



*Miami-Dade County League of Cities, Inc.*

## **Board of Directors Meeting**

**June 15, 2017**



# **Welcome**



Richard Kuper, Esq.  
Executive Director

OFFICERS

President  
Hon. Oliver G. Gilbert, III  
Mayor, Miami Gardens  
First Vice President  
Hon. Jordan W. Leonard  
Mayor, Bay Harbor Islands  
Second Vice President  
Hon. George Vallejo  
Mayor, North Miami Beach  
Secretary  
Hon. Claudia Cubillos  
Mayor, El Portal  
Treasurer  
Hon. Keon Hardemon  
Chairman, Miami

BOARD OF DIRECTORS

Hon. Howard Weinberg  
Commissioner, Aventura  
Hon. Seth E. Salver  
Assistant Mayor, Bal Harbour Village  
Hon. Robert Yaffe  
Councilman, Bay Harbor Islands  
Hon. Tracy Truppan  
Mayor, Biscayne Park  
Hon. Vince Lago  
Commissioner, Coral Gables  
Hon. Peggy R. Bell  
Mayor, Cutler Bay  
Hon. Juan Carlos Bermudez  
Mayor, Doral  
Hon. Harold Mathis  
Councilman, El Portal  
Hon. R.S. Shiver  
Vice Mayor, Florida City  
Hon. Anne Mendel  
Councilman, Golden Beach  
Hon. Jose De La Cruz  
Mayor, Hialeah Gardens  
Hon. Jeff Porter  
Mayor, Homestead  
Hon. Bernard Klepach  
Mayor, Indian Creek  
Hon. Mayra Peña Lindsay  
Mayor, Key Biscayne  
Hon. Roberto Martell  
Mayor, Medley  
Hon. Wilfredo "Willy" Gort  
Commissioner, Miami  
Hon. Esteban Bovo, Jr.  
Chairman, Miami-Dade County  
Hon. Susie Castillo  
Board Member  
Miami-Dade County School Board  
Hon. Micky Steinberg  
Commissioner, Miami Beach  
Hon. Felicia Robinson  
Councilwoman, Miami Gardens  
Hon. Nelson Rodriguez  
Councilman, Miami Lakes  
Hon. Steven Zerkowicz  
Councilman, Miami Shores  
Hon. Mara Zapata  
Councilwoman, Miami Springs  
Hon. Connie Leon-Kreps  
Mayor, North Bay Village  
T.B.A.  
North Miami  
Hon. Anthony DeFillipo  
Commissioner, North Miami Beach  
Hon. Myra L. Taylor  
Mayor, Opa-Locka  
Hon. Eugene Flinn  
Mayor, Palmetto Bay  
Hon. James E. McDonald  
Councilmember, Pinecrest  
Hon. Gabriel Edmond  
Commissioner, South Miami  
Hon. Isaac Aelion  
Commissioner, Sunny Isles Beach  
Hon. Michael Karukin  
Councilman, Surfside  
Hon. Orlando Lopez  
Mayor, Sweetwater  
Hon. Richard Block  
Councilman, Virginia Gardens  
Hon. Eduardo Muhiña  
Mayor, West Miami

## Board of Director's Meeting

June 15, 2017  
Hilton Miami Airport Hotel  
5101 Blue Lagoon Drive  
Miami, FL 33126

6:00 p.m. Reception - 7:00 p.m. Dinner Meeting



### WELCOMING REMARKS:

*President Oliver G. Gilbert, III,  
Mayor, City of Miami Gardens*

### 1. INVOCATION:

*Treasurer Keon Hardemon,  
Chairman, City of Miami*

### 2. PLEDGE OF ALLEGIANCE:

*Councilwoman Mara Zapata,  
City of Miami Springs*

### 3. MINUTES: April 13, 2017

Immediate Past President

Hon. Francis X. Suarez  
Commissioner, Miami

Past Presidents

Hon. Jon Burgess  
Councilman, Homestead  
Hon. Luis Gonzalez  
Council President, City of Hialeah  
Hon. Juan Carlos Bermudez  
Mayor, City of Doral  
Hon. Isaac Salver  
Councilman, Town of Bay Harbor Islands  
Hon. R.S. Shiver  
Commissioner, City of Florida City  
Hon. Wilfredo "Willy" Gort  
Commissioner, City of Miami

4. CONSENT AGENDA:

1. Monthly Disbursement

5. EXECUTIVE DIRECTORS REPORT:

*Richard Kuper, Esq.*

6. EQUAL PAY PRESENTATION:

*Councilmember Anna Hochkammer,  
Village of Pinecrest*

7. THE MIAMI-DADE COUNTY PUBLIC SCHOOLS EDUCATION MINUTE:

*Board Member Susie Castillo,  
Miami-Dade County Public Schools*

8. FLORIDA DEPARTMENT OF HEALTH ON WORKSITE WELLNESS INITIATIVE:

*Ms. Maria Negahbani, PhD,  
Sr. Nutrition Consultant,  
Florida Department of Health in Miami-Dade County*

9. FOR INFORMATIONAL PURPOSES:

- CITY OF NORTH LAUDERDALE RESOLUTION #: 17-05-6417  
RE: SUPPORTING THE EQUALITY

## 10. ANNOUNCEMENTS:

- **Board of Directors Meeting: *Thursday, July 6<sup>th</sup>, 2017***  
Location: 94<sup>th</sup> Aero Squadron Restaurant  
1395 NW 57<sup>th</sup> Avenue  
Miami, FL 33126
- **Board of Directors Meeting: *Thursday, August 3<sup>rd</sup>, 2017***  
Location: T.B.A
- **Board of Directors Meeting: *Thursday, September 7<sup>th</sup>, 2017***  
Location: T.B.A
- **BEST PRACTICES CONFERENCE: *October 2017 (details to follow)***
- **Board of Directors Meeting: *Thursday, November 2<sup>nd</sup>, 2017***  
Location: T.B.A
- **Board of Directors Meeting: *Thursday, December 7<sup>th</sup>, 2017***  
Location: T.B.A

## 11. ADJOURNMENT





#### OFFICERS

President  
Hon. Francis X. Suarez  
Commissioner, Miami  
First Vice President  
Hon. Oliver Gilbert, III  
Mayor, Miami Gardens  
Second Vice President  
Hon. Jordan W. Leonard  
Mayor, Bay Harbor Islands  
Secretary  
Hon. George Vallejo  
Mayor, North Miami Beach  
Treasurer  
Hon. Claudia Cubillos  
Mayor, El Portal

#### BOARD OF DIRECTORS

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Hon. Seth E. Salver  
Assistant Mayor, Bal Harbour  
Hon. Robert Yaffe  
Councilman, Bay Harbor Islands  
TBA  
TBA, Biscayne Park  
Hon. Vince Lago  
Commissioner, Coral Gables  
Hon. Peggy R. Bell  
Mayor, Cutler Bay  
Hon. Juan Carlos Bermudez  
Mayor, Doral  
Hon. Harold Mathis  
Councilman, El Portal  
Hon. R.S. Shiver  
Vice Mayor, Florida City  
Judy Lusskin  
Councilwoman, Golden Beach  
Hon. Yisot De La Cruz  
Mayor, Hialeah Gardens  
Hon. Jeff Porter  
Mayor, Homestead  
Hon. Bernard Klepach  
Mayor, Indian Creek  
Hon. Mayra Peña Lindsay  
Mayor, Key Biscayne  
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Hon. Felicia Robinson  
Councilwoman, Miami Gardens  
Hon. Nelson Rodriguez  
Councilman, Miami Lakes  
Hon. Herta Holly  
Councilwoman, Miami Shores  
TBA  
TBA, Miami Springs  
Hon. Connie Leon-Kreps  
Mayor, North Bay Village  
Hon. Alix Desulme  
Councilman, North Miami  
Hon. Anthony DeFillipo  
Councilman, North Miami Beach  
Hon. Myra Taylor  
Mayor, Opa-Locka  
Hon. Eugene Flinn  
Mayor, Palmetto Bay  
Hon. James E. McDonald  
Councilmember, Pinecrest  
Hon. Gabriel Edmond  
Commissioner, South Miami  
Hon. Isaac Aelion  
Commissioner, Sunny Isles Beach  
Barry Cohen  
Mayor, Surfside  
Hon. Orlando Lopez  
Mayor, Sweetwater  
Hon. Richard Block  
Councilman, Virginia Gardens  
Hon. Eduardo Muñia  
Mayor, West Miami

### *Miami-Dade County League of Cities*

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Miami, Florida 33130

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#### Minutes

April 13, 2017

Melreese Country Club

**President Francis X. Suarez**, Commissioner, City of Miami, called the meeting to order at 7:02 p.m. President Suarez introduced Mayor **Juan Carlos Bermudez**, City of Doral, to give the invocation.

Mayor **Connie Leon-Kreps**, North Bay Village, lead us in the Pledge of Allegiance.

President **Suarez** asked for a motion to approve the minutes and the consent agenda. The motion passed by unanimous vote.

President **Suarez** then asked for a motion to approve the MDCLC Slate of Officer's for 2017-2018: President Oliver Gilbert, III, Mayor, City of Miami Gardens, First Vice President Jordan W. Leonard, Mayor, Town of Bay Harbor Islands, Second Vice President George Vallejo, Mayor, City of North Miami Beach, Secretary Claudia Cubillos, Mayor, Village of El Portal, Treasurer Keon Hardemon, Chairman, City of Miami, and Immediate Past President Francis X. Suarez, Commissioner, City of Miami.

The motion passed by unanimous vote.

President **Suarez** then began his *President's Recognitions presentation*. His first recognition, the *President's Distinguished Board Member Award* was presented to Mayor **Claudia Cubillos**, Village of El Portal. President Suarez presented this to Mayor Cubillos for being an active participant at the board meetings, for working for the League and advocating for all municipalities in Tallahassee and for making sure that the Village of El Portal and its members are active in the League.

President Suarez presented Councilwoman **Vivian Casals-Muñoz**, City of Hialeah, with the *President's Community Service Award*, Councilwoman Muñoz is always promoting the League not only in her City but throughout our County. She has demonstrated a keen understanding of what this organization is about and whether she is in Dade County or in Tallahassee she makes sure that she is heard as well as our issues. We want to thank her for her work on the council and for having our associate member Hialeah Park very involved with the League. He then presented Commissioner **Wifredo "Willy" Gort** with the *President's Public Service Award*; He along with his family are distinguished members of our community. He personifies what an elected official should be. He always thinks about serving the people and the organizations he is involved with. He is one of the individuals that when he is involved with an organization, and I am specifically speaking about non for profits he rolls up his sleeves and whether he is shoveling dirt to build a play ground or driving someone that needs help to the organization he does it with commitment, dedication and a smile on his face. President Suarez then presented Ms. **Susan Trevarthen, Esq.**, Weiss Serota Helfman..., with the *President's Municipal Service Award*; Susan's firm represents a number of municipalities in Miami-Dade and Broward County. However, beyond that she is always looking out for the interest of our League. When issues come up in the County or in the state that she feels will have a detrimental impact on our League and/or municipalities she immediately calls our Executive Director and informs him. But Susan is someone that not only talks the talk but she acts in a way that agrees with the things that she says. She volunteers her legal expertise and represents the League zealously, never seeking to be recognized but only making sure that the League is protected. Thank you.

President **Suarez** then recognized the municipalities that have had a perfect attendance at all of our Board meetings and presented them with the *President's City Attendance Awards*. Village of Bay Harbor Islands, Village of El Portal, Village of Indian Creek, Town of Medley, and Village of Virginia Gardens. Thank you to all for their perfect attendance.

President **Suarez** introduced **MDCLC Past President, Commissioner Wifredo "Willy" Gort**, City of Miami, for the Hemispheric Congress presentation. Camacol has been a pioneer in the international business sector. For over 36 years Camacol has been active in this area through its Hemispheric Congress of Latin Chambers of Commerce and Industry, a program which is unique in that it has an established infrastructure comprised of the presidents of the national chambers of commerce throughout the Latin America and Caribbean region, as well as Spain. This infrastructure facilitates business linkages for Florida companies in the export sector, and supports new export business as well. No other organization in the State of Florida has this established infrastructure. The Congress has a hands-on approach to trade development and advocacy and works in tandem with the Florida Trade program sponsored by the State of Florida by assisting small and minority companies to establish business linkages between Miami, Florida and the global marketplace. The Congress has a year long program of activities which culminates in the 4-day event, where business representatives and owners can meet over 22 countries in 4 days. As such, the Hemispheric Congress has enabled the development of linkages which have translated into the creation of jobs and revenue for our community and State. The dates for the **38th Hemispheric Congress are from June 5-8, 2017 at the Doubletree by Hilton in Miami, Florida**. The Congress program includes interactive panels, networking events, luncheons and a trade show expo. Commissioner Gort encouraged all to attend, and offered to personally work with interested municipalities.

President **Suarez** introduced **Commissioner Daniella Levine Cava**, Miami-Dade County for a presentation. Commissioner Levine Cava has sponsored, along with Chairman Bovo, a proposal to create a task force for Charter Review. It is essential that our cities are aware and providing input as the process develops. She then informed everyone that Miami-Dade County passed an amendment to the Comprehensive Development Master Plan to make it an age-friendly community. This involves taking measures so that our seniors can age in place, enjoy public and open spaces, and access public transportation with ease. There is an opportunity for cities to adopt similar measures. Commissioner Cava was excited to announce that Miami-Dade County is the first county in the country to pass an ordinance adopting the Convention on the Elimination of All Forms of Discrimination Against Women and we just released a report on the Status of Women in Miami Dade at the end of 2016. There are many opportunities for our cities to join in this effort to reduce violence against women and promote pay parity. Some municipalities have already passed ordinances. Moreover, the administration is currently developing the Miami-Dade Women's Compact to invite the private sector to voluntarily address the wage gap and promote best employment practices.

MDCLC Executive Director, **Richard Kuper** then approached the podium for the Executive Director's Report. **Mr. Kuper** introduced the **Executive Board Members** present: President Francis X. Suarez, Commissioner, Miami, First Vice President Oliver Gilbert, III, Mayor, Miami Gardens, Treasurer Claudia Cubillos, Mayor, El Portal. **Board Members** present: Councilman Howard Weinberg, Aventura, Mayor Juan Carlos Bermudez, Doral, Councilman Harold Mathis, El Portal, Councilman Elvis Maldonado, Mayor Mayra Peña- Lindsay, Key Biscayne, Mayor Roberto Martell, Medly, Commissioner Wifredo "Willy" Gort, Miami, Mayor Connie Leon-Kreps, North Bay Village, Councilman Anthony DeFillipo, North Miami Beach, Mayor Eugene Flinn, Palmetto Bay, Councilman Richard Block, Virginia Gardens, and Commissioner Rhonda Rodriguez, West Miami. **Past Presidents** present: Commissioner Wifredo "Willy" Gort, Miami, Mayor Juan Carlos Bermudez, Doral. **City Attorney's** present: Victoria Mendez, Miami, Lorenzo Cobiella, Miami Lakes. **City Manager** present: Yolanda Aguilar, West Miami. **City Clerks** present: Marilane Lima, Indian Creek, Yenise Jacobi, El Portal. **Deputy City Clerk** present: Roseann Prado, Indian Creek. **Judges** present: Miachelle gonzalez Paulson, County Court, Diana Vizcaino, County Court. **Miami-Dade County members** present: Commissioner Daniella Levine Cava, District 8, Commissioner Jean Monestime, District 2. **MDCPS Board members** present: Susie Castillo. **Newly Elected** present: Councilwoman Mara Zapata, Miami Springs. **Associate Members** present: American Traffic Solutions, Orlando Torres, Sandy Mickey, C.A.P. Government, Inc., Carlos Penin, Raul Rodriguez, Monica De Castro, Maria Alvarez, Greg Mendez, Florida City Gas, Manuel Gomez, Hialeah Park, Vivian Casals-Muñoz, Holland & Knight, Javier Fernandez, Jackson Health System, Rochelle Lewis, Kimley-Horn & Associates, Cory Dorman, Luis Tabaoda, Gary Ratay, SFM Services, Inc., Christian Infante, Waste Management, Jason Neal, Weiss Serota Helfman..., Susan Trevarthen, Haydee Sera, Chad Friedman.

Mr. **Kuper** announced that the Miami-Dade County Days was held on Wednesday, April 5, 2017 and Thursday, April 6, 2017 and was a great success. He informed everyone that the Attorney Luncheon Seminar on Wednesday, March 29, 2017 at the 94<sup>th</sup> Aero Squadron Restaurant was



very informative and there was a great panel with a lot of interaction. The topic was “The Right to Protest vs. The Authority of Local Government to Regulate Protest” Our distinguished panel members were: City of Miami Gardens Mayor Oliver Gilbert, III, Coral Gables City Attorney Craig Leen, and Miami Assistant City Attorney and Police Advisor George K. Wysong. Miami Gardens City Attorney Sonja Dickens, Chair of the League’s City Attorneys Advisory Committee served as the moderator of this panel. Mr. Kuper reminded everyone that the MDCLC Gala would be taking place on Saturday, May 13, 2017 at the Hard Rock Stadium and that there are still sponsorships available. He thanked the current sponsors, Platinum sponsor, FPL, Gold Sponsor, Comcast, Silver sponsors, The Corradino Group, C.A.P. Government, Inc., Commissioner Esteban Bovo’s office, Weiss Serota Helfman..., Bronze Sponsors, Alberni Caballero & Fierman, LLP, American Traffic Solutions, AT&T, Bal Harbour Village, Baptist Health South Florida, Becker & Poliakoff, Biotechnology Innovation Organization, Calvin Giordano & Associates, City of Doral, City of Sunny Isles Beach, City National Bank, Hialeah Park, North Bay Village, Ronald L. Book, P.A., TECO Peoples Gas, Town of Golden Beach, Town of Medley, Town of Surfside, Village of El Portal, Village of Pinecrest, Waste Connections of Florida, Waste Management, Waste Pro of Florida, World Waste Recycling. Mr. Kuper thanked everyone for their support and participation.

President **Suarez** then introduced Ms. **Rose Tydus**, Florida Pageant Director. Ms. Tydus invited all senior women to compete in the upcoming *Ms. Senior Florida Pageant*. Ms. Senior Florida Pageant is a non-profit organization with the belief that seniors are the foundation of America and our most valuable treasure. We seek to draw attention to the achievements of senior women by motivating and encouraging women to utilize their full potential and share a positive outlook on life with others. She was excited to inform everyone that the pageant used to be held in Vero Beach and this year she brought it down to North Miami Beach. She urged all senior women present to apply before the **deadline on May 5<sup>th</sup>, 2017** and thanked everyone for being present this evening.

President Suarez then introduced MDCPS Board Member **Susie Castillo** for the educational minute. Ms. Castillo spoke of a youth safety initiative called *Together for Children*. The MDCPS, Miami-Dade County, and the Children’s Trust have agreed to protect children from violence and behavioral challenges. The program is focused on 20 specific zip codes in Miami that will receive additional support services to aid increased school attendance, and counseling services for our students. This item offers the Superintendent to collaborate with intergovernmental agencies, community organizations, and stakeholders, including parents and students, to implement *Together for Children* neighborhood action plan. The Miami-Dade County School Board also approved the GOB funded projects. The project includes renovations at Greynolds Park Elementary School, Redland Middle School, Coral Way K-8, and South Miami Middle School. In Tallahassee they are monitoring many bills related to school and teacher salaries along with SB926 sponsored by Senator Anitere Flores which is aimed at reducing district wide testing. This item was heard last week and we are looking forward to a reduction in state mandated testing. And finally, after Spring Break students will resume testing for the end of the school year. Ms. Castillo wished all a Happy Easter.

President **Suarez** introduced Coconut Grove Arts Festival President, Mr. **Monty Trainer** to present Ms. **Dionne Polite**, Director of State Operations of AARP Florida. Ms. Polite welcomed

everybody and thanked everyone for being supporters of the age-friendly community. AARP is a nonprofit, nonpartisan organization dedicated to helping people ages 50 and older to improve their quality of life as they age. AARP's presence encourages older adults to take a more active role in their communities and have their voices heard. Initiatives focus on areas such as housing, caregiving, community engagement, volunteering, social inclusion and combating isolation among older citizens. AARP works with local officials and partner organizations around the country to identify communities for membership in the Age-Friendly Network. The most recent communities to join have been the Village of Palmetto Bay and Pembroke Pines. Ms. Polite encouraged everyone in their municipalities to join AARP.

Placed in agenda for informational purposes:

- a. A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF MIAMI GARDENS, FLORIDA, OPPOSING THE FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION'S (DEP) WEAKENING OF RESTRICTIONS THAT WOULD ALLOW AN INCREASE IN THE RELEASE OF TOXIC CHEMICALS INTO FLORIDA'S WATERS; URGING THE UNITED STATES ENVIRONMENTAL PROTECTION AGENCY (EPA) NOT TO APPROVE THE FLORIDA DEP'S NEW RESTRICTION; SUPPORTING THE LAWSUIT FILED BY THE SEMINOLE TRIBE OF FLORIDA AGAINST THE FLORIDA DEP AND THE FLORIDA ENVIRONMENTAL REGULATIONS COMMISSION (FERC) TO HALT THE INCREASE OF TOXINS IN FLORIDA'S WATER; OPPOSING ANY EFFORT BY THE DEP OR THE FERC TO OPPOSE THE SEMINOLE LITIGATION; PROVIDING FOR INSTRUCTIONS TO THE CITY CLERK; PROVIDING FOR INSTRUCTIONS TO THE CITY CLERK; PROVIDING FOR THE ADOPTION OF REPRESENTATIONS; PROVIDING FOR AN EFFECTIVE DATE.
- b. A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA URGING THE UNITED STATES CONGRESS TO REFORM THE NATIONAL FLOOD INSURANCE PROGRAM TO ELIMINATE THE DISPROPORTIONATE SUBSIDIES PAID BY THE STATE OF FLORIDA TO OTHER PARTS OF THE NATION, AND TO INCREASE THE AMOUNT OF SUBSIDIES ALLOCATED IN FLORIDA TO AN AMOUNT EQUAL TO AT LEAST 25% OF FLOOD INSURANCE PREMIUMS PAID IN THE STATE OF FLORIDA, FOR REINVESTMENT IN RESILIENT INFRASTRUCTURE PROJECTS IN THE STATE OF FLORIDA; TO AMEND FLOOD INSURANCE POLICY RENEWALS FROM ANNUALLY TO EVERY FOUR YEARS SO THAT PROPERTY OWNERS MAY SECURE LOWER AND MORE PREDICTABLE RATES; AND, FURTHER, URGING THE FLORIDA LEGISLATURE TO ADOPT STRICTER BUILDING CODES THAT INCORPORATE MEASURES THAT ADDRESS SEA LEVEL RISE, AND TO ADOPT LAWS THAT REQUIRE INSURANCE COMPANIES TO PROVIDE INCENTIVES FOR THE

IMPLEMENTATION OF RESILIENT MEASURES THAT MITIGATE THE RISKS  
RELATED TO CLIMATE CHANGE AND FLOODING.

- c. A RESOLUTION OF THE MAYOR AND CITY COMMISSION FOR THE CITY OF SOUTH MIAMI SUPPORTING CONGRESSWOMAN ILEANA ROS-LEHTINEN'S OPPOSITION TO THE REPEAL OF THE AFFORDABLE CARE ACT.
- d. A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF SOUTH MIAMI, FLORIDA, OPPOSING SENATE BILL 1048 AND HOUSE BILL 1055 WHICH PROPOSE AMENDMENTS TO SECTIONS 163.3221, 380.04, 403.511 AND 403.531, FLORIDA STATUTES, AND DIRECTING THE CITY MANAGER TO ADD TO THE CITY'S 2017 LEGISLATIVE PRIORITIES OPPOSITION, INCLUDING PROPOSING AND SUPPORTING FAVORABLE AMENDMENTS TO THOSE STATUTES.

President **Suarez** reminded everyone of the upcoming MDCLC 63<sup>rd</sup> Annual Gala on Saturday, May 13, 2017 at the Hard Rock Stadium, 347 Don Shula Drive, Miami Gardens, FL 33056. He asked that everyone please sponsor and support the incoming President and Board of Directors and hopes to see everyone at the Gala. President Suarez was very grateful for everyone's support during his tenure.

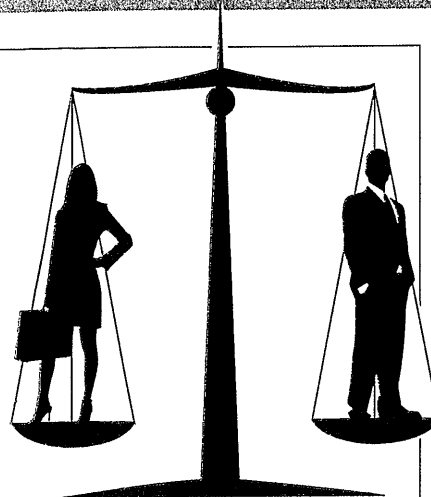
Meeting adjourned at 8:20 p.m.

*Summarized minutes*



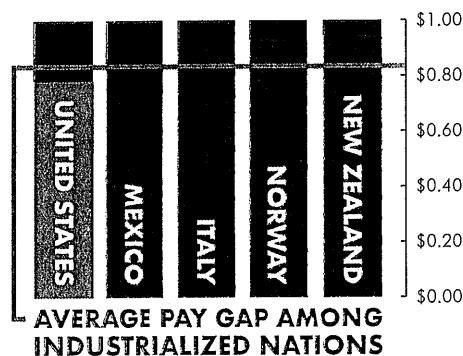
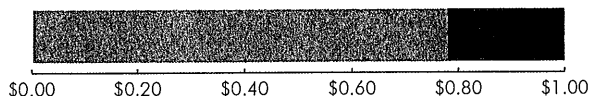
# EQUAL PAY *for* EQUAL WORK

EQUAL PAY DAY • APRIL 4, 2017



**U.S. WOMEN EARN  
22% LESS  
THAN A MAN EARN**

Women earn **\$0.78** for every \$1.00 that a man earns.



In nearly **two-thirds** of American households, woman are the primary, sole or co-bread winners, making their income critical to family stability.



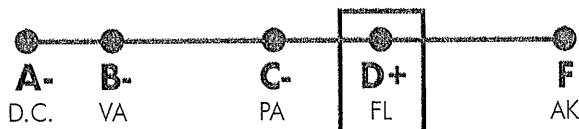
In **Miami-Dade County**, over **20%** of women are living in poverty — many of whom are single working moms.



Just by closing the wage gap, the number of working single women in poverty in Miami would be cut in half, to less than **10%**.

If nothing changes, Florida will not achieve wage parity for at least **22 years**, until 2039, needlessly leaving hundreds of thousands of working women in poverty.

**2039**



For 13 years in a row, Florida has received a **D+ rating** on the Women's Status on the Poverty & Opportunity Composite Index, ranking **33 out of 51** (U.S. states and D.C.).

The Women's Fund Miami-Dade improves the quality of life for women and girls in Miami-Dade County.  
[www.womensfundmiami.org](http://www.womensfundmiami.org)



**THE WOMEN'S FUND**  
MIAMI-DADE

# Pinecrest

ONE OF MIAMI'S COMMUNITY NEWSPAPERS

MAR. 20 - APR. 2, 2017

## Village's Equal Pay Resolution shows Municipal Leadership

BY ANNA HOCHKAMMER

*Village Councilmember*

April 7, 2017 is Equal Pay Day, and equal pay and the gender employment pay gap are hot topics nationally.

It's well-documented that women earn only about 79 cents for each dollar men earn in identical jobs. Even when controlled for education, training,

time out of the workplace for child-bearing and other factors that could affect compensation, studies show pay inequality still exists that cannot be explained by anything other than gender discrimination.

Against that societal backdrop, I was intrigued to find out women are 50 percent more likely than men to be employed in the public sector. In fact, local governments are one of the three industries that together employ over half of all working women. This led me to look at our Village to see what we are doing right, and where there might be room for improvement. Our history of strong women in leadership positions began before incorporation with our first mayor, Evelyn Greer, so it seems natural that Pinecrest should have a leadership role in correcting institutional policies that perpetuate workplace inequality.

That's why, after delving into the issue with key Village administrators, including Village Manager Yocelyn Galiano, Police Chief Samuel Ceballos, and Human Resources Director Mayra Sauleda, I sponsored an Equal Pay protection resolution at the March 7 Council meeting. It passed unanimously.

To be clear, the Village of Pinecrest was already worthy of commendation for its clear pay scales, well-developed job descriptions and diligent efforts to provide a discrimination-free workplace. This resolution is by no means negative. It spotlights our long-standing commitment to treat employees fairly and equally, but builds on it with new monitoring and reporting metrics to measure our progress. Statistical analysis showed there is still room for improvement to counter longstanding societal biases that subtly influence most organizations.

More than three quarters (77 percent) of our full-time female employees earn less than \$60,000 per year, compared to less than half (44 percent) of full-



**Gracie Paredes, Councilmember Anna Hochkammer, Sophie Paredes and Vivian Paredes.**

time male employees. There is a relatively simple explanation for this disparity: most of the Village's highest paying jobs are in our police department, and the labor market for police work is still highly-gendered across the U.S. It's noteworthy that our percentage of female sworn officers (22 percent) is almost three times higher than the national average of 8 percent for like-sized agencies. Chief Ceballos, father to three girls himself, clearly is providing a supportive environment to recruit and retain women on the force.

Pay inequality runs parallel to a broader phenomenon known as the "gender pay gap." This describes factors such as hiring and promotion practices that privilege men over women, social norms that affect how we value certain work, and work-life policies by state and local government. One interesting example of how gender bias creeps in is how labeling can affect compensation: a "cleaning lady" is typically paid less than a "janitor" despite identical responsibilities.

Our Village clerical support staff is overwhelmingly female, while the parks and recreation service aides are overwhelmingly male. As there is nothing inherently gendered about these jobs, we must recognize that our staff is significantly out of balance in these areas.

Fortunately, there is a lot within our control lo-

cally, and a lot we are already doing right. A recent review of staff promotions over the past year showed that male and female employees were promoted at roughly an equal rate. Our new resolution simply formalizes our existing goal to ensure equal pay and minimize the gender gap for our employees whenever possible. Staff will create a new position statement to ensure gender-neutral recruiting, hiring and promotion efforts. Importantly, ongoing documentation of equality efforts in all departments will now be part of the yearly Budget Summary.



**Councilmember Anna Hochkammer and Officer Mayra Oliva. Officer Oliva joined the department as a dispatcher in 2006 and became an officer in 2008.**

As a woman and mother of three daughters myself, I was pleased to discover the praiseworthy evidence of the Village's existing efforts, and even more at the overwhelmingly positive response to enhancement efforts by everyone involved in the discussion. I have already been asked to reach out to other local municipalities to share our research and work with them on similar policies and resolutions. Everyone wins when employees are all treated equally and fairly, and I'm proud to say Pinecrest is doing its part to support a just and fair society.



# Health Starts At Work?

**MAKE HEALTHY HAPPEN AT YOUR WORKSITE!**

**MAKE  
HEALTHY  
HAPPEN  
MIAMI**

Are you interested in starting a worksite wellness program but don't know where to start?

Would you like to have a program at work that help you and your employees be healthier at work and at home?

What are the benefits to your business?

- Average of 28% reduction in sick days
- Average of 26 % reduction in health costs
- Average of 30% reduction in worker's compensation and disability management claims
- Average of \$5.93 to \$1 savings-to-cost ratio

Source: [http://www.theihcc.com/en/media\\_center/editors\\_picks/the-impact-of-wellness-programs-on-america%E2%80%99s-workf\\_h2jeegra.html](http://www.theihcc.com/en/media_center/editors_picks/the-impact-of-wellness-programs-on-america%E2%80%99s-workf_h2jeegra.html)

Contact Maria Negahbani or visit our website for **Free**  
Worksite Wellness Program Development Assistance @  
[www.healthymiamidade.org](http://www.healthymiamidade.org)

Email: [Maria.Negahbani@flhealth.gov](mailto:Maria.Negahbani@flhealth.gov)

Telephone: 305-234-5400 Ext. 8866

CONSORTIUM  
FOR A  
HEALTHIER  
MIAMI-DADE



Sponsored by the Florida Department of Health in Miami-Dade County





# Committee Meeting Times

*Consortium For A Healthier Miami-Dade*

The Consortium is comprised of over 300 organizations, all united by the common belief that through collaboration and prevention-focused initiatives, Miami-Dade County residents can live longer, happier and healthier lives. Membership is free and open to all individuals who support the vision, mission and goals of the Consortium.

To become a member and learn more visit our website  
[healthymiamidade.org](http://healthymiamidade.org)



**Office of Community  
Health and Planning**

18255 HOMESTEAD AVENUE  
MIAMI, FL 33157

Phone: (305) 278-0442

Fax: (305) 278-0441

**"Healthy Environment,  
Healthy Lifestyles,  
Healthy Community"**

HEALTHYMIAMIDADE.  
ORG

## Children Issues/ Oral Health

Date: Third Friday of each month

9:30am - 11:30pm

Location: United Way, 3250 SW 3rd Ave, Miami, FL 33129

Facilitators: Chair: Alina Soto, Florida Department of Children and Families  
Vice-Chair: Alfie Leon, Law Offices of Alfonso Leon  
Liaison: Guerra, Lisseth, Lisseth.Guerra@flhealth.gov

## Elder Issues

Date: Last Tuesday of each month

2:30pm - 4:30pm

Location: Stephen P. Clark Government Center, 111 NW 1 St, 29th floor, Suite 29A, Miami, FL 33126

Facilitators: Chair: David Saltman, FIU School of Public Health and Social Work  
Liaison: Sherman, Mary Anne, MaryAnne.Sherman@flhealth.gov

## Health and the Built Environment

Date: Second Tuesday of each month

9:30am - 11:00am

Location: Miami Center of Art and Design, 100 NE 1st Av, 2nd Floor Conf Room, Miami, FL 33132

Facilitators: Chair: Cheryl Jacobs, Center for Architecture & Design  
Vice Chair: Joanna Lombard, University of Miami  
Liaison: Nellissery, Ray, Ray.Nellissery@flhealth.gov

## Health Promotion and Disease Prevention

Date: Third Tuesday of each month

2:00pm - 4:00pm

Location: Beacon Center, 8323 NW 12th Street, Suite 212, Miami, FL 33126

Facilitators: Chair: Leyanee Perez, The American Healthy Weight Alliance  
Liaison: Guerra, Lisseth, Lisseth.Guerra@flhealth.gov

## Marketing and Membership

Date: First Wednesday of each month

2:00pm - 3:00pm

Location: Beacon Center, 8323 NW 12th Street, Suite 212, Miami, FL 33126

Facilitators: Chair: Frantz Theodore, Verite Insurance & Consulting Partners, Inc.  
Liaison: Nellissery, Ray, Ray.Nellissery@flhealth.gov

## Tobacco-Free Work Group

Date: Fourth Monday of every other month

9:30am - 11:30am

Location: Beacon Center, 8323 NW 12th Street, Suite 212, Miami, FL 33126

Facilitators: Chair: Dr. Richard Thurer, University of Miami  
Vice Chair: Bill Amodeo, All Star Media Solutions  
Liaison: Ding, KuanJan, KuanJan.Ding@flhealth.gov

## Worksite Wellness

Date: First Thursday of each month

12:30pm - 2:30pm

Location: Beacon Center, 8323 NW 12th Street, Suite 212, Miami, FL 33126

Facilitators: Chair: Nathan Burandt, Florida International University  
Vice Chair: Caroline Suave, Coventry-Miami-Dade Public Schools  
Liaison: Negahbani, Maria, Maria.Negahbani@flhealth.gov



RESOLUTION NO. 17-05-6417

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF NORTH LAUDERDALE, FLORIDA, URGING ALL MEMBERS OF CONGRESS TO SUPPORT THE EQUALITY ACT (H.B. 2282) INTRODUCED IN THE U.S. HOUSE OF REPRESENTATIVES BY REPRESENTATIVE DAVID CICILLINE (D-RI) AND IN THE U.S. SENATE BY SENATOR JEFF MERKLEY (D-OR); TO PROHIBIT DISCRIMINATION ON THE BASIS OF SEX, GENDER IDENTITY, SEXUAL ORIENTATION, AND OTHER FORMS OF DISCRIMINATION; DIRECTING CITY ADMINISTRATION TO TRANSMIT A CERTIFIED COPY OF THIS RESOLUTION TO THE BROWARD LEAGUE OF CITIES, THE FLORIDA LEAGUE OF CITIES, THE BROWARD COUNTY LEGISLATIVE DELEGATION, THE PALM BEACH COUNTY LEAGUE OF CITIES, THE MIAMI DADE COUNTY LEAGUE OF CITIES, THE NATIONAL LEAGUE OF CITIES, THE U.S. CONGRESSIONAL LEGISLATIVE DELEGATION FOR FLORIDA AND ANY OTHER INTERESTED PARTIES; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, discrimination can occur on the basis of the sex, sexual orientation, gender identity, or pregnancy, childbirth, or a related medical condition of an individual, as well as because of sex-based stereotypes. Each of these factors alone can serve as the basis for discrimination, and each is a form of sex discrimination; and

WHEREAS, a single instance of discrimination may have more than one basis. For example, discrimination against a married same-sex couple could be based on the sex stereotype that marriage should only be between heterosexual couples, the sexual orientation of the two individuals in the couple, or both. Discrimination against a pregnant lesbian could be based on her sex, her sexual orientation, her pregnancy, or on the basis of multiple factors; and

WHEREAS, lesbian, gay, bisexual, and transgender ("LGBT") people commonly experience discrimination in securing access to public accommodations—including restaurants, stores, places of or establishments that provide entertainment, and transportation. Forms of discrimination include the exclusion and denial of entry, unequal or unfair treatment, harassment,

stereotypes. In particular, the Equal Employment Opportunity Commission correctly interpreted title VII of the Civil Rights Act of 1964 in *Macy v. Holder*, *Baldwin v. Foxx*, and *Lusardi v. McHugh*; and

**WHEREAS**, the absence of explicit prohibitions of discrimination on the basis of sexual orientation and gender identity under Federal statutory law, as well as some conflicting case law on how broadly sex discrimination provisions apply, has created uncertainty for employers and other entities covered by these laws. This lack of clear coverage also causes unnecessary hardships for LGBT people; and

**WHEREAS**, LGBT people often face discrimination when seeking to rent or purchase housing, as well as in every other aspect of obtaining and maintaining housing. LGBT people in same-sex relationships are often discriminated against when two names associated with one gender appear on a housing application, and transgender people often encounter discrimination when credit checks or inquiries reveal a former name; and

**WHEREAS**, the Equality Act (H.B. 2282) would protect LGBT and gender nonconforming people based on their actual or perceived sexual orientation or gender identity from discrimination in employment, housing, education, credit, public accommodations, jury service, and Federally funded programs. It also updates the law to add protections against discrimination on the basis of sex where those protections are not already in existing law. It includes protections for those who associate with others who are targets of unlawful discrimination such as children of LGBT people; and

**WHEREAS**, the Equality Act (H.B. 2282) is legislation that promotes fairness and modernizes Federal law by banning anti-gay and gender-based discrimination; and

**WHEREAS**, the link between strong anti-discrimination laws and the ability to draw the best and the brightest is the reason that 84 percent of the nation's largest companies have adopted comprehensive anti-discrimination policies that include sexual orientation and gender identity; and

**WHEREAS**, passing this law will be one more tool to ensure that all people are treated fairly and equally; and

**WHEREAS**, the City Commission believes the adoption of The Equality Act (H.B. 2282) would be in the best interests of the residents and businesses of the City of North Lauderdale and the State of Florida.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF NORTH LAUDERDALE, FLORIDA, THAT:**

**Section 1.** The foregoing "WHEREAS" clauses are hereby ratified and confirmed as being true and correct and are incorporated herein by this reference.

**Section 2.** The City Commission of the City of North Lauderdale urges all members of Congress to support the adoption of the Equality Act (H.B. 2282) and any other similar legislation.

**Section 3.** The City Commission further directs City Administration to transmit a certified copy of this Resolution to the Broward League of Cities, the Florida League of Cities, the Broward County Legislative Delegation, the Palm Beach County League of Cities, the Miami Dade County League of Cities, the National League of Cities, the U.S. Congressional Legislative Delegation for Florida and any other interested parties.

**Section 4.** All Resolutions or parts of Resolutions in conflict herewith, be and the same are repealed to the extent of such conflict.

**Section 5.** If any section, sentence, clause or phrase of this Resolution is held to be invalid or unconstitutional by any court of competent jurisdiction, then said holding shall in no way affect the validity of the remaining portions of this Resolution.

**Section 6.** This Resolution shall become effective immediately upon its passage and adoption.

**PASSED AND ADOPTED BY THE CITY COMMISSION OF THE CITY OF NORTH LAUDERDALE, FLORIDA, THIS 30 DAY OF MAY, 2017.**

APPROVED AS TO FORM:

*Samuel S. Goren* 5/30/17  
CITY ATTORNEY SAMUEL S. GOREN

*Jack Brady*  
MAYOR JACK BRADY

*Lorenzo Wood*  
VICE MAYOR LORENZO WOOD

ATTEST:

*Patricia Vancheri*  
CITY CLERK PATRICIA VANCHERI





Network, Learn, Share Ideas



# MDCLC

## 7<sup>th</sup> Annual

# Best Practices Conference

Through this conference the MDCLC will be facilitating a venue for Cities as well as its Associate Members to find a distinctive forum where views can be shared.

Some of last year's topics included:

- What are the Best Practices that can help make Miami-Dade County an "Age Friendly" community?
- P3's and comprehensive planning for transportation and transit infrastructure:
  - New direction for Miami's transportation crisis
- Positive Police Contacts: Establishing informal meaningful interactions with the community
- The future of special taxing districts in Miami-Dade County

Join us this

# October

# 2017

for the

# BPC

*The Best Practices Conference includes an exhibition hall, access to our sessions and discussions, a continental breakfast, luncheon with guest speaker and a reception at the end of the conference. It will be a great opportunity to learn from each other and work together! Sponsorships will be available!*