

**In The Matter Of:**  
*Central Florida Tourism Oversight District*

---

*Board of Supervisors Meeting*  
*February 28, 2024*

---

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

CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT

BOARD OF SUPERVISORS MEETING

\* \* \* \* \*

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

DATE TAKEN: February 28, 2024

TIME: 9:35 a.m. - 10:49 a.m.

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

**PRESENT:**

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

**SPEAKERS:** Pastor Greg Squires, Freedom Life Church, Kissimmee, Florida; Eddie Fernandez, CFTOD Operational Safety Consultant; Chris Wills, Disney Defenders; Nelly Hernandez, Osceola Action Committee; George R. Jackow; Jayne Smithers; Katherine Luetzow, Planning & Engineering Manager; Tanya Naylor, Director of Security and Emergency Management

**CFTOD STAFF:** Glenton Gilzean, Jr., District Administrator; Paula Hoisington, Deputy District Administrator of Administration; Mike Crikis, Deputy District Administrator of Operations; Daniel Langley, Acting Counsel for CFTOD; Kurt Ardaman, Acting Counsel for CFTOD; Eddie Fernandez, Internal Risk Manager; Eric Ferrari, Acting Fire Chief; Alycia Mills, Executive Assistant to Mr. Gilzean; Matthew Oberly, External Affairs Director; Rocky Haag, External Affairs Coordinator; Tanya Naylor, Director of Security and Emergency Management; Ron Zupa, IT Service Delivery Manager; Samarth Thomas, Systems Administrator; Katherine Luetzow, Planning & Engineering Manager; Michele Dicus, Human Resources Director; Tiffany Kimball, Contracting Officer; Erin O'Donnell, Town Clerk and Public Records Administrator; Yenni Hernandez, Chief Information Officer; Joel Edwards, Deputy Fire Chief; Heidi Powell, Manager - Financial Reporting Analysis; Susan Higginbotham, Director of Finance; Joey Rodriguez, Chief Building Inspector and Interim Building Official; Christine Ferraro, Director - RCES; Ella Hickey, Building & Safety

## P R O C E E D I N G S

\* \* \* \* \*

1  
2  
3 CHAIR GARCIA: Hey, good morning. I'd like to  
4 call the meeting to order. Welcome to everybody,  
5 thank you for being here, thank you for your  
6 interest in the work of this Board, and thank you  
7 for your interest in the work of this District.

8 We'll begin with the opening invocation.  
9 Mr. Gilzean.

10 MR. GILZEAN: At this time, I would like to  
11 introduce Pastor Greg Squires of Freedom Life  
12 Church in Kissimmee, Florida. In 2008, following  
13 the Holy Spirit's direction, he was handed the  
14 baton from his father-in-law. Since then Freedom  
15 Life Church has grown to more than 600 people  
16 attending each weekend, and is known for helping  
17 people experience the freedom of Christ in their  
18 everyday lives.

19 Pastor, can you please join us and lead us in  
20 prayer?

21 PASTOR SQUIRES: Thank you guys for the  
22 opportunity to do this. I do very much believe in  
23 the institution of government, but I do believe in  
24 the institution of government seeking God for help  
25 since he is the one that created this institution

1 and has all wisdom.

2 So I want to just give you a quick scripture.  
3 This is definitely not a message or even a nugget  
4 but just more of a scripture. And it says in  
5 1 Timothy 2:1, "I urge you, first of all, to pray  
6 for all people, and ask God to help them, intercede  
7 on their behalf, and give thanks for them. Pray  
8 this way for kings and for all those who are in  
9 authority so that we can live peaceful and quiet  
10 lives marked by godliness and dignity. This is  
11 good, and it pleases God, our Savior, who wants  
12 everyone to be saved and to understand the truth."

13 So it would be right to always do an  
14 invocation before any type of government meeting.  
15 I believe in that because we do need the help of  
16 God, we need his wisdom, obviously, about not just  
17 today, but for the discussions that we make today,  
18 how is it going to affect our future and for those  
19 that are in our districts.

20 So thank you, again, for allowing us to do  
21 that. So I'm going to ask God to give wisdom to  
22 this meeting so that you guys can do your jobs with  
23 great grace and ability to help our area, so thank  
24 you again.

25 Father, we are so grateful that we have this

1 privilege and this honor to be able to pray. Thank  
2 you that we're allowed to do that in our state and  
3 in this district in this way. We thank you for the  
4 privilege for the freedom that we have. And while  
5 we don't take it lightly, and so, Father, we invite  
6 you now into this room, the very person of the Holy  
7 Spirit, to come and to give wisdom. We are asking  
8 for wisdom to everyone that makes decisions upon  
9 this Board, and those that are in positions of  
10 authority, wisdom about what is happening in this  
11 district.

12 How can we make it better? How can, Father,  
13 you be pleased with it? How can your plan and your  
14 agenda come to pass? How the people can be helped  
15 and it can become a better place for families to  
16 live and for people to be able to come and enjoy,  
17 even on vacation, an area like this.

18 So, Father, we ask you for wisdom and  
19 direction and grace and understanding and  
20 discernment, and we believe that, Father, we  
21 receive it today, and we thank you for it. In the  
22 name of Jesus we pray, Amen.

23 ATTENDEES: Amen.

24 CHAIR GARCIA: Pastor, thank you very much for  
25 your blessings and for your words of wisdom.

1           Next, let's honor this great nation by saying  
2 the Pledge of Allegiance. Please stand.

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

7           CHAIR GARCIA: Okay. Let's cover our safety  
8 procedures, please.

9           MR. FERNANDEZ: Thank you, Mr. Chair, and  
10 members of the Board for including this safety  
11 minute for the benefit of our audience.

12           To audience members, if you're facing the  
13 front of the room towards the Board, you'll notice  
14 there are double doors on either side. Both of  
15 those exits will lead to the outside of the  
16 building.

17           If you do make your way out, on the left side  
18 here, that will lead you to the back of the  
19 building. Make your way towards the front  
20 following the path, and to either end of the  
21 parking lot where you will see members of our team  
22 from this building wearing a safety vest.

23           If you make your way to the ends of the  
24 parking lot, please wait there for emergency  
25 vehicles, and then they'll tell us when it is safe

1 to come back in.

2 In addition, for your health and safety, we  
3 have a first-aid kit and an AED at the security  
4 desk that we will approach and use, if necessary.  
5 Thank you very much and enjoy your meeting.

6 CHAIR GARCIA: Thank you very much. Next,  
7 public comments. We have two public comments.  
8 First, Chris Wills. Welcome back, Chris. We know  
9 who you are, but, for the record, please tell  
10 everyone who you represent.

11 MR. WILLS: Good morning, Chairman. Yes, my  
12 name is Chris Wills. I'm here on behalf of Disney  
13 Defenders. Appreciate the opportunity to address  
14 the Board again this morning.

15 I don't have any documents to provide to you  
16 guys this morning, but we did make something for  
17 you. So this week marks, as you-all noted, your  
18 one-year anniversary. It's also our one-year  
19 anniversary. We basically launched Disney  
20 Defenders in response to Governor DeSantis's  
21 creation of this Board, which was done in  
22 retaliation against the "Don't Say Gay" law.

23 And so we made this cake for you-all that  
24 simply says, just like gay means happy, "We wish  
25 you all a very gay anniversary."



1           And it was said last meeting that, you know,  
2           that's a gross mischaracterization of the law, but  
3           we would like to differ. You know, we have certain  
4           members of the Board that have engaged in gross  
5           hypocrisy on specifically this issue.

6           And so I wanted to take the rest of this time  
7           because over the last week, a lot has been said  
8           about the successes of the Central Florida Tourism  
9           Oversight District, especially at this press  
10          conference that was unannounced. And you guys were  
11          so proud of it, I would have thought you guys would  
12          allow more public participation in that.

13          But the reality is Reedy Creek was created by  
14          a Republican governor. It was overseen over its  
15          50-plus years by majority Republicans in  
16          Tallahassee. And since this Board's creation in  
17          just a year, right, you had nothing but  
18          controversies; whereas, Reedy Creek, most folks  
19          didn't even know it existed because there was  
20          literally no controversy. There were no issues  
21          that were reported by the press or anybody else.  
22          Certainly not the Republicans that were regulating  
23          it in Tallahassee.

24          And in just one year we've seen Board member  
25          scandals, a board member resigning. We've had an

1 effort to defund the police. We've had not  
2 complying with public records request, which, by  
3 the way, anybody on the Board that doesn't know how  
4 to screenshot their text messages, as it seems that  
5 that's one of the impediments to providing the  
6 public records request, I volunteer to show you how  
7 to screenshot text messages, and I'm sure there's a  
8 lot of staffers here that would help with that, as  
9 well.

10 There have been a lot of corrupt contracts  
11 provided to folks that are connected directly to  
12 Governor DeSantis. You guys ended the diversity,  
13 equity, and inclusion program sending a really  
14 messed up message to anybody who is of a diverse  
15 background. You know, large numbers of employees  
16 quitting, and the most important thing, an  
17 adversarial attitude to your largest taxpayer.  
18 That is Walt Disney World.

19 This Board exists and government exists to  
20 serve the people and the businesses that pay its  
21 taxes, so we strongly urge each and every one of  
22 you to re-evaluate what you're doing because every  
23 time that a controversy hits, it only acquires us  
24 more signatures to officially dissolve the Central  
25 Florida Tourism Oversight District and restore

1 Reedy Creek and prohibit political retaliation in  
2 the State of Florida.

3 Thank you very much for the time. We really  
4 appreciate it. And one last question, anybody want  
5 cake?

6 CHAIR GARCIA: You know, Chris, with all those  
7 ugly things you say about us, I don't know if I'm  
8 going to eat that cake.

9 MR. WILLIS: I -- I promise you it was baked by  
10 an excellent baker who had no issues baking a gay  
11 cake. I promise.

12 CHAIR GARCIA: I'm very risk adverse. But I  
13 want to tell you, we appreciate the thought, but I  
14 think you ought to keep the cake.

15 MR. WILLIS: Okay. We will enjoy it.

16 CHAIR GARCIA: But thank you.

17 MR. WILLIS: Thank you.

18 CHAIR GARCIA: Next, Nelly Hernandez.

19 Ms. Hernandez, if you're here in a representative  
20 capacity, please tell us who you represent.

21 MS. HERNANDEZ: Good morning, how is everybody  
22 doing?

23 MR. AUNGST: Good morning.

24 MS. HERNANDEZ: Looking forward to Friday.

25 We're not there yet. So my name is Nelly -- Nelly

1 Hernandez, and I am the president, Osceola Action  
2 Committee, a grass roots citizens group created out  
3 of frustration of our community due to  
4 out-of-control growth.

5 Since massive land purchase in Central Florida  
6 by Disney and since 1965, many deals have been made  
7 by our local, county, and state governments which  
8 benefited them at the expense of our community.

9 While Disney has generated revenue via sales  
10 and tourist development taxes, the company has been  
11 shielded from contributing from painful property  
12 taxes and impact fees for their development in the  
13 region, which some have estimated to be almost  
14 200 million a year in lost revenue for the region.  
15 That's a lot.

16 The impact to traffic, crime, and transient  
17 homelessness are major issues which are direct --  
18 directly connected to Disney that have a negative  
19 impact in our community. We commend Governor  
20 DeSantis, our state legislature, and the newly  
21 created Central Florida Tourism Oversight Board for  
22 creating a level playing field to ensure Disney  
23 pays their full fair share for the impacts to our  
24 community. So we appreciate you guys. Thank you.

25 CHAIR GARCIA: Ms. Hernandez, thank you very

1 much for your comments, and your points are not  
2 lost on this Board and many people in Central  
3 Florida. And one of the things that really has  
4 never been done, and that this Board will do at the  
5 appropriate time, is do an independent regional  
6 fiscal impact analysis so that we can better  
7 respond to all the points that you make here. But  
8 they're right on the money, and I want to let you  
9 know that we hear you loud and clear.

10 MS. HERNANDEZ: Thank you. I appreciate your  
11 time.

12 CHAIR GARCIA: Yes, ma'am. Thank you.

13 Next, George Jackson (sic). And, Mr. Jackson,  
14 tell us --

15 MR. JACKOW: Jackow.

16 CHAIR GARCIA: I'm sorry.

17 MR. JACKOW: J-A-C-K-O-W. I'm not whacko,  
18 either.

19 CHAIR GARCIA: Okay. That W looked like an N  
20 to me. I'm sorry.

21 MR. JACKOW: Sorry about that.

22 CHAIR GARCIA: That's okay. If you're here in  
23 a representative capacity, tell us who you  
24 represent, please.

25 MR. JACKOW: No, I'm just here as a citizen.

1           Okay. First of all, good morning, Board, and thank  
2           you for the opportunity to come here and speak  
3           before you. I'll be very succinct. I am curious,  
4           and I'm very loquacious, so I'll cut to the chase.  
5           My name is George R. Jackow, and I've been a  
6           resident of Osceola County for over 37 years. So  
7           I'm quite familiar with the county and the  
8           operations.

9                     First of all, I'd like to thank you for  
10           allowing me. That's number one. And recently the  
11           governor was here talking about the importance of  
12           legislation that helped change the Disney district.  
13           I was caught offguard when there was a mention of  
14           eminent domain.

15                    You mean to tell me that our state gave the  
16           past district that power, that authority? Hmm, I'm  
17           glad to see the new district in place and hope to  
18           learn more about other issues that I was not made  
19           aware of for the past few decades.

20                    Please keep me informed and others informed  
21           about any other issues that were not public  
22           knowledge. Again, being very succinct and direct,  
23           thanks for all you're doing, and I hope to hear  
24           more feedback in the near future. Thank you.

25                    CHAIR GARCIA: So, Mr. Jackow --

1 MR. JACKOW: Jackow.

2 CHAIR GARCIA: Mr. Jackow --

3 MR. JACKOW: Think of Michael Jackson's  
4 nickname, Jacko, J-A-C-K-O, add the W. All right.  
5 I don't do the moon dance or moon walk or what have  
6 you.

7 CHAIR GARCIA: I'm going to call you George.  
8 It's easier for me.

9 MR. JACKOW: By George, that's right.

10 CHAIR GARCIA: So your -- your points are well  
11 taken, and what I would direct you to, have you  
12 seen the audit that -- the independent audit that  
13 was produced by this Board?

14 MR. JACKOW: No, I have not.

15 CHAIR GARCIA: Okay. So in terms of some of  
16 the questions that you have, and your reference to  
17 the --

18 MR. JACKOW: Eminent domain?

19 CHAIR GARCIA: Yes. We -- in the first week  
20 of December, before that, we went out and hired  
21 some of the leading national experts to do an audit  
22 of what has been going on in the district for the  
23 previous 56 years under the Reedy Creek Improvement  
24 Act. Okay. And we brought in these experts, and  
25 they generated an independent audit. It's about

1 800 pages, but the summary is about 12 pages, and  
2 the full report is about 80 pages. And it's on our  
3 website, isn't it, Mr. Gilzean?

4 MR. GILZEAN: Correct.

5 CHAIR GARCIA: And for a citizen like you,  
6 who's interested in public policy, what's going on  
7 in the district, I recommend that you -- you look  
8 at our -- look at the audits.

9 MR. JACKOW: So, let's see, 800 pages, 12  
10 pages, 80 pages. Well, you're in competition with  
11 the federal government then. Okay. That's nice to  
12 know. Is it in English?

13 CHAIR GARCIA: Yes, sir.

14 MR. JACKOW: Thank you. I appreciate that.

15 CHAIR GARCIA: Well, George, thank you for  
16 your public comments.

17 MR. JACKOW: Thank you.

18 CHAIR GARCIA: Next, Jayne Smithers, and if  
19 you're here in a representative capacity, please  
20 tell us who you represent.

21 MS. SMITHERS: I'm a citizen of Osceola  
22 County. Good morning, Chairman, and Board. Thank  
23 you for the opportunity to address you openly and  
24 honestly about the direction the district is  
25 headed.



1           During Governor DeSantis's visit, many things  
2           were said that I was not aware of. The biggest  
3           take-away as a resident of Osceola County was the  
4           amount of years Disney was able to get away without  
5           paying impact fees. Osceola County has been  
6           victimized with traffic issues, and there seems to  
7           be no end in sight. I believe with the Board's  
8           leadership, we will see positive changes for our  
9           community.

10           Please continue to improve our quality of  
11           life. Once again, thank you for this opportunity  
12           to express my opinion.

13           CHAIR GARCIA: Well, thank you for your --  
14           your public comments, and I know you were here when  
15           you heard my responses to the previous --

16           MS. SMITHERS: Yes.

17           CHAIR GARCIA: Yes. So I would recommend --  
18           you might be interested in going on our website and  
19           looking at that audit because it will tell you a  
20           lot more than what we discussed at the press  
21           conference last week, and for citizens like you,  
22           who are interested in what's going on in their  
23           community, I think that's something you might enjoy  
24           or at least get information from.

25           MS. SMITHERS: I will do that, and thank you

1 for that.

2 CHAIR GARCIA: Yes, ma'am. Thank you. Okay.  
3 That concludes the public comments.

4 Next, the consent agenda. Any comments with  
5 respect to the consent agenda?

6 MR. AUNGST: Move to approve item 6.1.

7 CHAIR GARCIA: Is there a second?

8 MR. BARAKAT: Second.

9 CHAIR GARCIA: All in favor, indicate by  
10 saying aye.

11 THE BOARD: Aye.

12 CHAIR GARCIA: Any opposed? Let the record  
13 reflect that the motion passes unanimously.

14 CHAIR GARCIA: Okay. Mr. Gilzean, next,  
15 reports. First, management report.

16 MR. GILZEAN: In our inaugural year, the  
17 Central Florida Tourism Oversight District has  
18 achieved historic successes benefiting our  
19 employees, visitors, and all taxpayers. We've  
20 turned this district into a leading example of  
21 effective governance.

22 The creation of our district is attributed to  
23 the bold and visionary leadership of Governor Ron  
24 DeSantis and the Florida legislature. Furthermore,  
25 as with any vision, realization demands hard work

1 and dedication from our Board and staff. Each of  
2 our significant reforms are backed by extensive  
3 research, drafting, and implementation.

4 For those keeping track at home, here's a  
5 brief summary. We've implemented numerous new  
6 policies, introduced good governance practices and  
7 ensured open and transparent access. The millage  
8 rate has been slashed through our fiscal  
9 discipline, and for the first time in district  
10 history, we've approved a bargaining contract ahead  
11 of its expiration date.

12 Additionally, we've been cultivating strong  
13 relationships with all taxpayers frequently  
14 addressing the needs that were previously  
15 overlooked or denied.

16 Additionally, we have overdated -- overhauled  
17 outdated policies and introduced new benefits to  
18 improve the well-being of work-life balance of our  
19 staff. Some of these policies include short-term  
20 disabilities, parental leave, block pay, attire and  
21 grooming.

22 Lastly, we've implemented a new leave donation  
23 policy to provide support to our employees during  
24 challenging times. Through a collaborative effort,  
25 RCFD is now proudly known as the District Fire

1 Department.

2 After successfully hiring over 20 new team  
3 members, our fire department is one of only a few  
4 fully staffed in the Central Florida region for the  
5 first time in over 30 years. I want to thank our  
6 human resources team for making this achievement  
7 possible.

8 In addition, our HR team successfully filled  
9 over 70 positions with just over a few vacancies  
10 remaining. Given the swift influx of qualified  
11 applicants, I'm confident that we will promptly  
12 remain -- we will promptly fill the remaining  
13 positions.

14 Later in the meeting I will ask the Board to  
15 approve a sexual harassment policy to protect  
16 district employees from unwanted advancement and  
17 harassment in the workplace. I want to show our  
18 staff and let them know that this leadership team  
19 will not tolerate harassment, or -- sexual or  
20 otherwise.

21 Now I'd like to update you on our BuyLocal  
22 program. Government entities are not known for  
23 having a deep focus and investment in their  
24 procurement process. As of today -- I have to slow  
25 down. There we go. As of today, over \$80 million

1 have been awarded through our open bid platform.

2 Next slide. Over \$15 million to first-time  
3 vendors doing business with the district ever. And  
4 \$9 million to vendors headquartered in Orange,  
5 Osceola, Lake, Polk, and Seminole Counties, while  
6 saving taxpayers -- there you go, \$5.3 million in  
7 procurement costs. And this is in less than  
8 four-and-a-half months.

9 Since December 1st, 718 vendors registered  
10 on our BuyLocal website. 552 of them are brand new  
11 vendors to the district. That's 77 percent in less  
12 than three short months. The district is dedicated  
13 to creating a regional impact and offering a better  
14 future for all who live, work, and play in the  
15 Central Florida region.

16 Earlier this month, the district hosted  
17 Ms. Catherine McManus, president and CEO of Habitat  
18 for Humanity Greater Orlando and Osceola County.  
19 Last year, President McManus published a report,  
20 "Face the Housing Crisis." It states that  
21 92 percent of people making the median wage cannot  
22 afford median entry-level homes in Orlando, which  
23 now roughly costs \$316,000.

24 CFTOD inked a historic partnership with  
25 Habitat to build a better tomorrow. Thank you,

1 Ella Hickey, and -- CFTOD's director of building  
2 and safety; and Joey Rodriguez, CFTOD's building  
3 official, who both have recently been promoted to  
4 their new roles.

5 Here's the exciting part. Under Ella's  
6 leadership last summer, CFTOD Building & Safety  
7 Department became a national leader by leveraging  
8 technology and implementing a DocuSign process for  
9 issuing permits. This process was dramatically --  
10 this process will dramatically reduce time and --  
11 reduce time for staff and taxpayers.

12 Further, the department continues to conduct  
13 an annual emergency test program. These tests are  
14 conducted on every building district-wide in a  
15 collaborative effort between the building and  
16 safety department, land owners, tenants,  
17 engineering departments, utilities, and fire  
18 prevention.

19 This rigorous test effort has proven to be  
20 highly effective ensuring the safety of every  
21 person who enters any building in the district,  
22 whether it is a restaurant, retail space, resort,  
23 or attraction. The district is the only  
24 jurisdiction in the country to offer this type of  
25 program. Procedures like this makes the district a

1 model for efficient and effective governance.

2 I've already mentioned our wonderful team, but  
3 it is important to me that we recognize them  
4 properly. Central Florida Tourism Oversight  
5 District has been -- has the best government team  
6 in the state of Florida. Each one of our employees  
7 has shown up daily not only to support our  
8 taxpayers but also to create a profound impact as  
9 good neighbors graciously lending their time and  
10 professional knowledge throughout the community.

11 Last year brought notable change to our  
12 organization. I, the Board of Supervisors, and the  
13 entire leadership team thanks our employees for  
14 their continued effort. You often hear the phrase,  
15 "Actions have ripple effects." I want to thank our  
16 staff for bringing the positive ripple affects to  
17 the greater Central Florida region. I'm proud of  
18 each of you.

19 At this time, I would like to bring up our  
20 colleague, Katherine, from -- our planning and  
21 engineering manager, to present the public  
22 facilities report.

23 MS. LUETZOW: Good morning. As Glen  
24 mentioned, my name is Katherine Luetzow, and I'm  
25 the manager of planning and engineering, and today

1 I am going to give you a highlight overview of the  
2 public facilities report that was included in your  
3 board package.

4 This is our initial public facilities report,  
5 and the reason being is that previously the  
6 district was not required -- sorry. Previously,  
7 the district was not required to complete this  
8 report. However, one of the changes with our new  
9 charter, that has been modified, and so, as such,  
10 we compiled and are presenting today.

11 Now, the high-level purpose and intent of this  
12 report is that it is a planning tool used to help  
13 promote and foster coordination and communication  
14 with special districts and their surrounding local  
15 governments. So, in our case, this report will end  
16 up going to both Orange and Osceola Counties for  
17 their use.

18 Now, in terms of public facilities, really the  
19 report is focused on major capital improvements of  
20 the district. And this can be for various asset  
21 categories, so our transportation networks,  
22 including our roads, to our utility infrastructure,  
23 to our master drainage system of canals and water  
24 control structures.

25 And it is looking -- as this is our initial



1 report, we have information on our existing  
2 facilities. Those in existence currently operating  
3 today, as well as the planning forecast down the  
4 road of an eight- to ten-year outlook of what  
5 facilities we are looking at.

6 In general, the type of projects that are of  
7 interest are either replacements of a type of  
8 facility, an expansion where you're adding capacity  
9 to an existing facility, or a brand new capital  
10 project where the district could be adding  
11 infrastructure.

12 So the existing facilities listed we grouped  
13 by asset categories. So we provided detail about  
14 utilities, canals, things of that nature. And then  
15 as mentioned, we identified proposed projects that  
16 are on our horizon. These projects were  
17 predominantly previously identified in other  
18 planning tools of the district, such as our  
19 comprehensive plan, and they've been identified as  
20 a planned forecasted need based on existing, as  
21 well as, projected growth, both internal as well as  
22 external to the district, looking at the adjacent  
23 counties and some of their planned development.

24 Because a project is listed, again, this is a  
25 planning tool. So, obviously, all of these

1 projects would have to have subsequent approvals,  
2 go before the Board for individual phase approvals.  
3 So this is just kind of a long-term forecasted of  
4 some potential items to use in collaboration with  
5 adjacent counties.

6 Likewise, as the one constant in life is  
7 change, this is meant to be a living document, so  
8 as the district's long-term plans may change over  
9 time, we, likewise, would be occasionally updating  
10 this report to reflect any changes, and, again,  
11 sharing that with the adjacent counties to help  
12 keep them aware of what the district would be  
13 doing.

14 And so with that, that's kind of a high-level  
15 overview. Are there any specific questions  
16 regarding the report?

17 CHAIR GARCIA: Any questions from my fellow  
18 board members?

19 MR. AUNGST: Mr. Chair, yeah. Thank you,  
20 Katherine. I appreciate all your hard work on this  
21 and your team, and it was a pleasure meeting with  
22 you-all, I believe, last month and driving around  
23 and seeing some of the projects that are already  
24 underway and some of the issues that are  
25 identified.

1           Also appreciate the fact that I think this is  
2 the first time that the team has been required to  
3 prepare this report, so I appreciate all the hard  
4 work that went into that, and it's exceptionally  
5 helpful for me to understand the assets, the  
6 current state of the assets, and then some  
7 opportunities and challenges and things that we'll  
8 need solutions to going forward.

9           Also certainly appreciate the importance that  
10 will play when we go through the comprehensive  
11 planning process. As you know, we're required to  
12 complete by -- I believe, it's July of 2026, which  
13 we discussed in our meeting and looking forward to  
14 getting that process moving in earnest, hopefully,  
15 this year. At least put that into place to get  
16 that accomplished on time -- well in excess of  
17 time.

18           One of the things I'm interested in, and I  
19 certainly don't expect you to have an answer for it  
20 now, but something I would be interested to know is  
21 I understand, particularly, as it relates to  
22 transportation, and as it relates to drainage and  
23 stormwater systems and -- and those things, that we  
24 work hand-in-hand or we should be working  
25 hand-in-hand with our partners that are our

1 neighbors, and the folks that we impact and the  
2 folks that impact us, and I also understand that  
3 they have similar reports.

4 So I would be interested to see some of  
5 those -- some of their reports as it relates to our  
6 infrastructure, and maybe their infrastructure that  
7 impacts our infrastructure. So, obviously, not  
8 something I expect you to have off the top of your  
9 head, but something that I'd like to see either  
10 one-on-one or back in front of the Board maybe in a  
11 few months talking about how that interacts with  
12 particularly transportation and stormwater and  
13 potable water and all those issues that we talked  
14 about with the team in our meeting.

15 So, again, thank you, very helpful. Great --  
16 great work and look forward to getting more and  
17 more information and getting deeper in the weeds on  
18 these issues as we go forward.

19 MS. LUETZOW: Definitely. Thank you.

20 CHAIR GARCIA: Any other questions or comments  
21 from my fellow Board members?

22 MR. BARAKAT: Mr. Chair, I would just add. I  
23 mean, I certainly echo Brian's comments, but it's  
24 great to see -- Katherine, first, thank you for the  
25 report. This is very thorough, and one thing it

1 really does is highlight the need for significant  
2 public or sort of improvement projects going  
3 forward in the next five to ten years.

4 And, you know, I don't know that you need --  
5 anybody who has spent time driving -- whether on  
6 World Drive or Buena Vista or Western Way or -- I  
7 think you don't necessarily need this report to  
8 tell you that there's need for improvement there,  
9 but I think this really crystallizes it  
10 significantly. And I think that's something that  
11 we all are looking forward to getting to work on.

12 Obviously, funding is a question. We're going  
13 to come up with some creative, I think, ideas on  
14 that front, but it's good to see this in front of  
15 us and sort of lay out an agenda for the -- for the  
16 near future, so thank you.

17 MS. LUETZOW: You're welcome.

18 CHAIR GARCIA: Any other questions or comments  
19 from my fellow board members?

20 MR. AUNGST: I guess just to add on additional  
21 kind of information, wondering other challenges  
22 that our neighbors are facing that might impact us  
23 would be an area that I'd be very interested in.  
24 Because certainly, you know, their infrastructure  
25 and the -- the status of their infrastructure

1 certainly is something that we need to be aware of,  
2 so it's -- to kind of include that as a focus. I'd  
3 be interested to know that, as well.

4 MS. LUETZOW: Definitely.

5 MR. AUNGST: Thank you.

6 MS. LUETZOW: Thank you.

7 CHAIR GARCIA: Katherine, thank you very much  
8 for an excellent report, and thank you for the  
9 written report. Very comprehensive, the Board  
10 appreciates your good work.

11 MS. LUETZOW: You're welcome. Thank you.

12 CHAIR GARCIA: And, Mr. Gilzean, thank you for  
13 your management report. And that will now take us  
14 to the public hearings part of the agenda.

15 First, Resolution 659.

16 MR. LANGLEY: Resolution No. 659, a resolution  
17 of the Central Florida Tourism Oversight District  
18 adopting a sexual harassment policy.

19 MR. GILZEAN: Mr. Chairman, and members of the  
20 Board, I request your immediate vote and  
21 ratification on the sexual harassment policy,  
22 policy No. 24 -- 2024-05. Once approved, this  
23 policy will be sent to staff, distributed to  
24 members of the press, and posted on our website for  
25 public access.

1           The key highlights of the policy is a zero  
2 tolerance, confidential reporting, supporting  
3 resources, training, and education. And that  
4 concludes the overview on that. Is there any  
5 questions or comments?

6           CHAIR GARCIA: I know we have to open this up  
7 to public comments. Are there any public comments  
8 with respect to Resolution 659?

9           Hearing none, is there a motion that we adopt  
10 it?

11          MS. ZIEGLER: I move to approve Resolution  
12 659.

13          MR. AUNGST: Second.

14          CHAIR GARCIA: Is there any discussion?

15          MS. ZIEGLER: I just wanted to highlight I  
16 work on another board, and this is a very important  
17 policy, and I think it's very comprehensive,  
18 especially, highlighting the reporting,  
19 retaliation, whistleblowing, and chain of command.  
20 I think those are great highlights, so I wanted to  
21 applaud the work on this one. Thank you.

22          CHAIR GARCIA: Thank you. Any other comments  
23 from my fellow board members?

24          Hearing none, all in favor, indicate by saying  
25 aye.

1 THE BOARD: Aye.

2 CHAIR GARCIA: Any opposed? Let the record  
3 reflect that the motion passed unanimously.

4 Resolution 660. Mr. Langley.

5 MR. LANGLEY: Resolution No. 660, a resolution  
6 of the Central Florida Tourism Oversight District  
7 adopting a comprehensive emergency management plan.

8 MR. GILZEAN: At this time, our director of  
9 emergency management will speak on it.

10 MS. NAYLOR: Good morning, Board. Good  
11 morning, Board Chair, board members, Mr. Gilzean,  
12 Mr. Ardaman, Mr. Langley.

13 MR. BARAKAT: Good morning.

14 MS. NAYLOR: So the district continues to  
15 remain high priority on emergency planning. In  
16 September I came and asked for a resolution  
17 approval for Resolution 655, and that was for the  
18 emergency management plan for the hurricane  
19 preparedness.

20 Today I'm here to present Resolution 650  
21 (sic) -- 660 for the approval of a comprehensive  
22 emergency management plan.

23 So the state requires through Chapter 252 for  
24 all of the counties to provide a comprehensive  
25 emergency management plan for the counties. As we



1 are a special taxing district, we are not required  
2 to do that; however, we have leveraged that chapter  
3 within the state statute to prepare a comprehensive  
4 emergency management plan for the district and for  
5 the district activities.

6 While this might be the first formally  
7 promulgated plan for the district from a  
8 comprehensive emergency management plan standpoint,  
9 the partnerships that form the basis of this plan  
10 have been in place since the inception of the  
11 district, whether it was Reedy Creek or the Central  
12 Florida Tourism Oversight District. So we continue  
13 to manage those partnerships for our planning  
14 purposes.

15 So I'm here to present that today. I had the  
16 pleasure of meeting with board member Ziegler and  
17 board member Peri to deep dive into these plans  
18 recently.

19 CHAIR GARCIA: Well, thank you for that  
20 report, Tanya. We have to open it up for public  
21 comments. Are there any public comments with  
22 respect to Resolution 660?

23 Are there any comments or questions from my  
24 fellow board members?

25 MS. ZIEGLER: Mr. Chairman, I just want to

1 highlight. I think we've talked about this a  
2 couple times before, but the district staff really  
3 is world class. I'm a policy nerd, I will admit,  
4 with the risk management background that I have.  
5 And reading through this, Tanya, I can't applaud  
6 you more. I think you have a lot to be very proud  
7 of. This is a top-notch emergency management plan,  
8 and so I really enjoyed reading over it. So thank  
9 you.

10 MS. NAYLOR: Thank you very much.

11 CHAIR GARCIA: Any other comments or questions  
12 from my fellow board members?

13 Hearing none, is there a motion?

14 MS. ZIEGLER: Move to approve Resolution 660.

15 CHAIR GARCIA: A second?

16 MR. BARAKAT: I'll second.

17 CHAIR GARCIA: All in favor, indicate by  
18 saying aye.

19 THE BOARD: Aye.

20 CHAIR GARCIA: Any opposed?

21 Let the record reflect that the motion passes  
22 unanimously. Thanks again, Tanya.

23 MS. NAYLOR: Thank you-all very much.

24 MR. AUNGST: Thank you.

25 CHAIR GARCIA: Okay. That takes us to the

1 shade portion of the meeting. We will recess to --  
2 for the Board to meet with counsel in what we call  
3 a shade meeting. And at the conclusion of that, we  
4 will come back and adjourn unless there's further  
5 business to do. So -- yes, Mr. Langley.

6 MR. LANGLEY: Before we adjourn, I just want  
7 to make a couple statements just to give a little  
8 more information.

9 So the acting general counsel, we're asking  
10 for the Board's input concerning three active  
11 pending litigation cases pursuant to Section  
12 286.011, Subsection 8. We're going to hold this  
13 closed-door session on the three pending cases that  
14 involve Walt Disney Parks and Resorts USA, an  
15 appeal to the 11th circuit; one in the Orange  
16 County circuit case, Central Florida Tourism  
17 Oversight District versus Walt Disney Parks and  
18 Resorts USA. And another litigation case  
19 concerning Walt Disney Parks and Resorts USA versus  
20 Central Florida Tourism Oversight District also in  
21 the circuit court in Orange County.

22 The people in attendance at the meeting will  
23 be the full Board that are here today, plus  
24 Mr. Gilzean, myself, Mr. Ardaman, and attorney Paul  
25 Huck. At this time, if it's okay with you, we will

1 adjourn -- and the court reporter. I'm sorry.

2 Thank you.

3 The court reporter will also join us.  
4 Everything that's said in that closed-door meeting  
5 will be transcribed. That transcript will be  
6 confidential until the litigation is completely  
7 over and appeals are exhausted.

8 So at this time, we can adjourn. Thank you.

9 CHAIR GARCIA: Okay. We will -- we'll be  
10 back. We're just going to recess for a little bit.  
11 Thank you.

12 (Board of Supervisors Meeting recessed for the  
13 non-public portion of the meeting, which is in a  
14 separate confidential transcript.)

15 (After which, Board of Supervisors Meeting  
16 resumed as follows:)

17 CHAIR GARCIA: Okay. There's no further  
18 business before the Board today, and we will stand  
19 adjourned. Thank you.

20 MS. ZIEGLER: Thank you.

21 (Time ended 10:49 a.m.)

22

23

24

25

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

C E R T I F I C A T E

STATE OF FLORIDA  
COUNTY OF ORANGE

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

Dated this 29th day of February, 2024.

*Sandra D. Brown*

---

SANDRA D. BROWN  
FLORIDA PROFESSIONAL REPORTER

	<b>33:3</b>	<b>7:13;10:4,13;11:24;</b>	<b>16:4</b>	<b>5:25</b>
<b>\$</b>	<b>adopt (1)</b> 30:9	<b>12:10;15:14;25:20;</b>	<b>aye (6)</b> 17:10,11;30:25; 31:1;33:18,19	<b>block (1)</b> 18:20
<b>\$15 (1)</b> 20:2	<b>adopting (2)</b> 29:18;31:7	<b>26:1,3,9</b>		<b>Board (45)</b> 3:6;5:9;6:10,13; 7:14,21;8:4,24,25;9:3, 19;11:21;12:2,4;13:1; 14:13;15:22;17:11; 18:1;19:14;22:12; 23:3;25:2,18;27:10, 21;28:19;29:9,20; 30:16,23;31:1,10,11, 11;32:16,17,24;33:12, 19;34:2,23;35:12,15, 18
<b>\$316,000 (1)</b> 20:23	<b>advancement (1)</b> 19:16	<b>approaches (1)</b> 29:10	<b>B</b>	
<b>\$5.3 (1)</b> 20:6	<b>adversarial (1)</b> 9:17	<b>approach (1)</b> 7:4	<b>back (6)</b> 6:18;7:1,8;27:10; 34:4;35:10	
<b>\$80 (1)</b> 19:25	<b>adverse (1)</b>	<b>appropriate (1)</b> 12:5	<b>backed (1)</b> 18:2	
<b>\$9 (1)</b> 20:4	<b>AED (1)</b> 7:3	<b>approval (2)</b> 31:17,21	<b>background (2)</b> 9:15;33:4	
<b>A</b>	<b>affect (1)</b> 4:18	<b>approvals (2)</b> 25:1,2	<b>baked (1)</b> 10:9	<b>Board's (3)</b> 8:16;16:7;34:10
<b>ability (1)</b> 4:23	<b>affects (1)</b> 22:16	<b>approve (4)</b> 17:6;19:15;30:11; 33:14	<b>baker (1)</b> 10:10	<b>bold (1)</b> 17:23
<b>able (3)</b> 5:1,16;16:4	<b>afford (1)</b> 20:22	<b>approved (2)</b> 18:10;29:22	<b>baking (1)</b> 10:10	<b>Both (4)</b> 6:14;21:3;23:16; 24:21
<b>access (2)</b> 18:7;29:25	<b>again (9)</b> 4:20,24;7:14;13:22; 16:11;24:24;25:10; 27:15;33:22	<b>Ardaman (2)</b> 31:12;34:24	<b>balance (1)</b> 18:18	<b>brand (2)</b> 20:10;24:9
<b>accomplished (1)</b> 26:16	<b>agenda (5)</b> 5:14;17:4,5;28:15; 29:14	<b>area (3)</b> 4:23;5:17;28:23	<b>BARAKAT (4)</b> 17:8;27:22;31:13; 33:16	<b>Brian's (1)</b> 27:23
<b>achieved (1)</b> 17:18	<b>against (1)</b> 7:22	<b>around (1)</b> 25:22	<b>bargaining (1)</b> 18:10	<b>brief (1)</b> 18:5
<b>achievement (1)</b> 19:6	<b>agenda (5)</b> 5:14;17:4,5;28:15; 29:14	<b>asset (2)</b> 23:20;24:13	<b>based (1)</b> 24:20	<b>bring (1)</b> 22:19
<b>acquires (1)</b> 9:23	<b>ahead (1)</b> 18:10	<b>assets (2)</b> 26:5,6	<b>basically (1)</b> 7:19	<b>bringing (1)</b> 22:16
<b>Act (1)</b> 14:24	<b>Allegiance (2)</b> 6:2,3	<b>attendance (1)</b> 34:22	<b>basis (1)</b> 32:9	<b>brought (2)</b> 14:24;22:11
<b>acting (1)</b> 34:9	<b>allow (1)</b> 8:12	<b>ATTENDEES (2)</b> 5:23;6:3	<b>baton (1)</b> 3:14	<b>Buena (1)</b> 28:6
<b>Action (1)</b> 11:1	<b>allowed (1)</b> 5:2	<b>attending (1)</b> 3:16	<b>became (1)</b> 21:7	<b>build (1)</b> 20:25
<b>Actions (1)</b> 22:15	<b>allowing (2)</b> 4:20;13:10	<b>attire (1)</b> 18:20	<b>become (1)</b> 5:15	<b>building (9)</b> 6:16,19,22;21:1,2,6, 14,15,21
<b>active (1)</b> 34:10	<b>almost (1)</b> 11:13	<b>attitude (1)</b> 9:17	<b>begin (1)</b> 3:8	<b>business (3)</b> 20:3;34:5;35:18
<b>activities (1)</b> 32:5	<b>always (1)</b> 4:13	<b>attorney (1)</b> 34:24	<b>behalf (2)</b> 4:7;7:12	<b>businesses (1)</b> 9:20
<b>add (3)</b> 14:4;27:22;28:20	<b>Amen (2)</b> 5:22,23	<b>attraction (1)</b> 21:23	<b>benefit (1)</b> 6:11	<b>BuyLocal (2)</b> 19:21;20:10
<b>adding (2)</b> 24:8,10	<b>America (1)</b> 6:4	<b>attributed (1)</b> 17:22	<b>benefited (1)</b> 11:8	<b>C</b>
<b>addition (2)</b> 7:2;19:8	<b>amount (1)</b> 16:4	<b>audience (2)</b> 6:11,12	<b>benefiting (1)</b> 17:18	<b>cake (5)</b> 7:23;10:5,8,11,14
<b>additional (1)</b> 28:20	<b>analysis (1)</b> 12:6	<b>audit (5)</b> 14:12,12,21,25; 16:19	<b>benefits (1)</b> 18:17	<b>call (3)</b> 3:4;14:7;34:2
<b>Additionally (2)</b> 18:12,16	<b>anniversary (3)</b> 7:18,19,25	<b>audits (1)</b> 15:8	<b>best (1)</b> 22:5	<b>came (1)</b> 31:16
<b>address (2)</b> 7:13;15:23	<b>annual (1)</b> 21:13	<b>AUNGST (7)</b> 10:23;17:6;25:19; 28:20;29:5;30:13; 33:24	<b>better (5)</b> 5:12,15;12:6;20:13, 25	<b>can (11)</b> 3:19;4:9,22;5:12, 12,13,14,15;12:6; 23:20;35:8
<b>addressing (1)</b> 18:14	<b>appeal (1)</b> 34:15	<b>authority (3)</b> 4:9;5:10;13:16	<b>bid (1)</b> 20:1	<b>canals (2)</b> 23:23;24:14
<b>adjacent (3)</b> 24:22;25:5,11	<b>appeals (1)</b> 35:7	<b>awarded (1)</b> 20:1	<b>biggest (1)</b> 16:2	<b>capacity (4)</b>
<b>adjourn (4)</b> 34:4,6;35:1,8	<b>applaud (2)</b> 30:21;33:5	<b>aware (4)</b> 13:19;16:2;25:12; 29:1	<b>bit (1)</b> 35:10	
<b>adjourned (1)</b> 35:19	<b>applicants (1)</b> 19:11	<b>away (1)</b>	<b>blessings (1)</b>	
<b>admit (1)</b>	<b>Appreciate (10)</b>			

<p>10:20;12:23;15:19; 24:8 <b>capital (2)</b> 23:19;24:9 <b>case (3)</b> 23:15;34:16,18 <b>cases (2)</b> 34:11,13 <b>categories (2)</b> 23:21;24:13 <b>Catherine (1)</b> 20:17 <b>caught (1)</b> 13:13 <b>Central (15)</b> 8:8;9:24;11:5,21; 12:2;17:17;19:4; 20:15;22:4,17;29:17; 31:6;32:11;34:16,20 <b>CEO (1)</b> 20:17 <b>certain (1)</b> 8:3 <b>Certainly (6)</b> 8:22;26:9,19;27:23; 28:24;29:1 <b>CFTOD (2)</b> 20:24;21:6 <b>CFTOD's (2)</b> 21:1,2 <b>chain (1)</b> 30:19 <b>CHAIR (51)</b> 3:3;5:24;6:7,9;7:6; 10:6,12,16,18;11:25; 12:12,16,19,22;13:25; 14:2,7,10,15,19;15:5, 13,15,18;16:13,17; 17:2,7,9,12,14;25:17, 19;27:20,22;28:18; 29:7,12;30:6,14,22; 31:2,11;32:19;33:11, 15,17,20,25;35:9,17 <b>Chairman (4)</b> 7:11;15:22;29:19; 32:25 <b>challenges (2)</b> 26:7;28:21 <b>challenging (1)</b> 18:24 <b>change (4)</b> 13:12;22:11;25:7,8 <b>changes (3)</b> 16:8;23:8;25:10 <b>Chapter (2)</b> 31:23;32:2 <b>charter (1)</b> 23:9 <b>chase (1)</b> 13:4 <b>Chris (4)</b> 7:8,8,12;10:6 <b>Christ (1)</b></p>	<p>3:17 <b>Church (2)</b> 3:12,15 <b>circuit (3)</b> 34:15,16,21 <b>citizen (3)</b> 12:25;15:5,21 <b>citizens (2)</b> 11:2;16:21 <b>class (1)</b> 33:3 <b>clear (1)</b> 12:9 <b>closed-door (2)</b> 34:13;35:4 <b>collaboration (1)</b> 25:4 <b>collaborative (2)</b> 18:24;21:15 <b>colleague (1)</b> 22:20 <b>command (1)</b> 30:19 <b>commend (1)</b> 11:19 <b>comments (18)</b> 7:7,7;12:1;15:16; 16:14;17:3,4;27:20, 23;28:18;30:5,7,7,22; 32:21,21,23;33:11 <b>Committee (1)</b> 11:2 <b>communication (1)</b> 23:13 <b>community (7)</b> 11:3,8,19,24;16:9, 23;22:10 <b>company (1)</b> 11:10 <b>competition (1)</b> 15:10 <b>compiled (1)</b> 23:10 <b>complete (2)</b> 23:7;26:12 <b>completely (1)</b> 35:6 <b>complying (1)</b> 9:2 <b>comprehensive (9)</b> 24:19;26:10;29:9; 30:17;31:7,21,24; 32:3,8 <b>concerning (2)</b> 34:10,19 <b>concludes (2)</b> 17:3;30:4 <b>conclusion (1)</b> 34:3 <b>conduct (1)</b> 21:12 <b>conducted (1)</b> 21:14</p>	<p><b>conference (2)</b> 8:10;16:21 <b>confident (1)</b> 19:11 <b>confidential (3)</b> 30:2;35:6,14 <b>connected (2)</b> 9:11;11:18 <b>consent (2)</b> 17:4,5 <b>constant (1)</b> 25:6 <b>continue (2)</b> 16:10;32:12 <b>continued (1)</b> 22:14 <b>continues (2)</b> 21:12;31:14 <b>contract (1)</b> 18:10 <b>contracts (1)</b> 9:10 <b>contributing (1)</b> 11:11 <b>control (1)</b> 23:24 <b>controversies (1)</b> 8:18 <b>controversy (2)</b> 8:20;9:23 <b>coordination (1)</b> 23:13 <b>corrupt (1)</b> 9:10 <b>costs (2)</b> 20:7,23 <b>counsel (2)</b> 34:2,9 <b>Counties (7)</b> 20:5;23:16;24:23; 25:5,11;31:24,25 <b>country (1)</b> 21:24 <b>county (9)</b> 11:7;13:6,7;15:22; 16:3,5;20:18;34:16, 21 <b>couple (2)</b> 33:2;34:7 <b>court (3)</b> 34:21;35:1,3 <b>cover (1)</b> 6:7 <b>create (1)</b> 22:8 <b>created (4)</b> 3:25;8:13;11:2,21 <b>creating (2)</b> 11:22;20:13 <b>creation (3)</b> 7:21;8:16;17:22 <b>creative (1)</b> 28:13</p>	<p><b>Creek (5)</b> 8:13,18;10:1;14:23; 32:11 <b>crime (1)</b> 11:16 <b>Crisis (1)</b> 20:20 <b>crystallizes (1)</b> 28:9 <b>cultivating (1)</b> 18:12 <b>curious (1)</b> 13:3 <b>current (1)</b> 26:6 <b>currently (1)</b> 24:2 <b>cut (1)</b> 13:4</p>	<p>7:4 <b>detail (1)</b> 24:13 <b>development (3)</b> 11:10,12;24:23 <b>differ (1)</b> 8:3 <b>dignity (1)</b> 4:10 <b>direct (3)</b> 11:17;13:22;14:11 <b>direction (3)</b> 3:13;5:19;15:24 <b>directly (2)</b> 9:11;11:18 <b>director (2)</b> 21:1;31:8 <b>disabilities (1)</b> 18:20 <b>discernment (1)</b> 5:20 <b>discipline (1)</b> 18:9 <b>discussed (2)</b> 16:20;26:13 <b>discussion (1)</b> 30:14 <b>discussions (1)</b> 4:17 <b>Disney (12)</b> 7:12,19;9:18;11:6, 9,18,22;13:12;16:4; 34:14,17,19 <b>dissolve (1)</b> 9:24 <b>distributed (1)</b> 29:23 <b>District (44)</b> 3:7;5:3,11;8:9; 9:25;13:12,16,17; 14:22;15:7,24;17:17, 20,22;18:9,25;19:16; 20:3,11,12,16;21:21, 23,25;22:5;23:6,7,20; 24:10,18,22;25:12; 29:17;31:6,14;32:1,4, 5,7,11,12;33:2;34:17, 20 <b>districts (2)</b> 4:19;23:14 <b>district's (1)</b> 25:8 <b>district-wide (1)</b> 21:14 <b>dive (1)</b> 32:17 <b>diverse (1)</b> 9:14 <b>diversity (1)</b> 9:12 <b>document (1)</b> 25:7 <b>documents (1)</b></p>
			<b>D</b>	

<p>7:15 <b>DocuSign (1)</b> 21:8 <b>domain (2)</b> 13:14;14:18 <b>donation (1)</b> 18:22 <b>done (2)</b> 7:21;12:4 <b>doors (1)</b> 6:14 <b>double (1)</b> 6:14 <b>down (2)</b> 19:25;24:3 <b>drafting (1)</b> 18:3 <b>drainage (2)</b> 23:23;26:22 <b>dramatically (2)</b> 21:9,10 <b>Drive (1)</b> 28:6 <b>driving (2)</b> 25:22;28:5 <b>due (1)</b> 11:3 <b>During (2)</b> 16:1;18:23</p>	<p>8:21 <b>emergency (11)</b> 6:24;21:13;31:7,9, 15,18,22,25;32:4,8; 33:7 <b>eminent (2)</b> 13:14;14:18 <b>employees (6)</b> 9:15;17:19;18:23; 19:16;22:6,13 <b>end (3)</b> 6:20;16:7;23:15 <b>ended (2)</b> 9:12;35:21 <b>ends (1)</b> 6:23 <b>engaged (1)</b> 8:4 <b>engineering (3)</b> 21:17;22:21,25 <b>English (1)</b> 15:12 <b>enjoy (4)</b> 5:16;7:5;10:15; 16:23 <b>enjoyed (1)</b> 33:8 <b>ensure (1)</b> 11:22 <b>ensured (1)</b> 18:7 <b>ensuring (1)</b> 21:20 <b>enters (1)</b> 21:21 <b>entire (1)</b> 22:13 <b>entities (1)</b> 19:22 <b>entry-level (1)</b> 20:22 <b>equity (1)</b> 9:13 <b>especially (2)</b> 8:9;30:18 <b>estimated (1)</b> 11:13 <b>even (3)</b> 4:3;5:17;8:19 <b>everybody (2)</b> 3:4;10:21 <b>everyday (1)</b> 3:18 <b>everyone (3)</b> 4:12;5:8;7:10 <b>example (1)</b> 17:20 <b>excellent (2)</b> 10:10;29:8 <b>exceptionally (1)</b> 26:4 <b>excess (1)</b> 26:16</p>	<p><b>exciting (1)</b> 21:5 <b>exhausted (1)</b> 35:7 <b>existed (1)</b> 8:19 <b>existence (1)</b> 24:2 <b>existing (4)</b> 24:1,9,12,20 <b>exists (2)</b> 9:19,19 <b>exits (1)</b> 6:15 <b>expansion (1)</b> 24:8 <b>expect (2)</b> 26:19;27:8 <b>expense (1)</b> 11:8 <b>experience (1)</b> 3:17 <b>experts (2)</b> 14:21,24 <b>expiration (1)</b> 18:11 <b>express (1)</b> 16:12 <b>extensive (1)</b> 18:2 <b>external (1)</b> 24:22</p>	<p>11:12;16:5 <b>fellow (6)</b> 25:17;27:21;28:19; 30:23;32:24;33:12 <b>FERNANDEZ (1)</b> 6:9 <b>few (4)</b> 13:19;19:3,9;27:11 <b>field (1)</b> 11:22 <b>fill (1)</b> 19:12 <b>filled (1)</b> 19:8 <b>Fire (3)</b> 18:25;19:3;21:17 <b>first (12)</b> 4:5;7:8;13:1,9; 14:19;17:15;18:9; 19:5;26:2;27:24; 29:15;32:6 <b>first-aid (1)</b> 7:3 <b>first-time (1)</b> 20:2 <b>fiscal (2)</b> 12:6;18:8 <b>five (1)</b> 28:3 <b>flag (1)</b> 6:3 <b>Florida (19)</b> 3:12;8:8;9:25;10:2; 11:5,21;12:3;17:17, 24;19:4;20:15;22:4,6, 17;29:17;31:6;32:12; 34:16,20 <b>focus (2)</b> 19:23;29:2 <b>focused (1)</b> 23:19 <b>folks (4)</b> 8:18;9:11;27:1,2 <b>following (2)</b> 3:12;6:20 <b>follows (1)</b> 35:16 <b>forecast (1)</b> 24:3 <b>forecasted (2)</b> 24:20;25:3 <b>form (1)</b> 32:9 <b>formally (1)</b> 32:6 <b>forward (7)</b> 10:24;26:8,13; 27:16,18;28:3,11 <b>foster (1)</b> 23:13 <b>four-and-a-half (1)</b> 20:8 <b>Freedom (4)</b></p>	<p>3:11,14,17;5:4 <b>frequently (1)</b> 18:13 <b>Friday (1)</b> 10:24 <b>front (5)</b> 6:13,19;27:10; 28:14,14 <b>frustration (1)</b> 11:3 <b>full (3)</b> 11:23;15:2;34:23 <b>fully (1)</b> 19:4 <b>funding (1)</b> 28:12 <b>Further (3)</b> 21:12;34:4;35:17 <b>Furthermore (1)</b> 17:24 <b>future (4)</b> 4:18;13:24;20:14; 28:16</p>
<b>E</b>		<b>F</b>	<b>G</b>	
<p><b>Earlier (1)</b> 20:16 <b>earnest (1)</b> 26:14 <b>easier (1)</b> 14:8 <b>eat (1)</b> 10:8 <b>echo (1)</b> 27:23 <b>education (1)</b> 30:3 <b>effective (3)</b> 17:21;21:20;22:1 <b>effects (1)</b> 22:15 <b>efficient (1)</b> 22:1 <b>effort (5)</b> 9:1;18:24;21:15,19; 22:14 <b>eight- (1)</b> 24:4 <b>either (5)</b> 6:14,20;12:18;24:7; 27:9 <b>Ella (1)</b> 21:1 <b>Ella's (1)</b> 21:5 <b>else (1)</b></p>		<p><b>Face (1)</b> 20:20 <b>facilities (7)</b> 22:22;23:2,4,18; 24:2,5,12 <b>facility (2)</b> 24:8,9 <b>facing (2)</b> 6:12;28:22 <b>fact (1)</b> 26:1 <b>fair (1)</b> 11:23 <b>familiar (1)</b> 13:7 <b>families (1)</b> 5:15 <b>Father (5)</b> 4:25;5:5,12,18,20 <b>father-in-law (1)</b> 3:14 <b>favor (3)</b> 17:9;30:24;33:17 <b>federal (1)</b> 15:11 <b>feedback (1)</b> 13:24 <b>fees (2)</b></p>	<p><b>GARCIA (47)</b> 3:3;5:24;6:7;7:6; 10:6,12,16,18;11:25; 12:12,16,19,22;13:25; 14:2,7,10,15,19;15:5, 13,15,18;16:13,17; 17:2,7,9,12,14;25:17; 27:20;28:18;29:7,12; 30:6,14,22;31:2; 32:19;33:11,15,17,20, 25;35:9,17 <b>gave (1)</b> 13:15 <b>Gay (4)</b> 7:22,24,25;10:10 <b>general (2)</b> 24:6;34:9 <b>generated (2)</b> 11:9;14:25 <b>George (5)</b> 12:13;13:5;14:7,9; 15:15 <b>Gilzean (11)</b> 3:9,10;15:3,4; 17:14,16;29:12,19; 31:8,11;34:24 <b>Given (1)</b> 19:10 <b>glad (1)</b> 13:17 <b>Glen (1)</b> 22:23 <b>God (6)</b> 3:24;4:6,11,16,21; 6:5 <b>godliness (1)</b> 4:10</p>	



<p><b>good (15)</b> 3:3;4:11;7:11; 10:21,23;13:1;15:22; 18:6;22:9,23;28:14; 29:10;31:10,10,13</p> <p><b>governance (3)</b> 17:21;18:6;22:1</p> <p><b>government (7)</b> 3:23,24;4:14;9:19; 15:11;19:22;22:5</p> <p><b>governments (2)</b> 11:7;23:15</p> <p><b>Governor (7)</b> 7:20;8:14;9:12; 11:19;13:11;16:1; 17:23</p> <p><b>grace (2)</b> 4:23;5:19</p> <p><b>graciously (1)</b> 22:9</p> <p><b>grass (1)</b> 11:2</p> <p><b>grateful (1)</b> 4:25</p> <p><b>great (6)</b> 4:23;6:1;27:15,16, 24;30:20</p> <p><b>Greater (2)</b> 20:18;22:17</p> <p><b>Greg (1)</b> 3:11</p> <p><b>grooming (1)</b> 18:21</p> <p><b>gross (2)</b> 8:2,4</p> <p><b>group (1)</b> 11:2</p> <p><b>grouped (1)</b> 24:12</p> <p><b>grown (1)</b> 3:15</p> <p><b>growth (2)</b> 11:4;24:21</p> <p><b>guess (1)</b> 28:20</p> <p><b>guys (7)</b> 3:21;4:22;7:16; 8:10,11;9:12;11:24</p>	<p>21</p> <p><b>hard (3)</b> 17:25;25:20;26:3</p> <p><b>head (1)</b> 27:9</p> <p><b>headed (1)</b> 15:25</p> <p><b>headquartered (1)</b> 20:4</p> <p><b>health (1)</b> 7:2</p> <p><b>hear (3)</b> 12:9;13:23;22:14</p> <p><b>heard (1)</b> 16:15</p> <p><b>Hearing (3)</b> 30:9,24;33:13</p> <p><b>hearings (1)</b> 29:14</p> <p><b>help (7)</b> 3:24;4:6,15,23;9:8; 23:12;25:11</p> <p><b>helped (2)</b> 5:14;13:12</p> <p><b>helpful (2)</b> 26:5;27:15</p> <p><b>helping (1)</b> 3:16</p> <p><b>here's (2)</b> 18:4;21:5</p> <p><b>Hernandez (7)</b> 10:18,19,21,24; 11:1,25;12:10</p> <p><b>Hey (1)</b> 3:3</p> <p><b>Hickey (1)</b> 21:1</p> <p><b>high (1)</b> 31:15</p> <p><b>high-level (2)</b> 23:11;25:14</p> <p><b>highlight (4)</b> 23:1;28:1;30:15; 33:1</p> <p><b>highlighting (1)</b> 30:18</p> <p><b>highlights (2)</b> 30:1,20</p> <p><b>highly (1)</b> 21:20</p> <p><b>hired (1)</b> 14:20</p> <p><b>hiring (1)</b> 19:2</p> <p><b>historic (2)</b> 17:18;20:24</p> <p><b>history (1)</b> 18:10</p> <p><b>hits (1)</b> 9:23</p> <p><b>Hmm (1)</b> 13:16</p> <p><b>hold (1)</b></p>	<p>34:12</p> <p><b>Holy (2)</b> 3:13;5:6</p> <p><b>home (1)</b> 18:4</p> <p><b>homelessness (1)</b> 11:17</p> <p><b>homes (1)</b> 20:22</p> <p><b>honestly (1)</b> 15:24</p> <p><b>honor (2)</b> 5:1;6:1</p> <p><b>hope (2)</b> 13:17,23</p> <p><b>hopefully (1)</b> 26:14</p> <p><b>horizon (1)</b> 24:16</p> <p><b>hosted (1)</b> 20:16</p> <p><b>Housing (1)</b> 20:20</p> <p><b>HR (1)</b> 19:8</p> <p><b>Huck (1)</b> 34:25</p> <p><b>human (1)</b> 19:6</p> <p><b>Humanity (1)</b> 20:18</p> <p><b>hurricane (1)</b> 31:18</p> <p><b>hypocrisy (1)</b> 8:5</p>	<p>16:10;18:18</p> <p><b>Improvement (3)</b> 14:23;28:2,8</p> <p><b>improvements (1)</b> 23:19</p> <p><b>inaugural (1)</b> 17:16</p> <p><b>inception (1)</b> 32:10</p> <p><b>include (2)</b> 18:19;29:2</p> <p><b>included (1)</b> 23:2</p> <p><b>including (2)</b> 6:10;23:22</p> <p><b>inclusion (1)</b> 9:13</p> <p><b>independent (3)</b> 12:5;14:12,25</p> <p><b>indicate (3)</b> 17:9;30:24;33:17</p> <p><b>individual (1)</b> 25:2</p> <p><b>indivisible (1)</b> 6:6</p> <p><b>influx (1)</b> 19:10</p> <p><b>information (5)</b> 16:24;24:1;27:17; 28:21;34:8</p> <p><b>informed (2)</b> 13:20,20</p> <p><b>infrastructure (7)</b> 23:22;24:11;27:6,6, 7;28:24,25</p> <p><b>initial (2)</b> 23:4,25</p> <p><b>inked (1)</b> 20:24</p> <p><b>input (1)</b> 34:10</p> <p><b>institution (3)</b> 3:23,24,25</p> <p><b>intent (1)</b> 23:11</p> <p><b>interacts (1)</b> 27:11</p> <p><b>intercede (1)</b> 4:6</p> <p><b>interest (3)</b> 3:6,7;24:7</p> <p><b>interested (8)</b> 15:6;16:18,22; 26:18,20;27:4;28:23; 29:3</p> <p><b>internal (1)</b> 24:21</p> <p><b>into (5)</b> 5:6;17:20;26:4,15; 32:17</p> <p><b>introduce (1)</b> 3:11</p> <p><b>introduced (2)</b></p>	<p>18:6,17</p> <p><b>investment (1)</b> 19:23</p> <p><b>invite (1)</b> 5:5</p> <p><b>invocation (2)</b> 3:8;4:14</p> <p><b>involve (1)</b> 34:14</p> <p><b>issue (1)</b> 8:5</p> <p><b>issues (9)</b> 8:20;10:10;11:17; 13:18,21;16:6;25:24; 27:13,18</p> <p><b>issuing (1)</b> 21:9</p> <p><b>item (1)</b> 17:6</p> <p><b>items (1)</b> 25:4</p>
<b>J</b>				
<p><b>Jacko (1)</b> 14:4</p> <p><b>J-A-C-K-O (1)</b> 14:4</p> <p><b>Jackow (17)</b> 12:15,15,17,21,25; 13:5,25;14:1,1,2,3,9, 14,18;15:9,14,17</p> <p><b>J-A-C-K-O-W (1)</b> 12:17</p> <p><b>Jackson (2)</b> 12:13,13</p> <p><b>Jackson's (1)</b> 14:3</p> <p><b>Jayne (1)</b> 15:18</p> <p><b>Jesus (1)</b> 5:22</p> <p><b>jobs (1)</b> 4:22</p> <p><b>Joey (1)</b> 21:2</p> <p><b>join (2)</b> 3:19;35:3</p> <p><b>July (1)</b> 26:12</p> <p><b>jurisdiction (1)</b> 21:24</p> <p><b>justice (1)</b> 6:6</p>				
<b>K</b>				
<p><b>Katherine (5)</b> 22:20,24;25:20; 27:24;29:7</p> <p><b>keep (3)</b> 10:14;13:20;25:12</p> <p><b>keeping (1)</b></p>				

<p>18:4 <b>key (1)</b> 30:1 <b>kind (4)</b> 25:3,14;28:21;29:2 <b>kings (1)</b> 4:8 <b>Kissimmee (1)</b> 3:12 <b>kit (1)</b> 7:3 <b>knowledge (2)</b> 13:22;22:10 <b>known (3)</b> 3:16;18:25;19:22</p> <hr/> <p style="text-align: center;"><b>L</b></p> <hr/> <p><b>Lake (1)</b> 20:5 <b>land (2)</b> 11:5;21:16 <b>LANGLEY (6)</b> 29:16;31:4,5,12; 34:5,6 <b>large (1)</b> 9:15 <b>largest (1)</b> 9:17 <b>last (8)</b> 8:1,7;10:4;16:21; 20:19;21:6;22:11; 25:22 <b>Lastly (1)</b> 18:22 <b>Later (1)</b> 19:14 <b>launched (1)</b> 7:19 <b>law (2)</b> 7:22;8:2 <b>lay (1)</b> 28:15 <b>lead (3)</b> 3:19;6:15,18 <b>leader (1)</b> 21:7 <b>leadership (5)</b> 16:8;17:23;19:18; 21:6;22:13 <b>leading (2)</b> 14:21;17:20 <b>learn (1)</b> 13:18 <b>least (2)</b> 16:24;26:15 <b>leave (2)</b> 18:20,22 <b>left (1)</b> 6:17 <b>legislation (1)</b> 13:12 <b>legislature (2)</b></p>	<p>11:20;17:24 <b>lending (1)</b> 22:9 <b>less (2)</b> 20:7,11 <b>level (1)</b> 11:22 <b>leveraged (1)</b> 32:2 <b>leveraging (1)</b> 21:7 <b>liberty (1)</b> 6:6 <b>Life (4)</b> 3:11,15;16:11;25:6 <b>lightly (1)</b> 5:5 <b>Likewise (2)</b> 25:6,9 <b>listed (2)</b> 24:12,24 <b>literally (1)</b> 8:20 <b>litigation (3)</b> 34:11,18;35:6 <b>little (2)</b> 34:7;35:10 <b>live (3)</b> 4:9;5:16;20:14 <b>lives (2)</b> 3:18;4:10 <b>living (1)</b> 25:7 <b>local (2)</b> 11:7;23:14 <b>long-term (2)</b> 25:3,8 <b>look (3)</b> 15:7,8;27:16 <b>looked (1)</b> 12:19 <b>Looking (7)</b> 10:24;16:19;23:25; 24:5,22;26:13;28:11 <b>loquacious (1)</b> 13:4 <b>lost (2)</b> 11:14;12:2 <b>lot (8)</b> 6:21,24;8:7;9:8,10; 11:15;16:20;33:6 <b>loud (1)</b> 12:9 <b>LUETZOW (7)</b> 22:23,24;27:19; 28:17;29:4,6,11</p> <hr/> <p style="text-align: center;"><b>M</b></p> <hr/> <p><b>ma'am (2)</b> 12:12;17:2 <b>major (2)</b> 11:17;23:19</p>	<p><b>majority (1)</b> 8:15 <b>makes (2)</b> 5:8;21:25 <b>making (2)</b> 19:6;20:21 <b>manage (1)</b> 32:13 <b>management (11)</b> 17:15;29:13;31:7,9, 18,22,25;32:4,8;33:4, 7 <b>manager (2)</b> 22:21,25 <b>many (3)</b> 11:6;12:2;16:1 <b>marked (1)</b> 4:10 <b>marks (1)</b> 7:17 <b>massive (1)</b> 11:5 <b>master (1)</b> 23:23 <b>may (1)</b> 25:8 <b>maybe (2)</b> 27:6,10 <b>McManus (2)</b> 20:17,19 <b>mean (2)</b> 13:15;27:23 <b>means (1)</b> 7:24 <b>meant (1)</b> 25:7 <b>median (2)</b> 20:21,22 <b>meet (1)</b> 34:2 <b>meeting (17)</b> 3:4,4;14,22;7:5; 8:1;19:14;25:21; 26:13;27:14;32:16; 34:1,3,22;35:4,12,13, 15 <b>member (4)</b> 8:24,25;32:16,17 <b>members (14)</b> 6:10,12,21;8:4; 19:3;25:18;27:21; 28:19;29:19,24; 30:23;31:11;32:24; 33:12 <b>mention (1)</b> 13:13 <b>mentioned (3)</b> 22:2,24;24:15 <b>message (2)</b> 4:3;9:14 <b>messages (2)</b> 9:4,7 <b>messed (1)</b></p>	<p>9:14 <b>Michael (1)</b> 14:3 <b>might (4)</b> 16:18,23;28:22; 32:6 <b>millage (1)</b> 18:7 <b>million (5)</b> 11:14;19:25;20:2,4, 6 <b>minute (1)</b> 6:11 <b>mischaracterization (1)</b> 8:2 <b>model (1)</b> 22:1 <b>modified (1)</b> 23:9 <b>money (1)</b> 12:8 <b>month (2)</b> 20:16;25:22 <b>months (3)</b> 20:8,12;27:11 <b>moon (2)</b> 14:5,5 <b>more (11)</b> 3:15;4:4;8:12;9:24; 13:18,24;16:20; 27:16,17;33:6;34:8 <b>morning (12)</b> 3:3;7:11,14,16; 10:21,23;13:1;15:22; 22:23;31:10,11,13 <b>most (2)</b> 8:18;9:16 <b>motion (5)</b> 17:13;30:9;31:3; 33:13,21 <b>Move (3)</b> 17:6;30:11;33:14 <b>moving (1)</b> 26:14 <b>much (9)</b> 3:22;5:24;7:5,6; 10:3;12:1;29:7;33:10, 23 <b>myself (1)</b> 34:24</p> <hr/> <p style="text-align: center;"><b>N</b></p> <hr/> <p><b>name (5)</b> 5:22;7:12;10:25; 13:5;22:24 <b>nation (2)</b> 6:1,5 <b>national (2)</b> 14:21;21:7 <b>nature (1)</b> 24:14 <b>NAYLOR (4)</b></p>	<p>31:10,14;33:10,23 <b>near (2)</b> 13:24;28:16 <b>necessarily (1)</b> 28:7 <b>necessary (1)</b> 7:4 <b>need (9)</b> 4:15,16;24:20;26:8; 28:1,4,7,8;29:1 <b>needs (1)</b> 18:14 <b>negative (1)</b> 11:18 <b>neighbors (3)</b> 22:9;27:1;28:22 <b>Nelly (3)</b> 10:18,25,25 <b>nerd (1)</b> 33:3 <b>networks (1)</b> 23:21 <b>new (9)</b> 13:17;18:5,17,22; 19:2;20:10;21:4;23:8; 24:9 <b>newly (1)</b> 11:20 <b>Next (9)</b> 6:1;7:6;10:18; 12:13;15:18;17:4,14; 20:2;28:3 <b>nice (1)</b> 15:11 <b>nickname (1)</b> 14:4 <b>none (3)</b> 30:9,24;33:13 <b>non-public (1)</b> 35:13 <b>notable (1)</b> 22:11 <b>noted (1)</b> 7:17 <b>notice (1)</b> 6:13 <b>nugget (1)</b> 4:3 <b>number (1)</b> 13:10 <b>numbers (1)</b> 9:15 <b>numerous (1)</b> 18:5</p> <hr/> <p style="text-align: center;"><b>O</b></p> <hr/> <p><b>obviously (4)</b> 4:16;24:25;27:7; 28:12 <b>occasionally (1)</b> 25:9 <b>off (1)</b></p>
---	--	---	---	---

<p>27:8 <b>offer (1)</b> 21:24 <b>offering (1)</b> 20:13 <b>offguard (1)</b> 13:13 <b>official (1)</b> 21:3 <b>officially (1)</b> 9:24 <b>often (1)</b> 22:14 <b>Once (2)</b> 16:11;29:22 <b>one (16)</b> 3:25;6:5;8:24;9:5, 21;10:4;12:3;13:10; 19:3;22:6;23:8;25:6; 26:18;27:25;30:21; 34:15 <b>one-on-one (1)</b> 27:10 <b>one-year (2)</b> 7:18,18 <b>only (4)</b> 9:23;19:3;21:23; 22:7 <b>open (4)</b> 18:7;20:1;30:6; 32:20 <b>opening (1)</b> 3:8 <b>openly (1)</b> 15:23 <b>operating (1)</b> 24:2 <b>operations (1)</b> 13:8 <b>opinion (1)</b> 16:12 <b>opportunities (1)</b> 26:7 <b>opportunity (5)</b> 3:22;7:13;13:2; 15:23;16:11 <b>opposed (3)</b> 17:12;31:2;33:20 <b>Orange (4)</b> 20:4;23:16;34:15, 21 <b>order (1)</b> 3:4 <b>organization (1)</b> 22:12 <b>Orlando (2)</b> 20:18,22 <b>Osceola (8)</b> 11:1;13:6;15:21; 16:3,5;20:5,18;23:16 <b>others (1)</b> 13:20 <b>otherwise (1)</b></p>	<p>19:20 <b>ought (1)</b> 10:14 <b>out (4)</b> 6:17;11:2;14:20; 28:15 <b>outdated (1)</b> 18:17 <b>outlook (1)</b> 24:4 <b>out-of-control (1)</b> 11:4 <b>outside (1)</b> 6:15 <b>over (12)</b> 8:7,14;13:6;19:2,5, 9,9,25;20:2;25:8; 33:8;35:7 <b>overdated (1)</b> 18:16 <b>overhauled (1)</b> 18:16 <b>overlooked (1)</b> 18:15 <b>overseen (1)</b> 8:14 <b>Oversight (10)</b> 8:9;9:25;11:21; 17:17;22:4;29:17; 31:6;32:12;34:17,20 <b>overview (3)</b> 23:1;25:15;30:4 <b>owners (1)</b> 21:16</p>	<p><b>passed (1)</b> 31:3 <b>passes (2)</b> 17:13;33:21 <b>past (2)</b> 13:16,19 <b>Pastor (4)</b> 3:11,19,21;5:24 <b>path (1)</b> 6:20 <b>Paul (1)</b> 34:24 <b>pay (2)</b> 9:20;18:20 <b>paying (1)</b> 16:5 <b>pays (1)</b> 11:23 <b>peaceful (1)</b> 4:9 <b>pending (2)</b> 34:11,13 <b>people (9)</b> 3:15,17;4:6;5:14, 16;9:20;12:2;20:21; 34:22 <b>percent (2)</b> 20:11,21 <b>Peri (1)</b> 32:17 <b>permits (1)</b> 21:9 <b>person (2)</b> 5:6;21:21 <b>phase (1)</b> 25:2 <b>phrase (1)</b> 22:14 <b>place (4)</b> 5:15;13:17;26:15; 32:10 <b>plan (11)</b> 5:13;24:19;31:7,18, 22,25;32:4,7,8,9;33:7 <b>planned (2)</b> 24:20,23 <b>planning (9)</b> 22:20,25;23:12; 24:3,18,25;26:11; 31:15;32:13 <b>plans (2)</b> 25:8;32:17 <b>platform (1)</b> 20:1 <b>play (2)</b> 20:14;26:10 <b>playing (1)</b> 11:22 <b>please (10)</b> 3:19;6:2,8,24;7:9; 10:20;12:24;13:20; 15:19;16:10 <b>pleased (1)</b></p>	<p>5:13 <b>pleases (1)</b> 4:11 <b>pleasure (2)</b> 25:21;32:16 <b>Pledge (2)</b> 6:2,3 <b>plus (1)</b> 34:23 <b>points (3)</b> 12:1,7;14:10 <b>police (1)</b> 9:1 <b>policies (3)</b> 18:6,17,19 <b>policy (10)</b> 15:6;18:23;19:15; 29:18,21,22,23;30:1, 17;33:3 <b>political (1)</b> 10:1 <b>Polk (1)</b> 20:5 <b>portion (2)</b> 34:1;35:13 <b>positions (3)</b> 5:9;19:9,13 <b>positive (2)</b> 16:8;22:16 <b>possible (1)</b> 19:7 <b>posted (1)</b> 29:24 <b>potable (1)</b> 27:13 <b>potential (1)</b> 25:4 <b>power (1)</b> 13:16 <b>practices (1)</b> 18:6 <b>pray (4)</b> 4:5,7;5:1,22 <b>prayer (1)</b> 3:20 <b>predominantly (1)</b> 24:17 <b>prepare (2)</b> 26:3;32:3 <b>preparedness (1)</b> 31:19 <b>present (3)</b> 22:21;31:20;32:15 <b>presenting (1)</b> 23:10 <b>president (3)</b> 11:1;20:17,19 <b>press (4)</b> 8:9,21;16:20;29:24 <b>prevention (1)</b> 21:18 <b>previous (2)</b> 14:23;16:15</p>	<p><b>previously (4)</b> 18:14;23:5,6;24:17 <b>priority (1)</b> 31:15 <b>privilege (2)</b> 5:1,4 <b>procedures (2)</b> 6:8;21:25 <b>process (6)</b> 19:24;21:8,9,10; 26:11,14 <b>procurement (2)</b> 19:24;20:7 <b>produced (1)</b> 14:13 <b>professional (1)</b> 22:10 <b>profound (1)</b> 22:8 <b>program (4)</b> 9:13;19:22;21:13, 25 <b>prohibit (1)</b> 10:1 <b>project (2)</b> 24:10,24 <b>projected (1)</b> 24:21 <b>projects (6)</b> 24:6,15,16;25:1,23; 28:2 <b>promise (2)</b> 10:9,11 <b>promote (1)</b> 23:13 <b>promoted (1)</b> 21:3 <b>promptly (2)</b> 19:11,12 <b>promulgated (1)</b> 32:7 <b>properly (1)</b> 22:4 <b>property (1)</b> 11:11 <b>proposed (1)</b> 24:15 <b>protect (1)</b> 19:15 <b>proud (3)</b> 8:11;22:17;33:6 <b>proudly (1)</b> 18:25 <b>proven (1)</b> 21:19 <b>provide (3)</b> 7:15;18:23;31:24 <b>provided (2)</b> 9:11;24:13 <b>providing (1)</b> 9:5 <b>public (21)</b> 7:7,7;8:12;9:2,6;</p>
	<b>P</b>			
	<p><b>package (1)</b> 23:3 <b>pages (6)</b> 15:1,1,2,9,10,10 <b>painful (1)</b> 11:11 <b>parental (1)</b> 18:20 <b>parking (2)</b> 6:21,24 <b>Parks (3)</b> 34:14,17,19 <b>part (2)</b> 21:5;29:14 <b>participation (1)</b> 8:12 <b>particularly (2)</b> 26:21;27:12 <b>partners (1)</b> 26:25 <b>partnership (1)</b> 20:24 <b>partnerships (2)</b> 32:9,13 <b>pass (1)</b> 5:14</p>			

<p>13:21;15:6,16;16:14; 17:3;22:21;23:2,4,18; 28:2;29:14,25;30:7,7; 32:20,21 <b>published (1)</b> 20:19 <b>purchase (1)</b> 11:5 <b>purpose (1)</b> 23:11 <b>purposes (1)</b> 32:14 <b>pursuant (1)</b> 34:11 <b>put (1)</b> 26:15</p>	<p><b>record (4)</b> 7:9;17:12;31:2; 33:21 <b>records (2)</b> 9:2,6 <b>reduce (2)</b> 21:10,11 <b>Reedy (5)</b> 8:13,18;10:1;14:23; 32:11 <b>re-evaluate (1)</b> 9:22 <b>reference (1)</b> 14:16 <b>reflect (4)</b> 17:13;25:10;31:3; 33:21 <b>reforms (1)</b> 18:2 <b>regarding (1)</b> 25:16 <b>region (5)</b> 11:13,14;19:4; 20:15;22:17 <b>regional (2)</b> 12:5;20:13 <b>registered (1)</b> 20:9 <b>regulating (1)</b> 8:22 <b>relates (3)</b> 26:21,22;27:5 <b>relationships (1)</b> 18:13 <b>remain (2)</b> 19:12;31:15 <b>remaining (2)</b> 19:10,12 <b>replacements (1)</b> 24:7 <b>report (20)</b> 15:2;17:15;20:19; 22:22;23:2,4,8,12,15, 19;24:1;25:10,16; 26:3;27:25;28:7;29:8, 9,13;32:20 <b>reported (1)</b> 8:21 <b>reporter (2)</b> 35:1,3 <b>reporting (2)</b> 30:2,18 <b>reports (3)</b> 17:15;27:3,5 <b>represent (4)</b> 7:10;10:20;12:24; 15:20 <b>representative (3)</b> 10:19;12:23;15:19 <b>Republic (1)</b> 6:4 <b>Republican (1)</b> 8:14</p>	<p><b>Republicans (2)</b> 8:15,22 <b>request (3)</b> 9:2,6;29:20 <b>required (5)</b> 23:6,7;26:2,11;32:1 <b>requires (1)</b> 31:23 <b>research (1)</b> 18:3 <b>resident (2)</b> 13:6;16:3 <b>resigning (1)</b> 8:25 <b>Resolution (13)</b> 29:15,16,16;30:8, 11;31:4,5,5,16,17,20; 32:22;33:14 <b>resort (1)</b> 21:22 <b>Resorts (3)</b> 34:14,18,19 <b>resources (2)</b> 19:6;30:3 <b>respect (3)</b> 17:5;30:8;32:22 <b>respond (1)</b> 12:7 <b>response (1)</b> 7:20 <b>responses (1)</b> 16:15 <b>rest (1)</b> 8:6 <b>restaurant (1)</b> 21:22 <b>restore (1)</b> 9:25 <b>resumed (1)</b> 35:16 <b>retail (1)</b> 21:22 <b>retaliation (3)</b> 7:22;10:1;30:19 <b>revenue (2)</b> 11:9,14 <b>right (5)</b> 4:13;8:17;12:8; 14:4,9 <b>rigorous (1)</b> 21:19 <b>ripple (2)</b> 22:15,16 <b>risk (2)</b> 10:12;33:4 <b>road (1)</b> 24:4 <b>roads (1)</b> 23:22 <b>Rodriguez (1)</b> 21:2 <b>roles (1)</b> 21:4</p>	<p><b>Ron (1)</b> 17:23 <b>room (2)</b> 5:6;6:13 <b>roots (1)</b> 11:2 <b>roughly (1)</b> 20:23</p> <p style="text-align: center;"><b>S</b></p> <p><b>safe (1)</b> 6:25 <b>safety (8)</b> 6:7,10,22;7:2;21:2, 6,16,20 <b>sales (1)</b> 11:9 <b>saved (1)</b> 4:12 <b>saving (1)</b> 20:6 <b>Savior (1)</b> 4:11 <b>saying (4)</b> 6:1;17:10;30:24; 33:18 <b>scandals (1)</b> 8:25 <b>screenshot (2)</b> 9:4,7 <b>scripture (2)</b> 4:2,4 <b>second (5)</b> 17:7,8;30:13;33:15, 16 <b>Section (1)</b> 34:11 <b>security (1)</b> 7:3 <b>seeing (1)</b> 25:23 <b>seeking (1)</b> 3:24 <b>seems (2)</b> 9:4;16:6 <b>Seminole (1)</b> 20:5 <b>sending (1)</b> 9:13 <b>sent (1)</b> 29:23 <b>separate (1)</b> 35:14 <b>September (1)</b> 31:16 <b>serve (1)</b> 9:20 <b>session (1)</b> 34:13 <b>sexual (4)</b> 19:15,19;29:18,21 <b>shade (2)</b></p>	<p>34:1,3 <b>share (1)</b> 11:23 <b>sharing (1)</b> 25:11 <b>shielded (1)</b> 11:11 <b>short (1)</b> 20:12 <b>short-term (1)</b> 18:19 <b>show (2)</b> 9:6;19:17 <b>shown (1)</b> 22:7 <b>sic (2)</b> 12:13;31:21 <b>side (2)</b> 6:14,17 <b>sight (1)</b> 16:7 <b>signatures (1)</b> 9:24 <b>significant (2)</b> 18:2;28:1 <b>significantly (1)</b> 28:10 <b>similar (1)</b> 27:3 <b>simply (1)</b> 7:24 <b>slashed (1)</b> 18:8 <b>slide (1)</b> 20:2 <b>slow (1)</b> 19:24 <b>Smithers (4)</b> 15:18,21;16:16,25 <b>solutions (1)</b> 26:8 <b>sorry (5)</b> 12:16,20,21;23:6; 35:1 <b>sort (2)</b> 28:2,15 <b>space (1)</b> 21:22 <b>speak (2)</b> 13:2;31:9 <b>special (2)</b> 23:14;32:1 <b>specific (1)</b> 25:15 <b>specifically (1)</b> 8:5 <b>spent (1)</b> 28:5 <b>Spirit (1)</b> 5:7 <b>Spirit's (1)</b> 3:13 <b>Squires (2)</b></p>
<b>Q</b>				
<p><b>qualified (1)</b> 19:10 <b>quality (1)</b> 16:10 <b>quick (1)</b> 4:2 <b>quiet (1)</b> 4:9 <b>quite (1)</b> 13:7 <b>quitting (1)</b> 9:16</p>				
<b>R</b>				
<p><b>rate (1)</b> 18:8 <b>ratification (1)</b> 29:21 <b>RCFD (1)</b> 18:25 <b>reading (2)</b> 33:5,8 <b>reality (1)</b> 8:13 <b>realization (1)</b> 17:25 <b>really (8)</b> 9:13;10:3;12:3; 23:18;28:1,9;33:2,8 <b>reason (1)</b> 23:5 <b>receive (1)</b> 5:21 <b>recently (3)</b> 13:10;21:3;32:18 <b>recess (2)</b> 34:1;35:10 <b>recessed (1)</b> 35:12 <b>recognize (1)</b> 22:3 <b>recommend (2)</b> 15:7;16:17</p>				

3:11,21 <b>staff (7)</b> 18:1,19;19:18; 21:11;22:16;29:23; 33:2 <b>staffed (1)</b> 19:4 <b>staffers (1)</b> 9:8 <b>stand (2)</b> 6:2;35:18 <b>standpoint (1)</b> 32:8 <b>stands (1)</b> 6:5 <b>state (9)</b> 5:2;10:2;11:7,20; 13:15;22:6;26:6; 31:23;32:3 <b>statements (1)</b> 34:7 <b>States (2)</b> 6:4;20:20 <b>status (1)</b> 28:25 <b>statute (1)</b> 32:3 <b>stormwater (2)</b> 26:23;27:12 <b>strong (1)</b> 18:12 <b>strongly (1)</b> 9:21 <b>structures (1)</b> 23:24 <b>Subsection (1)</b> 34:12 <b>subsequent (1)</b> 25:1 <b>successes (2)</b> 8:8;17:18 <b>successfully (2)</b> 19:2,8 <b>succinct (2)</b> 13:3,22 <b>summary (2)</b> 15:1;18:5 <b>summer (1)</b> 21:6 <b>Supervisors (3)</b> 22:12;35:12,15 <b>support (2)</b> 18:23;22:7 <b>supporting (1)</b> 30:2 <b>sure (1)</b> 9:7 <b>surrounding (1)</b> 23:14 <b>swift (1)</b> 19:10 <b>system (1)</b> 23:23	<b>systems (1)</b> 26:23 <b>T</b> <b>take-away (1)</b> 16:3 <b>talked (2)</b> 27:13;33:1 <b>talking (2)</b> 13:11;27:11 <b>Tallahassee (2)</b> 8:16,23 <b>Tanya (3)</b> 32:20;33:5,22 <b>taxes (3)</b> 9:21;11:10,12 <b>taxing (1)</b> 32:1 <b>taxpayer (1)</b> 9:17 <b>taxpayers (5)</b> 17:19;18:13;20:6; 21:11;22:8 <b>team (11)</b> 6:21;19:2,6,8,18; 22:2,5,13;25:21;26:2; 27:14 <b>technology (1)</b> 21:8 <b>ten (1)</b> 28:3 <b>tenants (1)</b> 21:16 <b>ten-year (1)</b> 24:4 <b>terms (2)</b> 14:15;23:18 <b>test (2)</b> 21:13,19 <b>tests (1)</b> 21:13 <b>thanks (4)</b> 4:7;13:23;22:13; 33:22 <b>thorough (1)</b> 27:25 <b>thought (2)</b> 8:11;10:13 <b>three (3)</b> 20:12;34:10,13 <b>throughout (1)</b> 22:10 <b>times (2)</b> 18:24;33:2 <b>Timothy (1)</b> 4:5 <b>today (12)</b> 4:17,17;5:21;19:24, 25;22:25;23:10;24:3; 31:20;32:15;34:23; 35:18 <b>tolerance (1)</b>	30:2 <b>tolerate (1)</b> 19:19 <b>tomorrow (1)</b> 20:25 <b>tool (2)</b> 23:12;24:25 <b>tools (1)</b> 24:18 <b>top (1)</b> 27:8 <b>top-notch (1)</b> 33:7 <b>Tourism (10)</b> 8:8;9:25;11:21; 17:17;22:4;29:17; 31:6;32:12;34:16,20 <b>tourist (1)</b> 11:10 <b>towards (2)</b> 6:13,19 <b>track (1)</b> 18:4 <b>traffic (2)</b> 11:16;16:6 <b>training (1)</b> 30:3 <b>transcribed (1)</b> 35:5 <b>transcript (2)</b> 35:5,14 <b>transient (1)</b> 11:16 <b>transparent (1)</b> 18:7 <b>transportation (3)</b> 23:21;26:22;27:12 <b>truth (1)</b> 4:12 <b>turned (1)</b> 17:20 <b>two (1)</b> 7:7 <b>type (4)</b> 4:14;21:24;24:6,7 <b>U</b> <b>ugly (1)</b> 10:7 <b>unanimously (3)</b> 17:13;31:3;33:22 <b>unannounced (1)</b> 8:10 <b>under (3)</b> 6:5;14:23;21:5 <b>underway (1)</b> 25:24 <b>United (1)</b> 6:4 <b>unless (1)</b> 34:4 <b>unwanted (1)</b>	19:16 <b>up (7)</b> 9:14;22:7,19;23:16; 28:13;30:6;32:20 <b>update (1)</b> 19:21 <b>updating (1)</b> 25:9 <b>upon (1)</b> 5:8 <b>urge (2)</b> 4:5;9:21 <b>USA (3)</b> 34:14,18,19 <b>use (3)</b> 7:4;23:17;25:4 <b>used (1)</b> 23:12 <b>utilities (2)</b> 21:17;24:14 <b>utility (1)</b> 23:22 <b>V</b> <b>vacancies (1)</b> 19:9 <b>vacation (1)</b> 5:17 <b>various (1)</b> 23:20 <b>vehicles (1)</b> 6:25 <b>vendors (4)</b> 20:3,4,9,11 <b>versus (2)</b> 34:17,19 <b>vest (1)</b> 6:22 <b>via (1)</b> 11:9 <b>victimized (1)</b> 16:6 <b>vision (1)</b> 17:25 <b>visionary (1)</b> 17:23 <b>visit (1)</b> 16:1 <b>visitors (1)</b> 17:19 <b>Vista (1)</b> 28:6 <b>volunteer (1)</b> 9:6 <b>vote (1)</b> 29:20 <b>W</b> <b>wage (1)</b> 20:21 <b>wait (1)</b>	6:24 <b>walk (1)</b> 14:5 <b>Walt (4)</b> 9:18;34:14,17,19 <b>wants (1)</b> 4:11 <b>water (2)</b> 23:23;27:13 <b>way (7)</b> 4:8;5:3;6:17,19,23; 9:3;28:6 <b>wearing (1)</b> 6:22 <b>website (4)</b> 15:3;16:18;20:10; 29:24 <b>weeds (1)</b> 27:17 <b>week (4)</b> 7:17;8:7;14:19; 16:21 <b>weekend (1)</b> 3:16 <b>Welcome (4)</b> 3:4;7:8;28:17; 29:11 <b>well-being (1)</b> 18:18 <b>Western (1)</b> 28:6 <b>whacko (1)</b> 12:17 <b>what's (2)</b> 15:6;16:22 <b>whereas (1)</b> 8:18 <b>whistleblowing (1)</b> 30:19 <b>who's (1)</b> 15:6 <b>Wills (6)</b> 7:8,11,12;10:9,15, 17 <b>wisdom (8)</b> 4:1,16,21;5:7,8,10, 18,25 <b>wish (1)</b> 7:24 <b>within (1)</b> 32:3 <b>without (1)</b> 16:4 <b>wonderful (1)</b> 22:2 <b>wondering (1)</b> 28:21 <b>words (1)</b> 5:25 <b>work (12)</b> 3:6,7;17:25;20:14; 25:20;26:4,24;27:16; 28:11;29:10;30:16,21
--	--	---	--	--

<b>working (1)</b> 26:24	<b>252 (1)</b> 31:23			
<b>work-life (1)</b> 18:18	<b>286.011 (1)</b> 34:12			
<b>workplace (1)</b> 19:17	<b>3</b>			
<b>World (3)</b> 9:18;28:6;33:3	<b>30 (1)</b> 19:5			
<b>written (1)</b> 29:9	<b>37 (1)</b> 13:6			
<b>Y</b>	<b>5</b>			
<b>year (7)</b> 8:17,24;11:14; 17:16;20:19;22:11; 26:15	<b>50-plus (1)</b> 8:15			
<b>years (6)</b> 8:15;13:6;14:23; 16:4;19:5;28:3	<b>552 (1)</b> 20:10			
<b>you-all (4)</b> 7:17,23;25:22; 33:23	<b>56 (1)</b> 14:23			
<b>Z</b>	<b>6</b>			
<b>zero (1)</b> 30:1	<b>6.1 (1)</b> 17:6			
<b>ZIEGLER (6)</b> 30:11,15;32:16,25; 33:14;35:20	<b>600 (1)</b> 3:15			
<b>1</b>	<b>650 (1)</b> 31:20			
<b>1 (1)</b> 4:5	<b>655 (1)</b> 31:17			
<b>10:49 (1)</b> 35:21	<b>659 (4)</b> 29:15,16;30:8,12			
<b>11th (1)</b> 34:15	<b>660 (5)</b> 31:4,5,21;32:22; 33:14			
<b>12 (2)</b> 15:1,9	<b>7</b>			
<b>1965 (1)</b> 11:6	<b>70 (1)</b> 19:9			
<b>1st (1)</b> 20:9	<b>718 (1)</b> 20:9			
<b>2</b>	<b>77 (1)</b> 20:11			
<b>2:1 (1)</b> 4:5	<b>8</b>			
<b>20 (1)</b> 19:2	<b>8 (1)</b> 34:12			
<b>200 (1)</b> 11:14	<b>80 (2)</b> 15:2,10			
<b>2008 (1)</b> 3:12	<b>800 (2)</b> 15:1,9			
<b>2024-05 (1)</b> 29:22	<b>9</b>			
<b>2026 (1)</b> 26:12	<b>92 (1)</b> 20:21			
<b>24 (1)</b> 29:22				