



AGENDA

February 28, 2024
9:30am

CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT
Board of Supervisors Meeting
Agenda
February 28, 2024
9:30 a.m.

- 1. CALL TO ORDER**
- 2. OPENING INVOCATION**
- 3. PLEDGE OF ALLEGIANCE**
- 4. SAFETY MINUTE**
- 5. PUBLIC COMMENT PERIOD**
- 6. CONSENT AGENDA**
 - 6.1** January 24, 2024 Meeting Minutes – *Pages 4*
- 7. REPORTS**
 - 7.1** Management Report
 - 7.2** Informational Reports
 - Public Facilities Report – *Pages 78*
- 8. NEW BUSINESS**
- 9. PUBLIC HEARINGS**
 - 9.1** **RESOLUTION NO. 659** - A RESOLUTION OF THE CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT ADOPTING A SEXUAL HARRASSMENT POLICY. – *Page 94*
 - 9.2** **RESOLUTION NO. 660** A RESOLUTION OF THE CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT ADOPTING A COMPREHENSIVE EMERGENCY MANAGEMENT PLAN. – *Page 105*
- 10. UNFINISHED BUSINESS**
- 11. OTHER BUSINESS**
 - 11.1** **Attorney/ Client Executive Closed Session**
 - As requested by the Acting General Counsel, pursuant to Section 286.011(8), Florida Statutes, the Board of Supervisors of the Central Florida Tourism Oversight District will hold an Attorney/ Client

Executive Closed Session to discuss strategy and settlement negotiations related to litigation expenditures in the following case: Walt Disney Parks and Resorts U.S., Inc. v. DeSantis, et. al., N.D. Fla. Case No. 4:23-cv-00163-MW-MJF, Central Florida Tourism Oversight District v. Walt Disney Parks and Resorts U.S., Inc., Orange County Circuit Court Case No. 2023-CA-011818-O and Walt Disney Parks and Resorts U.S., Inc. v. Central Florida Tourism Oversight District, Orange County Circuit Court Case No. 2023-CA-017887-O. The persons in attendance at the closed-door meeting will be Board of Supervisor members, Chair - Martin Garcia, Vice-Chair - Charbel Barakat, Brian Aungst, Jr., Ron Peri, and Bridget Ziegler; District Administrator Glenton Gilzean; Acting General Counsel Daniel Langley and/or A. Kurt Ardaman; litigation counsel Paul Huck; Jeffery Hall and Norman Levedahl. – Page 107

12. ADJOURN

APPEALS: All persons are advised that, if they decide to appeal any decision made at a Board of Supervisors hearing, they will need a verbatim transcript of the record of the proceedings. It is the responsibility of every party-in-interest to arrange for a transcript of the proceedings, which must include the verbatim testimony and evidence upon which the appeal is made.

AMERICANS WITH DISABILITIES ACT: The Central Florida Tourism Oversight District is committed to reasonably accommodating the needs of anyone with disabilities who wishes to attend or participate in public meetings. Anyone with a disability who requires a reasonable accommodation should contact the Clerk of the Board, by telephone at (407) 934-7480 or via email (currently at DistrictClerk@rcid.org), no less than one business day (i.e. Monday through Friday, excluding legal holidays) in advance of the applicable meeting to ensure that the District has sufficient time to accommodate the request.

Central Florida Tourism Oversight District

Board of Supervisors

Agenda Item 6.1

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Meeting Date	
February 28, 2024	
Agenda Item Name	
January 24, 2024 Meeting Minutes	
Requested Action	
Transcript of meeting.	
Staff Report	
Additional Analysis	
Fiscal Impact Summary	
Exhibits Attached	

In The Matter Of:
Central Florida Tourism Oversight District

Board of Supervisors Meeting
January 24, 2024

Legal Realtime Reporting
622 E. Washington Street
Suite 200
Orlando, Florida 32801

Original File 01-24-24 CFTOD MEETING.txt

Min-U-Script® with Word Index

CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT

BOARD OF SUPERVISORS MEETING

* * * * *

LOCATION: Central Florida Tourism Oversight
District
1900 Hotel Plaza Boulevard
Lake Buena Vista, Florida 32830

DATE TAKEN: January 24, 2024

TIME: 9:37 a.m. - 11:01 a.m.

REPORTED BY: SANDRA D. BROWN, FPR,
Court Reporter and Notary Public
State of Florida at Large

PRESENT:

BOARD MEMBERS: Martin Garcia, Chairman; Charbel Barakat, Vice Chairman; Brian Aungst, Jr.; Ron Peri; and Bridget Ziegler

SPEAKERS: Pastor Hezekiah Bradford, St. Luke Full Gospel Baptist of Zellwood, Florida; Eddie Fernandez, CFTOD Operational Safety Consultant; Brandon Johnson; Ernest DuBose, DuCon, LLC; Michael D. Young, ACY Contractors, LLC; Debie McDonald; Dr. Annette Khaled, UCF; Marjorie Guzman, Topaz Clinical Research; Chris Wills, Disney Defenders; Nicholas Maldonado, Disney Cast Member; Jennifer Johnson, American Cancer Society; Susan Shaw, American Cancer Society; Yamile Rivera, American Cancer Society; Joey Rodriguez, Chief Building Inspector and Interim Building Official; Eric Ferrari, Acting Fire Chief; Craig Sandt, Principal Construction Manager; Christine Ferraro, Director - RCES; Ray Crooks, Director of Utility Business Affairs

CFTOD STAFF: Glenton Gilzean, Jr., District Administrator; Paula Hoisington, Deputy District Administrator of Administration; Mike Crikis, Deputy District Administrator of Operations; Daniel Langley, Acting Counsel for CFTOD; Kurt Ardaman, Acting Counsel for CFTOD; Eddie Fernandez, Internal Risk Manager; Eric Ferrari, Acting Fire Chief; Alycia Mills, Executive Assistant to Mr. Gilzean; Matthew Oberly, External Affairs Director; Rocky Haag, External Affairs Coordinator; Tanya Naylor, Director of Security and Emergency Management; Ron Zupa, IT Service Delivery Manager; Samarth Thomas, Systems Administrator; Katherine Luetzow, Planning & Engineering Manager; Michele Dicus, Human Resources Director; Craig Sandt, Principal Construction Manager, Facilities; Kenny Locke, Chief Technical Inspector/Interim Manager; Tiffany Kimball, Contracting Officer; Erin O'Donnell, Town Clerk and Public Records Administrator; Jessica Kelleher, Public Records Associate, Communications; Daniel Bollone, GIS Administrator; Nicole Seipp, HR Generalist; Andrew Heithaus; Yenni Hernandez, Chief Information Officer; Jason Herrick, Manager Gas Water & Wastewater Resources; Anthony Kasper, Manager RCES Engineering and Programs; Andrea Osinski, Senior Procurement Analyst; Joel Edwards, Deputy Fire Chief; Heidi Powell, Manager - Financial Reporting Analysis; Susan Higginbotham, Director of Finance; Joey Rodriguez, Chief Building Inspector and Interim Building Official; Ray Crooks, Director of Utility Business Affairs; Christine Ferraro, Director - RCES; Ella Hickey, Building & Safety; Lance Kochen, Fleet; Dwight Sweeting, Building & Safety

P R O C E E D I N G S

* * * * *

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2
3 CHAIR GARCIA: Okay. We're going to call the
4 meeting to order. Welcome, everybody. Thank you
5 for being here, thank you for your interest in the
6 work of this Board and thank you for the
7 interest -- your interest in the work of this
8 district.

9 For the invocation, I'll turn it over to
10 Mr. Gilzean.

11 MR. GILZEAN: At this time, I'd like to
12 introduce Senior Pastor Hezekiah Bradford of
13 St. Luke Full Gospel Baptist of Zellwood, Florida.
14 Pastor Bradford finds joy in raising up leaders,
15 individuals who use their influence, in addition to
16 God's power, to create a world that impacts God's
17 Kingdom.

18 He is an advocate and voice for the community,
19 and, additionally, Pastor serves as the president
20 of the Apopka Ministerial Alliance where he
21 challenges those around him while modeling change
22 before them. Pastor Bradford finds fulfillment
23 spending time with his wife, Pastor Veronica
24 Bradford, his children and grandchildren.

25 Pastor, will you lead us in prayer?

1 PASTOR BRADFORD: Thank you, Glen, and to the
2 Board. We are pleased to be with you here today.
3 Let us pray.

4 Father, we thank you, first of all, for your
5 divine presence for your omnipresent. We thank you
6 for your omniscience because you know everything
7 that we are going to discuss today in this meeting.
8 You're omnipotent, you have all power, which means
9 you change the hearts of men.

10 We thank you God because we know as it was in
11 the days of Issachar, he declared that, God, I need
12 you for wisdom. To discern the times in which we
13 are living, we pray, God, that you would supply
14 this Board, the leaders, and all of them, O God,
15 with a spirit to discern the things that are needed
16 throughout the District.

17 We pray for them in a great and a mighty way
18 because we understand that nothing can be done
19 except you give us the wisdom, the knowledge, and
20 the understanding. Thank you for collaboration
21 with partners that we continue to do the things, O
22 God, that will be pleasing in your sight, that
23 would manifest itself in the growth of this
24 community, the surrounding areas, those, O God,
25 that will participate so we glorify you in that.

1 But least but not all that we could even begin to
2 ask or thank or say, we want to thank you for that
3 which you have already done, for you have raised up
4 great men, this amazing Board, and those, O God,
5 that are connected.

6 So we pray that you continue to lead them
7 giving adversity in every area of life, but at the
8 same time blessing us to see you in the midst of
9 all that we are doing, wisdom, knowledge, and
10 understanding, leadership, and guidance, we give
11 you glory. In Jesus' name, Amen.

12 ATTENDEES: Amen.

13 CHAIR GARCIA: Pastor, thank you for your
14 blessings, and thank you for sharing your wisdom
15 with us here today.

16 And let's honor this great nation by saying
17 the pledge of allegiance. Please rise.

18 ATTENDEES: I pledge allegiance to the flag of
19 the United States of America, and to the Republic,
20 for which it stands, one nation, under God,
21 indivisible, with liberty and justice for all.

22 CHAIR GARCIA: Okay. Let's go over our safety
23 procedures, please.

24 MR. FERNANDEZ: Thank you, Mr. Chair, and
25 thank you to the Board for allowing a moment to

1 share some important safety information with our
2 visitors here today.

3 We'd like everyone to know that in the event
4 we need a first-aid kit or an automatic external
5 defibrillator, an AED, we have both of those at the
6 front desk by the security, so we can pull those
7 and use them as needed.

8 We'd also like everyone to know that in the
9 event of an evacuation, please gather your
10 belongings, exit in an orderly fashion outside of
11 one of the two exits. The primary exit to your
12 right if you're facing the front of the room where
13 you entered the front of the building, but there's
14 also one past these double doors to your left that
15 will take you outside the rear of the building.

16 Our employees, in the event of an evacuation,
17 are instructed to meet at the ends of the parking
18 lot, so please join them at the ends of the parking
19 lot until emergency responders arrive and give us
20 further instructions. Thank you very much and
21 enjoy the meeting.

22 CHAIR GARCIA: Thank you very much. We will
23 now hear public comments. First, Brandon Johnson.
24 Please state your name for the record, and if
25 you're here in a representative capacity, please

1 tell us, sir, who you represent.

2 MR. JOHNSON: Good morning. Thank you for
3 allowing me to be here. First, let me say I
4 apologize to my mom, who is watching live. I did
5 not give her a fair warning until three minutes
6 ago. I am here because it was brought to my
7 attention that you-all are doing something amazing
8 in terms of Relay for Life.

9 I don't have time to give you the full story,
10 but I'll give you a brief of it. Junior year in
11 high school, my grandmother was informed that my
12 aunt had breast cancer. And because, at the time,
13 I was taking FCAT, I was not informed until weeks
14 later.

15 That took our family down a long line of
16 tests, biopsies, chemotherapy, radiation,
17 ultimately, remission, which we're excited about,
18 and then, ultimately, in my freshman year of
19 college at Florida A&M University, the cancer
20 returned for my aunt.

21 The reason why I'm so passionate about Relay
22 for Life, and why I'm so excited to be here to talk
23 to you about it and your support about it, is
24 because on April 17th, 2015, that was the last
25 thing I could do for my aunt. As a senator at

1 Florida A&M University in student government, I
2 held Relay for Life on the campus of Florida A&M
3 University, and on April 17th, I stood on a
4 platform and talked about her story. Eleven days
5 later, my aunt transitioned from cancer.

6 And so when I talk about Relay for Life, it's
7 from a real personal place. Thank you-all so much
8 for bringing that back to this area. Those funds
9 are so needed, and, particularly, your policy last
10 year when it comes to indemnity payments, topping
11 all that off with those who qualify, and the
12 short-term disability.

13 As somebody who has been a recipient through
14 my aunt, and our family dealing with that and the
15 financial loss of that, that is a huge stress
16 relief for those who, ultimately, are at the hands
17 and needs of that family who is going through that.
18 So thank you-all so much for that. Again, it's
19 well needed, and I look forward to supporting any
20 way that I can, and thank you-all so much for your
21 time today.

22 CHAIR GARCIA: Well, Mr. Johnson, thank you
23 for sharing your personal story today, and thank
24 you for your public comment.

25 Next, Ernest DuBose, and please state your

1 name for the record, and if you're here in a
2 representative capacity, sir, please tell us who
3 you represent.

4 MR. DUBOSE: Good morning to the Board. Thank
5 you for allowing me to be here to speak. And I'm
6 the CEO of DuCon, and DuCon Plumbing. We're a
7 local regional business, general contractor, and
8 plumbing company. I'm here to speak on behalf of
9 the efforts for local businesses. In particular,
10 doing business with the District. I just want to
11 speak to the impact of providing opportunities and
12 contracts to local and regional businesses, small
13 businesses; that is, the impact not only on those
14 businesses but the impact to the community.

15 What it does, particularly in our industry now
16 with the lack of -- with the baby boomers retiring
17 and shutting down businesses, it provides work
18 force development within the community. It
19 provides opportunity to future entrepreneurs. It
20 provides incentive for young people to enter the
21 trades and enter entrepreneurship, which we're
22 really lacking now.

23 And so what we determined, we've done local
24 impact projects throughout the state of Florida,
25 particularly, Central Florida, and what we found is

1 when we put an emphasis on local, small business
2 contracts and local work force hiring is, number
3 one, it uplifts the community as a whole. Number
4 two, it provides training and work force
5 opportunities for the local work force.

6 It provides us incentives to go into -- and
7 opportunities to go into the middle schools and the
8 high schools and incentivize and promote these
9 projects that promote these opportunities to young
10 people, which is what our industry is in dire need
11 of doing now.

12 It also instills a sense of pride,
13 particularly, with district and public entity
14 projects. When people work on those projects
15 within those communities, we found that those
16 facilities, those properties, are better
17 maintained, they're better used, and there's more
18 pride within those facilities and properties.

19 So I'm here again just to speak on behalf of
20 my companies and behalf of other local small
21 businesses that we're thankful for initiatives to
22 focus on small and local businesses, and we
23 appreciate any opportunities in the -- in the
24 future. Thank you.

25 CHAIR GARCIA: Mr. DuBose, thank you for your

1 comments. And, you know, as a public agency, we
2 have constituents and constituent issues, and one
3 of them is that we are here to serve the local
4 economy, and we're here to give opportunities to
5 businesses and entrepreneurs like Mr. DuBose, and
6 this Board is deeply grateful to Mr. Gilzean for
7 opening up the District to more small businesses
8 because for a long time the District was closed to
9 people like Mr. DuBose and entrepreneurs like him.

10 And so we greatly appreciate your comments.
11 Thank you for being here, and thank you, again,
12 Mr. Gilzean, for opening up the District to
13 businesses like Mr. DuBose's.

14 Next, Michael Young. Mr. Young, please state
15 your name for the record, and if you're here in a
16 representative capacity, please tell us who you
17 represent.

18 MR. YOUNG: Good morning to the Board and all
19 those in attendance. My name is Michael D. Young,
20 president and CEO of ACY Contractors, established
21 in 2004. I will piggyback on the words shared by
22 my friend, and I also say spiritual brother, Ernie
23 DuBose. We are commercial general contractors. We
24 have experience in K through 12, higher ed,
25 aviation, health care, institutional office, and

1 entertainment.

2 As a former board member of the
3 African-American Chamber of Commerce of Central
4 Florida, and a current board member of the National
5 Association of Minority Contractors of Central
6 Florida, I believe that we all must be involved
7 with improving our communities. I'm a proud
8 graduate of the University of Florida.

9 ATTENDEES: Go Gators.

10 MR. YOUNG: And the 2018 number one ranked
11 fastest growing Gator alumni. After experiencing
12 rapid growth leading up to the devastating impacts
13 from the pandemic, I decided to forge a new path
14 for my business. I wanted to work with those that
15 wanted to work with me.

16 So I'm itching to create my own opportunities
17 when others are reluctant to create opportunities
18 for me. I decided to create a mentorship program
19 to teach other contractors how to win
20 million-dollar contracts because others were
21 reluctant to. We need those that will honor
22 fairness in a mutually beneficial relationship.

23 There's a publishing out there I suggest you
24 look at: The Racial Wealth Divide, published by
25 Prosperity Now in January 2023. It illustrates the

1 economic disparities in black and brown
2 communities. We attribute our growth, ACY, to,
3 first, God, to strategy, perseverance, but most
4 significantly, we attribute our success to the
5 opportunities and programs that were intentionally
6 provided to give an open door, whether through
7 mentorship or diversity initiatives.

8 So could we have grown to be ranked as the
9 number one fastest growing Gator alumni without
10 these programs? Maybe, but it would have taken
11 twice as long.

12 So I ask this Board to consider ways to
13 increase opportunities for contracts for folks like
14 me so I can continue to do my part with stimulating
15 economic change in our community. Thank you.

16 CHAIR GARCIA: Mr. Young, thank you for your
17 comments, and in terms of the Board's initiatives
18 to open the door, as you said, to opportunities
19 like your businesses and Mr. DuBose, that's why we
20 hired Mr. Gilzean, and he's done just that, and
21 we're very proud of that. So thank you for your
22 comments.

23 Debie McDonald. Good morning, Debie. Welcome
24 back. We all know who you are, but for those who
25 are here maybe for the first time, please state

1 your name for the record.

2 MS. MCDONALD: Good morning, my name is Debie
3 McDonald -- one second, I came up fast. I thought
4 I was number 12. I see on the agenda you have the
5 proclamation for the American Cancer Society and
6 the Relay for Life, which is one of my favorite
7 things in the world for people that are going
8 through what they are.

9 I wanted to share a story today about a little
10 girl named Annabelle. On January 4th, Sophie and
11 Blake took their daughter to Epcot to see Anna and
12 Elsa. She was a huge part of their daughter's
13 life, and a huge part of her world.

14 Annabelle -- Annabelle had been struggling
15 with Down syndrome and deafness since birth and her
16 leukemia had come back. Although, the queue to see
17 the princesses in Norway was very long, Anna and
18 Elsa, the Disney cast members, shut it down and
19 shared a special time privately with Annabelle as
20 whispers went down the long line of guests. And
21 they all immediately understood that this was
22 important.

23 As they said good-bye to this sweet girl, Elsa
24 pulled the mom in and whispered thanking the
25 parents for letting her love them and letting them

1 love on Annabelle in return. That's what cast
2 members do without hesitation or pause, they give
3 magic.

4 Whatever you are envisioning Disney to be, it
5 is not. What you are fighting is simply wrong. I
6 ask you, again, to look at the joy and the love
7 these cast members give every day without
8 hesitation and stop your fight with Reedy Creek and
9 Disney and our surrounding communities.

10 Nine days after the Disney cast members, Elsa
11 and Anna, made a special memory for Annabelle, on
12 January 13th, 2004 -- '24, just 11 days ago, at the
13 sweet age of seven, Annabelle left this earth, and
14 her beloved family began planning her memorial
15 service. The song her daddy chose to accompany the
16 ceremony was from Dumbo called, "Baby of Mine."
17 "Baby of mine, don't you cry, baby of mine, dry
18 your eyes. Rest your head close to my heart, never
19 depart, baby of mine. Little one when you play
20 don't you mind what they say, let those eyes
21 sparkle and shine, never a tear, baby of mine."

22 We live in a beautiful world that we have the
23 opportunity to give to others and to change lives.
24 At its core that's what I see with Disney and Reedy
25 Creek cast members and employees: giving, caring,

1 and making a difference to little girls and boys
2 all over the world.

3 To the Central Florida Tourism Oversight
4 Board, I ask you, again, to reconsider dismantling
5 this fine organization, and in the words of one
6 strong Princess Elsa, let it go. Thank you.

7 CHAIR GARCIA: Debie, thank you for sharing
8 that very sweet story and God bless that little
9 girl and God bless those cast members that you
10 referred to. Thank you, again, for those public
11 comments.

12 Next, Annette Khaled. I probably pronounced
13 that the wrong way, and I apologize, but please
14 state your name for the record, and tell us if
15 you're here in a representative capacity.

16 DR. KHALED: I'm kind of short here. It's an
17 honor to be here today. My name is Annette Khaled.
18 I'm a professor at UCF. I'm also a cancer
19 researcher, and it's really important for me to
20 tell you a little bit about why I'm a cancer
21 researcher.

22 And some facts you may not be aware of.
23 You've heard personal stories, but did you know
24 that one in two individuals in the U.S. may be
25 affected by cancer? At the same time, 90 percent

1 of cancer drugs fail, so you have those two facts
2 that, you know, we have to deal with. And that's
3 what we do in our research labs. I head the cancer
4 research division in the Burnett School of
5 Biomedical Sciences. I'm based at Lake Nona, and
6 that's where I have my research lab, and we've been
7 working for many years to develop new drugs and new
8 therapeutics.

9 So I'm here today because the Relay for Life
10 is very important to bring awareness to the things
11 that we do in the research world because it's not
12 just, you know, having the money to do the
13 research, it's letting people know what we do and
14 why we do it.

15 So that's why I'm here today just to thank
16 you-all for what you're doing, to appreciate that
17 the District is looking at the Relay for Life, and
18 to let you know that we're working really hard at
19 UCF in all our cancer research labs. I had 11
20 different cancer researchers, and we're developing
21 new treatments and new drugs, and, hopefully, we'll
22 start to make a dent in those statistics that I
23 just mentioned a few minutes ago. Thank you very
24 much for your attention.

25 CHAIR GARCIA: Well, professor, thank you for

1 your comments. I imagine how busy you are, and the
2 Board is deeply grateful for your taking time out
3 of your busy day to come here and express your
4 gratitude for that. Thank you so much, professor.

5 Next, Marjorie Gorman (sic). Please state
6 your name for the record, and if you're here in a
7 representative capacity, please tell us who you
8 represent this morning.

9 MS. GUZMAN: Good morning. I'm going to read
10 my notes here. Good morning, I'm Marjorie Guzman,
11 the owner and CEO of Topaz Clinical Research, a
12 service-disabled, veteran-owned business located in
13 Apopka, Florida.

14 At Topaz Clinical Research, we contract with
15 pharmaceutical companies to conduct clinical
16 trials. Our trials range from pediatric to
17 geriatric, and we work with several physicians in
18 many therapeutic areas throughout Central Florida.

19 Our daily goal is to educate physicians and
20 patients on the importance of clinical research and
21 how we can be an addition and an alternative to
22 health care.

23 Additionally, we are contracting with an
24 out-of-state company to provide physical exams for
25 the Department of Defense employees at our clinic,

1 and we're interested in growing this part of our
2 business.

3 I come before you today to give praise to
4 Mr. Gilzean, his open door policy. Mr. Gilzean
5 presented last week, Thursday, at the Apopka
6 Chamber -- Chamber of Commerce on his new policies
7 to assist small businesses and veteran-owned
8 businesses. After his presentation, I introduced
9 myself to him, and I described the contract work
10 that we were performing at Topaz Clinical Research,
11 and Mr. Gilzean immediately invited me to meet with
12 him at his office that same afternoon.

13 Mr. Gilzean added me to his busy schedule and
14 introduced me to team members. He made many phone
15 calls and literally brainstormed with me for over
16 an hour on potential health care opportunities for
17 us.

18 Mr. Gilzean has been in close contact with me
19 since then, and his team has called me, emailed me,
20 connected with me, and, you know, contacted -- you
21 know, connect me with other members. He has been
22 very supportive -- been very supportive and has
23 truly opened his doors to many possible
24 opportunities for us.

25 Mr. Gilzean has been very welcoming, and I

1 encourage other entrepreneurs to reach out to the
2 Central Florida Tourism Oversight District, and I'm
3 very excited to grow my business and to provide for
4 the needs of our community through education,
5 employment, and entrepreneurship with Mr. Gilzean
6 by our side. Thank you.

7 CHAIR GARCIA: Well, thank you. Those are
8 powerful comments, and we're anxious to see you
9 grow your business and grow it here in the
10 District.

11 MS. GUZMAN: Thank you.

12 CHAIR GARCIA: Thanks, again.

13 Next, Chris Wills. Chris, state your full
14 name for the record and tell us here who you --
15 tell us who you represent. And welcome -- welcome
16 back, Chris.

17 MR. WILLS: Thank you very much, Chairman, and
18 I also want to thank Debie for sharing that
19 amazingly heartwarming story, and our prayers go
20 out to that family.

21 As has become a tradition, I have some
22 documents to present to the Board. I would
23 appreciate it if they can be passed out, but I'll
24 describe them anyways.

25 So my name is Chris Wills. I'm here on behalf

1 of Disney Defenders, which is the political action
2 committee, that is working to amend Florida's
3 constitution to restore Reedy Creek and to prohibit
4 political retaliation. And thank you for passing
5 those out. I appreciate it.

6 I'm here before you for -- to discuss the two
7 documents that are being handed out to you-all.
8 The first reason for me coming before you-all -- I
9 did present five. I'm sorry, I don't know why --

10 MS. ZIEGLER: It's okay.

11 MR. WILLS: Anyways, the first document is
12 related to what everybody across the state of
13 Florida is talking about, which is our governor
14 exiting the presidential campaign. And why that's
15 pertinent to this Board is because, as you'll see
16 in the first document that I presented to you-all,
17 in the aggregate of polling, Governor DeSantis'
18 polling numbers began a precipitous drop literally
19 the day he signed the law that created this Board
20 and retaliated against Disney.

21 And I think it's important for Governor
22 DeSantis and everybody on this Board to recognize
23 that, that the American public, and certainly
24 Floridians across the state, are disgusted with
25 what has happened over the past year, and they're

1 very concerned about the precedent that's being set
2 for political retaliation.

3 I do want to report, and for the members of
4 the press, that Governor DeSantis has been very
5 successful in one thing, and that's re-writing
6 history. He has changed the narrative because we
7 are coming across a lot of Floridians that believe
8 that he has won in this issue when there is a
9 federal lawsuit, a state lawsuit pending, but he
10 continues to repeat that he beat Disney. This is
11 long but over, especially, before we, the citizens
12 of the United States and the State of Florida, have
13 our say when we amend the constitution.

14 And then, lastly, I wanted to present to
15 you-all -- I know that you-all went through a
16 process to re-brand Reedy Creek, as you have the
17 map up there -- oh, you did change it to Central
18 Florida Tourism Oversight District, but what it has
19 come to symbolize to so many here in Florida and
20 across the country is what we put together in this
21 new logo for you-all, right.

22 So you-all designed that logo. We're
23 proposing that this should be adopted as your new
24 logo, and that the Board should go by the corrupt
25 failure tyrannical overreach district because that

1 is -- that is what we are hearing from Floridians,
2 and why it's urgent that everyone go online to
3 disneydefenders.com, sign our petitions so that we
4 can undo this, and we can get back to this District
5 being run in the spectacular way that it was run
6 prior to this chaos and corruption. So thank you
7 very much.

8 CHAIR GARCIA: Okay. Chris, thank you very
9 much for your public comments.

10 MR. WILLS: Thank you, Mr. Chairman.

11 CHAIR GARCIA: And next, Nicholas Maldonado.
12 Please state your name for the record, and if
13 you're here in a representative capacity, tell
14 us -- tell us who you represent, sir.

15 MR. MALDONADO: So to the Board and to the
16 Chair, thank you so much for having me speak today.
17 So my name is Nicholas Maldonado, and I'm a current
18 Walt Disney World cast member. So I've been with
19 the company since 2018, and so since moving here to
20 Florida from Southern California, where I
21 transferred out of Disneyland to Walt Disney World.

22 It's been a stressful move, but I'm here, and
23 so I'm loving what everything that Florida has
24 offered. But what has set me back in working with
25 the company, and hearing Debie's comments, and to

1 Annabelle, she's in my thoughts and prayers. But
2 it has -- that's what we, as cast members, do every
3 single day. We bring the magic every day. And we
4 bring magic to all backgrounds, all walks of life,
5 sexual orientations, to all families that come
6 through our gates, we welcome them with open arms,
7 treating them as if they are our own family here at
8 the company.

9 But with this District and what Ron DeSantis
10 has done, and, "Don't Say DeSantis," I was one of
11 the ones to have participated in the Disney
12 walkout, and what I'm seeing what's coming on this
13 Board is nothing but chaos and corruption. And
14 what they're trying to brand the company as is just
15 diminishing what Disney achieves and what they have
16 achieved with Reedy Creek.

17 And I stand with Disney Defenders, and I stand
18 with Chris, and I stand with all those elected
19 officials that are trying to bring back Reedy Creek
20 and bring back the Board that has stood with
21 Disney, that has stood to bringing that magic
22 across the property, and -- but what Ron DeSantis
23 has been doing, the reason why he's down in the
24 poll numbers is because of what he has done to
25 diminish Disney and to -- and what Disney has done

1 is brought so many jobs to the state of Florida,
2 and I think that's what this Board has lost sight
3 of. Thank you.

4 CHAIR GARCIA: And thank you for the good work
5 that you do as a cast member in the District and
6 the magic that you bring to the District. That's
7 an important function, and thank you for your
8 public comments, sir.

9 Next -- that concludes public comments
10 today -- is the consent agenda. Is there a motion?

11 MR. AUNGST: Move to approve the consent
12 agenda.

13 CHAIR GARCIA: Is there a second?

14 MR. PERI: Second.

15 CHAIR GARCIA: All -- any discussion? All in
16 favor, indicate by saying aye.

17 THE BOARD: Aye.

18 CHAIR GARCIA: Any oppose? Let the record
19 reflect the motion passes unanimously. We will now
20 move to reports, and, first, management report,
21 Mr. Gilzean.

22 MR. GILZEAN: First, I would like to thank
23 Jennifer Johnson, the District's permit tech lead
24 for being a driving force in successfully bringing
25 Relay for Life of Lake Buena Vista to the Central

1 Florida Tourism Oversight District after a
2 four-year absence. Jennifer serves as the Central
3 Florida and North Florida area lead and is the
4 point person within the District.

5 Earlier this month, I was honored to attend
6 the first lap at CFTOD's Maxwell Field with
7 Jennifer, Yamile Rivera, and Ms. Susan Shaw, who
8 are all here with us today, and you will hear from
9 them shortly.

10 This year's theme is called "homecoming." The
11 District is expected to support these efforts, and
12 I applaud again Ms. Johnson, who is actually a
13 cancer survivor herself, for her dedication to our
14 community. Over 600,000 individuals die from
15 cancer each and every year here in the United
16 States. This number should be zero, and Relay for
17 Life of Lake Buena Vista and the Central Florida
18 community will make a dent in that number.

19 Before they discuss the Relay for Life of Lake
20 Buena Vista with us, I would like to formally
21 introduce Ms. Rivera and Ms. Shaw. Ms. Yamile has
22 volunteered with the American Cancer Society for
23 over 24 years. She serves as the National Making
24 Strides Against Breast Cancer volunteer lead and is
25 also the co-lead with Ms. Johnson.

1 Finally, I'd like to introduce Ms. Susan Shaw,
2 executive director of the American Cancer Society.
3 Susan, thank you for being here with us. Together
4 this dream team has made an impact within our
5 region and beyond. Thank you for coming to discuss
6 Relay for Life. Come join -- if you guys can join
7 us at the podium and do your presentation.

8 MS. JOHNSON: Good morning. I'm Jennifer
9 Johnson. Thank you so much for the opportunity to
10 be here today. I had this memorized, but now I
11 don't remember anything, so forgive me as I read
12 from my little card I made.

13 We are very grateful for the opportunity to
14 bring Relay back to the District. It was a dream
15 that we've shared ever since COVID kind of shut it
16 all down. So we're very excited for the
17 opportunity and grateful to Glen and the Board and
18 everyone for allowing this to happen and
19 participating and supporting. The support so far
20 is overwhelming. Today I -- all these surprises I
21 didn't know were going to be here, so I'm so
22 excited.

23 Relay for Life is a community event where
24 participants can unite to celebrate survivors,
25 remember loved ones we've lost. Also, fight back

1 against this disease that's touched everyone. The
2 District is making it possible for this community
3 to come back to the track here, and we join
4 together with the other members of our community to
5 make a difference towards cancer.

6 Through our teamwork, our community support
7 and fundraising, we will be able to help fund more
8 research and patient support services that help
9 provide rides, and Susan is going to share in a few
10 minutes some other things that our money that we
11 raise here within the District is going to
12 contribute to for this cause.

13 These -- sorry. Together we're going to bring
14 hope and healing hopefully to the community and to
15 everyone touched by cancer. So, at this time, I'm
16 going to turn it over to Susan so she can share
17 some things with you.

18 MS. SHAW: Good morning. Thank you, Jennifer,
19 and thank you to the Board, the District, and to
20 Glen, and, as I mentioned, to Jennifer. I am Susan
21 Shaw. I'm the senior executive director for North
22 and Central Florida for the American Cancer
23 Society. I've been with the society for 12 years,
24 and I'm proud to say and support the work that we
25 do. At the society, our mission is to end cancer

1 for everyone as we know it.

2 How do we do that? Through a variety of
3 things. One of the ways is the impact through the
4 communities. Relay for Life being one of those
5 events. Relay for Life has been around a very long
6 time. Last year alone nationwide Relay for Life
7 raised \$61 million in the fight against cancer, and
8 that's because of communities such as yourself.

9 Bringing the community together to fight, to
10 create awareness, raise awareness, to educate, and
11 to raise funds. We want to ensure at the American
12 Cancer Society that everyone has the opportunity to
13 treat, protect, survive cancer.

14 This year alone you'll be surprised to hear
15 that over two million cases will be diagnosed of
16 cancer. Relay is one of the ways that we bring
17 hope, as Jennifer mentioned, to the community.

18 So I thank you for your continued support and
19 look forward to celebrating and walking the track
20 with all of you.

21 MS. RIVERA: Hi, everyone, I'm Yamile Rivera,
22 and I'd like to thank you all for your support. It
23 has been, like Jennifer said, overwhelming. One of
24 the reasons -- I think the most important reason I
25 need to share today is my why, and my why is my mom

1 got diagnosed about 15 years ago with mantle cell
2 lymphoma. And when we went to Moffitt Center to
3 get her -- start her diagnosis treatment, she was
4 told she only had nine months to live.

5 So my mom being the spunky, Hispanic, Latina
6 that she is said, no way, we have to fight this,
7 and I immediately -- I had been a volunteer for the
8 American Cancer Society. It's the first time
9 anyone in my family had been diagnosed.

10 And so I clung to cancer.org. If you don't
11 have that on your phone, please put it on there.
12 It's going to give you relief when anybody asks you
13 what to do when you hear those words. And we went
14 to Moffitt Center and immediately started
15 treatment, and her oncologist said had it not been
16 for the research that had been done by the American
17 Cancer Society, and the funding they had received
18 at Moffitt from that treatment, my mom would not
19 have survived, and she lived with us for ten whole
20 years, so I got to spoil her for ten years.

21 So I feel it's my duty to continue to support
22 the American Cancer Society because I know it
23 works. So we ask you for your support, and how you
24 support is not only in money, but coming out on
25 April 27th to our track and joining us. And if you

1 can flip that slide, I want us to see what this
2 district has done for the American Cancer Society.

3 When we had our very first walk in 2007, we
4 raised \$37,000, and that was just the hotels in
5 this community. Then we reached out, and we went
6 all the way up to 133,000 in 2016, and even during
7 COVID year, we raised \$54,000. And that was
8 stuff -- doing bake sales in our home and
9 delivering lasagnas to people just so that we could
10 continue the fight.

11 So we really appreciate that you're bringing
12 this back. As we said, it's our homecoming. So we
13 appreciate your support with team -- sign up a
14 team. Sign up -- you can be a virtual team if you
15 can't walk the track with us that day, but that's
16 how you support us, and get us sponsors. We need
17 sponsors that will help us in the fight. So we
18 appreciate your time today, and I expect all of you
19 on the track on April 27th.

20 CHAIR GARCIA: Well, thank you to the three of
21 y'all. On behalf of this Board, I want to thank
22 all of you for all of your efforts in what you're
23 doing to fight cancer. And, Mr. Gilzean, thank you
24 for your initiative to revive this effort here in
25 the District, and we'll be there in April to help

1 you with respect to this event. Thanks, again.

2 MR. GILZEAN: Mr. Chairman, before I go back
3 and finish my -- and members of the Board, before I
4 finish my report, what I love about this program,
5 and I love about Ms. Yamile's story, but what's
6 good about this, it brings in not only our
7 employees, it brings in the hotels' employees, it
8 brings everyone together, and one of the things
9 I've been sharing across the District, and to
10 anyone that would listen, is that I'm very
11 optimistic about 2024 due to the fact that -- and
12 now I'm jumping ahead, but due to the fact that
13 this is one way of us building that community and
14 going forward, and I see it each and every day.
15 What's awesome today is now you guys are getting to
16 see it, too, so that's awesome.

17 All right. So after I paid some bills, back
18 to my regular scheduled program. Thank you for
19 your efforts in bringing Relay back to Central
20 Florida. I look forward to participating with this
21 District all star team.

22 Let's see. In an ongoing effort to enhance
23 our employees' wellbeing, and to help reduce the
24 stress caused by cancer, in 2023, the District
25 implemented a new employee benefit to provide all

1 full-time employees with short-term disabilities
2 diagnosed with one of the 25 -- 21 qualifying
3 cancers listed in Statute 112.1816. Employees can
4 apply for short-term disability insurance. If
5 approved, the District will cover the difference in
6 their weekly pay.

7 After the three-month short-term disability,
8 employees may apply for long-term disability
9 insurance, and, if approved, the District will
10 cover the difference, as well. Knowing the impacts
11 of cancer and the effects it has not only on those
12 diagnosed, their families, co-workers, and even the
13 larger community, my administration has made it --
14 the wellbeing of our employees a top priority in
15 2024.

16 Additionally, by prioritizing work/life
17 balance our employees deserve will translate to
18 providing excellent services to all taxpayers
19 resulting in a seamless experience for the millions
20 of visitors who come to the District to enjoy.

21 As District administrator, I am proud to have
22 the Central Florida Tourism Oversight District
23 hosting Relay for Life of Lake Buena Vista at
24 Maxwell Field, and I invite all of our taxpayers,
25 operating participants, CFTOD employees, and the

1 Central Florida community at large to come and take
2 part in this homecoming event.

3 Now I'd like to segue into the recognition of
4 our team members who have shown their continued
5 excellence in dedication to our operation over the
6 last two months. These team members have gone
7 beyond the call of duty, and they're a large part
8 of why this is known for seamless service and
9 excellence.

10 Starting with Ms. Ella Hickey from our
11 building and safety department. Ella has been
12 instrument -- instrumental in helping coordinate
13 our EPCOT building code update. This diligent task
14 requires Ella to work with our vendors and external
15 partners to complete every aspect accurately.

16 Our EPCOT building codes are renowned for the
17 detailed specs and requirements. Along with this
18 duty, Ella was instrumental in maintaining the
19 Accela programming and permitting software the
20 District utilizes. Ella has been invited to be a
21 program presenter at various Accela conferences and
22 presented at the Building Officials Association of
23 Florida. Ella has played a critical role in
24 supporting the building and safety team, allowing
25 it to maintain the high operational readiness for

1 which the department is known for. Joey, please
2 join us at the podium, who is Ella's manager, who
3 would like to say a few words. Joey, Joey.

4 MR. RODRIGUEZ: Thank you, Glen, and Board
5 members. So if anyone knows anything about Ella,
6 Ella has been here roughly about 22 years, and
7 nothing happens in our department that Ella doesn't
8 touch or have a part in. And she makes the
9 department run seamlessly. But one thing that she
10 does on top of everything else is -- our permitting
11 program is the lifeline of what we do as building
12 and safety team, and Ella is one of the few people
13 in the nation that is a Accela systems
14 administrator for the civic platform for the
15 permitting system, and you have to have at least
16 three years of experience in that program in order
17 to obtain the certification, and Ella has over ten
18 years of experience just in that area alone.

19 So where we just had a major upgrade recently,
20 there's things that we have to re-program or change
21 and adjust in order for us to work -- use daily,
22 the internal customers and the external customers,
23 and having Ella in-house just makes it seamless,
24 and it allows us to use it efficiently and
25 effectively without any downtime.

1 So we appreciate that, and we would not be
2 able to -- if she was not here, we would have to
3 put in a work order, wait for someone, you know, to
4 come respond, make the changes that we need that
5 are necessary. But as Glen mentioned, Ella has
6 been requested to travel all over the United States
7 to present on behalf of the cutting edge that the
8 District does here, as far as our permitting,
9 and -- because we lead a lot of the online
10 permitting systems that we have, and so she's been
11 asked to travel to multiple states around the
12 United States to present on behalf of the District
13 and what we do here and how we do it.

14 So it's an honor to have Ella here, and thanks
15 for everything.

16 MR. GILZEAN: All right. So now this is the
17 time in the program where we have to do a big photo
18 op and check presentation. So come on, Board
19 members; come on, Ms. Ella. Let's move this
20 around. Congratulations.

21 MS. HICKEY: Thank you.

22 (Applause.)

23 MR. GILZEAN: I'm sorry for butchering your
24 last name.

25 MS. HICKEY: That's okay.

1 (Photograph taken.)

2 MS. ZIEGLER: Congratulations.

3 MR. GILZEAN: All right. Next I would like to
4 recognize Lance Kochen from our fleet team. Lance
5 was critical in serving one of our emergency
6 response vehicles working continuously alongside
7 with the fire department and the manufacturer team
8 to resolve this issue. Working late into the
9 evening, Lance fixed the vehicle allowing a special
10 event to continue as scheduled. This is not the
11 first time he's gone up and beyond for the District
12 or for the fire department ensuring a seamless
13 experience for guests to experience daily. Acting
14 fire chief would like to come up and say a couple
15 words. Come on, Chief.

16 MR. FERRARI: Good morning, Mr. Gilzean,
17 Chairman Garcia, members of the Board. I'm Eric
18 Ferrari, the acting fire chief. The fire
19 department proudly delivers world-class service
20 with our world-class personnel day in and day out,
21 it -- but we can't do that without outstanding
22 internal support. We have incredibly complex
23 systems internally and rely on information
24 technology and their support. Our facilities where
25 we house our firefighting staff, it becomes their

1 home, require maintenance, and our maintenance
2 department, facilities department, it provides
3 world-class service to us so that we can deliver
4 service.

5 And then there's our fleet department and
6 Lance Kochen. Lance and I have a bat phone to each
7 other, so when he gets a call from the fire chief,
8 he knows it's serious. But on this particular day
9 that warranted this award, we had our
10 million-dollar fire truck -- our bucket truck, our
11 aerial apparatus on stage for a guest -- I'm sorry,
12 not a guest, a cast member that was -- had taken a
13 fall, and we needed to set up a bucket truck to do
14 a high point, which is basically tie some rope to
15 the bottom of the bucket, and we hoist someone out
16 of a vault who had fallen down a vault.

17 Great operation, it was seamless, right? The
18 guest -- I'm sorry, the cast member made a full
19 recovery, but our bucket truck got stuck in the
20 air. It's an incredibly complex vehicle, lots of
21 sensors to keep us in a safe operating zone because
22 it can go all kinds of distances and all kinds of
23 angles.

24 But on this particular day, it decided it
25 didn't want to come down, and it was on stage. And

1 so -- and we had -- Disney had alerted us there was
2 a nighttime event scheduled for this particular
3 area, so pressure was on. We called the
4 manufacturer. They came out. We couldn't bed the
5 truck. And we had Lance out there, and Lance
6 stayed into the evening, crawling under that truck,
7 doing all kinds of things that he does and knows
8 best; that he is a master at his craft, and was
9 able to bed the truck, and we were able to get the
10 truck successfully off stage. It ended up being a
11 computer issue. I like the days of manual
12 hydraulic levers but can't fight -- can't fight
13 technology.

14 So he is -- this award was well deserved
15 because he really got us out of a bind, and he goes
16 above and beyond consistently day by day to keep
17 our fleet running, our frontline fire and rescue
18 apparatus, especially during the demands of the
19 system during the summer, when we experience more
20 technical issues, and he's on-site to get us back
21 up and running. Thank you.

22 (Applause.)

23 MR. GILZEAN: Congratulations.

24 (Photograph taken.)

25 MR. GILZEAN: All right. Continuing the

1 recognition of our employees, I would like to also
2 thank Dwight Sweeting from our building and safety
3 team. Dwight continuously excels in meeting the
4 needs of our customers. Recently, Dwight answered
5 50 calls within two days, and by doing so, his
6 department was able to service each call that came
7 in while ensuring there was no delays in repairing
8 or installing critical systems allowing for
9 contractors to continue to work without losing time
10 or productivity.

11 Joey, come back up to give a couple words
12 about Dwight.

13 MR. RODRIGUEZ: Thank you, again, Glen, and
14 the Board. so Dwight has been a member of our
15 department for about six and a half years now. He
16 came to us in September of 2017, and Dwight works
17 for one of our -- we're the only group in our
18 department that is 24/7. There's always someone
19 from their team that's here.

20 Now, during the -- there was a week in
21 November of '23, last year, that every one of
22 Dwight's team members got sick and were unable to
23 work. And so Dwight worked almost every shift for
24 two days straight in order to keep everything going
25 for the District. And so it was just -- it was

1 extremely above and beyond because Dwight is a
2 family man with four kids at home, and -- but he's
3 dedicated to making sure that we at the District
4 provide the highest service we can. So we
5 appreciate Dwight's effort, and we just wanted to
6 make sure we recognized him for that effort. Thank
7 you, Dwight.

8 (Applause.)

9 MR. GILZEAN: Congratulations.

10 MR. SWEETING: Thank you so much.

11 (Photograph taken.)

12 MS. ZIEGLER: Congratulations.

13 MR. GILZEAN: All right. Last but not least,
14 I'd like to thank Sandra Trombly, our construction
15 project administrator. Sandra has constantly gone
16 up and beyond her job duties. Sandra has exceeded
17 her current employment role's expectation and to
18 team up with her supervisor to maintain the
19 progress of the environmental science addition
20 project.

21 In addition, she has been instrumental in
22 establishing the creation of the standard uniform
23 filing matrix for all construction management files
24 on our network drive. These tasks are a huge lift
25 and well done, Sandra. Sandra is not here, but

1 Craig will say a couple of words for her. Craig,
2 where are you at? Come on, Craig.

3 MR. SANDT: Good morning, Glen, Mr. Chairman,
4 members of the Board. I recommended Sandra, Sandy,
5 Trombly for this excellence award due to her
6 willingness to consistently go above and beyond her
7 job duties, as Mr. Gilzean said.

8 Her current role as construction project
9 administrator is a catalyst for construction
10 management department's quality control and
11 financial oversight. Over the last year, Sandy has
12 worked extremely hard, again, as Mr. Gilzean
13 stated, to create a uniform filing matrix. So we
14 have currently construction management software and
15 then we also kind of mirror the file structure for
16 that software into our own end drive records, too,
17 which makes it easier -- a lot easier to -- to pull
18 data out of it after projects are done archiving
19 and whatnot.

20 Due to a major vacancy in the CM team's
21 staffing, Sandy has stepped up her current role,
22 helped me to day-by-day project management over our
23 environmental services facility, which is a
24 beautiful facility when it's done. She's been very
25 helpful in that role, helped us succeed as a

1 department and construction management team.

2 Again, her efforts were very valuable,
3 oversight and cost savings to all the District, and
4 construction management team and making us
5 successful, too. Her work ethic is amazing. She's
6 always one to come in early, work late. Sometimes
7 I have to kick her out of the office. Never
8 complaining about the amount of hours she puts in
9 to make our construction management team
10 successful. I apologize that she cannot be here,
11 but she's very grateful for the award and
12 consideration. Thank you very much.

13 (Applause.)

14 MR. GILZEAN: Mr. Chairman, members of the
15 Board, there's a lot happening at the District.
16 Our teams are dedicated to provide an excellent
17 customer service while finding innovative ways to
18 improve doing business as a government. We have
19 upgraded systems and launched a massive effort to
20 procure local services and goods, and our
21 re-branding effort continues to move forward.

22 In a collaborative effort with acting chief
23 fire -- Chief Ferrari, and the entire fire
24 department, we have completed the re-branding
25 process for the fire department patch, and we'll be

1 unveiling the new department patch at a press
2 conference located at fire station one tomorrow at
3 10:30.

4 I am truly proud to lead this incredible
5 organization reaching excellence in innovation.
6 2024 is going to be a monumental year for the
7 District. I am excited daily about the opportunity
8 each one of our employees has to leave a
9 generational change behind. I want to thank our
10 team members for their dedication throughout the
11 transition, and I look forward to the year ahead of
12 us.

13 As I begin to wrap up, I would like to mention
14 that we have included in the Board package, is our
15 semi-annual easement report. This report
16 identifies the easements of a routine nature that
17 were executed for the time period of August through
18 December '23. This reporting is provided as
19 required under Resolution 565.

20 Next, I want to update you on our procurement
21 outreach efforts. As you heard earlier, I was
22 honored to address the Lake Nona Chamber of
23 Commerce earlier this month to discuss the BuyLocal
24 Now initiative. I also discussed the initiative at
25 the Florida Economic Consortium's State of Florida,

1 Emerging Market Townhall -- that's a tongue
2 twister -- where I discussed contract opportunities
3 and the vision for the District's BuyLocal Now
4 program. Thank you to Ms. Candy Cole and
5 Commissioner Rod Love, respectfully, for their
6 invitations to speak to their members.

7 Our procurement team is hard at work ensuring
8 local businesses, small and large, can bid on
9 district contracts. The District that never sleeps
10 is open for business, and through our BuyLocal Now
11 initiative, we will continue to work diligently to
12 save taxpayers money while providing contract
13 opportunities to innovators and entrepreneurs
14 headquartered in the Central Florida region.
15 Mr. Chairman, members of the Board, that concludes
16 my manager's report.

17 CHAIR GARCIA: Thank you, Mr. Gilzean. We
18 will move onto new business, and we'll get to hear
19 from some more of our very capable team members
20 here in the District present on a number of action
21 items. So as to 8.1, contract number 6464,
22 Mr. Gilzean, do you want to introduce your team
23 member?

24 MR. GILZEAN: Yes, sir. I would like to bring
25 up Ms. Chris Ferraro, the director of RCES.

1 MS. FERRARO: Good morning, Mr. Gilzean,
2 chairman of the Board, and members of the Board.
3 This morning I'm seeking approval for a contract
4 for sodium hypochlorite, contract number C006464.
5 This is essentially bleach that we use in numerous
6 processes inside of the utility systems, and our
7 treatment of wastewater, potable water and in our
8 energy plants.

9 Partnering with District contracting
10 personnel, we had a successful bid for this service
11 and this goods. We began the bidding process in
12 October. We had three bidders for this service,
13 and we are proposing and seeking Board approval for
14 a three-year contract for a sodium hypochlorite
15 supply with Odyssey Manufacturing Company. They
16 are located in Tampa, Florida. The total amount of
17 the contract is \$2,909,724.54. They are the low
18 responsive and responsible bidder for this service.

19 So we have a couple of slides. Now we're just
20 going to talk a little bit more about the use of
21 this product in the utility systems of the
22 District.

23 So it is used extensively in our water
24 recovery, water resource recovery facility, which
25 is our re-branding of the wastewater treatment

1 plant. It's a 20 million gallon per day plant that
2 treats 4 billion gallons of wastewater each year.
3 The sodium hypochlorite is also used in our potable
4 drinking water system that produces
5 6 billion gallons of drinking water each year.

6 Next slide. These are just some of the
7 storage facilities. We're very cautious and safe
8 as we take delivery of this product from our
9 vendors. You can see that the tanks are -- they're
10 a double-wall tank, and they're inside of a
11 containment system just to make sure we're
12 safeguarding the environment.

13 This is another example of the tanks at the
14 wastewater treatment plant. And our final slide
15 shows some of the storage containers that are at
16 our chiller plants and energy plant facilities
17 where this is used in the treatment and cleansing
18 of our cooling towers.

19 So with the Board's approval today, we are
20 seeking approval for this item. It will be funded
21 through multiple accounts for the corresponding
22 utilities and routine operating expense. The
23 volume of this product used each year is about
24 640,000 thousand gallons, and for our full fiscal
25 year basis, it's about a million dollars per year.

1 CHAIR GARCIA: Okay. Thank you for that
2 report. Are there any questions from my fellow
3 Board members? Hearing none, is there a motion
4 that we approve this contract?

5 MR. AUNGST: Move to approve agenda item 8.1.

6 MS. ZIEGLER: Second.

7 CHAIR GARCIA: All -- any further discussion?
8 Hearing none, all in favor, indicate by saying aye.

9 THE BOARD: Aye.

10 CHAIR GARCIA: Any oppose? Let the record
11 reflect it passes unanimously, and thank you very
12 much for that very comprehensive report.

13 MS. FERRARO: Thank you. I have one more. I
14 think I'm next, as well. It is wastewater day for
15 the utility system today for the Board's approval.
16 We are seeking the approval of another contract for
17 rehabilitation of the District's rapid infiltration
18 basins over a three-year time frame for
19 rehabilitation of 12 of those rapid infiltration
20 basins.

21 Rapid infiltration basins are used to recharge
22 the Florida aquifer. They are on the western side
23 of the District's property located along SR 429.
24 They -- we provide from our wastewater treatment
25 facility reclaimed water, which is naturally

1 filtered back to the aquifer and recharges.

2 The rehabilitation work includes
3 rehabilitation of the liner, a natural -- a
4 synthetic geo-liner, and then the sand that's on
5 top of those rehabilitation units.

6 This is a success story for our BuyLocal
7 bidding process. Got to give a nod to build on
8 Glen's -- the success of this program. We did go
9 out for bid in October. We received two bids. We
10 are proposing award to the lowest responsible and
11 responsive bidder of Carr & Colliers, Inc., for an
12 amount of \$825,700 for rehabilitation of 12 of the
13 rapid infiltration basins, that we're going to do
14 four per year.

15 And we have a little map of the infiltration
16 basins. So if you're driving up 429, and you think
17 to yourself, wow, what is that? These are -- they
18 look like sand pits and sand traps as you come
19 along. What's shown in green has already been
20 rehabilitated, and what's shown in red is what's
21 proposed in this contract. This does represent a
22 savings of almost \$300,000 over the prior work that
23 was done to rehabilitate these rapid infiltration
24 basins. Unless there are any questions, that
25 concludes my report.

1 CHAIR GARCIA: Well, that was a great report,
2 too. Are there any questions from the Board?

3 MR. GILZEAN: Mr. Chairman, I apologize for
4 interrupting, but as Chris mentioned, this was a
5 responsible bidder that was part of the BuyLocal
6 program, but what's really exciting is that they're
7 headquartered right up the road in Apopka, Florida,
8 where I had the opportunity to speak to the Apopka
9 Chamber. So it just shows that this -- this
10 collaboration on this project is really working,
11 and it's really allowing us to be a good neighbor
12 to our community. So thank you, sir.

13 CHAIR GARCIA: Mr. Gilzean, is this the first
14 time that this company --

15 MR. GILZEAN: Yes, sir.

16 CHAIR GARCIA: So they've never done work in
17 the District?

18 MR. GILZEAN: Never.

19 CHAIR GARCIA: And through the procurement
20 process that you implemented for the District, they
21 had an opportunity that not previously they would
22 have had to work in the District.

23 MR. GILZEAN: That is correct. And I do have
24 to give a shout out to our procurement team. They
25 work really hard, and I'm really proud of them.

1 So, Tiffany, hat tip to you and your team.

2 CHAIR GARCIA: So you've heard at other
3 meetings that we're not only experiencing
4 significant savings from the new procurement
5 program, that we're affording opportunities to
6 local businesses that never had an opportunity to
7 work with the District before, so it's a win-win
8 for us, a wonderful thing.

9 Next --

10 MR. GILZEAN: Motion. Motion.

11 CHAIR GARCIA: Oh, yeah, that's right.

12 MR. BARAKAT: Mr. Chair, I will -- I'll
13 motion.

14 CHAIR GARCIA: Okay. Thank you.

15 MR. AUNGST: Second.

16 CHAIR GARCIA: Yeah. Any further discussion?
17 Hearing none, all in favor, indicate by saying aye.

18 THE BOARD: Aye.

19 CHAIR GARCIA: Any oppose? Let the record
20 reflect that passes unanimously. Thank you very
21 much for your reports.

22 Next, Mr. Gilzean.

23 MR. GILZEAN: At this time, I would like to
24 bring up Mr. Ray Crooks, who is the director of
25 utility business affairs.

1 MR. CROOKS: Mr. Chairman, members of the
2 Board. Good morning, Mr. Gilzean, as well. I'm
3 here this morning because one of the critical
4 contracts that the District uses to bring natural
5 gas to this property to allow you to supply your
6 customers with natural gas needs to be updated.
7 The District has had these agreements in place with
8 the Florida Gas Transmission Company since the
9 early '90s, and we have continually rolled over
10 those agreements.

11 In a 2014 rate settlement, the District was
12 granted -- the District and other shippers were
13 granted the right to continue a ten-year rollover
14 segment, and this is one of those ten-year
15 rollovers. This is a vital asset for the District
16 to provide natural gas services, so for us it's
17 something that has to be done and should be done.
18 It's to provide -- in providing natural gas
19 services for the District, this particular segment
20 of the agreement is a -- cost the District about
21 \$300,000 a year of a total \$3 million of costs that
22 we pay to Florida Gas Transmission Company.

23 I was hoping -- I was hoping the District
24 would be able to filter through the presentation.
25 There we go. There we go. Just to give you a

1 little bit of perspective of the pipeline situation
2 that the District participates in. On this
3 graphic, you will see four different pipelines
4 available. The District participates in the
5 blue -- the dark blue line, which is Florida Gas
6 Transmission Company. Again, the District has been
7 dealing with them and doing business with them
8 since the early '90s, and they've been a great
9 partner for us.

10 Next slide, please. The District has eight
11 points that they can purchase and ship gas into the
12 pipeline, and you see them there with the different
13 arrow locations on the pipeline. The pipeline
14 extends from southern Texas all the way down to
15 Miami, so it services people along the -- shippers
16 along that pipeline, roughly, about 5,000 different
17 miles of pipe is what FGT has.

18 The District, again, has eight points, and we
19 also have a ninth where you can buy at a hub price.
20 And we tend not to do that because that's more
21 pricey when you do it that way, but we have lots of
22 flexibility.

23 Next slide, please. There we go. Next one.

24 MS. MILLS: That's it.

25 MR. CROOKS: Okay. Well, let me just

1 continue. Florida Gas Transmission Company has
2 5,300 miles of pipe. Again, it goes from south
3 Texas all the way through to south Florida. It
4 delivers about three BCF of gas per day, which is a
5 lot of natural gas. Florida is natural gas
6 dependent, and we have over 240 delivery points on
7 the pipeline, which allows the District and other
8 customers to buy gas and ship it and deliver it at
9 their locations.

10 It has 50 interconnections with other
11 pipelines, and it has also direct storage
12 connections with other pipes should you decide that
13 you wanted storage. The reason that we want to get
14 this agreement put in place is because the ten-year
15 rollover is a time-sensitive issue. Our contracts
16 end pretty much in February of 2025, and I suspect
17 your next question would be, Why are we dealing
18 with this in 2024? That's a cadence that the
19 pipeline company itself determines. We don't
20 determine, as the customer, when FGT should update
21 their contracts.

22 So this is a cadence that we have followed for
23 25-plus years, and FGT is going to continue doing
24 it that way. So we need this approved such that we
25 can basically have our ten-year rollover for the

1 next ten years, which would take us to 2035. And,
2 suffice it to say, that this is one of two
3 contracts that the District has, so there's going
4 to be one coming to you later in the year, probably
5 April or May this year, but the District needs to
6 approve these to continue its gas business.

7 And, quite frankly, the things that also are
8 important about this rollover is that there was an
9 intervening rate case in 2022, and that rate case
10 allowed us to get about a 10 percent rate decrease
11 in our cost. So rolling over for another ten years
12 is not only beneficial operationally, but it's also
13 beneficial from a cost perspective.

14 So we're asking approval for you to rollover
15 the ten-year agreement with Florida Gas
16 Transmission on behalf of the District, and do that
17 on behalf of its customers, gas customers, and it
18 also is a financial benefit to the District. So
19 it's a good story all around, and I think it's
20 something that we ought to do not just financially
21 but strategically, as well.

22 CHAIR GARCIA: Well, Mr. Crooks, thank you for
23 that report. Are there any questions from my
24 fellow Board members?

25 Hearing none, is there a motion?

1 MR. PERI: So moved.

2 CHAIR GARCIA: Is there a second?

3 MR. BARAKAT: Second.

4 CHAIR GARCIA: Any discussion? All in favor,
5 please indicate by saying aye.

6 THE BOARD: Aye.

7 CHAIR GARCIA: Please let the record reflect
8 the motion passes unanimously. Thank you,
9 Mr. Crooks.

10 MR. GILZEAN: All right.

11 CHAIR GARCIA: Who is next, Mr. Gilzean?

12 MR. GILZEAN: Last but not least, Ms. Chris is
13 back to close us out.

14 MS. FERRARO: Thank you. My apologies but
15 we're still discussing wastewater. This is a
16 three-part agenda item to set a budget for
17 rehabilitation of two duplex lift stations.
18 They're kind of a medium-sized lift station.
19 Seeking Board approval to set that budget at
20 \$3.25 million; seeking Board approval for \$250,000
21 in design and support services; and seeking Board
22 approval to award a contract for finishing design
23 services, mitigating construction service with CPH,
24 in the amount \$174,270.94.

25 So we'll move into a little bit of

1 conversation about the details of the project.
2 This project does propose use of existing bond
3 funds from the 2021-1 taxable bond series, so it's
4 money the District already has in the bank that
5 we're proposing to use for this rehabilitation
6 project.

7 So, in total, the District owns 32 lift
8 stations that convey wastewater from around the
9 District's property to our wastewater treatment
10 plant at the south service area. Two lift stations
11 included in the scope of this project are lift
12 station 46, which conveys wastewater from Port
13 Orleans Resort. I hate to say this and take away
14 any of the magic for anyone who's listening, but we
15 do convey wastewater from some of our hotels and
16 resorts. And also at lift station 59 that is at
17 the Boardwalk Resort.

18 Those lift stations are about 30 years old.
19 From a planning life span of those stations, we
20 think about starting to look at them about 25
21 years, and we perform annual condition assessments
22 and prioritize the areas that need rehabilitation.
23 These two are on the top of our list.

24 We did begin work in this design in 2020. At
25 that time, we envisioned rehabilitating in one year

1 for our lift stations. We did get an opinion, a
2 probable cost, through our design process, and
3 those costs were higher than anticipated. We did
4 check with our peer utilities and found that it's
5 following the trend, so we're proposing a reduction
6 in scope for this particular project.

7 We will start with our two highest priority,
8 complete design, split the bid package from four
9 lift stations down to two, and then anticipating
10 going out for bid, and those subsequent
11 construction costs.

12 This is just a little bit of an example of the
13 deterioration inside of those facilities. These
14 are components that are inside our wet well and our
15 riser and our valves. Some of them are proposed to
16 come out -- come out of the below grade pits and
17 come up above for the safety of folks working in
18 those lift stations, and a number of the components
19 just need replacement. It's a very caustic
20 environment.

21 These are the locations of the two lift
22 stations. The one on the left is lift station 59
23 at the Boardwalk Resort, Disney's Boardwalk Resort,
24 and the one on the right is at Port Orleans Resort.

25 Just more pictures of degradation. Each lift

1 station has individual needs. You can see there's
2 some corrosion on the riser piping and also some
3 corrosion on the valves inside of the valve pits,
4 and this is at lift station 46.

5 So there are three different items for Board
6 approval. We always start asking for approval of
7 the overall project budget before we start asking
8 to spend parts of that budget. There are prior
9 approvals that we've discussed. There were RCES
10 soft costs approved in 2020 in the amount of
11 \$50,000. We also had work done by CPH, which we
12 are continuing. The original work done by CPH was
13 done as a work authorization on a master services
14 agreement that has expired. So we are continuing
15 the work with CPH, and then moving forward we would
16 be in our new procurement process, but we are
17 asking to continue that work with CPH for
18 efficiencies and economies of scale.

19 So our first item for Board approval this
20 morning is to set the overall project budget at
21 3.25 million for phase one of our lift station
22 rehabilitation project.

23 CHAIR GARCIA: Why don't you do the other
24 two --

25 MS. FERRARO: Sure. Certainly, sir.

1 CHAIR GARCIA: -- and then we'll take them all
2 at one time.

3 MS. FERRARO: The next item for consideration
4 for the Board is to approve design and support
5 services for RCES, not to exceed \$250,000 for phase
6 one of the project. These are for services,
7 inspection, field engineering services through
8 construction and project closeout.

9 The third item for the Board's consideration
10 is a contract award to the CHP in the amount of
11 \$174,270.94 for additional design services and
12 bidding and construction services for phase one of
13 the project.

14 CHAIR GARCIA: So thank you for another very
15 informative report. Are there any questions from
16 my fellow Board members?

17 MR. AUNGST: Yes, Mr. Chair. Thank you,
18 again, for that report. I just wanted to ask,
19 whenever I see phase one, obviously, I understand
20 that means there's going to be more. So do you
21 have any kind of a guesstimate or estimate on how
22 many phases, how many years, and what the total
23 project looks like overall?

24 MS. FERRARO: Yes, sir. Well, for this, in
25 particular, we split this into phase one and phase

1 two. As I mentioned before, we took two lift
2 stations out of the scope of work just to kind of
3 have a more reasonable dollar proposal.

4 So, generally, we continually assess the lift
5 stations in the District. You'll see us coming to
6 you for lift station approvals for multiple years.
7 You know, there's 32 lift stations, and we did a
8 lot of building and construction in the '80s, '90s,
9 and 2000s, so now as they come of age -- I can get
10 you a full number. I don't know that we've
11 estimated the full scope, but it will be an ongoing
12 story when we come in to talk to you about the
13 needs and the wastewater collection systems of the
14 District.

15 MR. AUNGST: And these are being prioritized
16 based on need in terms of age and function?

17 MS. FERRARO: Correct.

18 MR. AUNGST: Okay. Very good. Thank you.

19 CHAIR GARCIA: Any other questions?

20 MR. BARAKAT: Mr. Chair, just a couple quick
21 ones. So we -- we're, obviously, at the end of
22 useful life. I'm sure we anticipate future growth.
23 Basically, are we baking in sort of additional
24 capacity, not just based on current need but
25 assuming a certain amount of growth going forward?

1 MS. FERRARO: Yes, absolutely. We look at
2 being able to support -- one of the reasons, I
3 think, when we talked about why our rates are so
4 competitive against our neighbors is we try to
5 build so that we can support expansion within the
6 current asset base, right, so we're not coming --
7 if there's an incremental load to be added, we
8 don't have to make a multimillion dollar
9 investment, so we're continually having that
10 allowance and capacity to support growth.

11 MR. BARAKAT: Okay. Thank you. And I'll just
12 say, I mean, one should never apologize for talking
13 about clean water. It is, I think -- as an
14 infrastructure guy, I think this is kind of magical
15 to see how this all works behind the scenes. So I
16 appreciate you sharing that and educating with the
17 public, and I'm supportive. Thank you.

18 MS. FERRARO: Magical is a word we don't often
19 hear, so thank you very much for that.

20 CHAIR GARCIA: Any other questions? Hearing
21 none, is there a motion we approve these three
22 items?

23 MR. AUNGST: Move to approve agenda 8.4 and
24 subparts A through C.

25 CHAIR GARCIA: Is there a second?

1 MS. ZIEGLER: Second.

2 CHAIR GARCIA: Any further discussion?

3 Hearing none, all in favor, indicate by indicating
4 aye.

5 THE BOARD: Aye.

6 CHAIR GARCIA: Let the record reflect the
7 motion passes unanimously.

8 Thank you very much for your reports here
9 today. And we'll then move to public hearings,
10 specifically, Resolution 658. Mr. Langley.

11 MR. LANGLEY: Resolution No. 658, a resolution
12 of the Central Florida Tourism Oversight District
13 adopting a paid parental leave policy for District
14 employees. This is a public hearing. We have a
15 staff presentation followed by opportunity for
16 anyone in the public that wishes to speak, they
17 can. Thank you.

18 MR. GILZEAN: Okay. My administration has
19 been working to ensure the District is a premiere
20 workplace in Central Florida and beyond. Today we
21 are announcing the parental leave policy that
22 enables parents to take time off to make memories
23 as new parents or as their family grows.

24 I want to know that these policies are not
25 simple -- simply employee benefits, they are human

1 policies. Our employees requested this policy, and
2 I'm grateful to the District team for their
3 feedback and input throughout this process. As
4 Florida's First Lady, Casey DeSantis, said, "In
5 Florida, we believe family is everything."

6 My administration is committed to ensuring
7 growth -- growing families have the time to spend
8 with their loved ones. No two families are alike.
9 The CFTOD parental leave policy assures its
10 esteemed public servants who serve the District
11 taxpayers can bond with their babies in early
12 months of their child's lives. In addition, the
13 policy allows employees who have adopted children
14 to have time to build a foundation and a bond with
15 their child.

16 When you work for a place that is here for
17 you, when the times are tough, and the -- with
18 policies and programs designed to support you and
19 your family, it reminds you that your employer has
20 your back through the ups and downs. With that,
21 that concludes my presentation.

22 CHAIR GARCIA: Thank you for that
23 presentation. Are there any public comments with
24 respect to this resolution? Hearing none, is there
25 any -- yes, sir, Chris.

1 MR. WILLIS: Thank you so much, Mr. Chairman.
2 It seems like a laudable goal and something that
3 will be wonderful for the employees. We know that
4 there's been a lot of folks that have been fleeing
5 the District because of a lot of the corruption and
6 chaos.

7 I guess a question that I would have would be
8 considering that the Board was created as a
9 repudiation and a response to Disney's support of
10 the LGBTQ-Plus community, and speaking out against
11 the "Don't Say Gay" law, I'm curious whether when
12 you talk about families, whether that's going to be
13 inclusive of all families. I'm wondering.

14 CHAIR GARCIA: Yeah. Well, first of all, we
15 take issue, respectfully, with your
16 characterization as you just articulated.

17 MR. WILLIS: Okay.

18 CHAIR GARCIA: And you've been here before,
19 Chris, and so you know what the rules are. And
20 public comments are a time for members of the
21 public to comment, but it's not a time for
22 questions. If you have a question, as I indicated
23 before, visit with Mr. Gilzean after the meeting,
24 and he can answer any specific questions. And so
25 do you have any further public comment here on

1 this?

2 MR. WILLIS: Well, that is my comment, and I
3 understand that the Board and the executive
4 director wouldn't respond to my question, but I do
5 pose it as a question that I think would be a very
6 much interest to a number of Floridians, who
7 you-all are serving on behalf of, and I would hope
8 it's a question also that you-all would be
9 interested in getting an answer to, so thank you
10 very much.

11 CHAIR GARCIA: Yes, sir. Thank you for
12 your -- your comments.

13 Any further comments on this matter?

14 MR. FERRARI: Mr. Chairman, may I --

15 CHAIR GARCIA: Yes, Chief. Sure.

16 MR. FERRARI: I'm just talking to my colleague
17 saying, I need a nudge to go up and make a comment.
18 Members of the Board and Mr. Gilzean, I just want
19 to comment about this policy and how it impacts the
20 work force.

21 This is something that I've advocated for for
22 a very long time in my career, my 24 years here.
23 And just as a personal note, I have adopted two
24 children, and so knowing that down the road with
25 future adoptive parents, the impact this will have

1 on their adoption experience, because it's already
2 an emotional experience to begin with, and then
3 allowing that bonding time, to go through that
4 process, it is just very profound, and I can tell
5 you I speak on behalf of the entire fire department
6 that we are very appreciative of this initiative,
7 and it does not go unnoticed. Thank you.

8 CHAIR GARCIA: Chief, thank you very much for
9 those comments. Any further public comments on
10 this resolution? Any questions or comments from my
11 fellow Board members?

12 MR. AUNGST: Mr. Chair, if I might. First,
13 I'd like to thank Chief Ferrari. As Administrator
14 Gilzean said, the First Lady and the Governor have
15 made championing parents and families a priority,
16 and, in September, they announced a robust parental
17 leave policy for state employees.

18 And in my interactions with our employees in
19 the District, and walking the District and the comm
20 center and the fire station and environmental
21 sciences, it has become apparent that we have so
22 many -- so many employees that are opening their
23 homes for adoption and fostering, and we have
24 probably a higher percentage of adoptive parents
25 than most jurisdictions, than most cities, and

1 probably most employers.

2 I am an adoptive parent. I know how difficult
3 that process is. It is not easy. We do not make
4 it easy in this country to adopt children or to
5 foster children. We need to make it easier. There
6 are so many kids who need that support of a loving
7 family.

8 And I can tell you, as someone who did not get
9 paternity or maternity leave -- my wife didn't get
10 maternity leave for either of our children, I
11 didn't get paternity leave. My adopted son was
12 exposed to opioids in utero, and we were not the
13 first family that was selected to adopt him. And
14 when the first family got there, they decided they
15 couldn't take care of him.

16 And so after he was born, we were called, not
17 expecting it, and we had to go up to Pittsburgh.
18 My wife basically had to move to Pittsburgh and
19 take care of him in the NICU. Thank God she's a
20 pediatrician. So I said, if you -- if you think we
21 can do this, we can do this, and we did.

22 But having the support of our employers and
23 having the leave would have been really -- really
24 game changing for us because it made a very
25 difficult and expensive process just that much more

1 difficult and expensive. And so I think this a
2 model policy for the State. I think that all
3 employers, not just government, should follow the
4 lead in encouraging everyone to consider adoption.

5 And the fact that it includes fostering is
6 really groundbreaking to me because fostering, you
7 take the difficulty of being a parent, you take the
8 difficulty of adoption, you multiply it by a
9 hundred. And folks who are foster parents really
10 have a heart for our children, and there's so many,
11 especially older children, that need that foster
12 care.

13 So I think this is a great day for the
14 District. I think that it is something that is
15 obviously going to apply to every single employee
16 in the District, and that kind of goes without
17 saying. So thank you again, I appreciate it.

18 CHAIR GARCIA: Thank you for those comments
19 and thank you for sharing your personal story with
20 us. That was very powerful. Any other public
21 comments?

22 MS. ZIEGLER: Mr. Chairman, I wanted to echo
23 those comments. I think that as a mother, I was
24 actually working -- when I first became pregnant, I
25 was working at a small business that didn't even

1 have any type of maternity policy in place because
2 most of the people who were working there were a
3 little older. But, fortunately, they were able to
4 put that in place, but I can tell you as a young
5 parent and family, these are instrumental. And I
6 think -- I want to commend our governor and our
7 first lady for highlighting, you know, being family
8 focused, it goes a long way, and thank you to the
9 chief for your comments because I think when you
10 think about where you want to work, you want to
11 know that they are caring about your life, not only
12 what you're doing inside your work day, but that
13 your family, and that plays such a meaningful part
14 of just the value and the morale that you have.
15 And I commend Mr. Gilzean for expanding this to the
16 District, and I believe it will pay dividends.

17 I do want to comment on the commenter's
18 statement. The Parental Rights In Education Act,
19 which is often grossly mischaracterized, I would
20 just echo that we follow the laws of Florida and
21 the Constitution and discriminatory action is not
22 available in any way, shape, or form within the
23 District. So if that needs to be cleared up, I
24 think those kind of statements add a unnecessary
25 division, and so I wanted to make sure that's very

1 clear.

2 CHAIR GARCIA: Thank you for those comments.
3 Any further comments on this resolution? Hearing
4 none, is there a motion?

5 MS. ZIEGLER: I move to adopt Resolution 658
6 as presented.

7 CHAIR GARCIA: Is there a second?

8 MR. PERI: Second.

9 CHAIR GARCIA: Any further discussion? All in
10 favor, indicate by saying aye.

11 THE BOARD: Aye.

12 CHAIR GARCIA: Let the record reflect the
13 motion passes unanimously.

14 And we'll move onto unfinished business and
15 other business. Is there any?

16 MR. GILZEAN: No, sir.

17 CHAIR GARCIA: Hearing none, we'll stand
18 adjourned. Thank you-all for attending today.

19 (Time end 11:01 a.m.)
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C E R T I F I C A T E

STATE OF FLORIDA
COUNTY OF ORANGE

I, SANDRA D. BROWN, Florida Professional Reporter, certify that I was authorized to and did stenographically report the foregoing proceedings and that the transcript is a true and complete record of my stenographic notes.

Dated this 25th day of January, 2024.

Sandra D. Brown

SANDRA D. BROWN
FLORIDA PROFESSIONAL REPORTER

Central Florida Tourism Oversight District

Board of Supervisors

Agenda Item 7.2

Page 1 of 1

Meeting Date	
February 28, 2024	
Agenda Item Name	
Central Florida Tourism Oversight District initial Public Facilities Report	
Requested Action	
Board of Supervisors' approval and transmittal to the Governor, Senate President, and Speaker of the House of Representatives. The report is also to be transmitted to each local general-purpose government in which the district is located, Orange and Osceola Counties.	
Staff Report	
This Public Facilities Report has been prepared by District staff in conformance with Chapter 189 Uniform Special District Accountability Act, Part VIII, Comprehensive Planning ss. 189.08, as required by Chapter 2023-5, Section 4 (8)(b), Florida Statutes. The public facilities report is to be prepared and submitted within 1 year after a special districts creation with annual notices of any changes.	
Additional Analysis	
N/A	
Fiscal Impact Summary	
N/A	
Exhibits Attached	
N/A	

Central Florida Tourism Oversight District Public Facilities Report

January 28, 2024



CENTRAL FLORIDA TOURISM
OVERSIGHT

DISTRICT



P.O. Box 690519
Orlando, FL 32869-0519
(407) 828-2250

January 28, 2024

Board of Supervisors
Central Florida Tourism Oversight District
Post Office Box 690519
Orlando, FL 32869-0519

Re: **Public Facilities Report**
Central Florida Tourism Oversight District

Dear Board Members:

This Public Facilities Report has been prepared by District staff in conformance with Chapter 189 Uniform Special District Accountability Act, Part VIII, Comprehensive Planning ss. 189.08, as required by Chapter 2023-5, Section 4 (8)(b), Florida Statutes. The report is presented to the Board of Supervisors, whom upon approval, shall submit the public facilities report and related annual notices required by s. 189.08, F.S. and Chapter 2023-5, Section 4(8)(b), to the Governor, the President of the Senate, and the Speaker of the House of Representatives. This report will also be provided to Orange and Osceola Counties.

This report shall serve as the initial public facilities report for the Central Florida Tourism Oversight District. It identifies and provides a brief description of existing public facilities owned and/or operated by the District. It also includes a description of each public facility the District is proposing to build, improve or expand, or replace within specified time frames in accordance with Florida Statutes. The District shall provide updates to this report as necessary according to the Florida Statutes, identifying modifications of planned work to proposed or existing public facilities.

We are pleased to submit this for your review and will be happy to answer any questions you may have.

Katherine Luetzow

Katherine Luetzow, P.E.
Manager, Planning & Engineering

Lee Pulham

Lee Pulham
Senior Planner

PUBLIC FACILITIES REPORT

Central Florida Tourism Oversight District

January 28, 2024

Introduction

The Reedy Creek Improvement District was previously not required to complete a Public Facilities Report under Section 189.08(9) F.S. As part of the ratification process whereupon the former Chapter 67-764, Laws of Florida, was ratified and amended by Chapter 2023-5, Laws of Florida, the Central Florida Tourism Oversight District, formerly the Reedy Creek Improvement District, is no longer exempt from completing a public facilities report. Therefore, this report shall serve as the initial public facilities report for the Central Florida Tourism Oversight District.

This Public Facilities Report has been prepared by District staff in conformance with Chapter 189 Uniform Special District Accountability Act, Part VIII, Comprehensive Planning ss. 189.08, as required by Chapter 2023-5, Section 4 (8)(b), Florida Statutes. The report is presented to the Board of Supervisors, whom upon approval, shall submit the public facilities report and related annual notices required by s. 189.08, F.S. and Chapter 2023-5, Section 4(8)(b), to the Governor, the President of the Senate, and the Speaker of the House of Representatives. This report will also be provided to Orange and Osceola Counties.

Nothing in this Report requires, or should be construed to obligate, the Central Florida Tourism Oversight District (“District”) to approve, design, engineer, permit, construct, or fund any of the public facilities referenced herein, nor shall the District be required to reserve, allocate or provide funds for the matters contained in this Report. Any District obligations for the foregoing and for payment and/or the expenditure of funds for matters referenced in this Report are subject to separate action of the District and such obligations are subject to discretionary annual appropriation by the District.

Required Facilities Information

(a) A description of existing public facilities owned or operated by the special district, and each public facility that is operated by another entity, except a local general-purpose government, through a lease or other agreement with the special district. This description shall include the current capacity of the facility, the current demands placed upon it, and its location. This information shall be required in the initial report and updated every 7 years at least 12 months before the submission date of the evaluation and appraisal notification letter of the appropriate local government required by s. [163.3191](#). The department shall post a schedule on its website, based on the evaluation and appraisal notification schedule prepared pursuant to s. [163.3191](#)(6), for use by a special district to determine when its public facilities report and updates to that report are due to the local general-purpose governments in which the special district is located.

Public Facilities Owned and/or Operated by the Central Florida Tourism Oversight District:

Description	Capacity	Demand	Location
Utilities			
Central Energy Plant Electric Generation Facility including property-wide system of distribution facilities	54,000 kW Purchased 1,238,523 MW in 2022	Peak 195.7 MW on 6/24/2022	(1)
Epcot Central Energy Plant (ECEP) Electric Generation Facility	5,000 kW	Emergency Backup	(2)
Potable Water Production and Distribution System including 8 wells, 4 water pumping stations, and 70 miles of pipe and 5 above ground storage tanks	59.76 MGD	Peak 21.0 MGD in 08/2022	N/A
Wastewater System consists of gravity collector interceptor sewers, 29 sewage lift stations and associated force mains, a 20 MGD tertiary wastewater treatment plant located on a 70-acre site, and an effluent disposal facilities that include a 1,000-acre site consisting of 85 rapid infiltration basins (RIBs).	20 MGD RIBs Permitted Capacity 12.5 MGD	Peak 17.8 MGD in 08/2022	(3)
Reclaimed Water System consists of 3 – 5 million gallon capacity above ground storage tanks, a 36,000 gallon per minute capacity master pumping station, and 69 miles of distribution piping with over 683 valves.	Permitted Average Capacity 12.5 MGD	Peak 10.4 MGD in 08/2022	(4)
Solid Waste System consists of a Solid Waste Transfer Station, a recovered materials processing facility, a fleet of vehicles and containers.	Permitted Capacity 275 tons per day of Class I solid waste	Unavailable	(5)
Natural Gas Distribution System includes 58 miles of distribution mains.	Unavailable	Unavailable	N/A
CEP Chiller Plant with a satellite facility at the Contemporary Resort, a Thermal Storage Facility with a 5 million gallon stratified chilled water tank, and a distribution piping system of approximately 60,000 feet of pipe.	20,000 tons	Peak 17,000 tons	(6)
ECEP Chiller Plant and a distribution piping system of approximately 43,000 feet	15,460 tons	Peak 12,600 tons	(7)

Disney's Hollywood Studio SCP Chiller Plant with 8 – 1,000 ton electric motor-driven chillers. (The distribution piping system is owned by the Walt Disney Company.)	8,000 tons	Peak 6,500 tons	(8)
CEP High Temperature Hot Water (HTHW) Plant's 50 MMBtu/hr. dual fuel (natural gas and No. 2 fuel oil) Lamonte-style hot water generator provides 350°F hot water, distribution provided by variable-speed centrifugal pumps.	200 MMBtu/hr	Peak 40 MMBtu/hr	(9)
ECEP Low Temperature Hot Water (LTHW) Plant's 3 dual-fuel (natural gas and No. 2 fuel oil) Cleaver-Brooks Scotch Marine-type hot water generators provide 200°F hot water.	81 MMBtu/hr	Peak 40 MMBtu/hr	(10)
Roadways			
World Drive – 4 lanes	4,230	728-1,410	WD4
World Drive – 6 lanes	6,340	1,814-2,389	WD6
World Drive – 6-8 lanes	6,340	3,980	WD6-8
Epcot Center Drive – 6 lanes I-4 to BVD	7,130	3,182	ECD1
Epcot Center Drive – 6 lanes BVD to World	6,130	1,145	ECD2
Osceola Parkway – 4 lanes	5,230/4,230	1,288-1,344	OP4
Osceola Parkway – 6 lanes	6,340	1,578	OP6
Western Way – 4 lanes BVD to Bear Island Rd	1,890	1,945	WW1
Western Way – 4 lanes Bear Island to SR429	1,890	1,744	WW2
Western Way – 4 lanes Hartzog to Flagler	1,607	289	WW3
Western Way – 4 Lanes Flagler to CR 545 (Avalon Rd)	1,890	289	WW4
Buena Vista Drive – 4 lanes	1,800/1,890	546-1,710	BVD4
Buena Vista Drive – 6-8 lanes (From Bonnet Creek Parkway to the entrance to Disney's bus loop two concrete bus only lanes are available within the median.)	2,416–3,232	1,717-2,527	BVD6-8
Hotel Plaza Boulevard – 4 lanes	1,760	1,381-1,643	HPB
Bonnet Creek Parkway – 4 lanes	1,800/1890	446-678	BCP
Victory Way – 4 lanes	1,890	639	VW
Epcot Resorts Boulevard – 2 lanes	720	195	ERB2
Epcot Resorts Boulevard – 4 lanes	1,530	581-589	ERB4
Floridian Place – 4 lanes	1,800	376	FP
Hartzog Road – 2 lanes	1,610	405	HR2
Hartzog Road – 4 lanes	1,607	201-405	HR4
Griffin Road – 2 lanes	792	172	GR
Flagler Avenue – 2 lanes	832	Unavailable	FA
Slip Ramp – FDOT owns / District maintains	Unavailable	Unavailable	SR

Description	Location
Canals	
C-1 Canal	C-1
C-2 Canal	C-2
C-4 Canal	C-4
Perimeter Canal	Perimeter Canal
L-101 Canal	L-101
L-103 Canal	L-103
L-105 Canal	L-105
L-106 Canal	L-106
L-107 Canal	L-107
L-401 Canal	L-401
L-402 Canal	L-402
L-403 Canal	L-403
L-403A Canal	L-403A
L-404 Canal	L-404
L-405 Canal	L-405
L-405A Canal	L-405A
L-405 Ext Canal	L-405 Ext
L-406 Canal	L-406
L-407 Canal	L-407
L-407A Canal	L-407A
L-407AS Canal	L-407AS
L-410 Canal	L-410
L-411 Canal	L-411
Pilot Canal	Pilot C
Reedy Creek – Maintain positive flow within natural creek thread	Reedy Creek
Water Control Structures	
S-11 is a 66-foot long Steel Sharp Crested Weir with a 36-inch diameter sluice gate. This structure is located on the C-1 Canal, south of US 192.	S-11
S-12 consists of two D630 Amil gates. This structure is located on the C-1 Canal, south of I-4.	S-12
S-13 consists of two D560 Amil gates. This structure is located on the C-1 Canal, south of Epcot Center Drive.	S-13
S-14 consists of one D710 Amil gate. This structure is located on the on the C-1 Canal, west of Bonnet Creek Pkwy and south of Disney Vacation Club Way.	S-14
S-15 consists of two D315 Amil gates. This structure is located on the C-1 Canal, south of South Lake.	S-15

Description	Location
S-40 consists of two D710 Amil gates. This structure is located on Reedy Creek, south of U.S. 192. SFWMD permitted peak discharge of 3,282 cfs for the 10-year/72-hour storm.	S-40
S-46 consists of two D280 Amil gates. This structure is located on the north end of the C-4 Canal, south of Reedy Lake.	S-46
S-101 consists of one D560 Amil gate with a 40-foot long overflow bypass structure and associated concrete box culvert. This structure is located on the L-101 Canal, north of Buena Vista Drive.	L-101
S-101A consists of 35-foot long Sharp Crested Weir with two 60-inch S-101A consists a of 35-foot long overflow Weir with a 36-inch diameter sluice gate and two 60-inch diameter reinforced concrete pipes. This structure is located north of Hotel Plaza Blvd., under Buena Vista Drive, between Black Lake and Village Lake.	S-101A
S-103A consists of two D355 Amil gates. This structure is located on the L-103 Canal, near Buena Vista Drive North.	S-103A
S-105 consists of two D355 Amil gates. This structure is located on the L-105 Canal, north of Vista Blvd.	S-105
S-105A consists of one D355 Amil gate. This structure is located on the L-105 Canal on Bay Lake.	S-105A
S-401A consists of a 65 foot Steel Sharp Crested Weir with a 15-inch diameter sluice gate. This structure is located on the L-401 Canal, west of World Drive and south of Osceola Pkwy.	S-401A
S-402D consists of a Steel Sharp Crested Weir with a 36-inch diameter sluice gate. This structure is located on the L-402 Canal, east of World Drive and north of Osceola Pkwy.	S-402D
S-403 consists of a 243 foot Broad Crested Weir with a 24-inch diameter sluice gate. This structure is located on the L-403 Canal, east of Epcot Resorts Blvd.	S-403
S-403A consists of two D630 Amil gates. This structure is located on the L-403 Canal, west of World Drive and north of Buena Vista Drive.	S-403A
S-405 consists of one D800 Amil gate. This structure is located on the L-405 Canal at Bear Island Road.	S-405
S-405A consists of two D280 Amil gate. This structure is located on the L-405 Canal at the north property line.	S-405A
S-405C consists of one D200 Amil gate. This structure is located on the Pilot Canal on the west side of Seven Seas Lagoon.	S-405C
S-405D consists of a 575' Steel Broad Crested Weir. This structure is located on the west side of Car Care Drive, just south of Bear Island Road.	S-405D
S-407 consists of two D500 Amil gates. This structure is located on the L-407 Canal near Floridian Way.	S-407

Description	Location
S-410 consists of two D280 Amil gates. This structure is located on the L-410 Canal west of Disney's Animal Kingdom on the Perimeter Canal.	S-410
S-410B is a 30-foot long Steel Sharp Crested Weir. This structure is located on the 410 Canal, just east of Animal Kingdom.	S-410B
S-411 consists of two D280 Amil gates. This structure is located on the L-411 Canal on the Perimeter Canal.	S-411
V-6-A consists of two 48-inch diameter sluice gates and reinforced concrete pipes. This structure is located on the C-1 Canal, south of U.S. 192.	V-6-A
Buildings	
Administration Building	AB
Fire Station 1	FS1
Fire Station 2	FS2
Fire Station 3	FS3
Fire Station 4	FS4
Orange County Sheriffs Offices	OCSO
Lime Parking Garage	LPG
Buena Vista Drive Pedestrian Bridge	BVD-PedB
Orange Parking Garage	OPG
Grapefruit Parking Garage with Pedestrian Bridges	GPG-w/PedB
Hotel Plaza Blvd & Buena Vista Drive Pedestrian Bridges	HP-BVD-PedB
Environmental Sciences Laboratory and associated offices and storage facilities	ESL
Western Way Pedestrian Bridges	WW-PedB
Hartzog Road Pedestrian Bridges	HR-PedB
Fleet Maintenance Building	FM

(b) A description of each public facility the district is building, improving, or expanding, or is currently proposing to build, improve, or expand within at least the next 7 years, including any facilities that the district is assisting another entity, except a local general-purpose government, to build, improve, or expand through a lease or other agreement with the district. For each public facility identified, the report shall describe how the district currently proposes to finance the facility.

Public Facilities Under Construction or Proposing to be Built, Improved, or Expanded by the Central Florida Tourism Oversight District within the Next 7 Years:

Description	Financing
Solid Waste Transfer Station Expansion	Bond Issuance
Food Waste Transfer Station (New)	Bond Issuance

World Drive North Phase 3 – Phase 1 is currently under construction focused on utility relocation and deep drainage components. Phase II includes final roadway buildout from Floridian Place to World Drive North Phase 2, constructing 4 lanes divided with three roundabouts providing access to Seven Seas Drive and resorts.	Bond Funds On Hand and new Bond Issuance
Western Way – Buena Vista Drive T-intersection is to be redesigned and reconstructed to accommodate existing traffic and future traffic volume. This reconstruction will need to be completed prior to the widening of Western Way from four to six lanes.	Bond Issuance
Western Way – The need to widen this roadway from four to six lanes was foreseen at the time of its designs and construction. The sub-structure for the two bridges were designed and constructed to accommodate additional decking.	Bond Issuance
Environmental Services Laboratory – Under construction of an additional 4,046 GSF with an attached MDF room and phased interior renovation of existing offices, corridor, and break room. The project also includes additional parking spaces and a water quality treatment pond.	Funds on Hand

(c) If the special district currently proposes to replace any facilities identified in paragraph (a) or paragraph (b) within the next 10 years, the date when such facility will be replaced.

Public Facilities the Central Florida Tourism Oversight District Proposes to Replace within the Next 10 Years:

Description	Replacement Date
Bridges on Buena Vista Drive – Design and Construction	2025-2028

(d) The anticipated time the construction, improvement, or expansion of each facility will be completed.

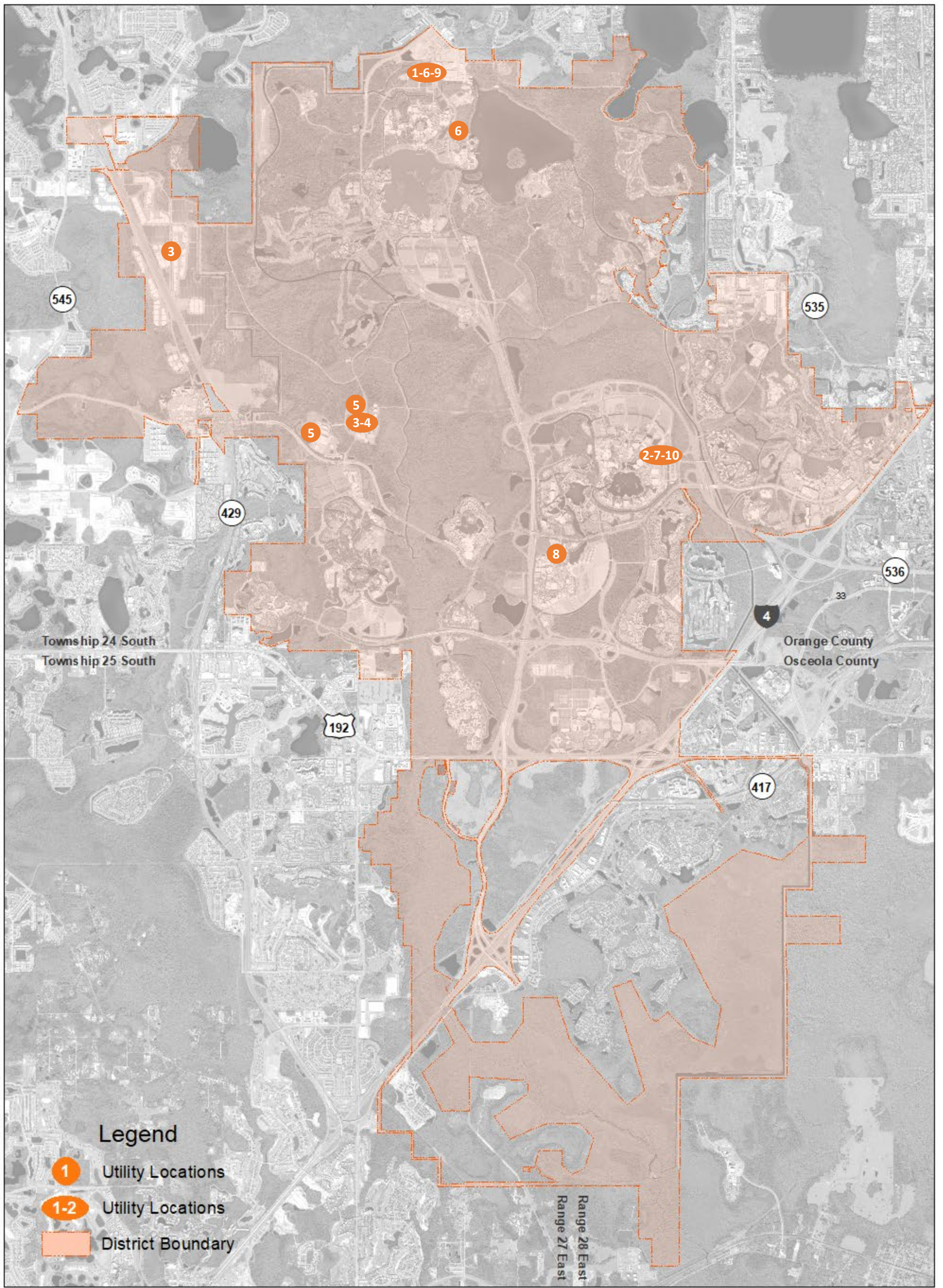
Completion Dates for Proposed Public Facility Projects:

Description	Completion Date
Solid Waste Transfer Station Expansion	2028
Food Waste Transfer Station (New)	2024
World Drive North	2028
Western Way – Buena Vista Drive Interchange	2030
Western Way – 6 lanes	2031
Environmental Sciences Laboratory	2024
Bridges on Buena Vista Drive – Design and Construction	2028

(e) The anticipated capacity of and demands on each public facility when completed. In the case of an improvement or expansion of a public facility, both the existing and anticipated capacity must be listed.

Anticipated Capacity of and Demands on Proposed Public Facility Projects:

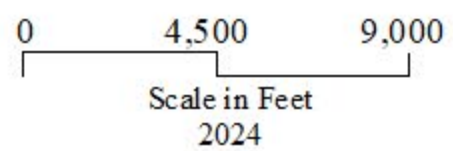
Description	Existing Capacity	Anticipated Capacity	Anticipated Demand
Solid Waste Transfer Station Expansion	275 tons/day	550 tons/day	350 tons/day
Food Waste Transfer Station	N/A	75 tons/day	60 tons/day
World Drive North Phase 3	N/A	2,222	2,144
Western Way – Buena Vista Drive Interchange	1,890	3,140	2,950
Western Way – 6 lanes	1,890	3,140	2,950
Environmental Sciences Laboratory	N/A	N/A	N/A
Bridges on Buena Vista Drive – Design and Construction	1,800	1,800	956



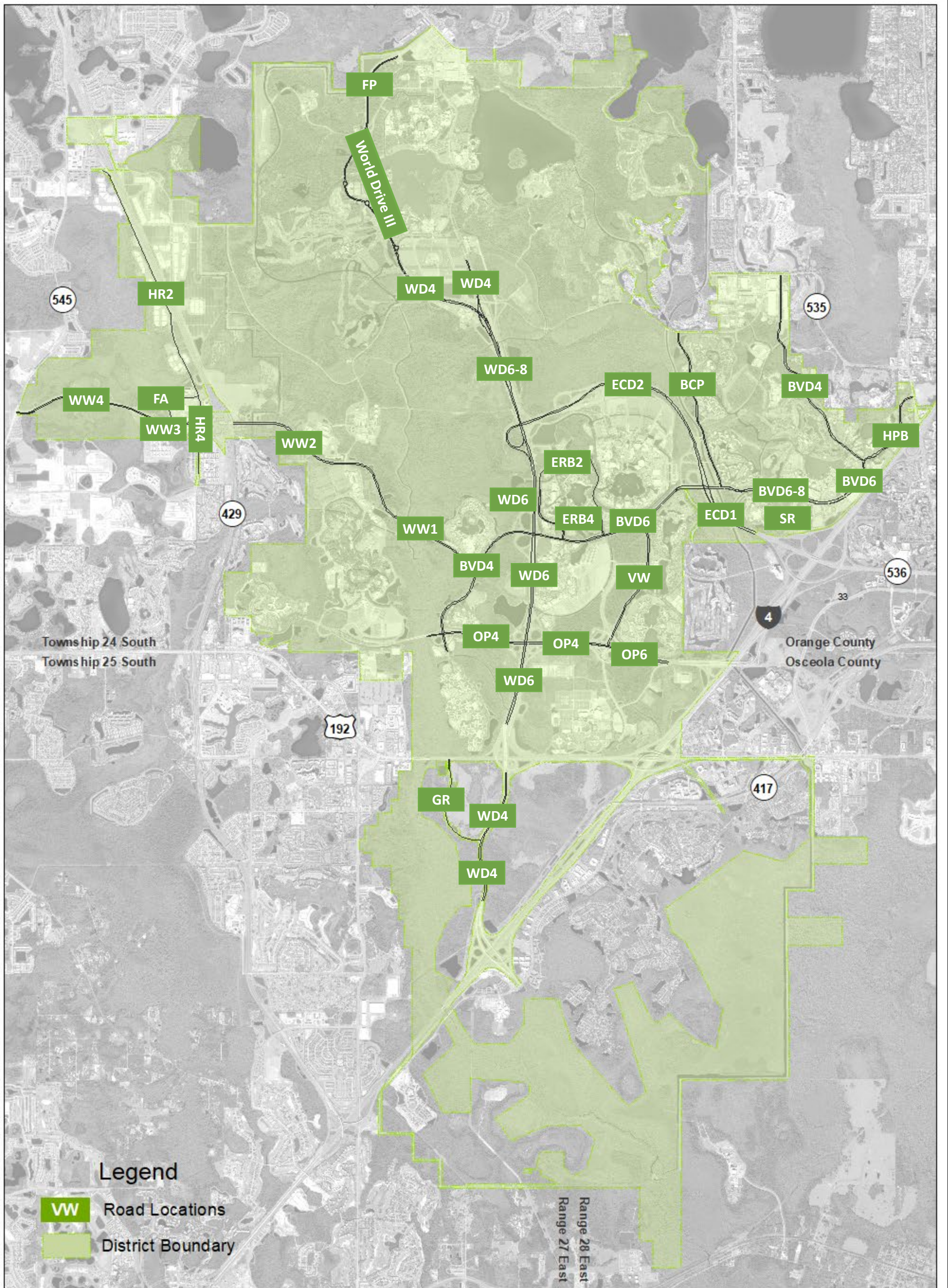
Legend

- 1 Utility Locations
- 1-2 Utility Locations
- District Boundary

**PUBLIC FACILITIES REPORT - EXHIBIT 1
UTILITIES**

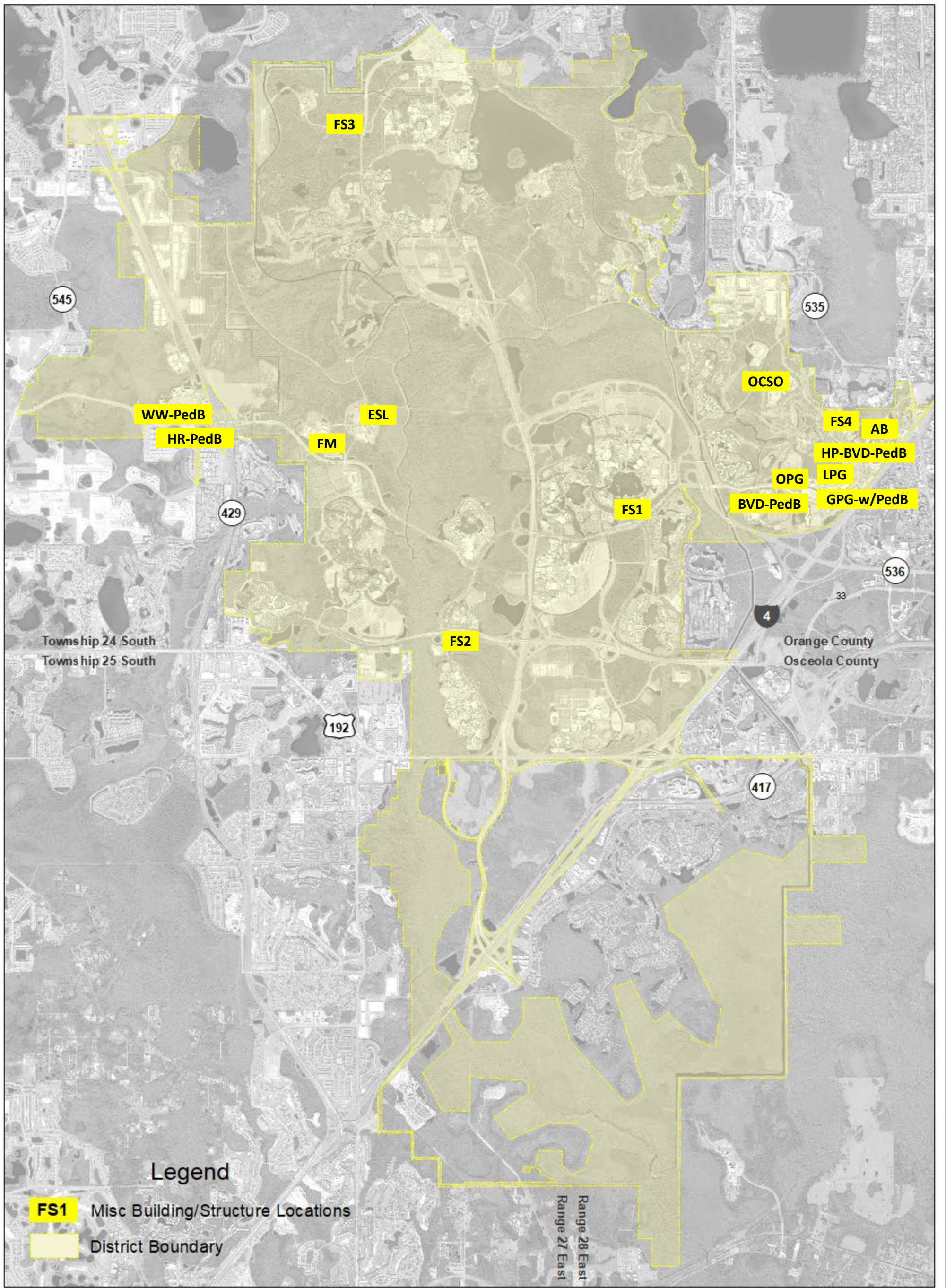


Prepared by the CFTOD Planning and Engineering Department

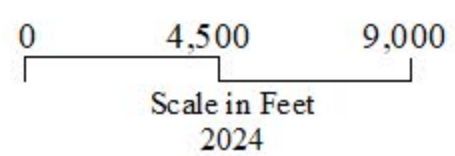


PUBLIC FACILITIES REPORT - EXHIBIT 2 ROADWAYS





**PUBLIC FACILITIES REPORT - EXHIBIT 4
MISCELLANEOUS BUILDINGS/STRUCTURES**



Prepared by the CFTOD Planning and Engineering Department

Central Florida Tourism Oversight District

Board of Supervisors

Agenda Item 9.1

Page 1 of 1

Meeting Date	
February 28, 2024	
Agenda Item Name	
Resolution No. 659 SEXUAL HARRASSMENT POLICY.	
Requested Action	
Approval of Resolution No. 659 to ADOPTING A SEXUAL HARRASSMENT POLICY.	
Staff Report	
District wants to enact a Sexual Harassment policy. Policy attached	
Additional Analysis	
N/A	
Fiscal Impact Summary	
N/A	
Exhibits Attached	
Resolution No. 659 and Sexual Harassment Policy	

RESOLUTION NO. 659

**A RESOLUTION OF THE CENTRAL FLORIDA TOURISM
OVERSIGHT DISTRICT ADOPTING A SEXUAL
HARRASSMENT POLICY.**

WHEREAS, the Central Florida Tourism Oversight District (“District”) exists pursuant its enabling act codified at Chapter 2023-5, Laws of Florida becoming effective on February 27, 2023 (the “Act”); and

WHEREAS, the District wishes to adopt a Sexual Harassment Policy; and

WHEREAS, the District is committed to a workplace environment free of unlawful sexual harassment and retaliation.

NOW, THEREFORE, BE IT RESOLVED AND ORDAINED by the Board of Supervisors of the Central Florida Tourism Oversight District, as follows:

SECTION 1. Recitals. The foregoing recitals are hereby ratified and confirmed as being true and correct and are hereby made a part of this Resolution.

SECTION 2. Adoption of a Sexual Harassment Policy. The attached Sexual Harassment Policy is hereby adopted and created.

SECTION 3. Severability. If any section, subsection, sentence, clause, phrase, word or provision of this Resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, whether for substantive, procedural, or any other reason, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remaining portions of this Resolution.

SECTION 4. Effective Date. This Resolution shall become effective immediately upon adoption by the Board of Supervisors of the Central Florida Tourism Oversight District, except for employees who are members of a collective bargaining unit for whom this Resolution shall become effective on May 1, 2024. The effective date pertaining to bargaining unit members may be further delayed for up to ninety (90) days by the District Administrator.

PASSED AND DULY ADOPTED, with a quorum present and voting, by the Board of Supervisors of the Central Florida Tourism Oversight District, this 28th day of February 2024.

CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT

By: _____
Martin Garcia
Chair of the Board of Supervisors

Attested:

By: _____
Glenton Gilzean, Jr.
District Administrator and
Secretary of the Board of Supervisors

Sexual Harassment Policy

The Central Florida Tourism Oversight District (the District) is committed to a workplace environment free of unlawful sexual harassment and retaliation. The District will not tolerate sexual harassment occurring in the course of any business, employment, or program activity at the District, and such conduct is strictly prohibited.

This Policy is intended to inform all District employees and representatives of their rights and responsibilities to maintain a harassment-free workplace and to report any and all violations of this Policy to the appropriate officials, so that the District may promptly investigate and remedy such violations as warranted.

1. To Whom Does this Policy Apply?

Persons subject to this Policy (“covered persons”) include all District officers and employees, including full-time, part-time, intermittent, and seasonal employees, as well as all supervisors, managers, directors, executives, and board members. This Policy further applies to independent contractors and subcontractors retained by the District after the effective date of this Policy while in the course of any business, employment, or program activity at the District.

A copy of this Policy shall be provided to all such covered persons upon hiring or upon the initiation of any contracting or agency relationship or other agreement, and yearly thereafter, as well as during any anti-sexual harassment training. Covered persons shall sign an acknowledgment form indicating they have received and understand the policy. Failure to sign the acknowledgment form may be grounds for discipline, up to and including dismissal. Copies of this Policy also shall be made readily accessible to all covered persons online and posted prominently in all District workspaces. Any independent contractor or subcontractor retained by the District after the effective date of this Policy shall agree in writing to adhere to this Policy.

2. What is Sexual Harassment?

- Sexual harassment defined

Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature or sexual activity when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual’s employment; or
- Submission to or rejection of such conduct by an individual is used as the basis for an employment action or decision affecting the individual; or

- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment may occur even when the intended target of the conduct is not offended, as others may find the conduct to be intimidating, hostile, or offensive. The District prohibits all types of sexual harassment whether or not the intended target finds the conduct to be unwelcome.

Sexual harassment does not refer to behavior or occasional compliments of a socially acceptable nature. It refers to behavior that is unwelcome, that is personally offensive, and that lowers morale and therefore interferes with work effectiveness.

- Who can be a target?

Anyone, regardless of sex or any other protected status, can be a target of sexual harassment. Incidents of sexual harassment may involve individuals of the same or different sex. The harassment may involve individuals having equal or unequal power, authority, or influence. For example, harassment can occur between a supervisor or manager and a subordinate, or between coworkers with the same job title or level of responsibility in the organization.

- Sexual harassment may include, but is not limited to, the following examples:
 - Unwelcome sexual advances, flirtations, or propositions, or persistent requests for dates;
 - Actual or implied demands for sexual favors in exchange for favorable treatment, continued employment, or to avoid unfavorable treatment;
 - Threats and/or demands to submit to sexual requests in order to obtain or retain any employment benefit;
 - Verbal conduct such as epithets; derogatory or obscene comments; slurs; sexual invitations; sexual jokes; propositions, including repeated and unwelcome invitations to date; comments or jokes about a person's sex life or questions about another's sex life; suggestive, insulting, or obscene comments or gestures; audio productions or reproductions; verbal harassment or abuse; pressure for sexual activity; or other verbal abuse of a sexual nature;
 - Graphic verbal commentary about an individual's body, sexual prowess, attractiveness, or sexual deficiencies;

- Any display or distribution of sexually suggestive objects, pictures, videotapes, films, posters, cartoons, reading material, screen savers, web pages, faxing, e-mail, texts, social media postings or other items;
- A coerced or forced sexual act or assault;
- Uninvited physical contact of a sexual nature such as pinching, grabbing, patting, tickling, cornering, brushing up against, blocking normal movement, hugging, fondling, or kissing another individual, or other unwelcome or inappropriate touching;
- Uninvited leering, whistling, or other sounds or gestures of a sexual nature; or
- Uninvited or unwelcome terms of endearment such as “honey,” “dear,” or “sweetheart.”

Normal, courteous, mutually respectful, pleasant, non-coercive interactions between employees, which are acceptable to and welcomed by both parties, are not considered to be harassment, including sexual harassment.

3. Management and Employee Responsibilities

- Managers and Supervisors

Each manager and supervisor shall be responsible for preventing acts of harassment and discrimination and utilizing this Policy in the event such conduct is reported. These responsibilities include:

- Expressing strong disapproval of all forms of discrimination and harassment;
- Monitoring the work environment for signs that discrimination or harassment may be occurring;
- Informing and reminding, when necessary and appropriate, all employees of the types of behavior prohibited by this Policy and the procedure for reporting and resolving complaints under this Policy;
- Stopping any observed acts of possible discrimination, harassment, or retaliation, and taking appropriate steps to intervene, whether or not the involved employees are within his/her line of supervision;
- Reporting any observed acts of possible harassment or retaliation to an appropriate supervisor or other official designated under Section V to receive reports under this Policy;

- Taking immediate, appropriate action to prevent retaliation against the complainant or a participant in an investigation;
- Taking immediate, appropriate action to eliminate any hostile work environment where there has been a report of harassment.

Failure to carry out these responsibilities will be considered in any evaluation or promotional decision and may be grounds for discipline, up to and including dismissal. Each manager and supervisor shall provide assistance to any employee who comes to that manager or supervisor with a report of harassment by documenting and filing the report with an appropriate official designated under Section 4 to receive a report under this Policy.

- Employees

Each employee is responsible for assisting in the prevention of harassment and retaliation by:

- Refraining from participating in or encouraging actions that could be perceived as a violation of this Policy;
- Promptly reporting acts of harassment to an appropriate supervisor or other official designated under Section 4 to receive reports under this Policy;
- Encouraging any employee who confides that he or she is being harassed to report these acts in accordance with Section 4.

4. Reporting

A covered person may report a violation of this Policy to that person's supervisor or any other individual in the person's supervisory chain. However, a covered person is *not required to follow the chain of command* or to make a report to the offending party. A report may also be made to the highest ranking individual in Human Resources at the District, or to the District Administrator.

Upon receiving a report of any violation under this Policy, the official receiving the report shall immediately provide the person making the report a copy of this Policy and advise that person of the remedies afforded them under the Policy.

5. Retaliation

A report of sexual harassment to an appropriate official under this Policy shall constitute a protected disclosure under the District's Whistleblower Policy, Res. 644.

The prohibitions against retaliation outlined in the District's Whistleblower Policy shall apply to any covered person who reports sexual harassment to an appropriate official under this Policy, as well as to any person who participates in an investigation, hearing, or other proceeding conducted by the District or by any state agency or federal government entity authorized to investigate, police, manage, or otherwise remedy conduct reported under this Policy, and to any person who refuses to participate in any adverse action against an individual who made a report under this Policy.

6. Investigation

The District is committed to promptly and thoroughly investigating all complaints of harassment. If, after a thorough investigation, it is determined that harassment has occurred in violation of this Policy, the offender will be subjected to immediate and appropriate disciplinary action, up to and including termination.

- Procedures

A person making a report of sexual harassment may choose to file a written, signed complaint with Human Resources requesting a formal investigation. Within 7 business days of receiving the complaint, Human Resources shall determine whether the allegations, if true, would constitute sexual harassment under this Policy. If the allegations would not meet the definition of sexual harassment under this Policy, Human Resources shall so inform the complainant in writing. If the allegations would meet the required definition, Human Resources shall:

- Notify the person(s) charged (the respondent(s)) that a complaint has been filed against them;
- Initiate an investigation to determine whether there is a reasonable basis to believe the reported violation occurred; and
- Take steps to immediately stop any offending conduct while the investigation is ongoing to include staff reassignment or administrative and/or discretionary leave, when applicable.

During the investigation, the Human Resources Director, or his or her designee will interview the complainant, the respondent, and any witnesses. The investigation may also entail reviewing pertinent documents, e-mail communications, social media pages, photographs, text messages, telephone records and/or any other relevant physical evidence.

For employees covered under a bargaining agreement, there are specific provisions in the Agreement that outline the formal investigation process.

The Human Resources Director or designee shall complete the investigation within 30 business days of the complaint being filed, unless additional time is required. At the conclusion of the investigation, the Human Resources Director or designee shall present a written report of investigative findings to the complainant and the respondent (the parties). Each party shall have 10 business days thereafter to submit a written response to the investigative report. Thereafter, within another 10 business days, the Human Resources Director or designee shall make any adjustments to the findings and/or investigative report as appropriate and submit the final report to the Deputy District Administrator-Administration. The report will state whether the allegations in the complaint were substantiated by a preponderance of the evidence, or unsubstantiated.

The Deputy District Administrator- Administration shall review the investigative report, findings, and conclusions, as well as any response(s) submitted by the parties, and determine what, if any, discipline is appropriate. In making the determination, the Deputy District Administrator-Administration shall consider:

- The frequency, severity, and/or pervasiveness of the conduct;
- Prior complaints and/or findings against the respondent;
- The quality of the evidence; and
- Conformity of any proposed discipline to past precedent for the same or similar conduct.

The Deputy District Administrator- Administration shall append to the investigative report a written statement outlining the disciplinary action to be taken and supporting reasons, and shall provide copies to the parties, the heads of their respective departments, and Human Resources. If the allegation involves the highest ranking official in the department, the Deputy District Administrator-Administration shall provide a copy of the report to the District Administrator. If the allegation involves the District Administrator, the Deputy District Administrator- Administration shall provide a copy of the report to the Board of Supervisors. If the allegation involves an independent contractor or subcontractor, or a member of the Board of Supervisors, the Deputy District Administrator- Administration shall provide a copy of the report to the offices or individuals responsible for determining appropriate penalties in those cases, consistent with Section 10.

In carrying out the requirements of this section, Human Resources may consult with the District's General Counsel. Should Human Resources, in consultation with the General Counsel, determine the nature, number, or complexity of the allegations so warrant, the District may engage an independent third party to conduct or supplement the District's investigation and investigative report. Such an engagement will be subject to the District's procurement and ethics policies.

- Confidentiality

All complaints of violations under this Policy will be promptly investigated in as discrete a manner as practicable and appropriate corrective action will be taken, if warranted, by such investigation. The identity of the person disclosing the violation, and certain other information, shall be confidential and exempt from the provisions of the public records laws to the fullest extent permitted by law, and in accordance with the law, including, but not limited to the confidentiality requirements and exemptions set forth in Florida Statute Sections 119.0713 and 112.3188, as such may be amended from time to time.

The District also will keep confidential any potential complaint or report from an employee who chooses not to file a written complaint and requests that the record of the potential complaint remain confidential to the extent permitted by law.

7. Conflict Resolution

A covered person making a report under this Policy may choose not to file a formal, written complaint for investigation, and instead seek mediation under the District's Conflict Resolution Policy.

8. Conflict of Interest

An individual accused of a violation of this Policy shall not participate in conducting any investigation or overseeing or administering any conflict resolution procedure related to the alleged violation involving that individual.

9. Penalties

A substantiated charge under this Policy against a manager or employee shall result in disciplinary action up to and including dismissal. A substantiated charge under this Policy against any independent contractor or subcontractor shall result in appropriate corrective action being taken, up to and including termination of the contract or other applicable agreement. A substantiated charge under this Policy against a member of the Board of Supervisors shall be reported to the Florida Commission on Ethics, the Florida Commission on Human Relations, the Executive Office of the Governor, and the Florida Senate, as appropriate.

10. Prompt Reporting

To maintain a workplace free of harassment and discrimination for the benefit of all District employees and representatives, the District must be able to promptly review, investigate, and remedy any potential incidents of sexual harassment under its jurisdiction. Accordingly, to invoke this Policy and its associated remedies, covered persons must file a complaint or otherwise make a report under this Policy within 30 days of the most recent alleged violation.

If more than 30 days have passed since the most recent alleged violation of this Policy, the Human Resources department shall inquire into the circumstances for such delay in reporting the violation and make a determination as to whether the delay was excusable, and if so, how to proceed.

11. False Charges

Any report under this Policy must be made in good faith. Disciplinary action will be taken against any individual found to have knowingly or maliciously made a false report of harassment under this Policy or to have encouraged another individual to do so.

12. Training

All covered persons shall complete anti-sexual harassment training upon hire or upon the initiation of their engagement with the District, and on an annual basis thereafter, and shall so certify in writing to Human Resources. An independent contractor or subcontractor may meet this requirement upon demonstration that it regularly offers and/or undergoes comparable training.

13. Filing a Complaint with EEOC or FCHR

All aggrieved individuals are to take advantage of this Policy in the event they are subject to harassment. Further, individuals protected under federal or state law are advised of their right to file a complaint with the Equal Employment Opportunity Commission or the Florida Commission on Human Relations. Filing a complaint with an agency outside of the District will not affect an individual's rights under this Policy.

Florida Commission on Human Relations (FCHR)

4075 Esplanade Way Room 110
Tallahassee, FL 32399
(850) 488-7082 (phone)
(850) 487-1007 (fax)
fchrinfo@fchr.myflorida.com (email)
<http://fchr.myflorida.com>

For those with communication impairments:

The Florida Relay Service – 711
TDD ASCII (800) 955-1339
TDD Baudot (800) 955-8771

Equal Employment Opportunity Commission (EEOC)

Tampa Field Office
501 E. Polk Street Suite 1000
Tampa, FL 33602
(800) 669-4000 (phone)
(813) 228-2841 (fax)
(800) 669-6820 (TTY)
(844) 234-5122 (ASL video phone)
<https://www.eeoc.gov/>

14. Existing Rights

This Policy is not intended to and should not be construed to diminish the rights, privileges or remedies of any employee under any other law or rule or under any collective bargaining agreement or employment contract; however, the election of remedies provided by Florida Statute Section 447.401 shall also apply to disclosures under this Policy.

Central Florida Tourism Oversight District

Board of Supervisors

Agenda Item 9.2

Page 1 of 1

Meeting Date	
February 28, 2024	
Agenda Item Name	
Comprehensive Emergency Management Plan	
Requested Action	
Request for Board approval and adoption of the Central Florida Tourism Oversight Districts Comprehensive Emergency Management Plan	
Staff Report	
<p>The District's commitment to emergency preparedness continues to be high priority. <i>Florida State Statute Chapter 252, Emergency Management</i>, requires each County in the state of Florida to prepare a Comprehensive Emergency Management Plan, which serves as a guiding operational framework for activities before, during, and after a disaster or emergency. As the District is a special district, it is not required to meet this standard. As such, the District Emergency Management has leveraged State Statute Chapter 252 as guidance to produce and maintain this Plan for the purpose of being better prepared for such disaster or emergency events.</p> <p>While this might be the first formally promulgated Comprehensive Emergency Management Plan for the District, the partnerships that form the bases of this Plan have been in place since the creation of the District. Emergency Management engages with the partners regularly to establish and maintain these key relationships and preparedness activities.</p>	
Additional Analysis	
Fiscal Impact Summary	
Exhibits Attached	
In accordance with s. 119.071(3), F.S., this document is confidential and exempt from disclosure.	

RESOLUTION NO. 660

A RESOLUTION OF THE CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT ADOPTING A COMPREHENSIVE EMERGENCY MANAGEMENT PLAN.

WHEREAS, the Central Florida Tourism Oversight District (“District”) exists pursuant its enabling act codified at Chapter 2023-5, Laws of Florida becoming effective on February 27, 2023 (the “Act”); and

WHEREAS, the District desires to adopt a comprehensive emergency management plan as set forth herein.

NOW, THEREFORE, BE IT RESOLVED AND ORDAINED by the Board of Supervisors of the Central Florida Tourism Oversight District, as follows:

SECTION 1. Recitals. The foregoing recitals are hereby ratified and confirmed as being true and correct and are hereby made a part of this Resolution.

SECTION 2. Adoption of a Comprehensive Emergency Management Plan. The attached Comprehensive Emergency Management Plan is hereby adopted and created.

SECTION 3. Severability. If any section, subsection, sentence, clause, phrase, word or provision of this Resolution is for any reason held invalid or unconstitutional by any court of competent jurisdiction, whether for substantive, procedural, or any other reason, such portion shall be deemed a separate, distinct and independent provision, and such holding shall not affect the validity of the remaining portions of this Resolution.

SECTION 4. Effective Date. This Resolution shall become effective upon adoption by the Board of Supervisors of the Central Florida Tourism Oversight District.

PASSED AND DULY ADOPTED, with a quorum present and voting, by the Board of Supervisors of the Central Florida Tourism Oversight District, this February 28th day of 2024.

CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT

By: _____
Martin Garcia
Chairman of the Board of Supervisors

Attested:

By: _____
Glenton Gilzean, Jr.
District Administrator and
Secretary of the Board of Supervisors

Central Florida Tourism Oversight District

Board of Supervisors

Closed-Door Meeting

Agenda

February 28, 2024

9:30am

The Board of Supervisors will be conducting an Executive Session – to discuss strategy and settlement negotiations related to litigation expenditures in the following case: Walt Disney Parks and Resorts U.S., Inc. v. DeSantis, et. al., N.D. Fla. Case No. 4:23-cv-00163-MW-MJF, Central Florida Tourism Oversight District v. Walt Disney Parks and Resorts U.S., Inc., Orange County Circuit Court Case No. 2023-CA-011818-O and Walt Disney Parks and Resorts U.S., Inc. v. Central Florida Tourism Oversight District, Orange County Circuit Court Case No. 2023-CA-017887-O. Closed meeting pursuant to Section 447.605, Florida Statutes. There will be no public portion of this meeting. The persons in attendance at the closed-door meeting will be Board of Supervisors members, Chair – Martin Garcia, Vice Chair – Charbel Barakat, Brian Aungst, Jr., Ron Peri, and Bridget Ziegler; District Administrator Glenton Gilzean; Acting General Counsel Daniel Langley and/or A. Kurt Ardaman; litigation counsel Paul Huck; Jeffery Hall and Norman Levedahl.