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CLERK OF THE BOARD
OF COUNTY COMMISSIONERS
MIAMI-DADE COUNTY, FLORIDA

MEMORANDUM

Agenda Item No. 11(A)(9)

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

Resolution No. R-1048-15

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/smm

MEMORANDUM

(Revised)

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

DATE: November 17, 2015

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 ____, 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. R-1048-15

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 **Rebeca Sosa**, who moved its adoption. The motion was seconded by Commissioner **Audrey M. Edmonson** 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	**aye**	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 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: **Christopher Agrippa**
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

Estephanie S. Resnik