

January 16, 2014

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THE PROVISIONS OF CHAPTER 119, FLORIDA STATUTES**

**VIA EMAIL AND U.S. MAIL**

James Casey, Esquire  
Slesnick & Casey, LLP  
2701 Ponce de Leon Boulevard, Suite 200  
Coral Gables, Florida 33134

**Re: City of Miami Springs**

Dear Mr. Casey:

The City acknowledges receipt of your counterproposal dated January 14, 2014. Your counterproposal does not decrease the employee contribution rate nor does it achieve cost savings to any significant degree compared to the City's proposal. From the outset of our negotiations, we have made it clear that substantial revisions to the pension provisions are necessary in order to, among other things, achieve a reduction in employee contributions. According to the Actuary, employee contributions will rise to 29.2% effective October 1, 2014. Our proposal, according to the Actuary, would reduce the October 1, 2014 employee contribution rate to 19.34%. As part of our proposal, the City is foregoing its savings for the next three (3) fiscal years in order to lower employee contributions.

Under these circumstances, the City has decided to declare impasse. In declaring impasse, please understand we are ready to continue negotiations in the hope that a new agreement may be reached.

Very Truly Yours,

**BRYANT MILLER OLIVE P.A.**

  
James C. Crosland  
[Signed in his absence to avoid delays.]