



COUNTY OF HUMBOLDT

AGENDA ITEM NO.

61

For the meeting of: April 10, 2018

Date: March 20, 2018  
To: Board of Supervisors  
From: Supervisors Ryan Sundberg  
Subject: Equal Pay Day Proclamation

RECOMMENDATION(S): That the Board of Supervisors adopt the Proclamation.

SOURCE OF FUNDING: N/A

DISCUSSION: Gender pay gap continues to exist and bringing attention to the issue can help future generations close the loop on equal pay or equal work. The American Association of University Women (AAUW) has requested that the Board of Supervisors acknowledge Equal Pay Day.

FINANCIAL IMPACT: N/A

OTHER AGENCY INVOLVEMENT: N/A

ALTERNATIVES TO STAFF RECOMMENDATIONS: Board discretion.

ATTACHMENTS: Proclamation.

Prepared by Tracy Damico

Signature *Ryan Sundberg*

REVIEW:

Auditor \_\_\_\_\_ County Counsel \_\_\_\_\_ Personnel \_\_\_\_\_ Risk Manager \_\_\_\_\_ Other \_\_\_\_\_

TYPE OF ITEM:

- Consent
- Departmental
- Public Hearing
- Other

PREVIOUS ACTION/REFERRAL:

Board Order No. \_\_\_\_\_

Meeting of: \_\_\_\_\_

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT


Upon motion of Supervisor *Wilson* Seconded by Supervisor *Bass*

- Ayes *Bass, Fennell, Sundberg, Bohn, Wilson*
- Nays
- Abstain
- Absent

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: *4/10/18*

By: *[Signature]*  
Kathy Hayes, Clerk of the Board



**PROCLAMATION  
OF THE  
BOARD OF SUPERVISORS  
COUNTY OF HUMBOLDT**

**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 U.S. Census Bureau, women working full time, year-round in 2017 typically earned 81.8 percent of what men earned, indicating little change or progress in pay equity; and

**WHEREAS**, according to Graduating to a Pay Gap, a 2012-research report by the American Association of University Women, the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earning, such as occupation, hours worked, and college major; 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 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**, a lifetime of lower pay means women have less income to save for retirement and less income counted in Social Security or pension benefit formula; and

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

**WHEREAS**, Tuesday, April 10 symbolizes the time in 2018 when the wages paid to American women catch up to wages paid to men in the previous year,  
**NOW, THEREFORE I**, Ryan Sundberg, Chair of the Board of Supervisors of Humboldt County, California, along with the fellow members of the board do proclaim Tuesday, April 10, 2018 as **EQUAL PAY DAY**

Dated: April 3, 2018



Ryan Sundberg, Chair