

Memorandum



Date: September 3, 2013

To: Honorable Chairwoman Rebeca Sosa
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor

A handwritten signature in black ink, appearing to read "Carlos A. Gimenez", written over a light blue horizontal line.

Subject: Response to Don Slesnick Email Dated August 30, 2013 (GSAF, OPEIU, Local 100)

This is in response to the email, dated August 30, 2013, from Mr. Don Slesnick to the Chair referencing alleged errors made at the August 30, 2013 meeting of the Board of County Commissioners regarding the Government Supervisors Association of Florida's (GSAF) impasse items.

Mr. Slesnick raises two concerns: (1) that I provided inaccurate information about the cost of the benefit the GSAF was seeking (nightshift differential); and (2) that I inaccurately stated that the GSAF's proposals would affect the Library.

As to the first issue, a review of the meeting videotape shows that while I did momentarily cite a \$2 million figure, that number was immediately corrected. Most importantly, any misunderstanding regarding the cost of the GSAF's proposed benefits was corrected before the final votes were taken. The cost of the benefit to the GSAF Professional Unit was correctly stated before the vote as \$144,000. The cost of the benefit to the GSAF Supervisory Unit was correctly stated before the vote as \$753,000. My statement that the cost for the two units was approximately \$900,000 was entirely correct. The correct numbers were also reflected in the written resolutions themselves as well as in a summary provided to the Board at the beginning of the hearing.

The misunderstanding over whether the impasse items were related to the Library System stems from the GSAF presentation. In his opening remarks on behalf of the GSAF, Mr. Slesnick forcefully argued that librarians represented by GSAF were being affected dramatically by the layoffs at the Library. The Library layoffs were not at issue in the impasse, however, and the mention of them led to subsequent confusion. Because Mr. Slesnick raised the topic of librarians, it was natural for anyone listening to assume they were being affected by the one impasse item at issue – nightshift differential.

A subsequent check of the County's payroll records shows that GSAF employees working at the Library have received nightshift differential as recently as October 2010, but none presently receive the benefit. Neither I nor Assistant County Attorney Lee Kraftchick was aware of this obscure fact at the time of the hearing. Had either of us been aware, we would of course have so advised the Board.

Regardless of whether librarians receive nightshift differential, my primary concern has always been the impact that adjusting one union's benefits can have on other unions. For example, as explained at the hearing, adjusting the GSAF's nightshift differential would trigger a reopener in the Police Benevolent Association's contracts, at a potential cost of over \$9 million to the general fund.

I do not believe reconsideration is warranted because the costs of the GSAF items were accurately reported before the Board voted and the library issue was not critical to the impasse item at hand.

Should the Board, nevertheless, wish to reconsider these items, I am prepared to answer any additional questions the Board may have.

c: R.A. Cuevas, County Attorney
Office of the Mayor Senior Staff
Lee Kraftchick, Assistant County Attorney
Jennifer Moon, Director Office of Management and Budget
Raymond Santiago, Director, Library
Arleene Cuellar, Assistant Director, Internal Service Department
Michael Snyder, Labor Management & Compensation, Internal Services Department
Christopher Agrippa, Division Chief, Clerk of the Board
Charles Anderson, Commission Auditor
Don Slesnick, Attorney for GSAF, OPEIU, Local 100
Greg Blackman, President, GSAF, OPEIU, Local 100