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July 24, 2013

James C. Crosland, Esquire  
Bryan Miller & Olive  
One Southeast Third Avenue  
Suite 2200  
Miami, Florida 33131

Re: City of Miami Springs PBA 2013-14 Proposals

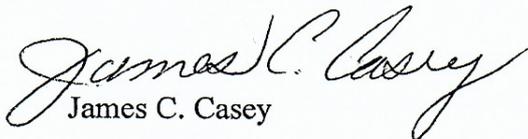
Dear Mr. Crosland:

Please find below the 2013-2014 proposals for the Dade County PBA Miami Springs Bargaining Unit:

1. **Salary Increase - 10%** - Salaries are way out of line with the entire county.
2. **Increase in Shift Differential** of \$.25 per hour, per classification, per shift.
3. **Take Home Car Program.**
4. **Increase in compensatory time to 180 hours.** ~~#19~~ -
5. **Use Red Light Camera Program revenue** to offset our pension costs by 5%.
6. **Review/audit of actuarial procedures** in determining assumptions and calculations.

The PBA Miami Springs Bargaining Unit reserves the right to amend or add proposals during the course of bargaining.

Sincerely,

  
James C. Casey

JCC/ep

cc: Cristina Escobar, PBA Attorney  
PBA Representatives  
Ron Gorland, City Manager  
William Alonso, Assistant City Manager/Finance Director