

MEMORANDUM

Agenda Item No. 11(A)(9)

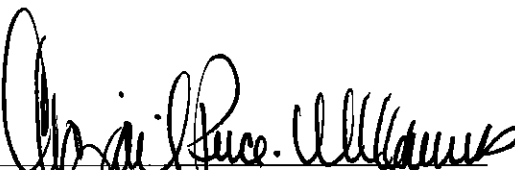
TO: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

DATE: December 17, 2019

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Resolution urging the Florida
Legislature to enact SB 90, HB
739, or similar legislation that
would ensure equal pay for
women by addressing disparities
in compensation between men
and women

The accompanying resolution was prepared and placed on the agenda at the request of Prime Sponsor Commissioner Daniella Levine Cava.


Abigail Price-Williams
County Attorney

APW/uw



MEMORANDUM
(Revised)

TO: Honorable Chairwoman Audrey M. Edmonson
and Members, Board of County Commissioners

DATE: December 17, 2019

FROM: Abigail Price-Williams
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 present ____, 2/3 membership ____, 3/5's ____, unanimous ____, CDMP 7 vote requirement per 2-116.1(3)(h) or (4)(c) ____, CDMP 2/3 vote requirement per 2-116.1(3)(h) or (4)(c) ____, or CDMP 9 vote requirement per 2-116.1(4)(c)(2) ____) 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)(9)

Veto _____

12-17-19

Override _____

RESOLUTION NO. _____

RESOLUTION URGING THE FLORIDA LEGISLATURE TO ENACT SB 90, HB 739, OR SIMILAR LEGISLATION THAT WOULD ENSURE EQUAL PAY FOR WOMEN BY ADDRESSING DISPARITIES IN COMPENSATION BETWEEN MEN AND WOMEN

WHEREAS, according to the 2019 Equal Pay Day report by the National Partnership for Women, a Caucasian woman in Florida earned 87 cents for every dollar paid to a Caucasian man; and

WHEREAS, the Equal Pay Day report shows that the disparity widens even further for African American and Hispanic women in Florida who earn approximately 61 cents and 60 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 and 2018, this Board adopted Resolution Nos. R-905-17 and No. R-1095-18 again urging the Florida Legislature to enact equal pay legislation to address the disparities in pay between men and women; and

WHEREAS, those resolutions 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, similar bills were filed during the 2018 and 2019 sessions but also failed to pass both the House and Senate; 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, like those bills, SB 90 and HB 739 have been filed for consideration during the 2020 session of the Florida Legislature by Senator Stewart and Representative Geraldine Thompson (D – Orlando), respectively; and

WHEREAS, SB 90 and HB 739 would address the gender pay gap by prohibiting employers from paying wages to an employee at a rate less than the rate paid to an employee of the opposite sex for substantially similar work; and

WHEREAS, in light of the dire need for such legislation as a result 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 SB 90, HB 739, or similar legislation that would ensure equal pay for women by addressing disparities 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, Senator Janet Cruz, Representative Geraldine Thompson, 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 amend the 2020 Legislative Package to include this item.

The Prime Sponsor of the foregoing resolution is Commissioner Daniella Levine Cava. 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:

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

The Chairperson thereupon declared the resolution duly passed and adopted this 17th day of December, 2019. 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.

Altanese Pheneus