

INDUSTRIAL DEVELOPMENT AUTHORITY AGENDA

7:30 a.m., September 7, 2022
Engineering Training Room,
Annex Building
505 S. Commerce Ave.
Sebring, FL 33870

Ray Royce, Chair, Presiding

- 1. CALL TO ORDER – INDUSTRIAL DEVELOPMENT AUTHORITY**
- 2. CONFIRMATION OF QUORUM**
- 3. PUBLIC COMMENT**
- 4. CONSENT AGENDA**
 - A. IDA March 2022 Meeting Minutes
- 5. OLD BUSINESS**
 - A. Industrial Revenue Bond Update
- 6. NEW BUSINESS**
 - A. Member Appointments
- 7. ADJOURNMENT**

Next meeting:
(*pending draft schedule approval*):
Wednesday, December 7, 2022 at 7:30 a.m.
Jack Stroup Civic Center
355 W. Center Ave.
Sebring, FL 33870

**INDUSTRIAL DEVELOPMENT
AUTHORITY September 7, 2022**

CONSENT AGENDA – IDA

These action items are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. A board member may request an item be moved to the regular agenda for discussion.

Presenter

Ray Royce

Request approval of the IDA Consent Agenda for the March 2022 Board of Directors meeting.

Recommended Action

Move to approve the IDA Consent Agenda for the March 2022 Board of Directors meeting.

Attachments

A. IDA Board Minutes – March 2022

**INDUSTRIAL DEVELOPMENT AUTHORITY
DRAFT MEETING MINUTES
MARCH 9, 2022**

The Highlands County Industrial Development Authority Board of Directors meeting was held at Lake Placid Government Center 1069 US 27 N., Lake Placid, FL 33852, on Wednesday, March 9, 2022. Chair, Ray Royce, presided over the meeting; a quorum was present.

I. CALL TO ORDER – HIGHLANDS COUNTY INDUSTRIAL DEVELOPMENT AUTHORITY (IDA)

The March 9, 2022, Industrial Development Authority Board of Directors meeting was called to order at 7:31 a.m.

2. PUBLIC COMMENT

There were no comments from the public.

3. CONFIRMATION OF QUORUM

Name	Title	Organization	Present
Janet Barber	Past Chair	IDA/EDC Executive Committee	Yes
Ray Royce	Chair	IDA/EDC Executive Committee	Yes
John Varady	Vice Chair	IDA/EDC Board of Directors	Yes
Wade Taveniere	Secretary/Treasurer	IDA/EDC Executive Committee	No
Paul Koukos	Director	IDA/EDC Board of Directors	Yes
Thomas Leitzel	Director	IDA/EDC Board of Directors	Yes
John Shoop	Director	IDA/EDC Board of Directors	Yes
John Varady	Director	IDA/EDC Board of Directors	Yes
Craig Johnson	Director	IDA/EDC Board of Directors	No
Jim Renfro	Director	IDA/EDC Board of Directors	Yes
Jason Kimbrell	Director	IDA/EDC Board of Directors	No
Randy Surber	Director	IDA/EDC Board of Directors	No
Will Lenihan	Director	IDA/EDC Board of Directors	Yes
Ann Martin	Director	IDA/EDC Board of Directors	Yes
Tommy Massey	Director	IDA/EDC Board of Directors	No
Kathy Rapp	Commissioner, Liaison	Highlands County BOCC	Yes
Leah Sauls	Dev. Services Director	Highlands County BOCC	Yes
Meghan DiGiacomo	Exec. Manager of Business & Economic Development	Highlands County BOCC	Yes
Jeff King	Economic Development Manager	Highlands County BOCC	Yes
Garrett Anderson	Director	IDA/EDC Board of Directors	Yes

Table 1: Meeting Attendance

**INDUSTRIAL DEVELOPMENT AUTHORITY
DRAFT MEETING MINUTES
March 9, 2022**

4. CONSENT AGENDA

The Consent Agenda, which included the December 8, 2021, meeting minutes, was presented for consideration. John Shoop moved to approve the consent agenda; seconded by Will Lenihan. Motion carried unanimously.

5. OLD BUSINESS

- A. Member Appointment Follow-Up. An update was given on the by-laws for new members and quantity for the board in response to the request if additional board members would be eligible to add to the board.

6. NEW BUSINESS

- A. None

7. ADJOURNMENT

The March 9, 2022, Industrial Development Authority Board of Directors meeting was adjourned at 7:34 a.m.

Next Meeting:

Wednesday, June 8, 2022, at 7:30 a.m.
Jack Stroup Civic Center
355 W. Center Ave.
Sebring, FL. 33870

Minutes Submitted By: Jeff King, Economic Development Manager

Approval Date: draft

**INDUSTRIAL DEVELOPMENT
AUTHORITY September 7, 2022**

INDUSTRIAL REVENUE BOND UPDATE

Presenter

Jeff King, Executive Manager of Business & Economic Development

Sarah Beth Rogers, Economic Development Manager

General update.

Recommended Action

Information Item / Discussion

Attachments

None.

INDUSTRIAL DEVELOPMENT AUTHORITY
September 8, 2021

MEMBER APPOINTMENTS

Presenter

Jeff King, Executive Manager of Business & Economic Development
Sarah Beth Rogers , Economic Development Manager

The following Board Member's terms expire in September 2021:

IDA Board Member	Member Since	First or Second Term?	Requires Written Recommendation?
Janet Barber	2018	Second	Yes

Prior to these term expirations, there were no vacant seats on the board; however, with Roland Bishop's resignation, this now makes five pending term expirations and one vacancy. As required by the Policy on Board Appointments, the Board of County Commissioners has been notified of these vacancies. Three existing board members have reapplied, and we have received two new applications for consideration for the five term expiration seats. Donna Doubleday and Carol Howard have elected to not reapply. Instead, Ann Martin, Chief Programs Officer of CareerSource Florida has submitted an application, as well as Tommy Massey, Maintenance Manager of Nucor Steel Florida has also submitted an application.

The Board of County Commissioners adopted a policy change to allow committee and board members to forgo the one year waiting process to reapply between two (2) consecutive terms, with a written recommendation from the IDA for an additional term. In this case, if Dr. Leitzel was selected to be recommended for a third term, a letter will be necessary, which has been drafted in advance for signature upon potential IDA board selection.

Recommended Action

Identify applicants to recommend to the Board of County Commissioners for reappointment and/or appointment to the Industrial Development Authority. The terms would expire September 30, 2025. (This should be done in individual motions).

INDUSTRIAL DEVELOPMENT AUTHORITY
September 7 2022

Attachments

Application and Resume for Janet Barber, Joe Gleason, & John McGee

Janet Barber, CPA
425 Lake Mirror Drive
Lake Placid, FL 33852
jbarber@delrayplants.com
(863) 441-2049

OBJECTIVE

To be appointed to the Highlands County Economic Development Commission Board.

EDUCATION

- Fall '03 – Summer '04 *South Florida Community College*
-Received AA Degree
- Fall '04 – Spring '07 *University of Florida*
- Awarded Master of Accounting in May 2007 GPA: 3.61
- Earned BS Accounting May 2007 – Cum Laude
- Successfully passed the CPA exam within a year of graduation

RELATED WORK EXPERIENCE

- Dec 2013 – Present *Delray Plants, Inc – Accounting Manager/Acting CFO*
Venus, FL
In charge of all aspects of managing and running the Accounting Department at a large wholesale nursery.
- Aug 2010 – Dec 2013 *Edison State College, Hendry Center – Adjunct Faculty, Accounting*
Labelle, FL
- Nov 2009 – Dec 2013 *Delray Plants, Inc/Tropicare Service, LLC – Business Coordinator*
Venus, FL
In charge of the daily management of a multi-million dollar service company. This company is a division of one of the largest foliage nurseries in Florida. Tasked with communications and management of over 100 employees throughout 5 states. In charge of Accounts Receivables, Accounts Payable, Payroll and all financial and human resource related aspects of the company.
- Jan 2008 – Nov 2009 *Wilshire, Whitley, Richardson & English – Staff Tax Accountant*
Ft Myers, FL
Prepared Federal tax returns for Individuals, Partnerships, Corporations, and S Corporations. Staff Accountant in charge of various clientele, from large Oil & Gas Companies to one of the state's oldest agricultural operations.
- May 2007 – Dec 2007 *Davis Monk & Company – First year staff accountant*
Gainesville, FL
Prepared Federal tax returns for Individuals, Non-Profit Corporations, Corporations, and S Corporations.
- February – April 2007 *Aidman, Piser & Company – Part-time Tax Staff & Tax Intern*
January – April 2006
Tampa, FL
Prepared Federal and state tax returns and extensions for Individuals, Partnerships, Corporations, and S Corporations.
- August 2003 – July 2004 *William J. Nielander, P.A. – Office Clerk*
Lake Placid, FL
Prepared and recorded legal documents. Disbursed funds in real estate transactions. Conducted title searches.

HONORS AND ACTIVITIES

- National Dean's List
- Becker Campus Representative
- Gerson, Preston and Company, CPA Fellowship

References available upon request



INDUSTRIAL DEVELOPMENT AUTHORITY

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IDA members are appointed by the Board of County Commissioners and serve four-year terms. The IDA is coordinated by the BOCC's Economic Development office, which is part of the County's Development Services Division.

IDA board members also serve concurrent terms on the Highlands County Economic Development Commission, which is the nonprofit component of economic development efforts in Highlands County.

Applicants must be electors of Highlands County and may not serve on more than three County Commission committees simultaneously, provided only one of the committees has final decision-making authority.

The committee appointment process requires the attached "Application for Committee Appointments" form to be completed, either online and submitted via e-mail to m Drake@hcbcc.org, or printed and mailed to:

Highlands County Board of County Commissioners
Attn: Michelle Drake
600 S. Commerce Ave.,
Sebring, FL 33870

Additionally, please review the Policy for Appointed Committee for guidelines on serving on a BOCC advisory committee. The Policy is available on the [Citizen Committees tab on HCBCC.net](#).

To learn more about economic development efforts in Highlands County, visit highlandsbusiness.com.



Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name:

Address:

Phone:

Email:

I wish to be appointed to the following board, committee, authority or special activity of the Highlands County Board of County Commissioners:

as a: regular member alternate advisory only

Employment experience

Current:

Brief description:

Previous:

Brief description:

Education/special training

High School:

College:

Special training:

Activities & interests:

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

Are you related to any county employee or county commissioner ? Yes No

Name of relative:

Relationship:

Important:

The Highlands County Board of County Commissioners has an adopted Code of Conduct for persons serving on committees, boards, and panels appointed by the Highlands County Board of County Commissioners. A copy can be found at <http://hcbcc.net/section/index.php>. Please indicate by signing below that you have read and understand the adopted Code of Conduct.

Signature:

Date submitted:

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
3) As a board member, how would you promote economic development for the county?
4) What are your goals for Highlands County economic development?
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?

Please submit formal résumé



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The committee appointment process requires the attached "Application for Committee Appointments" form to be completed, either online and submitted via e-mail to mdrake@highlandsfl.gov, or printed and mailed to:

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Attn: Michelle Drake
600 S. Commerce Ave.,
Sebring, FL 33870

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Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: John W. McGee

Address: 1928 Theadore Street, Sebring, FL 33872

Phone: 305-793-8364

Email: jwmcgee@ft.newyorklife.com

I wish to be appointed to the following board, committee, authority or special activity of the Highlands County Board of County Commissioners:

as a: regular member alternate advisory only

Employment experience

Current: Financial Services Professional with New York Life

Brief description: Financial Services Professional helping clients with custom tailored solutions to college funding, insurance protection and other personal or business financial needs.

Previous: Director of Revenue Management for Interval International

Brief description: As a Director with the 2nd largest vacation ownership exchange company in the world, I managed a team of 20 employees charged with generating revenue through strategic pricing and tactical channel distribution.

Education/special training

High School: Ransom Everglades School in Miami, FL

College: Florida International University

Special training: Licensed Registered Representitive with FL 215, SIE, Series 6, & Series 63 certifications.

Activities & interests: Coaching my sons in sports and giving back to my community through volunteering

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

Ransom Evegldades Alumni Board member

Are you related to any county employee or county commissioner ? Yes No

Name of relative:

Relationship:

Important:

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Signature:

Date submitted: 11/8/2021

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
Economic Development is the process of making our community more attractive and livable. It involves more than just creating more jobs but also improving the availability of housing, health care, good schools, parks, higher education and everything in between.
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
My family and I have made Highlands county our forever home and I want to be a part of the continued growth of this community.
3) As a board member, how would you promote economic development for the county?
I feel my skill set would benefit the board in helping create and execute a plan that not only attracts new investments into our community but also retain our current businesses and help them expand.
4) What are your goals for Highlands County economic development?
I would like to see more nationally recognized brands develop establishments that are not along the US 27 corridor. These well known brands would encourage customers to venture off of US 27 and be exposed to the many small business in Highlands county that would greatly benefit from the additional traffic.
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?
I am currently a member of the Greater Sebring Chamber of Commerce and I serve as a Chamber Ambassador by helping new Chamber members get the most out of what the Chamber has to offer.

Please submit formal résumé

JOHN WALKER MCGEE II

1928 Theadore Street, Sebring, FL 33872 • Cell: (305) 793-8364 • Email:jzmcgee2010@gmail.com

PROFESSIONAL SUMMARY

Financial Services Professional helping clients with custom tailored solutions to college funding, insurance protection and other personal or business financial needs.

- Budgeting and finance
- Hospitality background
- Advanced MS Excel & PowerPoint knowledge
- Natural leader
- Efficient
- Team building
- Process improvement
- Strategic planning
- Revenue management
- Personnel management
- Inventory control
- Talented multi-tasker
- Complex problem solving
- Results oriented
- Intermediate fluency in Spanish

WORK EXPERIENCE

New York Life Insurance Company – Sebring, FL

Financial Services Professional, 04/2021 to Present

I offer a variety of products that can help you meet a number of insurance and financial needs, including, but not limited to college funding, retirement, managing costs for extended periods of care and lifetime income strategies.

RMC Resort Management – Hilton Head Island, SC

Director of Revenue Management, 12/2018 to 04/2021

- Managed relationships with channel partners and OTA's
- Ensured rental rate parity among competitive set
- Responsible for inventory management and reconciliation processes and procedures
- Developed SOP's for yield management
- Developed and implemented inventory reports, models, projections, and presentations
- Managed the department budget
- Prepared monthly, quarterly, and annual reporting

JF International – Miami, FL

Senior Technical Consultant, 10/2015 to 12/2018

- Helped advise and analyze trends in the senior housing industry with respect to rental versus entry fee models
- Investigated the possibility of applying the senior housing model to the Chinese market

- Reviewed due diligence and financials for co-investment or acquisition targets within the senior housing market
- Conducted on-site analysis of operations and management to enhance forecasting models
- Incorporated resident turnover analytics which significantly improved overall model accuracy
- Prepared detailed schedules to track monthly costs and variances
- Developed reports to monitor KPIs and operational metrics

Interval International – Miami, FL (1995-2015)

Director, Inventory Revenue Management, 01/2013 to 10/2015

Responsibilities

- Performed monthly data cleansing and data integrity checks prior to submitting revenue reports to Finance for EOM, EOQ, & EOY closings and journal entries in SAP
- Reduced unused inventory by 5% YOY in 2014 through implementation of revenue management strategies
- Achieved higher yields through strict adoption of decision science/operations research techniques
- Monitored the revenue management system forecasts versus actuals using quality control charts on a weekly basis
- Analyzed the statistical models being used by over 2,000 forecast models from the revenue management system to insure results are within tolerance guidelines
- Used SQL to write queries that were unique to our business and not present in SPSS
- Used revenue management system forecasts to adjust channel distribution, pricing

Accomplishments

- Presented operational insights gathered from the revenue management system forecasts to vacation ownership developers (Marriott, Starwood, Diamond Resorts, Wyndham, and Westgate)
- Coordinated the complete implementation of the custom IBM SPSS revenue management system from vendor selection to launch.
- Liaison to the Business Intelligence team in the restructure of the entire data warehouse as the Inventory SME

Assistant Director, Inventory Revenue Management, 03/2008 to 01/2013

Responsibilities

- Streamlined inventory acquisition process resulting in 20% reduction in lead time
- Increased bottom line revenue for acquired inventory by 30% YOY in 2012
- Supplied actionable feedback to VP level for departmental reorganization
- Provided annual inventory budget forecasts using regression analysis and financial modeling of prior years' data

Accomplishments

- Coordinated the efforts of Finance, Sales, IT & Inventory in the implementation of a cross-department communication process using Adobe LiveCycle which decreased errors and significantly improved turnaround times
- Led consultants in the development of a new demand forecast based on worldwide travel data that allows customers to more efficiently plan their vacations

Manager, Operations Research, 01/2007 to 03/2008

Responsibilities

- Instituted a flex schedule which improved morale and employee retention
- Conducted surveys among staff for process improvements
- Coordinated organizational meetings to improve commission structures
- Instituted an ongoing process improvement task force
- Liaison to Finance for budget planning through the analysis of past transactional data

Accomplishments

- Complete restructure from concept to implementation of departmental commission structures which significantly increased revenue as well as employee morale
- Migrated AS400 queries to Business Objects/Oracle reports to publish to company dashboards

Senior Analyst, Operations Research, 09/2004 to 01/2007

Responsibilities

- Developed processes that identified potential risks in calculating commission payouts
- Identified ways to increase frontline productivity through contests and awards
- Worked closely with Finance/Payroll to insure accurate payout of commissions to all front-line employees
- Migrated AS400 queries to Business Warehouse reports in order to publish to company dashboards

FORMAL EDUCATION & PROFESSIONAL LICENSES

Bachelor of Science in Industrial & Systems Engineering December 2003

Florida International University, Miami, FL

- Member of Tau Beta Pi Engineering Honor Society

Engineering Intern (License #1100009621) October 2004

Florida Board of Professional Engineers, Tallahassee, FL

Florida Health & Life Agent License (License #W731353) March 2021

SIE - Securities Industry Essentials Examination	August 2021
Series 6TO - Investment Company Representative Examination	September 2021
Series 63 - Uniform Securities Agent State Law Examination	October 2021

PROFESSIONAL EXPERIENCE

HCA Florida Highlands Hospital

Chief Executive Officer

November 2021 – Present

- Executive oversight for operations, quality, finance, strategy, and stakeholder engagement
- 126 licensed bed acute care facility
- Implemented Tele-psych services
- Physician recruitment to expand Pulmonary services

StoneCrest Medical Center

March 2019 – November 2021

Chief Operating Officer/Ethics and Compliance Officer

- Leadership and financial responsibility for Surgical Services, Imaging, Cath Lab, Therapy Services, Lab, Pharmacy, Radiation Oncology, Facilities Management, Orthopedic and Spine Service Line, EVS, FNS, and Medical Staff Office.
- Executive oversight for expansion and construction projects
 - \$5.95 million CAMs ICU expansion and renovation
 - \$3.6 million Imaging Upgrade project
 - Various smaller projects: expansions and moves
- Capacity creator for new Oncology Rehab service line
- Facilitated launch and successful partnership with off-campus mammography JV with Solis Imaging
- Earned a 95% Ethics Score in the October 2019 CPR process

Key Results:

- Led and implemented Stratus communication tools
- Chest Pain Re-accreditation, Joint Commission Re-designation, and Total Joint and Spine Certification
- Hernia Center of Excellence designation
- Implemented Lung Nodule Program to include Navigation Bronchoscopy, Lung Nodule Coordinator, and Thoracic Surgery
- Launched medical training programs for PA, CRNA, and Paramedics
- Established Comprehensive Robotic Center
 - daVinci growth at 14.4% ('20 v '19) and 14.4% ('19 v '18)
 - Attained MAKO and Globus robot for diversification of service line
 - Cultivated Robotic Case Observation Center

Redmond Regional Medical Center (Various Positions)

June 2000 – February 2019

VP and Associate Administrator

December 2016 – February 2019

- Leadership and financial for >200 employees across Inpatient Rehab, Therapy Services, Cardiac Rehab, Outpatient Wound Care, and Emergency Medical Services
- Coordinated market analytics, volume analysis, and development of business plan for future growth
- Critical timeline completion for 3 successful CON applications and one mission critical opposition:
 - \$13.9 million OR renovation and expansion
 - \$2.6 million 3T MRI Project
 - \$20 million Basic Perinatal Services
 - Open Heart CON opposition
- Change champion for new Teleneurology program development to meet critical needs of the facility
- Communicate with impact to teach multiple facility LDIs and appear on peer panel at Division LDI
- Capacity creator for new Oncology Rehab service line including contract negotiation and staff development
- Established 2 Urgent Care Centers including site selection based on market data and analytics

Key Results:

- Improved Inpatient Rehab PEM (Quality and Outcome Score) from bottom quartile in 2015 to the top quartile in 2016, 2017, and in the Top Ten Percent of the Nation for 2018
- Foster an environment of mutual respect and inclusiveness as evidenced by 93% Employee Engagement score in 2018 (up 6 points YOY) and 84% Employee Engagement score in EMS with a Senior Leader score of 82%, up 26 points YOY
- Collaborated with physicians and therapy staff to enhance OP Rehab services resulting in a 11.9% increase in volume 2017 vs 2016

Associate Administrator

September 2015 – December 2016

- Leadership and financial responsibility for >200 employees across Inpatient Rehab, Therapy Services, Cardiac Rehab, Outpatient Wound Care, and Emergency Medical Services

- Facilitated 30% increase in Redmond EMS volume to Redmond ED 2017 YOY, which resulted in an additional 163 admissions
- Enhanced operational efficiencies within EMS and increased Senior Leader rating in employee survey by 8 pts YOY
 - Standardized inventory control; Reduction of overtime from 32.6% to 27.3% per pay period

Key Results:

- Decisive evaluation of Wound Care Center with conclusion to end contract service and increase volume by 3.4% 2016 YOY
- Enhanced physician relations resulting in 24% YOY volume growth in Outpatient Rehab in 2015
- Education focus to overcome perceived deficit; Implemented rounding and patient shadowing with physicians
- Fostered programmatic changes resulting in 5.9% Growth of Inpatient Rehab Admissions over 2016 Budget

Interim Chief Operating Officer

April 2015-September 2015

- Leadership and financial responsibility for 10 leadership direct reports supporting Therapy Services, Cardiac Rehab, Cath Lab, Radiology, Lab, Surgical Services, EVS, Dietary, Outpatient Wound Care Center, and Plant Ops
- Implemented weekly Project Management Meetings with key stakeholders for all construction projects
 - \$2 million Emergency Department renovation
 - \$250,000 Operating Room refresh
 - \$500,000 Lobby renovation
 - \$150,000 GME Administrative Office
- Change champion for linen company contract conversion, 1st in division
- Established structure for corporate Process Improvement Team to look at front-end ER process, which was accepted
- Improved patient flow and hold times in PACU/recovery

Patient Experience Officer

2013 – February 2019

- Expert user of vendor systems for data analysis to identify trends for opportunities and successes
- Developed score cards and graphs to display priority focus areas in a meaningful way
- Communicate with impact to design and create Customer Service Training for all new hires, including physicians
- Selected as hospital lead for the Studer Engagement and a member of the Division Accountability Team
- Outpatient Services (Test and Treatment) Focus group with increase in Overall Rating from below the 50th percentile to above the 90th percentile in 4 quarters (2016)

Director of Therapy Services and Cardiac Rehab

2013-April 2015

- Created new Parkinson’s program for Outpatient Rehab
- Change champion to convert therapy to 100% electronic EMR (ReDoc and Meditech)
- Achieved 9% YOY OP Rehab growth in 4th Qtr 2014, despite loss of top 3 referral sources

**Market Director of Therapy Services and Cardiac Rehab
(Cartersville and Redmond Medical Centers)**

February 2011-August 2013

- Eliminated therapy contract labor at Cartersville Medical in < 6 months
- Established Occupational Therapy and Outpatient Physical Therapy Service Line
- Coached and mentored staff Physical Therapist in 2011 to manger and eventual Director in 2013

Director of Therapy Services and Cardiac Rehab

June 2010-February 2011

Director of Therapy Services

October 2006-June 2010

Director of Outpatient Rehab

June 2005 – October 2006

Clinical Coordinator of Outpatient Rehab

March 2004 – June 2005

Clinical Coordinator of Acute Care

March 2002 – March 2004

Staff Physical Therapist

June 2000-March 2002

EDUCATION

June 2018

HCA Executive Development Program, COODP; Outstanding COO Candidate Award

September 2014

Master of Health Administration, St. Joseph’s University, Philadelphia, PA

May 2000

Master of Physical Therapy, University of Scranton, Scranton, PA

May 1999

Bachelor of Health Science, University of Scranton, Scranton, PA

PROFESSIONAL ORGANIZATION/COMMUNITY

November 2013 – Present: Member American College of Healthcare Executives

June 2021 – Present: Board Member of the United Way of Rutherford and Cannon Counties (Finance Subcommittee as well)

Jan 2018 – February 2019 – Regional Trauma Advisory Committee – Board Member (Hospital Division)

Jan 2017 – February 2019 – Faith and Deeds Clinic Board Member

2016-February 2019 - Region 1 EMS Council (county appointed Board member)

Fall 2012 – July 2013 – Vice-President of the newly formed Lion Backer Booster Club at Unity Christian School.

Fall 2009 – Spring 2013 – Coach for youth baseball; Assistant Coach for youth basketball

Spring 2012 – helped teach religious education at Sacramental Religious Education classes for 2nd graders

2009-2010 – Leadership Rome

2009 & 2011 – Junior Service League Follies, Dancing with the Stars of Rome Participant



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Application for Appointment

(To request appointment to a board, committee, authority or other special activity)

Name: Joseph Gleason

Address: 4936 Myrtle Beach Drive, Sebring FL 33872

Phone: 706-346-8711

Email: joseph.gleason@hcahealthcare.com

I wish to be appointed to the following board, committee, authority or special activity of the Highlands County Board of County Commissioners:

as a: regular member alternate advisory only

Employment experience

Current: CEO at HCA Florida Highlands Hospital

Brief description: Oversee operations, quality, growth, and financial resiliency for a 126 licensed bed acute care facility.

Previous: COO at TriStar StoneCrest Medical Center

Brief description: Leadership and operational oversight for Surgical Services, Imaging, Cath Lab, Therapy Services, Lab, Pharmacy, Radiation Oncology, Facilities Management, Orthopedic and Spine service lines, EVS, FNS, and Medical Staff Office

Education/special training

High School: Father Judge High School

College: University of Scranton and St. Joseph's University

Special training: Master degree in Physical Therapy and Health Administration

Activities & interests: spending time with my family and cheering on my children during their sporting events. Unsuccessfully trying to play golf.

List any boards or committees to which you are currently appointed, elected offices held, or law enforcement positions held:

none

Are you related to any county employee or county commissioner ? Yes No

Name of relative:

Relationship:

Important:

The Highlands County Board of County Commissioners has an adopted Code of Conduct for persons serving on committees, boards, and panels appointed by the Highlands County Board of County Commissioners. A copy can be found at <http://hcbcc.net/section/index.php>. Please indicate by signing below that you have read and understand the adopted Code of Conduct.

Signature:

Date submitted:

**Highlands County Industrial Development Authority and Economic Development
Commission Board of Directors Q&A**

1) What does economic development mean to you?
Economic development is exploring ways to promote business, industry, and financial prosperity for the community.
2) Why do you want to serve on the Board of Directors for the Highlands County IDA/EDC?
This is an opportunity to be involved and have a voice in the future of my community. I would also be able to lend my 10+ years of executive leadership skills.
3) As a board member, how would you promote economic development for the county?
As a citizen and board member, I live and shop in Highlands County. I would help share my voice on positive changes and relay that to my co-workers and neighbors.
4) What are your goals for Highlands County economic development?
<ul style="list-style-type: none">- Explore new business to come to Highlands County- Support new industry to bring jobs- Attract younger people to move and thrive here- Partner with SFSC to develop programs to partner with potential industries and expand the work force
5) What other organizations, if any, have you previously or do you currently belong to? What responsibilities did you have (Officer seats, Community Service, etc.)?
None yet in Highlands County <ul style="list-style-type: none">- United Way Board of Rutherford County- Free Clinic of Rome board member- Trauma and EMS Board of Region 1

Please submit formal résumé