

# PROCLAMATION

## DESIGNATING THE DAY OF APRIL 4, 2017, AS EQUAL PAY DAY

**WHEREAS**, more than 50 years after the passage of the 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 now we must pass the Paycheck Fairness Act, which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and,

**WHEREAS**, according to one estimate, college-educated women working full time earn more than a half 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, 2015, median earnings for men in Florida were \$40,971 compared to \$34,768 for women – an earnings ratio of just 85%, or 6<sup>th</sup> 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

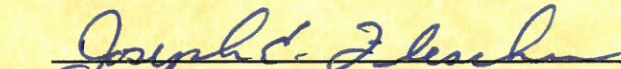
**WHEREAS**, Tuesday, April 4, 2017, symbolizes the time in 2017 when the wages paid to American women catch up to the wages paid to men from the previous year.

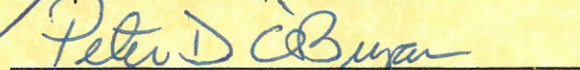
**NOW, THEREFORE, BE IT PROCLAIMED BY THE BOARD OF COUNTY COMMISSIONERS, INDIAN RIVER COUNTY, FLORIDA** that the day of April 4, 2017, be designated as Equal Pay Day in Indian River County and the Board encourages all citizens to recognize the full value of women's skills and contributions to the labor force and to further encourage businesses to conduct an internal pay evaluation and to ensure women are being paid fairly and equally.

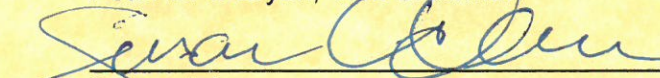
Adopted this 14th day of March, 2017.

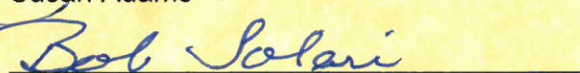


### BOARD OF COUNTY COMMISSIONERS INDIAN RIVER COUNTY, FLORIDA

  
Joseph E. Flescher, Chairman

  
Peter D. O'Bryan, Vice Chairman

  
Susan Adams

  
Bob Solari

  
Tim Zorc