inc (Neenah, WI)

- First point of contact for customers, vendors, and employees
- Set up, designed, utilized manual of instructions for office management procedures and forms
- Accounts payable, accounts receivable, posted checks and ACH deposits
- Provided administrative support to senior management and all departments through creation of business correspondence, company forms, procedure updates, and edited as needed
- Set up domestic and Canadian travel arrangements for employees to include flights, car rentals, hotel accommodations, per diem, and expense reports
- New hire paperwork per regulations, creation of new forms for managers to perform reviews, discipline, and procedures for their employees and department; organized confidential personnel and medical files; processed employee leave (STD, LTD, FMLA), workman's compensation, and unemployment paperwork; and assisted employees with payroll, benefit, insurance, and personal issues; processed payroll to include wage garnishments, federal/state tax payments, child support payments, direct deposit set up, and 401(k) loan payments/contributions which resulted in uniform standard of employee relations and stable workforce

Office Administrator Dec 2005 – Oct 2008
Realogy Corporation/Coldwell Banker (Venice FL)

- First point of contact for customers, vendors, co-workers, agents
- Oriented new agents and completed necessary paperwork after initial meeting with broker
- Maintained personnel files; assisted customers/co-workers/agents with questions/concerns
- Accounts payable/receivable, posted billing, collected closing payments and posted to sale
- Scheduled office meetings; ordered office supplies; hired/termed vendors based on quality of work
- Proofed and edited outgoing advertising materials for agents

Education

- University of Wisconsin-Oshkosh Bachelor's Degree Dean's List

VIRGINIA LEE HOCKEMEYER / [REDACTED] / [REDACTED]



To Whom it May Concern,

I have been informed of an opportunity to serve as a trustee of the Marana Healthcare Benefits Trust and believe my knowledge and skills within the healthcare industry would prove a benefit to the Trust. I have worked in executive roles within the hospital industry for the past 7 years and have an in-depth knowledge of both the operational and financial aspects of healthcare. I have been serving as the Chief Operating Officer at Northwest Medical Center since March of 2018 and have had the opportunity in this role to facilitate work and negotiations between both payers and providers. I believe these experiences, in addition to my interest in Marana's success as a resident of the town, will contribute to the success of the Marana Healthcare Benefits Trust.

It is my desire to offer my expertise in this field to the Trust and I am grateful for your consideration. Thank you for this opportunity and please let me know if there are any questions.

Sincerely,

Cameron Lewis
Chief Operating Officer
Northwest Medical Center

Cameron Lewis

EXPERIENCE

COO, Northwest Medical Center

Tucson, AZ | 03/18 – Present

300 beds | \$350 million annual net revenue

A Community Health Systems Affiliate

- Day-to-day oversight of the operational, financial and clinical functions of the hospital
- Admissions growth of 9.3% and Surgical growth of 12% during tenure
- Managing design, development and construction of 7 projects totaling over \$150 Million – projects include 2 new hospitals, an OP Imaging Center and a hospital refresh
- Oversaw acquisition and employment of 2 Hospital Based Physician groups
- Implemented new cardiac programs to include TAVR and Watchman

CEO, AllianceHealth Clinton

Clinton, OK | 09/15 – 3/18

56 beds | \$22 million annual net revenue

A Community Health Systems Affiliate

- Direct oversight of the operational, financial and clinical functions of the hospital
- Admissions growth of 6.9% during tenure
- Recruitment of 7 providers including general surgeon, ENT and PCP's
- Growth of orthopedic surgical cases by 29% during tenure
- Growth of total surgical cases by 14% during tenure
- Oversaw launch of new bariatric surgery service line
- Achieved hospital re-accreditation from The Joint Commission and initial lab accreditation from The Joint Commission
- Elimination of 100% of contract labor expense during tenure
- Improved physician overall physician satisfaction by 44 percentage points

Assistant CEO, MountainView Regional Medical Center

Las Cruces, New Mexico | 03/14 – 09/15

168 beds | \$200 million annual net revenue

A Community Health Systems Affiliate

- Direct administrative oversight of seven departments

Cameron Lewis

- Team leader for OR throughput team; helped manage surgical volume increase of nearly 30% during tenure through a lean/six sigma project
- Managing design, development and construction of the first Freestanding ED in New Mexico (\$11 million dollar project)
- Managing design, development and construction of ED remodel and expansion (\$5 million dollar project)
- Implemented one-call regional transfer center; increased transfer calls by 115%
- Responsible for physician practice acquisitions in the market; complete oversight of six acquisitions worth approximately \$8 million
- Oversaw resyndication of MountainView Ambulatory Surgical Center
- Increased O/P imaging volumes (excluding ED) by 47% during tenure
- Participated in recruitment of 21 physicians during tenure
- Oversight of new construction medical office building project (\$2 million dollar project)
- 2014 EBITDA improvement of 58%; 2015 EBITDA improvement of 10%

Administrative Specialist, Carlsbad Medical Center

Carlsbad, New Mexico | 01/13 – 03/14
115 beds | \$96 million annual net revenue
A Community Health Systems Affiliate

- Direct administrative oversight of six departments
- Oversaw purchase, remodel and opening of new Radiation Oncology service line (\$2.3 million dollar project)
- Implemented transport program with a new ALS ambulance service
- Ensured regulatory and legal compliance as the Facility Compliance Officer
- Led physician recruitment efforts

EDUCATION

M.S., Healthcare Administration

Trinity University | San Antonio, Texas

B.S., Business Administration

Utah State University | Logan, Utah

September 21, 2019

Mr. Curry Hale, Human Resources Director
Town of Marana
11555 W. Civic Center Drive
Marana, AZ 85653

Dear Mr. Hale:

I am very interested in serving the Town of Marana as a member of its Health Care Benefits Trust Board of Trustees.

My family relocated to Marana in 1996 when I accepted the appointment as Director of Pima County's Risk Management Department. I administered a self-insurance trust and had the privilege of working with very experienced and dedicated Trustees. I have read the Trust Document and commit to holding and administering the Funds, in trust, pursuant to the Trust Document.

The attached resume provides more detail of my thirty years of public sector risk management administration and consultation. Industry certifications include risk management and human resources designations. I currently serve on the boards of directors for Arizona chapters of public sector risk management and human resources associations.

I work for Central Arizona Project and am Phoenix based during a portion of the workweek. I can schedule work at CAP's Field Office on Twin Peaks Road if Trustee meetings are scheduled on Monday – Thursday and would participate in person. Fridays are normal days off.

Please accept my gratitude to you, Mayor, and Council for your consideration. I look forward to participation in the selection process. If selected, I will serve the Town of Marana well.

Sincerely,

David Parker

 Digitally signed by David Parker
Date: 2019.09.21 09:16:38 -07'00'

David M. Parker, ARM-P, CPM®, IPMA-SCP

OVERVIEW

I have led the risk management efforts for a large state department, large Arizona county, large Sheriff's Department, mid-sized state university, and special district, and consulted with public entities of all types across the nation. My image of success as a risk manager is to lead and facilitate a framework that best enable the organization to best achieve its strategic objectives and foster opportunity while protecting the organization, its assets, and its reputation from unnecessary loss.

My background includes over ten years administering an ARS § 11-981 self-insurance trust for property, casualty, workers' compensation, and a portion of the benefits program that was self-insured; I served as the risk management consultant for the self-insurance program. Today, I assist in management of a Captive insurer that provides employee health benefits for my employer.

Leadership development includes Kennedy School of Government's *Senior Executives in State and Local Government*, AZ POST's *Leadership in Police Organizations*, and ASU's *Certified Public Manager* programs. Industry designations include The Institutes' *Associate in Risk Management*, ASU's *Certified Public Manager*, and the International Public Management Association for Human Resources' *Senior Certified Professional* designations. Certificate programs include FEMA's *Master Continuity Practitioner* and Texas A&M Engineering Extension's *Infrastructure Protection* certificates.

My family moved to Marana in 1996. My ties to the community are strong and I am a strong believer in community volunteerism. My goal is to make a greater difference for my community.

EMPLOYMENT

RISK MANAGEMENT ANALYST <i>Central Arizona Project (Central Arizona Water Conservation District)</i>	(2017 - PRESENT) <i>Phoenix/Tucson, Arizona</i>
DIRECTOR OF RISK AND EMERGENCY MANAGEMENT, EMERGENCY MANAGEMENT COORDINATOR ADMINISTRATOR OF RISK AND EMERGENCY MANAGEMENT (PART TIME, REMOTE) <i>Angelo State University, a member of the Texas Tech University System</i>	(2016 - 2017) (2017 - 2018) <i>San Angelo, Texas</i>
PUBLIC/EDUCATION SECTOR PRACTICE LEADER <i>Midwest Employers Casualty Company</i>	(2011 - 2015) <i>Tucson, Arizona</i>
SHERIFF'S DEPARTMENT RISK MANAGER DIRECTOR OF RISK MANAGEMENT <i>Pima County Government</i>	(2007 - 2011) (1996 - 2007) <i>Tucson, Arizona</i>
RISK MANAGER <i>Arizona Department of Transportation</i>	(1988 - 1996) <i>Phoenix, Arizona</i>
ASSISTANT EXECUTIVE DIRECTOR <i>Arizona Board of Pardons and Paroles</i>	(1987) <i>Phoenix, Arizona</i>
TRAFFIC SAFETY INVESTIGATOR <i>County of San Diego</i>	(1985 - 1987) <i>San Diego, California</i>
POLICE OFFICER, DETECTIVE <i>City of San Diego</i>	(1979 - 1985) <i>San Diego, California</i>

EDUCATION, DESIGNATIONS, CERTIFICATIONS

CRITICAL INFRASTRUCTURE PROTECTION CERTIFICATE <i>TEEX</i>	(2019) <i>College Station, TX</i>
SENIOR CERTIFIED PROFESSIONAL DESIGNATION <i>IPMA-HR</i>	(2018) <i>Alexandria, VA</i>
CERTIFIED PUBLIC MANAGER DESIGNATION <i>Bob Ramsey Executive Education, Arizona State University</i>	(2018) <i>Tempe, AZ</i>
MASTER CONTINUITY PRACTITIONER CERTIFICATE <i>FEMA Emergency Management Institute</i>	(2017) <i>Emmitsburg, MD</i>
ADVANCED PROFESSIONAL SERIES CERTIFICATE <i>Arizona POST</i>	(2017) <i>Emmitsburg, MD</i>
LEADERSHIP IN POLICE ORGANIZATIONS <i>Arizona POST</i>	(2010) <i>Tucson, AZ</i>
SENIOR EXECUTIVES IN STATE AND LOCAL GOVERNMENT <i>Kennedy School of Government, Harvard University</i>	(1999) <i>Cambridge, MA</i>
ASSOCIATE IN RISK MANAGEMENT DESIGNATION <i>The Institutes (Insurance Institute of America)</i>	(ARM 1997, RMPE & ARM-P 2001) <i>Malvern, PA</i>
CERTIFICATE OF ADVANCED RISK MANAGEMENT <i>Public Risk Management Association</i>	(1997) <i>Alexandria, VA</i>
SAN DIEGO POLICE ACADEMY <i>Miramar College</i>	(1979) <i>San Diego, CA</i>

COMMUNITY SERVICE AND ASSOCIATIONS

GRAND CANYON STATE CHAPTER – INTERNATIONAL PUBLIC MANAGEMENT ASSOCIATION FOR HUMAN RESOURCES <i>Board Member</i>	(2019 - PRESENT) <i>Phoenix, AZ</i>
EMERGENCY PREPAREDNESS ADVISORY COMMITTEE <i>Concho Valley Council of Governments</i>	(2016 - 2017) <i>San Angelo, TX</i>
INDUSTRIAL COMMISSION OF ARIZONA <i>Chairman (2012 – 2015)</i>	(2009 - 2015) <i>Phoenix, AZ</i>
CHRISTIAN YOUTH THEATER - TUCSON <i>Technical Director, Board Member/Chairman, National Advisory Council Member</i>	(2005 - 2014) <i>Tucson, AZ</i>
YMCA OF METROPOLITAN TUCSON <i>Volunteer Pilates Instructor</i>	(2004 - 2016) <i>Tucson, AZ</i>
TOWN OF MARANA PLANNING COMMISSION <i>Chairman (2001 – 2005)</i>	(1998 - 2005) <i>Marana, AZ</i>
PUBLIC RISK MANAGEMENT ASSOCIATION <i>Board Member (2009 – 2011)</i> <i>Core Competency, Education, External Affairs, Conference Planning Committees</i> <i>Conference Speaker, Instructor, Moderator, Facilitator, Corporate Partner</i>	(1988 - PRESENT) <i>Alexandria, VA</i>
ARIZONA CHAPTER - PUBLIC RISK MANAGEMENT ASSOCIATION <i>Past Board Member, Officer, and Chairman, Current Secretary</i>	(1988 - PRESENT) <i>Phoenix, AZ</i>

Cherry Lawson

From: Curry Hale
Sent: Thursday, October 24, 2019 6:27 PM
To: Cherry Lawson
Subject: FW: Health Care Benefits Trust App
Attachments: Marana Health Benefits Trust.docx; TDP Bio.docx; TDP Resume.docx

Curry C. Hale, SHRM-SCP, IPMA-SCP

Human Resources Director
Town of Marana
11555 West Civic Center Drive
Marana, AZ 85653
(520) 382-1920 (office)
(520) 382-3500 (fax)
www.maranaaz.gov



From: thomas plantz [REDACTED]
Sent: Saturday, September 28, 2019 3:36 PM
To: Curry Hale <chale@MARANAAZ.GOV>
Subject: Health Care Benefits Trust App

PLEASE BE CAUTIOUS

THIS MESSAGE AND SENDER COME FROM OUTSIDE THE TOWN OF MARANA. IF YOU DID NOT EXPECT THIS MESSAGE, PROCEED WITH CAUTION. VERIFY THE SENDER'S IDENTITY BEFORE PERFORMING ANY ACTION, SUCH AS CLICKING ON A LINK OR OPENING AN ATTACHMENT.

Hi Curry: Attached info as you requested re: above subject.

Thx, tom

Thomas D. Plantz



September 28, 2019

Curry C. Hale
Human resources Director
Town of Marana

Please accept my interest in serving as a trustee for the Marana Health Care Benefits Trust.

I offer my attached Bio and Resume for your review.

I believe my 40 years experience in managing hospitals and healthcare systems such as Carondelet may be of some benefit in oversight and administration.

Thank you for the opportunity to apply for this important community service.

Warm regards,

Tom Plantz

Attch: Bio & Resume

Thomas D. Plantz

Health Care Management Executive

Dynamic, entrepreneurial, results-driven healthcare professional and executive with over forty years experience in leadership and management roles encompassing profit and loss responsibilities in multi-million dollar hospital and healthcare systems. Key strengths: strategic planning, business operations, community relations, physician-hospital-trustee relationships, start-ups and turnarounds, writing and speaking.

- Consistently recognized for exceeding key strategic goals in the areas of quality, patient satisfaction and fiscal performance.
- Successful in creating positive organizational cultures through collaborative team building dedicated to ensuring high levels of service and patient satisfaction measured by internal metrics.
- Key performance metrics: financial performance, growth in market share and earnings, coalition-building, community relations, quality care and service, positive organizational climate, strategic directions and, board-medical staff-hospital relationships.

Professional Experience

SUMMIT REGIONAL MEDICAL CENTER

2006-2010

Show Low, AZ

Chief Executive Officer

Under the auspices of Brim Healthcare (now Health Tech), Nashville, a provider of healthcare management to over 50 hospitals throughout the U.S., served as the CEO responsible for achieving...

- A totally new 5-story, 120 bed patient care tower serving the White Mountains and rural northeastern Arizona.
- The recruitment of 21 new permanent physicians (largely specialists)
- A cardiac cath lab which dramatically slowed the rate of helicopter transports to Phoenix and Tucson for cardiac workups and/or therapeutic procedures.
- New specialty services in medical and radiation oncology, gastroenterology, nephrology, pulmonology, and vascular surgery.
- Net profit margins of 8%-12% during four year tenure as CEO.

UPSON REGIONAL MEDICAL CENTER**2000-2005**

Atlanta, GA

Chief Executive Officer

Worked with Brim Healthcare on a new startup management contract moving from interim CEO to permanent CEO and serving in that capacity for five years. Responsible for achieving...

- A \$40 million hospital expansion.
- A financial turnaround with 6%-9% net profit margins.
- A positive employee morale turnaround and new organizational culture.
- Strong board-medical staff-management-employee relationships.
- A vibrant medical center/civic community relations.
- A near perfect score from the Joint Commission on Accreditation of Hospitals.

TUCSON HEART HOSPITAL**1996-2000**

Tucson, AZ

President & Chief Executive Officer

Worked with MedCath, Inc., a heart hospital developer and manager, responsible for achieving...

- The total development, construction and complete organization of this new \$45million regional cardiac care hospital, the first in Arizona and the third in the U.S.
- Solid working relationships with the hospital's shareholders, a group of twenty-four cardiologists and cardiovascular surgeons.
- The successful recruitment of Jack Copeland, M.D., Chief of Cardiothoracic Surgery, University of Arizona to serve as the initial Chief of Cardiothoracic Surgery.

CARONDELET HEALTH NETWORK**1983-1995**

Tucson, AZ

Chief Executive Officer

CHN, a subsidiary of Carondelet Health System, a St. Louis based fifteen hospital holding company sponsored by the Sisters of St. Joseph of Carondelet, owned and operated three acute care hospitals, St. Mary's, St. Joseph's of Tucson and Holy Family of Nogales, AZ.

As CEO, reporting to the local corporate board in Tucson and the Sisters of St. Joseph, was instrumental in the company's growth from \$83 million in 1983 to \$780 million in 1995. Achievements included...

- Led the expansion of the Carondelet healthcare delivery system through the merger of the two Tucson hospitals and the acquisition of a third in Nogales.
- Guided the planned growth of the corporation moving Tucson market-share from 20% to 38%.
- Recruited over 150 new physicians to the 3 hospitals within a 10 year period.
- Creation and implementation of strategic business plans to ensure quality of care and service, positive financial programs and improvement in productivity, profitability, and quality care.
- Worked effectively with elected legislators at both the state and federal levels.

ST. MARY'S HOSPITAL & HEALTH CENTER

1979-1983

Tucson, AZ

Executive Vice President & Administrator

Under the sponsorship of the Sisters of St. Joseph of Carondelet, became the first lay Administrator in the 100 year history of St. Mary's. Achievements included...

- Initiated a total hospital financial turnaround of this negative bottom line healthcare organization, achieving a bottom line net profit of \$2 million annually at the end of year one.
- Positioned St. Mary's for the 21st Century in the areas of quality of care, financial stability and innovative state-of-the-art medical and computer technology.
- Became the first "Magnet Hospital" in Arizona (1982) endorsed by the American Nurses Association and the American Hospital Association.
- Rebuilt the medical staff with the recruitment of 65 physicians in family practice, internal medicine and medical/surgical specialties.

PREVIOUS LEADERSHIP ROLES

- **Administrator**, Mount Sinai Medical Center, Minneapolis, MN **1973-1979**
- **Asst. Administrator**, Abbott-Northwestern Hospitals (Allina Health System) Mpls. **1967-1971**
- **Captain**, United States Air Force & Vietnam veteran **1963-1967**

EDUCATION

- **Masters in Health Care Administration (MHA)**, University of Minnesota **1971-1973**
- **Bachelor of Arts**, University of St. Thomas, St. Paul, MN **1958-1963**

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Fellow, American College of Healthcare Executives
- Chairman, Arizona Hospital Association Board of Directors
- President, Southern Arizona Hospitals' Council
- Governor, American Hospital Association Health Industry-Business Council
- Board Member, Arizona Cancer Center, University Health Sciences, Tucson
- Board Chairman, American Cancer Society, Arizona and Georgia
- Board Chairman, American Heart Association, Arizona and Georgia
- Board Member, United Way, Arizona and Georgia
- Board Member, Carondelet Health Network, Tucson
- Tucson Conquistadores
- Tucson Rotary

HONORS & AWARDS

- Founder & Professor **James A. Hamilton Achievement Award**, Program in Hospital and Healthcare Administration, University of Minnesota.
- Dean of the School of Public Health, **Stewart Thomson, M.D. Memorial Award** for recognition of enthusiasm, fraternalism and selflessness toward classmates
- **Executive of the Year Award**, Atlanta-area Chamber of Commerce.
- **Fellow**, American College of Healthcare Executives

PUBLICATIONS

- **Author, The Sacred Trust**, published December 2016 by Archway Publishing, a division of Simon-Schuster. This is a historical account of commitments and failed promises to our American veterans leading up to a systemic healthcare failure, crisis and scandal within the Veterans' healthcare delivery system.

Thomas D. Plantz, MHA, FACHE

Tom Plantz, a Tucson resident for 40 years, was born, raised and educated in Minneapolis and was taught in grade school by the Sisters of St Joseph of Carondelet and, in high school, by the Lasalian Christian Brothers . He graduated from the University of St Thomas in St Paul, MN and received his Masters degree in Healthcare Administration from the University of Minnesota.

Plantz is a retired healthcare executive, USAF officer, Vietnam veteran and published author who, in his 43 year healthcare career, has provided CEO-level leadership to healthcare organizations in Minnesota, Arizona, California and Georgia. Tom led the design and operational development of the Tucson Heart Hospital from groundbreaking to a successful operating entity.

Plantz was appointed as the first lay executive of St Mary's Hospital and served for thirteen years as CEO, Carondelet Health Network, a Catholic multi-hospital system located in Tucson, Arizona. Tom is a Fellow in the American College of Healthcare Executives and has served on numerous community boards in Tucson and in Arizona.

Tom and his wife Judi have three married daughters and seven grandchildren. Tom recently published a book, The Sacred Trust: A Historical Account of the Veterans Healthcare Administration's National Crisis. He is "actively retired" in Oro Valley, Arizona and continues his support of and involvement in the Tucson community.

Council Committee Appointments

A3

Meeting Date: 11/05/2019

To: Council Committee

From: Jane Fairall, Deputy Town Attorney

Date: November 5, 2019

Subject: Relating to Boards, Commissions or Committees; selection of recommended appointees or selection of dates and times for interviews with all or some candidates (Jane Fairall)

Attachments

No file(s) attached.
