In The Matter Of:

Central Florida Tourism Oversight District

Board of Supervisors Meeting February 28, 2025

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1 PRESENT: 2 BOARD MEMBERS: Alexis Yarbrough Chairwoman, Brian Aungst, Jr.; Bridget Ziegler, John Gilbert and Scott 3 Workman 4 Billy Dover, District Chaplain; Eddie SPEAKERS: Fernandez, CFTOD Operational Safety Consultant; 5 Stephanie Kopelousos, District Administrator; Craig Sandt, Principle Construction Manager; Susan 6 Higgenbotham, Chief of Finance; Brian Liffick, CPA from Cherry Bekaert 7 Stephanie Kopelousos, District CFTOD STAFF: 8 Administrator; Mike Crikis, Deputy District Administrator; Susan Higginbotham, Chief of Finance; 9 Roy Payne, Esquire, General Counsel; Alycia Mills, District Clerk, Executive Assistant; Tanya Naylor, 10 Director of Security and Emergency Management; Ron Zupa, IT Service Delivery Manager; Phil College, 11 Technical Support Analyst; Eddie Fernandez, CFTOD Operational Safety Consultant; Tiffany Kimball, 12 Contracting Officer; Michelle Dicus, Director of Human Resources; Yenni Hernandez, Chief Information 13 Officer; Katherine Luetzow, Planning & Engineering Manager; Matthew Oberly, External Affairs Director; 14 Heidi Powell, Manager - Financial Reporting Analysis; Douglas Henley, Director of Facilities; Ella Hickey, Director of Building & Safety; Jason Herrick, 15 Director of Public Works; Wendy Duncan, Director -Environmental Sciences; Jennifer Albritton, Director 16 of Utility Business 17 18 19 20 21 2.2 23 24 25

PROCEEDINGS

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MS. CHAIRWOMAN: All right. Good morning, everybody, welcome. This is a meeting of the Board of Supervisors for the Central Florida Tourism Oversight District. That's a mouthful. Thank you for hosting us, Ms. Kopelousos. My name is Alexis Yarbrough. I have the distinct privilege as serving as Chair of this board, very excited to be here and to meet you all.

I wanted to first thank our outgoing supervisors, Ron Peri, Charbel Barakat and Craig Mateer for their service on this Board, and to continue to thank you all, our Supervisors, Aungst and Ziegler, for continuing to serve on this board with us, and welcoming our other two supervisors, to my right, Supervisor John Gilbert and Scott Workman, welcome. Of course, I would not be here had it not been for Governor DeSantis. I am very grateful for his trust in me to serve in this position I will take very seriously and do the best that I can to serve the District.

I also would like to recognize our District Administrator, Stephanie Kopelousos, who probably

does not wish to be recognized, but she is a great Floridian and could teach a master class in servant leadership, and it is going to be a privilege to work along side of you as well.

I look forward to meeting the other members of our District here today and continuing the good work that you are doing here. So with that, we should get started with our invocation. We have Billy Dover, Chaplain. Where is Mr. Dover?

CHAPLAIN DOVER: Walking back. I'm short.

MS. CHAIRWOMAN: Good morning, Mr. Dover.

CHAPLAIN DOVER: Good morning, ma'am, and congratulations on your position.

MS. CHAIRWOMAN: Thank you.

CHAPLAIN DOVER: It's a pleasure to be here being that I'm an old retiree from here, and I was asked to do this, and I'm honored, so thank you. One of the things that Stephanie -- usually I try to preach a little bit, but I'm not a preacher, so not really. I'm going to tell you a little story. I said, how to do you use the resources you have. The body of Christ has excellent resources and strategies the most -- and they were mostly produced by organizations alone for their own unique tasks. A sense of

ownership is essential for agencies and churches to extensively use a resource. Our natural re -- our natural mindset that was created by them for them, not by us for us. The result of actually doing something of this nature is there is a powerful resource, it has the potential to travel far and be used and adapted widely. The concept of going slow together so we can all go faster is easy to say, but emotionally and physically hard.

The scripture for today is Ephesians 4:16,

"For whom the whole body, joined and held

together by every joint, with which it is

equipped when each part is working properly makes

the body grow so that it builds itself up in

love."

Let us pray. Our most gracious and only
Father right now, we just want to thank you for
this beautiful day, thank you for each person
that is here, just continue to bless this Board,
bless this organization. Dear Lord, just
continue to guide each and every division head
here, let them remember that we are all one, and
that they -- that we must work together for the
better good. Dear Lord, just continue to bless
our first responders, our service personnel and

1 their families, protect them in everything that 2 they do, protect this Board, and may everyone go 3 home safely. For this we ask in his holy name. 4 Amen. 5 ATTENDEES: Amen. 6 MS. CHAIRWOMAN: Thank you. I'm going to 7 ask Chief Ferrari, would you lead us in the 8 Pledge of Allegiance, sir. 9 CHIEF FERRARI: I pledge --10 ATTENDEES: I pledge allegiance to the flag 11 of the United States of America, and to the 12 Republic, for which it stands, one nation, under 13 God, indivisible, with liberty and justice for 14 all. 15 Thank you. All right. MS. CHAIRWOMAN: 16 are moving onto the safety minute, Mr. Fernandez. 17 Good morning, sir, how are you? 18 MR. FERNANDEZ: Very good. How are you? 19 MS. CHAIRWOMAN: Great. 20 21 22

MR. FERNANDEZ: Thank you. Thank you Ms. Chair Yarbrough and supervisors of the Board, and to our guests and visitors. We're going to cover some important safety information like we always do before we start our Board meeting. I'd like everyone facing the front of the room to please

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notice there are two double doors, some on your left, some on your right. In the event of an evacuation, please use those doors to exit the building. The primary entrance is the front of the building where you entered this morning, but if you follow out the left side, these double doors here will lead you out to an exit on the backside of the building and you can follow the pathway out to the front of the building. Our employees will meet at the ends of the parking lot. Please accompany them there at the ends of the parking lot until emergency personnel arrive and give us the all-clear to come back in. On your way out, if you feel comfortable enough, you can use the fire alarm pull stations that are located near the exits or the fire extinguishers that are there as well. And for your protection, we have an AED at the security desk and a first-aid kit there as well.

Our safety theme for this month is American heart health. Safety is not just about preventing slips, trips and falls, or about wearing the right protective gear, it also includes maintaining strong, physical health.

And a part of strong, physical health is our

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heart health. February is American heart month, a national campaign recognized by the National Safety Counsel to raise awareness about heart disease, which is the leading cause of death among American US adults throughout the country. In 2024 alone, an estimated 931,000 heart-related deaths occurred nationwide. Taking care of your heart health is essential, but in critical moments sometimes it's not enough. According to the American Heart Association, performing CPR immediately when needed can double or even triple a person's chance of survival in an out-of-hospital cardiac arrest situation.

Recently, a young boy's life was saved right here in the District thanks to the swift actions of his mother, cast members and our very own District Fire Department. Their quick response made all the difference. So we encourage everyone to support their heart health. We strongly encourage everyone, especially parents, to seek out CPR and AED training because the life you save could be that of your own child. Prioritizing heart health is not just a personal responsibility, it's our commitment to safety in the workplace and the community.

1 I want to welcome Chair Yarbrough, 2 Supervisor Gilbert and Supervisor Workman, 3 welcome to the team, and we're glad to have you. 4 And everyone please enjoy the meeting. 5 you. 6 MS. CHAIRWOMAN: Thank you, Mr. Fernandez. 7 Before we move into the public comment, are there 8 any comments from anyone on the Board? Seeing 9 All right. Are there any public comments? 10 Ms. Kopelousos, none? All right. Seeing none, 11 we can move onto the consent agenda. 12 Do we have a motion to approve the consent 13 agenda? 14 MR. AUGNST: So moved. 15 MS. CHAIRWOMAN: Second? 16 MS. ZIEGLER: Second. 17 MS. CHAIRWOMAN: All in favor say aye. 18 THE BOARD: Aye. 19 MS. CHAIRWOMAN: Any opposed? Seeing none, 20 consent agenda passes. 21 We're moving onto the reports. ${\tt Ms.}$ 22 Kopelousos, good morning. MS. KOPELOUSOS: Good morning, Chair. And I 23 24 just want to say thank you to all of you. I know 25 this is a volunteer job, the rest of us here gets

paid to be here, but thank you, thank you for your service, thank you for your support, and we look forward to showing you all of the amazing things as we go forward.

I just want to give just a brief update and a couple announcements. First of all, to add on to what Eddie said, we are doing for our team CPR training led by our team at the fire department, so I'd love for everyone to do it. I think we're going to do it SLT, so be warned, we're all going to have CPR training.

Since January, I'll just give you a couple updates, we hired eight new team members. We have quite a few vacancies out there that we're working to fill as well. The state fire marshall recently appointed our staff member Wood from Eric Ferrari's team to lead -- to be the lead instructor for the 2025 Honor Guard Academy, and he will be the lead coordinator for the Florida Fallen Firefighter Memorial. So we'll keep you all updated on that. It's a real honor to get that and we are very excited for him and just a great representation from our team.

I want to do a particular shout out to Susan in the finance team. As you will see in a few

short minutes that our audited financials were reported. That team works really hard on making sure that we see -- that we get, as I call it, a clean bill of health. And that's what we got and we're grateful, Susan, for you and your team. So we appreciate all the hard work that goes into that. And then I'm looking at Ella because Ella was part of that.

On February 6th, eight of our team members went and volunteered and worked on a house for Habitat for Humanity. It was quite an interesting adventure because they had an all night power test the day after that, so we had some exhausted people, but well worth it, and just appreciate what they do in our community.

And then just a couple quick things to give you kind of what our team does on a regular basis. The Building Department already has issued over 2,200 permits. They've processed over 3,300 plan reviews and conducted over 10,800 inspections. On the environmental services team, they always stay pretty busy. They just got a new flock of chickens to do our sampling with, and they've already done about 108 different blood samples have been — have been sampled.

And then when you look at 1,500 samples collected and over almost 4,000 tests conducted on those sampling from the water. A lot of work goes on here and it's really just a -- no one ever sees, no one ever pays attention to until something goes wrong, but they go a great job with quiet diligence each and every day.

For the new members, we're in the process of updating our comp plan, so we did a public hearing after the first of the year. Our team, led by Katherine and Lee have been meeting with lots of our stakeholders, they briefed the Two Cities, so we're in the process of updating that. We will provide you with a calendar of what's left to do before it comes back before you as a Board.

And always Craig, hats off to the construction team, great progress on World Drive North. That's been a project that is the gift that keeps on giving as we've been working on the utility piece, and now Craig's team is actually getting to the road part. So that's my update for today and once again, any questions or anything I can answer, I'm happy to do so.

MS. CHAIR: Thank you, Ms. Kopelousos. Any

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questions? All right. Seeing none, I think Mr. Sandt, you have the item coming up here. Do we have a motion to approve Item 8.1?

MR. AUNGST: So move.

MS. CHAIRWOMAN: Second?

MS. ZIEGLER: Second.

MS. CHAIRWOMAN: All right. Mr. Sandt, do you want to tell us what this is, sir?

MR. SANDT: Sure. Good morning. Chairman Yarbrough, fellow members of the Board, this project, this is for the Osceola Parkway World Drive interchange resurfacing and guardrail replacement projects. Basically, this is -project involves MOT erosion control, quardrail removal and replacement, milling and resurfacing and installation of signage and pavement workings. Work areas, milling resurfacing is along the World -- I'm sorry, which is Osceola Parkway at World Drive interchange too, it's kind of a little tough to see with the exhibit, everything in yellow on the screen right there we're milling and resurfacing includes Osceola Parkway basically from World Drive to BVD, and also includes all four clover leaves of the World Drive and Osceola corridor. It's about 51,000

linear foot of travel lanes, or equaling 9.6 miles of linear travel lane doing resurfacing on this project. It also includes some guardrail replacements, three general locations, first general locations were on the Epcot Center Drive area, there's 18 total guardrail replacement locations involved in this project, also along World Drive corridor. In the exhibit you can see some of the areas. And then finishing up in the Osceola Parkway area too. It holds about 9,295 linear foot of guardrail replacement included in this project.

The project went out to bid by our

The project went out to bid by our accounting department December 9, 2024. We received four bids, Watson Civil Construction, Incorporated was the lowest responsive reasonable bidder, so what we're doing here we're requesting approval for a contract C006658 for Watson Civil Construction in the amount of \$4,868,620. Funding is derived from Planning and Engineering's planning work budget. Any thoughts?

MS. CHAIRWOMAN: Okay. Any questions or discussion? All right. All in favor, aye.

THE BOARD: Aye.

MS. CHAIRWOMAN: Any opposed? The motion passes. Thank you, Mr. Sandt.

Moving onto Item 9.1, CFO Higgenbotham. Good morning, ma'am.

MS. HIGGENBOTHAM: Good morning. I will be reviewing the fiscal year 2024 and all financial statements. And thank you to Stephanie for the shout out. I also want to specifically mention Heidi Powell, who compiles these statements for us, and all the members of my team every day are doing transactions that equal totaling up to this statement.

So our -- they used a -- our fiscal year ended on September 30, 2024. And as soon as I'm done with the highlights, I'm going to call up Brian Liffick and Justin Connelly from our auditor Cherry Bekaert to go over the audit.

So what do the auditors do, one of the main things they do is express an opinion on our District's financial statements. They also issue variance reports on internal control and compliance services here. For fiscal year ending 2024, we do have an increase in our ending net position of \$95 million, taking us from \$630 to \$725 million. Of that \$95 million, 11 million

was an increase in utility operations, and
hard and million was an increase in the governmental
activities. And this does include a \$26 million
transfer on utilities to governmental for their
contribution on World Drive North Phase III
utility relocation.

Also adding to the increase in our net position is we had principle payments of \$58.4 million on our long-term debt, so decreasing our long-term debt \$855 million to \$791 million. We didn't have in fiscal year '24 any other activity in our debt, no additions, no refundings. Some Board members will recall, and I come back for 2025, we did issue debt in October, which will be in fiscal year 2025. Again, mostly for World Drive North Phase III.

The District does participate in the Florida Retirement System, and as such, we are required to record our proportionate share, which is given to us from the Florida Retirement System. And we had an increase of 6.1 million in this fiscal year, and our proportionate share of the total Florida Retirement System is .147 percent. Also, the District has an OPEB liability for their post-employment benefits, and we have an

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1 actuarial calculation of this, and it had an increase from 50 million to 59 million, and our 2 3 interest and investment gains of 20.7 million. 4 And just to give you some perception on that, in 5 fiscal year '23 we had 13.6 million, but in 6 fiscal year '22 we actually had an investment loss of 8.8 million. So of the 20.7 million, 7 8 8 million is actually interest earned, and when 9 we have unrealized gain we have to market our 10 investment on 9/30 and that is 12 million. 11 is just a five-year look of governmental general 12 fund and debt service, tax revenue and expenses. 13 You'll see a slight dip in '21 again, that's 14 COVID related, and then overall you'll see just a general uptick. You might notice that the 15 16 revenue taxes, which is the lighter shade of 17 blue, is often less than the darker shade, which 18 is our signatures, that's because each year when 19 we have additional fund balance, we generally 20 budget to use that up and not to just increase 21 our fund balance. 22 23

Utility revenue and expenses going from five years ago from around 150 million up to this year of 200 million. And you'll actually see between '23 and '24 pretty much basically the same slight

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increase. Total assets from the government side, 958 million, the largest portion of that being infrastructure, which is our bridges, roads and our water drainage structures. And utility operations total 304 million, which their largest portion is plants and systems, things providing a service. Outstanding debt, 616 million on the government side, and on the utility side 139 million.

And then a look at our credit ratings with a scale of Triple A being the best to D being the last, we are solid As, and we are considered good investment grade credit. Then who are the users and what do we do with this financial report. We will report to the State of Florida Auditor General, Department of Financial Services, Department of Revenue, we will also report to the SEC and EMMA, banking agencies, insurance, bond holders, investments, as well as it will be posted on our website for taxpayers and utility customers.

And then just looking forward at our current year, just a reminder for our 2025 budget, we did set a millage rate of 13.083 mills, just slightly up from our 24 millage of 12.95 mills. Revenues

total 212 million, expenditure is 218 million, and then debt service we budgeted debt service millage of 1.99, our bond requirement is 1.1, so we are budgeting to cover that.

And at this time I'm call up Brian and Justin.

MR. LIFFICK: Hello, Board members, I'm excited to be here today to discuss our audit. I know Susan got to talk about the fun stuff, the number side of things, but I'll be going through our required communication items as your external auditors. So here's our agenda for today, much of those items are required communication, I'll finish off with some of our financial reporting changes to kind of be on the lookout for future periods, but first I'll just go through our client service team.

As Susan mentioned myself, I'm Brian

Liffick, your engagement partner overseeing all

of our services we provide for the District.

Also with me here today, Justin Connolly, who's

sitting there next to me, he was our manager,

kind of doing all the hard work, all the heavy

lifting throughout the engagement. Additionally,

we have Lauren Strope, a second partner reviewer.

You know, it's often very important to have a second set of eyes internally on our end to just make sure that the quality is there. And then moving on, our results as Stephanie had mentioned, the good clean audit opinion, we call it an unmodified opinion, but it is for the year ended September 30, 2024. We did issue that a couple -- or a week ago that it was done in accordance with generally accepted auditing standards, as well as government auditing standards. Additionally, in the financial statement packet we do include the report on compliance with local government investment policies as required by the State, as well as the bond trust and venture compliance and the Florida Auditor General Management Letter. As it pertains to internal control documentation, we do look over that internal control documentation ensuring that we're understanding that as a basis for our auditing procedures, how we're going to attest to balances throughout the year. not express an opinion on that information on the effectiveness of the internal controls; however, if we do become aware of any weaknesses that would be beneficial, we do communicate those.

Here are the definitions of the most significant type of deficiencies in internal control. I'm happy to announce that there were no significant deficiencies or material weaknesses as a result of our procedures. Additionally, last year we did have a couple management letter comments related to best practices, and those were all conquered by the team and appropriately implemented, so hats off to them. Corrected or uncorrected misstatements, we had no uncorrected or corrected misstatements as a result of our procedures, so the financial statement numbers you have were all a result of appropriate accounting on the team's side.

Moving into our qualitative aspects of accounting practices, the financial statements do have within them significant accounting policies, those are disclosed in Note 1 of the financial statements, and then there were no new accounting policies adopted during the year. There was one new GASB Standard, which is your authoritative guidance for financial statements, but it dealt with corrections and errors and restatements, which there were none this year. Related party transactions and relationships, as part of our

1 audit we do evaluate the identification of the 2 accounting for and then disclosure of any related 3 party transactions. You'll see that disclosed 4 within the financial statements in the -- eight 5 there we -- on the left side you'll see our 6 bullets of what we do related to those related 7 parties, but there was nothing to note that was 8 inaccurate or in noncompliance. Significant and 9 unusual transactions, we did not note any 10 transactions that lacked authoritative guidance. 11 All significant transactions were included in the 12 proper accounting period, and we noted no 13 significant, unusual transactions. 14 mentioned, there was a \$26 million transfer that 15 was in a significant amount, but nothing unusual about that transaction, and it was all accounted 16 17 for appropriately. 18

Moving onto significant estimates, most financial statements have significant estimates. Here within the bullets points you'll see the most significant estimates that impact the District's financial statements being deprecialized the capital assets, the option value of fuel derivatives, fair value of the assets and the investments, and self-insurance,

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and then the defined benefit plan, pension plan,

OPER liabilities deferred inflows and outflows

OPEB, liabilities, deferred inflows and outflows. We do evaluate the key factors and assumptions used to develop those estimates, and we concluded

that those were reasonable estimates.

As far as the financial statement disclosures, here you'll see the financial statements were very neutral, consistent, and clear. We had no pronouncements to implement or change any of the disclosures. I do bring attention to the most significant -- or the most sensitive disclosure that Note 8 has the related party transactions that really houses some of those unique transactions and discloses those appropriately.

As far as independence considerations, you do want to make sure your external auditors do maintain their independence. Here on the left you'll see we do provide assistance with preparing and tracking the subscription based information technology agreements and leases. Those were two recent accounting standards within the past two years, so we have our advisory team helping the team categorize those and report that information, but ultimately management does

maintain the responsibility for that information, reviews it; therefore, we do meet the full responsibilities to maintain our independence.

Our other required communications, difficulties or disagreements with management, I'm happy to say that Susan, Heidi and the team are very forthcoming, and all information that we needed throughout the audit was there and at our fingertips, so kudos to them. So there were no difficulties or disagreements as a result of our audit procedures.

Other consultations, there were no difficulties or contentious items that we needed to consult outside of our engagement team. And then management representations, we do obtain a management representation letter at the end of the audit. That was signed in accordance with the financial statement date there.

And then moving on, management consultations, there were no -- if management were to go to an outside accounting firm to seek their second opinion on anything, we did inquire to that, and there were no such second opinions or management consultations.

Other findings or issues, there were nothing

1 outside of the normal course of business that was 2 discussed that needed to be brought up today as 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 2.2 23 24

far as any findings or issues. Fraud or illegal acts, there were no fraud, illegal acts or violations of laws of the Florida Regulations noted in our procedures. And then finally there were no events or conditions that indicate a substantial doubt about the District's ability as a growing concern. Other matters, required self-linear information, the financial statements do contain the management discussion an analysis, as well as the information at the back of the financial statements that are required to supplement any information as required by GASB. That information we do have a separate opinion on in relation to our normal audit opinion, we do not express on or provide any assurance of the information; however, we do agree that information back to the financial statements, and that is standard practice related to those required supplementary information pieces. And then finally, the last item up here today are the financial reporting changes. On the horizon we do have four new GASB standards

that have been issued to this point. A couple of

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1 these will not have really that much of an impact 2 for the District, that being compensated 3 absences, certain risk disclosures, and those are 4 going to be next year, so we'll be just 5 discussing with management making sure that 6 they've conquered those and are comfortable with 7 any changes to the numbers. GASB 103 will be in 8 2026, that will have some changes, more to the 9 presentation of the financial statements, so more 10 to come on that one as we work through with 11 management, but just putting that on the radar 12 that that one may change some of the items in 13 management discussion and analysis sections as 14 well as other notes. 15 And then finally, disclosures on certain 16 capital assets, another one that will be due in 17 2026, more to come on that one as we discuss with 18 management, but don't anticipate very many 19 changes as far as the numbers are concerned. 20 And with that, I will turn it back over. 21 Appreciate being here with you all today. 22 MS. HIGGENBOTHAM: Thank you. Any questions 23 for Brian or myself? 24 MS. CHAIRWOMAN: Any questions? Seeing 25 none, thank you, CFO Higgenbotham, appreciate it.

1 Thank you Mr. Liffick. Did I say it correctly? 2 MR. LIFFICK: Yes, yes, ma'am. 3 Thank you very much, sir. MS. CHAIRWOMAN: 4 Do we have a motion to accept the audit? 5 MR. AUNGST: So moved. 6 MS. CHAIRMAN: Second? 7 MS. ZIEGLER: Second. 8 MS. CHAIRMAN: Discussion? All in favor, 9 aye. 10 THE BOARD: Aye. 11 MS. CHAIRWOMAN: Any opposed? All right. 12 It's accepted. I think we are concluded with 13 Ms. Kopelousos, yes? All right. I business. 14 would normally adjourn. I'm not familiar with 15 this Board, so I'm going to look to the general 16 counsel. Do you have a rule that requires a 17 motion to adjourn? 18 MR. PAYNE: There is no rule. You can do it 19 by --20 MS. CHAIRWOMAN: All right. So we will 21 stand adjourned then. Thank you. 22 (The meeting concluded at 11:09 a.m.) 23 24 25

1	CERTIFICATE
2	STATE OF FLORIDA COUNTY OF ORANGE
3	
4	I, JOET L. HAWKINS, Florida Professional
5	Reporter, Notary Public, State of Florida, certify
6	that I was authorized to and did stenographically
7	report the foregoing proceedings and that the
8	transcript is a true and complete record of my
9	stenographic notes.
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11	DATED this 23rd day of March, 2025.
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16	Joet L. Hawkins, FPR
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< W > Walking 4:10 want 5:17 9:1, 24 10:5, 24 13:8 15:8 23:17 **wanted** 3:11 **warned** 10:10 water 12:3 18:4 **Watson** 14:15, 18 wav 7:14 weaknesses 20:24 21:5 wearing 7:23 website 18:20 week 20:8 welcome 3:4, 18 9:1, welcoming 3:16 well 4:4 7:17, 19 10:15 11:14 18:19 20:10, 14 25:12 26:14 **Wendy** 2:15 went 11:10 14:13 **We're** 6:22 9:3, 21 10:9, 10, 14 11:5 12:8, 13 13:22 14:17 20:19, 20 we've 12:20 widely 5:7 wish 4:1 **Wood** 10:16 work 4:4, 7 5:23 11:6 12:*3* 13:*17* 14:21 19:23 26:10 **worked** 11:10 working 5:13 10:15

Workman 2:3 3:18 9:2 workplace 8:25 Works 2:15 11:2 World 12:18 13:11, 18, 19, 23, 24 14:8 16:5, 15 worth 11:14 wrong 12:6

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9:16 13:6 27:7
Zupa 2:10

12:20

workings 13:17

WORD LIST	<3>	actuarial (1)
	3,300 (1)	adapted (1)
< \$ >	30 (2)	add (1)
\$26 (2)	304 (1)	adding (1)
\$4,868,620 (1)	32830 (1)	additional (1)
\$58.4 (1)		Additionally (3)
\$630 (1)	<4>	additions (1)
\$725 (1)	4,000 (1)	adjourn (2)
\$791 (<i>1</i>)	4:16 (<i>1</i>)	adjourned (1)
\$855 (1)		Administrator (4)
\$95 (2)	< 5 >	adopted (1)
, ,	50 (1)	adults (1)
<1>	51,000 (1)	adventure (1)
1 (<i>I</i>)	59 (1)	advisory (1)
1,500 (<i>1</i>)		AED (2)
1.1 (<i>l</i>)	<6>	Affairs (1)
1.99 (<i>l</i>)	6.1 (1)	agencies (2)
10,800 (1)	616 (1)	agenda (4)
10;300 (1) 10:37 (1)	6th (1)	ago (2)
10.37 (1) 103 (1)		
103 (1) 108 (1)	<8>	agree (1)
* *		agreements (1)
11 (<i>l</i>)	8 (2)	alarm (1)
11:09 (2)	8.1 (1)	Albritton (1)
12 (<i>l</i>)	8.8 (1)	Alexis (2)
12.95 (1)	84 (1)	all-clear (1)
13.083 (<i>1</i>)		Allegiance (2)
13.6 (<i>1</i>)	<9>	Alycia (1)
139 (<i>l</i>)	9 (1)	amazing (1)
147 (<i>l</i>)	9,295 (1)	Amen (2)
150 (<i>1</i>)	9.1 (1)	America (1)
18 (<i>1</i>)	9.6 (1)	American (4)
1900 (<i>I</i>)	9/30 (1)	amount (2)
	931,000 (1)	Analysis (3)
< 2 >	958 (1)	Analyst (1)
2,200 (1)		announce (1)
20.7 (2)	< A >	announcements (1)
200 (1)	a.m (3)	answer (1)
2024 (6)	ability (1)	anticipate (1)
2025 (6)	absences (1)	appointed (1)
2026 (2)	Academy (1)	appreciate (4)
21 (<i>I</i>)	accept (1)	appropriate (1)
212 (1)	accepted (2)	appropriately (3)
218 (I)	accompany (1)	approval (1)
22 (<i>I</i>)	accounted (1)	approve (2)
23 (2)	accounting (9)	area (2)
23rd (1)	actions (I)	areas (2)
24 (3)	activities (1)	arrest (1)
• •	` ′	arrive (1)
28 (1)	activity (1)	allive (1)

aspects (1)assets (4) assistance (1)Assistant (1) **Association** (1)assumptions (1) assurance (1) ATTENDEES (2) attention (2) attest (1) audit (9) audited (1)auditing (3)auditor (3) auditors (3) AUGNST (1) Aungst (4) authoritative (2) authorized (1) aware (1)awareness (1) ave (6) < B > back (7)backside (1) balance (2) balances (1)banking (1)Barakat (1) based (1)**Basically** (3)basis (2) beautiful (1) Bekaert (2) beneficial (1)benefit (1)benefits (1)best (3)better (1) **bid** (1) bidder (1)bids (1)**bill** (1) **Billy** (2) **bit** (1) bless (3)**blood** (1)**blue** (1)

acts (2)

asked (1)

BOARD (19) **body** (3) bond (3)**Boulevard** (1) **bov's** (1) Brian (6) bridges (1) **Bridget** (1) brief (1)**briefed** (1) bring (1)brought (1) budget (3) **budgeted** (1) budgeting (1) Buena (1)**Building** (6) builds (1) bullets (2) Business (3)busy (1)**BVD** (1) < C >

C006658 (1) calculation (1)calendar (1) **call** (4) campaign (1) capital (2) cardiac (1) **care** (1) cast (1)categorize (1) cause (1) Center (1)CENTRAL (3) certain (2) certify (1) **CFO** (2) **CFTOD** (*3*) Chair (5)Chairman (3) Chairwoman (19) chance (1)

change (2)

changes (5)

Chaplain (5)

Charbel (1)

Cherry (2) chickens (1) Chief (5)child (1) Christ (1) churches (1) Cities (1) Civil (2) class (1) clean (2) clear (1)Clerk (1)client (1) clover (1)collected (1) College (1) come (4)comes (1)comfortable (2) coming (1)comment (1) comments (3) commitment (1) communicate (1) communication (2) communications (1) community (2) comp (1) compensated (1)compiles (1) complete (1) compliance (3)concept (1) concern (1) concerned (1) concluded (3) conditions (1) conducted (2) congratulations (1) Connelly (1) Connolly (1)conquered (2) consent (3) considerations (1)

considered (1)

Construction (4)

Consultant (2)

consistent (1)

consult (1)

consultations (3)contain (1)contentious (1) continue (4) continuing (2) contract (1) Contracting (1) contribution (1) control (5) controls (1) coordinator (1) Corrected (2) corrections (1) correctly (1) corridor (2) Counsel (3)country (1) COUNTY (1) couple (6) course (2) Court (1)cover (2) **COVID** (1) \mathbf{CPA} (1) **CPR** (4) Craig (3)Craig's (1) created (1) credit (2) Crikis (1)critical (1) current (1) customers (1)

<D>
darker (1)

DATE (2)

DATED (1)

day (5)

dealt (1)

Dear (2)

death (1)

deaths (1)

debt (8)

December (1)

decreasing (1)

deferred (1)

deficiencies (2)

defined (1)

definitions (1) **Delivery** (1)**Department** (6) deprecialized (1) **Deputy** (1)derivatives (1)derived (1) **DeSantis** (1)desk (1) develop (1)Dicus (1)difference (1) different (1) difficulties (3) diligence (1) **dip** (1) **Director** (8) disagreements (2) disclosed (2) discloses (1) disclosure (2) disclosures (4) discuss (2) discussed (1) discussing (1)discussion (4) disease (1)distinct (1) DISTRICT (17) District's (3) division (1)documentation (2) doing (7)doors (3)double (3)doubt (1) **Douglas** (1)Dover (7)drainage (1) **Drive** (9) **due** (1) **Duncan** (1)

<E> earned (1) easy (1) Eddie (3) effectiveness (1) eight (3)

Ella (3)	< F >	FRP (1)	health (8)
Emergency (2)	Facilities (1)	$\begin{array}{c c} \mathbf{fuel} & (1) \\ \mathbf{fuel} & (1) \end{array}$	hearing (1)
EMMA (1)	facing (1)	full (1)	heart (8)
emotionally (1)	factors (1)	fun (1)	heart-related (1)
• ` '	` '	` '	` ′
employees (1)	fair (1)	fund (3)	heavy (1)
encourage (2)	Fallen (1)	Funding (1)	Heidi (3)
ended (2) ends (2)	falls (1) familiar (1)	future (1)	held (1) Hello (1)
engagement (3)	families (1)	<g></g>	` '
Engineering (1)	far (5)	gain (1)	helping (1) Henley (1)
	faster (1)	, ,	Hernandez (1)
Engineering's (1)	` '	gains (1) GASB (4)	
enjoy (1)	Father (1)	` ′	Herrick (1)
ensuring (1)	$\begin{array}{ccc} \mathbf{favor} & (3) \\ \mathbf{F} \cdot \mathbf{I} & (3) \end{array}$	$\begin{array}{c c} \mathbf{gear} & (1) \\ \mathbf{G} & (2) \end{array}$	Hickey (1)
entered (1)	February (3)	General (8)	Higgenbotham (5)
entrance (1)	feel (1)	generally (2)	Higginbotham (1)
Environmental (2)	fellow (1)	getting (1)	highlights (1)
Epcot (1)	Fernandez (6)	gift (1)	hired (1)
Ephesians (1)	Ferrari (2)	Gilbert (3)	holders (1)
equal (1)	Ferrari's (1)	give (5)	holds (1)
equaling (1)	fill (1)	given (1)	holy (1)
equipped (1)	finally (3)	giving (1)	home (1)
Eric (1)	Finance (3)	glad (1)	Honor (2)
erosion (1)	Financial (22)	go (7)	honored (1)
errors (1)	financials (1)	God(I)	horizon (1)
especially (1)	findings (2)	goes (3)	hosting (1)
Esquire (1)	fingertips (1)	going (13)	Hotel (1)
essential (2)	$\begin{array}{c c} \mathbf{finish} & (1) \end{array}$	Good (14)	house (1)
estimated (1)	finishing (1)	government (4)	houses (1)
estimates (5)	fire (5)	governmental (3)	Human (1)
evacuation (1)	Firefighter (1)	Governor (1)	Humanity (1)
evaluate (2)	firm (1)	gracious (1)	
event (1)	first (6)	grade (1)	<i></i>
events (I)	first-aid (1)	grateful (2)	identification (1)
everybody (1)	fiscal (8)	, ,	III (2)
	` '	great (5)	\ /
excellent (1)	five (1)	grow (1)	illegal (2)
excited (3)	five-year (1)	growing (1)	immediately (1)
Executive (1)	flag (1)	Guard (1)	impact (2)
exhausted (1)	flock (1)	guardrail (5)	implement (1)
exhibit (2)	FLORIDA (15)	guests (1)	implemented (1)
exit (2)	Floridian (1)	guidance (2)	important (2)
exits (1)	follow (2)	guide (1)	inaccurate (1)
expenditure (1)	foot (2)		include (2)
expenses (2)	foregoing (1)	< H >	included (2)
express (3)	forthcoming (1)	Habitat (1)	includes (4)
extensively (1)	forward (4)	happy (3)	Incorporated (1)
External (3)	four (3)	hard (4)	increase (8)
extinguishers (1)	FPR (1)	hats (2)	independence (3)
eyes (1)	Fraud (2)	HAWKINS (3)	indicate (1)
	front (3)	head (1)	indivisible (1)

< L > inflows (1)Management (15) **net** (2) Information (14)lacked (1) Manager (5)neutral (1)infrastructure (1) Lake (1)March (1)**new** (6) inquire (1)lane (1)market (1) night (1)noncompliance (1) inspections (1)lanes (1)marshall (1) installation (1)Large (1)master (1) normal (2) largest (2) normally (1) instructor (1) Mateer (1)Lauren (1) insurance (1) material (1)North (3)interchange (2) laws (1)matters (1)Notary (2)**lead** (5) **Note** (4) interest (2) Matthew (1) interesting (1)leadership (1) meet (3)noted (2)**MEETING** (7)internal (5) leading (1)notes (2) internally (1) leases (1) notice (2) member (1)investment (5)leaves (1)**MEMBERS** (10) number (1)investments (2) **led** (2) Memorial (1)numbers (3)invocation (1)**Lee** (1) mention (1)**left** (5) mentioned (3)< 0 > involved (1) involves (1) Letter (3) Michelle (1) Oberly (1) liabilities (1) **Mike** (1) obtain (1)issue (3)issued (2)liability (1) miles (1)occurred (1) issues (2) liberty (1) millage (3)October (1)**life** (2) milling (3)**item** (4) Officer (2) items (4)Liffick (6) million (27)Okay (1)lifting (1)Mills (3)**old** (1) < J > lighter (1)mindset (1)once (1)**January** (1) linear (3)**OPEB** (2) minute (1)**Jason** (1)little (3) minutes (1)**Operational** (2) operations (2) Jennifer (1)local (1) misstatements (2) **job** (2) located (1) moments (1)opinion (7)**JOET** (3) **LOCATION** (1) opinions (1)month (2) morning (10) **John** (2) locations (3)opposed (3)joined (1)long-term (2) **MOT** (1) option (1)joint (1)**look** (7) mother (1)ORANGE (1) **Jr** (1) looking (2) motion (5) organization (1)iustice (1)lookout (1) mouthful (1) organizations (1)Justin (3)**Lord** (2) move (3)Osceola (5) loss (1)moved (2)outflows (1)< K > moving (7)**lot** (3) outgoing (1)**Katherine** (2) lots (1)out-of-hospital (1) keep (1)**love** (2) < N >outside (3) Outstanding (1)keeps (1)lowest (1)name (2)**kev** (1) Luetzow (1) nation (1)overall (1) Kimball (1) national (2) overseeing (1)kind (4)< M >nationwide (1) **OVERSIGHT** (3) ma'am (3) natural (2) **kit** (1) ownership (1) know (3)main (1)nature (1)Kopelousos (9) < P > maintain (3)Naylor (1)kudos (1)maintaining (1)near (1)packet (1) making (2)needed (4)paid (1)

parents (1)	potential (1)	< R >	retiree (1)
parking (2)	Powell (2)	radar (1)	Retirement (3)
Parkway (4)	$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	raise (1)	revenue (4)
part (5)	powerful (1)	rate (I)	Revenues (1)
participate (1)	practice (1)	ratings (I)	reviewer (1)
particular (1)	practices (2)	real (I)	reviewer (I)
	-	really (5)	reviews (2)
parties (1)	$\begin{array}{ccc} \mathbf{pray} & (1) \\ \mathbf{praceh} & (1) \end{array}$	reasonable (2)	` ′
partner (2)	preach (I) preacher (I)	` '	right (16)
party (3)	` ′	recall (1)	risk (1)
passes (2)	preparing (1)	received (1)	road (1)
pathway (1)	PRESENT (1)	recognize (1)	roads (1)
pavement (1)	presentation (1)	recognized (2)	Ron (2)
payments (1)	pretty (2)	record (2)	room (1)
Payne (2)	preventing (1)	refundings (1)	\mathbf{Roy} (1)
pays (1)	primary (1)	regular (1)	rule (2)
pension (1)	Principle (2)	Regulations (1)	a a
people (1)	Prioritizing (1)	related (8)	<s></s>
percent (1)	privilege (2)	relation (1)	safely (1)
perception (1)	probably (1)	relationships (1)	Safety (9)
performing (I)	procedures (5)	relocation (1)	sampled (1)
Peri (1)	proceedings (1)	remember (1)	samples (2)
period (1)	process (2)	reminder (1)	sampling (2)
periods (1)	processed (1)	removal (1)	Sandt (5)
permits (1)	produced (1)	replacement (4)	save (1)
person (1)	Professional (1)	replacements (1)	saved (1)
personal (1)	progress (1)	report (6)	scale (1)
personnel (2)	project (7)	REPORTED (2)	Sciences (1)
person's (1)	projects (1)	Reporter (2)	Scott (2)
pertains (1)	pronouncements (1)	Reporting (3)	screen (1)
Phase (2)	proper (1)	reports (2)	scripture (1)
Phil (1)	properly (1)	representation (2)	\mathbf{SEC} (1)
physical (2)	proportionate (2)	representations (1)	Second (10)
physically (1)	protect (2)	Republic (1)	sections (1)
piece (1)	protection (1)	requesting (1)	Security (2)
pieces (1)	protective (1)	required (9)	see (12)
plan (4)	provide (4)	requirement (1)	Seeing (5)
Planning (3)	providing (1)	requires (1)	seek (2)
plants (1)	Public (6)	resource (2)	sees (1)
Plaza (1)	pull (1)	Resources (3)	self-insurance (1)
please (4)	putting (1)	responders (1)	self-linear (1)
pleasure (1)	paring (1)	response (1)	sense (1)
Pledge (3)	< Q >	responsibilities (1)	sensitive (1)
point (1)	qualitative (1)	responsibility (2)	separate (1)
points (1)	quality (1)	responsive (1)	September (2)
policies (3)	quanty (1) questions (5)	rest (1)	seriously (1)
portion (2)	quick (2)	restatements (1)	servant (1)
position (4)	quiet (1)	result (5)	$\frac{\text{servant}}{\text{serve}}$ (3)
posted (1)	quite (2)	results (1)	Service (9)
posteu (1) post-employment (1)	quite (2)	resurfacing (5)	services (4)
post-employment (1)			SCIVICES (7)
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Deposition of Board Weeting
corving (1)
serving (1) set (2)
shade (2)
share (2)
short (2)
shout (2)
showing (1)
side (8)
signage (1)
signatures (1)
signed (1)
significant (11)
sir (4)
sitting (1)
situation (1)
slight (2)
slightly (1)
slips (I)
slow (1)
slow (1) SLT (1)
solid (I)
soon (1)
sorry (1)
SPEAKERS (1)
specifically (1)
STAFF (2)
stakeholders (1)
stand (1)
Standard (2)
standards (4)
stands (1)
start (1)
started (1)
State (6)
statement (5)
statements (14)
States (1)
stations (1)
stay (1)
stenographic (1)
stenographically (1)
Stephanie (6)
story (1)
• , ,
strategies (1)
strong (2)
strongly (1)
Strope (1)
structures (1)
\mathbf{stuff} (1)

< T > **take** (1) **TAKEN** (1)**talk** (1) Tanya (1)tasks (1)**tax** (1) taxes (1)taxpayers (1)teach (1)team (22) team's (1)**Technical** (1)technology (1) **tell** (2) **test** (1) tests (1)Thank (25)thanks (1)theme (1)things (6) think (3)thoughts (1)three (1)**Tiffany** (1)**TIME** (2) **today** (9) total (5)totaling (1)tough (1)TOURISM (3) tracking (1)training (3)

transaction (1) transactions (9)

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transcript (1)
transfer (2)
travel (3)
triple (2)
trips (1)
true (1)
trust (2)
try (1)
turn (1)
two (5)
type (1)
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< U > ultimately (1)uncorrected (2) understanding (1)unique (2) United (1) unmodified (1) unrealized (1) unusual (3)update (2) updated (1)updates (1)updating (2) uptick (1)**use** (5) users (1)usually (1)utilities (1) Utility (8)

vacancies (1)
value (2)
variance (1)
venture (1)
violations (1)
visitors (1)
Vista (1)
volunteer (1)
volunteered (1)

< V >

< W > Walking (1) want (8) wanted (1) warned (1) water (2)

Watson (2) way (1)weaknesses (2) wearing (1)website (1) week (1)welcome (4)welcoming (1)**well** (10) Wendy (1)went (2)We're (14) we've (1) widely (1)wish (1)Wood (1)**work** (9) worked (1)working (3)workings (1)Workman (3)workplace (1) Works (2)World (9)worth (1)wrong (1)

< Y >
Yarbrough (5)
year (18)
years (2)
yellow (1)
Yenni (1)
young (1)

< Z >
Ziegler (5)
Zupa (1)