

Memorandum



Date: October 9, 2014

To: Honorable Chairwoman Rebeca Sosa
and members of the Board of County Commissioners

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

Subject: Miami-Dade Police Department Employee Layoff Letters

A handwritten signature in black ink, appearing to read "Carlos A. Gimenez", written over the "From:" field of the memorandum.

I was surprised to read your memorandum dated October 9, 2014 regarding layoffs of Miami-Dade Police Department employees. At both the September 4th and 18th budget hearings as well as on numerous other occasions, I was clear that although my administration had worked tirelessly to avoid layoffs of sworn officers, non-sworn personnel were still at risk of losing their positions. The letter from the Police Benevolent Association (PBA) includes a budgetary generated demotion of one civilian employee and the layoff of two other employees that are non-sworn positions within the Video Services Unit. The Video Services Unit is responsible for the creation of training videos and for recording special events sponsored by the Department. It is important to note that the Unit will not be eliminated and public safety will not be affected. The number of staff members assigned to the Unit will be reduced through efficiencies identified during the budget process.

Public safety has always been my highest priority since being elected Mayor. Throughout the budget process, my administration worked diligently to avert sworn police officer layoffs while keeping taxes reasonable for our 2.6 million residents.

The following actions by my administration resulted in the restoration of 228 sworn positions in the Miami-Dade Police Department:

- The savings from Bargaining Unit L healthcare redesign was used to restore sworn officer positions
- The savings from the renegotiation of the Miami Beach interlocal agreements was used to restore sworn officer positions
- The reallocation of bed tax revenue from the Perez Art Museum was used to free up general fund revenue that was used to restore sworn officer positions
- The Public Health Trust's decision to leave the Miami-Dade County self-insurance fund resulted in savings that were used to restore sworn officer positions
- Revenue from the sale of Miami-Dade Fire Rescue helicopters was used to restore sworn officer positions

Forty-seven non-sworn positions within the Miami-Dade Police Department were restored because approximately 97 percent of AFSCME 199 voting members approved a new labor agreement. Those savings which were a result of their approval of the healthcare redesign, were used to restore the positions of its members. My budget memos prior to each committee meeting and budget hearing detailed the positions restored as the process evolved over the summer.

To date, all of the Miami-Dade Police Department positions that have been restored have been restored without the participation of the PBA. Positions have been restored as collective bargaining agreements have been ratified by their members and the Board of County Commissioners. The majority of non-sworn positions such as background investigators and police crime analysts were restored. To date, there have been no negotiations with the PBA and no ratification of a collective bargaining agreement. The positions cited in the letter serve in a support capacity which the Department believes will not adversely affect its ability to deliver high quality public safety services. If negotiations with the PBA occur, the restoration of these positions could be considered. However, again, to date, the PBA has not sat down to negotiate.

c: R.A. Cuevas, Jr., County Attorney

Russell Benford, Deputy Mayor, Office of the Mayor

J.D. Patterson, Director of the Miami-Dade Police Department

Arleene Cuellar, Director, Human Resources

Christopher Agrippa, Director, Clerk of the Board

Charles Anderson, Commission Auditor