

# Memorandum



**Date:** March 20, 2014

**To:** County Employees

**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:** Seeking Innovations through your Input

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As public servants, we have all chosen to work for the more than 2.6 million residents of Miami-Dade County. It is a calling where we have a daily opportunity to make our community a better place to live, learn, work, and play. In everything we do, we are all here to serve others.

To make this mission easier, we need to transform the way we deliver these services to the public. And, in order to achieve this goal, we must rely on one another and find creative ways to accomplish our mission.

Any organization this large will always have to re-focus from time to time in order to best respond to changing circumstances. As part of these efforts, obtaining feedback from all of you - the members of the organization - is key to reaching our long-term plans. This is one of the reasons why we are taking the opportunity to open lines of communication to all of you so we can see where we are as an organization, and how everyone can help advance our overall vision.

One of the ways for us to make this happen is to break down the barriers that sometimes separate our departments, because shared knowledge leads to learning more about things that really work and developing better ways to stretch our resources. In other words, how do we work with one another toward our common goals?

Let's take public safety as an example: Keeping our neighborhoods safe is a shared priority, but how can we all help make it happen? We all know that our police officers and other first responders are on the frontlines keeping our streets and neighborhoods safe. But consider all the services we provide that also contribute to the sense of safety and wellbeing in a neighborhood.

From having great parks with after-school programming and libraries that engage children to learn as well as opportunities for families and kids to experience arts and culture, to implementing code enforcement activities and maintaining clean streets, these are all factors that lead to safer neighborhoods. When viewed this way, every County employee has a hand in contributing to public safety. We all recognize the connection between what we do and where we want to go.

This is the type of thinking I am asking you to help with. Let's all find ways of working together to give our residents the best possible quality of life and greatest opportunities to prosper. I want to hear what you think and your feedback is very important to me!

By logging on to eNet and using the IDEA Machine, anyone can submit a suggestion that creates efficiencies and potentially saves taxpayer money. In some cases, you may be eligible

for rewards that include monetary compensation. Since I took office in July 2011, we have implemented over 45 ideas through the Idea Machine, awarding nearly \$46,000 to employees in rewards, and have saved over \$4.5 Million in Departmental expenses as a result of these ideas. This is your opportunity to create and implement the many innovative ideas to resolve the issues faced by our County each day.

When faced with significant budgetary challenges, we need to find new ways to run our County government. No matter what, we all have a responsibility to continue our core mission of maintaining public safety and delivering direct resident services that improve the lives of our families, especially our youth, and elderly.

Thank you for all you do, and I look forward to working with all of you to continue making Miami-Dade County a place we can all be proud to call home.