


RW Task Timeliness

Direct Impact Task Timeliness



Direct Impact Task Timeliness:


Score = 94.29%

Submitted On Time = 34

Submitted Late = 8

Pending Submission = 0

Other Task Timeliness



Other Task Timeliness:

Score = 90.8%


Submitted On Time = 63

Submitted Late = 12

Pending Submission = 2

RW Task Completeness

Direct Impact Task Completeness



Direct Task Completeness:


Score = 85.12%

Submitted Complete = 30

Submitted Incomplete = 4

Completed After Submission = 7

Other Task Completeness



Other Task Completeness:

Score = 94.26%

Submitted Complete = 42

Submitted Incomplete = 0

Completed After Submission = 5

The RW Task Timeliness dials reflect the timeliness of your agency's submission of all RW tasks based on the task due date. Calculations are based on all RW tasks to date.

The RW Task Completeness dials reflect the completeness of your agency's task submissions based on the task rubric. Calculations of task completeness includes all RW Tasks since RW 512.

Change Champion Network:

Unique Filled Role = 14

Duplicate Filled Role = 0

Vacant Role = 0

The Change Champion Network composition reflects the completeness of your CCN makeup.

The dials above include an intuitive Green-Yellow-Red spectrum, where green indicates the measure is in a positive range, yellow represents that the gaps in expected results present an increasing risk to the agency, and red indicates that there are significant gaps in expected results that present an elevated risk level for the agency.

RW Tasks - Completed or Open Items										
Project Impact	Critical Operational Element	Task ID	Task Name	Task Planned Start Date	Task Planned End Date	Agency Reported Task Progress	Agency Submission Date	Status Comment	Project Verification of Completion	Agency Corrected Submission Date
N/A	Technology	561	Remediate Agency Business Systems based on Segment IV	10/21/24	03/14/25	50% - In Progress		3/7/2025: Task-519 was marked 'Completed' based on the understanding of success criteria and readiness workplan at the time of task due date. With the increased clarity on success criteria recently we realized that some parts of this task are still in-progress. However based on the discussion with FL PALM project team we agreed to keep the status of those tasks unchanged, and FDC will continue to work on systems remediation activities.		
N/A	Technology	558	Update Agency Business System Documentation	11/18/24	01/10/25	50% - In Progress		This task cannot be completed. This is due to us not have the sufficient information from PALM to complete the remediation of our Agency Business Systems. We are still analyzing the data that they have provided, and will continue to work to complete this task. ETA Unknown. 3/7/2025: Task-504 and Task-544 were marked 'Completed' based on the understanding of success criteria and readiness workplan at the time of task due date. With the increased clarity on success criteria recently we realized that some parts of this task are still in-progress. However, based on the discussion with FL PALM project team we agreed to keep the status of those tasks unchanged, and FDC will continue to work on systems remediation activities.		
Direct	Technology	576	Complete Internal Agency Business System Test and Remediation to prepare for Cycle 2 - Technical Interface Testing	01/06/25	07/25/25	100% - Submitted	07/25/25		Submission Complete	
Indirect	Processes	574	Prepare Documentation for User Acceptance Testing	06/02/25	10/03/25	75% - Consolidating/Inputting Information for Submission				
N/A	People	610	Update Authorized Smartsheet Users	06/23/25	07/11/25	100% - Submitted	06/26/25		N/A	
Direct	Technology	591	Confirm IDP Configuration for Florida PALM	06/23/25	07/11/25	100% - Submitted	07/11/25		Submission Complete	07/18/25
Indirect	N/A	593	Update Agency Readiness Certification #1	06/23/25	07/18/25	100% - Submitted	07/14/25		Submission Complete	
N/A	N/A	611	Submit Bimonthly Agency Readiness Status Report	07/01/25	07/10/25	100% - Submitted	07/10/25		Submission Complete	
N/A	People	616	Share Florida PALM Updates	07/14/25	07/25/25	100% - Submitted	07/24/25		Submission Complete	
Direct	People	573-B	Complete and Submit End User Role Mapping Worksheet for remaining End Users.	07/14/25	10/03/25	75% - Consolidating/Inputting Information for Submission				
Indirect	N/A	660	Submit Monthly Progress Report -	08/04/25	08/29/25	100% - Submitted	08/26/25		Submission	

			Testing						Complete	
Direct	Data	587-A	Complete Data Cleansing Based on Mock Conversion 3	08/11/25	10/03/25	25% - Beginning Initial Internal Meetings and Information Gathering				
Direct	Data	587-B	Complete Data Cleansing Based on Mock Conversion 3 – APC001 Suppliers	08/11/25	10/03/25	75% - Consolidating/Inputting Information for Submission				
Direct	Data	587-C	Complete Data Cleansing Based on Mock Conversion 3 – PCC001 Projects	08/11/25	10/03/25	25% - Beginning Initial Internal Meetings and Information Gathering				
Direct	Data	661	Update Conversion Field Mapping	08/11/25	10/03/25	25% - Beginning Initial Internal Meetings and Information Gathering				
Direct	Data	662	Submit Updated Configuration Workbooks	08/11/25	10/03/25	25% - Beginning Initial Internal Meetings and Information Gathering				
N/A	N/A	617	Submit Bimonthly Agency Readiness Status Report	08/29/25	09/10/25	75% - Consolidating/Inputting Information for Submission				
Indirect	N/A	664	Submit Monthly Progress Report - Testing	09/02/25	09/30/25	25% - Beginning Initial Internal Meetings and Information Gathering				

Agency Reported

The Risks, Issues, and Assumptions tables below display only items that were marked confirmed and were opened/logged, closed/resolved or active during the reporting period.

FDC Risks										
Status	Date Opened	Date Closed	Risk Category	Risk Title	Trend	Risk Rating	Background	Monitor/Mitigation Plan/Resolution	Impact if Risk Becomes an Issue	Reporting Period Comments for July - August 2025
Open and Mitigating	06/25/25		Deployment/Cutover	Several readiness deliverables for agencies have been removed from the Florida PALM Program plan.	Increasing	6 (Medium/High)	Newly added, on 6/25/2025	Risk Management Strategy: Mitigate 1. Analysis of the removed readiness workplan tasks which are still applicable to the agencies. 2. Agencies to add the applicable deliverables as part of agency specific activities. 3. Continue to progress these agency specific deliverables and ongoing monitoring. Target Closure Date: 11/30/2025	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	8/20/2025: Agency specific plan has been updated for People, Technology readiness areas. The team started working on these deliverables.
Open and Monitoring	12/04/24		User Acceptance Testing	The Testing phases in the Florida PALM project plan assumes right-at-first-time, therefore may not allow sufficient time for defect management and retest of fixes.	Increasing	6 (High/Medium)	Archived Risk Id: 014/011	Risk Mitigation Strategy: Reduction 1. Prepare the UAT testing team thoroughly, w.r.to Business processes, Configurations, User roles, PALM trainings, Test scripts. 2. Establish a communication channel with Florida PALM to get quick turnaround on the defect management. 3. Identify across-agency best practices for UAT planning and execution. 4. Continue to touch base with the Florida PALM team, and assess the impact due to the risk. Target Closure Date: 12/31/2025	Fail to achieve the mandatory success measure of User Acceptance Testing for PALM Go-Live.	7/21/2025: The schedule for individual UAT-Online sessions was published in the July Advisory Council (7/16), including detailed sessions for August. Information for future months is yet to be published. Delays in sharing 'Project Recommended UAT scenario' and new directions have created challenges for agencies in UAT planning. Additionally, shorter durations for Configuration and Conversion updates led to mid-way baselining. FDC/FCOR need to analyze the information and continue assessing the agency readiness status. 8/20/2025: Agency SMEs continued with the preparation activities, including the UAT pre-requisite trainings and UAT Test cases. However State PALM ESC took a decision not to start the UAT-Online in August/2025 due to the project not meeting the exit criteria for Stage Gate 3; the State PALM yet to publish the revised schedule for UAT-Online. Agency plan for Cycle-2 Interface testing could get impacted due to unavailability of Outbound interface files in-time from State PALM team. 9/3/2025: on August 27th, PALM ESC could not take decision on the start of UAT-Online. Agency to assess the revised program plan

										once published, to understand cascading impact to the agency readiness.
Open and Mitigating	12/04/24		Business Process Change	Inadequate planning to identify specific process gaps and remediation planning may impact agency user readiness/ adoption.	Stable	6 (High/Medium)	Archived Risk Id: 015/ 012	<p>Risk Mitigation Strategy: Mitigate</p> <p>Action: Develop and Launch Pre-PALM Training Closing Activities. Closing Activity 1: Process Gap Analysis Closing Activity 2: Process Gap Remediation</p> <p>Target Closure Date: 12/30/2025</p>	Fail to achieve the mandatory success measure Business Process readiness for PALM Go-Live.	8/22/2025: Process gap to be finalized based on SMEs attending the individual sessions in UAT-Online. Since UAT has been postponed, this date needed to be extended.
Open and Mitigating	12/04/24		Staffing/Resource Availability	Competing priorities for SMEs leading to limited bandwidth availability, may impact timely completion and quality of FDC/ FCOR PALM project deliverables, including data cleanup, configurations, process mapping & remediation, Trainings, agency systems remediations, and UAT preparation & execution.	Increasing	6 (High/Medium)	Archived Risk Id: 017/ 014	<p>Risk Mitigation Strategy: Mitigate</p> <p>1. Identify the areas where it needs the SMEs bandwidth. 2. Come out with a plan to support FDC PALM project with required SMEs bandwidth.</p> <p>Target Closure Date: 5/31/2026</p>	Fail to achieve the mandatory success measure User Acceptance Testing, User training and People readiness for PALM Go-Live.	<p>7/21/2025: Agency continues to balance the year end F&A closure activities with the critical priority, complex deliverables with shorter turnaround time, which is affecting the agency's ability to complete the data cleansing fully.</p> <p>8/20/2025: SMEs are currently working on several data cleansing and configuration activities along with preparation for UAT-Online, in parallel to their day to day work. These conflicting priorities are affecting agency's ability to ensure on-time completion of readiness activities.</p>
Open and Mitigating	12/04/24		Agency Business System	Timely remediation of the 3rd party managed agency systems (Axiom Pro and SSTC Bar Code Scanning tool) could be challenging as (a) the vendor adopts a common remediation approach across agencies and (b) high dependency on technical specifications and sample interface files from FL PALM.	Increasing	6 (High/Medium)	Archived Risk Id: 018	<p>Risk Mitigation Strategy: Mitigate</p> <p>1. Vendor to refer FL PALM knowledge center to plan & design the system remediation. 2. Vendor to perform unit testing with the information provided by the FL PALM team. 3. FL PALM Team to make sizable and reliable testing data available. 4. Vendor to perform exhaustive Technical Testing of the system integration (Cycle 2 - Testing)</p> <p>Target Closure Date: 11/30/2025</p>	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	<p>7/21/2025: Continue discussions with the 3rd party product vendor for the AxiomPro system to bring schedule alignment with the PALM Technical Interface Test schedule.</p> <p>8/20/2025: Received approval from State PALM team to leverage contingency period (November/2025) for Cycle-2 Testing for Axiom Pro. Additionally, ongoing monitoring has been put in place to review the progress of the remediation efforts for this 3rd party managed agency system.</p> <p>9/3/2025: Technical Interface Testing of Bar Code Scanning tool is blocked, as the testing has hard dependency on the relevant Outbound Interface file (AMI004). Similar dependency on API031 Outbound file, to start Technical Interface Testing of AxiomPro system.</p>
Open and Mitigating	12/04/24		Staffing/Resource Availability	Unavailability of IT resources with required skillset may impact timely remediations of agency business systems.	Decreasing	6 (High/Medium)	Archived Risk Id: 010/ 007	<p>Risk Management Strategy: Mitigate</p> <p>1. Identify the High level solution for Agency Business System (ABS) remediation. 2. Finalize the Architectural design and technology stack identification. 3. Conclude the resources/ roles required for ABS remediation. 4. Onboard the required resources, complete the IT development activities to ensure readiness for E2E interface testing/ UAT</p> <p>Target Closure Date: 10/30/2025</p>	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	8/20/2025: Identified lower than expected productivity of the agency QA resources, therefore initiated hiring of replacement.
Open and Mitigating	06/25/25		Deployment/Cutover	Lack of clear guidelines from the Florida PALM Program on preparing for Cutover activities and setting up Operations support for the agencies.	Increasing	6 (High/Medium)	Newly added, on 6/25/2025	<p>Risk Management Strategy: Mitigate</p> <p>1. Identify the agency specific cutover activities for the agency systems and readiness activities to prepare for operations support. 2. Add the agency specific cutover activities and operations support preparation to agency plan</p>	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	7/7/2025: The Agency specific plan is being updated. Next step is to brainstorm on the agency specific cutover planning and readiness for operations support.

								3. Continue to progress on the agency specific plan and ongoing monitoring Target Closure Date: 11/30/2025		
Open and Monitoring	08/20/25		Staffing/Resource Availability	Reduced budget allocation for fiscal year 2025-26 could lead to impediments to the planned readiness activities for the agency PALM efforts and agency systems remediation.	Increasing	6 (High/Medium)	Newly added, on 8/20/25	Risk Management Strategy : Avoid. 1. Identify the fixed vs variable part of the spend plan. 2. Prepare strong basis for the estimation for the variable cost, with credible assumptions and experts' assessments. 3. Manage the spend plan regularly, aligning the available budget against the prioritized project needs. Target Closure Date: 6/30/2026.	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	8/20/2025: Current spend plan does not have any contingency to cover large unforeseen cost. Estimation for PowerBI tool is based on the shared licenses in FDC OIT, team is assessing the available capacity to support FDC agency reporting needs.
Open and Mitigating	12/04/24		Training	Unavailability of Florida PALM system training and Demo sessions early in the project phase may result in insufficient time given to agency user readiness/ adoption.	Decreasing	4 (Medium/Medium)	Archived Risk Id: 013/010	Risk Management Strategy: Reduction Action: Develop and Launch to PALM Superusers the pre] PALM 4-Part training series. Training 1.1: Orientation to PALM Business Process Groups. Training 1.2: Orientation to PALM Modules. Training 1.3: Orientation to PALM Business Process Models. Training 1.4: Orientation to PALM Roles & Workflows. Target Closure Date:12/31/2025	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	7/21/2025: Test data for UAT should be prepared during the 'Preparation' phase, using the format provided in PALM demos and pre-materials. Recent information sharing from PALM revealed that there are 'mandatory' pre-requisite training to be completed by all participants of UAT-Online. FDC/FCOR need to analyze the information and continue assessing the agency readiness status. 8/20/2025: pre]PALM training series has been replaced by, 1. UAT Prerequisite Learning Paths via the PeopleFirst Learning Management System. 2. Wisdom Wednesday- Pause for PALM Knowledge Check Series. PALM state team has provided UAT testers access to online prerequisite trainings for UAT. Comprehensively, these trainings for, learning paths that will prepare end users for upcoming spring training by permitting early exposure to content.
Open and Monitoring	12/04/24		Role Mapping	Insufficient information on access security model and planning of changes to current user roles/responsibilities may impact agency user readiness/ adoption.	Stable	4 (Medium/Medium)	Archived Risk Id: 016/013	Risk Mitigation Strategy: Mitigate 1. Read & understand the access security model and role definition, published by FL PALM. 2. Map the current business teams to the appropriate user role. 3. Identify the users for whom role/ responsibility are changed. 4. Provide required support to the users to adapt to their changed role. Target Closure Date: 10/31/2025	Fail to achieve the mandatory success measure User Acceptance Testing and Go-Live Readiness for PALM Go-Live.	7/21/2025: Role assignment knowledge articles were published in mid-May, and the SME role assignment deliverable was due in mid-June. With the shorter turnaround time, the agency assigned SME roles have been assigned to the best of their knowledge, and any gaps may be identified during the UAT-Online sessions. 8/20/2025: Agency started the user role mapping for remaining SMEs (RWP - 573-B).
Open and Mitigating	12/04/24		Agency Business System	Unavailability of existing BARS reporting infrastructure will impact agency ability to generate user reports based on legacy/ historical data.	Stable	3 (High/Low)	Archived Risk Id: 012/009	Risk Management Strategy : Mitigate 1. Work with FDC OIT on archival of BARS reporting solution, including database, UI and any platform components. 2. Archive BARS reporting solution, as the reporting tool for the legacy (FLAIR) information. Target Closure Date: 8/31/2026	Fail to achieve the mandatory success measure of agency systems readiness for PALM Go-Live.	8/20/2025: Setting up of BARS archival is planned around the PALM go-live, whereas preparation for this shall begin a few months prior to the go-live.

FDC Issues									
Status	Date Opened	Date Closed	Issue Category	Issue Title	Priority	Background	Action Plan	Planned or Actual Resolution Date	Reporting Period Comments for July - August 2025
Open	01/30/25		Agency Business System	Unavailability of PALM Data Warehouse and technical specifications (File format, Data dictionary) affecting the remediation activities for the agency based system.	Critical - Impacts the abil	Archived Issue Id: 007/006	1. Setup new database, to remediate 12 agency business systems/ tools, depends on the PALM Data Warehouse for data. 2. Design the new database, and subsequently plan for the user reporting solution (CAIRS - Corrections Accounting Information Resource System) with appropriate reports. 3. Remediate Agency based systems to integration to CAIRS and internal functional testing	11/30/25	8/19/2025: Agency systems remediation activities on-track to start the Cycle-2 Testing (Technical Interface Testing) in August/2025. State PALM team continued to generate and share sample Outbound interface files, leading agency to be able to partially start the Cycle-2 Testing. 9/3/2025: State PALM team published sample files for 9 out of 22 Outbound interfaces that are required for Technical Interface Testing of the agency. Team started the testing with the available sample files.
Open	03/25/25		Agency Business System	Continued changes to the interface specifications by FL PALM due to ongoing system development, may require FDC PALM project team to rework on the solution for agency systems remediation, which could lead to agencies missing the interface testing milestone.	Critical - Impacts the abil	Archived Issue Id: 008/007	Team to work on minimizing the impact due to this issue. 1. Develop a scalable solution design with system level flexibility built-in. 2. Collaborate closely with the FL PALM interface team, and ensure the FDC PALM team is updated with the recent/ upcoming changes to the interface file structures. 3. Resolve the gaps in the agency system remediation solution. 4. Escalate in case the changes to interfaces are not feasible to be mitigated.	12/31/25	8/19/2025: State PALM team yet to conclude the Interface Development and Testing activities, therefore we find continued changes to the Interface specifications, which is leading to rework at agency and impacting agency system remediation.
Open	02/28/24		Interface	Lack of clear instructions and frequent changes to the Task guidelines from Florida PALM team impacts agency's ability to complete the tasks on time.	High - Impacts the ability	Archived Issue Id: 004/003	1. To minimize frequent changes in task instructions. Consistent guidance fosters stability and improves overall performance. 2. Collaborate with Florida PALM team on the issues with the Smartsheets. 3. Continue to communicate with the FL PALM on the impacted delayed deliverables. 4. Re-prioritize/ reorganize the work in agencies to complete the deliverables with minimal impact possible.	07/01/26	7/21/2025: Delayed sharing of 'Project Recommended UAT scenario' and new directions has created challenges for agencies in UAT planning. Additionally, shorter durations for Configuration and Conversion updates led to mid-way baselining. FDC/FCOR need to analyze the information and continue assessing the agency readiness status. 8/19/2025: Awaiting PALM ESC decision on the Stage-Gate-3 and revised UAT/ program plan, to assess the impact of not able to start UAT-Online in August, on the completion of it by mid-November.
Open	07/31/24		Staffing/Resource Availability	Lack of resource capacity within FDC F&A team for Financial data analysis, impacting the timely data cleanup activities and ensure conversion readiness.	High - Impacts the ability	Archived Issue Id: 005/004	Onboard additional staff aug position with FLAIR data experience.	10/30/25	8/19/2025: F&A team continued to recruit financial domain experts to mitigate the impact of attrition.
Open	08/31/24		Staffing/Resource Availability	Resource availability is limiting agency ability to progress on UAT preparation activities, e.g., UAT Test Plan, UAT Test Scripts, Future State Work Processes.	High - Impacts the ability	Archived Issue Id: 006/005	1. Onboard additional OIT BA to assist with mapping future state work processes to PALM and write test scenarios. 2. The SMEs from F&A team will guide this OIT BA and will review, revise, approve, and use the test scripts in UAT. 3. OIT BA will guide the F&A team on the UAT process and support on Test Management and monitoring UAT progress. 4. Continue to monitor the effectiveness/ productivity of the QA resources from OIT and make course-corrections, as required.	11/30/25	8/19/2025: State PALM team shared the high level schedule for UAT sessions on 7/16. Agency team prioritized the UAT test cases preparation accordingly. Identified lower than expected productivity of the agency QA resources, therefore initiated hiring of replacement.
Open	08/21/23		Staffing/Resource Availability	Not having resource backup in the FDC F&A team for recently created agency systems, to ensure business continuity.	High - Impacts the ability	Archived Issue Id: 001/001	1. Crosstrain staff to ensure adequate backup. 2. Cross training to be completed during the PALM project to ensure operational resiliency.	12/31/25	8/22/2025: Continuing to monitor and reassess 6 months prior to Go-Live.

FDC Assumptions					
Critical Operational Elements	Assumption	Status	Date Logged or Removed	Impacted Stakeholder(s) and/or System(s)	Reporting Period Comments for July - August 2025
Technology	IT Infrastructure for the agency shall support the user access and continued use of Florida PALM system.	Logged	12/20/24	All users in agency financial functions.	No further updates in this reporting period.
Processes Technology	Required operations support team (both IT and F&A team) has been setup to support Florida PALM system access for the agency users, e.g. ongoing user access, user/ security roles assignments, access to data/ reports etc.	Logged	12/20/24	All users in agency financial functions.	No further updates in this reporting period.
People Processes Technology	There will be sufficient engagement by resources knowledgeable about agency business processes and technical capabilities.	Logged	07/31/23	All agency business systems and CCN roles	No further updates in this reporting period.
People Processes Technology	FDC's Change Champion Network will continue to attend workshops, working sessions, meetings, and other forums for collaboration to ensure the continued functionality of inbound and outbound interface points between the two agencies.	Logged	07/31/23	All agency business systems and CCN roles	No further updates in this reporting period.
People Processes Technology	FDC will understand and document our current state technical architecture and business systems and modify to integrate with the financial management solution.	Logged	07/31/23	All agency business systems and CCN roles	No further updates in this reporting period.
Technology Data	It is assumed that data in FLAIR will exist in a new field in PALM except for fields that are discontinued. For the discontinued fields, it is assumed that PALM project team will communicate the names of the discontinued fields and will be shared as the data dictionary is updated for each Palm Design Segment.	Logged	04/22/24	All agency business systems and the remediation of agency business systems.	No further updates in this reporting period.
People Processes Technology	Additional clarity required from Florida PALM team, for finalizing the FDC UAT plan	Logged	10/21/24	UAT Planning for user readiness for performing UAT	No further updates in this reporting period.
People Processes Technology	Florida PALM team will work closely with agency team to mitigate any challenges the agency may face to meet the strict cutover timeline.	Logged	12/20/24	All users in agency financial functions.	No further updates in this reporting period.
People Processes Technology	Agency team will receive required support (availability of Infrastructure and Florida PALM team) while performing the User Acceptance Testing and defect management.	Logged	12/20/24	All UAT Testers.	No further updates in this reporting period.
People Processes Technology Data	Enterprise systems shall be available for User Acceptance Testing including respective business processes.	Logged	12/20/24	All UAT Testers.	No further updates in this reporting period.
Technology	State PALM team to provide necessary support to the agency for Cycle-2 Technical Interface Testing	Logged	08/20/25	All agency business systems and the remediation of agency business systems.	8/20/2025: State PALM team is yet to generate the Outbound files which are required for Cycle-2 Technical Interface Testing of agency business systems.

Agency Sponsor Confirmation

As Agency Sponsor, I understand my role and responsibility for monitoring and reporting on my agency's readiness status. I have reviewed and confirmed the accuracy of my agency's readiness status as reflected in this dashboard.

Agency Sponsor Name: *

☐ Confirm *

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FDC Status Report Confirmation			
Reporting Period	Agency Sponsor Name:	Confirmed By:	Confirmation Date:
July - August 2025	Mark Tallent	mark.tallent@fdc.myflorida.com	09/05/25
May - June 2025	Mark Tallent	mark.tallent@fdc.myflorida.com	07/10/25
March - April 2025	Mark Tallent	mark.tallent@fdc.myflorida.com	05/12/25
January - February 2025	Mark Tallent	mark.tallent@fdc.myflorida.com	03/07/25