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**RESOLUTION NO. 2017-41**

**A RESOLUTION OF THE MAYOR AND VILLAGE COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA, SUPPORTING EQUAL PAY PROTECTIONS AND DIRECTING THE VILLAGE MANAGER TO IMPLEMENT POLICIES AND PROCEDURES; AND PROVIDING FOR AN EFFECTIVE DATE.** (Sponsored by Mayor Eugene Flinn and Members of the Village Council)

**WHEREAS**, a woman in 1963 was paid on average only 59 cents for each dollar paid to a male counterpart; and

**WHEREAS**, in 1963, Congress passed and President Kennedy signed the landmark Equal Pay Act of 1963 (29 U.S.C. 201 note; Public Law 88-38) (referred to in this preamble as the “Equal Pay Act”), unequivocally affirming that women deserve equal pay for equal work; and

**WHEREAS**, the enactment of the Equal Pay Act laid the groundwork for title VII of the Civil Rights Act of 1964 (42 U.S.C. 2000e et seq.) and title IX, which together vastly expanded opportunities for girls and women at school and work; and

**WHEREAS**, those pay disparities exist in both the private and the public sectors and, in many instances, the pay disparities can only be due to continued intentional discrimination or the lingering effects of past discrimination; and

**WHEREAS**, unequal pay, hiring and promotion on the basis of gender tell women and girls that the hard work of the women or girls is not valued equally to that of male counterparts; and

**WHEREAS**, the wage gap equals approximately \$10,762 less per year in median earnings for women and their families compared to men; and

**WHEREAS**, compared to the earning of White, non-Hispanic men, women on average face a lifetime wage gap of \$430,480, African-American woman on average face a lifetime wage gap of \$877,480, and Latinas on average face a lifetime wage gap of \$1,007,080; and

**WHEREAS**, the Village of Palmetto Bay has made significant commitment to implement practices ensuring gender wage equality by establishing a formal and structured pay plan; and

**WHEREAS**, society still frequently associates certain career paths and jobs with one gender due to traditional gender biases; and

**WHEREAS**, women are 50% more likely to work in the public sector; and

**WHEREAS**, unequal pay and hiring practices on the basis of gender threatens the economic security of women and their families while the women are in the workforce and the retirement security of women after the women have left the workforce; and

1           **WHEREAS**, in 2010, there were approximately 65 million women in the labor force and  
2 53 percent of these women were concentrated in three industries: a) education and health  
3 services, b) trade, transportation and utilities and c) local government.  
4

5           **NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE**  
6 **VILLAGE COUNCIL OF THE VILLAGE OF PALMETTO BAY, FLORIDA,**  
7

8           **Section 1.**     The Village Council urges the Village Manager to continue to develop and  
9 enforce internal policies and procedures to avoid systemic gender pay inequality and further  
10 directs the Village Manager to draft a position statement to be including in job postings and  
11 advertisements and recruitment materials regarding gender neutral efforts in recruitment, hiring  
12 and promotional practices.  
13

14           **Section 2.**     The Village Council supports an end to pay discrimination based on  
15 gender and the strengthening of equal pay protections and further directs the Village Manager to  
16 document evidence of gender pay equality and equality in opportunities for hiring, promotions  
17 and acquiring management positions in the Village government in all departments in the yearly  
18 Budget Summary.  
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20           **Section 3.**     This Resolution shall take effect immediately upon adoption.  
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22           PASSED AND ADOPTED this 19<sup>th</sup> day of April 2017.  
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24           DocuSigned by:  
25           Missy Arocha  
26           Attest: \_\_\_\_\_  
27           6EDC211E5E8C48C...  
28           Missy Arocha  
29           Village Clerk

30           DocuSigned by:  
31           Eugene Flinn  
32           \_\_\_\_\_  
33           3B8854AD569F494...  
34           Eugene Flinn  
35           Mayor

36           APPROVED AS TO FORM AND LEGAL SUFFICIENCY FOR THE  
37           USE AND RELIANCE OF THE VILLAGE OF PALMETTO BAY ONLY:  
38

39           DocuSigned by:  
40           Dexter W. Lehtinen  
41           \_\_\_\_\_  
42           1B1D00E71321445...  
43           Dexter W. Lehtinen  
44           Village Attorney

45           **FINAL VOTE AT ADOPTION:**

- |   |            |
|---|------------|
| 46           Council Member Karyn Cunningham    | <u>YES</u> |
| 47           Council Member David Singer        | <u>YES</u> |
| 48           Council Member Larissa Siegel Lara | <u>YES</u> |
| Vice-Mayor John DuBois                          | <u>YES</u> |
| Mayor Eugene Flinn                              | <u>YES</u> |