

**EASTERN PLUMAS HEALTH CARE DISTRICT**  
**SPECIAL MEETING OF THE BOARD OF DIRECTORS**

**Friday, January 3, 2013**  
**9:00 A.M.**

**REASONABLE ACCOMMODATIONS:** In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting please contact the Clerk of the Board at (530) 832-6564. Notification 72 hours prior to the meeting will enable the Eastern Plumas Health Care to make reasonable arrangements to ensure accessibility.

**AGENDA**

	<b><u>Presenter(s)</u></b>	<b><u>I/D/A</u></b>	<b><u>Page(s)</u></b>
1. <b>Call to Order</b>	Gail McGrath	A	
2. <b>Roll Call</b>	Gail McGrath	I	
3. <b>Consent Calendar</b>	Gail McGrath	A	
A. Agenda			1
4. <b>Board Chair Comments</b>	Gail McGrath	I	
5. <b>Board Comments</b>	Board Members	I	
6. <b>Public Comment</b>	Members of the Public	I	
7. <b>Interviews, Possible Appointment of Candidate     To fill the Board Vacancy, Oath</b>	Gail McGrath	I/D/A	
• Review of Applications/Interviews			2-11
• Nic Beddoe			
• James Murphy			
• Kent Stacy			
• Dr. Paul Swanson			
• Oath of Office	Gail McGrath		12
8. <b>Adjournment</b>	Gail McGrath	A	

Nic Beddoe

December 23, 2013

To the Clerk of the Board,

This letter is to formally announce my intention to apply for the vacancy on The Board of Directors of the Eastern Plumas Healthcare District.

I have decided to run for the vacancy because I think that the Hospital is a huge asset to Eastern Plumas County and our surrounding communities. I am a local business owner and resident of Eastern Plumas County who wants to see this community grow and succeed.

I currently have a spouse who works for Eastern Plumas Healthcare and I feel that we have a great hospital, but we can always improve and get better.

Thank you for the opportunity to apply for this vacancy and your consideration going forward.

Sincerely,

A handwritten signature in black ink, appearing to be 'N Beddoe', written in a cursive style.

Nic Beddoe,

**received**  
12.23.13

# NICHOLAS R. BEDDOE

---

## EDUCATION

**Walla Walla University**  
Bachelor of Business Administration  
Concentration: Management

College Place, WA  
Graduated: June 2009

**Marlinda Convalescent Hospital**  
Family Owned Business  
Grew up around the Nursing Home Business  
Grandmother & Father were Nursing Home Administrators  
Sold Business in 2012

Pasadena, CA

---

## EXPERIENCE

Nic Beddoe Insurance Agency

Portola, CA

**Business Owner**

Jan. 2012 – Present

- In charge of running & managing every aspect of the business
- Licensed in California & Nevada
- Interview, Hire & Train Employee's
- Auto, Home & Business Insurance
- Life, Health & Long Term Care Insurance
- Retirement & Financial Planning
- State Farm Bank
- State Farm Mutual Funds

State Farm Insurance Co.

Irvine, CA

**Agency Intern**

May 2011 – Dec 2011

- Training in State Farm Systems & Platforms
- Training in State Farm Insurance & Financial Services
- Prepared business plan for opening new Agency
- Relocated family to Plumas County

Jay Epstein State Farm Insurance

Ukiah, CA

**Multi-Line Representative**

Oct. 2009 – April 2011

- CA licensed in Property & Casualty and Life & Health
- Responsible for outside sales & obtaining new clients
- Fluent in Prospector +
- Conduct client Insurance and Financial Reviews

Aspen Ridge Retirement Community

Bend, OR

**Administrative Intern**

June 2009 – August 2009

- Assisted marketing director on many different projects
- Updated lead tracking and contact databases
- Participated in going over monthly financial variance reports
- Conducted an operations & documentation audit

**Tiffany Williams**

---

**From:**  
**Sent:** Monday, December 23, 2013 04:31 PM  
**To:** Tiffany Williams  
**Subject:** Open Board Position  
**Attachments:** Kentfstacy Resume 4.doc

Dear Sir,

I am interested in applying for the open board position at Eastern Plumas Health Care. I apologize for the late date as I only recently learned of the open position. Please see my attached resume for career details.

My wife and I acquired land and moved into Plumas County over two years ago, coming from the Bay Area. We are currently building a home in the Clio area, and plan to spend the rest of our lives here. I am 59 years old, and semi-retired. I have a broad education in the hard sciences, and broad experience in both small and large scale business. My wife and I enjoy a healthy lifestyle of skiing, hiking, riding and sailing. My wife is a doctor; a Family Practitioner, additionally with a degree in Traditional Chinese Medicine. She had her own practice for years, implementing both western medicine and TCM.

I have spent the majority of my career in the high technology industry, starting as an engineer, quickly moving into management, and then senior management. I have been a VP, Senior VP at a Fortune 500 company, a COO, Board Member, and interim CEO. I am well versed in management skills, most particularly in operations. I have great experience in re-engineering operations with new technologies, automated facilities, and new operations structures. I can provide multiple personal senior references, including a Superior Court Judge, CEO's, and venture capitalists investing in the latest medical nano-technologies.

My own particular business philosophy is dedicated to a pragmatic, but an innovative approach where possible, fiscal viability. I strongly believe in the crucial asset of quality employee relations, morale and effectiveness. I do not believe this is achieved through slogans or posters as some large corporations practice. This is achieved through quality management, respect for the staff, and most importantly in providing a work environment that allows employees to be as effective as possible in their jobs. Good employees like being effective in their work, and appreciate any work place assets that contribute to this. In my view, the effective work environment includes not just a facility, but great information technology support (that is intuitive, fast and easy to use), good work process structure, and a good division of labor that is clearly defined. Easy, fast, but accurate and reliable information flow (including both paper and digital data) through an organization is crucial. None of these issues are ever perfected, but I strongly believe it is the manager's responsibility to always strive to create the best possible.

I am currently mostly recovered from a pulmonary embolism, and the prognosis is good. I will never work full time again, or regain full use of my physical capabilities, but am fully capable of intellectual creativity and contribution on a modest part time basis. In going through this process, I have seen the medical establishment from the user side to a degree I never thought possible. This process has revealed many good aspects of the medical industry, and some not so good. This experience, combined with my hard science education and long marriage to a doctor, has generated a considerable passion, interest and knowledge of the medical industry. I have an understanding of the biological technology of medicine, the information technology support, and an appreciation of the work process. I want to contribute to my community and help make the Eastern Plumas Health Care organization as a reliably fiscally viable, permanent, and quality health care institution as possible.

Best regards,

Kent F. Stacy

## **Statement of Qualifications - Kent F. Stacy**

### **Summary:**

Almost 40 years of broad based experience in the forefront of large scale technology automation for the Fortune 500 and government. Responsibilities have included SVP of Project, Program & Product Management, consulting and client services management, and operations re-engineering. Particular areas of technical and management expertise include commercial scale web implementation, logistics, manufacturing and imaging automation.

### **Professional Chronology:**

#### **Consulting Services; 2005 - Current**

- Project manager for innovative oil recovery plant and operations
- Disaster recovery planning, training, management and logistics for T-Mobile.
- Large scale multi-national Internet loyalty project implementation in India and the U.S.

#### **VP Project Management; 2003 - 2004**

#### **Working Machines; Berkeley, CA**

Responsible for management of all projects implementation. Working Machines provides custom software, integration services and products for the logistics automation industry, including the automation of the largest automated beef processing plant in the US.

#### **SVP Program & Product Management; 1999 - 2003**

#### **United Airlines; San Francisco, CA**

Maintained position of VP of Program Management through a series of acquisitions, culminating in SVP of Project Management for United Airlines, responsible for all Internet development. These efforts included the program and project management of all technical implementations, and project manager for corporate mergers, with project budget of 9 figures.

#### **COO and Board Member; 1996 - 1998**

#### **Greenfield Data Systems; Oakland, CA**

Responsible for all operations management tasks, including technical staff recruitment and management, client management, systems operation, finance and investment.

#### **Director and Project Manager; 1982 - 1995**

#### **Teknekron; Berkeley, CA**

Responsibilities included senior consulting and sales, management of all technical support operations, field service, integration, installation, production, and integration engineer. Teknekron was responsible for many large scale commercial technical innovations including:

- First commercial digital imaging implementation.
- First commercial implementation of automated distribution center.
- First commercial implementation of automated manufacturing inspection and control.

#### **Operations Engineer; 1979 - 1981**

#### **Ministry of Defense; Jeddah, Saudi Arabia**

Senior engineer responsible for the maintenance and operation of a large scale digital imaging system supporting all document processing of the International Airports Projects arm of the Saudi Arabian Ministry of Defense.

**Education:** UC San Diego - Physics

# Paul Swanson, M.D.

12/23/2013

To: Board of Directors, Eastern Plumas Health Care

Hello,

I would like to be considered for the opening on the Board of Directors.

I've been a physician at Eastern Plumas Health Care for eleven years, since June 2002. I was assistant director of emergency services 12/2009-11/2011. I have been director of emergency and hospitalist services since 12/2011.

Over the last several years, I have gradually become more and more involved administratively at EPHC. Over the last two years I have started and directed the new hospitalist program and have been a central decision maker for clinical matters at the hospital.

I feel very close to EPHC and all of those who work here. I am well known and well liked by the community. I would bring a close knowledge of the clinical day-to-day workings of the hospital.

I have great respect for all the members of the Board of Directors, both as individuals and in their commitment to the hospital and the community.

I would embrace the opportunity to further serve and help the hospital and the community as a member of the Board of Directors.

Sincerely,



Paul Swanson, M.D.

**received**  
12.23.13

# Paul Swanson, M.D.

## **Board-Certified, Residency-Trained Emergency Physician**

Board Certification: American Board of Emergency Medicine

Residency Training: Wake Forest University Medical Center 1986-1989  
Three-Year Emergency Medicine Residency

Medical School: University of Minnesota Medical School 1981-1986

College: Harvard University 1976-1980, B.A. Cum Laude, Biochemistry

## **Professional Experience:**

**12/2011-Present Director of Emergency and Hospitalist Services  
Eastern Plumas Hospital, Portola CA**

**Started and directed new hospitalist service in which emergency physicians admit  
and care for inpatients.**

**12/2009-11/2011 Assistant Director of Emergency Services  
Eastern Plumas Hospital, Portola CA**

**6/2002-present Emergency Physician  
Eastern Plumas Hospital, Portola CA**

9/2001 - 2/2005 Emergency Physicians Medical Group  
9/1999 - 6/2002 Emergency Medical Services Group  
11/1995 - 5/1999 Emergency Physician Associates  
8/1989 - 7/1997 Spectrum Emergency Care  
1/1989 - 4/1999 National Emergency Services  
1/1989 - 4/1997 Coastal Emergency Services

*James T. Murphy*

---

December 13, 2013

Eastern Plumas Health Care District  
500 First Avenue  
Portola, CA 96122

**Re: Letter of Interest – Appointment to the EPHCD Board of Directors**

Dear Sir/Madam:

It is with great anticipation and genuine excitement that I submit this packet of introductory materials to you expressing my interest in serving as a member of the Health Care District Board of Directors. Ideally, the materials I am providing will inveigle you to engage me in discussion about how I might best stimulate, facilitate, and contribute to the Board in enhancing the District's delivery of Health Care Services.

I am currently a retired City Manager/Chief of Police living in Portola having served 20 years as a City Manager and 20-years in Law Enforcement (38-years; 2-years as combined City Manager/Police Chief).

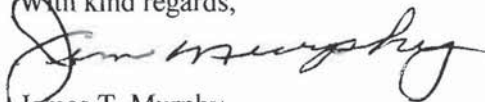
While having occupied a very visible public official position in Portola for 14-years you will find that I am the longest serving City Manager since the City's incorporation in 1946 and I have a strong base of supporters within the City and Eastern Plumas County. I believe this is contributable to my strong involvement in a variety of community activities and organizations since my relocation to Portola in 1997.

I thoroughly understand the value of caring and quality medical services in rural communities and have been involved with community medical services assessments in Chewelah, WA and Eastern Plumas County.

I have a strong interest in Eastern Plumas Health Care's current service delivery and future sustainability as Portola will remain my lifelong home and my daughter and grandchildren also reside here. I also have a commitment of personal service to my community and am attracted to combine my community service interests with the Eastern Plumas Health Care Board of Directors through furthering their constructive relationships and stimulus toward growth and quality, caring, Health Care in future years. I firmly believe that I can be a positive contributor to the Board with their current vision and long range goals. I value the Board's process and responsibilities. My background has piloted me to empathize and understand the challenges that may impact people facing difficult decisions as well as the need for sensitivity toward their constituency. I believe these attributes will contribute to the Board's existing reputation for professionalism and quality, caring Health Care.

I look forward to meeting with the Board on January 6, 2014 and discussing how I can be a contributing member of the Eastern Plumas Health Care team.

With kind regards,



James T. Murphy

Attachment - Resume

**received**  
12.16.13



# *JAMES T. MURPHY*

---

## OBJECTIVE

Seeking appointment to Eastern Plumas Health Care District Board of Directors where my proven abilities in leadership, organizational management, team oriented management style, fiscal oversight, budget development and administration, creative solutions to operational problems, will contribute directly to the enhancement and excellence of health care services providing a quality living environment for Eastern Plumas County residents and visitors.

## QUALIFICATIONS

Retired International City Management Association (ICMA) Credentialed Manager with extensive and progressive leadership experience in all aspects of both municipal and county government service delivery (**twenty-five** years of executive experience as **City Manager, Assistant City Manager** and **Chief of Police** in cities with populations of **2,240** to **88,000**). Extensive background in management of High Sierra service issues and emergency incident management issues. Experienced in guiding small communities through managed growth while preserving the more desirable small community character and service efficiencies essential for a quality living environment. Experienced leader and collaborative-team management style that elevates the ability to maintain a progressive vision for future needs and proactive problem solving, supported by experience, education and diverse work environments. Education includes a **Master of Public Administration (MPA)** degree and demonstrated proficiency in management, organizational effectiveness, budgeting, human resources, financial forecasting, cost-benefit analysis, capital improvement programs, planning, grant writing, emergency management, and team and consensus building.

## ACHIEVEMENTS

- **DEMONSTRATED** team oriented leadership proficiency, while serving in management positions for **five municipalities**, concentrating in strategic planning, managed growth, City Council and staff goal setting, project management, progressive supervision, and the management and development of human resources for organizations from **9** to **300 employees**. **IMPLEMENTED** collective risk management team concept for workplace employment relationship.
- **LED**, as City Manager (at City Council's request) coalitions fighting the expansion of Seattle-Tacoma International Airport and Lake Davis Northern Pike Eradication Project. Both assignments involved high public visibility, international and national media scrutiny, considerable time commitments and interaction with grass roots efforts, elected officials and State and Federal elected and appointed officials.
- **DESIGNED**, as City Manager, a cost savings system that resulted in **\$2.0 Million** savings to the General Fund in a three-year period. Developed the financial strategies, enforced stricter procurement policies, controlled training allocations, and established more proactive fiscal controls including, development and re-write of budget formats in a "user friendly style." Awarded the "Distinguished Budget Presentation Award" (on the first submission) from the Government Finance Officer's Association of the United States and Canada. Also used the management team to review and reassess the "role" of city government, in terms of what the city should be spending taxation revenues on in the future.
- **RESEARCHED, DESIGNED** and **IMPLEMENTED** a 21<sup>st</sup> century police organization, from the ground level, for an urban community with a population of **88,000** in the Seattle, Puget Sound region. Responsible for a **\$15.5 million** "start-up" and **\$14 million** operational budget. Designed a human resource plan for recruitment of **132** full-time employee positions. Created, and validated, a new police testing protocol, never before used in law enforcement in the United States, which used the concept of occupational personality profiling, coupled with job dimensions and relatedness analysis. As part of this new protocol, actualized a written test designed to identify the essential attributes that best suit the position to be filled with the applicants that display the preferred attributes, compared to a pre-established "base-line" created for the position. Constructed a "flatter," more efficient organization structure that fostered the need to empower employees. Utilized more "civilian" employees for non-hazardous duties formerly only performed by higher paid commissioned police officers. Established a mission that would lead to an organizational culture based upon Community Oriented Policing (COP) and Problem Solving Policing (PSP) philosophies, rather than the traditional policing philosophy. Strengthened a working partnership between the community, the police and elected officials to deter, solve and investigate criminal activity and to promote COP/PSP programs, within the community, that are ancillary to the criminal justice system, but tend to prevent the desire to participate in criminal activity.

- **WROTE**, and was successfully **AWARDED**, grants for surface water management (\$78,000,) and substance abuse coalitions (\$500,000.) **WROTE, RECEIVED** and **ADMINISTERED** a \$500,000 grant for a new park project consisting of three baseball fields, two soccer fields, four basketball courts, walking/jogging trail, children's playground and picnic area. **AUTHORED AND RECEIVED** a \$240,000 grant for a skateboard park. **ADMINISTERED** a \$3.2 million Sewer Rehabilitation/Improvement project. Acquired a \$625,000 conservation grant for preservation and purchase of 27.9 acres of "open space" property designed to preserve salmon runs, protect natural habitat, and provide for "greenbelts" within Suburban and Urban environments. In 1996 **AUTHORED** Federal and State grants totaling \$2.25 Million in awards for the Department of Public Safety regarding Community Oriented Policing (COP) projects and funding 21 police officer positions for three years as well as several hundred thousand dollars in technology and equipment grants.

**RESEARCHED and AUTHORED**, as City Manager, a Shoreline Management Plan for 5.5 miles of Puget Sound waterfront preservation which was approved by the State of Washington, Department of Ecology.

- **PATICIPATED** in health care task force focused on preventing the rural hospital closure of Saint Joseph Hospital, Chewelah, WA (population 2,200) and the hiring and retention of local physicians. **COMMUNITY MEMBER** of advisory council to Eastern Plumas Hospital focused on improving medical services to Eastern Plumas County.
- **AWARDED**, as a Police Officer in addition to other commendations, the State of California, Office of the Attorney General, *Certificate for Valor in the Line of Duty*; and the Sonoma County, Ed Wilkenson Memorial, *Gold Medal for Valor in the Line of Duty*.

#### EXPERIENCE (some concurrently)

**CITY Manager**, City of Portola, CA 13 ¾ years  
September 1997 to July 2011

**EXECUTIVE SEARCH/PRE-EMPLOYMENT BACKGROUND INVESTIGATIONS** 10 years  
Plumas-Sierra Info-Check/Paradigm Management (former private business w/wife)  
1994 to January 2004

**ASSISTANT CITY MANAGER /INTERIM DIRECTOR OF PUBLIC SAFETY,** 1 ½ years  
City Federal Way, WA - June 1995 to September 1997

**CITY MANAGER**, City of Normandy Park, WA 4 years  
September 1990 to August 1994

**DIRECTOR OF PUBLIC SAFETY**, City of Normandy Park, WA 1 year  
September 1990 to June 1991

**CHIEF OF POLICE**, City of Chewelah 4 years  
January 1986 to October 1990

**SERGEANT/ CRIMINAL INVESTIGATOR, DEPUTY SHERIFF** 5 years  
Tuolumne County, CA/June 1980 to March 1985

**SERGEANT/POLICE OFFICER/DISPATCHER**, City of Sebastopol, CA 7 ½ years  
July 1973 to January 1980

**RESERVE DEPUTY SHERIFF**, County of Sonoma, CA 1 year  
June 1972 to July 1973

EDUCATION/SPECIAL TRAINING

<b>Masters in Public Administration Degree</b>	Public Administration	City University-Seattle, WA
<b>Bachelor of Science Degree</b>	General Studies w/ emphasis Administration of Justice	Eastern Washington University, Cheney, WA
<b>Associate of Science Degree</b>	Law Enforcement	Santa Rosa Junior College
<b>Certificate</b>	Executive Development for Senior Government Leaders	University of WA
<b>Certificate</b>	Certified Professional Consultant (CPC)	International Guild of Professional Consultants
<b>Certificate</b>	Northwest Law Enforcement Executive Command College	Federal Bureau of Invest. WA State CJ Training Comm.
<b>Certificate</b>	Credentialed City Manager	International City-County Manager's Association (ICMA)

PROFESSIONAL MEMBERSHIP

Current Member, International City Manager's Association (ICMA) – (Credentialed CM)

Former Member, International Guild of Professional Consultants

Current Member, California City Managers Association

Former Member, League of California Cities

Former Member, Eastern Plumas Chamber of Commerce

Past Chairman of the Board/Member, Feather River Rail Society

Past President, Rotary Club of Portola

Past Chair, California Department of Fish and Game Director's appointed Lake Davis Northern Pike Eradication Project Task Force

Former Board Member/Chairman of Grant Writers Committee, Committee to Construct a Portola Performing Arts Center

Former Member, of Sierra Business Council, Truckee, CA

Former Member of Board of Director's, Small Cities Organized Risk Effort (S.C.O.R.E.) Team Leader for shared Collective Risk Management Team

Former Member of Board of Director's, Employment Risk Management Association (E.R.M.A.)

Former Member, Public Agency Risk Management Association (P.A.R.M.A.)

Former Vice-President, Feather River Community Partnership

