OFFICIAL FILE COPY
CLERK OF THE BOARD
OF COUNTY COMMISSIONERS
MIAMI-DADE COUNTY, FLORIDA

MEMORANDUM

Agenda Item No. 11(A)(26)

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

DATE: May 17, 2016

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Resolution directing the County Mayor to develop a program modeled after the Boston Women's Compact to voluntarily engage the private sector in committing to close the gender wage gap, to be titled the "Miami-Dade County Women's Compact," and directing the County Mayor to report back to the Board

Resolution No. R-433-16

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

Abigail Price-Williams
County Attorney

APW/smm

MEMORANDUM

(Revised)

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

DATE: May 17, 2016

FROM: Abigail Price-Williams
County Attorney

SUBJECT: Agenda Item No. 11(A)(26)

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)(26)
5-17-16

RESOLUTION NO. R-433-16

RESOLUTION DIRECTING THE COUNTY MAYOR OR MAYOR'S DESIGNEE TO DEVELOP A PROGRAM MODELED AFTER THE BOSTON WOMEN'S COMPACT TO VOLUNTARILY ENGAGE THE PRIVATE SECTOR IN COMMITTING TO CLOSE THE GENDER WAGE GAP, TO BE TITLED THE "MIAMI-DADE COUNTY WOMEN'S COMPACT," AND DIRECTING THE COUNTY MAYOR OR MAYOR'S DESIGNEE TO REPORT BACK TO THE BOARD

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, this Board has urged the Florida Legislature to pass equal pay laws in Resolution No. R-826-14 and most recently at its November 17, 2015 Board meeting; and

WHEREAS, pursuant to Ordinance No. 15-87, this Board directed the Miami-Dade County Commission for Women, an advisory board to this Board on all matters pertaining to the status of women, to annually analyze and report on gender equity data provided by the Commission Auditor regarding the economic development of women in Miami-Dade County; and

WHEREAS, the City of Boston launched the Boston Women's Compact, which allows local companies to sign up on the City of Boston's website to voluntarily pledge "their commitment to closing the gender wage gap in the workplace[;]" and

WHEREAS, the Boston Women's Compact encourages employers to analyze their internal employment practices and to engage their management and leadership in addressing wage equality; and

WHEREAS, this Board desires for Miami-Dade County to launch a similar program to voluntarily engage the private sector in committing to close the gender wage gap,

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

Section 1. Directs the County Mayor or Mayor's designee to develop a program modeled after the Boston Women's Compact to voluntarily engage the private sector in committing to close the gender wage gap by mutual agreement, understand the root cause of the wage gap, implement strategies to close the wage gap, and share employment data to evaluate the success of such effort, to be titled the "Miami-Dade County Women's Compact".

Section 2. Directs the County Mayor or Mayor's designee to report back to this Board on development of the Miami-Dade County Women's Compact, and to place the completed report on an agenda of this Board pursuant to Ordinance No. 14-65 within 90 days of the effective date of this resolution.

The Prime Sponsor of the foregoing resolution is Commissioner Juan C. Zapata and the Co-Sponsor is Commissioner Daniella Levine Cava. It was offered by

Commissioner **Rebeca Sosa**, who moved its adoption. The motion was seconded by

Commissioner **José "Pepe" Diaz** and upon being put to a vote, the vote was as follows:

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

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

The Chairperson thereupon declared the resolution duly passed and adopted this 17th day of May, 2016. 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: Christopher Agrippa
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Estephanie S. Resnik
Shanika A. Graves