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ORIGINAL

1 BOARD OF SUPERVISORS' MEETING

2 _____/

3 PUBLIC MEETING BEFORE THE BOARD OF SUPERVISORS

4 DATE: JULY 26, 2023

5 REPORTER: SAMANTHA PALMA

6 PLACE: CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT

7 1900 HOTEL PLAZA BOULEVARD

8 LAKE BUENA VISTA, FLORIDA 32830

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1 APPEARANCES

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ON BEHALF OF THE BOARD:

A. Kurt Ardaman, Esquire

Fishback Dominick, LLP

1947 Lee Road

Winter Park, Florida 32789

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Facsimile No.: (407) 262-8402

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Also Present: Daniel Langley, General Counsel; Glenton
Gilzean, Jr, District Administrator, Ron Peri, Board
Member; Martin Garcia, Chair; Charbel Barakat, Vice
Chair; Bridget Ziegler, Board Member, Eddie Fernandez,
safety; Richard LePere, Chief of Reedy Creek
Firefighters; Eric Martinez, firefighter; Steven
Hollingsworth, Pastor Grosshans, Amanda Myers, Lori
Brandon, Richard Schussler, Jon Arguello, Kellan Chaney,
Caden Skidmore, Jayden Figueroa, Kerin Dunkley, Quoron
Duncanson, Wendell Gaertner, Susan Higginbatham, and
Jonathan Motta



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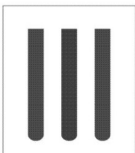
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PROCEEDINGS

MR. GARCIA: Good morning. I'd like to call the meeting to order. Welcome to everybody. Thank you for being here and thank you for your interest in the work of this board, and thank you for your interest in the district. I'm going to turn it over now to our CEO, Mr. Gilzean, in terms of the invocation. Mr. Gilzean.

MR. GILZEAN: Yes. Good morning. Good morning. Yes. There it is. Before I bring up my good friend, Pastor Tim Grosshans, let me just give a little background. He's the senior pastor of First Baptist Church in Winter Garden. He takes pride in being a devoted husband to his beloved wife, Carol, and loving father to his five wonderful children and nine cherished grandchildren. His journey of service to the faith has taken him to diverse locations, enriching communities in North Dakota, Missouri, Arkansas, and now here in the great state of Florida. Most recently, and unfortunately, due to injuries, Pastor Grosshans had to gracefully relinquish his dream of extreme cage fighting and BASE jumping. We are happy to have you here, Pastor, come on up and give us the invocation.

MR. GROSSHANS: Thank you. I was so blessed



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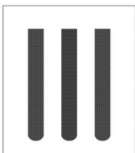
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1 when my dear friend Glen invited me to come and open
2 this meeting in prayer. This one thing I know, Glen
3 is a good man. He's a good man. And his intention
4 is to do well in this task that lays before him. I
5 know two of the board members. They're good men.
6 And I'm very impressed with them. And so let us go
7 to the Lord in prayer. But first, a passage of
8 Scripture, the Apostle Paul write, "Let us not grow
9 weary in doing good." In spite of controversy, in
10 spite of circumstances beyond everybody's control in
11 this room, you find yourselves here with the ability
12 to do good. Let's pray for that. Heavenly Father,
13 we thank you for this time and this place. We thank
14 you for these leaders and the wisdom that you placed
15 in them. And so now, Lord, give them the courage to
16 do good, to be honorable in their leadership. We
17 thank you for their leadership. Bless them and
18 encourage them, and we thank you for the goodness of
19 your leadership to us, for it's in the most precious
20 name, we pray. Amen.

21 THE BOARD: Amen.

22 MR. GARCIA: Thank you, Pastor. And thank you
23 for your kind words and for your blessing. We
24 appreciate it dearly. And let's now honor this
25 great nation with the Pledge of Allegiance. Please



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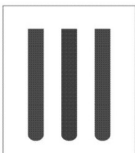
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1 stand.

2 THE BOARD: I pledge allegiance to the flag of
3 the United States of America and to the republic for
4 which it stands, one nation under God, indivisible,
5 with liberty and justice for all.

6 MR. GARCIA: And could we have a brief safety
7 procedure explanation?

8 MR. FERNANDEZ: Absolutely. Thank you, Mr.
9 Chairman and members of the board and to all of the
10 guests and visitors. We always start our meetings
11 off with a safety message for your protection and
12 those in the building. We want you to be familiar
13 with the exits in the building. So you're familiar
14 with where you entered the building from the front.
15 There is also an exit on the backside of the
16 building. So in the event that we do need to leave
17 the building, evacuate the building, please go to
18 the nearest exit in an orderly fashion. When you
19 get outside, we do have employees in this building
20 that will have safety vests on, and they will meet
21 at the ends of the parking lot. So please make your
22 way to the ends of the parking lot. On your way
23 out, you'll see safety fire alarm pull stations and
24 fire extinguishers. If you're comfortable and
25 confident to use those, please do so. And in the



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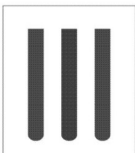
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1 event that we need first aid or defibrillators, we
2 have those at the front desk. Thank you very much,
3 and enjoy the meeting.

4 MR. GARCIA: Thank you. Now for public
5 comments, it looks like we have two public comments.
6 Number one, a Lori Brandon. Lori, could you please
7 step up? And if you're here in a representative
8 capacity, please tell us who you represent.

9 MS. BRANDON: Hi, my name's Lori Brandon. I'm
10 a 30-year district employee. I'm a member of the
11 union, and I'm here representing my discipline
12 within the union. I'm just here to ask you-all to
13 not sign the bargaining agreement and wait until the
14 MOU that has been agreed upon with the district to
15 be signed by the union for the fire plans examiner
16 discipline. Somehow the fire plans examiner's
17 salary was only -- the only salary to be reduced by
18 nearly 30,000 on the scale instead of the increase
19 like all the other disciplines received. In the
20 history of my time here at the district, not a
21 single discipline's pay scale has ever gone
22 backwards.

23 I approached the union, and the president told
24 me that the district set those parameters and that
25 he would fight it, but I should know that one of our



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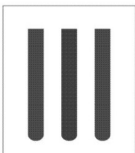
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1 positions would be on the line. I waited about a
2 week, and our pay scale wasn't being addressed, so I
3 requested a meeting with Mr. Gilzean -- I think I
4 said it right, Glen. I learned in that meeting that
5 those things that were told to me and my partner
6 were just not -- never discussed. Once I brought
7 the discrepancy to the administration's attention,
8 the district recognized the error, they agreed, and
9 they were -- they created an MOU to correct the --
10 to adjust the scale. They -- I just would like the
11 union to sign their part and have it attached to the
12 contract so it can be -- it should have been
13 corrected weeks ago. I'm not sure why, I haven't
14 been privy to everything. But I only had brought it
15 to the administration, not this past Friday, but the
16 Friday before. So the fire plan's examiner position
17 was, and always has been, equivalent to the
18 lieutenant -- lieutenant's annual salary. So again,
19 due to the egregious circumstances, I'm just asking
20 you-all not to sign the contract until it has been
21 repaired or the MOU added fairly.

22 MR. GARCIA: Thank you for your comments. Thank
23 you for bringing that to Mr. Gilzean's attention.
24 And thank you for your service. And I think Mr.
25 Gilzean has a response.



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1 MR. GILZEAN: Absolutely. So yes, they -- you
2 -- we had the meeting less than ten days ago. Our
3 team has looked at the -- identifying the proper
4 language. There is a MOU that I'm ready to sign and
5 move forward. I think the next thing is just that
6 your union leadership needs to sign it. So I would
7 recommend that, as long as we can have those
8 signatures today, and since it's in a public format
9 and it's on the record that if as long as we have
10 your union membership sign off on it today, we'll be
11 able to incorporate it in today's vote as well.

12 MS. BRANDON: I agree.

13 MR. GILZEAN: Okay.

14 MS. BRANDON: Thank you.

15 MR. GARCIA: So that's to your satisfaction,
16 ma'am?

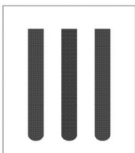
17 MS. BRANDON: Yes, sir.

18 MR. GARCIA: Okay. Thank you for bringing that
19 to our attention.

20 MS. BRANDON: Thank you for giving me the time.

21 MR. GARCIA: Yes, ma'am. Next, Amanda Myers,
22 number two. Amanda, if you're here in a
23 representative capacity, would you please tell us
24 who you represent?

25 MS. MYERS: Good morning, everyone. I'm proud



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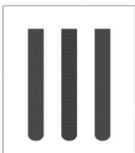
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1 to be here. It's such an honor. My name is Amanda
2 Myers. I'm a state park ranger. I represent the
3 State of Florida. I have a few things I wanted to
4 go over. I'm not sure if it's a surprise or if
5 anyone has heard of me. I'm the advertising agent
6 for WonderWorks. Someone in 2022 told me that I own
7 WonderWorks and that I have a large account. So I
8 don't know if you guys are looking for accounting.
9 I also own a tour guide business through State Park
10 Rangers Academy called Adventures to Get You There.
11 The State of Florida, when I became a park ranger,
12 bought my company. I guess I have a lot of money.
13 So what I wanted to discuss, if anybody is
14 interested in, after the meeting, I could give you
15 some account information that I have here with my --
16 with my -- with my clipboard. So that's all I
17 wanted to say is that if I do own WonderWorks, and
18 it is true, and I have a lot of money, I'm
19 interested in the Tourism Oversight, and I am
20 interested in depositing money in the Tourist
21 Oversight account since it's logical and I can help.
22 That's all I have to say.

23 MR. GARCIA: Well, thank you for your comments.
24 As you've probably heard if you've been to any of
25 our meetings, Mr. Gilzean has put a real emphasis on



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1 serving new businesses, small businesses, and people
2 that our district has never done business before.

3 MS. MYERS: All right.

4 MR. GARCIA: So I'm sure your solicitation here
5 as an entrepreneur is music to Mr. Gilzean's ears.

6 MS. MYERS: I hope so.

7 MR. GARCIA: Well, thank you for joining us
8 today.

9 MS. MYERS: Thank you so much.

10 MR. GARCIA: Okay. Okay. Next, the consent
11 agenda, is there a motion that it be approved?

12 MS. ZIEGLER: Move to approve the consent
13 agenda as presented.

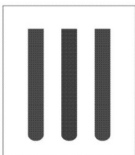
14 MR. GARCIA: A -- is there a second?

15 MR. PERI: Second.

16 MR. GARCIA: And I understand that Mr. Barakat
17 has a comment. Mr. Barakat.

18 MR. BARAKAT: Yeah. Thanks, Mr. Chair. Just a
19 real minor comment, the minutes for the 6-21
20 meeting, page 2 refers to the former vice chair
21 being present. I don't believe he was, just for the
22 sake of accuracy, and just I -- I'm certainly
23 willing to approve the minutes just with a note that
24 maybe we'll correct that on page 2.

25 MR. GARCIA: Okay, perfect. Thank you. With



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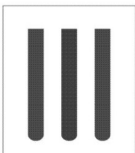
1 that comment, all in favor, please indicate by
2 saying aye.

3 THE BOARD: Aye.

4 MR. GARCIA: Any opposed? Let the record
5 reflect that the consent agenda passed unanimously.
6 Next item, and I understand this is a little out of
7 order, is new business. And with respect to the
8 collective bargaining agreement, Mr. Gilzean, do you
9 have comments?

10 MR. GILZEAN: Absolutely, Mr. Chairman. I'm
11 proud to present to the board a proposed
12 compensation package for our firefighters. This
13 deal is a result of months, and in some cases years,
14 of negotiation with our union. But this deal
15 accomplished goals that are priorities, not only of
16 this administration and this board, but to this
17 district. And we're excited that this -- our goals
18 will address the unique challenges that our district
19 presents while offering the best possible
20 compensation and still being fiscally responsible
21 for this district. So thankfully, Mr. Chair and
22 members of the board, we were able to accomplish all
23 those goals with this tentative agreement.

24 MR. GARCIA: Thank you, Mr. Gilzean. Are there
25 any comments by any of our fellow board members



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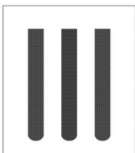
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1 regarding this topic? Hearing none, let me express
2 my special thanks to three of the board members,
3 Supervisor Peri, Ziegler, and Aungst (phonetic).
4 They have experience with these kinds of agreements.
5 I was totally lost in terms of what we needed to do,
6 and they did all the heavy lifting. And I'm
7 grateful for that, and I want to thank them. And
8 then I want to thank our CEO, Mr. Gilzean, for
9 landing this plane. You know, this issue has been
10 around for some time. It was around before this
11 board was appointed, and there were some contentious
12 negotiations. And with his charm and his wit and
13 his intellect, our CEO was able to bring to us what
14 we feel is a fair, generous, and fiscally
15 responsible agreement. And so we're grateful to
16 him. We're also grateful to our counsel who provided
17 us excellent legal services. And so on behalf of
18 the board, I want thank Mr. Gilzean, legal counsel,
19 and as a chairman, I want to thank my fellow board
20 members for their assistance. And so do we have a
21 vote with respect to the agreement that's part of
22 the agenda?

23 MS. ZIEGLER: I move to approve the Collective
24 Bargaining Agreement, A Unit 2023-2025.

25 MR. GARCIA: Is there a second?



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1 MR. BARAKAT: I'll second.

2 MR. GARCIA: Any comments? All in favor,
3 please indicate by saying aye.

4 THE BOARD: Aye.

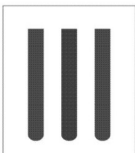
5 MR. GARCIA: Any opposed? Please let the
6 record reflect that it passed unanimously. Now,
7 reports, turn it over again to our CEO, Mr. Gilzean.
8 Management report.

9 MR. GILZEAN: So sir, Mr. Chair and members of
10 the board, I would like to bring up our District
11 Fire Chief, Richard Lepere, to please come on up --
12 where are you? And present the Lifesaving
13 Recognition Award for our Firefighter Paramedic Eric
14 Martinez. Chief, you have some comments that you're
15 going to make?

16 MR. LEPERE: I do.

17 MR. GILZEAN: Thank you, sir.

18 MR. LEPERE: First, thank you for the -- for
19 your time and the board's time to allow us to do
20 this. These are very special circumstances today.
21 Eric, you want to come up? If you'd like, your
22 family come with you, and Mr. Hollingsworth. So
23 before I read you the comments that were written by
24 the Commander, Chief Smith, also up here, by their
25 battalion. The hardest call a firefighter goes on



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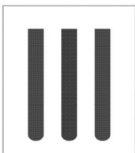
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1 is a family member. A crew mate is also a family
2 member. So here are the words of Battalion Chief
3 Richard Schussler, who put in for this award for Mr.
4 Martinez.

5 "On April 16th, Firefighter Paramedic Eric
6 Martinez's partner became ill. They returned to
7 AdventHealth Celebration so that Firefighter
8 Paramedic Hollingsworth" -- stand right up, come on
9 -- "could get some help. While walking through the
10 exterior doors into the ER, Firefighter
11 Hollingsworth collapsed. Firefighter Martinez
12 reacted quickly and assisted Mr. Hollingsworth to
13 the ground. Then Firefighter Paramedic Martinez
14 quickly called for help. With no response, he began
15 to assess the status of Firefighter Hollingsworth.
16 He then called for help again, louder, receiving
17 some help from the Celebration staff. They quickly
18 realized that Firefighter Hollingsworth had no pulse
19 and they began CPR. Firefighter Martinez insisted
20 -- assisted in getting Firefighter Paramedic
21 Hollingsworth from the ground as to where we were
22 treated by the staff." It's very, very difficult
23 when you go out, and you have to work on a call with
24 a face that you -- that you know, a friend or family
25 member. It's excruciating when it's your partner



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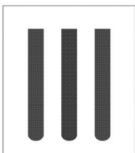
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1 that you spend day and night with, a third of your
2 life with. You eat, sleep, you talk about the good
3 and the bad things in your life. You share things
4 that you don't share with anybody else. This man
5 kept a cool head. He did his job. This man was in
6 full cardiac arrest, what we would call a code. If
7 it wasn't for his behavior, his training, and his
8 ability to do this job, there'd be a family without
9 a father and a wife without a husband today. But
10 because of what Mr. Martinez did, this guy is on the
11 road to recovery, and we're waiting for him to get
12 cleared and come back to duty. We look forward to
13 it. Eric, congratulations. That is a heroic thing
14 for our department. You have -- so this is a plaque
15 and an award that we have for Eric. It's a
16 Lifesaving Award presented to Firefighter Paramedic
17 Eric Martinez in recognition of your courageous and
18 lifesaving actions to save your brother, Steve
19 Hollingsworth, on April 16, 2023, in his time of
20 need at Reedy Creek Fire Department. I'm extremely
21 proud of you and glad to be able to give you this
22 award, Eric. Thank you.

23 MR. MARTINEZ: Thank you.

24 MR. LEPERE: All right. Let's stand over
25 there.



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1 MR. GARCIA: Sorry to turn it back to you.

2 Yeah. Sorry about that.

3 MR. LEPERE: One of the things -- one of the
4 things we do when we give this out, we actually have
5 a medal that Eric gets to wear on his uniform. It's
6 probably the best medal that you can get. And
7 normally we let a family member or somebody do that.
8 In this case we are letting a family member, the man
9 who's here today because of him pin it on.

10 MR. HOLLINGSWORTH: See how this goes.

11 MR. LEPERE: It's not good -- it's not good
12 unless he bleeds.

13 MR. HOLLINGSWORTH: Got some quality jackets
14 here.

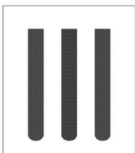
15 MR. LEPERE: Thank you so much for allowing us
16 to share this with you and the board. This is an
17 extremely important venture, this young man.

18 MR. MARTINEZ: I think I want to take a
19 picture.

20 MR. LEPERE: Yes.

21 MR. GARCIA: Where would you like it, behind or
22 right back here?

23 MR. MARTINEZ: Right here. So could we slide
24 just a little bit up? You-all just let us know
25 where to go.



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1 MR. LEPERE: There you go. There we go.

2 MR. GARCIA: Thank you.

3 MS. MARTINEZ: Thank you.

4 MR. LEPERE: Girls, you should be proud of your
5 dad.

6 MR. MARTINEZ: Thanks for your time.

7 MR. HOLLINGSWORTH: Thanks, Chief.

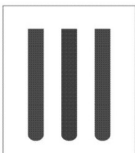
8 MR. MARTINEZ: All right. Thank you. Thank
9 you, Rod.

10 MR. GARCIA: So Chief, thank you very much. Mr.
11 Martinez, I have a question for you. Who were those
12 two cute girls that were up here with you?

13 MR. MARTINEZ: These are my two daughters,
14 Johanna and Mariah. I have a five-month old as
15 well, so I can see he's getting a little too fussy,
16 my wife had to take him out. Hopefully we have
17 enough video footage where I can save something for
18 her to watch.

19 MR. GARCIA: Well, the board wants to
20 congratulate you and in particular congratulate your
21 two daughters for having a dad who's a hero. That's
22 a big deal, girls.

23 MR. GILZEAN: Again, thank you, Chief.
24 Congratulations, Firefighter Paramedic Mr. Martinez.
25 We're glad that you're healthy and here today,



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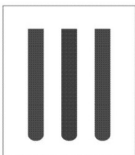
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1 Steven Hollingsworth. Next slide. All right.
2 During the last board meeting, I had the pleasure of
3 sharing some truly exciting news. Through our
4 collaboration with CareerSource, Osceola Public --
5 Osceola County Public Schools, NeoCity Academy, we
6 have a couple of students interning here with -- at
7 the Central Florida Tourism Oversight District.
8 This partnership has opened up incredible
9 opportunities for these students who are currently
10 participating in a four-week summer program. And
11 they're gaining firsthand experience and insider's
12 perspective on providing exceptional services to our
13 taxpayers within the district. Before I introduce
14 the students, let's watch this short video
15 highlighting some of their experiences thus far.

16 (VIDEO PLAYS)

17 MR. GILZEAN: All right. So today I'm thrilled
18 to introduce five exceptional -- five out of the ten
19 exceptional students who are halfway through their
20 internships who have joined us today. Let's give a
21 warm welcome to Kellan, Caden, Jayden, Kerin, and
22 Quoron. So five -- the other five students are on a
23 boat with our environmental science team or they
24 would be here this morning. Quoron and Jayden,
25 would you like to share a few words of your



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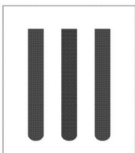
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1 experience thus far?

2 MR. FIGUEORA: Absolutely. Absolutely. Yes.

3 MR. GILZEAN: All right.

4 MR. DUNCANSON: All, my name is Quoron
5 Duncanson. I'm a rising senior at NeoCity Academy.
6 And I'm going to be honest, when we first went to
7 CareerSource for the job fair, we had no clue what
8 the district was. I was -- they told us that we had
9 to choose what we wanted to do. And I chose
10 business management and I was curious what a
11 municipality had to do with business management. So
12 when we came here, they told us we were going to go
13 through the different departments. And I learned
14 very valuable lessons at each one, but specifically,
15 I want to focus on the collaboration and
16 communication between all the different departments
17 and how it's all like gelled together and can work
18 seamlessly with each other. And I think this goes
19 through the group of people that have been hired and
20 the group of people that are in places of position
21 that work well with each other, communicate well,
22 and are varied in all that they do. Me, personally,
23 I want to go into entrepreneurship. So being here
24 and seeing how a business like this is ran and the
25 different parts and the different moving sectors of



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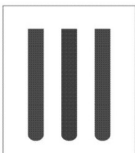
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1 this has helped me be able to learn how I can start
2 my own business with -- whether it was with finance
3 or with contracts and procurement or going walking
4 around and seeing the different garages and how each
5 discipline can really have its mark on each
6 different part of the district. And I think it's
7 also a valuable lesson to learn how the passion that
8 with the people that work here is very important
9 because I didn't meet not one person that was ever
10 in any sort of mood or mad or not willing to answer
11 questions. They all wanted to be -- wanted to teach
12 us and wanted to be here. And I felt that was very
13 important to see because when people would talk
14 about 9:00 to 5:00s now, it is with a very negative
15 connotation. And I feel that when it's something
16 that you're passionate about, it shouldn't be looked
17 at as negative, but because you're doing what you
18 want to do. And, yeah, that's all I have to say.

19 MR. FIGUEORA: All right. To add on to that, I
20 want to talk about how we can see the different
21 perspectives of every department as well. When I
22 first applied, when I first had my interview, they
23 were telling me that there's going to be like a
24 little bit about the environmental science, a little
25 bit about more of engineering. And as somebody



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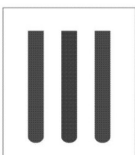
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1 who's more into engineering, I also wanted to see
2 those other aspects. So getting a view from every
3 different -- getting every different point of view
4 was extremely valuable to me. And it was to the
5 point where I've told some of -- some of the people
6 who work here that even knowing what I don't want to
7 do out of this, out of this internship is just as
8 valuable. And I'm going to use this example that
9 I've also -- I've told Quoron and I've told some
10 other people as well that we've gone to Flamingo
11 Crossings nearby. We've gone there like every day.
12 But every time we go, it's with a different
13 department. So we get a different perspective what
14 they see on Flamingo Crossings. Like, for example,
15 we were with electrical. So we went into one of the
16 buildings that was going to be constructed soon,
17 Skyline Chili. And we -- he -- we were looking at
18 the electrical systems. And we were looking at
19 parking as well. So he takes us around the back.
20 And we see the parking area. So seeing the
21 different perspectives as well is just as important.

22 MR. GILZEAN: Awesome. Thank you.

23 MR. FIGUEORA: Thank you.

24 MR. GILZEAN: These students truly stand out
25 and display remarkable dedication and enthusiasm. I



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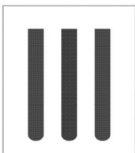
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1 don't even -- that's there right there.
2 Furthermore, I'm pleased to also introduce the
3 leadership of NeoCity, both Jonathan and Julia, who
4 are going to come up and say a couple things about
5 their outstanding school that I understand is one of
6 the top 10 STEM high schools in the state of
7 Florida. Come on up and say a couple things.

8 MR. MOTTA: Good morning. So my name is
9 Jonathan Motta. I am our experiential learning
10 coordinator and partnerships coordinator at NeoCity
11 Academy. And this is Julia Ullmann, who is our
12 assistant principal of curriculum and instruction at
13 NeoCity Academy. So first of all, we'd like to
14 thank the board. We'd like to thank the district
15 for hosting all of our incredible students. I --
16 just watching the video today, I was like, oh, man.
17 Like, they actually got, like, what we set out was a
18 really unique internship opportunity where they got
19 to learn and grow and actually see what it takes to
20 run something like this. But we'd also like to
21 thank CareerSource for partnering with us. We
22 received a senate appropriations grant last summer.
23 That is what we were able to use to pay students.
24 So these students are not just volunteering their
25 time. They're actually being -- there's, like,



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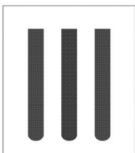
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1 bagpipes outside. I'm sorry.

2 MR. GILZEAN: That's what happens when you show
3 up here, right?

4 MR. MOTTA: Party. But they're actually paid
5 interns through a partnership with CareerSource in
6 Darren Soto's office. So it -- it's really awesome
7 to see what these ten students were able to do in
8 just a short amount of time. We have about 65
9 interns placed all throughout Central Florida this
10 summer. Some of those -- or a lot of those are
11 through CareerSource. And these types of experiences
12 are what we're trying to create at NeoCity Academy.
13 We know that these are valuable for our students who
14 are going to be going on and serving in roles and
15 jobs that aren't even developed yet. They need to
16 know and understand where industry is heading. So
17 students at our school may be in artificial
18 intelligence. They may be in engineering. They may
19 be in biodesign. That's just the baseline
20 foundation that we want them to understand when they
21 go to post- secondary and beyond. So whether they
22 wind up here working as members of your team, we
23 really want them to stay in the Central Florida
24 area. The Central Florida area is rapidly expanding
25 in a variety of sectors from MedicalCity to NeoCity,



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1 Tech Park. There's so many opportunities that are
2 going to be available to them. And we want to expose
3 our students to those things in Central Florida so
4 that they're not leaving and going elsewhere. We
5 want them ultimately, the talent, to stay in Central
6 Florida. So that's something that we've been
7 working with local governments to talk about, how do
8 we -- how do we make that happen? So thank you guys
9 for opening up your doors. That's the toughest
10 thing for us to get an organization to do. And
11 hopefully now you guys see what high schoolers are
12 capable of. So thank you, guys.

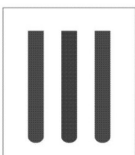
13 MR. GILZEAN: Absolutely.

14 MS. ULLMANN: I guess I'll go. No. I --

15 MR. GILZEAN: Okay.

16 MS. ULLMANN: I just wanted to echo Mr. Motta
17 in thanking everybody for providing that opportunity
18 for our students and just want to say how proud I am
19 of all of them. And they're the ones that make our
20 school number one in the state of Florida. Thank
21 you.

22 MR. GILZEAN: All right. And one last person
23 that I want to bring up here. We owe a debt of
24 gratitude to CareerSource for making this possible.
25 Thank you for your valuable support, which allows



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1 the compensation as you heard that these students
2 are getting a paid internship. Chairmen, board
3 members, these students will receive \$2,250 over
4 their course. I wish I had a paid internship like
5 that. So because of that, I want to welcome our
6 friend, Tadar, who's the COO of CareerSource, just
7 to talk a little bit about this partnership. And
8 how are we're going to expand this, Tadar?

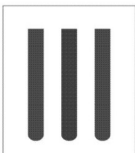
9 MR. MUHAMMAD: I like -- I like --

10 MR. GILZEAN: How are we going to make it open
11 for other --

12 MR. MUHAMMAD: I like how you're talking. Well,
13 good morning. Tadar Muhammad. I'm the chief
14 operating officer for CareerSource Central Florida.
15 News flash, I've only been on the job for two months
16 so don't hold it against me. Glen, we're in the
17 same company in some cases.

18 MR. GILZEAN: Yeah.

19 MR. MUHAMMAD: Think about this. I have a
20 question for you guys, just to think as a board.
21 You know, think back to your first job. Think back
22 to the opportunities when you were in school. What
23 were the things that were most important that you
24 were exposed to? For me, I was exposed to home
25 economics. Back then, they called it industrial



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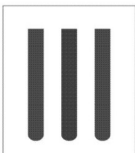
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1 arts. And they called it a number of things. You
2 learned how to sew. You learned how to type. You
3 learned how to get gritty with the work. That is in
4 fact what these gentlemen have learned today. And
5 it's interesting. I went on a tour of NeoCity
6 Academy about a year ago. And you were my tour
7 guide. So CareerSource is really -- when you think
8 about what we're trying to do within CareerSource is
9 exactly that. You're seeing the living proof
10 exactly what we're trying to do. It's to help those
11 young people in partnership with governments,
12 municipalities, businesses, all of those intertwined
13 to help our young people know what's next? How
14 could they stay home and be successful? Our mission
15 at CareerSource Central Florida is really to do two
16 things. One is to give those individuals an
17 opportunity to connect with careers as a Central
18 Floridian. The second thing is to develop talent
19 for our businesses. We know that the businesses
20 really need to understand how to get to that talent.
21 And we want to be able to do that. About maybe --
22 we've been doing summer youth programs for about 20
23 years or more. But in the last five or six years,
24 we've been really committed to serving at least
25 1,000 individuals every summer. And so this is --



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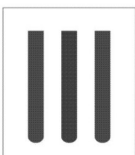
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1 this is one great opportunity in partnership with
2 the great team here. But we also do it in five other
3 counties. What's interesting is that we've not had
4 a real good opportunity to really expand on this
5 opportunity within public service and those jobs
6 that are really good jobs that are within our
7 communities. And this gives us an opportunity to do
8 that. We look forward to more opportunities. We
9 want to keep this going, not only over the summer
10 but try to figure out how do we do this year round
11 so that young people, like these wonderful students,
12 have the same opportunity. Glen, I appreciate you
13 giving us the opportunity. And thank you so much
14 for us being here and being a part of this wonderful
15 partnership.

16 MR. GILZEAN: Absolutely. Before I conclude
17 this segment of my report, I did see the school
18 board member, John Arguello. And I would be remiss
19 if I didn't give you an opportunity to say a couple
20 words, Mr. School Board Member, since we -- I also
21 have a school board member on my board.

22 MR. ARGUELLO: Given the opportunity to speak,
23 I have to take the opportunity just to say, thank
24 you, Glen. We've met on about four occasions in the
25 past. One time was when you were with Step Up. And



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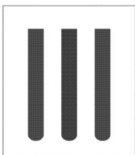
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1 the amount of people that you helped in Step Up is
2 at the very least tens of thousands of people. So
3 as a school board member, I've talked a lot about
4 vision. It takes a lot of vision to involve people
5 very young. This morning, I wanted to go see the
6 firetruck, right? And I got a flat tire on the way
7 over here. So you know, like, that's the --
8 somebody mentioned the grit, right? Well, life is a
9 lot about experiences and how you deal with those
10 grits. Without these types of experiences for our
11 students, then as a young person you only deal
12 through the suffering and the building of character,
13 so to speak, of life, not through the development
14 portion that turns you into a leader. And so Glen,
15 you are absolutely someone who has been dedicated to
16 that throughout your career. And I truly appreciate
17 the partnership that you have with students in
18 general and our community in general. It speaks
19 volumes about you. They picked the right person for
20 this position certainly. The next place was with
21 the Urban League. And then we had got to meet again
22 on one of those occasions where you came to the
23 district and you helped a lot of people, a lot of
24 adults get through certifications through the school
25 district. So as you're in public service and you're



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1 going through and you're meeting people in general
2 and there's people who are contributing on a
3 constant basis, at random, they come into your
4 lives. And you -- you're just in awe of the amount
5 of effort and love that they're putting into the
6 community. Glen, you've been one of those people.
7 So I don't think that our children, our students,
8 our community members have a better person to follow
9 in terms of a model than you. So thank you very
10 much. For you students, this -- what a great
11 opportunity this is, right? Like I mentioned, I got
12 -- I had a flat tire earlier in the morning. It
13 reminded me of when I was a young dad and I had my
14 baby and I ran out of gas one time, right? As a
15 young parent, you -- that life struggle. Well, this
16 is a great opportunity for you to build character in
17 a way that's going to help you go leaps and bounds
18 into a career hopefully, right? In engineering,
19 right? A better tire, if I can make a suggestion,
20 you know, for those of you who are studying that,
21 would be great. But take this opportunity learn the
22 most that you can from it. And then once you've
23 learned everything that you can, come back and serve
24 your community the way that Glen has if you -- if I
25 can make a request. So thank you, Glen. I



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1 appreciate the opportunity.

2 MR. GILZEAN: Thank you. Mr. Chairman, that
3 concludes my manager report. And I know we'll have
4 another segment. But I'll talk on that when that
5 comes up.

6 MR. GARCIA: Okay. But before we move on, I
7 don't know if my fellow board members would have any
8 comments --

9 MR. GILZEAN: Okay.

10 MR. GARCIA: -- at this point.

11 MR. BARAKAT: Mr. Chairman, I'm not one -- I
12 promised myself I would not be a Chatty Cathy at
13 these things. It's -- I -- it's hard not to respond
14 to that presentation. I just want to underline. I
15 mean, this partnership with CareerSource is such a
16 -- such a tremendous thing. And I'm passionate
17 about educating young people for meaningful careers.
18 And I love that we're getting involved in this
19 partnership. One, there's so much need for this
20 kind of training. There's so many -- so much great
21 opportunity in these -- in these careers. And I
22 love that we're -- there's really magic happening
23 behind the scenes of this district. And I love that
24 we're opening the curtain, one, to hopefully expose
25 these young people to the meaningful work that can



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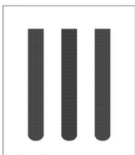
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1 be done, whether it's the fire department,
2 environmental, construction department, on down the
3 line. Really tremendous careers, so much great
4 opportunity in this state. And I love that we're
5 helping contribute to that. And I love that the
6 partnership with CareerSource will help -- will help
7 build that. There's so many great jobs out there,
8 so much need. And there's just a little bit of a
9 mismatch. We're not -- we're -- you know, we need to
10 get our young people into these careers. And that's
11 a tremendous thing too, I think, in the spirit of
12 sunshine that we're just opening the doors of this
13 district. And we're letting -- we're letting
14 members of the public from high school on up see the
15 great things that are being done by the members of
16 this district. And I think it's a very powerful
17 thing. It's something that we haven't had in the
18 spirit of sunshine in this district for a long time.
19 And I'm glad that we're taking a meaningful step in
20 that direction. So I want thank you, Mr. -- Mr.
21 Gilzean. I want to thank the folks at CareerSource
22 and the young folks in the NeoCity Academy and the
23 -- and the young folks. God bless you for what
24 you're doing. The STEM careers are an amazing
25 thing. Maybe, in this room today, maybe we've got



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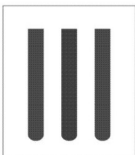
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1 the next Glen Gilzean or maybe the next Charles
2 Goodyear apparently. So God bless you. Thank you.

3 MS. ZIEGLER: I just want to echo that. And
4 I'm over here grinning. I love this aspect of it as
5 a school board member, just seeing young leaders
6 take the opportunity. And I want to commend the
7 students for seizing on the opportunity to take the
8 internship. Many people could just sit by the
9 sidelines and miss that opportunity to consider what
10 you've seen and experienced. That'll go a long way.
11 I'm a big fan of operations. I think that people
12 don't realize all the stuff that goes in and the
13 heart and the passion. And you mentioned that. And
14 to me, you can read about it in a book. But until
15 you have that human interaction and you get to see
16 how people go to work and love what they do. So I
17 think as mentioned, 9:00 to 5:00 is irrelevant when
18 you love what you do. I can -- I can -- I can echo
19 that. And I think a lot of our staff is that as
20 well. And I think that's something I experienced
21 when I took my first behind the scenes tour as well.
22 And I think it's something that's really important
23 the community to understand. I know there's a lot
24 of other discussions. But there are amazing human
25 beings that work tirelessly to make this work for



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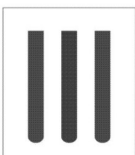
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1 everyone else and make it seamless. And so I'm so
2 excited that you guys got the experience to see
3 that. And also when the gentlemen said that it was
4 also good to experience to see what you want -- you
5 may not like. And that is very insightful. Yes. It
6 is, because, you know, you -- every day counts. And
7 so if you see something that really doesn't fit with
8 you, you can go off another path. But Mr. Gilzean,
9 I am thrilled with your leadership and the community
10 that you're building here and illustrating again the
11 bridging of the community members and the human
12 component that makes all of this so great and work.
13 So I look forward to many more presentations like
14 this. I'm smiling here, too. So thank you very
15 much.

16 MR. PERI: You know, the toughest thing I think
17 as you grew up is getting your first job. And the
18 problem is you don't have the experience to get the
19 job. But you can do the job. And so how do you get
20 the job if you don't have the experience to get the
21 job experience that you need to get the job? It's
22 crazy. Okay. However, what this really has done is
23 for these young people, it's provided them something
24 that is the -- really a gateway into your future.
25 And one of the things I really like is that, you



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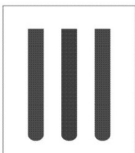
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1 know, the first jobs you take pretty much set a
2 direction for most people what their life is going
3 to be like. And you're being given this opportunity
4 to view various different types of jobs so that you
5 can choose and know what you like. And I just think
6 this is fantastic. And I think CareerSource,
7 NeoCity, and certainly Mr. Gilzean, you know, this
8 is a new dimension for the district. And it's a
9 really exciting one because people can see and can
10 benefit from all of this. And I -- it frankly makes
11 me very proud to be a board member. And I do want
12 to thank you again. And I thank -- I thank all the
13 people who've been involved with this.

14 MR. GARCIA: Yeah. I wish I could add
15 something to those comments to my fellow board
16 members. But there's nothing to add. Thank you, Mr.
17 Gilzean. .

18 MR. PERI: Thank you.

19 MR. GILZEAN: Okay. So Mr. Chairman, as we
20 move on to the second part of our report, I just
21 have a quick couple comments. Since the inception
22 of this board, our top priority has been serving in
23 a fair and transparent capacity. Each board
24 meeting, we begin with public listening sessions.
25 And over the number of meetings, we've heard



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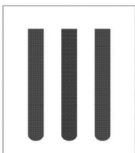
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1 concerns from individuals and business alike about
2 the rising costs within our communities. We heard
3 you loud and clear. All of us at the district have
4 been working hard over the past several months to
5 implement a plan to address those concerns. I'm
6 proud to announce that we have accomplished just
7 that with our budget proposal. Our budget will cut
8 the current property tax rate by nearly 7 percent as
9 the millage rate is changed from -- 13.9 to 12.9
10 respectfully. Importantly, we made sure to keep
11 core services of this district, that they will not
12 be impacted. We're able to do this by prioritizing
13 spending and implementing best government practices.
14 We all know that our district is a one of a kind
15 destination. Millions of visitors around the world
16 each year visit us. And when they come here, we
17 have an obligation to keep them safe. In our
18 budget, we are -- in our budget, I was shocked to
19 find out that we only had one emergency coordinator
20 for the entire district. That, we -- that is clearly
21 insufficient for the scope and the scale of the
22 activity that -- and the work that we do here each
23 and every day. So as we move forward with the
24 budgetary process, my goal and priority, as I've
25 said once in the past and continue to say, is that



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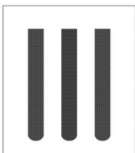
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1 public safety is paramount. And we'll be making --
2 we will be prioritizing such things. We are also
3 fortifying our financial reserve. And we are
4 increasing to ensure that there's a quality
5 financial reserve in this proposal. The proposed
6 budget is also a result of months of listening to
7 you, our colleagues, our neighbors, taking your
8 concerns seriously. But that's just the beginning.
9 We have two more listening sessions in the coming
10 months. And we hope that as many people can come
11 out and provide us input as we continue to make this
12 district an open and transparent one. We are now
13 going to hear from our financial advisors at PRAG
14 who will be giving us an update on both utility
15 rates assessment by Raftelis, and also go over a
16 full overview on the budget and millage rate with
17 our staff member, Susan.

18 PRAG, come on up.

19 MR. GAERTNER: Thank you. Good morning. My
20 name is Wendell Gaertner with Public Resource
21 Advisory Group, a financial advisor to the district.
22 I am here today with my colleague, Marianne Edmonds.
23 And as Glen said, today I want to walk through the
24 budgeting process the board is going to follow over
25 the next few months as you consider your two budgets



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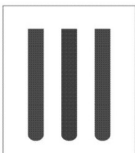
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1 for the district: the general fund budget, which is
2 paid primarily by property taxes, and the utility
3 system budget, which is supported by the utility
4 rate payers. And while today's meeting will focus
5 on the general fund budget, I want to start with a
6 brief update on the status of the utility fund
7 budget. Although not controlled by statute, in
8 Florida, most municipal utilities adopt a budget in
9 September for the upcoming fiscal year. And that
10 budget can be adjusted through the year if needed.
11 In anticipation of the need to fully understand the
12 components of the budget, at your May 10th meeting,
13 PRAG recommended that the district engage Raftelis
14 as its rate consultant to review and evaluate the
15 cost estimates provided by Reedy Creek Energy
16 Services, or RCES. Raftelis has been working
17 directly with the district staff, PRAG, and RCES
18 over the past couple months. RCES has been
19 cooperative in providing data, describing
20 procedures, and sharing their financial models for
21 the various utility systems. There have been
22 multiple meetings and a large number of data
23 requests that have been filled by RCES and by the
24 district. Raftelis has started the benchmarking
25 process against similar utilities. And in fact,

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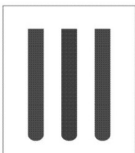
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1 there's another model review session scheduled for
2 this afternoon. The labor services agreement
3 between the district and RCES calls for RCES to
4 provide the operational service fee and the
5 operational service cap for the upcoming fiscal year
6 by July 1st, which we -- they have done. The labor
7 service agreement also calls for the district to
8 agree upon the amount of the fee and the fee cap by
9 July 30th. Raftelis is not yet in the position to
10 opine on the reasonableness of the cost estimate
11 prior to the July 30th date required under the labor
12 service agreement. Raftelis, PRAG, district staff,
13 and RCES all agree that a 30-day extension of the
14 July 30th date is appropriate. Raftelis expects to
15 present their preliminary findings at the August
16 23rd board meeting. So in anticipation of a report
17 and presentation by Raftelis at the August meeting,
18 I would ask the board to formally approve a 30- day
19 extension for finalization of the operational
20 service fee and the operational service cap for
21 fiscal year '24 to allow PRAG, Raftelis, and staff
22 to complete the review of RCES' proposed annual
23 adjustment of the operational services and
24 operational service fee. I do think it's
25 appropriate to have that vote on the record. But I



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1 will ask the attorneys for any comment.

2 MR. LANGLEY: I agree that's a good idea. We
3 essentially need a motion by the board to accept the
4 30- day extension under the labor services agreement
5 to establish the agreement on the service fee for
6 the year.

7 MR. GARCIA: Do we have such a motion?

8 MR. PERI: Yes.

9 MR. GARCIA: So moved. Any second?

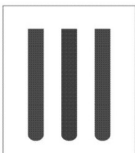
10 MS. ZIEGLER: Second.

11 MR. GARCIA: Any discussion? All in favor,
12 please indicate by saying aye.

13 THE BOARD: Aye.

14 MR. GARCIA: Any opposed? Let the record
15 reflect the vote passed unanimously. Please
16 continue.

17 MR. GAERTNER: Thank you. We'll be back in
18 August with details on the utility budget. But I
19 would like to provide an overview of the budgeting
20 process for the district's general fund. The
21 process for establishing the district's general fund
22 budget is subject to Florida statutes in order to
23 ensure that the tax levies are properly placed on
24 the taxable property in the district. As Mr.
25 Gilzean had said, budget development starts with the



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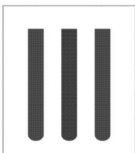
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1 determination the funding the district will need to
2 operate during the fiscal year, including operating
3 costs, reserves, and payment of outstanding debt.
4 Staff began budget preparation earlier this year
5 with the initial department budget requests were
6 submitted to finance staff in June. Finance staff
7 has been working with the departments and the
8 district administrator to refine these requests and
9 develop a preliminary budget that will be presented
10 in detail by staff this morning. The property
11 appraisers of Orange and Osceola County released the
12 net taxable assessed property values for this budget
13 year on July 1, 2023. That enabled staff and the
14 administrator to decide upon the property tax rate
15 or millage rate needed to generate the required
16 revenue to fund a budget. One mill is equivalent to
17 \$1 in taxes for \$1,000 of net taxable assessed
18 property value. The millage rate proposed to you
19 today, if approved, will be the maximum millage rate
20 the district can levy without extraordinary
21 notification requirements to all property owners.
22 So from a practical perspective, it should be
23 considered the maximum millage rate the district can
24 levy for the upcoming year. At the August meeting,
25 staff will present more details on the line items

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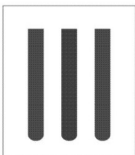
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1 within the budget utilizing the approved millage
2 rate and the net taxable assessed value. The first
3 reading of the budget will then occur on September
4 13th at a public hearing with a final reading at a
5 public hearing on September 27th. And the new budget
6 will go into effect on October 1st. Later in the
7 meeting, I'll be presenting a fund balance policy
8 for the board's consideration. Among other things,
9 this policy calls for an unrestricted fund balance
10 equal to two months of general fund operating
11 expenses. The policy allows replenishment of
12 reserves over a three-year period if they drop below
13 this level for any reason. We've advised staff that
14 it's reasonable to also build up to this reserve
15 level over a period not to exceed three years when a
16 policy is initially implemented. And staff is
17 utilizing that approach in the current budget. So
18 that is the overview. And I'll turn it over to
19 staff.

20 MS. HIGGINBATHAM: I'm Susan Higginbatham from
21 the district finance department. And I'll be going
22 over some details in a summary way over the --
23 regarding the general fund and debt service budgets
24 for the district. And I will repeat a lot of the
25 things that Wendell said. But it is very important



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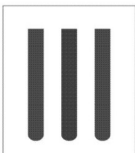
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1 that everyone understands the process. The general
2 fund and debt service funds are primarily funded by
3 ad valorem taxes. On the screen, you'll see our
4 assessed value that we're using from the Orange
5 County and Osceola County property appraisers, \$15.3
6 billion in assessed values. That is a \$1.9 billion
7 increase from prior year of \$13.4 billion. Of this
8 \$15.3 billion in assessed value, 265 million is
9 attributable to new construction and new additions
10 within the district. Below that, you'll see our
11 millage rates for our debt portion of our millage
12 rate. We are proposing a decrease from 4.64 mills
13 to 3.96 mills. And for our operating millage rate,
14 a decrease from 9.26 mills to 8.99 mills. Combining
15 those you get the decrease that Glen recognized,
16 which is a total of 13.9 mills to 12.95 mills.
17 Because the district does participate in the state
18 of Florida Truth in Millage process to levy these ad
19 valorem taxes, I am required to inform you about the
20 rollback rate. So the rollback rate, as you can
21 see, is 8.261. This is the rate that would generate
22 the same taxes as prior year taking out the new
23 construction. So that is comparable to our
24 operating millage rate. You'll see our operating
25 millage rate is 8.99. With the rollback rate being

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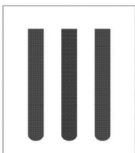
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1 8.261, that is an 8.82 percent increase over the
2 rollback rate. Again, this is required by the state
3 of Florida. And as both Wendell and Glen have
4 mentioned, we will have various public hearings.
5 And this will be repeated so that it is understood
6 by you guys and by the public. Looking at our
7 revenues, you will see for fiscal year '24, we are
8 proposing total revenues of \$194 million. The
9 majority of that is from our ad valorem taxes, which
10 is \$188 million. Also, you'll see an increase in
11 our permits and fees revenue. We are currently
12 conducting a fee study on our building and safety
13 permits and fees with the goal being to recover the
14 costs of that department. And we have not performed
15 such a study in over eight years. So it's time that
16 we take a look at that again just to recover the
17 costs in that department. Moving on to our
18 expenditures, our total operating expenditures,
19 proposing \$140.6 million. That includes our labor of
20 67.1 million. Included in our labor is our
21 contractual increases that you just approved with
22 our new bargaining unit contract as well as annual
23 increases for our non-bargaining unit employees. We
24 also have additional headcount in our labor that
25 Glen has recognized already. And the district does



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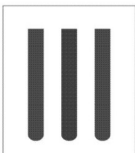
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1 participate in the Florida Retirement System. And
2 we are expecting increased contribution rates, two
3 percent for regular class members, and 4.8 percent
4 for our high-risk members, so that is also factored
5 into our labor budget. Other expense, 67.8 million.
6 Larger items within this amount are our planned work
7 projects that we use to maintain our facilities and
8 our buildings. Also, our roadways, we have paving,
9 milling and resurfacing, and also, we have guardrail
10 repairs in here. Drainage, our drainage system,
11 which is a big part of the district, is in this
12 amount. And then we have our outside services. So
13 the district hires outside services to maintain our
14 landscaping and our -- on our roadway, and also
15 operate our garages. That's included in this
16 number. And then you'll see our capital outlay.
17 This line represents our direct purchases of fixed
18 assets, such as machinery and equipment,
19 automobiles. You'll see we have a savings over
20 fiscal year '23. Our environmental sciences lab
21 building, which is in progress now, will not be
22 completed by September 30th, so we will be rolling
23 that over into fiscal year '24. Continuing down our
24 slide, I have a transfer in from our drainage
25 reserve funds. So our drainage reserve funds is



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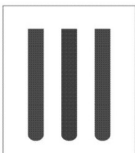
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1 prior collected drainage fees that can only be used
2 for repairs on our drainage system, so we will be
3 getting \$3 million in from our drainage reserve to
4 cover certain costs that this can be applied to.
5 Debt service, 58 million. You can see that's the
6 same. That is our -- just our regular debt service
7 schedule. We don't anticipate any changes in that.
8 And for our insurance, I'm still waiting on some
9 quotes, so right now, this is just a placeholder.
10 So like I said, this is a proposed budget. You'll
11 see our expenditure totaling 198.7 million. If you
12 recall from my prior slide, our revenues were 194
13 million, so we will have an excess of expenditures
14 over our revenue of around \$4 million, and we will
15 be using our beginning fund balance to cover that
16 amount. And again, some of this is going to be
17 repetitive, but it is very important. So today, we
18 will be asking you to approve the proposed millage
19 of 12.95 mills. This is the millage rate that will
20 go on the TRIMs, which will be mailed by both
21 counties' property appraisers to the taxpayers.
22 Once this millage rate is sent out, we cannot raise
23 it, we can only lower it. Then once that is done, I
24 will go back and -- with staff, and we will continue
25 to work on the budget. We continually track and



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1 monitor the actuals, so that we can have a good idea
2 of our ending fund balance for '23, because that is
3 our beginning fund balance for '24, and we still
4 have some refining to do on our fiscal year '24
5 numbers. The TRIMs actually advertise the first
6 budget hearing -- public budget hearing, which is
7 September 13th at 5:05, where we will vote on the
8 tentative millage rate and the tentative budget.
9 And then we will have our final budget hearing on
10 September 27th at 5:00 p.m., where we'll have our
11 final millage and final budget. And that concludes
12 my presentation, if you have any questions. We will
13 be getting a little bit further detail when we get
14 to the August meeting.

15 MR. GILZEAN: Yeah. Thank you, Susan.

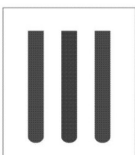
16 MS. HIGGINBATHAM: Thank you.

17 MR. GILZEAN: I'll turn it -- do you have
18 anything, General Counsel, that you want to add
19 before we turn it to the board?

20 MR. LANGLEY: I understand that we would like a
21 motion. Is this something you want me to state for
22 the board to adopt a motion?

23 MR. GARCIA: Yes, please.

24 MR. LANGLEY: Okay. The staff is requesting
25 the board to move to set the millage rate for the



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1 fiscal year 2023 to 2024 for TRIM notice purposes at
2 12.95 mills?

3 MS. HIGGINBATHAM: Correct?

4 MR. LANGLEY: That's the motion I'd like you to
5 make.

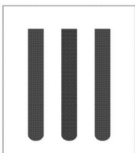
6 MR. GARCIA: Is there such a motion?

7 MR. ARDAMAN: I'll motion.

8 MR. GARCIA: Second?

9 MR. PERI: Second.

10 MR. GARCIA: Any discussion with respect to
11 this motion, or with respect to the presentations
12 that we just received from any of my fellow board
13 members? Hearing none, I do want to make some
14 comments. In light of our CEO's very good work I
15 want all of you to know that he has put egg on my
16 face, okay? And let me explain that, okay? When we
17 first were appointed to this position, one of the
18 things that I quickly realized, which was highly
19 unusual, because I've served on the board of a
20 special district, in the board of other government
21 agencies, is that there were no board policies,
22 none, and that's highly unusual. And I knew that
23 this board was going to have to bring in
24 professionals, and create and develop board policies
25 for this board, so that we could function as an



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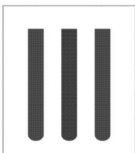
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1 honest, open, transparent, independent government,
2 and I knew that would cost us money. And as you've
3 seen, at almost every single board meeting,
4 including this one, we are adopting these kinds of
5 board policies that are good practices. The other
6 thing that I noticed when I was first appointed to
7 this board, that this district didn't have a CFO.
8 That position was vacant. And I've got an
9 accounting background, and I know a little bit about
10 accounting policies, and when I looked and started
11 asking some questions, I learned that there were not
12 -- there were no formal policies on some very
13 elementary issues for this district. And so we, as
14 a board, quickly decided that it made sense for us
15 to go out and hire a national firm, which was PRAG,
16 that does work all over the United States, and come
17 in here, and do a balance sheet and P&L analysis,
18 and give us advice and recommendations on what we
19 need to do as a board to make sure that we're
20 providing the financial transparency that an
21 independent government should be providing. And so
22 I knew we were going to have to pay for those
23 services and that it was going to cost us. The
24 other thing that we learned through our financial
25 advisor is that, because Disney entered into one of



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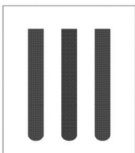
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1 these 11th-hour agreements shortly before we were
2 appointed, to basically take over the utility
3 services from the district for ten years, we were
4 advised that we needed to hire a rate-setting
5 expert. I didn't even know what that was, but we
6 had to hire that to make -- that type of expert to
7 make sure that Disney is providing fair and
8 reasonable rates. And I knew that was going to cost
9 us money. And then we were sued. Disney sued this
10 board, didn't seek justice in their own backyard
11 here in Osceola or Orange County, but they sued us
12 up in North Florida. They sued us in Tallahassee,
13 in federal court, and when you're sued in federal
14 court, you have to hire federal court practitioners,
15 and they hired a national lawyer to represent them
16 in this lawsuit where they sued us up there. And so
17 I knew we were going to have to hire a national law
18 firm that specializes in federal practice. And so
19 we did, and I knew that that was going to cost us
20 money, because of Disney's actions. And then of
21 course, these 11th-hour agreements, we got an
22 opinion from a former Supreme Court Justice --
23 Florida Supreme Court Justice, and said those
24 agreements are void ab initio, which means that
25 they're unlawful. And so we, as a board, had to



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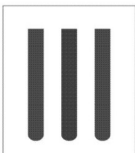
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1 take our own action, and we, unlike Disney, are
2 seeking justice in our own backyard, and we filed a
3 lawsuit in the state court pursuant to the
4 recommendation of a former Supreme Court Justice,
5 telling us that those agreements are void ab initio.
6 And I knew that was going to cost us money, and
7 really good lawyers, really good financial advisors,
8 and really good rate-setting experts, and really
9 good general counsel, to provide us advice on new
10 policies that we needed, was going to cost us money,
11 and I knew that would be expensive. So you may
12 recall that I made a prediction at one of our
13 meetings that I thought we were going to have to
14 increase the tax rate to pay for all of these things
15 that I've just outlined. And much to my surprise,
16 okay, because of the great work of our CEO, Mr.
17 Gilzean, he dug in and reviewed the financials, and
18 found that there was spending on a number of fronts
19 that was wasteful, and that could be cut through the
20 district. And because of his good work, despite all
21 the other money that we're having to spend because
22 of the neglect of the old board not adopting the
23 appropriate policies, and the suits that have been
24 brought, and the 11th-hour agreements,
25 notwithstanding all that money, because of his good



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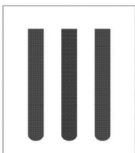
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1 work, he's found some savings. And let me give you
2 an example of what I've heard, and I've heard
3 others, that I'm prepared to say. What we
4 discovered is that the district was paying over \$8
5 million a year in overtime for law enforcement
6 services provided exclusively on Disney properties.
7 Now, Disney is not the only taxpayer in this
8 district. We have other taxpayers, but \$8 million
9 was being used for law enforcement services
10 exclusively on Disney properties. And that doesn't
11 make any sense to me, and it doesn't make any sense
12 to anybody on our team that's looked at it. And so
13 that's one of the savings that Mr. Gilzean has
14 found. And as we are doing more work, it appears
15 that there are a number of other naughty things that
16 this old board did with district funds. And so
17 we're going to look for further savings. But on
18 behalf of the board, I want to thank Mr. Gilzean for
19 putting egg on my face and finding that wasteful
20 spending, because we are determined to run an open,
21 honest, efficient, transparent, independent
22 government agency that is financially transparent
23 and financially efficient. And so I'm delighted
24 that we have this motion on the floor, and if
25 there's no further comments, I'll call for a vote.



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1 All in favor, can you please indicate by saying,
2 aye?

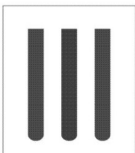
3 THE BOARD: Aye.

4 MR. GARCIA: Any opposed? Please let the
5 record reflect that the motion passed unanimously.
6 If there's nothing further on that agenda item,
7 we'll move to public hearings, And the first item is
8 9.1 Resolution 645. Mr. Langley?

9 MR. LANGLEY: Resolution number 645, or
10 Resolution of the Board of Supervisors of the
11 Central Florida Tourism Oversight District Adopting
12 a Fund Balance Policy. I do believe we have PRAG to
13 make a brief presentation on this policy.

14 MR. ARDAMAN: Thank you. The policy is in
15 front of you. It's in the package. I believe it's
16 fairly straightforward. Historically, there has not
17 been a fund balance policy of the district. There
18 have been adequate reserves, rating agencies have
19 recognized that, but it's been on a year-to-year
20 decision.

21 A fund balance policy sets a long-term goal of
22 what your fund balance or reserve should be. This
23 policy has a number of different types of reserves
24 to make sure that you are able to weather any --
25 hopefully, any unforeseen circumstances. As I said



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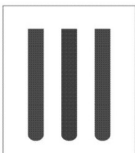
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1 earlier, the -- one of the -- one of the main
2 policies here is that your unrestricted reserve is
3 equal to two months of operating expenses. That is
4 a good standard. It's something the rating agencies
5 look for as a strong credit positive. It is
6 something that will be built up for towards the next
7 couple of years, that it's not all moved in at once
8 for a sudden increase. That is a reasonable plan of
9 action, but this policy would have an unassigned
10 balance, which is the general reserve. It will
11 assign certain funds for unexpected emergencies,
12 recommending \$2 million for natural disasters,
13 whether that be weather-related or other sorts of
14 emergency situations. It will commit funds for which
15 you expect to spend dollars in the upcoming years,
16 whether that is for PAYGO capital, it's for service
17 water discharge fees; I think you saw an example of
18 that earlier. And it's putting aside money for
19 litigation that's not based on current operating,
20 and it also sets aside reserves to cover costs of
21 property taxpayers that are disputing their taxes.
22 We think having this policy is a strong credit
23 positive. We think having this policy will help in
24 future budgeting years, because you will know what
25 reserves you should be budgeting towards, and can

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1 then build the rest of your operating budget off of
2 that policy. So I have any -- I can answer any
3 questions you have.

4 MR. GARCIA: Any questions from my fellow board
5 members? Any comments?

6 I believe that we have to give an opportunity
7 for public comments --

8 MR. GILZEAN: Correct.

9 MR. GARCIA: -- is that correct?

10 MR. GILZEAN: Yes. This is a public hearing.

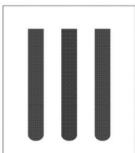
11 MR. GARCIA: Okay. This is a public hearing.
12 Is there anybody that wants to make a public comment
13 with respect to this resolution? Hearing none, is
14 there a motion that we adopt this resolution?

15 MS. ZIEGLER: I move that we adopt Resolution
16 number 645.

17 MR. GARCIA: Is there a second?

18 MR. BARAKAT: I'll so second.

19 MR. GARCIA: Any discussion? Let me just
20 briefly indicate that this is one of the items that
21 this board had to do, to take action to bring PRAG
22 to adopt policies that never existed before in the
23 district, and this policy that we're about to vote
24 on is something that is new. And just so -- to
25 summarize what our financial expert -- financial



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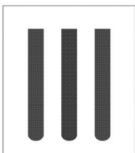
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1 advisor has indicated is the purpose of this policy,
2 and myself with a financial background, it's pretty
3 elementary that any independent government agency
4 have this type of policy. Here's what our financial
5 advisor, how he described the purpose. "The purpose
6 of this policy is to establish guidelines to ensure
7 that the district maintains adequate levels of fund
8 balance in the general fund, one, to mitigate
9 current and future risks such as revenue shortfalls,
10 unanticipated expenditures, natural disasters, or
11 other unforeseen circumstances; two, to help ensure
12 stable tax rates for the taxpayers; and three, to
13 ensure that the district has sound financial
14 management policies and practices to allow for the
15 highest possible credit rating, to reduce the
16 district's cost of future" -- and that's why this
17 policy has been adopted, and it's a new -- a new
18 policy this district hadn't had before. So all in
19 favor of the motion, please indicate by indicating
20 aye.

21 THE BOARD: Aye.

22 MR. GARCIA: Anyone opposed? Please let the
23 record reflect that the motion passed unanimously.
24 And then moving on to Item 9.2, specifically
25 Resolution 646. Mr. Langley?



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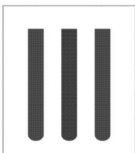
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1 MR. LANGLEY: Resolution number 646, a
2 Resolution of the Central Florida Tourism Oversight
3 District Adopting a Conflicts of Interest Policy.
4 We've had several board members mention the need to
5 have policies that not only govern the rules of the
6 meeting, but also a general guideline and rules for
7 conflicts of interest. So my office has generated
8 the policy before you. It's is a -- it's consistent
9 with state law. It goes a little broader. I think
10 it's sort of in a format where it's easy for
11 everyone to understand, instead of being in legalese
12 like statutes are. So it -- you're governed in
13 addition to the policy, if you adopt it by Chapter
14 -- part 2 of Chapter 112 of Florida Statutes, which
15 is the Code of Ethics for Public Officers, and this
16 Conflicts of Interest Policy explains that chapter
17 in, like I said, non-legalese, but also provides for
18 additional guidelines for the board to ensure that
19 we are being transparent as a board, and not
20 generating unintentional conflicts of interest.
21 This gives you an understanding on the front end of
22 what sort of activities, as far as gratuities you're
23 not allowed to accept, what sort of employment would
24 be in conflict, what sort of interactions with
25 lobbyists or taxpayers would be inappropriate. So



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1 unless you have any questions for me, you have
2 before you a resolution that I recommend that you
3 adopt as presented.

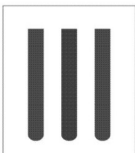
4 MR. GARCIA: Okay. And I believe we have to
5 give the opportunity for public comments; is that
6 correct?

7 MR. LANGLEY: That's correct.

8 MR. GARCIA: Are there any public comments with
9 respect to this Conflict of Interest Policy we're
10 adopting? Seeing none, is there a motion that we
11 adopt this resolution?

12 MR. BARAKAT: Mr. Chair, I'll so motion, but
13 I'd also just like to add, I mean, in my 20 years of
14 -- nearly 20 years of practice as a corporate
15 lawyer, you know, I think it is -- I -- representing
16 companies and businesses large and small, I -- this
17 is -- this is a policy that I've found at all levels
18 of business, governing the behavior of officers and
19 directors. Frankly, I'm stunned a little bit that
20 such a thing was not in place before, and -- but I
21 think it's a great thing that we're doing.

22 I think, hopefully, in looking at this policy,
23 as was mentioned by our general counsel, this goes
24 above and beyond sort of the mere minimum state law
25 requirements. It provides clarity about the



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1 behavior that we can and cannot, as a board, engage
2 in, and I think, hopefully, will give some great
3 comfort to the people in this district if they
4 didn't already have it, that this board is going to
5 be motivated solely by the best interests of the
6 folks in this district, and of those people in the
7 state of Florida. So with that, I'm very supportive
8 and glad that this has been moved forward. So I
9 will so motion for a vote on --

10 MS. ZIEGLER: Second.

11 MR. BARAKAT: -- Resolution 646.

12 MR. GARCIA: Is there a --

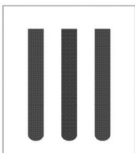
13 MS. ZIEGLER: Second.

14 MR. GARCIA: -- second?

15 MS. ZIEGLER: Second.

16 MR. GARCIA: Any further comments by any board
17 members?

18 MR. PERI: Yeah, I'd just like to say, as I
19 read through the policy, I was quite impressed,
20 because it includes a clause in there where if, in
21 some way, this conflicts with the state, with
22 regards to conflict of interest, the more stringent
23 will apply. I thought it was very interesting. It
24 is the desire of this board to be even more rigorous
25 than anything you might find required or mandated by



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1 the state.

2 MR. GARCIA: Thank you for those comments.

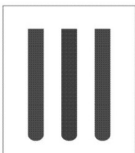
3 Hearing no further comments, all in favor, please
4 indicate by saying aye.

5 THE BOARD: Aye.

6 MR. GARCIA: Any opposed? Please let the
7 record reflect that the motion passed unanimously.
8 Next item on the agenda, unfinished business. Is
9 there any unfinished business by Mr. Gilzean, our
10 General Counsel, fellow board members? Hearing
11 none, we are going to temporarily recess and meet
12 with our Litigation Counsel in a shade meeting. At
13 the conclusion of that, we will meet in private in
14 the room next door. And after that, we will come
15 back and then adjourn. But seeing that General
16 Counsel may have some comments, could you please
17 respond?

18 MR. LANGLEY: Thank you. I just wanted to add
19 to that, that we've, as the acting General Counsel,
20 has -- have requested this executive session of the
21 board for purposes of the requirements of
22 286.011(8), Florida Statutes, the Sunshine law.

23 I am reading into the record the people that
24 will be in attendance. There will be a court
25 reporter who will be there to transcribe everything



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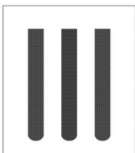
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1 that's said in the closed-door meeting. The persons
2 in attendance will be the full board present today,
3 Members Chair Garcia, Vice-Chair Barakat, Board
4 Member Peri, Board Member Ziegler, District
5 Administrator Glen Gilzean, Acting General Counsel
6 Daniel Langley and Kurt Ardaman, and also our
7 Litigation Counsel Paul Pugh. We estimate the
8 closed-door meeting will take about 45 minutes or
9 less, and then as the chair said, after we're
10 finished, we will come back to this room and adjourn
11 that portion of the meeting. Thank you. So if
12 there's nothing further, we would adjourn the public
13 part, and we'll go to the closed meeting.

14 MR. GARCIA: We'll be back.

15 (MEETING CONCLUDED AT 10:48 A.M.)
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C E R T I F I C A T E

STATE OF FLORIDA)
COUNTY OF ORANGE)

I, SAMANTHA PALMA, Court Reporter and Notary Public
for the State of Florida at Large, do hereby certify
that I was authorized to and did report the foregoing
proceeding, and that said transcript is a true record of
the said proceeding.

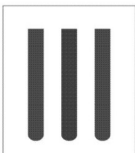
I FURTHER CERTIFY that I am not of counsel for,
related to, or employed by any of the parties or
attorneys involved herein, nor am I financially
interested in said action.

Submitted on: August 12, 2023.

SAMANTHA PALMA

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Court Reporter, Notary Public



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