BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

Meeting Date: April 16, 2003 Division: District 1

Bulk Item: Yes ___ No ___ Department: Mayor Dixie M. Spehar

AGENDA ITEM WORDING:
Proclamation to declare April 15, 2003 as Equal Pay Day.

ITEM BACKGROUND:
Tuesday, April 15th is the day on which the wages paid to American women catch up to wages paid to American men in the previous year.

PREVIOUS RELEVANT BOCC ACTION:

CONTRACT/AGREEMENT CHANGES:

STAFF RECOMMENDATIONS:

TOTAL COST:_____ **BUDGETED:** Yes ___ No ___

COST TO COUNTY:_____ **SOURCE OF FUNDS:**_____

REVENUE PRODUCING: Yes ___ No ___ **AMOUNT PER MONTH**___ **Year** ___ _

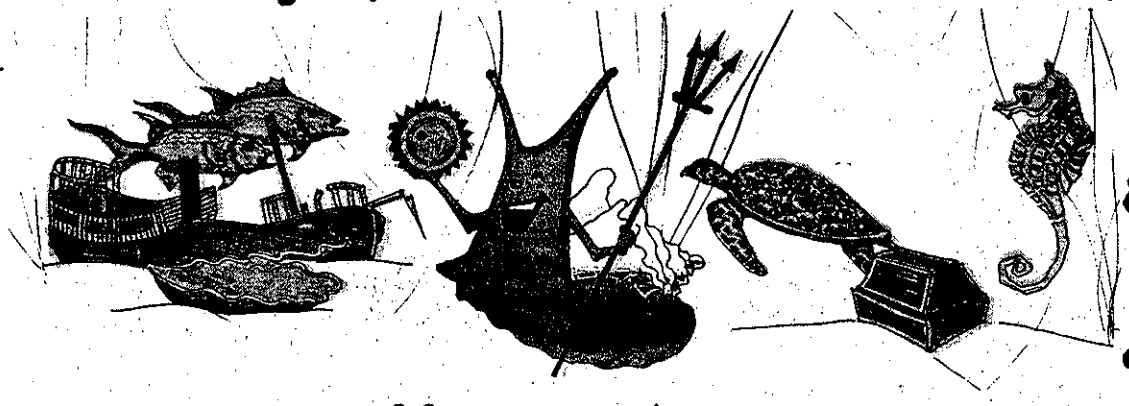
APPROVED BY: County Atty ___ OMB/Purchasing ___ Risk Management ___

DIVISION DIRECTOR APPROVAL: Dixie M. Spehar
Mayor Dixie M. Spehar

DOCUMENTATION: Included ___ To Follow___ Not Required___

DISPOSITION:_____ **AGENDA ITEM #** B11

Revised 1/03



Mayor's Proclamation

WHEREAS, forty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials; and

WHEREAS, according to statistics released in September, 2002 by the U.S. Census Bureau, year-round, full-time working women earned only 73% of the earnings of year-round, full-time working men, indicating no change or progress in pay equity since 1999; and

WHEREAS, according to a January, 2002 report released by the General Accounting Office (the investigative arm of Congress), women managers in 7 of 10 industries surveyed, actually lost ground in closing the wage gap between 1995 and 2000; and

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics, women earn less in every occupational classification for which enough data is available, including occupations dominated by women (e.g., cashiers, retail sales, registered nurses and teachers); and

WHEREAS, The Florida Women's Consortium documented in their 200 "Women Opening Windows in Florida's Glass Ceiling" report, that women in the Senior Management Services level of State government (where the average annual salary is $88,000) were paid $4000 annually less than their male peers; and

WHEREAS, over a working lifetime, this wage disparity costs the average American woman and her family an estimated $250,000 in lost wages, impacting social security benefits and pensions; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

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

WHEREAS, Tuesday, April 15th is the day on which the wages paid to American women catch up to the wages paid to men from the previous year.

NOW, THEREFORE, by the power vested in me as Mayor of Monroe County, Florida, I do hereby proclaim Tuesday, April 15th, 2003 as

EQUAL PAY DAY

WITNESS my hand and seal of the County of Monroe, Florida, this 16TH of April, 2003.

Mayor Dixie M. Spehar