

**BOARD OF COUNTY COMMISSIONERS
AGENDA ITEM SUMMARY**

Meeting Date: Wed., April 18, 2007

Division: BOCC

Bulk Item: Yes No

Department: Mayor Di Gennaro, District 4

Staff Contact Person: Tamara Lundstrom
(305 289-6000)

AGENDA ITEM WORDING: Proclamation declaring April 24, 2007 as Equal Pay Day in Monroe County.

ITEM BACKGROUND: 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.

PREVIOUS RELEVANT BOCC ACTION:

CONTRACT/AGREEMENT CHANGES:

STAFF RECOMMENDATIONS:

TOTAL COST: _____

BUDGETED: Yes No

COST TO COUNTY: _____

SOURCE OF FUNDS: _____

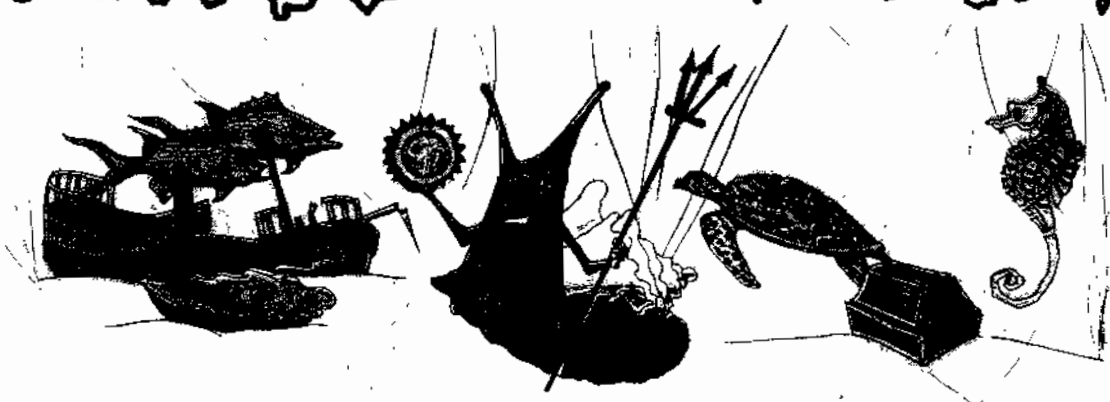
REVENUE PRODUCING: Yes No **AMOUNT PER MONTH** _____ **Year** _____

APPROVED BY: County Atty OMB/Purchasing Risk Management

DOCUMENTATION: Included Not Required

DISPOSITION: _____

AGENDA ITEM # _____



Mayor's Proclamation

EQUAL PAY DAY

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 2006 by the U.S. Census Bureau, year-round, full-time workingwomen in 2005 earned only 77% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and 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;

WHEREAS, according to an analysis of data in over 300 classifications provided by the U.S. Department of Labor Statistics in 2001, 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, higher education is not free from wage discrimination according to a U.S. Department of Education analysis, reporting that, after controlling for rank, age, credentials, field of study and other factors, full-time female faculty members earn nearly 9% less than their male counterparts; and over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$523,000 in lost wages, impacting Social Security benefits and pensions; and 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 Tuesday, April 24th symbolizes the time in 2007 in which the wages paid to American women catch up to the wages paid to men from the previous year,

NOW, THEREFORE, We, Monroe County Commissioners, do hereby proclaim Tuesday, April 24, 2007:

EQUAL PAY DAY

in Monroe County, State of Florida and urge the citizens of Monroe County, State of Florida to recognize the full value of women's skills and significant contributions to the labor force, and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of Monroe County, State of Florida to be affixed.

Dated this 18th day of April, 2007


Mario Di Gennaro, Monroe County Mayor