

MEMORANDUM

Agenda Item No. 11(A)(4)

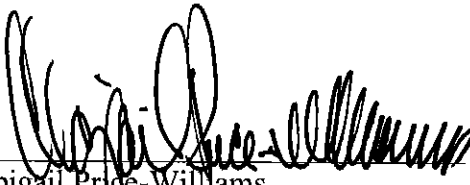
TO: Honorable Chairman Esteban L. Bovo, Jr.
and Members, Board of County Commissioners

DATE: October 23, 2018

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Resolution urging the Florida
Legislature to enact equal pay
legislation to address disparities
in compensation between men
and women

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


Abigail Price-Williams
County Attorney

APW/uw



MEMORANDUM

(Revised)

TO: Honorable Chairman Esteban L. Bovo, Jr.
and Members, Board of County Commissioners

DATE: October 23, 2018

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Agenda Item No. 11(A)(4)

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

Agenda Item No. 11(A)(4)

Veto _____

10-23-18

Override _____

RESOLUTION NO. _____

RESOLUTION URGING THE FLORIDA LEGISLATURE TO
ENACT EQUAL PAY LEGISLATION TO ADDRESS
DISPARITIES IN COMPENSATION BETWEEN MEN AND
WOMEN

WHEREAS, in Florida, a woman working full-time was paid on average 87 cents for every dollar paid to a man in 2017; and

WHEREAS, the disparity widens even further for African American and Hispanic women who earn approximately 64 cents and 55 cents, respectively, for each dollar earned by a Caucasian man; and

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

WHEREAS, in 2013, this Board approved 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, in Resolution No. R-826-14, this Board urged the Florida Legislature to pass equal pay laws; and

WHEREAS, similarly, in 2015, this Board passed Resolution No. R-1048-15 urging the Florida Legislature to enact Senate Bill (SB) 454, House Bill (HB) 7 or similar legislation that would address disparities in pay between men and women; and

WHEREAS, in 2017, this Board adopted Resolution No. R-905-17 again urging the Florida Legislature to enact equal pay legislation to address the disparities in pay between men and women; and

WHEREAS, Resolution No. R-905-17 recognized that despite many previous efforts to address gender pay disparities, the Legislature had not adopted any such state bills, including SB 410 and HB 319 which were filed by Senator Linda Stewart (D – Orlando) and Representatives Lori Berman (D – Boynton Beach) and Janet Cruz (D – Tampa) during the 2017 session of the Florida Legislature; and

WHEREAS, these bills would have prohibited employment discrimination based on sex or gender identity, but both died in committee without receiving a hearing; and

WHEREAS, in light of the continued disparity in compensation between men and women, this Board would like to urge the Florida Legislature to enact legislation that would rectify this issue,

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 equal pay legislation that would address the disparity in compensation between men and women.

Section 2. Directs the Clerk of the Board to transmit a certified copy of this resolution to the Governor, Senate President, House Speaker, Senator Linda Stewart, Senator Lori Berman and the Chair and Members of the Miami-Dade County State Legislative Delegation.

Section 3. Directs the County's state lobbyists to advocate for the passage of the legislation set forth in Section 1 above, and authorizes and directs the Office of Intergovernmental Affairs to include this item in the 2019 Legislative Package when it is presented to the Board.

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:

Esteban L. Bovo, Jr., Chairman	
Audrey M. Edmonson, Vice Chairwoman	
Daniella Levine Cava	Jose "Pepe" Diaz
Sally A. Heyman	Eileen Higgins
Barbara J. Jordan	Joe A. Martinez
Jean Monestime	Dennis C. Moss
Rebeca Sosa	Sen. Javier D. Souto
Xavier L. Suarez	

The Chairperson thereupon declared the resolution duly passed and adopted this 23rd day of October, 2018. 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.

APP

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