



## RESOLUTION # 2025-33

**A RESOLUTION OF THE MAYOR AND THE CITY COMMISSION OF THE CITY OF WEST MIAMI, FLORIDA, RELATING TO COMPLIANCE WITH FEDERAL CIVIL RIGHTS LAWS; AFFIRMING THE CITY'S COMPLIANCE WITH FEDERAL CIVIL RIGHTS, NON-DISCRIMINATION, AND IMMIGRATION LAWS AS A CONDITION OF RECEIVING FEDERAL FINANCIAL ASSISTANCE; REAFFIRMING MERIT-BASED EMPLOYMENT AND CONTRACTING PRACTICES; REQUIRING COOPERATION WITH FEDERAL LAW ENFORCEMENT; PROVIDING FOR CONFLICTS, SEVERABILITY, AND AN EFFECTIVE DATE.**

*(Sponsored by Administration)*

**WHEREAS**, the City of West Miami receives and administers federal financial assistance from various agencies of the United States Government to support critical programs, services, and infrastructure; and

**WHEREAS**, receipt of such funding requires full compliance with all applicable provisions of the United States Constitution, federal statutes, and regulations, including those prohibiting discrimination and requiring cooperation with federal law enforcement authorities; and

**WHEREAS**, recent federal guidance has reaffirmed that recipients of federal financial assistance must ensure non-discriminatory practices in their programs, employment, procurement, and operations, and must not obstruct the enforcement of federal law, including immigration law; and

**WHEREAS**, the City of West Miami is committed to operating in full compliance with all applicable federal laws and the contractual obligations tied to federal grant agreements.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF WEST MIAMI, FLORIDA, AS FOLLOWS:**

**Section 1.** The forgoing "whereas" clauses are hereby ratified and confirmed as being true and correct and are hereby made a specific part of this Resolution upon adoption thereof.

**Section 2. Non-Discrimination Policy**

The City affirms its commitment to upholding the Equal Protection Clause of the U.S. Constitution and all applicable federal civil rights laws, including but not limited to Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Federal Aid Highway Act, the Airport and Airway Improvement Act, and other laws prohibiting discrimination based on race, color, national origin, sex, or religion.

The City shall not discriminate in the administration of any federally funded program, service, contract, or employment action.

### **Section 3. Merit-Based Practices**

The City affirms that all employment decisions, promotions, terminations, and procurement activities will be merit-based and in compliance with applicable federal requirements and shall not be influenced by policies or goals based on protected classifications in violation of federal law.

### **Section 4. Federal Immigration Law Compliance**

The City shall fully cooperate with federal immigration authorities and shall not implement or enforce any policy that hinders or obstructs the enforcement of federal immigration law.

Federal funds administered by the City shall only be awarded to subrecipients, contractors, or service providers that are U.S. citizens, U.S. nationals, lawful permanent residents, or legally authorized business entities that do not employ individuals without legal authorization to work in the United States.

### **Section 5. Oversight and Compliance**

The City Manager, or their designee, shall ensure that all departments and officials involved in the receipt or administration of federal funds comply with the provisions of this resolution and any applicable federal guidance or law.

### **Section 6. Conflicts**

All resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of such conflict.

### **Section 7. Severability**

If any provision of this Resolution is held to be invalid or unenforceable, the remaining provisions shall continue in full force and effect.

### **Section 8. Effective Date**

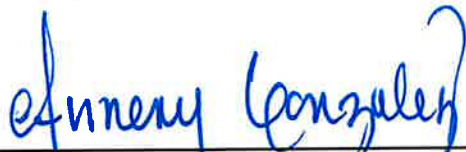
This Resolution shall become effective immediately upon adoption.

**PASSED and ADOPTED** this 14th day of May 2025.

APPROVED:

  
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ERIC DIAZ-PADRON, MAYOR

ATTEST:

  
\_\_\_\_\_  
ANNERY GONZALEZ, MMC  
CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

  
\_\_\_\_\_  
DEXTER W. LEHTINEN, CITY ATTORNEY

ROLL CALL VOTE:

This Resolution was offered by Vice-Mayor Chavez, Jr., who moved its adoption. The motion was seconded by Commissioner Suarez. The vote was as follows:

MAYOR ERIC DIAZ-PADRON	<u>Y</u>
VICE-MAYOR IVAN CHAVEZ, JR.	<u>Y</u>
COMMISSIONER JUAN M. BLANES	<u>Y</u>
COMMISSIONER GUSTAVO J. CEBALLOS	<u>Y</u>
COMMISSIONER LUCIANO L. SUAREZ	<u>Y</u>