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CLACKAMAS COUNTY

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July 16, 2015

Board of County Commissioners
Clackamas County

Members of the Board:

A Resolution in the Mater of Affirming Equal Pay for Women

Purpose/Outcomes	Resolution affirming equal pay for women in Clackamas County and across the nation; and encouraging other public and private section organizations to do the same.
Dollar Amount and Fiscal Impact	N/A
Funding Source	N/A
Safety Impact	N/A
Duration	Perpetual unless amended or repealed
Previous Board Action	At an issues discussion on June 9, 2015, the Board directed staff to bring this resolution to a Board Business Meeting for approval.
Contact Person	Gary Schmidt, Public & Government Affairs Director

BACKGROUND:
On May 19, 2015, the Board of Commissioners discussed a proposal to adopt a draft Resolution Affirming Equal Pay for Women in Clackamas County. At that time, the Board asked that staff schedule a policy session to review the adopted 2012 Resolution Valuing Diversity in Clackamas County to determine whether or not the ideas in the Equal Pay for Women resolution were already included in, or could be added to, the 2012 Valuing Diversity resolution.

On June 9, 2015 at a policy session, the Board of Commissioners reviewed both the 2012 Resolution Valuing Diversity in Clackamas County and the draft Resolution Affirming Equal Pay for Women. The Board directed staff to present a stand-alone Resolution Affirming Equal Pay for Women at a Board Business Meeting for approval.

RECOMMENDATION:
Staff recommends the Board approve this resolution.

Respectfully submitted,

Gary Schmidt

Gary Schmidt
Director, Public and Government Affairs

Attachment: Resolution

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF CLACKAMAS COUNTY, STATE OF OREGON

A Resolution in the Matter of
Affirming Equal Pay for Women } Resolution No.

WHEREAS, more than 50 years after the passage of the Equal Pay Act, many women continue to experience the consequences of unequal pay; and

WHEREAS, women working full-time, year-round in 2013 typically earned 78 percent of what men earned, indicating little change or progress in pay equity; and [1]

WHEREAS, many women are primary breadwinners in their households and nearly two-thirds are primary or significant earners, making pay equity critical to economic security; and [2]

WHEREAS, even after accounting for factors known to affect earnings, such as occupation, college major, and hours worked, a 7 percent pay gap persists between male and female college graduates just one year after graduation; and [3]

WHEREAS, the wage gap between women and men exists across a spectrum of occupations; and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

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

NOW, THEREFORE, the Clackamas County Board of Commissioners do hereby resolve as follows:

1. To affirm equal pay for women in Clackamas County and across the nation; and
2. To encourage other public and private sector organizations to do the same.

Dated this 16th day of July, 2015

CLACKAMAS COUNTY BOARD OF COMMISSIONERS

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Chair

_____
Recording Secretary

Sources

1. AAUW (2014). *The Simple Truth about the Gender Pay Gap.* www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/ ; and the United States Department of Labor. www.dol.gov/equalpay/
2. Pew Research Center. *New Economics of Marriage: The Rise of Wives.* http://pewresearch.org/pubs/1466/economics-marriage-rise-of-wives.
3. AAUW (2013). *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation.* www.aauw.org/research/graduating-to-a-pay-gap/

American Association of University Women (AAUW) cites the **U.S. Census Bureau** in research articles, above, in which 2013 is most recent data available