

**ALABAMA BOARD OF PHARMACY
BUSINESS MEETING MINUTES
December 17, 2025**

President Gary Mount called the December 17, 2025, meeting of the Alabama Board of Pharmacy to order at 9:06 a.m. to conduct necessary business and determined a quorum was present. The meeting was held at the office of the Alabama Board of Pharmacy, 111 Village Street, Birmingham, Alabama 35242.

The following Board members were present:

Gary Mount	President
Thomas H. Cobb	Vice President
Stacy Giles	Treasurer
Johnny Brooklere	Member
Brandon Hicks	Member

Other Alabama Board of Pharmacy staff members present in person or via WebEx teleconference were:

Jeb Mitchell, Incoming Board Member	Peyton Zarzour, Investigator
Alecia Booker, Incoming Board Member	Mark Hebert, Investigator
Jennifer Neuman, Board Counsel	Cristal Anderson, Dir. of Compliance
Scott Daniel, Licensing Counsel	Anne Marie Nolen, Admin. Supervisor
Jon Linna, Executive Secretary	Rebecca Tindle, Licensing Supervisor
Susan Alverson, Dir. of Legislative Affairs	Wendy Passmore, Operations Manager
Casey Shaw, Chief Investigator	Patty Wright, Complaints, Investigations
Mark Delk, Investigator	Terry Lawrence, IT Manager
Henry Burks, Investigator	Twalia King, Pharmacy Licensing Manager
Richard Lambruschi, Investigator	Tonya Linville, Facility Licensing Manager
Glenn Wells, Investigator	Renee Moore, Accts. Payable/Document Mgr.
Todd Brooks, Investigator	

Members of the public present in person or via WebEx teleconference were:

Christy Garmon	Tanya Billings	L. Major
Jim Driskell	Bridget Mays	Megan Gaddis
Logan Gray	Nancy Bishop	Vicki Neff Callahan
Charlie Cook	Anna Hornsby	Arin Wallace
Kelli Newman	Mary Alice McElheney	Kelsey Beatty
Jeff Church	Misty Gaddis	Morgan Vann
Christopher Dang	Savannah Hodge Patrick	Melissa Pharo
Chris Kennedy	Lauren Paul	Jessica Lynn Jackson
Cayla Hicks	Tomie Ann Boackle	Leisa Johnson
Allyson Gilliam	Kailey Robins	Danielle Cole
Julie Jordan	Jasmine Givan	Tim Rowland
Sydney Willmann	Blake Butler	Nick Carter
Lisa Kimbrough	Scott Young	Amanda Mabrey

Tammi Foshee
Emily Green
Jordan Beatty
Livia Allen
Bethany
Reggie Dilliard
Jeenu Philip
Meredith Townsend
Kyle Sexton
Jeanna Bulman
Daria Lowery
Kim Jenings
Stephanie Cocherell
Blake Alford
Kimberly Kendrick
Michelle Estes
Rebekah Neal
Elizabeth Littrell
Kennedy Sabree
Katie Renee Wyatt

Shanna Kilgore
Michael Sabatini
Brad Livingston
Dan Gillis
Scott Tomerlin
Taylor Romine
Smith
Carey
Sarah Cronin
Brittany Stewart
Jalayah Hill
Julie Lasseigne
Jacey Cox
Christia Spivey
Heather Rome
Melissa
Jess Mesaros
Tracy Odom
Robyn Ledbetter
Susan DelMonico

Abbigail
Louise Jones
Berkley Sykes
Charles Reid
Patty Hall
Adam Stucki
Terry Criswell
Morgan Jacobs
Surmoan Oden
Heather Vega
Jack Wanschek
LaShanda Hardy
Marisa Parris
Abby Stutts
Vicki Walker
Kristina Cranford
Call-in User_1
Call-in User_2
Call-in User_3

1. MOTION TO ADOPT AGENDA

President Mount called for a motion to adopt the agenda. A motion was made by Dr. Cobb and seconded by Mr. Brooklere to adopt the agenda. A vote was taken and the motion to adopt the agenda passed unanimously. No nays or abstentions recorded.

2. APPROVAL OF MINUTES

A motion was made by Dr. Cobb and seconded by Ms. Giles to approve the November 19, 2025, interview minutes. A vote was taken and the motion to approve the November 19, 2025, interview minutes passed unanimously. No nays or abstentions recorded.

A motion was made by Dr. Cobb and seconded by Mr. Brooklere to approve the November 19, 2025, business meeting minutes. A vote was taken and the motion to approve the November 19, 2025, business meeting minutes passed unanimously. No nays or abstentions recorded.

3. INVOCATION AND PLEDGE OF ALLEGIANCE

The invocation was given by Mr. Brooklere followed by recitation of the Pledge of Allegiance.

4. PRESENTATIONS

- Chris Kennedy of Costco Central Fill 1749 in Everett, Washington, was sworn and gave a presentation requesting approval for Costco’s central fill operations in Alabama. Christopher Dang of Quarles and Brady was also present. During the presentation, it was determined that Costco Central Fill 1749 is a mail order pharmacy under Alabama licensing standards. The Board requested Costco submit a mail order application, along with an attestation that no CII’s will be dispensed via mail order; a sample prescription label for clarification of requirements; a list of participating pharmacies; documentation of patient notification of mail order; and confirmation that prescriptions will not be returned to a retail pharmacy for pickup. A motion was then made by Mr. Brooklere and seconded by Dr. Cobb

to approve the central fill mail order request with an accompanying attestation to no CII's will be sent via mail order; a sample prescription label for clarification of requirements; a list of participating pharmacies; documentation of patient notification of mail order; and confirmation that prescriptions will not be returned to a retail pharmacy for pickup. A vote was taken and the motion to approve the central fill mail order with an accompanying attestation passed unanimously. No nays or abstentions recorded.

- Mark Delk, an investigator with the Board of Pharmacy for 24 years, addressed the Board regarding recent changes to the retirement plan, specifically the decision to reduce retirement benefits by one-half. Mr. Delk stated the original intent of the 401(k) plan was to retain experienced and valued employees, clarifying misconceptions regarding the plan's purpose and catch-up provisions. Board members responded noting the legislative scrutiny causing the need to reduce expenses while maintaining fiscal responsibility in light of uncertain financial outlooks. It was further noted that additional cost-reduction measures had been implemented, including reductions to the Board's travel policy and Board member salaries. Dr. Nolen suggested that staff identify alternative areas within the budget where reductions could be made in an effort to reinstate the retirement plan benefits for employees.

5. WELLNESS COMMITTEE REPORT

Ms. Neumann gave Dr. Garver's Wellness Committee report. Two individuals are requesting immediate attention. Those individuals have been working with Board staff. For the year 2025, the Wellness Committee has dealt with 21 new cases. Seventeen of those 21 individuals are under a monitoring contract or expected to sign a monitoring contract soon. Dr. Garver expressed his gratitude to all who have assisted this year.

Current work-Pharmacists:

- One pharmacist is in treatment for a relapse after being in the program for a year and is under a voluntary surrender and has approximately six more months to work on a stable home environment to be integrated with his/her recovery.
- One pharmacist, whose father asked him to call for assistance, is in treatment and doing well. He is under a voluntary surrender.
- One pharmacist is in treatment for alcohol abuse after attending two noncertified treatment centers. Dr. Garver has a plan for moving this individual forward with treatment and getting him/her back into pharmacy practice.
- One pharmacist completed eight weeks of treatment for a relapse and is being held out by order of the Board and is being monitored at this time. He/she is under a voluntary surrender with five months remaining on the Board's requested six-month hold before returning to pharmacy practice.
- One pharmacist had an alcohol relapse and has signed a suspension of his/her license.
- One pharmacist is in a halfway house and has relapsed. Board staff is attempting to secure his/her license.

Current work-Students:

- One student is in intensive outpatient treatment. That individual is under a voluntary surrender.
- One student is going for an alcohol abuse evaluation. That individual is under a monitoring contract and a voluntary surrender. This student has requested to return to his/her internship, which is under consideration by Board staff as they gather information related to his/her evaluation.

6. TREASURER’S REPORT

Ms. Giles gave the treasurer’s report. The report she provides is an overview and more detailed financials are located on the Board’s website at www.albop.com.

As of November 30, 2025, total revenues for the fiscal year were 46.04 percent of the annual budget, mostly from licensing. Operating expenses were 15.12 percent of annual budget. Licensing fee revenues were approximately 48 percent of budgeted projection. Bonds and insurance is approximately 95 percent of budgeted amounts. These items are paid early in the fiscal year and very few expenditures remain in that category.

Ms. Giles thanked Mr. Driskell and his team for assisting the Board with its financials. Board of Pharmacy funds do come from licensing fees.

A motion was made by Dr. Cobb and seconded by Mr. Brooklere to accept the treasurer’s report. A vote was taken and the motion to accept the treasurer’s report passed unanimously. No nays or abstentions recorded.

7. CHIEF INVESTIGATOR’S REPORT

Chief Investigator Casey Shaw gave his report as follows:

- During November 2025, 17 complaints were received and 11 investigations were completed. There were 72 compliance inspections performed during November. Year to date, a total of 238 complaints have been received. Four incidents of pharmacy burglaries have been reported to the Board since the last Board meeting. All of those were in the northern district of Alabama.
- Four burglary incidents have been reported since the last Board meeting with the majority occurring in the northern district of Alabama. A suspect was detained in one of the burglaries.

8. EXECUTIVE SECRETARY’S REPORT

Executive Secretary Jon Linna gave his report, which consisted of the following:

- Over the past month, the primary focus has been license renewals for pharmacy technicians, interns/externs, designated representatives, and facilities. With only a few weeks left in the year, 614 of 2,500 designated representatives have not renewed; 241 of 930 interns have not renewed; 242 of 2,200 facilities have not renewed; and 9,090 of 16,631 technicians have not

renewed. Registrants and licensees are encouraged to create their Gateway profile prior to renewal. Video tutorials on how to create a Gateway account are available on the ALBOP website, www.albop.com.

- Since the last Board meeting, two pharmacies in Birmingham have closed. It was one company with two locations in Birmingham.
- Mr. Linna represented the Board at the Alabama AI Day hosted by OIT in Montgomery. Representatives from Microsoft, Google, and Open AI presented on the state of the industry and specific real-world examples of AI projects used in government
- Dr. Alverson and Mr. Linna attended hearings in Cullman County concerning a case involving the use and dispensing of research-grade peptides in a weight-loss clinic operated by a nurse under a collaborative practice agreement with a physician. The case was settled and the clinic remains closed.

The Board of Pharmacy provided subject-matter expertise regarding the products utilized, including the proper storage, handling, and dispensing of sterile products from multi-dose containers. It was noted that the clinic initially obtained products from a compounding pharmacy, but at some point began directly purchasing peptides labeled “not for human use” directly from a company not regulated by any board. This is a grey market loophole that will require legislative change to address.

- Senator Albritton placed a 45-day hold on all legal service contracts presented at the December 4 contract review committee meeting in response to a legal dispute concerning online sales tax revenue. As a result of this action, Mr. Dettling’s contract has not been approved. Mr. Linna has contacted Senator Albritton to request the hold be lifted due to the impact on the Board as five new Board members begin their terms in January. No response has been received at this time.
- Three new Board members have been identified. Jeb Mitchell will occupy the specialty seat, Alecia Booker will occupy the technician seat, and Darrelle Knight will occupy the institutional nonhospital seat. Appointments for the academic and consumer seats have not yet been received.
- Mr. Linna received a position statement from ALSHP expressing support for allowing pharmacy students to sit for the MPJE earlier in the pharmacy curriculum, specifically following the third professional year and pharmacy law coursework. This change would reduce the testing burden on students by separating the MPJE and NAPLEX examinations, which are currently taken after graduation. Legislative action would be necessary to implement this change in Alabama.
- Mr. Brooklere and Dr. Hicks hosted a workgroup to discuss definitions of chain and independent pharmacy. Feedback was collected and draft language was developed in collaboration with Board staff. The proposed language is scheduled for review in today’s meeting.

- Mr. Linna was contacted by the Alabama chief procurement officer, Christine Cook. They are making plans to schedule a visit by a procurement team to the Board office to identify best options for working with the state procurement system and to discuss potential future system enhancements. The meetings are tentatively scheduled for January.
- Dr. Tindle and Mr. Linna met with members of the ADPH PDMP team in Prattville prior to Nancy Bishop's retirement. A portion of the meeting addressed PDMP submission errors. The most common error identified was an invalid prescriber DEA number, attributed to placeholder transactions for emergency kits or instances in which dispensing systems are used for inventory tracking without medication dispensing. The second most common error involved missing patient address and demographic information.

Dr. Tindle will be working with ThoughtSpan to improve the Board's ability to share data. Mr. Linna encouraged all pharmacies to create PDMP accounts, ensure that hours of operation are kept current within applicable systems, and consult with their dispensing software vendors to enable realtime PDMP interfaces. Many systems are interfaced with the PDMP but need activation. ALBOP will post a list of existing PDMP interfaces on the Board's website in the near future.

- Mr. Linna commented to the Board regarding the decision to reduce employee retirement benefits. He stated that personnel costs are appropriately the Board's largest expense because the Board operates as a service-oriented agency and its primary deliverable is employee work product. He further noted that, as an executive branch state agency, the Board's retirement benefits should be competitive with other state agencies rather than private-sector businesses.

Mr. Linna cited comparative data from RSA-AL showing that employer contribution rates for state police, employee retirement system members, and teachers substantially exceed the Board's prior 12% retirement match. Given that the Board's retirement plan already provides a lower match for employees who do not contribute at the maximum rate, he requested that the Board reconsider the recent reduction in retirement benefits in order to remain competitive in hiring and retaining qualified state employees.

9. ATTORNEY'S REPORT:

- Ms. Neumann is working closely with Mr. Dettling, incoming Board counsel. She also congratulated incoming Board members Alecia Booker, Darrelle Knight, and Jeb Mitchell. Ms. Booker and Dr. Knight were sworn in by Hearing Officer Hampton on December 16, 2025.
- Ms. Neumann wished Board licensing counsel Scott Daniel a happy birthday.
- Ms. Neumann expressed her appreciation to the Board staff that she has worked with during her four years as Board counsel. She noted that attorneys from across the country have commented on the professionalism and responsiveness of the Alabama Board. Ms. Neumann also stated that she has been consistently impressed by the staff's integrity and dedication to protecting the patients of Alabama. She also expressed her full gratitude to all Board members.

10. RECESS

A brief recess was taken from 10:22 a.m. to 10:31 a.m.

11. OLD BUSINESS

- The following rules have been adopted and effective December 15, 2025: Rule 680-X-2-.14, The Role of Pharmacy Technicians, and Rule 680-X-2-.23, Drug Manufacturers; Wholesale Distributors; Private Label Distributors, Repackagers, Third-Party Logistics Providers, Outsourcing Facilities; Reverse Distributors; Retail Medical Oxygen Suppliers.
- A lengthy discussion was held regarding the civil penalty schedule. Board staff will review the penalty schedule and compare the proposed fines to those assessed in prior cases. It was also noted that some LSA formatting revisions are required. The Board hopes to begin the rulemaking process in January.
- The administrative fine schedule was presented to the Board. A motion was made by Dr. Cobb and seconded by Dr. Hicks to begin the rulemaking process for Rule 680-X-2-.40. A vote was taken and the motion to begin the rulemaking process for Rule 680-X-2-.40 passed unanimously. No nays or abstentions recorded.
- The definition of chain pharmacy was removed by the Sunset bill. Historically, the Board classified pharmacies as community or chain, with chain pharmacies defined by having at least 40 full-time pharmacists in Alabama. The recent workgroup drafted revisions to Rule 680-X-2-.05 to repeal the existing language and replace it with updated definitions. During discussion, Board members clarified that all criteria in the draft must be met for an entity to qualify as a chain pharmacy, not just one. Board members and counsel, along with Kelli Newman, Department of Insurance, emphasized the importance of precise, unambiguous language and advised soliciting broad public input during the rulemaking process to address scenarios such as corporate structure and pharmacy group compositions. Dr. Cobb suggested that the amended Rule 680-X-2-.05(2)(a)1. State "Is not owned, operated, or controlled by a chain pharmacy corporation;" and then Rule 680-X-2-.05(2)(b)2. State "Is owned, operated, or controlled by a chain pharmacy corporation." With that amendment, a motion was made by Mr. Brooklere and seconded by Dr. Cobb to begin the rulemaking process of Rule 680-X-2-.05. A vote was taken and the motion to begin the rulemaking process of Rule 680-X-2-.05 passed unanimously. No nays or abstentions recorded.
- The Board travel policy was presented to the Board members. Mr. Linna, along with Cheryl Fondon of Governor Ivey's office, Mr. Shaw, Dr. Nolen, and Ms. Moore of the Board of Pharmacy discussed the proposed travel policy, which complies with the Alabama Fiscal Policy and Procedures manual. Ms. Neumann suggested forming a travel policy subcommittee tasked with annually reviewing the travel policy and making necessary changes pursuant to budgetary requirements and other necessary factors. A motion was made by Mr. Brooklere and seconded by Dr. Cobb to approve the proposed travel policy. A vote was taken and the motion to approve the travel policy passed unanimously. No nays or abstentions noted.
- During the May 6 business meeting, the Board voted to amend licensing fees for

pharmacists, interns/externs, technicians, designated representatives, pharmacies, and facilities. This has resulted in the need to amend the following rules to reflect the licensing fee amendments: 680-X-2-.4, 680-X-2-.16, 680-X-2-.23, 680-X-2-.34, and 680-X-2-.35.

A motion was made by Dr. Cobb and seconded by Mr. Brooklere to begin the rulemaking process for Rules 680-X-2-.4, 680-X-2-.16, 680-X-2-.23, 680-X-2-.34, and 680-X-2-.35. A vote was taken and the motion to begin the rulemaking process for Rules 680-X-2-.4, 680-X-2-.16, 680-X-2-.23, 680-X-2-.34, and 680-X-2-.35, passed unanimously. No nays or abstentions recorded.

12. NEW BUSINESS

- A fourth quarter Joint Resolution for collaborative practice was presented. Since there are currently no matters pending consideration by the Joint Committee, the fourth-quarter meeting is unnecessary. A motion was made by Dr. Cobb and seconded by Ms. Giles to adopt the Joint Resolution. A vote was taken and the motion to adopt the Joint Resolution passed unanimously. No nays or abstentions recorded.
- Alabama Senate Bill 20, introduced by Senator Chris Elliott, proposes changes to the State's assault in the second-degree statute to expand penalties for assaults on public officials. The current version of the bill does not include pharmacy personnel within the definition of health care workers. Ms. Giles noted that a legislator plans to offer an amendment to include pharmacy personnel.
- Governor Ivey has signed SB199 into law, which mandates paid parental leave for state employees following the birth, still birth or miscarriage of a child, or the placement of a child for adoption. The proposed parental leave policy is to ensure Board employees' benefits are comparable to those offered by the state. A motion to approve the parental leave policy was made by Dr. Cobb and seconded by Mr. Brooklere. A vote was taken and the motion to adopt the proposed parental leave policy passed unanimously. No nays or abstentions recorded.
- The request for proposals for accounting services has been awarded to The Driskell CPA Firm, PC. A motion was made by Dr. Cobb and seconded by Mr. Brooklere to approve the contract with The Driskell CPA Firm, PC, for the Board's accounting services. A vote was taken and the motion to approve the contract with The Driskell CPA Firm, PC, for the Board's accounting services passed unanimously. No nays or abstentions recorded.

13. ELECTION OF 2026 OFFICERS

A motion was made by Ms. Giles and seconded by Mr. Brooklere to nominate Dr. Thomas Cobb as the 2026 President of the Alabama Board of Pharmacy. A vote was taken and the motion passed with aye votes from Dr. Mount, Ms. Giles, Mr. Brooklere, and Dr. Hicks. No nays or abstentions recorded.

A motion was made by Mr. Brooklere and seconded by Dr. Cobb to nominate Ms. Stacy Giles as the 2026 Vice President of the Alabama Board of Pharmacy. A vote was taken and the motion passed with aye votes from Dr. Mount, Dr. Cobb, Mr. Brooklere, and Dr. Hicks. No nays or abstentions recorded.

A motion was made by Dr. Hicks and seconded by Ms. Giles to nominate Mr. Johnny Brooklere as the 2026 Treasurer of the Alabama Board of Pharmacy. A vote was taken and the motion passed with aye votes from Dr. Mount, Ms. Giles, and Dr. Hicks. No nays or abstentions recorded.

A motion was made by Dr. Cobb and seconded by Mr. Brooklere to nominate Mr. Jon Linna as the 2026 Executive Secretary of the Alabama Board of Pharmacy. A vote was taken and the motion passed unanimously. No nays or abstentions recorded.

14. PASSING OF THE GAVEL AND CLOSING COMMENTS

Dr. Mount passed the gavel to Dr. Cobb, followed by comments of Dr. Mount's farewell and appreciation.

15. ADJOURN

The meeting was adjourned at 11:34 a.m.



Thomas H. Cobb, President



Jon M. Linna, Executive Secretary

1/14/26

Date