

PROCLAMATION

DESIGNATING THE DAY OF MARCH 31, 2020, AS EQUAL PAY DAY

WHEREAS, 57 years after the passage of the 1963 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 2018 typically earned 82% of what men earned doing the same or comparable work, 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 a lifetime; and,

WHEREAS, 42 percent of mothers with children under the age of 18 are their families' primary or sole breadwinners, making pay equity critical to families' economic security; and,

WHEREAS, according to *The Fight for Pay Equity: A State Roadmap for Florida*, the median annual earnings in 2017 for men in Florida was \$42,261 compared to \$36,746 for women – an earnings ratio of just 87%, or fourth 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.

NOW, THEREFORE, BE IT PROCLAIMED BY THE BOARD OF COUNTY COMMISSIONERS, INDIAN RIVER COUNTY, FLORIDA that the day of March 31, 2020, 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 10th day of March, 2020.

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

Susan Adams, Chairman

Joseph E. Flescher, Vice Chairman

Peter D. O'Bryan

Bob Solari

Tim Zorc