

MEMORANDUM

Agenda Item No. 11(A)(11)

TO: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners

DATE: November 16, 2021

FROM: Geri Bonzon-Keenan
County Attorney

SUBJECT: Resolution urging the Florida
Legislature to enact SB 322, HB
293, or similar legislation that
would ensure fair pay protection
for women by addressing
disparities in pay between men
and women

Resolution No. R-1119-21

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


Geri Bonzon-Keenan
County Attorney

GBK/uw



MEMORANDUM

(Revised)

TO: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners

DATE: November 16, 2021

FROM: 
Gen Bonzon-Keenan
County Attorney

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

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
Veto _____
Override _____

Agenda Item No. 11(A)(11)
11-16-21

RESOLUTION NO. _____ R-1119-21

RESOLUTION URGING THE FLORIDA LEGISLATURE TO
ENACT SB 322, HB 293, OR SIMILAR LEGISLATION THAT
WOULD ENSURE FAIR PAY PROTECTION FOR WOMEN
BY ADDRESSING DISPARITIES IN PAY BETWEEN MEN
AND WOMEN

WHEREAS, according to a study conducted by the Pew Research Center, full-time working women earned 82 percent of what men earned in 2020; and

WHEREAS, according to the National Women’s Law Center, the wage gap translates into more than \$10,000.00 per year in lost earnings for women; and

WHEREAS, the wage gap is even larger for women of color, with Black women earning only 64 cents for every dollar paid to their white, non-Hispanic male counterparts, and with Latinas earning 57 cents for every dollar paid to their white, non-Hispanic male counterparts; and

WHEREAS, women at all education levels and in nearly every occupation face a wage gap; and

WHEREAS, this Board has long made other efforts to address equal pay for equal work in Miami-Dade County; and

WHEREAS, section 2-477 of the Code of Miami-Dade County requires an annual report to be produced to the Miami-Dade County Commission for Women on gender equity data, including equal pay; and

WHEREAS, the Status of Women in Miami-Dade County 2020 Report (“2020 Report”) found that men’s overall median earnings are 19 percent higher than women’s, and 11.3 percent higher for full-time workers; and

WHEREAS, the 2020 Report also found that while 76.9 percent of full-time male workers earned incomes of \$25,000.00 and above, only 68.2 percent of full-time female employees were in the same earnings bracket; and

WHEREAS, the 2020 Report also found that wage gaps persist across racial and ethnic boundaries, with the earnings of white, non-Hispanic, full-time workers being 44.3 percent higher than those of Black workers and 38.7 percent higher than those of Hispanic workers; and

WHEREAS, in 2014, 2015, 2017, and 2018, this Board passed resolutions recognizing previous efforts to address equal pay and urging the Florida Legislature to pass laws addressing disparities in equal pay between men and women; and

WHEREAS, most recently, in 2019, this Board passed Resolution No. R-1370-19, urging the Florida Legislature to enact SB 90 or HB 739 which were filed for consideration during the 2020 session of the Florida Legislature by Senator Linda Stewart (D-Orlando) and Representative Geraldine Thompson (D-Orlando), respectively, to ensure equal pay for women; and

WHEREAS, these bills both died in committee; and

WHEREAS, during the 2022 Session, Senator Linda Stewart (D-Orlando) filed SB 322 and Representative Geraldine Thompson (D-Orlando) filed HB 293 which would address the gender pay gap by prohibiting employers from providing women with less favorable employment opportunities and 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 need for such legislation as a result of the continued disparity in compensation between men and women, this Board urges the Florida Legislature to enact legislation to 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 322, HB 293, or similar legislation that would ensure fair pay protection for women by addressing disparities in pay between men and women.

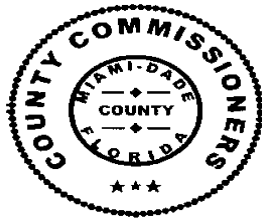
Section 2. Directs the Clerk of the Board to transmit a certified copy of this resolution to the Governor, Senate President, House Speaker, Senator Linda Stewart, Representative Geraldine Thompson, and the Chair and Members of the Miami-Dade County State Legislative Delegation.

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 2022 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 **Eileen Higgins** and upon being put to a vote, the vote was as follows:

Jose “Pepe” Diaz, Chairman	aye
Oliver G. Gilbert, III, Vice-Chairman	aye
Sen. René García	aye
Sally A. Heyman	absent
Eileen Higgins	aye
Kionne L. McGhee	aye
Raquel A. Regalado	aye
Sen. Javier D. Souto	aye
Keon Hardemon	aye
Danielle Cohen Higgins	aye
Joe A. Martinez	aye
Jean Monestime	aye
Rebeca Sosa	aye

The Chairperson thereupon declared this resolution duly passed and adopted this 16th day of November, 2021. 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

Melissa Adames

By: _____
Deputy Clerk

Approved by County Attorney as
to form and legal sufficiency.

mmg

Melissa M. Gallo