

REVISED AGENDA  
LIVING WAGE ADVISORY BOARD MEETING  
October 2, 2019 - 11:00 a.m.  
**Room 302**

- I. Call to Order and roll call.
- II. Introductions as necessary.
- III. Approval of August 7, 2019 minutes.
- IV. Staff updates to report.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage.
- VI. Proposed By-Laws Changes.
- VII. Discussion and instruction to staff.
- VIII. Adjourn.

**MINUTES**  
**LIVING WAGE ADVISORY BOARD MEETING**  
**Wednesday, August 7, 2019 - 11:00 a.m.**

**Living Wage Advisory Board Members Present:**

Zac Cassidy, Chair  
Mark Klein, Board Member  
Frank De Risi, Board Member  
Chester Just, Board Member  
Eddie Edwards, Jr., Board Member

**Living Wage Advisory Board Members Absent:**

James Ryan, Vice Chair  
Mike D. Payne, Board Member

**County Staff Present:**

Glenn Marcos, Assistant Director, Purchasing Division  
Alexa Francis, Administrative Officer, Purchasing Division  
Lucy Garcia, Administrative Coordinator, Purchasing Division (Minutes Coordinator)

- 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 Chester Just, seconded by Mark Klein and unanimously passed to accept the June 5, 2019 minutes.**
- IV. Staff Updates:
  - A. Alexa Francis briefly discussed the Living Wage Contracts Report for the June– July 2019 reporting period. There were no awarded contracts to report for this period.
  - B. The report provided by Human Resources, will be addressed at the next meeting, if applicable.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage:
  - A. Frank DeRisi had a conversation with Commissioner Furr regarding the recent changes to the Living Wage rates, how these increases would be monitored and if a report would be provided to show the impact and results of the increases.
  - B. There were no other updates provided at this time.
- VI. Discussion:
  - A. Glenn Marcos provided an overview of the recently approved living wage rates by the Board of County Commissioners (the Board). The current living wage rate is \$13.27 with a healthcare differential of \$1.63; if the employee opts out of the healthcare benefits, the amount to the employee would be \$14.90. There will also be the standard labor rate increases every January 1<sup>st</sup> of no more than 3%. Effective January 1, 2021, the Board approved the healthcare differential of \$3.44; therefore the living wage rate for the employee without healthcare benefits would be \$16.71. Frank DeRisi added that he still believes there should be a report available that monitors the impact and benefits of the living wage increases.
  - B. Mark Klein had a subsequent discussion with staff regarding the Advisory Board’s consensus to submit a speaker form at one of the upcoming commission meetings to congratulate the Commissioners and staff on amending the living wage ordinance and passing the new living wage rates. The suggestion was for the Advisory Board members to instead draft a letter that would be provided to the Commissioners and staff on behalf of the Advisory Board. Mark Klein agreed to draft the letter and bring it to the October 5, 2019 Living Wage Advisory Board meeting for the Advisory Board member’s to sign. Staff will then vet the letter through the proper process.

- C. Glenn Marcos followed up with Advisory Board members regarding the Sunset Review questions that they reviewed and discussed at the last meeting. He wanted to provide the members an opportunity to have further discussion now or at the next meeting regarding the questions and the sunset review process. This is just in case the members may be considering the sunset of the Living Wage Advisory Board, of course, with the understanding that the Advisory Board can be revisited any time at a later time. He further suggested that it may be a discussion the members want to have with their respective Commissioners, as well as discussing other avenues that the Advisory Board can consider in the next couple of years. The Board members agreed to revisit this item at the next meeting based on their discussions with their respective Commissioners.
- D. The Advisory Board members and staff had a discussion regarding contracts impacted by the new living wage rate increases. Eddie Edwards, Jr., shared his experience regarding the positive impact of the living wage increase to the County's staffing contract with Cochhbha. He recommended that the County should consider adding the living wage increase to the beginning of a contract instead of the vendor trying to estimate the costs to include it in the solicitation. Mark Klein also suggested considering the possibility of a pass-thru option for labor costs only instead of estimating into the contract the living wage increase for each year. Staff added that the Living Wage ordinance has a stipulation that does not allow a pass-thru for living wage increases to contracts but could possibly be reviewed and considered in the future. Mark Klein also discussed how some other Counties had seminars for the vendors to meet with County Staff to discuss options and ideas. Glenn Marcos reported that Broward County coordinated a workshop and invited Contractors to discuss any other options or ideas that they may want the County to consider.
- E. The Board members reviewed the Budget workshop schedule for the remaining 2019 meetings.

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-64 (Sony IC Recorder).

**Hand-Outs at the 8/7/19 Meeting:**

1. Living Wage Contracts Report.
2. 2019 Budget Workshop Schedule (August thru December, 2019)
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 August to September 2019)

Item:	Bid/RLI/ 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 increases attributable to: (for N/A See Comments)	
										Living Wage	Scope Changes
1	BLD2118193B1_1	Air Conditioning Chiller Maintenance	THERMO AIR INC	8/6/2019	8/6/2019	\$ 168,940	\$ 151,920	Air Conditioning Chiller Maintenance, Bid No. BLD2118193B1_1, for the Water and Wastewater Operation Division, in the annual estimated amount of \$168,940; authorize the Director of Purchasing to renew the contract for two, one-year periods, for a three-year potential estimated amount of \$535,880. The initial contract period shall begin on date of award and will terminate one year from that date.  Incumbent: Airmatic Controls, Inc.; Contract No. Y1430102B1_1; Contract Term: July 17, 2016 through July 16, 2019 with a 90 day extension ending October 14, 2019; Expenditures to date: \$405,611.79.	Y	Y	N
2	BLD2118516B1_1	Chilled Water Systems Maintenance	DAIKIN APPLIED AMERICAS INC.	9/27/2019	9/27/2019	\$ 870,820	\$ 891,738	Chilled Water Systems Maintenance, Bid No. BLD2118516B1_1 for the Facilities Management Division, in the annual estimated amount of \$870,820; authorize the Director of Purchasing to renew the contract for three, one-year periods, for a five-year potential estimated amount of \$6,158,180. The initial contract period shall begin on date of award and will terminate two years from that date.  Incumbent: Daikin Applied Americas Inc. Contract No. BLD2114878BX_1 and Johnson Controls Inc. Contract No. BLD2114878BX_2; Contract Term: August 14, 2018 through August 13, 2019; Expenditures to date:\$1,577,808.06	Y	Y	N
3	OPN2118740B1_1	FEMA Compliant: Fabricate and Refurbish Lift Station Control Panels	CHAMPION CONTROLS INC.	8/27/2019	8/27/2019	\$ 694,066	N/A	FEMA Compliant: Fabricate and Refurbish Lift Station Control Panels, Bid No. OPN2118740B1_1 for the Water & Wastewater Operations Division, in the estimated amount of \$694,066; authorize the Director of Purchasing to renew the contract for two, one-year periods, for a three-year potential estimated amount of \$2,082,198. The initial contract period shall begin on August 30, 2019 and will terminate one year from that date.  There is no previous contract for these services.	N	N/A	N/A
4	BLD2116821B1_1	Pest, Rodent & Termite Control	X TERMINATOR INC	9/27/2019	11/1/2019	\$ 174,790	\$ 75,000	Pest, Rodent & Termite Control, Bid No. BLD2116821B1_1 for the Aviation - Maintenance Division, in the estimated amount of \$174,790; authorize the Director of Purchasing to renew the contract for two, one-year periods, for a three-year potential estimated amount of \$524,370. The initial contract period shall begin on date of award and will terminate one year from that date.  Incumbent: Ecolab; Contract No. GEN2115968A1; Contract Term: December 21, 2017 through December 20, 2018; Expenditures to date: \$74,419.  Price increase includes scope changes (previous contracts did not combine all three services), including increasing the number of days per week for pest, rodent & termite control that were not included in original contract.	Y	Y	Y

**From:** [Garcia, Orlando](#)  
**To:** [Cassini, C. Marty](#)  
**Cc:** [boards](#)  
**Subject:** 2020 Sunset Review Process  
**Date:** Monday, August 26, 2019 10:01:21 AM  
**Attachments:** [image001.png](#)  
**Importance:** High

---

Good Morning Board Coordinators,

Please be advised that IABS is getting ready to start the 2020 Sunset Review Process. The Sunset Review process will be as follows:

1. The Intergovernmental Affairs/Boards Section (IABS) submits Sunset Review forms to board staff for their review and completion.
2. IABS schedules meetings to review the status of the advisory board and recommend changes if necessary with the staff liaison, agency director or designee, assigned assistant county attorney, IABS staff, and Chair of the advisory board.
3. The recommendations are brought before the advisory board at their soonest scheduled meeting through the staff liaison. Input from the members is requested and documented.
4. After all the advisory boards have met and given their input, the draft recommendations are brought before County Administration for relevant changes and input.
5. The recommendations with the suggested changes from County Administration are then brought back to the advisory boards for their final review.
6. The draft recommendations are then brought before the Board of County Commissioners (BoCC) through an agenda item generated by IABS.
7. BoCC either approves the recommendations as is or sends specific directive(s) to the advisory boards with their recommended changes.
8. After final changes are made, the recommendations are set to be heard at the public hearing.

We expect this process to start during the first quarter of FY 2019-2020. Please share this information with your respective board. Please let me know if you have any questions.

Thank you,

**Orlando A. Garcia**  
**Intergovernmental Affairs/Boards Section**  
**Boards Administrator/Legislative Policy Analyst**  
100 South Andrews Avenue

Main Library, 8<sup>th</sup> Floor  
Fort Lauderdale, FL 33301  
(954) 357-5934 (office)



**Follow Broward County Governmental Affairs on Twitter @BrowardSLI**

11 DRAFT 11



*Living Wage Board of Broward County*

10/3/19

The Board of County Commissioners  
115 S Andrews Avenue.  
Fort Lauderdale, FL 33301

Dear Mayor, Vice Mayor and Commissioners,

The Broward County Living Wage Advisory Board would like to take this opportunity to thank everyone from the Broward County Staff who supported our board with information and data to fully understand our Living Wage Ordinance and follow County Procedures. Ms. Brenda Billingsley, Mr. Glenn Marcos, Ms. Lucy Garcia, Ms Connie Mangan and Ms. Sheila Pitts-Howared, Thank You so much.

Over five years ago this board started looking into some loop holes we saw in the Living Wage Ordinance. One was not hiring full time employees and beating the original intent of the Living Wage by paying part time rates to employees. Second was vendors who were offering Cadillac Health Planes knowingly that the employee could not participate in this plan due to the high cost to the employee and pocketing the medical portion dollar allotment of the Living Wage. These two loop holes were very important to close. The last change to the Broward Living Wage was to increase the level of wage rates to get up to speed with Dade County and even surpass other counties in the State of Florida. This Board feels the most important change was the medical portion percentage increase to The Counties Living Wage. The medical percentage went from 11% to 20.5% as in baseball terms this was a grand slam.

Finally all of the Living Wage Advisory Board Members want to sincerely thank The Mayor, Vice Mayor and all County Commissioners for not only hearing us but implementing our recommendations. We all know the employees who work for independent contractors for the County are also most grateful for these new changes to The Broward County Living Wage Ordinance.

The Living Wage Board Advisory Board of Broward County

**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>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<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		A		X		X					
James Ryan, Vice Chair		X		X		A		A					
Mike "D" Payne		X		X		X		A					
Frank De Risi		X		X		A		X					
Mark Klein		X		X		X		X					
Chester Just		X		X		X		X					
Eddie Edwards, Jr			N/A			X		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.

**Legend:**

- X - present
- A - absent
- E - excused
- NQA - no quorum absent
- NQX - no quorum present
- N - newly appointed
- Z - removed
- C - cancelled



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