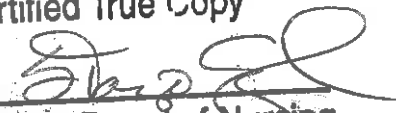


Certified True Copy

By 
Virginia Board of Nursing



COMMONWEALTH of VIRGINIA

David E. Brown, D.C.
Director

Department of Health Professions

Perimeter Center
9960 Mayland Drive, Suite 300
Henrico, Virginia 23233-1463

www.dhp.virginia.gov
TEL (804) 367-4400
FAX (804) 527-4475

October 27, 2015

Gene Philip Fletcher
3251 North Walston Bridge Road
Jasper, AL 35504

RE: License No.: 0001-216644

Dear Mr. Fletcher:

Pursuant to Section 54.1-2409 of the Code of Virginia (1950), as amended, ("Code"), you are hereby given notice that your license to practice nursing in the Commonwealth of Virginia has been mandatorily suspended by the enclosed Order entered October 27, 2015. You are hereby advised that, pursuant to Section 54.1-2409.1 of the Code, any person who practices a profession or occupation after having their license or certificate to do so suspended shall be guilty of a felony. Please return your license to Jay P. Douglas, Executive Director of the Virginia Board of Nursing, at the above address, immediately upon receipt of this letter.

Section 54.1-2409 of the Code further provides that you may apply to the Board of Nursing ("Board") for reinstatement of your license, and shall be entitled to a hearing not later than the next regular meeting of the Board after the expiration of sixty days from the receipt of such reinstatement application. You have the following rights, among others: to be represented by legal counsel, to have witnesses subpoenaed on your behalf, to present documentary evidence and to cross-examine adverse witnesses. The reinstatement of your license shall require the affirmative vote of three-fourths of the members present of the Board of Nursing.

Should you wish to petition the Board of Nursing for reinstatement of your license, contact Jay P. Douglas, Executive Director, at the above address or (804) 367-4599.

Sincerely,



Jason Brown, Deputy Director for Administration
Department of Health Professions

Enclosures
Case # 170031

VIRGINIA:

BEFORE THE DEPARTMENT OF HEALTH PROFESSIONS

IN RE: GENE PHILIP FLETCHER, R.N.
License No.: 0001-216644

ORDER

In accordance with Section 54.1-2409 of the Code of Virginia (1950), as amended, ("Code"), I, Jason Brown, Deputy Director for Administration, of the Virginia Department of Health Professions, received and acted upon evidence that the license of Gene Philip Fletcher, R.N., to practice nursing in the State of Alabama was suspended by a Consent Order dated September 18, 2015. A certified copy of the Consent Order is attached to this Order and is marked as Commonwealth's Exhibit No. 1.

WHEREFORE, by the authority vested in the Director of the Department of Health Professions pursuant to Section 54.1-2409 of the Code, it is hereby ORDERED that the license of Gene Philip Fletcher, R.N., to practice nursing in the Commonwealth of Virginia be, and hereby is, SUSPENDED.

Upon entry of this Order, the license of Gene Philip Fletcher, R.N., will be recorded as suspended and no longer current. Should Mr. Fletcher seek reinstatement of his license pursuant to Section 54.1-2409 of the Code, he shall be responsible for any fees that may be required for the reinstatement and renewal of his license prior to issuance of his license to resume practice.

Pursuant to Sections 2.2-4023 and 54.1-2400.2 of the Code, the signed original of this Order shall remain in the custody of the Department of Health Professions as a public record and shall be made available for public inspection and copying upon request.



Jason Brown, Deputy Director for Administration
Department of Health Professions

ENTERED: _____

10/27/2015



COMMONWEALTH of VIRGINIA

David E. Brown, D.C.
Director


Department of Health Professions

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9960 Mayland Drive, Suite 300
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FAX (804) 527-4475

CERTIFICATION OF DUPLICATE RECORDS

I, Jason Brown, Deputy Director for Administration, of the Department of Health Professions, hereby certify that the attached Consent Order dated September 18, 2015, regarding Gene Philip Fletcher, R.N., is a true copy of the records received from the Alabama Board of Nursing.



Jason Brown

Date: 10/27/2015

BEFORE THE ALABAMA BOARD OF NURSING

IN THE MATTER OF:)	
)	
GENE PHILIP FLETCHER)	ABN CASE NO. 2015-1309
)	
LICENSE NO. 1-088085 (Active/Probation))	
)	
Respondent.)	

CONSENT ORDER

The Alabama Board of Nursing, hereinafter referred to as Board, having evidence that **GENE PHILIP FLETCHER**, hereinafter referred to as Respondent, is in violation of the Code of Alabama 1975, § 34-21-25, and of the Alabama Board of Nursing Administrative Code, § 610-X-8; and Respondent, desiring to avoid the necessity of a formal hearing, do hereby enter into this Consent Order in lieu of proceeding with further disciplinary action. Respondent understands the right to a formal hearing in this matter and hereby knowingly waives such right. Respondent further understands and agrees that this is a non-appealable Order.

FINDINGS OF FACT

I.

On August 14, 1998, Respondent was licensed by the Alabama Board of Nursing as a Registered Nurse (RN) by Examination and was so licensed at all times relevant to matters stated herein. Respondent is licensed through December 31, 2016; the license status is Active/Probation. Respondent is or has been licensed as a Registered Nurse in the following states:

<u>STATE LICENSE NO.</u>	<u>EXPIRATION DATE</u>	<u>DISCIPLINE</u>
Mississippi R881331	12/31/2012	None
Missouri2009026811	4/30/2011	None
NevadaRN62859	12/20/2010	None



PennsylvaniaRN601596	4/30/2012	Yes, as a result of AL and VA
S. Carolina205253	4/30/2012	None
Virginia0001216644	12/31/2016	Yes, as a result of AL
W. Virginia74374	10/31/2011	None

II.

On or about July 22, 2011, the Board accepted a Consent Order placing Respondent's RN license on probation for twelve (12) months. The July 2011 Order was a result of Respondent testing positive for marijuana (GC/MS confirmed) on an annual employment drug screen while employed as an RN with Aureus Medical Group, Omaha, Nebraska.

The terms and conditions of the July 22, 2011, Order remains in effect at this time.

III.

Stipulated Term Number 7 of the 2011 Order required Respondent to abstain completely from the non-prescribed use or possession of controlled substances as defined in the Alabama Uniform Controlled Substances Act, illegal drugs as defined by law, mood-altering substances, or any drugs requiring a prescription (legend) except as provided for in this Order.

Stipulated Term Number 8 of the 2011 Order required Respondent to participate in a Board-acceptable program for random drug testing. Said stipulation further states that a positive drug screen shall be considered a violation of the Order.

On or about July 9, 2015, Respondent provided a specimen for drug testing in compliance with the 2011 Order. Said specimen tested positive for cocaine metabolites (GC/MS confirmed) and re-confirmed positive for cocaine metabolites on July 23, 2015, per the Medical Review Officer.

CONCLUSIONS OF LAW

1. Respondent's conduct as described above in Paragraph III of the Findings of Fact demonstrates that Respondent has willfully or repeatedly violated the provisions of Article 2 of the Alabama Nurse Practice Act as defined by Board rules and regulations by failing to comply with the

stipulated terms and/or conditions of the July 2011 Board Order, in violation of the Code of Alabama 1975, § 34-21-25 and the Alabama Board of Nursing Administrative Code, § 610-X-8-.03(8)(e).

2. Respondent's conduct as described above in Paragraph III of the Findings of Fact demonstrates that Respondent engaged in the personal use of unauthorized or illegal drugs or substances in violation of the Code of Alabama 1975, § 34-21-25(b)(1)(g), and the Alabama Board of Nursing Administrative Code, § 610-X-8-.03(7)(q). Said conduct is unprofessional conduct of a character likely to deceive, defraud, or injure the public in matters pertaining to health.

3. Respondent's conduct as described above in Paragraph III of the Findings of Fact demonstrates that Respondent tested positive for unauthorized or illegal mood-altering drugs or substances, in violation of the Code of Alabama 1975, § 34-21-25(b)(1)(g), and the Alabama Board of Nursing Administrative Code, § 610-X-8-.03(7)(r). Said conduct is unprofessional conduct of a character likely to deceive, defraud, or injure the public in matters pertaining to health.

4. The conduct as described above constitutes sufficient grounds for the imposition of sanctions against Respondent's license to practice as a Registered Nurse in the State of Alabama pursuant to the Code of Alabama 1975, § 34-21-25, and the Alabama Board of Nursing Administrative Code, § 610-X-8-.03.

ORDER

Respondent's Board Order of July 22, 2011, is hereby terminated upon the Board's acceptance of the instant Order. Pursuant to this Order, Respondent's Alabama Registered Nurse, No. **1-088085**, is hereby **SUSPENDED** until such time as the Board is in receipt of documentation of: (a) completion of required evaluations in accordance with Stipulation Number 4 below; (b) successful completion of the initial phase of an approved treatment program as specified in Stipulation Number 6 below, if treatment is recommended; (c) participation in an aftercare program as specified in Stipulation Number 7 below, if treatment is recommended; (d) negative random monthly drug screens as specified in Stipulation Number 15 below; (e) active participation in

abstinence-oriented support group meetings as specified in Stipulation Number 9 below, if recommended; (f) accrual of requisite continuing education contact hours; (g) completion of required courses as specified in Stipulation 3 below, if not deemed in need of treatment; and, (h) payment of appropriate fees. Should Respondent be deemed in need of treatment and upon documented completion of the above terms, Respondent's license will be reinstated on **PROBATION** for SIXTY (60) MONTHS pursuant to the following terms and conditions. If not deemed to be in need of treatment, Respondent's license will be placed on probation for TWENTY-FOUR (24) MONTHS pursuant to the terms and conditions in this Order. In no event will this period of suspension extend longer than TWELVE (12) MONTHS past the effective date of this Order. Should such occur, Respondent's licensure status will be considered as and listed as revoked.

1. **Return of Wallet ID Card**

Respondent's wallet ID card shall be **immediately** returned to the Alabama Board of Nursing office. Upon reinstatement, Respondent will be issued a wallet ID card which indicates probationary status.

2. **Fine**

Respondent shall pay a fine in the amount of **\$1000**. This fine must be paid within thirty (30) days of the effective date of Respondent's reinstatement. Respondent understands that failure to pay the fine is cause for additional disciplinary action by the Board of Nursing.

3. **Education – Completion of Course**
(If not deemed in need of substance use disorder treatment)

Respondent shall satisfactorily complete a Board-approved course/program on **Professional Accountability and Legal Liability for Nurses** and provide documentation of completion to the Board. Said course shall be satisfactorily completed prior to Respondent's reinstatement.

4. **Evaluations (Substance Use Disorder)**

Respondent shall submit the results of required comprehensive evaluations for substance use disorder, physical and mental illness from a Board-recognized substance use disorders treatment provider with a health care professionals track with Board consultation with the evaluating professional prior to making the assessment. Respondent shall abide by any requests and recommendations from the providers that may include inpatient evaluation, outpatient evaluation, partial hospitalization evaluation and psychological testing.

Respondent is also required to undergo subsequent evaluations by a Board recognized substance use disorders treatment provider with a healthcare professionals track should such be requested by the Board following a relapse or for other cause. Respondent shall follow all treatment recommendations from the provider including inpatient treatment, outpatient treatment, halfway house, residential long-term treatment, counseling, etc.

If treatment is recommended for Respondent at any time pursuant to this Order, Respondent shall return to a Board-recognized substance use disorders treatment provider with a health care professionals track for required comprehensive evaluations and a determination of readiness to practice without supervision and/or monitoring. Said evaluations shall be performed within the ninety (90) day period immediately prior to the scheduled termination of this Order. Based upon the evaluations, the Board may extend the period of this Order and require additional treatment, counseling, etc.

5. **Duration of Order**

The duration of probation pursuant to this Order is for a period of sixty (60) months unless extended pursuant to Stipulation Number 4 above. Respondent may apply for early release after thirty-six (36) months of satisfactory compliance with all the stipulations of this Order. If Respondent applies for early release, a comprehensive substance use disorder, physical and mental evaluation from a treatment provider with a healthcare professionals track which supports early release shall be submitted to the Board. Said evaluation shall be performed within the ninety (90)

day period immediately prior to submission of the application for early release. The duration of probation pursuant to this Order is for a period of twenty-four (24) months if deemed not in need of substance use disorder treatment. These time periods are subject to Stipulation Number 25 below.

6. **Treatment Program**
(If substance use disorder treatment recommended)

The program must be a Board-recognized substance use disorder treatment program. Respondent shall cause the director of the treatment program to submit to the Board proof of Respondent's entry into a primary intensive alcohol/drug treatment program in accordance with the recommendations made during the evaluation process which may include inpatient treatment, outpatient treatment, halfway house, residential long-term treatment and/or a combination thereof. Respondent shall also cause the program director to provide the Board with documentation concerning Respondent's successful completion of the program, readiness to return to the safe practice of nursing and recommendations and arrangements for appropriate follow-up.

7. **Aftercare Program**
(If substance use disorder treatment recommended)

Unless otherwise recommended by the treatment provider and approved by the Board, Respondent, within one (1) week of the completion of the initial phase of the treatment program, shall enter a Board-acceptable substance use disorder aftercare program with said program to meet on a weekly basis and to extend for a minimum of one (1) year. Respondent shall also cause the program to submit to the Board, in writing, and in the Board-approved format, documentation of Respondent's attendance, participation and progress in the program. Such reports are due quarterly, according to schedule, for the duration of the probationary period or until successful completion of the aftercare program. In the event Respondent is discharged from the aftercare program for noncompliance, Respondent and the program are to immediately notify the Board, in writing, of such occurrence. This is required regardless of whether Respondent is employed in nursing.

8. **Individual/Group Counseling**
(If recommended by substance use disorder evaluation)

Respondent shall participate regularly in a Board-acceptable counseling program contingent upon the recommendations of the original treatment program. Respondent shall continue in counseling for as long as deemed necessary by the counselor/therapist. This stipulation is in addition to meeting the stipulation requiring aftercare participation. Respondent shall have the counselor/therapist notify the Board when continued counseling is no longer indicated and Respondent is discharged or when there is a failure to complete or comply with the course of therapy. Respondent shall also cause the program to submit to the Board, in writing and in the Board-approved format, evidence of satisfactory participation and progress in counseling. Such reports are due quarterly, according to schedule, as long as indicated during the period of this Order. This is required regardless of whether Respondent is employed in nursing.

9. **Abstinence-Oriented Support Group Meetings**
(If recommended by substance use disorder evaluation)

Respondent shall attend and participate in a minimum of three (3) abstinence-oriented support group meetings per week for the duration of this Order. Respondent shall submit meeting attendance verification sheets monthly, according to schedule, in a Board-approved format, for the duration of the Order period. It is required that Respondent have a sponsor during the period of this Order. Respondent shall provide the Board with sufficient information as how to contact the sponsor. This is required regardless of whether Respondent is employed in nursing.

10. **Self-Report**

Respondent shall submit a written status report to the Board in a Board-approved format. This is to be submitted on a monthly basis, according to schedule, and must contain a self-assessment of current status. This report is required regardless of whether Respondent is employed in nursing.

11. **Primary Physician – Drug Use Exception**

Respondent will have only one primary physician/group during the period of this Order. The primary physician must refer to any other physician, except in a documented emergency. All mood-altering medications or medications containing a mood-altering substance must be prescribed to Respondent by this primary physician for a bona fide medical condition, or if prescribed by the referred physician, must be immediately reported in writing by Respondent to the primary physician with a copy to the Board. Respondent must notify the Board of the name, address, and telephone number of the primary physician within ten (10) days of the effective date of this Order and within ten (10) days in the case of a new physician. Respondent shall cause any and all prescriptions to be verified to the Board by the prescribing practitioner on a Board-provided form at the time of the issuance of a prescription and must also provide verification of all medications prescribed prior to Respondent's Board Order. No prescription over twelve (12) months old should be taken without an updated prescription verification. The Board or its designee may, at any time, request the practitioner to document the continued need for prescribed medications. Respondent shall keep a written record of medications taken, including over-the-counter drugs, and produce such record upon request by the Board. This is required regardless of whether Respondent is employed in nursing.

12. **Dentist – Drug Use Exception**

Respondent will have only one dentist during the period of this Order. The primary dentist must refer to any other dentist or dental specialist, except in a documented emergency. All mood-altering medications or medications containing a mood-altering substance must be prescribed to Respondent by this primary dentist for a bona fide dental condition, or if prescribed by a referred dentist, must be immediately reported in writing by Respondent to the primary dentist with a copy to the Board. Respondent must notify the Board of the name, address, and telephone number of the primary dentist within ten (10) days of the effective date of this Order. Respondent shall cause any and all prescriptions to be verified to the Board by the prescribing dentist on a Board-provided form at the time of the issuance of a prescription and must also provide verification

of all medications prescribed prior to Respondent's Board Order. No prescription over twelve (12) months old should be taken without an updated prescription verification. The Board or its designee may, at any time, request the practitioner to document the continued need for prescribed medications. Respondent shall keep a written record of medications taken, including over-the-counter drugs, and produce such record upon request by the Board. This is required regardless of whether Respondent is employed in nursing.

13. **Abstain from Alcohol Use**

Respondent shall abstain completely from the use of any substance containing alcohol.

14. **Abstain from Drug Use**

Respondent shall abstain completely from the non-prescribed use or possession of controlled substances as defined in the Alabama Uniform Controlled Substances Act, illegal drugs as defined by law, mood-altering substances, or any drugs requiring a prescription (legend) except as provided for in this Order.

15. **Drug Screening**

Respondent shall participate as directed in a Board-recognized program for random drug testing. Respondent shall set up his/her account with the Board-recognized program for random drug screening prior to reinstatement of Respondent's license. Drug screens will be Board-approved drug screens and may include additional chemicals as designated by the Board or its designee. A minimum of one (1) random drug screen per month shall be done and may be required more frequently as requested by the Board or its designee. Further, the Board or its designee may at any time require Respondent to undergo additional drug screening of a type specified by the Board, including hair testing to ensure that Respondent is free of chemical substances. Refusal to provide a specimen suitable for testing within the requested time frame constitutes a violation of this Order and such will be grounds for disciplinary action. Respondent waives any argument as to chain-of-custody of the sample or validity/accuracy of its testing

regarding any positive screen received by the Board from a recognized testing facility. The report of a positive drug screen which is not a result of documented, prescribed medications as provided for herein shall be considered a violation of this Order. Participation in the Board-recognized program for random drug testing is required regardless of whether Respondent is employed in nursing.

16. **Employment - Monitoring**

Respondent shall practice only under the on-site monitoring of a Board-approved licensed health professional in good standing with his/her professional regulatory body. The employment monitor is not required to be on the same unit or assigned work area as Respondent but shall be on site and readily available to provide assistance and intervention in the event Respondent appears impaired or otherwise unable to safely practice. Respondent shall work only regularly assigned, identified, and predetermined units. The on-site monitor shall be primarily one (1) person.

17. **Employment-Increased Autonomy**

Following two (2) years of satisfactory compliance with stipulations, Respondent may request to work areas which have limited supervision. If such is granted, said employment will be with specified conditions as set forth by the Board. In no event may Respondent engage in unsupervised practice without prior written authorization from the Board or its designee.

18. **Restricted Employment**

Respondent shall not work for a nursing registry, traveling nurse agency, nursing float pool, hospice, home health agency, or temporary employment agency. Respondent shall not be self-employed. Respondent shall not contract for services without express permission of the Board. Respondent shall not work in a locum tenens position.

19. **Employment - Supervision Restriction**

Respondent shall not be employed as a supervising nurse. Supervising nurse duties include, but are not limited to, making employment decisions related to licensed staff, evaluating the

performance of licensed staff, scheduling licensed staff, and making patient assignments to licensed staff. Respondent may be required to provide to the Board a job description at the request of the Board.

20. **Employment - Access to Drugs**
(If treatment recommended)

Respondent shall not administer or have access to controlled substance medications for a minimum of six (6) months of employment, and shall not have access to or administer controlled substance medications until written permission is received from the Board stating this stipulation no longer applies. It is the responsibility of the Respondent to request in writing that this restriction be lifted. Respondent shall work in nursing a minimum of six (6) months without this restriction prior to completing the Order.

21. **Employment - Hours of Practice**
(If treatment recommended)

Respondent shall not work more than eighty-four (84) hours in a two (2) week period without prior written authorization from the Board or its designee.

22. **Employment - Notification**

Respondent shall immediately provide all health care employers, collaborative and covering physicians (if CRNP/CNM) and schools of nursing with a copy of this Order and cause each to acknowledge to the Board that a copy of this Order has been provided to them. Said notification shall be received by the Board no later than ten (10) days after the effective date of this Order or within ten (10) days of Respondent's employment or advanced practice approval or entry into school and must be in a Board approved format.

If Respondent has or applies for controlled substances prescriptive authority, Respondent shall provide a copy of this Order to the Alabama Board of Medical Examiners. Said copy shall be provided within ten (10) days of the effective date of this Order if Respondent has controlled substances prescriptive authority as of the effective date of this Order or at the time of application for controlled substances prescriptive authority.

23. **Employment - Change in Status**

Respondent shall not accept or change employment without prior written notification to the Board. Said notification must include the name and number of the person who will be Respondent's supervisor.

24. **Employment - Evaluation of Performance**

Respondent shall cause the employer to provide to the Board, in a Board-approved format, a written evaluation of Respondent's nursing performance. Such reports are due quarterly, according to schedule. The receipt of an unfavorable report may be considered to be a violation of this Order. If Respondent is not employed as a nurse, Respondent is required to inform the Board of employment status in the monthly self-report.

25. **Not Employed in Nursing**

In order to complete the terms of this Order, Respondent shall have been employed as a practicing nurse for a minimum period of twenty-four (24) months if substance use disorder treatment is recommended. If treatment is not recommended, Respondent shall be employed as a practicing nurse for a minimum of twenty-four (24) months. A minimum of ninety-six (96) hours of nursing employment per month is required to constitute being "employed as a practicing nurse". During periods of employment in fields other than nursing, Respondent is not relieved from compliance with all other terms and conditions of this Order.

26. **Alabama Licensure Status**

Respondent shall maintain an active license at all times during the period of probation. If for any reason Respondent allows the nursing license to lapse/expire, such may be cause for disciplinary action.

27. **Notification of Board**

If Respondent is arrested by any law enforcement agency or is admitted as a patient to any institution in this state or elsewhere for treatment regarding the abuse of or dependence on any chemical substance, or for treatment for any emotional or psychological disorder, Respondent

shall cause the Board to be notified immediately. Respondent also shall immediately report to the Board any relapse as well as any disciplinary action issued by an employer. Should Respondent test positive on any drug screen conducted by an employer, an employee assistance program, court referral program or other entity, Respondent shall immediately report such to the Board.

28. **Change of Address**

Respondent shall immediately notify the Board, in writing, of any change of address.

29. **Practice in Other Jurisdictions**

Respondent shall notify the Board of pending relocation outside the State of Alabama. If Respondent is practicing nursing in another jurisdiction or plans to relocate to another state, Respondent shall inform that state's board of nursing within ten (10) days of the effective date of this Order as to licensure status and may request the Alabama Board to transfer monitoring to the other state. The decision whether to transfer monitoring to the other state is in the sole discretion of the Alabama Board of Nursing. If monitored by another state, Respondent shall successfully complete all requirements of the Board Order of the other jurisdiction in order to fulfill the terms of this Order. Respondent shall submit to the Alabama Board a copy of the Order from the other state and official notification of successful completion or unsuccessful termination thereof. The Board retains the right to withdraw approval for out-of-state monitoring if circumstances indicate that such is appropriate.

30. **Personal Interview**

Respondent shall appear in person for interviews at the request of the Board or Board designee.

31. **Obey the Laws**

Respondent shall refrain from violation of any federal, state or local law or rule or Order of the Board. A conviction on any criminal charge pending at the time of the signing of this Order may result in further disciplinary action. Any arrest subsequent to the signing of this Order may result in further disciplinary action.

32. **Release of Records and Information**

Respondent hereby authorizes the Board of Nursing to submit information and all records necessary to ensure compliance with the stipulations of this Order and public safety. This includes communication with Respondent's employer (existing and prospective) and members of Respondent's treatment team regarding noncompliance and/or possible relapse. Respondent also agrees to execute all appropriate release of information forms so as to allow all treatment providers, healthcare providers, employers and all other necessary persons to inform the Board, in writing, of Respondent's status and progress.

33. **Violation**

Any deviation from the requirements of this Order without the written consent of the Board shall constitute a violation of this Order and will be cause for disciplinary action.

34. **Subsequent Practice Act Violation**

Should supplemental cause for disciplinary action arise during the period of this Order such is cause for disciplinary action.

35. **Fraudulent Acts During Period of Order**

Submission of fraudulent documents or reports or misrepresentation of facts relating to the terms and conditions stated herein shall constitute a violation of this Order.

36. **Termination of Order**

This Order shall terminate only upon receipt of documents to satisfy all terms and conditions of this Order, including receipt of official court records documenting successful completion of court-ordered probation, pretrial diversionary-type program, drug court, etc., where applicable. This period of probation will not terminate until notification by the Board to Respondent in writing that all terms and conditions have been met and the probation has been completed.

37. **Public Information**

This Order is public information. All disciplinary actions of the Board will be reported to all required data banks.

38. **Effective Date**

The effective date of this Order shall be the documented date of service or attempted service by certified mail or personal service.

39. **Final Order**


This Order is subject to full Board consideration and acceptance before it shall be final.

EXECUTED on this the 24 day of August 2015



GENE PHILIP FLETCHER

APPROVED AND ACCEPTED by the ALABAMA BOARD OF NURSING on this the 18
day of September 2015.



PEGGY SELLERS BENSON, RN, MSHA, MSN, NE-BC
EXECUTIVE OFFICER
ALABAMA BOARD OF NURSING