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December 11, 2017

The Florida Constitution Revision Commission
404 South Monroe Street
Tallahassee, FL 32399-1100

RE: Florida Chamber Opposes Proposal 100

Dear Commissioners:

Thank you for your service to Florida as a Commissioner of the 2018 Constitution Revision Commission. Your role in refining and debating our state's central document has the potential to set Florida on a path of continued prosperity.

One of the many issues that you as Commissioners will debate is the proper role of state government. The Florida Chamber of Commerce believes in a robust free enterprise system with limited intrusion by the government and a competitive labor environment that does not unnecessarily restrict economic growth.

The Florida Chamber has consistently opposed government interference in private business decisions, such as salaries and benefits. Compensation is one of the many ways that companies try to attract and compete for top talent. Proposal 100, while well intentioned, interferes with employment decisions by capping private salaries. If any employee for a corporation or nonprofit, regardless of their location, is compensated more than \$300,000 annually, the organization loses all ad valorem exemptions. This proposal will directly impact Florida's competitiveness in attracting top talent and winning competitive projects. It also sends a negative signal about Florida to businesses who are looking for a favorable marketplace to create jobs.

Specifically, the Florida Chamber of Commerce opposes Proposal 100 because it:

- Interferes in private business decisions by setting a defacto "cap" on private salaries;
- Will result in additional litigation; and
- Discourages major businesses from relocating or doing business in Florida.

The Florida Chamber urges you to vote against this proposal, but looks forward to working with the Constitution Revision Commission to help write Florida's next chapter of collaboration and success.

Sincerely,

A handwritten signature in blue ink that reads "Frank C. Walker, III". The signature is fluid and cursive.

Frank C. Walker, III
Vice President of Government Affairs

CC: Bob Grammig, Chair, Florida Chamber of Commerce
Mark Wilson, President & CEO, Florida Chamber of Commerce

Securing Florida's Future

David Hart, Executive Vice President, Florida Chamber of Commerce
Carlos Beruff, Chairman, Florida Constitution Revision Commission