

# MEMORANDUM

Agenda Item No. 11(A)(9)

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**TO:** Honorable Chairman Jean Monestime  
and Members, Board of County Commissioners

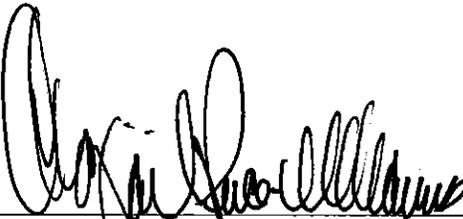
**DATE:** November 17, 2015

**FROM:** Abigail Price-Williams  
County Attorney

**SUBJECT:** Resolution urging the Florida  
Legislature to enact SB 454,  
HB 7 or similar equal pay  
legislation to address disparities  
in pay between men and women

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The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Rebeca Sosa.



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Abigail Price-Williams  
County Attorney

APW/smm

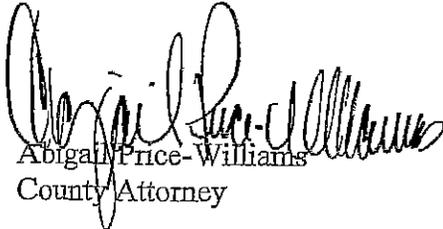


# MEMORANDUM

(Revised)

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and Members, Board of County Commissioners

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County Attorney

**SUBJECT:** Agenda Item No. 11(A)(9)

Please note any items checked.

- "3-Day Rule" for committees applicable if raised
- 6 weeks required between first reading and public hearing
- 4 weeks notification to municipal officials required prior to public hearing
- Decreases revenues or increases expenditures without balancing budget
- Budget required
- Statement of fiscal impact required
- Statement of social equity required
- Ordinance creating a new board requires detailed County Mayor's report for public hearing
- No committee review
- Applicable legislation requires more than a majority vote (i.e., 2/3's \_\_\_\_, 3/5's \_\_\_\_, unanimous \_\_\_\_ ) to approve
- Current information regarding funding source, index code and available balance, and available capacity (if debt is contemplated) required

Approved \_\_\_\_\_ Mayor  
Veto \_\_\_\_\_  
Override \_\_\_\_\_

Agenda Item No. 11(A)(9)  
11-17-15

RESOLUTION NO. \_\_\_\_\_

RESOLUTION URGING THE FLORIDA LEGISLATURE TO  
ENACT SB 454, HB 7 OR SIMILAR EQUAL PAY  
LEGISLATION TO ADDRESS DISPARITIES IN PAY  
BETWEEN MEN AND WOMEN

**WHEREAS**, full-time female workers earn only about 77 percent of full-time male workers' salaries; and

**WHEREAS**, the disparity widens further for African-American women who earn 64 cents and Hispanic women who earn 56 cents for each dollar earned by a Caucasian man; and

**WHEREAS**, women are breadwinners in more than half of American households; and

**WHEREAS**, this Board has long championed equal pay for equal work; and

**WHEREAS**, in 2013, this Board adopted Resolution No. R-459-13 to commemorate the 50th anniversary of the federal Equal Pay Act of 1963 and to declare the 10th day of June as Equal Pay Act of 1963 Day in Miami-Dade County; and

**WHEREAS**, in 2014, this Board urged the Florida Legislature to pass equal pay laws in Resolution No. R-826-14; and

**WHEREAS**, during the Florida Legislature's 2015 regular session, Senator Arthenia Joyner (D-Tampa) filed SB 98 and Representative Janet Cruz (D-Tampa) filed HB 25 to address pay disparities between men and women; and

**WHEREAS**, these bills did not pass during the 2015 session; and

**WHEREAS**, Senator Arthenia Joyner has filed Senate Bill (SB) 454 and Representative Janet Cruz has filed House Bill (HB) 7 for consideration during the Florida Legislature's 2016

regular session, which will require the state to “[d]isseminate information about women’s rights in the workplace” and to “[p]romote research to develop the means to expeditiously correct the conditions leading to pay disparities;” and

**WHEREAS**, the existence of pay disparities for equal work performed by men and women reduces the income of families who rely on each family member’s earnings, negatively impacts the ability of families and individuals to adequately plan for retirement, and is fundamentally unfair,

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MIAMI-DADE COUNTY, FLORIDA**, that this Board:

**Section 1.** Urges the Florida Legislature to enact SB 454 and HB 7 or similar legislation to address disparities in pay between men and women.

**Section 2.** Directs the Clerk of the Board to transmit a certified copy of this resolution to Florida’s Governor, Senate President, House Speaker, State Senator Arthenia Joyner, State Representative Janet Cruz, and the Chair and Members of the Miami-Dade State Legislative Delegation.

**Section 3.** Directs the County’s state lobbyists to advocate for the passage of legislation set forth in Section 1, and authorizes and directs the Office of Intergovernmental Affairs to amend the 2016 State Legislative Package to include this item.

The Prime Sponsor of the foregoing resolution is Commissioner Rebeca Sosa. It was offered by Commissioner \_\_\_\_\_, who moved its adoption. The motion was seconded by Commissioner \_\_\_\_\_ and upon being put to a vote, the vote was as follows:

Jean Monestime, Chairman  
Esteban L. Bovo, Jr., Vice Chairman

Bruno A. Barreiro	Daniella Levine Cava
Jose "Pepe" Diaz	Audrey M. Edmonson
Sally A. Heyman	Barbara J. Jordan
Dennis C. Moss	Rebeca Sosa
Sen. Javier D. Souto	Xavier L. Suarez
Juan C. Zapata	

The Chairperson thereupon declared the resolution duly passed and adopted this 17<sup>th</sup> day of November, 2015. This resolution shall become effective upon the earlier of (1) 10 days after the date of its adoption unless vetoed by the County Mayor, and if vetoed, shall become effective only upon an override by this Board, or (2) approval by the County Mayor of this Resolution and the filing of this approval with the Clerk of the Board.

MIAMI-DADE COUNTY, FLORIDA  
BY ITS BOARD OF  
COUNTY COMMISSIONERS

HARVEY RUVIN, CLERK

By: \_\_\_\_\_  
Deputy Clerk

Approved by County Attorney as  
to form and legal sufficiency.



Estephanie S. Resnik