

AGENDA  
LIVING WAGE ADVISORY BOARD MEETING  
December 2, 2020 - 11:00 a.m.  
**In-Person Meeting and Virtual Meeting via WebEx**

Conducted from:  
Broward County Governmental Center Building  
115 S. Andrews Avenue, Room 302  
Fort Lauderdale, FL

- I. Call to Order and roll call.
  - II. Introductions as necessary.
  - III. Approval of September 2, 2020 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.
- 

**Special Instructions & Notes:**

1. Virtual Meeting Information:

*There are two ways to join the meeting:*

1. *Via your computer*

- a. *Go to*

<https://broward.webex.com/broward/j.php?MTID=meaad5fda1aef6d1c08c1c6a42955c3b8>

- b. *Enter your name and email address.*

- c. *Enter the session password: **Rtp5Vwv6Z6M** (exactly as written).*

- d. *The session number should populate, if it is not enter **178 771 9645** in the session number field.*

- e. *If your computer does not have a microphone, **follow the attached instructions to use your phone's audio***

2. *Via your phone*

- a. *Using your telephone call: **1-415-655-0002***

- b. *Enter Access code: **178 771 9645#***

- c. *Enter the session password: **78758986#***

2. Click on the link below for a copy of the complete agenda & attachments:

[Agenda Package – December 2, 2020](#)

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LIVING WAGE ADVISORY BOARD MEETING  
December 2, 2020 - 11:00 a.m.  
**In-Person Meeting and Virtual Meeting via WebEx**

3. Guidelines for **virtual public participation**:

- To promote social distancing and avoid risk of additional community spread, this meeting is not open to physical attendance by members of the public.
- If you are virtually attending this meeting, click on the link below and complete the Guest Speaker Form.  
[Guest Speaker Form](#)
- The form must be submitted electronically, at least two days before the meeting to:  
lugarcia@broward.org.
- If you do not have the ability to view the meeting or provide public comment and wish to do so, please notify us at the following email address: [lugarcia@broward.org](mailto:lugarcia@broward.org), telephone number: (954) 357-6071 or physical mailing address: Lucy Garcia, Advisory Board Minutes Coordinator, 115 S. Andrews Avenue, Room 212, Fort Lauderdale, FL 33301 at least two days before the meeting, so that the County can communicate the location of the access point to you.”

4. If you have any questions, please contact Lucy Garcia, Advisory Board Minutes Coordinator at lugarcia@broward.org or (954) 357-6071.

**Please follow the instructions below to access the training:**

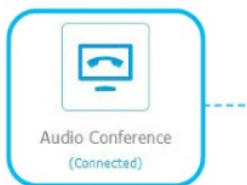
1. Go to <https://broward.webex.com/broward/j.php?MTID=meaad5fda1aef6d1c08c1c6a42955c3b8>
2. Enter your name and email address.
3. Enter the session password: **Rtp5Vwv6Z6M (78758986 from phones)**
4. The session number should already be populated, if it is not enter **178 771 9645** in the session number field
5. A new window will pop-up asking you to Install or Allow installation of the Webex add-on. DO NOT SELECT INSTALL OR ALLOW. Select **“Go Here”** to view the webinar without downloading anything. See screenshot below.



6. This will take you to the Having Trouble Joining screen. Select **“Run a temporary application”** to join the meeting and **“Run”** on the pop-up window at the bottom of the page. See screenshot below.



7. Once you join the training session, select the **Audio Conference button**



8. Select **“Use Phone”** and **“I Will Call In”** to use your phone to call in using the phone number and access code provided.
  - a. DO NOT SELECT **“Use Computer for Audio”** as the computer audio is not always as reliable as the call-in feature.

**MINUTES**  
**LIVING WAGE ADVISORY BOARD MEETING**  
**Wednesday, September 2, 2020 - 11:00 a.m.**

**Living Wage Advisory Board Members Present:**

Mark Klein, Chair  
Mike D. Payne, Board Member  
James Ryan, Board Member  
Chester Just, Board Member  
Eddie Edwards, Jr., Board Member  
Frank De Risi, Board Member

**Living Wage Advisory Board Members Absent:**

Zac Cassidy, Vice Chair

**County Staff Present:**

Shelia Pitts-Howard, Administrative Officer Senior, Purchasing Division  
Alexa Francis, Administrative Officer, Purchasing Division  
Fernando Amuchastegui, Assistant County Attorney, Office of the County Attorney  
Orlando Garcia, Program Project Coordinator, Intergovernmental Affairs  
Lucy Garcia, Program Project Coordinator, Purchasing Division (Minutes Coordinator)

- I. The Minutes Coordinator, Lucy Garcia called the meeting to order at 11:00 a.m. Roll call was conducted by Lucy Garcia and it was noted a quorum was present. The meeting was held virtually using WebEx.
- II. No Introductions were necessary for this meeting.
- III. **A motion was made by Chester Just, seconded by Mike Payne and unanimously passed to accept the June 3, 2020 minutes.**
- IV. Staff Updates:
  - A. Alexa Francis briefly discussed the Living Wage Contracts Report for the June 2020 – August 2020 reporting period. There were 2 new living wage contracts to report for this period. There were no questions or further discussion on the contracts.
  - 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. There were no other updates provided at this time.
- VI. Discussion:
  - A. Orlando Garcia, Program Project Coordinator, Intergovernmental Affairs provided a follow-up discussion with the Living Wage Advisory Board (LWAB) members on the two options they discussed at their last meeting on June 3, 2020 regarding the Sunset Review Panel. The options discussed were:
    - 1) Merge the LWAB with existing boards. The candidates that were identified were the Human Rights Board, the Housing Council and CareerSource – which would not be a possibility since it is a state board.
    - 2) Educate the Board on other things they could do. The language of the existing Living Wage Advisory Board could be amended to reflect their desire to acquire knowledge and find other functions or ways to be useful.
    - 3) Retain the LWAB as is.

Orlando Garcia advised the Living Wage Advisory Board to vote on the options above so he can bring their recommendations before the County Commission. The Board members discussed the options available and made a motion to retain the Board as is.

Motion was made by Chester Just to retain the Living Wage Advisory Board as is and it was seconded by Jim Ryan.

**Vote: Mark Klein, as is; Chester Just, as is; Jim Ryan, as is; Mike Payne, as is; Eddie Edwards, Jr, as is; Frank De Risi as is.**

**The motion was passed by the Living Wage Advisory Board members. 6 votes in favor, with no opposed votes; one member Zac Cassidy was not present. The vote was passed unanimously.**

Orlando Garcia advised the Board members that the agenda report to the Commission will state "retained".

The Board Coordinator, Lucy Garcia, asked Orlando Garcia to clarify that the Board members can make changes to the Board at a later date. The response from Orlando Garcia was yes, and they would need to get advice from him on how to proceed with any changes.

- B. Orlando Garcia discussed the current Federal and State programs, which were provided to all Board Coordinators to present in the Advisory Board meeting. As a part of the County Board's process to prepare for the new session in 2021 and the next congress that will start in January, they are requesting any input from the Advisory Boards on any issues that are not currently covered in the programs. The minutes can reflect that there were no recommendations from the LWAB members.
- C. The Chair, Mark Klein, asked each of the Board Members if they have any other comments or items to discuss: Mark replied no; Chester replied no; Jim Ryan replied no; Mike Payne replied no; Eddie Edwards, Jr, replied no; Frank De Risi replied no; Fernando Amuchastegui, replied no.
- D. The Board Coordinator also confirmed with Orlando that the applicable website would be updated to reflect that the LWAB amended their by-laws to have quarterly meetings instead of bi-weekly. Orlando Garcia will update the website accordingly.

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 11:25 a.m.

This meeting was recorded on CD 20-SC-13 (Via WebEx).

**Hand-Outs at the 9/2/20 Meeting:**

1. Living Wage New Contracts Report.
2. Email on Federal & State Programs
3. September 2020 Budget Workshop Schedule
4. Attendance Record.
5. Schedule of Living Wage Advisory Board Meetings for 2020.



Broward County Living Wage Ordinance: New Living Wage Contracts (Effective for the Period September 2020 to November 2020)

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	OPN2120216B1_1	Gearbox Fabrication and Rehabilitation Services	CONDO ELECTRIC MOTOR REPAIR CORP.	9/22/2020	9/22/2020	\$ 159,679.00	\$ 194,800.00	Gearbox Fabrication and Rehabilitation Services, Bid No. OPN2120216B1_1, for the Water and Wastewater Department, for the initial one-year term, in the estimated amount of \$159,679 and authorize the Director of Purchasing to renew the contract for two additional one-year periods, for a three-year potential estimated amount of \$479,037. The initial contract period began on September 22, 2020 and will terminate one year from that date. Decrease due to equipment not needing repairs as frequently resulting in less estimated labor hours.  Incumbent: Condo Electric Industrial Supply, Inc., Contract No.: Y2113126B1, Gearbox Fabrication and Rehabilitation Services. Contract Term: August 22, 2017 to November 21, 2020. Expenditures to date: \$285,588.	Y	N	N
2	OPN2121037B1_1	Electric Motor Repair Services	T A C ARMATURE & PUMPS CORP	9/30/2020	1/1/2021	\$ 316,930.00	\$ 450,000.00	Electric Motor Repair Services, Bid No. OPN2121037B1_1, for the Water and Wastewater Department, for the initial two-year term, in the estimated amount of \$633,860 and authorize the Director of Purchasing to renew the contract for two additional one-year periods, for a four-year potential estimated amount of \$1,267,720. The initial contract period will begin on January 1, 2021 and will terminate two years from that date. Decrease due to end of life equipment that was replaced, which led to less motor repairs being needed..  Incumbent: T A C ARMATURE & PUMPS CORP, Contract No.: Y2111383B1, Contract Name: Electric Motor Repair Services. Contract Term: September 15, 2016 to December 31,2020. Expenditures to date: \$ 967,572.51.	Y	N	N
3	PNC2116816P1_1	Parking Mgmt Svcs for Port	SP PLUS CORPORATION	10/20/2020	11/1/2020	\$ 1,530,775.33	\$ 1,751,512.00	Parking Management Services, Bid No. PNC2116816P1, for Port Everglades Department, for the initial three-year term, in the estimated amount of \$4,592,326 and authorize the Director of Purchasing to renew the contract for two additional one-year periods, for a five-year potential estimated amount of \$7,653,877. The initial contract period began on November 1, 2020 and will terminate three years from that date. Decrease due to removal of the North Port parking garage and the Port's highly automated parking garage system which required less personnel.  Incumbent: Parking Management Services for Port Everglades Department, Contract No.: R1174806P1, Parking Management Services for Port Everglades Department. Contract Term: July 1, 2014 to October 21, 2020. Expenditures to date: \$10,296,742.06.	N	N	N
4	BLD2120946B1_1	Parking Lot Sealing Striping	FG CONSTRUCTION LLC	11/10/2020	11/10/2020	\$ 473,976.60	\$ 441,743.00	Parking Lot Sealing Striping, Bid No. BLD2120946B1_1, for the Facilities Management Department, for the initial one-year term, in the estimated amount of \$473,977 and authorize the Director of Purchasing to renew the contract for two additional one-year periods, for a three-year potential estimated amount of \$1,421,930. The initial contract period began on November 10, 2020 and will terminate one year from that date. Increase due to living wage.  Incumbent: FLG Services, Inc., Contract No.: W2112511B1, Parking Lot Sealing and Striping Services. Contract Term: February 7, 2017 to May 6, 2020. Expenditures to date: \$1,266,108.68 with an interim contract of W2112511X1, for Contract Term: May 6, 2020 to November 6, 2020 with expenditures to date: \$7,550.00.	Y	Y	N

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
5	OPN2121456B1_1	Backflow Preventer Certifications and Repairs	HANS JOHNSON PLUMBING & AIR LLC	11/16/2020	1/1/2021	\$ 671,010.00	\$ 349,080.00	Backflow Preventer Certifications and Repairs, Bid No. OPN2121456B1_1, for the Water and Wastewater Services Department, for the initial one-year term, in the estimated amount of \$671,010 and authorize the Director of Purchasing to renew the contract for two additional one-year periods, for a three-year potential estimated amount of \$2,013,030. The initial contract period will begin on January 1, 2021 and will terminate one year from that date. Increase due to living wage and increased cost of materials.  Incumbent: Hans Johnson Plumbing & Air LLC (primary), A to Z State Wide Plumbing, Inc. (secondary), Sunshine State Backflow & Plumbing, Inc. (tertiary), Contract No.: Y2112983B1, Backflow Preventer Certifications and Repairs. Contract Term: March 14, 2017 to December 31, 2020. Expenditures to date: \$641,905.27.	Y	Y	N

**From:** [Cassini, C. Marty](#)  
**To:** [Alexandre, Nancy](#); [Alicia.McRae@flhealth.gov](mailto:Alicia.McRae@flhealth.gov); [Amoruso, Glenn](#); [Ayala, Madeline](#); [Bachmann, Michele](#); [Bailey, Patricia](#); [Bayag, Brett](#); [Beebe, Silvia](#); [Billingsley, Brenda](#); [Blake Boy, Barbara](#); [Briggs, Linda](#); [Cabieses, Carlos](#); [Card, William](#); [Carrano, Susanne](#); [Cassini, Gretchen](#); [Cunningham, Darrell](#); [Danchuk, Samantha](#); [Davenport, LaToya](#); [Davis, Monique](#); [Dibono, Jennifer](#); [Dipietro, James](#); [Donner, Monica](#); [Dorsett, Averill](#); [Dunlap, Phillip](#); [Etienne, Chedely](#); [Farmer, Stephen](#); [Feinberg, Jack](#); [Fejes, Suzanne](#); [Feliciano, Maribel](#); [Ferrer, Richard](#); [Forelle, Sara](#); [Garcia, Lucy](#); [Garry Johnson](#); [Gustavo Padrino](#); [Hagen, Cathy](#); [Harper, Amber](#); [Henry, Racquel](#); [HIV Planning Council](#); [Howard, Norman](#); [Isabel Cosio Carballo](#); [Jackson, Meoshi](#); [Joseph, Jonda](#); [Jurado, Jennifer](#); [kshanley@browardcenter.org](mailto:kshanley@browardcenter.org); [Kuske, Bettina](#); [Lawson, Willowstine](#); [Lewin, Elsie](#); [Liddell, Elizabeth](#); [Linda L. Houchins](#); [Lugo, Damaris](#); [Mcdonald, Sandy-Michael](#); [Mcquire, Rebecca](#); [Menendez-Kane, Jenny](#); [Michael DeLucca](#); [Molina, Aydee](#); [Nance, Eboni](#); [Nocom, Rowena](#); [O'Geen, Joseph](#); [Piedrasanta, Shatara](#); [Powell, Carol](#); [Reynolds, Mildred](#); [Ritter, Stacy](#); [Saiphoo, Cyril](#); [Torre, Salvatore](#); [Sanford, Jay](#); [Sesodia, Josie](#); [Sinclair, Vanesha S.](#); [Smith, Susan](#); [Sofoul, Nicholas](#); [Steven Abrams SFRTA](#); [Stevens, Tabitha](#); [Stone, Ralph](#); [Tammy Leshawn Sartin](#); [Vela, Marlene](#); [Walker, Sharon](#); [Watson, Kelvin](#); [Wells, Rita](#); [West, Dan](#); [Yolanda Falcone](#); [Zerbe, Alison](#); [Zurko, Chad](#)  
**Cc:** [Henry, Bertha](#); [Cepero, Monica](#); [Cohen, Alan](#); [Campbell, Kimm](#); [Kelleher, Kevin](#); [Garcia, Orlando](#); [boards](#); [Blanco Garcia, Rocio](#); [Carter, Kristin](#)  
**Subject:** Advisory Boards In-Person Meetings  
**Date:** Monday, November 2, 2020 11:10:37 AM  
**Attachments:** [110220 Memo Advisory Board Meetings.pdf](#)  
[Generic Script for Advisory Boards.docx](#)

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Good Morning Board Coordinators,

As you may know, EO 20-246 which allowed local governments to meet virtually has expired. As a result, please find attached a memo regarding procedures to conduct physical Advisory Board meetings effective immediately. Also attached is a script to be used by Advisory Board chairs when presiding over meetings.

IABS will conduct virtual meetings today and tomorrow to answer any questions you may have. Meetings will take place from 1:00-1:30 and 2:00-2:30 each day.

A calendar invite will follow this email.



*C. Marty Cassini*

County Administration  
Intergovernmental Affairs/Boards Section Manager

Main Library, 8<sup>th</sup> Floor  
100 S. Andrews Avenue  
Fort Lauderdale, FL 33301  
(954) 357-7575 - Office  
(954) 599-8088 - Cell  
[mcassini@broward.org](mailto:mcassini@broward.org)





COUNTY ADMINISTRATION

INTERGOVERNMENTAL AFFAIRS/BOARDS SECTION

100 S. Andrews Avenue, 8<sup>th</sup> Floor • Fort Lauderdale, Florida 33301 • 954-357-7575

Advisory Board Coordinators,

In preparation of the requirement to conduct in-person meetings, beginning on November 1, 2020, the following guidelines apply to Advisory Boards (Boards):

**Meetings:** Advisory Boards must continue to follow Sunshine Law requirements to conduct business (meetings must be adequately noticed, be open to the public, and minutes of the meeting must be kept). Additionally, Advisory Boards must adhere to Section 1-233 of the Broward County Code of Ordinances and must have an in-person quorum to be able to conduct business. Until further notice meetings will be limited to the Advisory Board members and staff supporting them. The public may attend virtually. Any individuals attending in-person are required to social distance, wear facial coverings, and adhere to all Emergency Orders.

**Location:** You may continue to hold meetings at facilities where you held meetings pre-Covid-19 so long as social distancing can be achieved. The following meeting rooms are also approved for use, subject to availability:

Government Center East: 301 (COVID capacity of 8), 302 (COVID Capacity of 12), and 430 (COVID capacity of 19 which can accommodate a quorum for most Boards). You can reserve a conference room via Outlook: GC-ConfRoom 301, GC-ConfRoom 302, and GC430.

Main Library: the 6<sup>th</sup> Floor Bienes Conference Room (COVID capacity of 10), the Bienes Ceremonial Room (COVID capacity of 12), and 6E (open space outside the conference rooms). 6E can hold a maximum of 30 chairs, has a podium, and can accommodate a physical quorum for all Boards. However, please note that there is no technology, and you will need to utilize your own computer/phone. If you would like to schedule a meeting at the library contact Steve Rodeberg, Sebastian Perez, or Johanne Lugo.

Government Center West: Generally used for hearings of Licensing and Examining Boards

**Use of teleconferencing during Meetings:** Provided that there is an in-person quorum, and given the exigent circumstances the COVID-19 pandemic presents and the heightened risk of disease spread in enclosed spaces, members beyond those required for in-person quorum may attend meetings virtually. You may use a conference bridge line, Microsoft Teams, Zoom, Cisco Webex, and Skype. A physical quorum must be established and maintained during meetings at all times. Should the Advisory Board not be able to achieve an in-person quorum, the Advisory Board will not be able to conduct business,

and members who indicated that they would participate virtually will be marked absent pursuant to Section 1-233 of the Code.

You should always know the technology needs and test the technology in advance of the meeting. You may rent a video projector through the Office of Public Communications:

<https://bc-net/Agencies/publicinfo/forms/EquipmentRequestAndCheckOutForm.pdf>

**Public:** Members of the public wishing to attend and speak on an item should address the Advisory Board virtually via a conference bridge or a technology platform (Skype, Teams, Zoom, or WebEx). The virtual medium link should be posted on the Sunshine notice and the agenda.

As part of the Sunshine Meeting Notice, the following language must be added to your Sunshine notice for members of the public who may not have access to the meeting virtually:

*“If you do not have the ability to view the meeting or provide public comment and wish to do so, please notify us at the following email address (insert=contact email address), telephone number (insert=number) or physical mailing address (insert=Address) at least three (3) days before the meeting, so that the County can communicate the location of the access point to you.”*

Should a member of the public contact you for such a reason, please consult with the Intergovernmental Affairs/Boards Section of County Administration to coordinate access for members of the public.

**Sanitation/Room Setup:** Please ensure that the meeting room is properly setup and sanitized before and after the meeting has concluded. Setup includes spacing chairs at least 6 feet apart. Sanitation includes wiping down with disinfectant the chairs and tables used or to be utilized during the meeting. Food and drinks may be consumed only while seated. Buffet style food service is prohibited. All food items and beverages must be in individual use containers.

Should you have any questions, please contact me or Orlando Garcia ([orgarcia@broward.org](mailto:orgarcia@broward.org)).

Thank you,



Marty Cassini



Finance and Administrative Services Department  
PURCHASING DIVISION  
115 S. Andrews Avenue, Room 212 • Fort Lauderdale, Florida 33301 • 954-357-6066 • FAX 954-357-8535

**MEMORANDUM**

DATE: November 16, 2020

TO: Broward County Board of County Commissioners

THROUGH: Bertha Henry, County Administrator

THROUGH: George Tablack, Chief Financial Officer *George Tablack* Digitally signed by GEORGE TABLACK Date: 2020.11.17 12:05:01 -05'00'

FROM: Brenda J. Billingsley, Director Purchasing Division BRENDA BILLINGSLEY Digitally signed by BRENDA BILLINGSLEY Date: 2020.11.16 15:40:15 -05'00'

RE: 2021 Living Wage Rate Poster

In accordance with the Living Wage Ordinance, Section 26-100, the living wage hourly rates and the health care hourly benefit amount shall be annually indexed using the indexing methodology prescribed in Subsection 26.102(e) below:

- (e) Adjusting the living wage and health care benefit amount. Beginning on January 1, 2020 (or beginning on January 1, 2019, for those service contracts entered into prior to January 1, 2019, as to which the new, higher living wage rate established by this amendment to the Living Wage Ordinance is not in effect as of January 1, 2019), and thereafter on January 1 of each year, the living wage and health care benefit amount shall be adjusted annually by the lowest of the following three (3) percentages: (1) The percentage increase in the Consumer Price Index for All Urban Consumers (CPI-U), All Items, Miami-Ft. Lauderdale-West Palm Beach, FL, calculated by the United States Department of Labor, for the immediately preceding period of November 1 through October 31; (2) Three percent (3%); or (3) The percentage across-the-board compensation increase provided by the County to unrepresented County employees.

On September 22, 2020, the Board approved the Unrepresented Pay Plan and Compensation Policy for Fiscal Year 2020, providing for a three percent (3%) base salary increase for unrepresented employees. The CPI-U increased 1.0% from October 2019 to October 2020. Using this factor to complete the calculations required to adjust the living wage rates resulted in a 1.0% increase from the 2020 living wage rates.

Accordingly, please find attached the new Living Wage Rate Poster effective January 1, 2021. As always, the updated living wage rate poster will be electronically posted to the Purchasing Division website and vendors with active living wage contracts will be noticed.

Attachment

BJB/af

c: Monica Cepero, Deputy County Administrator  
Kevin Kelleher, Assistant County Administrator  
Robert Melton, County Auditor  
Andrew J. Meyers, County Attorney  
Glenn Marcos, Assistant Director, Purchasing Division  
Shelia Pitts-Howard, Administrative Officer Senior, Purchasing Division  
Fernando Amuchastegui, Assistant County Attorney, Office of the County Attorney



# YOUR RIGHTS UNDER THE BROWARD COUNTY LIVING WAGE ORDINANCE

## LIVING WAGES for 2021

In accordance with the Living Wage Ordinance, Section 26.102, Broward County Code of Ordinances, Broward County service contractors' employees and subcontractors performing covered services pursuant to applicable County contracts must be paid at least the following living wage hourly rates:

**\$13.61** per hour with qualifying health benefits amounting to at least \$3.44 per hour, or  
**\$17.05** per hour without health benefits

**Notice: The living wage rates and health benefit amount are indexed in accordance with Section 26.102(e) of the Living Wage Ordinance.**

Applicable covered services provided pursuant to a County service contract (exceeding \$100,000/year) include:

- Food preparation and/or distribution
- Security services
- Routine maintenance services: janitorial, cleaning, refuse removal, and recycling collections, or similar services
- Repair and refinishing services: for furniture, fixtures, vehicles, machinery, or equipment, including preventative maintenance and replacement of parts
- Clerical or other non-supervisory office work (temporary or permanent personnel): secretarial, typing, data entry, filing, transcription, specialized billing, sorting/completion of forms, and word, data and informational processing
- Passenger transportation and automobile parking services
- Printing and reproduction services
- Landscaping, lawn, and/or agricultural services

Applicable covered airport services pursuant to a County service contract (any contract value) include:

- Food and beverage concessionaire services and certain retail concessionaire services at Airport Terminals Complex and the Car Rental Center.
- Airline service providers for air carriers: ground handling or ramp services; ground equipment provisioning and maintenance; maintenance; in-to-plane fuel service; passenger service; porter service; janitorial service; security service; baggage delivery service; aircraft cleaning; or operation of a private club.

### ENFORCEMENT

If a service contractor is not complying with the living wage requirements, a covered employee or subcontractor of a service contractor may seek to recover back wages against the responsible service contractor by filing a written complaint with the County or filing suit against the covered employer.

A covered employee or subcontractor may file written complaints of underpayment or retaliation/discrimination (in connection with the filing of living wage complaint), with the Broward County Professional Standards/Human Rights Section, 115 S. Andrews Avenue, Room 427, Fort Lauderdale, FL 33301, or call (954) 357-6500.

### SANCTIONS

Damages payable to Broward County in the sum of up to \$500 per day, but not to exceed \$1000 per week for each covered employee, may be assessed against the service contractor for failure to pay the required wage rates above in addition to payment of the underpaid wages to the employee.

**For other information**, contact the applicable Contract Administrator or the Broward County Purchasing Division, 115 S. Andrews Ave., Room 212, Fort Lauderdale, Florida 33301, (954) 357-6066.

*The Living Wage Ordinance requires service contractors awarded living wage contracts to display this poster at the job site in a prominent location where it can easily be seen by employees.*



2021  
LIVING WAGE ADVISORY BOARD MEETINGS

*(These are the quarterly meetings (First Wednesday of the month) for 2021*

MARCH 3, 2021

JUNE 2, 2021

SEPTEMBER 1, 2021

DECEMBER 1, 2021