

**CANDIDATE QUESTIONNAIRE**  
**April 24, 2015**  
**North Miami Political Screening**

Candidate: \_\_\_\_\_

Position: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Number(s): \_\_\_\_\_

Birthday: \_\_\_\_\_

E-mail: \_\_\_\_\_

Signature: \_\_\_\_\_

1. ***Background:***

The PBA places great value in the relationships it builds with elected officials. Therefore maintaining open lines of communication is of the utmost importance.

***Question (s)***

(a) Would you contact the PBA before speaking publicly for or against any issue of importance to the Association and/or law enforcement? Please explain your views.

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(b) What is your opinion of the current relationship between the city and the union?

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(c) What should that relationship be and how can the city and the union achieve that goal?

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(d) How do you view the role of elected official's involvement in the day-to-day operations of the police department?

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2. ***Background:***

The endorsement issued by the Dade County PBA, Miami-Dade County's largest police organization, is one of the toughest endorsements for a candidate to receive. It is also the most highly sought after endorsement because of the organization's strength and credibility with Miami-Dade County voters.

***Question (s)***

(a) Why should the PBA endorse your candidacy?

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(b) Have you previously served in public office? If so, what did you do to demonstrate your support of the law enforcement profession?

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### ***3. Background:***

Miami-Dade County and North Miami in particular continues to be a high crime area. Criminals are more brazen and have an increased lack of respect for life as we have all seen with the recent shootings and violence against not only citizens, but also the men and women who are sworn to protect our residents, including the shooting from just a few days ago.

Florida is consistently one of the top states throughout the Nation for law enforcement officers killed in the line of duty.

The risks that officers face while serving and protecting residents are very real. It's a documented fact that police departments are facing a hiring crisis. When it comes to recruiting and retaining police officers, departments realize they must offer competitive salary and benefit packages.

Crime is the number one issue with the citizens, therefore police should not only be treated as the top priority during the budget process, but they need to know they have security and protection in their employment.

#### ***Question (s)***

(a) Do you believe the job of a North Miami Police Officer is more hazardous than the jobs of other North Miami employees? Why or why not? Please explain your answer.

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(b) Along with a freeze in merit increases for two years, North Miami Police Officers have only had two modest across the board wage increases in nearly ten years. The starting salary for North Miami Police Officers is lower than nearly all comparable municipalities, and the maximum salary for the City's police officers and sergeants is significantly lower than nearly all comparable municipalities. This is a direct result of the lack of increases mentioned above. Do you support increases to police officer and police sergeant salaries?

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(c) The current City Manager rose through the ranks from non-police classifications. There currently exists a belief that your police officers have not been treated fairly in terms of negotiated benefits due to real or perceived resentment of benefits police received throughout the years. How do you intend to address these concerns, to insure your officers are treated fairly?

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(d) While salaries are on the low end for police officers in the area, North Miami's pension is competitive, which keeps many officers from seeking employment elsewhere. While all pensions took a hit during the recent economic collapse, most, including North Miami's, have rebounded and are once again healthy.

Do you support the continuation of the police officers' pension, as it currently exists, and would you support the implementation of a cost-neutral Deferred Retirement Option Plan, whereby the City can retain an experienced, tenured employee for a period of time even after the employee retires for pension purposes?

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(e) As a North Miami elected official, what action or programs would you support or initiate to address the crime problem on the streets of North Miami?

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(f) How important is it to create a job environment which will attract and retain top quality personnel? What one thing would you do to create such an environment?

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4. Should the Association choose to endorse your candidacy, do we have your permission to announce that support?

YES\_\_\_\_\_ NO\_\_\_\_\_

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SIGNATURE & DATE