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**From:** Classe, John[/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=495F7CEFA38349329D3EFB968 AEA5B84-CLASSE, JOH]  
**Sent:** Tue 8/30/2022 4:05:22 PM (UTC-04:00)  
**To:** Justice, Scott[Scott.A.Justice@disney.com]  
**Subject:** Program  
**Attachment:** Program Outline.docx

Scott,

More information on the program we discussed. Please let me know your thoughts.

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## Program Outline

Purpose: Governor DeSantis signed Senate Bill 3C on April 22, 2022, which dissolves RCID on May 31, 2023 unless the Florida Legislature and Governor approve a new bill. This action has created significant uncertainty in the life of the District. Although there is a desire by stakeholders for the re-establishment of the District, the uncertainty has negatively affected the District employees, specifically their concerns about future employment. District Management is significantly concerned that employees will begin looking for new employment after the 2022 Holidays since the 2023 Legislative Session begins in March, only 60 days before May 31, 2023, when the District dissolves. If departures happen, there could be a “mass” exit, significantly affecting and negatively reducing District services. This program provides an incentive for employees to remain with the District through May 31, 2023.

### Eligibility:

All active RCID employees as of May 31, 2023. Employees are ineligible if on workers compensation, any leave without pay or short or long-term disability unless they have worked a minimum of 480 hours between January 1, 2023 and May 31, 2023.

### Program Benefits:

Payment: Amount is 96 hours at standard or equivalent hourly rate for salaried employees. Payment shall be a lump sum and included in the final paycheck if the District dissolves or the second paycheck in June if the District is re-established.

Special Personal Holidays: 48 special personal holiday hours, used between July 1, 2023 and December 31, 2024. If not used by December 31, 2024, the SPH will be lost. If the District dissolves, the SPH will be paid-out and included in the final paycheck.