

*The Board of Supervisors of
Contra Costa County, California*

In the matter of:

Resolution No. 2018/493

National Employ Older Workers Week

WHEREAS, with the average and median age of the U.S. population is rising, and the composition of the workforce along with it; and

WHEREAS, by 2020, it is estimated that workers 55 and over will make up 25 percent of the U.S. civilian workforce; and WHEREAS, the United States is undergoing a demographic shift that is changing older Americans' relation to the workplace labor force, up from 13 percent in 2000; and

WHEREAS, individual workers tend to remain in the workforce longer and retire later in life. The number of workers over the traditional retirement age of 65 is increasing, with projections this group will make up more than seven percent of the American labor force by 2020; and

WHEREAS, in Contra Costa County, the rate of workers over the age of 65 is at 15 percent of the region's workforce; and

WHEREAS, employers rate older workers high on characteristics such as judgment, commitment to quality, attendance, and punctuality; and

WHEREAS, National Employ Older Workers Week, recognizes the vital role of older workers in the workforce, and aims to increase awareness of this labor segment and develop innovative strategies to tap it; and

WHEREAS, in Contra Costa County, the Senior Community Service Employment Program (SCSEP) provides on-the-job skills training to individuals 55 or older who have limited financial resources; and

WHEREAS, the Agency Area on Aging within the Employment & Human Services Department administers SCSEP in Contra Costa County, in order to help seniors navigate the job search by assisting with resume writing, mock interviewing, demystifying application processes and developing soft skills; and

WHEREAS, senior issues particularly impact women as those approaching retirement are living longer (an average of 20 years past age 65), have significantly less money saved (an average of \$34,000), and face increasing costs, especially for health care (an average of \$5,503 out-of-pocket expenses annually); and

WHEREAS, the U.S. Labor Department statistics show the gender pay gap has women earning 21 percent less than men, a disparity that worsens among women of color. Lower pay means less money saved, both in personal retirement accounts and in Social Security benefits. Overall, women receive nearly \$4,000 a year less in Social Security than men; and

WHEREAS, according to the U.S. Department of Labor, African-American women and Latinas earn less from social security, assets, and pensions than do white women, and rely on Social Security for a larger portion of their income, and

WHEREAS, recent estimates show that up to 20 percent of working women are also caring for an elderly loved one; and

WHEREAS, employers have the opportunity to acknowledge the positive contributions of older American workers, and can create organizational climates that support this experienced workforce.

Now, Therefore, Be It Resolved: that the Contra Costa County Board of Supervisors proclaims and acknowledges the week of September 23rd through 29th as *National Older Workers Week* which California has observed for nearly 60 years.

KAREN MITCHOFF
Chair, District IV Supervisor

JOHN GIOIA
District I Supervisor

CANDACE ANDERSEN
District II Supervisor

DIANE BURGIS
District III Supervisor

FEDERAL D. GLOVER
District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: September 25, 2018

David J. Twa,

By: _____, Deputy