

AGENDA  
LIVING WAGE ADVISORY BOARD MEETING  
April 3, 2019 - 11:00 a.m.  
**Room 302**

- I. Call to Order and roll call.
- II. Introductions as necessary.
- III. Approval of February 6, 2019 minutes.
- IV. Staff updates to report.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage.
- VI. Discussion and instruction to staff.
- VII. Adjourn.

**MINUTES**  
**LIVING WAGE ADVISORY BOARD MEETING**  
**Wednesday, February 6, 2019 - 11:00 a.m.**

**Living Wage Advisory Board Members Present:**

Zac Cassidy, Chair  
James Ryan, Vice Chair  
Mark Klein, Board Member  
Frank De Risi, Board Member  
Mike D. Payne, Board Member  
Chester Just, Board Member

**Living Wage Advisory Board Members Absent:**

**County Staff Present:**

Glenn Marcos, Assistant Director, Purchasing Division  
Connie Mangan, Purchasing Manager, Purchasing Division  
Shelia Pitts-Howard, Administrative Officer, Senior, Purchasing Division  
Alex Francis, Administrative Officer, Purchasing Division  
Lucy Garcia, Minutes Coordinator, Purchasing Division

- I. The Minutes Coordinator, Lucy Garcia called the meeting to order at 11:05 a.m. Roll call was conducted by Lucy Garcia and it was noted a quorum was present.
- II. Introductions were made by Advisory Board members and County staff.
- III. **A motion was made by Frank De Risi, seconded by Mark Klein and unanimously passed to accept the December 5, 2018 minutes.**
- IV. Staff Updates:
  - A. Connie Mangan briefly discussed the Living Wage Contracts Reports for the December, 2018 – January, 2019 reporting period. There were two living wage contracts awarded in December, 2018 – January, 2019. The Advisory Board members did not have any questions regarding the contract report.
  - B. The report provided by HR, will be addressed at the next meeting, if applicable.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage:
  - A. Frank De Risi had a discussion with Commissioner Beam Furr regarding the living wage rate increase of \$13.27 and the concern regarding the loophole; the update staff provided was in line with the conversation he had with Commissioner Bean.
- VI. Discussion:
  - A. Glenn Marcos provided an update on the ongoing activity and discussions regarding increasing the Living Wage rates. The Board did take action back in December, 2018 to increase the Living Wage rate to \$13.27; however, the healthcare differential is still in discussion. As of January 1, 2019, the living wage rate will be \$13.27 for all contracts renewed, extended, amended or entered into, on or after January 1, 2019. Currently, the healthcare differential will be \$1.63. Therefore, if the employer offers qualifying healthcare benefits, the rate will \$13.27, if not it will be \$14.90. Within the next several Commission Board meetings, the Board will have further discussions on the healthcare differentials; the Board is still considering \$3.44. The Advisory Board members and staff discussed the healthcare differential of \$1.63 and how the Board determined that rate. They also discussed the current healthcare differential for County employees.

Glenn Marcos also provided an update on the loophole concerns previously discussed by the Advisory Board. As of December, 2018, the Board determined that the purpose of the living wage is to ensure that service contractors are providing healthcare benefits to their employees. So the issue, as far as the loophole, concerning the declination of healthcare by employees and getting paid the lower living wage rate, the Board feels that if the employer is offering healthcare benefits, and even though the employee declines; the employer gets to offer the lower rate not the higher rate. The Board believes that the overall purpose of the living wage rate is to offer healthcare. If employees start declining the healthcare benefits, several of the contractors made it known that declination means they have to pay higher rates for the healthcare benefits because their group pool will get smaller and smaller and that adversity will impact the contractor. Therefore, the Board considers the loophole concern has been addressed and closed based on the decision at the Commission Board meeting.

- B. The Advisory Board members and staff had a discussion regarding the impact of the living wage rate and health benefits increases in the next couple of years; however, based on a survey staff did a couple of years back, the employee rejection rate for healthcare was around 70%.
- C. Mike Payne asked a question regarding contract expiration dates and what living wage rate would apply based on the new effective date. Staff provided the Advisory Board members with a response. Mark Klein also asked about the possibility of a pass-thru being considered for certain contracts to address the increase of living wage rate. Staff responded that Purchasing is addressing any concerns regarding the living wage rate increase with County vendors.
- D. Glenn Marcos also suggested that the Advisory Board members may want to consider that, as the Commission Board continues to draw nearer and nearer to addressing what the Advisory Board members have been tasked to do in regards to the living wage rate and healthcare differentials, the Advisory Board may want to consider, "What is the role of the advisory board in the future" and "Where does the Advisory Board go from here".

Instruction to Staff:

- A. There was no further instruction given to Staff at this meeting.

VII. There being no further business before the Board, the meeting adjourned at 11:55 a.m.

This meeting was recorded on CD 19-SC-20 (Sony IC Recorder).

**Hand-Outs at the 2/6/19 Meeting:**

1. Updated Living Wage Contracts Report.
2. 2019 Living Wage Rate Poster
3. Attendance Record.
4. Schedule of Living Wage Advisory Board Meetings for 2019.



Broward County Living Wage Ordinance: New Living Wage Contracts (Effective for the Period February to March 2019)

Item:	Bid/RLJ/ RFP No.:	Description/ Title:	Vendor/ Contractor Name:	Award Date:	Effective Date:	New Estimated Contract Value (Annual):	Previous Estimated Contract Value (Annual):	Comments:	Reporting Exemption:	Contract Living Wage	Increases Scope Changes
1	BLD2116389B1	Elevator & Escalator Maint. - Port Everglades	Oracle Elevator Company	3/5/2019	2/1/2019	\$956,900	\$377,053	Elevator and Escalator Maintenance and Repair Services at Port Everglades, Bid No. BLD2116389B1, in the initial two-year estimated amount of \$1,913,800, which includes allowances in the amount of \$126,000; authorize the Director of Purchasing to renew the contract for three one-year periods, for a five-year potential estimated amount of \$4,784,500. Additional location and increase in number of labor hours and charges per hour. Incumbent: Schindler Elevator Corporation; X1054111B1, Elevator/Escalator Maintenance and Repair at Port Everglades; Contract Term: April 1, 2013 - June 30, 2018; Expenditures through expiration: \$1,723,821. Interim Contract Term: July 1, 2018 through January 2, 2019, Expenditures to date: \$248,578.50.	No	No	Yes

**Advisory Board Attendance Record**

<b>Board Name:</b>	Living Wage Advisory Board												
<b>Board Coordinator Name:</b>	Lucy Garcia												
<b>Coordinator Contact #:</b>	(954) 357-6071												
<b>Meeting Dates:</b>	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	<b>Year End Status</b>
	N/A	6	N/A	3	N/A	5	N/A	7	N/A	2	N/A	4	
<b>Member Name</b>													
Zac Cassidy, Chair		X											
James Ryan, Vice Chair		X											
Mike "D" Payne		X											
Frank De Risi		X											
Mark Klein		X											
Chester Just		X											

After each meeting, email a copy of *this attendance record* to [boards@broward.org](mailto:boards@broward.org). If you have any questions, please call the County Boards Administrator at 954-357-5934.

<p align="center">Legend:</p> <p>X - present          A - absent          E - excused          NQA - no quorum absent          NQX - no quorum present          N - newly appointed          Z - removed          C - cancelled</p>
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2019  
LIVING WAGE ADVISORY BOARD MEETINGS

*(These are the bi-monthly meetings (First Wednesday of the month) for 2019)*

FEBRUARY 6, 2019

APRIL 3, 2019

JUNE 5, 2019

AUGUST 7, 2019

OCTOBER 2, 2019

DECEMBER 4, 2019