GOVERNING BOARD MINUTES
October 30, 2025

Members' Present Duffie Harrison, Chairman; William Zester, Vice-Chair; Myrtice Wynn, Secretary; Delores Croom; Dr. Patrick Conrad; John Berry; Kristin Willis

Members Absent

Staff Present David Walker, CEO; Courtney Alford, Director of Nurses; Melanie Shiver, HR Coordinator; James O'Steen, EMS Director; Susie Buskirt, Clinic Practice Manager; Heather Dugger, Revenue Cycle Manager

Guests Present Kevin Ward and Casey Lemieux, EagleTree Technologies

Teams Attendees

Call to Order / Verification of Quorum
Duffie Harrison
- The meeting was called to order at 9:00am. A Quorum was confirmed.

Public Comment
None

APPROVAL OF MINUTES
Duffie Harrison, Chairman
- September 25, 2025 minutes were presented for approval.

ACTION :
Croom made a motion to approve September 25, 2025 minutes as presented. Zester seconded the motion. The motion carried unanimously.

EMPLOYEE OF THE MONTH
David Walker, CEO
- November 2025 Employee of the Month was announced as Pam LeConte. Pam is a RN at Weems Hospital. She was nominated by one of her coworkers.

- Pam is strong in her role and is compassionate and caring while performing her duties.

CUSTOMER CARE

Duffie Harrison, Chairman

- Weems continues to implement friendly customer service. Staff members visit patients to introduce themselves and make sure the patients' needs are met.
- Mr. Walker wants to call customer care compassionate care. All of Weems Staff are striving to give compassionate care.

QUALITY MEDICAL STAFF REPORT

Dr. Patrick Conrad

- Dr. Conrad shared gratitude for the seamless transition from Southland to Weems, acknowledging Dr. Hart's significant contributions to hospital's survival.
- Dr. Conrad assured the Board that every complaint the hospital receives is addressed by him and the hospital staff.

GOVERNING BOARD MINUTES
October 30, 2025

EMS REPORT

James O'Steen, EMS Director

- James asked the board to approve the purchase of a battery powered Jaws of Life combo tool for the QRV.
- The board approved purchasing one set of Jaws of Life with James tasked to obtain quotes and proceed with the purchase. The board discussed the possibility of purchasing three additional sets for EMS vehicles which would require further approval from the Board of County Commissioners due to the cost exceeding $50,000.
- Two part-time EMT's have been hired and on full time Paramedic has been hired. They are in the orientation process.
- James highlighted a new partnership with Gulf Coast State College for clinical rotations which has already attracted new employment applications. He encouraged early recruitment due to expected staffing completion by April.
- Overtime was down this month. The new hires will help bring that down even more.

ACTION :
Zester made a motion that the Board move forward with the purchase of one of the Jaws of Life pending the three quotes. Willis seconded the motion. The motion was carried unanimously.

RHC UPDATE

Susie Buskirk, Clinic Manager

- Susie and Heather met with Athena, the clinic EHR system. They are focusing on updating provider coding and implementing a new fee schedule to improve billing efficiency and insurance payouts.
- Susie mentioned increasing the venipuncture fee to $20 and implementing the no-show policy for patients to better manage scheduling.
- Renovations of the Clinics during the week of Christmas were discussed. Both clinic providers will be out of the office, but staff will be available for phone calls and messages.
- Susie discussed the potential for telehealth services, including specialty care.

Break 10:00

GOVERNING BOARD MINUTES
October 30, 2025

CFO REPORT

David Bowling, CFO, Alliant Management

The following financial statements for the month ending 9/30/25 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

- Mr. Bowling presented September financial results, noting a consolidated net income of $135,000 for the full fiscal year, despite a month-end loss of $282,000 due to recording the full county insurance premium in one month. The hospital's average daily census was up at 2.5 versus budgeted 1.8, driven by strong swing bed performance, while outpatient revenues were down $207,000 versus budget. The organization's cash position remained positive with 60 days of cash on hand, though patient accounts receivable improved to 67 days from a trailing 12 month run rate of 80 days.
- The 2025 fiscal audit has begun with Carr, Riggs and Ingram conducting the review, and the foundation's financials will be reviewed as part of the overall audit process.
- Mr. Bowling presented to the board an incentive compensation opportunity for two clinic providers with the compensation to be structured as a base salary plus quarterly bonuses based on performance thresholds. The providers' current compensation falls within the 25th to median percentile range compared to industry benchmark, and the proposed changes could result in an additional $15,000 to $17,000 in compensation per year.

ACTION:
Willis made a motion to approve performance bonuses for the clinic providers. Croom seconded the motion. The motion was carried unanimously.

FINANCE COMMITTEE REPORT

William Zester

- The finance committee met on October 2nd and October 16th. All invoices were reviewed for payment. There were no issues to report.

GOVERNING BOARD MINUTES
October 30, 2025

CEO Report
David Walker, CEO

- New IT policies will be reviewed at an executive session following the Board of Directors meeting.
- The new Radiology vendor agreement needs County Commission approval because of it being over $50,000 a year.
- The Multiview agreement and Air Methods require language changes. County attorney Michael Shuler and I will meet with their attorneys to discuss those changes.
- Endoscopy services will be discussed and evaluated to see if they can be implemented in Franklin County.
- A potential Primary Care Physician has shown interest in our Clinics. We will be setting up an interview soon.
- Mr. Walker in conjunction with area rural hospital CEOs met with Mary Mayhew, President of the Florida Hospital Association to discuss collaboration initiatives to strengthen services, expand access to care and ensure compassionate care close to home. We also discussed opportunities to leverage funding with the Rural Health Transformation Program.
- We had a meeting with Career Source last week. They received a grant that will help with training for our employees and provide some startup money for new employees.
- Mr. Walker will be attending Becker's 13th Annual CFO/CEO National Roundtable Event. He will be a guest panelist. Critical topics will be discussed, especially Rural Health Care.
- Executive Risk Assessment and IT Assessment will be held after today's meeting.
- November's Board of Directors meeting will be held Thursday, November 20, 2025.

ACTION:
Zester made a motion to approve the IT policies assuming there were no changes during the closed IT session. Wynn seconded the motion. The motion was carried unanimously.

ACTION:
Willis made a motion to present the new Radiology Contract to the Franklin County Board of County Commissioners for approval. Zester seconded the motion. The motion was carried unanimously.

PLANT OPERATIONS REPORT
Craig Gibson, Plant Operations Manager

- Gibson has been in contact with DOT to get approval on the helipads in Franklin County. The requirements must be met by 2030. He will reach out to Steve Kirscheneaum, Interim Airport Manager, for assistance.

- Updates were given on the CT installation. Concrete walls and a steel door must be installed around the new generator to meet ACHA requirements.
- Updates on the new floors at Weems were given.

WEEMS FOUNDATION REPORT
William Zester

- The annual fundraising event will be held on Sunday, November 9, 2025. So far 100 tickets have been sold. There are tickets available. There is also an online auction featuring signed memorabilia.

The Regular Session was adjourned at 11:15 am.

EXECUTIVE SESSION
Duffie Harrison, Chairman
The Executive Session was called to order at 11:30 am.

- The 3rd Quarter 2025 Risk Management Report was presented and reviewed with the Board.
- IT Policies were presented and reviewed. The Board requested additional time to review the policies on an individual basis.