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January 14, 2014

James C. Crosland, Esquire
Bryant Miller and Olive
One Biscayne Tower
2 South Biscayne Boulevard, Suite 1480
Miami, Florida 33131

Via e-mail

**Re: City of Miami Springs and Dade County PBA
PBA Counter Proposal to City Pension
Counter Proposal dated January 14, 2014**

Dear Mr. Crosland:

Please find below the Counter Proposal offered in writing and verbally at our collective bargaining meeting this date:

The PBA would accept the City's proposal as to the following:

1. The "scoop up" of the officer's you have previously proposed to include in the current pension system.

The PBA would propose in addition to the above the following:

2. 3.25% multiplier effective 10/1/14
3. The maximum AFC for officers affected by the 10/1/14 change in pension multiplier will be a combined 85% (of old and new pension).
4. That age and service minimums to be replaced by a 20 year retirement.
5. Early retirement to remain at 50 years of age and 10 years of continuous service

James C. Crosland, Esquire
PBA Pension Counter Proposal
January 14, 2014
Page Two

6. Normal retirement to remain at 55 years of age and 10 years of continuous service or completion of 20 years of continuous service regardless of age
7. Minimum DROP eligibility to commence at the latest of either 20 years of service or attainment of the 85% combined pension accrual maximum for a maximum period of 5 years but DROP shall not extend past a total of 30 years of service.

Please advise when the City is available to meet to discuss this counter proposal.

Please note that as of this writing I will be unavailable January 24, 2014, February 3-10, 2014; and February 17-18, 2014.

Sincerely,



James C. Casey

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