

June 30, 2011

To: John Rivera, President
Police Benevolent Association – Rank and File & Law Enforcement Supervisors

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

On July 15th, I will be presenting a balanced budget that fulfills my pledge to roll back the Alvarez tax increase. To this end, I have already begun meeting with the County Manager and the Budget Director. One point is crystal clear: we cannot afford to wait until the start of the fiscal year on October 1 to implement savings. We must prepare now to create reserves to carry into next year.

I am committed to presenting a balanced budget that reduces costs through consolidation, eliminating redundancy, and reducing the bureaucracy. However, this will not close the almost \$400 million budget gap. I have always been honest and straightforward in my belief that the upcoming budget must include salary adjustments.

Balancing the upcoming budget will require shared sacrifice for all county employees. As I promised during the campaign, I have reduced the salary and benefits of the Mayor by 50% because I am committed to leading by example. I am also evaluating the staffing in my office and will be reducing its size and budget. As part of the budget process, we will also be looking at executive pay and benefits. With that, I applaud the Manager's decisions to continue the pay freeze for all non-bargaining unit exempt and classified employees under her purview. These actions will not only save taxpayers \$7.6 million next year, but will generate savings of \$2 million in this current budget to help close next year's gap.

I am requesting that the leadership of the collective bargaining units voluntarily forego the 3% cost of living adjustment scheduled for July 1, and voluntarily suspend merit increases, longevity bonuses, flex benefits and premium pay for an additional 12 months. The savings for next year of all of these would be approximately \$133 million and more importantly the savings for this year from just the cost of living adjustment alone would be approximately \$14 million.

Additionally, I would request that the PBA Rank and File Unit and PBA Supervisory Unit voluntarily forego the two "step" increases that were included in their contracts. The savings generated by these actions would be approximately \$11 million in the upcoming budget, but will also generate savings of \$ 2.5 million this year to help offset next year's gap.

I was very clear as to why I voted against all of the current collective bargaining contracts. I knew that including a 3% cost of living increase beginning July 1 and restoring merit increases, longevity bonuses, flex benefits and premium pay would raise our operating costs and force us to increase taxes or lay off employees. In the end, the Alvarez tax increase was approved and used to pay for the employee raises at a time when our residents were struggling with rising unemployment, record foreclosures, and plummeting property values. This was the straw that broke the taxpayers' back and ultimately led to the overwhelming recall of Mayor Alvarez.

Our residents have sent a clear message: they want to roll back the Alvarez tax increase. They want a smaller, more efficient government that they can afford. I agree wholeheartedly with them. The challenges we are facing are difficult, but can be overcome. I want to work collaboratively with all of the unions to reform and transform our government. I am looking forward to working closely with each of you in the days to come.

I ask you to join me in restoring faith in Miami-Dade County.

Yours in service,

Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: Emilio Azoy, President
Yoel Alfonso, Vice-president
AFSCME Local 121 – Water and Sewer Employees Unit

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

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I am requesting that the leadership of the collective bargaining units voluntarily forego the 3% cost of living adjustment scheduled for July 1, and voluntarily suspend merit increases, longevity bonuses, flex benefits and premium pay for an additional 12 months. The savings for next year of all of these would be approximately \$133 million and more importantly the savings for this year from just the cost of living adjustment alone would be approximately \$14 million.

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I ask you to join me in restoring faith in Miami-Dade County.

Yours in service,

Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: John Bland, Administrator
Arthur Brown, Vice-president
Transport Workers Union (TWU) Local 291

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

On July 15th, I will be presenting a balanced budget that fulfills my pledge to roll back the Alvarez tax increase. To this end, I have already begun meeting with the County Manager and the Budget Director. One point is crystal clear: we cannot afford to wait until the start of the fiscal year on October 1 to implement savings. We must prepare now to create reserves to carry into next year.

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Yours in service,

Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: Marcellus Stringer, Acting President
AFSCME Local 3292 – Solid Waste Employees Unit
(305) 651-1740 fax

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

On July 15th, I will be presenting a balanced budget that fulfills my pledge to roll back the Alvarez tax increase. To this end, I have already begun meeting with the County Manager and the Budget Director. One point is crystal clear: we cannot afford to wait until the start of the fiscal year on October 1 to implement savings. We must prepare now to create reserves to carry into next year.

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Yours in service,

Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: Yvonne Robinson, Administrator
Jeanette Lebrecht, Deputy Administrator
AFSCME Local 199 – General Employees Unit

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

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Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: Antonio Eiroa, President
Barbara Carlo, Vice-president
AFSCME Local 1542 – Aviation Employees Unit

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

On July 15th, I will be presenting a balanced budget that fulfills my pledge to roll back the Alvarez tax increase. To this end, I have already begun meeting with the County Manager and the Budget Director. One point is crystal clear: we cannot afford to wait until the start of the fiscal year on October 1 to implement savings. We must prepare now to create reserves to carry into next year.

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Yours in service,

Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: Dominick Barbera, President
Brian Lynch, First Vice-president
Dade County Association of Firefighters (IAFF) Local 1403

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

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Carlos A. Gimenez

c: Alina Hudak, County Manager
Robert Cuevas, County Attorney
Mary Lou Rizzo, Director of Human Resources

June 30, 2011

To: Greg Blackman, President
Government Supervisor Association of Florida/OPEIU (GSAF) Local 100
Supervisory & Professional Employees

From: Carlos A. Gimenez, Miami-Dade County Mayor-elect

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