



GOVERNING BOARD MINUTES

AUGUST 28, 2025

Members' Present	Duffie Harrison, Chairman; William Zester, Vice-Chair; Myrtice Wynn, Secretary; John Berry; Kristin Willis; Dolores Croom
Members Absent	Patrick Conrad, MD
Staff Present	David Walker, CEO; Courtney Alford, Director of Nursing; Melanie Shiver, HR Coordinator; James O'Steen, EMS Director
Guests Present	Richard Lewis, Wakulla County EMS Director Lori Harrison and Jennifer Traviesco, DISC Village
Zoom Attendees	Heather Dugger, Revenue Cycle Manager; Samantha Henry, Accountant

CALL TO ORDER / VERIFICATION OF QUORUM

Duffie Harrison, Chair

- The meeting was called to order at 9:00am. The quorum was confirmed.

PUBLIC COMMENT

Mark Shields gave a positive personal account of his experience at Weems and thanked the staff who cared for him.

EMPLOYEE OF THE MONTH

David Walker, CEO

- The Employee of the month for September 2025 was introduced as Kayla Morgan. Kayla works in the Lab at Weems Hospital.

APPROVAL OF MINUTES

Duffie Harrison, Chair

- The July 24, 2025 minutes were presented for approval.

ACTION

A motion was made by Willis to approve the minutes as presented; seconded by Zester. The motion was carried unanimously.



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CUSTOMER SERVICE

Duffie Harrison, Chair

- Weems continues to implement friendly customer service. Staff members visit patients to introduce themselves and make sure the patients' needs are met.
- Mr. Walker and Dr. Conrad confirmed that nurses and staff are doing extra things for the patients daily.

CORE Program

Lori Harrison and Jennifer Traviesco, DISC Village

- DISC Village gave a presentation on a program to assist patients who have an opioid dependence disorder. James O'Steen and Courtney Alford have been working with DISC village to promote a program that will assist residents with opioid overdose and withdrawal.
- DISC Village has been working with indigent patients of Franklin County and are offering medications to them.
- DISC Village has offered to come to Weems to train our nurses and physicians on how to start addicted patients on the medication to help them in the ER. They can then be referred to DISC Village for further care.

QUALITY

Medical Staff Report

Patrick Conrad, MD

- 15 radiology groups sourced. 3 returned with interest. Irving Radiology \$15k per month. Atty Shuler to review contract prior to execution. Dr. Conrad expressed concern over the growing number of cases of *Vibrio vulnificus* that have been reported in the state of Florida. Doctors and nurses are fully aware of the danger of this harmful bacterium that lives in warm waters.
- Irving Radiology Group is being considered to replace our current radiology group. Dr. Conrad has spoken with the owner. Alford has spoken with several

ACTION

Zester made a motion to approve contracting with Irving Radiology Group, seconded by Willis. The motion was carried unanimously.



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references, and they are highly recommended. Mr. Walker has spoken with another CEO, and the reference was good as well. The monthly cost for Irving is quoted at \$15,000.

Clinical Services Report

Courtney Alford, RN, DON

- Weems has been approved for another year of the Rural Health Capital Improvement Grant (RHCIG). One of the items approved for purchase was the Omnicell Medication Dispensing System. Alford will return next month for approval of the Omnicell purchase.

EMS Report

James Osteen, EMS Director

- New ambulance purchase from Frazer was discussed. Prices were compared for several models.
- Overtime was discussed. Shortage of staff is forcing overtime. Richard Lewis, Director of Ambulance in Wakulla, spoke on what he does in Wakulla County to manage overtime.

ACTION

Zester made a motion to approve the new ambulance purchase, seconded by Willis. The motion was carried unanimously.

SAFETY / ENVIRONMENT OF CARE

Plant Operations Report

Craig Gibson, POD

- Gibson discussed other items that were approved with the RHCIG. These items include renovation of patient bathing facilities, laundry equipment replacement, dietary refrigerator replacement, flooring replacement, back flow system replacement, ER interior door replacement, intercom system, call systems, cabinets, and ER parking lot replacement.



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FINANCIAL REPORT

David Bowling, CFO, Alliant Management

The following financial statements for the month ending 7/31/25 were presented for review:

- Income Statement & Balance Sheet
- Operating Statistics
- Comparative Consolidated Monthly Income Statements
- EMS Monthly Gross Margin
- Consolidated Balance Sheet Accounts
- Alliant Dashboard for 2024: Financial Indicators, Operating Indicators, Key Project Status Indicators

FINANCE COMMITTEE REPORT

William Zester, Vice Chair

- Finance Committee minutes provided for review. All payments made in August were included in the minutes.

Break from 10:15am to 10:30am

CEO REPORT

David Walker, CEO

- The Board was presented with a summary of equipment purchases and projects that have been completed at Weems this year. This summary will be updated as projects are completed.
- 340B Discussion will be held at the September Board meeting.
- Overtime by departments were reviewed. Managers are responsible for keeping up with overtime. Overtime is also being reviewed every pay period by Mr. Walker and Samantha Henry, Weems Accountant.
- The Big Beautiful Bill/Rural Health Transformation Program was discussed.



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ALLIANT UPDATE

Michael Kozar, CEO, Alliant Management

- A workshop will be held on September 18th with Alliant in KY.
- Kozar met with the Baptist University of Florida. They will be starting a nursing program in Graceville, Florida. They will be looking at ways to encourage people to go into the Nursing Program.

FOUNDATION UPDATE

Bill Zester

- The annual Foundation fundraising event will be held 11/9/25. Tickets are on sale for \$100. Volunteers are needed. QR codes are available online for people to purchase tickets.

ADJOURNMENT

Duffie Harrison, Chair

- The meeting was adjourned at 11:30am.

EXECUTIVE SESSION

Duffie Harrison, Chair

- An Executive Session was held to discuss IT security.