

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

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*Board of Supervisors Meeting*  
*September 13, 2023*

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

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**Min-U-Script® with Word Index**

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CENTRAL FLORIDA TOURISM OVERSIGHT DISTRICT

BOARD OF SUPERVISORS MEETING

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

Date: September 13, 2023

Time: 5:05 p.m. to 6:05 p.m.

Reported by: Tara K. Slocum, CRR, RPR,  
California Certified Court  
Reporter and Notary Public  
State of Florida

1 PRESENT:

2 BOARD MEMBERS: Martin Garcia, Chairman; Charbel Barakat,  
3 Vice Chairman (Via teleconference); Brian Aungst, Jr., Ron  
4 Peri and Bridget Ziegler.

5 SPEAKERS: Senior Pastor David Netzorg, Emmaus Church; Ryan  
6 Gallik, CFTOD Operational Safety Consultant; Jeff Holland,  
7 John Shirey, President of Reedy Group Professional  
8 Firefighters.

8 CFTOD EMPLOYEES PRESENT: Mr. Glenton Gilzean, Jr., District  
9 Administrator; Paula Hoisington, Chief of Staff; Dan  
10 Langley, Acting Counsel for CFTOD; Susan Higginbotham, Chief  
11 Financial Officer; Rocky Haag, Executive Assistant to the  
12 District Administrator; Tanya Naylor, Director of Security  
13 and Emergency Management; Kerry Satterwhite, Director of  
14 Facilities; Yenni Hernandez, Chief Information Officer;  
15 Katherine Luetzow, Planning and Engineering Manager; Jason  
16 Middleton, Chief Human Resources Officer; Eric Ferrari,  
17 Acting Fire Chief; Sherri DeSorcy, Executive Assistant to  
18 Paula Hoisington; Brandy Brown, External Affairs; Erin  
19 O'Donnell, Public Records Administrator; Ron Zupa, IT  
20 Service Delivery Manager; Samarth Thomas, Systems  
21 Administrator; Doreen Johnson, Administrative Assistant  
22 Environmental Sciences; Mike Crikis, Director Environmental  
23 Sciences; Jessica Kelleher, Public Records Associate;  
24 Jessica Reker, Biologist Environmental Sciences; Heidi  
25 Powell, Sr. Financial Analyst; Jeff Holland, Environmental  
Sciences; John Shirey, Firefighter/Paramedic; Michele Dicus,  
Director Human Resources; Mary Balliet, Sr. Human Resources  
Generalist

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P R O C E E D I N G S

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CHAIR GARCIA: Good afternoon, and thank you for being here. Thank you for the interest in this Board, and the interest in our District.

So we will begin with an open invitation, Mr. Gilzean.

MR. GILZEAN: All right. At this time, I would like to introduce Senior Pastor David Netzorg of Emmaus Church in Winter Garden. Pastor David founded Emmaus Church, a nondenominational reform church in 2011. He grew up in South Florida and worked in the action sports industry community and then relocated to the great Central Florida area to attend seminary where he graduated with his masters in biblical studies, including Greek and Hebrew languages. Before founding Emmaus Church, Pastor David was an ordained minister for several churches, and served for 17 years on the examination committee for the PCA in Central Florida examining candidates for the ordained ministry in bible theology and sacraments. His favorite pastimes are fishing,

1           football, traveling and reading good bible  
2           commentaries. He lives in Winter Garden with  
3           his wife Katrina. They have six children and  
4           12 grandchildren.

5                     Pastor, will you come up and administer  
6           the prayer?

7                     PASTOR NETZORG: That makes me sound  
8           smart. I think if you live a long enough, you  
9           can accomplish some things, right, Jeff?

10                    MR. HOLLAND: Trying.

11                    PASTOR NETZORG: Yeah, Jeff is retiring  
12           after 35 years, that's amazing. I got to meet  
13           Jeff Holland.

14                    So I appreciate ya'll, and I appreciate  
15           your service.

16                    I wanted to -- my friend Rocky Haag  
17           invited me to do the invocation. He said I  
18           could say a few words first, so I hope that's  
19           okay, so there are a couple things I want to  
20           say.

21                    Yes, I am David Netzorg of the Emmaus  
22           Church, and we meet in the Garden Theater,  
23           Downtown Winter Garden, pretty sweet spot. Oh,  
24           there's one of my neighbors right there; hey,  
25           Eric. He lives down the street 300 feet away

1 from each other, great neighbor.

2 Yeah, I grew up in South Florida, so go  
3 Dolphins. I am a big Dolphins fan. What a  
4 game we had on Sunday.

5 I left -- I left South Florida in 1992 to  
6 go to seminary, Reformed Theological Seminary  
7 in Oviedo, and I have never left Central  
8 Florida. I am from the Juno Beach Jupiter  
9 area. I figure you know where that is. It is  
10 pretty special.

11 But coming here, I just -- I love west  
12 Orange County, and have been here ever since,  
13 and I want to thank you all for what you do. I  
14 appreciate it very much.

15 Government is very important. It's a  
16 calling. God says you actually work for God.  
17 I don't know if you realize that or not, but  
18 that's what the word of God says. This is  
19 God's world, and it's structured according to  
20 his design, and God established government to  
21 minister to people, and he has called you to be  
22 a part of that, and it's a high calling, and so  
23 thank you for answering that call. Thank you  
24 for what you do. It's very important. You  
25 know, a lot of people think that, oh, you are

1 called to be a minister so you work for God,  
2 and the rest of us don't. No, all of us do.  
3 And when we help other people, and we love  
4 other people, and make their lives better,  
5 enhance their lives, that's loving your  
6 neighbor as yourself, which you probably know  
7 is the greatest commandment from the bible.

8 I just want to read Romans Chapter 13,  
9 verses one through eight. This is Paul writing  
10 to the church in Rome under the inspiration of  
11 the Holy Spirit, and this is God's word. This  
12 is what he says. Some of this is a little  
13 maybe difficult to understand, and you can go  
14 look at it later, but I just want to read this  
15 to you, and then I will pray. Every person is  
16 to be in subjection to governing authorities  
17 for there is no authority except from God.  
18 Those which exist are established by God.  
19 Therefore, whoever resists authority has  
20 opposing ordinances of God, and they who have  
21 opposed will receive condemnation upon  
22 themselves. So we are to obey the police,  
23 firefighters, the government, all those in  
24 authority. For rulers are not a cause of fear  
25 for good behavior, but for evil. Do you want

1 to have no fear of authority? Do what is good,  
2 and you will have praise from the same, from  
3 the same authority, or it is a minister of God  
4 to do you -- to do to you for good -- I'm  
5 sorry -- for it is a minister of God to you for  
6 good. But if you do what is evil, be afraid  
7 for it. It does not bear the sword for  
8 nothing, for it is a minister of God and  
9 avenger who brings wrath. We are not allowed  
10 to take vengeance ourselves. The governing  
11 authorities do that. The one who practices  
12 evil, therefore it is necessary to gain  
13 subjection not only because of wrath, but also  
14 for conscience sake for behavior -- for because  
15 of this, you also pay taxes. You know, paying  
16 taxes is in the bible? Don't cheat on your  
17 taxes, people. God's watching. For because of  
18 this, you also pay taxes where rulers of  
19 service of God join themselves to this very  
20 thing. Render to all what is due them. Tax to  
21 whom tax is due. Custom to whom custom. Fear  
22 to whom fear. Honor to whom honor. Owe  
23 nothing to anyone except to love one another.  
24 For he who loves his neighbor has fulfilled the  
25 law. That's a really powerful amazing passage,



1 and it should encourage all of us.

2 So let's pray together. Dear Lord, we are  
3 you thankful for civil servants. We are  
4 thankful for government that you established so  
5 the world can work peacefully, and you designed  
6 that, and we thank you for that. It's a  
7 blessing to all of us, as to all the people who  
8 are in this room, so thank you for them. These  
9 civil servants are called by you to do your  
10 will, so please be with each person here, and  
11 Lord, give them wisdom in this meeting. Guide  
12 them by your spirit. We pray in your holy and  
13 precious name, amen.

14 Thank you so much for allowing me to bring  
15 your invocation this afternoon.

16 CHAIR GARCIA: Thank you, Pastor, and now  
17 let's honor this great nation with the pledge  
18 of allegiance. Please stand.

19 ALL PRESENT: I pledge allegiance to the  
20 flag of the United States of America, and to  
21 the republic for which it stands, one nation  
22 under God, indivisible with liberty and justice  
23 for all.

24 CHAIR GARCIA: Let's go over our safety  
25 procedures, please.

1           MR. GALLIK: Thank you, Mr. Chairman,  
2           Members of the Board, and welcome guests.

3           We like to start tonight's meeting the way  
4           we always do with important safety information.

5           In the event and unlikeliness of  
6           evacuation, please make your way to the nearest  
7           exit, either this one here directly behind you  
8           or the one to your right by the guests sitting  
9           here.

10          Our main exit is the front of the building  
11          where you entered this evening. There is also  
12          an exit at the rear of the building. Please  
13          follow the exit signs to the nearest exit in an  
14          orderly fashion. Our employees will be  
15          evacuating and making their way to the ends of  
16          the parking lot. Follow them to the area so we  
17          can gather an accurate attendance until first  
18          responders arrive.

19          On the way out of the building, if it's  
20          necessary, if you feel competent to do so,  
21          please grab a fire extinguisher and/or pull the  
22          fire alarm stations.

23          For your health, we also have automated  
24          external defibrillators and a First Aid kit at  
25          the security desk.

1 Thank you, and enjoy your time.

2 CHAIR GARCIA: Thank you very much.

3 We will have public comments now. We have  
4 two. First, Mr. Holland wants to speak on the  
5 budget.

6 If you are here, sir, in a representative,  
7 capacity, please tell us.

8 MR. HOLLAND: Thank you. No, I am  
9 speaking for myself.

10 My name is Jeff Holland. I am a Florida  
11 native, born and raised here. Two days ago I  
12 reached a milestone of 35 years working here  
13 for the District Environmental Sciences  
14 protecting the water resources and helping  
15 promote public health and safety. I sincerely  
16 thank the District for posting my story on the  
17 public social media. I just found out about  
18 that. Thank you very much.

19 Last meeting, Chair Garcia, you mentioned  
20 a proposal to switch employee -- existing  
21 employee perks and the Park passes to an  
22 equivalent stipend of around \$1,425 or so. I  
23 assume retirees would get this same change. I  
24 was shocked on Monday when during my retirement  
25 process, I learned this Board may be proposing

1 to remove this part of my existing 2023 perks  
2 and benefits from me and all former retirees.  
3 Hopefully this is wrong -- or wrong information  
4 I have got.

5 We all have heard the words that the CFODT  
6 Board has used to represent the previous  
7 District, by Chair Garcia. Respectfully, your  
8 Board has missed a key point. The previous  
9 District was committed to supporting staff and  
10 retirees, not just the union side, but equally  
11 nonunion workers like myself. They saw the  
12 value in giving a little extra in retiree  
13 benefits and perks, and how it retained quality  
14 workers.

15 This hearing is to discuss next year's  
16 budget. Because of this year's budget, my  
17 family and I are -- we have the privilege of  
18 receiving Park passes, five, two main-day  
19 passes and three guest passes for my kids. I  
20 believe I have -- now I have standing as a  
21 retiree in asking this question, Chair Garcia,  
22 does this Board intend to continue equivalent  
23 benefits and perks including Park pass stipends  
24 for all qualified District retirees, such as  
25 myself, and previous Board -- as the previous

1 Board District has done -- or the previous  
2 District has done for 50-plus years? I look  
3 forward to seeing retirees supported in future  
4 budgets, so I can enjoy the fruits of my labor  
5 with my grandkids. Thank you.

6 CHAIR GARCIA: So first of all, thank you  
7 for your long service to the District, and your  
8 very valuable service I understand from talking  
9 to others that you have been a very important  
10 member of the staff here, and so on behalf of  
11 our Board, I want to thank you for your  
12 service.

13 Unless you have heard something I haven't  
14 heard, we haven't come to any decisions on what  
15 we are going to do, what -- in terms of how to  
16 deal with the fact that the employees and the  
17 retirees are no longer getting passes. The  
18 only decision that's been made by this Board is  
19 that the passes will be discontinued, okay?  
20 And we don't want -- because there was a bad  
21 practice and a bad policy, okay, of that  
22 policy, we are going to discontinue it, but we  
23 don't want that to punish any of the employees.  
24 And so our initial reaction is we came up with  
25 a stipend of \$1,425, which we announced last

1 time, and I think I clearly said that if that's  
2 not enough, okay, then we will bump that up. I  
3 also said that if we find out that it's too  
4 much, that we are not going to bump it down,  
5 okay? So there have been no decisions made in  
6 terms of how we are going to take care of our  
7 staff employees. And we understand they have a  
8 perk that's been taken away, and we have to  
9 deal with that because we want happy employees,  
10 and most importantly we want to be fair with  
11 you all. You all didn't create this policy,  
12 okay? It was a bad policy, but you had nothing  
13 to do with that, and you are not the ones that  
14 should suffer from it, okay? So during the  
15 last couple weeks since our last meeting, I  
16 know I have exchanged communications with our  
17 CEO. I know my fellow Board members have, and  
18 we are working on a solution, and so I am sorry  
19 if you were -- something was communicated to  
20 you that there has been a determination,  
21 because there has not.

22 Is that a satisfactory response to you,  
23 sir?

24 MR. HOLLAND: Yes, thank you.

25 CHAIR GARCIA: Thank you for your

1           comments. Having people bring their issues to  
2           us makes us better in the work that we are  
3           doing. I don't know if my fellow Board members  
4           have any other comments or response?

5           MR. HOLLAND: I appreciate that. Thank  
6           you.

7           CHAIR GARCIA: If not --

8           MR. PERI: I would like to say something  
9           with regards to the matter of the passes, okay?  
10          I have spent several meetings, with regards to  
11          the passes. I have had several meetings with  
12          different groups here in the District, and, you  
13          know, I have been coming to Central Florida for  
14          the better part of 15 years, lived here for  
15          about 25 years, okay, and the big attraction  
16          here obviously is going to Disney. We had  
17          grandparents, and they made it easy to get here  
18          initially. Now we are the grandparents, and we  
19          are bringing our grandkids, and I understand  
20          the value of those passes. It goes way beyond  
21          anything monetary. It's the ability for you to  
22          have something that your kids say, my dad or my  
23          mom gets us into Disney, you know, I mean, they  
24          don't see the bump in salaries. They don't see  
25          all kinds of other things, but that's a really

1 big thing, and they remember that for life.  
2 It's a big thing, and we have been sifting  
3 through the complexities of the kinds of passes  
4 that have been here, and, you know, I have  
5 heard so many different folks talk. I have  
6 gotten e-mails and the rest, and, look, the  
7 employees are critical. You know, when you  
8 have the NFL draft, after the draft, you have  
9 got a pretty good idea of who is going to be in  
10 the Super Bowl contention. What does that tell  
11 you? It tells you it's not the coaches. It's  
12 not the front office. It's not the owners.  
13 It's the players, okay? And we have been so  
14 fortunate here to have such an elite group, and  
15 it's viewed as elite throughout this area and  
16 even beyond because of the iconic structures,  
17 the things that are accomplished. All you have  
18 to do is drive outside the District on to our  
19 roads, and you see immediately, boy, they are  
20 doing something very different here, and an  
21 awful lot better, and there is a great pride  
22 that people take, and so as we have looked at  
23 things -- Mr. Gilzean and I and several others  
24 have been having multiple meetings trying to  
25 come up with a good solution. You know, it's



1 the kind of thing where we are all dealing with  
2 a situation that we wish weren't the case in  
3 terms of certainly not wanting the employees to  
4 suffer, the people, because this is just a big  
5 family of people who together accomplish the  
6 most amazing things. And so give us a little  
7 time, okay? We are working through it and  
8 trying to come up with something that's going  
9 to be a really good plan.

10 CHAIR GARCIA: Okay. Next, Mr. Shirey.

11 MR. SHIREY: Good evening, everybody. My  
12 name is John Shirey. I am the president of the  
13 Reedy Group Professional Firefighters. I am  
14 not here to speak about passes, but I am here  
15 to speak about an issue that is very, very near  
16 and dear to my heart.

17 My father was diagnosed and passed away  
18 from lung cancer when I was 23 years old. A  
19 few years later, my mom was diagnosed with a  
20 very rare and aggressive form of Stage 4 breast  
21 cancer. She battled through that. She has  
22 beat it. She is doing well, and I am very  
23 grateful for that.

24 So when I recently received word that one  
25 of my firefighters was diagnosed with colon

1 cancer, it obviously hit me very hard. As this  
2 Board is very aware of, our governor, Governor  
3 DeSantis, signed the Firefighter Cancer  
4 Presumption Bill into law in 2014 ensuring that  
5 the medical treatment and the compensation for  
6 firefighters will be guaranteed as they go  
7 through that battle. With this, the governor  
8 solidified his position in my mind and in the  
9 minds of my brother and sister firefighters as  
10 the most pro first responder governor that we  
11 have ever had in the State of Florida.

12 As I went through this process with my guy  
13 that had colon cancer, all of the requirements  
14 of the bill were being met, but we had a little  
15 bit of a discussion on whether the weekly pay  
16 was accurate or not. And, you know, under the  
17 previous administrator and the previous Board,  
18 we would have been tied up in litigation for  
19 years over this issue. I am here to show  
20 Mr. Gilzean, this Board my heart felt  
21 appreciation because when we brought this to  
22 you guys, you immediately took action. You set  
23 forth to make this right, but you didn't just  
24 stop with making it right for my firefighter.  
25 You went a step above, and you extended those

1 same cancer benefits to every employee of the  
2 District.

3 You know, I can only speak officially on  
4 behalf of my 200 members, but I would say it's  
5 pretty safe to say that every member of the  
6 District greatly, greatly appreciates what you  
7 guys did by enacting this policy, and I just  
8 wanted to tell you thank you. I appreciate you  
9 guys very much. It means more than you even  
10 know. Thank you.

11 CHAIR GARCIA: Thank you for those  
12 comments, John.

13 Next go to the consent agenda. Is there a  
14 motion that we approve the consent agenda?

15 MR. AUNGST: So moved.

16 CHAIR GARCIA: Is there a second?

17 MR. PERI: Second.

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

20 THE BOARD: Aye.

21 CHAIR GARCIA: Any opposed?

22 VICE CHAIR BARAKAT: Aye.

23 CHAIR GARCIA: Charbel, how are you?

24 VICE CHAIR BARAKAT: I'm good, Mr.

25 Chairman.

1 CHAIR GARCIA: It's good to hear you.

2 VICE CHAIR BARAKAT: Absolutely.

3 CHAIR GARCIA: Okay. Let the record  
4 reflect that the motion passes unanimously.

5 And let's move on to our report.

6 MR. GILZEAN: Since our last Board  
7 meeting, the District has had a few significant  
8 developments. First, arrival of Hurricane  
9 Idalia. I witnessed the excellence and  
10 professionalism of our entire team during the  
11 hurricane response. Our director of security  
12 and emergency management, Tanya Naylor, led the  
13 preparation efforts excellently. Her  
14 professionalism set the tone for the entire  
15 storm. Our whole team is grateful for your  
16 work, Tanya. I don't think you slept in three  
17 days. But she never wavered from her mission.

18 Please join me in thanking her and thank  
19 you for your work.

20 (Applause.)

21 MR. GILZEAN: While the worst of the storm  
22 missed the District, our entire team stood  
23 ready and prepared to respond for the worst.

24 Our planning and engineering department  
25 inspected approximately two dozen canal gates

1 ensuring the waterways would be free to  
2 mitigate the risk of flooding. Our facilities  
3 team placed and inspected hundreds of buildings  
4 and structures, securing them for impact. As  
5 mentioned, Tanya and the rest of the executive  
6 team attended security emergency management  
7 briefings with the National Weather Service.  
8 County officials and other local partners over  
9 multiple days bolstered the coordination  
10 before, during and after the storm. Our  
11 ride-out crew included our director, our acting  
12 chief, fire department employees, building and  
13 safety service call technicians, and our third  
14 shift parking supervisors remained on hand to  
15 protect others staying in the District  
16 throughout the storm. I even spent the evening  
17 in our EOC with our ride-out crew, and that's  
18 definitely eye opening, so I welcome my fellow  
19 Board members to join me. I know, Ron, you  
20 live right up the street.

21 MR. PERI: I will be there. Call me. I  
22 will be there.

23 MR. GILZEAN: While I have already called  
24 53 of the emergency service personnel who were  
25 part of the ride-out teams, I want to thank

1           them personally again in public. Thank you for  
2           standing in the gap to protect others. We  
3           appreciate you every day, but especially during  
4           times of disasters.

5           I also want to acknowledge the District's  
6           own John Harvey (phonetic), a firefighter  
7           paramedic who served with us since 2012. In  
8           addition to his work here, John is a member of  
9           the Florida Task Force 4, an elite 120-person  
10          team for multiple agencies across Central  
11          Florida, which activates when disaster strikes.  
12          When Hurricane Idalia struck the Big Bend  
13          earlier this month, John was mobilized with a  
14          task force and employees to assist those in  
15          need. This isn't his first appointment. John  
16          has assisted with recovery efforts for  
17          Hurricane Michael, Hurricane Ian and even  
18          during the Surfside building collapse in 2021.  
19          He represents the very best of the District.  
20          During each of these deployments, I want to  
21          thank him for his commitment to public service.  
22          Please join me in a round of applause for John  
23          and his dedication.

24                    (Applause.)

25          MR. GILZEAN: But the real work begins

1 after the storm. The damage assessment,  
2 fortunately there was no significant damage to  
3 the District, and in the wake of Hurricane  
4 Idalia even better after many discussions with  
5 employees and their families, we didn't have  
6 anyone who was significantly impacted in terms  
7 of property damage or physical harm. Normal  
8 District operations resumed at 10:00 a.m. on  
9 the day of landfall. Once again, thank you to  
10 each of our teams for your dedication.

11 The second item I want to address is  
12 related to the annual pass programs. Since the  
13 announcement, I have made a concerted effort to  
14 listen to staff and take their concerns to  
15 heart. I have spoken to approximately over 150  
16 individuals since our last Board meeting. As I  
17 mentioned earlier, I called 53 members of the  
18 fire department. I also attended the building  
19 and safety department weekly meeting at the  
20 request of the director, Mike Rickeba  
21 (phonetic). Mike brought me the concerns of  
22 his team related to the changes, and invited me  
23 to drop in and listen. We had a thoughtful  
24 discussion for over an hour about the passes,  
25 but more importantly employee benefits as a

1 whole. Additionally, I had dinner with members  
2 of the Fire Station 2, and earlier this week I  
3 held my third coffee and conversation event,  
4 this time located with our friends in the IT  
5 department. And lastly I attended the facility  
6 staff meeting and listened to our team members  
7 concerns. Our facility director shared how  
8 flexible the employee passes and benefits were  
9 used to give our own city interns who were here  
10 this summer the opportunity to access the  
11 parks. I also visited with the fire department  
12 employees on September 11th with our hotel  
13 partner, the Four Seasons, who participated in  
14 the adopt-a-station event, which brought lunch  
15 to all personnel at the station, took some time  
16 to do a ride-along with our EMS team where I  
17 witnessed the professionalism firsthand. I  
18 also know many Board members met the staff  
19 before today's meeting and heard the countless  
20 importance of employee benefits, and as we just  
21 witnessed earlier, even among our retirees, as  
22 well. But during each of these opportunities,  
23 our team members were respectful and passionate  
24 and heartfelt. Your message is loud and clear.  
25 These benefits are not only personal to you but



1 to your family, and I want to say thank you for  
2 sharing your honest thoughts and providing  
3 creative solutions. To the end, we are making  
4 significant progress in developing reasonable  
5 solutions. As previously announced, we intend  
6 to substitute the passes with a stipend to  
7 allow employees flexibilities. However, we  
8 received valuable feedback from the stipend  
9 amount, and we are working with the Board of  
10 Supervisors to increase the initial proposed  
11 amount, and making it more equitable. We  
12 expect to unveil these numbers during the  
13 September 27th Board meeting. Through our  
14 employee listening sessions, I have learned the  
15 actual value of the annual pass mitigate  
16 program, as they were unassigned to guest  
17 passes. This feature allows with the standard  
18 annual passes. We are exploring the  
19 possibility of allowing our teams to purchase  
20 passes directly from the Walt Disney operating  
21 participant program to maintain feasibility.  
22 The District is currently awaiting answers for  
23 some of these questions surrounding the  
24 feasibility. I hope to share this additional  
25 information as soon as we get it. Once again,

1 our employees are not obligated to purchase  
2 passes, but this new program will allow them to  
3 choose the best for their current  
4 circumstances. I want to express my gratitude  
5 for the feedback that we received thus far and  
6 to assure you that I am dedicated to developing  
7 a satisfactory alternative. Your input is  
8 invaluable as we navigate this important issue  
9 together. I look forward to continuing this  
10 discussion with our team in the future.

11 The third development, which is a really  
12 good one, is that I am announcing the promotion  
13 of Ms. Susan Higginbotham. She was the  
14 director of the finance department for the  
15 District, but effective yesterday she has been  
16 named the new chief financial officer.

17 (Applause.)

18 MR. GILZEAN: So this is a well-earned  
19 promotion, and we are very grateful as a team  
20 to have her. Susan has a long history with the  
21 District. Her career has progressed  
22 beautifully. Her advancement is a testimony to  
23 her abilities. She started here career as a  
24 meter reader in the utilities division in 1989.  
25 And while she went to a school that I would

1 prefer not to name but I will because it's in  
2 my script, is that after graduating with her  
3 bachelor's degree in accounting from the  
4 University of Central Florida, she became a  
5 governmental accountant in December of 1995.  
6 Now, what is not in my script is that she  
7 worked her way through school and used the  
8 money from this job to pay for her school, and  
9 that just gives you a sense of how hard  
10 working, and when Ms. Susan is dedicated to a  
11 vision or a goal, she definitely works to  
12 achieve it, and she always does it. I am super  
13 proud of her. She was eventually named the  
14 director of finance in April of 2022, not only  
15 as a -- not only is she a certified public  
16 accountant, but she is also a certified  
17 government financial officer as recognized by  
18 the State of Florida. Anyone who has had the  
19 privilege of working with Susan knows she is  
20 the best of the best. Her attention to detail  
21 and commitment to service will undoubtedly keep  
22 our District in a strong financial position,  
23 and help us to continue to be good stewards of  
24 the District's assets.

25 Again, congratulations, Susan.

1 (Applause.)

2 MR. GILZEAN: Lastly, I would like to take  
3 a moment to announce a new benefit, which you  
4 already heard in our public comments that is  
5 being offered to all employees related to  
6 cancer diagnosis.

7 Even hearing the word cancer can be very  
8 upsetting and can cause a lot of fear. Work is  
9 the last thing employees should have to worry  
10 about when fighting something as devastating as  
11 cancer. In light of that, I am pleased to  
12 announce a new policy that gives all employees  
13 some peace of mind. All active full time  
14 employees, including the firefighters will be  
15 eligible to receive their full pay through both  
16 short-term and long-term disability payments  
17 for the period of time taken off during cancer  
18 and recovery treatments following an approved  
19 diagnosis. Human resources can provide more  
20 information to our nonunion employees. For our  
21 employees covered by the collective bargaining  
22 agreement, contract language for occupational  
23 and nonoccupational medical leave time will  
24 apply. I will refer you to your union  
25 representative for additional information.

1           At this time, I would like to move on to  
2           our second agenda item, which is the Tentative  
3           Millage & Budget Presentation. With that, the  
4           second order of business is the FY 2024  
5           Tentative Millage & Budget Presentation. Susan  
6           has worked tirelessly to ensure that our budget  
7           figures are up-to-date. She has contacted each  
8           of our department heads to make the appropriate  
9           adjustments in the 2024 fiscal year.

10           As deliberation continues, Susan, the  
11           floor is yours.

12           MS. HIGGINBOTHAM: Good evening, and  
13           thank you for everyone coming out to this  
14           evening's meeting.

15           As Mr. Gilzean said, I will be covering  
16           the tentative millage rate and budget for the  
17           general fund and debt service fund.

18           Some of this information is going to be  
19           repetitive because we have already seen this  
20           two times already. We are required by the  
21           State of Florida to have two public hearings,  
22           so you will see it again, the final budget on  
23           September 27th.

24           I would like to start with the assessed  
25           values because that is the basis of our ad

1 valorem tax revenue. For fiscal year 2024, our  
2 assessed values are \$15.3 billion. That is an  
3 increase of \$1.9 billion over a prior year of  
4 13.4. Of that \$15.3 billion, \$265 million is  
5 attributable to new construction.

6 Our debt millage rate is going from 4.64  
7 down to 3.96, and our operating millage rate is  
8 going from 9.26 mills to 8.99 mills.

9 One of the things I am also required in  
10 the Florida tentative millage is I have to  
11 inform you about the rollback rate. The  
12 rollback rate is the millage rate that allows  
13 you to collect the same revenue as the prior  
14 year with the adjustment for the increase in  
15 assessed values. The rollback rate for fiscal  
16 2024 is calculated at 8.261 mills. That is  
17 8.82 percent over our tentative millage rate of  
18 8.99 mills.

19 So this slide is our revenue slide. This  
20 has not changed since our proposed budget that  
21 you saw in August. We have a total of  
22 \$194.5 million in revenue with the majority of  
23 that being \$188.4 million collected from ad  
24 valorem taxes. The \$5 million permits and  
25 fees, you remember I told you we were doing a

1 fee study for our billing and safety  
2 department. We want to collect revenue to  
3 cover our department, and the amount of the fee  
4 changed since July of 2016.

5 Moving to our expenditures, we have a  
6 slight decrease from the budget that you saw in  
7 August. Our total expenditures were \$191.7  
8 million. For our tentative budget, we had  
9 \$191.6 million.

10 And I will now briefly describe some of  
11 the items. For our labor budget, we have a  
12 total number of 410 employees, that includes 14  
13 new employees. We have included contractual  
14 increases for our bargaining unit as well as  
15 implements for our non-bargaining unit.

16 The District does participate in the  
17 Florida Retirement System, and as such, we  
18 contribute to everyone's salary. For our  
19 regular class employees, the increase is going  
20 up. The contribution is going up 1.6 percent  
21 for a total of 13.57 percent, and for our  
22 special risk employees, it is going up  
23 4.8 percent, for a total of 32.67 percent.

24 Our other expense is \$62.9 million. This  
25 includes all of our planned work projects, our

1 building planned work, roadway planned work,  
2 landscaping. This is where it includes our  
3 guardrail maintenance that we discussed, our  
4 roadway paving, also our drainage maintenance,  
5 and this line does include our legal fees.

6 Our capital items, \$6.1 million, this is  
7 our pay-as-you-go asset purchases. This does  
8 include an ambulance replacement, as well as  
9 equipment replacement as allowed, and the fire  
10 department, IT upgrades, and a rollover of the  
11 entire -- of the environmental sciences  
12 building for \$2.9 million.

13 I would also like to report that  
14 procurement and fire department are currently  
15 working on a contract to order two engines.  
16 There is a long lead time of 36 months, so  
17 there is no money included in the fiscal year  
18 '24 budget. We will have a deposit perhaps  
19 showing our fiscal year '25 budget, but we need  
20 to get these orders so that they can be built.

21 Fund balance, the Board adopted a new fund  
22 balance for the District for the prior Board  
23 meeting, and you see in fiscal year '23 our  
24 total fund balance we have \$5 million set aside  
25 for property appraiser, \$20 million as



1 available fund balance. For fiscal year '24  
2 applying our new policy, we have \$2 million set  
3 aside for emergency repairs. We have  
4 \$6 million set aside for property appraiser  
5 settlements. Our intention with the property  
6 appraiser is to set aside additional money each  
7 year, so when these cases do settle, we will be  
8 able to have money set aside for that. And  
9 then \$28.7 million available fund balance,  
10 which was well above our minimum of two months  
11 worth of expenditures.

12 So in conclusion today, we will ask you in  
13 our public hearing to vote on the tentative  
14 millage rate and tentative budget as presented.  
15 Once this meeting is done, tomorrow we will  
16 work on our final budget to be presented in two  
17 weeks. In between that time, the District will  
18 be doing advertising. We are required to  
19 advertise a notice of property tax increase,  
20 and that is because our millage rate is above  
21 the rollback rate. We will also be advertising  
22 a budget summary of statement of tax increase,  
23 and that is because our expenditures for '24  
24 are higher than our expenditures for '23.  
25 These advertisements, again, are required by

1 the State of Florida. They will be advertised  
2 five days before our final meeting, and we will  
3 be advertising those in the Orlando Sentinel.

4 And with that, that is my presentation on  
5 the tentative budget and millage.

6 MR. LANGLEY: There is no new business on  
7 the agenda; we will go right into the public  
8 hearings.

9 CHAIR GARCIA: Before you get to that --

10 MR. GILZEAN: I am included, yes, sir.

11 CHAIR GARCIA: I do have a couple of  
12 comments. I don't know if my fellow Board  
13 members have any comments or questions about  
14 the management report.

15 First of all, Mr. Holland, having heard  
16 Mr. Gilzean's presentation about the  
17 sensitivity that we have to our employees, are  
18 you satisfied that we are evaluating all this,  
19 and there have been no decisions made, and we  
20 are going to do what we think is fair?

21 MR. HOLLAND: I like what I have heard.  
22 Thank you. I think we are on the right path.

23 CHAIR GARCIA: Thank you for your  
24 comments.

25 And I have got to make some comments

1 relative to Susan. You know, I live in the  
2 financial world, and I deal with CFOs, and I  
3 deal with financial people, and I have had the  
4 opportunity to work with Susan on a number of  
5 matters, and I have been just incredibly  
6 impressed with her, not just her talent, but  
7 her attitude and her work ethic. Just her  
8 attitude, eager to please, and then I think I  
9 referred to her last time as a spreadsheet  
10 whiz, so just been totally impressed with her.  
11 And if you have worked with Susan, you know she  
12 is a very endearing person, so you naturally  
13 learn to love her very quickly. And so as a  
14 Board, our job is not just to promote someone  
15 because they are endearing, and because you  
16 love them, but you have to make sure that they  
17 are qualified. And you may recall that early  
18 on when shortly after this Board was appointed,  
19 we brought in a national financial adviser,  
20 PRAG, to come in and help us because we had a  
21 vacancy in the CFO position. You may recall  
22 that one of the things we asked PRAG was to go  
23 through and give us an analysis and  
24 recommendations on filling the CFO position.  
25 And so to make sure that we had a -- that the

1 Board made sure that we had an objective  
2 analysis of whether Susan was the best  
3 candidate, okay, we met with our financial  
4 adviser and had them go through an analysis of  
5 Susan. And they have known Susan for years.  
6 They have worked with Susan. So all the  
7 subjective endearment that she brings was put  
8 aside, and we got a completely objective  
9 analysis from a national financial adviser, and  
10 the report we got is you can't do any better  
11 than Susan.

12 And so, Susan, you -- this wasn't given to  
13 you. This was something that you earned and  
14 you deserved, and I think it's wonderful that  
15 you are the most qualified for this position,  
16 and I also think it's great that we have a  
17 woman in a senior executive position. And,  
18 Susan, it's a big deal. You are the CFO of a  
19 significant government agency in the State of  
20 Florida, and I want to, on behalf of our Board,  
21 I want to congratulate you and thank you.

22 (Applause.)

23 CHAIR GARCIA: And I do have some new  
24 business before we get to the resolutions. I  
25 would like to briefly comment on Disney's and

1           their lawyers' litigation tactics in the  
2           federal lawsuit that they filed against this  
3           Board. Last week the Walt Disney Corporation  
4           eliminated components of its own litigation  
5           against the Central Florida Tourism Oversight  
6           District in Federal Court. Those who have not  
7           been following this matter could be forgiven  
8           for not immediately grasping the import of  
9           Disney's action, but that action in the legal  
10          world constitutes, if not an earthquake, at  
11          least a major tremor. This was indeed an  
12          extraordinary concession on the part of Disney.  
13          Disney backtracked effectively conceding that  
14          it never should have filed the four federal  
15          causes of action against this Board in Federal  
16          Court.

17                 To be clear, and I want to be clear on  
18          this because I have spoken to this before, the  
19          dispute between Disney and the Board only  
20          involves contracts, contracts that the  
21          corporation, Disney, entered into with our  
22          predecessor, The Reedy Creek Improvement  
23          District. As such, it has nothing to do with  
24          the dispute between Disney and Governor  
25          DeSantis over legislation. Disney knew full

1 well that these are two independent matters,  
2 that having suddenly found itself on its heels  
3 this past spring, it desperately desired a  
4 national forum to lash out. In turn, it  
5 dragged this Board into Federal Court in  
6 Tallahassee. That decision was not only an  
7 insult to the people of Florida, but also to  
8 the taxpayers of this District who are  
9 incurring legal costs of that unnecessary  
10 battle. In retrospect, Disney's retraction has  
11 proven a mockery of the legal system. It is --  
12 it's a noteworthy event when lawyers  
13 voluntarily dismiss causes of action against  
14 defendants, which is what Disney did with  
15 respect to this Board last week. In doing so,  
16 Disney has all but admitted it knew that the  
17 federal charges against this Board were bogus,  
18 and moreover that the filing of them  
19 constituted a publicity stunt, not to mention a  
20 public one that took place at the expense of  
21 both the integrity of the legal system and of  
22 the economic interest of the taxpayers in this  
23 District. This Board is also fully confident  
24 when all is said and done the 11th hour  
25 agreements will fall by the same wayside as

1 their dismissed federal complaint.

2 It's worth quickly reminding the public  
3 how we arrived at this point. Disney exploited  
4 the generosity of the people of Florida over  
5 the years through the 1967 Reedy Creek  
6 Improvement Act. What worked in the early  
7 years to spark economic development in Central  
8 Florida later proved to be an urban planning  
9 quagmire with horrific governance practices. A  
10 light was finally shined on the problem, and  
11 Disney got caught. Disney used the 1967 Act to  
12 establish footing in Central Florida to  
13 minimize, if not eliminate, all hurdles in its  
14 campaign to mow the District to serve the best  
15 interest of Disney at the expense of the public  
16 good. All along the way it seized control of  
17 the local government through a variety of  
18 unsafe reamings. Politely -- and I say  
19 politely -- The Reedy Creek Improvement  
20 District could have been described as a quote  
21 "public private partnership" closed quote. In  
22 reality, in terms of scope and scale, it became  
23 one of the greatest examples of corporate  
24 cronyism in modern American history.

25 After the establishment of the Central

1 Florida Tourism Oversight District in April,  
2 this Board has acted swiftly and effectively to  
3 make sure the operations of the District are  
4 promoting the public good. One of our focuses  
5 has been to institute transparency and  
6 appropriate governance practices, which were  
7 sorely lacking in the governance of this  
8 District by the old Reedy Creek Board for more  
9 than half a century.

10 We as a Board are tremendously proud of  
11 what we have accomplished in a short period of  
12 time. And we are eager to continue our work on  
13 behalf of residents, employees, tourists, and  
14 all of our constituents to function as an  
15 independent government.

16 I didn't think that this meeting should go  
17 without my making sure because I understand  
18 that some people don't appreciate the fact that  
19 Disney did sue us in Tallahassee, did sue us in  
20 Federal Court, did have some ugly allegations  
21 against this Board, and lo and behold just last  
22 week they just dismissed all those complaints.  
23 It gives you a perspective on the litigation  
24 tactics that they have used.

25 So with nothing further on that point,



1 unless my fellow Board members have any  
2 comments, we will move to the next agenda item.

3 On public hearings, Mr. Langley, let's  
4 first go to Resolution 648.

5 MR. LANGLEY: Resolution 648, a resolution  
6 of the Central Florida Tourism Oversight  
7 District for the adoption of the tentative  
8 millage rate for the fiscal year 2024.

9 The Central Florida Tourism oversight  
10 District through the Board of Supervisors  
11 through the adoption of this resolution hereby  
12 intends to levy an operating millage rate of  
13 \$8.9900 per \$1,000 in assessed value for fiscal  
14 year 2024, which is 8.82 percent more than the  
15 rollback rate of 8.2610 computed pursuant to  
16 Florida Statutes 200.065.

17 The Central Florida Tourism Oversight  
18 District through its Board of Supervisors also  
19 hereby intends through the adoption of this  
20 resolution to levy the debt service millage  
21 rate of \$3.9600 per \$1,000 of assessed value  
22 for fiscal year 2024, thereby levying a total  
23 millage rate of \$12.9500 per \$1,000 in assessed  
24 value for the fiscal year 2024.

25 This is a public hearing. We would, of

1 course, ask if any members of the public want  
2 to speak on this particular item at this time?

3 CHAIR GARCIA: Is there anyone that wants  
4 to speak to this?

5 If not, is it appropriate at this point,  
6 Mr. Langley we ask for a motion?

7 MR. LANGLEY: Unless there is any  
8 discussion or questions amongst the Board  
9 members, that is appropriate.

10 CHAIR GARCIA: We will do discussions  
11 first. Are there any discussions or questions  
12 by the Board members?

13 MR. PERI: Just one question, okay? So we  
14 still have a small -- not so small -- but  
15 unresolved issue as far as how we are handling  
16 the past that could affect to some degree the  
17 millage rate; is that correct? Or can we  
18 believe that's the final budget going forward?

19 CHAIR GARCIA: Wrong guy. We got Susan  
20 here for that.

21 Susan, can you address that, please?

22 MS. HIGGINBOTHAM: Yes, the operating  
23 millage rate of 8.99 should take into account  
24 proposals that Glen and I have been looking at,  
25 so, we want to make sure it will be within that

1 millage rate.

2 CHAIR GARCIA: Thank you.

3 MR. AUNGST: The answer is the budget and  
4 millage rate will not be finalized until the  
5 final vote on September 27th.

6 MR. GILZEAN: That is correct.

7 MR. PERI: That's what I thought. Great.  
8 Thank you for confirming that.

9 CHAIR GARCIA: Any other comments or  
10 questions? Hearing none, is there a motion --  
11 yes, ma'am.

12 MS. MUNOZ: I have one question.

13 CHAIR GARCIA: Yes, ma'am.

14 MS. MUNOZ: I am with WESH 2 News. I just  
15 want to ask. What is there --

16 CHAIR GARCIA: If you would just state  
17 your name for the record.

18 MS. MUNOZ: Luana Munoz. You said there  
19 were some things to consider for the employees  
20 with the pass holding.

21 MR. PERI: Oh, that's really what we were  
22 discussing earlier just because it hasn't been  
23 finalized, that's all.

24 MS. MUNOZ: What would you consider? What  
25 else is there to consider?

1           MR. GILZEAN: Well, so this particular  
2 forum is intended to address the members of  
3 the -- as relates to the motion. What we can  
4 do because you are asking more of a press  
5 question, I will be able to address all press  
6 concerns after.

7           MS. MUNOZ: I am asking the Board  
8 directly.

9           MS. ZIEGLER: Usually just the opportunity  
10 to hear the comments on the millage rate and  
11 budget versus a dialogue for decorum purposes.

12          MR. AUNGST: The public comment period is  
13 so that we can get the opinion of the public on  
14 the agenda item.

15          MS. MUNOZ: I am the public.

16          MR. AUNGST: But you are not giving us  
17 your opinion. You are asking a question, so  
18 Mr. Chair can address that.

19          CHAIR GARCIA: Let me just -- I have said  
20 this before, and I think you may have been one  
21 of the reporters that reported it. I said that  
22 public comment is a time for us to be like  
23 Mickey Mouse, all ears. It's not a time for us  
24 to respond to questions. And that is the  
25 rules, okay? And so, you know, we are here to

1 accept comments, and we are here to listen and  
2 to take things into consideration, but public  
3 comments is not a time for the Board to respond  
4 to any questions. If it were, we would just be  
5 here until midnight, so that's just not our  
6 policy, I'm sorry.

7 But as what Mr. Gilzean said --

8 MR. GILZEAN: I will answer the questions  
9 during the press conference.

10 MR. AUNGST: He will be available after  
11 the response.

12 MS. MUNOZ: You have an opportunity now.

13 MR. AUNGST: Mr. Chair, I move to approve  
14 Resolution No. 648.

15 CHAIR GARCIA: Ma'am, I think I made it  
16 clear what our rules are, okay? Have I been  
17 clear?

18 MS. MUNOZ: Yes.

19 CHAIR GARCIA: Thank you.

20 So is there a motion?

21 MR. AUNGST: Yes.

22 CHAIR GARCIA: Is there a second?

23 MS. ZIEGLER: Second.

24 MR. BARAKAT: I will second it.

25 CHAIR GARCIA: Okay. Charbel, we will put

1 you in for a second there.

2 Any further discussion? All in favor  
3 indicate by saying aye.

4 THE BOARD: Aye.

5 CHAIR GARCIA: Any opposed?

6 MR. BARAKAT: Aye.

7 CHAIR GARCIA: You are in favor, right,  
8 Charbel?

9 MR. BARAKAT: Yes, sir, I am.

10 CHAIR GARCIA: Okay. Let the record  
11 reflect the motion passes unanimously.

12 Let's move to Resolution No. 649.

13 MR. LANGLEY: Resolution No. 649,  
14 resolution of the Central Florida Tourism  
15 Oversight District for the adoption of the  
16 tentative budget for the fiscal year 2024. The  
17 Central Florida Tourism Oversight District set  
18 forth the appropriations for the tentative  
19 budget of fiscal 2024 in the amount of  
20 \$228,329,542, and that Central Florida Tourism  
21 Oversight District hereby through the adoption  
22 of this resolution by the Board of Supervisors  
23 adopts the tentative budget for the fiscal year  
24 2024. Thank you.

25 CHAIR GARCIA: And at this point, do we

1 ask for any public comments, as well?

2 MR. LANGLEY: Yes, this is also a public  
3 hearing. If there are any comments by members  
4 of the public, you are welcome to make them at  
5 this time.

6 CHAIR GARCIA: Any public comments?

7 Hearing none, is there a motion?

8 MR. AUNGST: Move approval of Resolution  
9 No. 649.

10 CHAIR GARCIA: Is there a second?

11 MS. HIGGINBOTHAM: Second.

12 CHAIR GARCIA: Any discussion?

13 Hearing none, all in favor indicate by  
14 saying aye.

15 THE BOARD: Aye.

16 CHAIR GARCIA: Any opposed?

17 Let the record reflect, the motion passes  
18 unanimously.

19 Next we will move on to unfinished  
20 business. Is there any unfinished business or  
21 other business that needs to be discussed  
22 today?

23 MR. AUNGST: Mr. Chair, not to belabor the  
24 meeting, but I did just want to make a few  
25 comments, closing comments.

1           First, I want to give a sincere thank you  
2           to our administrator, Mr. Gilzean, our men and  
3           women of the District, including our first  
4           responders of the fire department for your  
5           preparation and your readiness for the  
6           hurricane. Thank God it did not have a  
7           significant impact on us, but I appreciate all  
8           of the effort that you do to secure the  
9           District and to secure our constituents and our  
10          stakeholders, and I greatly appreciate that.

11           I want to thank -- congratulate Susan, and  
12          thank her for an excellent budget preparation.  
13          I am looking forward to finalizing it with you.

14           I want to thank Mike with Environmental  
15          Services for hosting me today with his  
16          employees. We had a very robust discussion on  
17          the passes program, and it is 100 percent clear  
18          to us that we are going to get a good  
19          resolution for our employees and for our  
20          retirees, and we have all been working on that.  
21          As you all know, we can't talk to each other  
22          individually outside this meeting, but I know  
23          that we have all been working on it, Chairman  
24          Garcia, and the rest of the Board, and I know  
25          that the other Board members also met with



1 other employees. I also had the opportunity to  
2 meet for a second time with the men and women  
3 of Fire Station No. 3. I didn't get quite as  
4 much time with them as Environmental Services,  
5 but this is an issue that we are going to  
6 resolve, and we are going to get a positive  
7 resolution to, and I look forward to the next  
8 meeting and moving forward together onwards and  
9 upwards. Thank you.

10 MS. HIGGINBOTHAM: Mr. Chairman.

11 CHAIR GARCIA: Yes.

12 MS. HIGGINBOTHAM: Mr. Aungst made some  
13 comments which I would echo, and similarly I  
14 had the opportunity to meet with staff, and I  
15 really appreciate your candidness, and I know  
16 this is a very unique -- to say the least, this  
17 is an incredibly unique situation I think from  
18 on this side of the table and that side of the  
19 table, and I can tell you confidently that  
20 everyone is very focused on maintaining the  
21 high caliber of this entire District, but also  
22 celebrating the amazing work that you guys do.  
23 Mr. Peri mentioned elite, and I think that is a  
24 perfect word.

25 I think Susan after an independent review

1 elevating to CFO just is a testament to  
2 reaffirm the caliber of the people and the  
3 staff and level of expertise that truly exists  
4 inside this District and staff, it's very  
5 evident. But it's not lost on me on how  
6 challenging and unique this time is. And so  
7 with that, I think that we were talking about  
8 unknowns, and that can make people  
9 uncomfortable, but I do want to, again, share  
10 my commitment to ensuring that we find a  
11 resolution to this. Change is hard, and we  
12 have to fall within some unique lines where we  
13 reestablish a very, very, very unique  
14 situation.

15 And I appreciate Chairman Garcia and  
16 Mr. Gilzean for your level of work that you  
17 guys have put into this, again, to try to, for  
18 lack of a better term unravel this while amidst  
19 litigation.

20 So I just want to, again, share the  
21 conversations we have had this afternoon. They  
22 mean a lot. I know I have seen the passion  
23 that each of you guys put into your work, and  
24 it's not something -- we seek to maintain and  
25 lift up those kind of benefits as best as

1 possible, and be very transparent within the  
2 means that we are able to. So I appreciate  
3 everything -- and again, I appreciate the  
4 candor today. It was very, very -- that is how  
5 progress is made. So thank you very much.

6 CHAIR GARCIA: Thank you for those  
7 comments.

8 Any further comments from my fellow Board  
9 members?

10 MR. PERI: Yeah, I would like to just add  
11 one thing. In addition to everything they have  
12 said, in this workup to the finalization of the  
13 budget, the amount of extra hours that the  
14 people in the District are working are pretty  
15 extraordinary. And I know I have spoken to a  
16 few well after hours, and have gotten calls  
17 from Mr. Gilzean pretty late, and I have to  
18 say, you know, you have to go to sleep before  
19 you can get up tomorrow morning. You know, so  
20 I just want to say we are so fortunate to have  
21 such a level of commitment amongst the  
22 employees. I also want to recommend, make sure  
23 you take good care of your families, but thank  
24 you.

25 CHAIR GARCIA: Any further comments from

1 my fellow Board members?

2 MR. GALLIK: Mr. Chair, we might as well  
3 make it a clean sweep from the voice in the  
4 sky, but thank you everyone for your patience  
5 with my technological distance. No. 1 -- just  
6 three quick things: One, echo the comments.  
7 We have got a tremendous team at the District  
8 from Mr. Gilzean on down. I appreciate all  
9 their help.

10 Two, big congratulations to Susan on her  
11 well-deserved promotion.

12 And three, I would like to just note my  
13 appreciation for the pastor's invocation.

14 And also add, go Dolphins.

15 CHAIR GARCIA: Thank you very much fellow  
16 Board members for those comments. Those are  
17 right on the mark.

18 Is there any new business or other  
19 business we need to discuss?

20 If not, we will stand adjourned.

21 Thank you for all joining us today.

22 (Time ended 6:05 p.m.)  
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CERTIFICATE OF REPORTER

STATE OF FLORIDA:  
COUNTY OF ORANGE:

I, TARA K. SLOCUM, RPR, CRR, CSR, Court Reporter and Notary Public, certify that I was authorized to and did stenographically report the foregoing proceedings and the transcript is a true and accurate record of my stenographic notes.

DATED this 15TH day of SEPTEMBER 2023.



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TARA K. SLOCUM, RPR, CRR, CSR  
Court Reporter

|                                    |   |  |   |   |
|------------------------------------|---|--|---|---|
|                                    | <b>4:9;16:5</b>                                     | <b>adopted (1)</b><br>31:21  | <b>along (1)</b><br>38:16   | <b>28:8;39:6;41:5,9</b>   |
| <b>\$</b>                          | <b>accomplished (2)</b><br>15:17;39:11              | <b>adoption (5)</b><br>40:7,11,19;45:15,<br>21                                 | <b>alternative (1)</b><br>25:7  | <b>appropriations (1)</b><br>45:18                              |
| <b>\$1,000 (3)</b><br>40:13,21,23  | <b>according (1)</b><br>5:19                        | <b>adopts (1)</b><br>45:23   | <b>always (2)</b><br>9:4;26:12  | <b>approval (1)</b><br>46:8                                     |
| <b>\$1,425 (2)</b><br>10:22;12:25  | <b>account (1)</b><br>41:23                         | <b>advancement (1)</b><br>25:22  | <b>amazing (4)</b><br>4:12;7:25;16:6;<br>48:22  | <b>approve (2)</b><br>18:14;44:13                               |
| <b>\$1.9 (1)</b><br>29:3           | <b>accountant (2)</b><br>26:5,16                    | <b>advertise (1)</b><br>32:19  | <b>ambulance (1)</b><br>31:8  | <b>approved (1)</b><br>27:18                                    |
| <b>\$12,9500 (1)</b><br>40:23      | <b>accounting (1)</b><br>26:3                       | <b>advertised (1)</b><br>33:1  | <b>amen (1)</b><br>8:13   | <b>approximately (2)</b><br>19:25;22:15                         |
| <b>\$15.3 (2)</b><br>29:2,4        | <b>accurate (2)</b><br>9:17;17:16                   | <b>advertisements (1)</b><br>32:25   | <b>America (1)</b><br>8:20  | <b>April (2)</b><br>26:14;39:1                                  |
| <b>\$188.4 (1)</b><br>29:23        | <b>achieve (1)</b><br>26:12                         | <b>advertising (3)</b><br>32:18,21;33:3  | <b>American (1)</b><br>38:24  | <b>area (4)</b><br>3:16;5:9;9:16;<br>15:15                      |
| <b>\$191.6 (1)</b><br>30:9         | <b>acknowledge (1)</b><br>21:5                      | <b>adviser (3)</b><br>34:19;35:4,9   | <b>amidst (1)</b><br>49:18  | <b>around (1)</b><br>10:22                                      |
| <b>\$191.7 (1)</b><br>30:7         | <b>across (1)</b><br>21:10                          | <b>affect (1)</b><br>41:16   | <b>among (1)</b><br>23:21   | <b>arrival (1)</b><br>19:8                                      |
| <b>\$194.5 (1)</b><br>29:22        | <b>Act (2)</b><br>38:6,11                           | <b>afraid (1)</b><br>7:6   | <b>amongst (2)</b><br>41:8;50:21  | <b>arrive (1)</b><br>9:18                                       |
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| <b>\$20 (1)</b><br>31:25           | <b>action (6)</b><br>3:15;17:22;36:9,9,<br>15;37:13 | <b>against (6)</b><br>36:2,5,15;37:13,17;<br>39:21                             | <b>and/or (1)</b><br>9:21   | <b>assessed (6)</b><br>28:24;29:2,15;<br>40:13,21,23            |
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|   |   |  |  |   |
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| <b>B</b>  |   | <b>C</b>   |  |   |
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