



MEMORANDUM
OFFICE OF THE MAYOR

DATE: July 8, 2011

TO: All Employees

FROM: Carlos A. Gimenez
Mayor 

SUBJECT: We Start Again Today

This election marks a beginning, not just for me, but for our government and our entire community. The uncertainty, anxiety and instability of recent months are over. Together we now begin the hard and important work of building a future for Miami-Dade County – a future that reflects what our residents want and need their government to be.

We all know the challenges that lie ahead: a budget to propose, union contracts to negotiate, a transit system to right and so much more. The goal we all share today is finding the opportunities in each of those to transform this government. We must cut taxes, particularly for homeowners and businesses whose survival and success will lift our economy. That will require fundamental changes to the way we operate, organize and execute. Families and businesses across our county have found new ways to adapt, and we will do the same. Some changes will happen quickly, and others will evolve over time.

I know many of you are worried. Balancing next year's budget will require shared sacrifices beyond the concessions you have already made. I started with myself: one of my first acts has been to cut the salary and benefits of the Mayor in half. In the coming days and weeks, we will not limit our conversation solely to quick fixes such as pay cuts or benefit freezes. There are important opportunities to change the way we set salaries, pay supplements, consider raises and design benefits. Miami-Dade County should be a place where talent, commitment and hard work are rewarded, and where mediocrity is never enough. Our community is holding us to a higher standard – I know we can exceed it. That is why it is so important for our union partners to look toward the future and help us modernize the way County employees are treated.

At the same, I share and understand your commitment to serving others. As a former firefighter, I know the sacrifices you make and the risks you take because you believe in serving your neighbors. I know how hard it can be to manage a team and balance a budget when we want to do more than our resources allow. We should never give our community reason to look down on a career in public service – it should be a point of pride. As Mayor, I promise you that no one will work harder or speak more loudly than me in defense of public service.

We are all connected by Miami-Dade County's mission. Our promise to deliver excellence every day is more than a slogan; millions of people depend upon us for their basic needs and quality of life. The size and shape of this government will change, but its soul and its spirit will not. We will be better, we will be smarter and we will be stronger. We start again today.