

PROCLAMATION

DESIGNATING THE DAY OF APRIL 10, 2018, AS EQUAL PAY DAY

WHEREAS, 55 years after the passage of the 1962 Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and,

WHEREAS, according to the US Census Bureau, women working full time, year round in 2015 typically earned 21% of what men earned, indicating little change or progress in pay equity; and,

WHEREAS, in 2009, the Lilly Ledbetter Fair Pay Act was signed into law, which gives back to employees their day in court to challenge a pay gap; and,

WHEREAS, according to the National Committee on Pay Equity 2016, college-educated women working full time earn 1.2 million dollars less than their male peers do over the course of a lifetime; and

WHEREAS, nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; and,

WHEREAS, according to *The Fight for Pay Equity: A State Roadmap for Florida*, published by AAUW and updated in September, 2017, the median earnings for men in Florida were \$41,586 compared to \$36,112 for women – an earnings ratio of just 87%, or third out of all states and the District of Columbia; and,

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Tuesday, April 10, 2018, symbolizes the time in 2018 when the wages paid to American women catch up to the wages paid to men from the previous year.

NOW, THEREFORE, BE IT PROCLAIMED BY THE BOARD OF COUNTY COMMISSIONERS, INDIAN RIVER COUNTY, FLORIDA that the day of April 10, 2018, be designated as Equal Pay Day in Indian River County and the Board encourages all citizens to recognize the full value of women's skills and contributions to the labor force and to further encourage businesses to conduct an internal pay evaluation and to ensure women are being paid fairly and equally.

Adopted this 3rd day of April, 2018.

**BOARD OF COUNTY COMMISSIONERS
INDIAN RIVER COUNTY, FLORIDA**

Peter D. O'Bryan, Chairman

Bob Solari, Vice Chairman

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