

AGENDA
LIVING WAGE ADVISORY BOARD MEETING
December 7, 2022 - 11:00 a.m.
In-Person Meeting

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 7, 2022 minutes.
- IV. Staff updates to report.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage.
- VI. Election of New Chair and Vice Chair
- VII. Discussion and instruction to staff.
- VIII. Adjourn.

Special Instructions & Notes:

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

[Agenda Package – December 7, 2022](#)

2. Guidelines for **public participation**:

- If you are planning on 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 have any questions, please contact Lucy Garcia, Advisory Board Minutes Coordinator at lugarcia@broward.org or (954) 357-6071 at least two days before the meeting.

MINUTES
LIVING WAGE ADVISORY BOARD MEETING
Wednesday, September 7, 2022 - 11:00 a.m.

Living Wage Advisory Board Members Present:

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

County Staff Present:

Robert E. Gleason, Director, Purchasing Division
Jose Hidalgo, Purchasing Manager, Purchasing Division
Shelia Pitts-Howard, Administrative Officer Senior, Purchasing Division
Alexa Francis, Administrative Officer, Purchasing Division
Fernando Amuchastegui, Senior Assistant County Attorney, Office of the County Attorney

- I. Alexa Francis called the meeting to order at 11:05 a.m. Roll call was conducted by Alexa Francis and it was noted a quorum was present. The meeting was held in-person with six members attending in-person.
- II. Bob Gleason, Director of Purchasing, introduced the new Purchasing Manager Jose Hidalgo. Jose will be working with Connie Mangan, Purchasing Manager on items related to the living wage. No other introductions were made.
- III. **A motion was made by Mike Payne, seconded by Chester Just and unanimously passed to accept the June 1, 2022 minutes.**

A motion was made by Zac Cassidy, seconded by Chester Just and unanimously passed to accept the June 27, 2022 (Special Meeting) minutes.

IV. Staff Updates:

A. Shelia Pitts-Howard briefly discussed the Living Wage Contracts Report for the March 2022 – August 2022 reporting period. There were ten new living wage contracts to report for this period. There was discussion regarding the impact of living wage on some of the contracts and scope changes. Robert Gleason, Director of Purchasing, noted that there has been an increase in requests from vendors to address rising costs due to increases in the cost of materials. He explained that Broward County Purchasing Division is looking into these requests on a case-by-case basis. Mark Klein commented that the County has not done this in the past, which is a positive step in Purchasing now looking to improve this concern by vendors. He complimented Mr. Gleason for taking the initiative on these improvements which help to improve the business relationships between the vendors and Purchasing.

B. There was no report provided by Human Resources.

V. Updates from Board members on meetings with Commissioners regarding the Living Wage:

A. Frank De Risi stated that Commissioner Beam Furr's aide Ray Miller spoke with the Commissioner regarding the items that were discussed at the last Advisory Board meeting.

B. Zac Cassidy stated that he spoke with Commissioner Tim Ryan's aide regarding the items that were discussed at the last Advisory Board meeting. At this time, there was no other feedback provided.

VI. Memorandum – LWAB Recommendation on the Living Wage Ordinance

A. Mark Klein inquired when the proposed recommendations to the revisions to the Living Wage Ordinance will be going to the Board of County Commissioners. Robert Gleason responded that it is expected to be discussed at a future meeting and we will notify the Advisory Board of the Commission meeting date as soon as we are made aware. Fernando Amuchastegui added that the revisions to the language for the Living Wage Ordinance will be vetted through the County Attorney's office. Fernando asked about the status of the finalized proposed recommendations on the Living Wage Ordinance by the Advisory Board. It was noted that the finalized memorandum was included in the Advisory Board agenda package for this meeting.

VII. Discussion:

- A. Mark Klein asked about the current vacancies on the Advisory Board. There are 3 vacancies for Commissioners' Fisher, Geller and Udine. He added that he plans to meet with the Commissioners who have vacancies on the LWAB regarding filling those vacancies.
- B. Frank De Risi wanted to briefly discuss the format of the last meeting. He added that the meeting went well but perhaps for future meetings we need to allow time for other Advisory Board members to have an opportunity to share their views and comments. The Chair, Mark Klein responded that his comments were noted for future meetings.

Instruction to Staff:

- B. The LWAB instructed staff to notify the Advisory Board members of the date of the Commission Meeting at which proposed revisions to the Living Wage Ordinance will be discussed.

VIII. There being no further business before the Board, the meeting adjourned at 11:35 a.m.

This meeting was recorded on CD 22-SC-06 (Sony IC Recorder).

Hand-Outs at the 9/7/22 Meeting:

1. Living Wage New Contracts Report.
2. Memorandum dated August 30, 2022 - County Administrator to Commissioners with the LWAB Recommendations on the Living Wage Ordinance
3. Letters of Reappointments for Advisory Board Members
4. Schedule of 2022 Budget Workshops
5. Attendance Record.
6. Schedule of Living Wage Advisory Board Meetings for 2022.



Broward County Living Wage Ordinance: New Living Wage Contracts (Effective for the Period September 2022 - November 2022)

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	PNC2124751B1_1	Restoration of Surface Water Infrastructure	SHENANDOAH GENERAL CONSTRUCTION CO	9/1/2022	1/1/2023	\$1,854,650.00	\$1,097,900.00	Restoration of Surface Water Infrastructure, Bid No. PNC2124751B1, for the Water and Wastewater Services Division, in the initial one-year amount of \$1,854,650.00 and authorize the Director of Purchasing to renew the contract for two one-year periods for a three-year potential estimated amount of \$5,563,950.00. The initial contract period shall begin on January 1, 2023 and will terminate one year from that date. Increase from the previous contract is due to availability of materials and labor forces and economic activity. Incumbent: Shenandoah General Construction; Contract Number and Title: PNC2118535B1, Restoration of Surface Water Infrastructure. Contract Term: July 5, 2019 through December 31, 2022. Expenditures to date: \$1,536,574.50.	Y	N	N
2	BLD2124334B1_1	Ground Maintenance Services	COCO TREE SERVICE CORP	9/29/2022	1/1/2023	\$647,865.70	\$868,321.00	Ground Maintenance Services, Bid No. BLD2124334B1_1, for the Facilities Management Division, in the initial two-year amount of \$1,295,731.40 and authorize the Director of Purchasing to renew the contract for three one-year periods for a five-year potential estimated amount of \$3,239,328.50. The initial contract period shall begin on January 1, 2023 and will terminate two years from that date. Incumbent: Prestige Property Maintenance, Inc. Contract Title: Ground Maintenance Services, Contract No. BLD2117968B1_1, Contract Term: December 19, 2019 through December 31, 2022, Expenditures: \$1,459,679.95.	N	N	N
3	BLD2124334B1_2	Ground Maintenance Services	AR MAINTENANCE SOLUTIONS INC.	9/29/2022	1/1/2023	\$900,675.00	\$258,320.00	Ground Maintenance Services, Bid No. BLD2124334B1_2, for the Facilities Management Division, in the initial two-year amount of \$1,801,350.00 and authorize the Director of Purchasing to renew the contract for three one-year periods for a five-year potential estimated amount of \$4,503,375.00. The initial contract period shall begin on January 1, 2023 and will terminate two years from that date. Increase from the previous contract is due to inflation. Incumbent: Prestige Property Maintenance, Inc. Contract No. BLD2117968B1_2, Contract Term: October 16, 2019 through December 31, 2022, Expenditures: \$586,359.	N	N	N
4	IND2125018Q1_1	DeZurik Valves Parts & Repairs	FLUID CONTROL SPECIALTIES INC	10/3/2022	11/27/2022	\$272,240.00	\$200,000.00	DeZurik Valves Parts & Repairs, Bid No. IND2125018Q1_1, for the Water and Wastewater Services Division, in the initial one-year amount of \$272,240.00 and authorize the Director of Purchasing to renew the contract for four one-year periods for a five-year potential estimated amount of \$1,361,200.00. The initial contract period began on November 27, 2022 and will terminate one year from that date. Increase from the previous contract is due to increased costs for parts. Incumbent: Fluid Control Specialties, Inc. Contract No. OPN2117564Q1, Contract Term: November 27, 2018 through November 26, 2022, Expenditures: \$740,087.71.	Y	N	Y
5	BLD2124805B1_1	AC Chiller Maintenance & Repair	THERMO AIR INC	10/4/2022	1/1/2023	\$220,926.00	\$168,940.00	AC Chiller Maintenance & Repair, Bid No. BLD2124805B1_1, for the Water and Wastewater Operations Division, in the initial two-year amount of \$441,852.00 and authorize the Director of Purchasing to renew the contract for three one-year periods for a five-year potential estimated amount of \$1,104,630.00. The initial contract period will begin on January 1, 2023 and will terminate two years from that date. Increase from the previous contract is due to changes to scope and living wage increases. Incumbent: Thermo Air, Inc. Contract No. BLD2118193B1, Contract Term: August 6, 2019 through December 31, 2022, Expenditures: \$453,573.78.	Y	Y	Y

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
6	BLD2124913Q1_1	Schlage Security Access System	TOTAL CONTROL DESIGN	10/8/2022	1/30/2023	\$236,437.50	\$223,000.00	Schlage Security Access Systems Maintenance, Bid No.BLD2124913Q1_1, for the Water and Wastewater Services Division, in the initial one-year amount of \$236,437.50 and authorize the Director of Purchasing to renew the contract for four one-year periods for a five-year potential estimated amount of \$1,182,187.50. The initial contract period will begin on January 30, 2023 and will terminate one year from that date. Increase from the previous contract is due to estimated increased expenditures. Incumbent: Total Control Design. Contract No. BLD2119588B1, Contract Term: January 30, 2020 through January 29, 2023, Expenditures: \$504,717.23.	N	N	N
7	BLD2124749B1_1	Exterior Window Cleaning Services at Port Everglades	OVER THE TOP WINDOW CLEANING INC	10/11/2022	10/11/2022	\$204,156.00	\$44,250.16	Exterior Window Cleaning Services at Port Everglades, Bid No. BLD2124749B1_1, for the Port Everglades - Operations Division, in the initial one-year amount of \$204,156 and authorize the Director of Purchasing to renew the contract for four one-year periods for a five-year potential estimated amount of \$1,020,780. The initial contract period began on October 11, 2022 and will terminate one year from that date. Increase from the previous contract is due to changes in scope, additional locations and inflation. Incumbent: ALJ Services, LLC. Contract No. BLD2116012B1, Contract Term: October 4, 2018 through September 29, 2019, Expenditures: \$12,582.28.	N	N	Y
8	BLD2123988B1_1	Exotic Plant Removal	KERNER ENVIRONMENTAL KERNER LLC	10/11/2022	10/11/2022	\$399,205.00	N/A	Exotic Plant Removal, Bid No. BLD2123988B1, for the Parks and Recreation Division, in the initial two-year amount of \$798,410 and authorize the Director of Purchasing to renew the contract for three one-year periods for a five-year potential estimated amount of \$1,996,025. The initial contract period began on October 11, 2022 and will terminate two years from that date.	N	N	N
9	BLD2125152B1_1	UPS Preventive Maintenance & Repair	ARM ELECTRICAL SERVICES LLC	11/15/2022	1/1/2023	\$459,675.00	\$419,025.00	UPS Preventive Maintenance & Repair, Bid No. BLD2125152B1_1, for the Facilities Management Division, in the initial two-year amount of \$919,350 and authorize the Director of Purchasing to renew the contract for three one-year periods for a five-year potential estimated amount of \$2,298,375. The initial contract period will begin on January 1, 2023 and will terminate two years from that date. Increase from previous contract is due to increase in contract length from three years to five years. Incumbent: ARM Electrical Services, LLC. Contract No. BLD2117628B1, Contract Term: December 28, 2019 through December 31, 2022, Expenditures: \$835,666.72.	Y	N	Y



YOUR RIGHTS UNDER THE BROWARD COUNTY LIVING WAGE ORDINANCE

LIVING WAGES for 2023

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 and health benefit amount indexed in accordance with Section 26.102(f) of the Living Wage Ordinance:

Security Services Officers	All Other Covered Employees (Not Security Services Officers)
\$17.17 per hour <u>with</u> qualifying health benefits* (for employer that offers healthcare benefits) amounting to at least \$3.65 per hour, or	\$15.00 per hour with qualifying health benefits* (for employer that offers healthcare benefits) amounting to at least \$3.65 per hour, or
\$20.82 per hour <u>without</u> health benefits (for employer that does not offer healthcare benefits)	\$18.65 per hour without health benefits (for employer that does not offer healthcare benefits)

Effective January 1, 2023, covered employees will receive 40 hours of paid time off on an annual basis.

***Note – If a covered employee declines health care benefits, the covered employer may pay to the employee the living wage rate with health care benefits listed above provided the covered employer provides to the County written proof of the covered employee's declination.**

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/or 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 (including skycaps and employees performing curbside check-in); 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 \$1,000 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.

Garcia, Lucy

From: Garcia, Lucy
Sent: Wednesday, October 19, 2022 5:41 PM
To: 'markacbbcamp@bellsouth.net'; 'zaccassidy'; 'miked1526@hotmail.com'; 'frankderisi@hotmail.com'; 'LegalMr@aol.com'; 'eddie@thecei.com'
Cc: Gleason, Robert; Pitts-Howard, Shelia; Francis, Alexa; Wilson, Allen; Cuervo, Mary; Amuchastegui, Fernando; Mangan, Constance; Calhoun, Christine; Lopez, Shandreka
Subject: Living Wage Advisory Board: Proposed Living Wage Ordinance - Agenda Item No. 49
Attachments: Agenda Item No. 49 - Proposed Living Wage Ordinance.pdf

Good afternoon Advisory Board Members,

At the September 7, 2022 meeting, the Advisory Board requested to be notified when the proposed recommendations to the Living Wage Ordinance would be presented to the Commission Board.

As of this date, some of the proposed recommendations are scheduled to go before the Board on **October 25, 2022 (Public Hearing) - Agenda Item No. 49 (22-1631)**.

See link below for the posted agenda for the Commission meeting; scroll to page 20 of 24 for Agenda Item No. 49.

[Regular Meeting Agenda \(legistar1.com\)](#)

A copy of the complete agenda is also attached for your convenience.

Thank you,



Lucy Garcia
Program Project Coordinator
Broward County Purchasing Division
115 S. Andrews Avenue, Fort Lauderdale, FL 33301
(954) 357-6071 Fax: (954) 357-8535
www.broward.org/purchasing

Customer care is my priority. How am I doing? Please contact my Director, Robert E. Gleason, at rgleason@broward.org with feedback.



Broward County

Legislation Details (With Text)

File #: 22-1631 **Version:** 1

Status: Agenda Ready

In control: PUBLIC HEARING

On agenda: 10/25/2022 **Final action:**

Title: MOTION TO ENACT Ordinance, the title of which is as follows:

AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA, PERTAINING TO THE LIVING WAGE; AMENDING SECTIONS 26-101 THROUGH 26-103 OF THE BROWARD COUNTY CODE OF ORDINANCES ("CODE"); INCREASING THE LIVING WAGE AND REQUIRING PAID TIME OFF; PROVIDING FOR DEFINITIONS AND OTHER LIVING WAGE REQUIREMENTS; AND PROVIDING FOR SEVERABILITY, INCLUSION IN THE CODE, AND AN EFFECTIVE DATE.
(Sponsored by the Board of County Commissioners)

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit 1 - Copy of Proposed Ordinance, 2. Exhibit 2 - Copy of Fiscal Impact Statement

Date	Ver.	Action By	Action	Result
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Broward County Commission Regular Meeting

Director's Name: Andrew J. Meyers

Department: County Attorney

Information

Requested Action

MOTION TO ENACT Ordinance, the title of which is as follows:

AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA, PERTAINING TO THE LIVING WAGE; AMENDING SECTIONS 26-101 THROUGH 26-103 OF THE BROWARD COUNTY CODE OF ORDINANCES ("CODE"); INCREASING THE LIVING WAGE AND REQUIRING PAID TIME OFF; PROVIDING FOR DEFINITIONS AND OTHER LIVING WAGE REQUIREMENTS; AND PROVIDING FOR SEVERABILITY, INCLUSION IN THE CODE, AND AN EFFECTIVE DATE.

(Sponsored by the Board of County Commissioners)

Why Action is Necessary

A Resolution directing the County Administrator to publish notice of public hearing to consider enactment of the Ordinance was adopted by the Board of County Commissioners at its meeting of October 11, 2022.

What Action Accomplishes

Allows for the Board's consideration of the proposed Ordinance.

Is this Action Goal Related

No

Previous Action Taken

Summary Explanation/Background

The County Administrator proposes amending the Living Wage Ordinance, effective December 31, 2022, as follows:

The living wage for new contracts entered on or after January 1, 2023, would be at least \$15.00 per hour (\$17.17 per hour for security services officers) if the covered employer provides health care benefits. If the covered employer does not provide health care benefits, the living wage must include an additional health care benefit amount (currently \$3.54 per hour). Both the hourly wage and the health care benefit amount would be adjusted annually, with the first health care amount adjustment occurring on January 1, 2023, and the first hourly wage rate adjustment occurring on January 1, 2024.

Commencing the first full pay period in January 2023, County part-time benefit-eligible and full-time benefit-eligible employees under the County pay plan will be paid at least \$15.00 per hour, in addition to health care benefits.

Additionally, the proposed Ordinance provides that service contractors must provide paid time off to their covered employees. Covered employees of service contractors shall accrue at least one hour of paid time off for every 30 hours worked (provided, however, that nothing in the Ordinance requires that total accrued paid time off, on an annual basis, exceed forty (40) hours), or alternatively be awarded at least 40 hours of paid time off at the beginning of each 12-month period of employment. A covered employer may not set a limit on the total accrual or award of paid time off at less than 40 hours on an annual basis. Accrual of paid time off must begin upon the date of hire or January 1, 2023, whichever is later. Award of lump sum paid time off must occur by 90 days after the covered employee's date of hire or by January 1, 2023, whichever is later. A covered employee may use the paid time off for vacation, personal necessity, or sick leave.

Covered employers with contracts entered into prior to January 1, 2023, including renewals, extensions, and amendments thereto, must either (a) enter into a written amendment applying the higher living wage amount and any applicable paid time off, or (b) provide written consent and waiver of any objection or defense to the application of the higher living wage and paid time off established by the proposed Ordinance amendment. By March 1, 2023, the County Administrator will present to the Board a list of contracts that do not comply with the higher living wage and paid time off requirements and will recommend whether each contract should be terminated for convenience (if permitted under the contract) or continued.

Source of Additional Information

Adam M. Katzman, Senior Assistant County Attorney, 954-357-7600

Fiscal Impact

Fiscal Impact/Cost Summary

Fiscal Impact Statement by the Office of Management and Budget is attached as Exhibit 2.

PROPOSED

ORDINANCE NO.

1
2 AN ORDINANCE OF THE BOARD OF COUNTY COMMISSIONERS OF BROWARD
3 COUNTY, FLORIDA, PERTAINING TO THE LIVING WAGE; AMENDING
4 SECTIONS 26-101 THROUGH 26-103 OF THE BROWARD COUNTY CODE OF
5 ORDINANCES ("CODE"); INCREASING THE LIVING WAGE AND REQUIRING PAID
6 TIME OFF; PROVIDING FOR DEFINITIONS AND OTHER LIVING WAGE
7 REQUIREMENTS; AND PROVIDING FOR SEVERABILITY, INCLUSION IN THE CODE,
8 AND AN EFFECTIVE DATE.

9 (Sponsored by the Board of County Commissioners)

10
11 WHEREAS, due to the cost of living and other expenses in Broward County
12 ("County"), the Broward County Living Wage Ordinance should be amended to better
13 ensure that covered employees receive a living wage;

14 WHEREAS, requiring County service contractors to provide paid time off for their
15 employees who work on County service contracts will improve the health and
16 performance of those employees; and

17 WHEREAS, the Board of County Commissioners desires to increase the living
18 wage hourly rate and to provide a requirement for paid time off,

19 BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF
20 BROWARD COUNTY, FLORIDA:

21 Section 1. Section 26-101 of the Broward County Code of Ordinances is hereby
22 amended to read as follows:

23 **Sec. 26-101. Definitions.**

24 As used in the Living Wage Ordinance, reference to one gender shall include all
25 others; use of the plural shall include the singular; and use of the singular shall include
26 the plural. The following definitions apply unless the context in which the word or phrase
27 is used requires a different meaning:

28 . . .

29 (h) *Covered employee* means:

30 (1) Each individual employed by a service contractor for a minimum of twenty
31 (20) hours per week who, during the employment, is or was involved in
32 providing services pursuant to the service contractor's contract with the
33 County, except where the individual's primary compensation is composed
34 of tips;

35 (2) Each individual employed by an airline service provider who, during the
36 employment, is or was involved in providing covered airport services
37 pursuant to Section 26-101(I). Individuals employed by an airline service
38 provider whose primary compensation is composed of tips are not covered
39 employees, except for wheelchair attendants, skycaps, and employees
40 performing porter assistance services, including curbside check-in, as
41 described in Section 26-101(I)(6); and

42 (3) Each County employee who is in a part-time benefit-eligible or full-time
43 benefit-eligible position, as determined by the County.

44 . . .

45 (o) Security services officer means a covered employee employed by a service
46 contractor that provides security services pursuant to a service contract awarded by the
47 County. For purposes of this definition, security services officer also means security
48 guard.

49 (ø) (p) *Service contractor* means any for profit individual, corporation, partnership,
50 limited liability company, joint venture, or similar entity that:

51 (1) Is paid, whether directly or indirectly, from one (1) or more of the County's
52 general fund, enterprise funds, capital project funds, or any other funds to
53 provide covered services to the County pursuant to a service contract;

54 (2) Contracts with a service contractor as described in Section ~~26-101(ø)(1)~~
55 26-101(p)(1) to provide some of the covered services included in the service
56 contract between that service contractor and the County; or

57 (3) Is a concessionaire.

58 (q) Written declaration means a document that is verified in accordance with
59 Section 92.525, Florida Statutes.

60 Section 2. Section 26-102 of the Broward County Code of Ordinances is hereby
61 amended to read as follows:

62 **Sec. 26-102. Living wage.**

63 (a) *Living wage requirement.*

64 (1) ~~Living Wage Obligation through December 31, 2018. Through~~
65 ~~December 31, 2018, each covered employer shall pay each of its covered~~
66 ~~employees the amount listed in paragraph a. or b. immediately below:~~

67 a. ~~Living wage rate with health care benefits. A living wage of no less~~
68 ~~than Twelve Dollars and Thirty-eight Cents (\$12.38) per hour, in~~
69 ~~addition to health care benefits as described in Section 26-102(d)~~
70 ~~below.~~

71 b. ~~Living wage rate without health care benefits. If a covered employer~~
72 ~~does not offer a covered employee health care benefits, a living wage~~
73 ~~of no less than Twelve Dollars and Thirty-eight Cents (\$12.38) per~~
74 ~~hour, plus an additional wage rate of One Dollar and Sixty-one Cents~~
75 ~~(\$1.61) per hour.~~

76 (2) (1) ~~Living Wage Obligation Effective January 1, 2019, for New Contracts~~
77 ~~Entered Into on or after January 1, 2019~~ 2023. Each covered employer
78 entering into a new service contract on or after January 1, ~~2019~~ 2023, shall
79 pay each of its covered employees the amount listed in paragraph a. or b.
80 immediately below:

81 a. ~~Living wage rate with health care benefits. A living wage of no less~~
82 ~~than Thirteen Dollars and Twenty-seven Cents (\$13.27)~~ Fifteen
83 Dollars (\$15.00) per hour for covered employees other than security
84 services officers, or Seventeen Dollars and Seventeen Cents
85 (\$17.17) per hour for security services officers, adjusted as provided
86 below, in addition to health care benefits as described in
87 Section 26-102(d) below.

88 b. ~~Living wage rate without health care benefits. If a covered employer~~
89 ~~does not offer a covered employee health care benefits, a living wage~~

90 of no less than ~~Thirteen Dollars and Twenty-seven Cents (\$13.27)~~
91 Fifteen Dollars (\$15.00) per hour for covered employees other than
92 security services officers, or Seventeen Dollars and Seventeen
93 Cents (\$17.17) per hour for security services officers, plus the health
94 care benefit amount, as defined below in Section 26-102(d)(1),
95 adjusted as provided below.

96 ~~(3)~~ (2) *Living Wage Obligation Effective January 1, 2019, for Contracts Entered*
97 *Into Prior to January 1, 2019* 2023, *Including Renewals, Amendments, and*
98 *Extensions Thereof.* Commencing January 1, ~~2019~~ 2023, each covered
99 employer with a service contract entered into prior to January 1, ~~2019~~ 2023,
100 shall pay each of its covered employees the amount listed in paragraph a-
101 or b- immediately below (a)(1) above, subject to the following conditions
102 precedent stated in paragraph c- immediately below:

103 a. ~~Living wage rate with health care benefits. A living wage of no less~~
104 ~~than Thirteen Dollars and Twenty-seven Cents (\$13.27) per hour,~~
105 ~~adjusted as provided below, in addition to health care benefits as~~
106 ~~described in Section 26-102(d) below.~~

107 b. ~~Living wage rate without health care benefits. If a covered employer~~
108 ~~does not offer a covered employee health care benefits, a living wage~~
109 ~~of no less than Thirteen Dollars and Twenty-seven Cents (\$13.27)~~
110 ~~per hour, plus the health care benefit amount, as defined below in~~
111 ~~Section 26-102(d)(1), adjusted as provided below.~~

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e. *Conditions Precedent.*

Notwithstanding anything to the contrary stated in Section 26-102, each covered employer shall continue to pay the living wage rate with health care benefits or the living wage rate without health care benefits, as applicable, that would otherwise be in effect immediately prior to the ~~adoption~~ effective date of this amendment to the Living Wage Ordinance, adjusted as provided in Section ~~26-102(e)~~ 26-102(f), unless and until the condition established in either paragraph 4 a or paragraph 2 b immediately below occurs:

- ~~4.~~ a. The County and the covered employer enter into a written amendment expressly applying to the underlying service contract the higher living wage and health care benefit amount, and any applicable paid time off requirement, established by this amendment to the Living Wage Ordinance. The amendment may provide funding by the County to reasonably mitigate increased costs, if any, resulting from this amendment to the Living Wage Ordinance provided (i) the covered employer certifies in writing that any such funding provided by the County equals or is less than the amount of such increased costs; (ii) the County's contract administrator certifies in writing that, after diligent review of applicable documentation, the contract administrator concurs with the covered employer's certification; and (iii) the County's payment of any such mitigation costs is funded through the same funding source used for payments under the underlying contract (e.g., general fund dollars may only be

135 used to pay mitigation costs in connection with those contracts
136 funded through general fund dollars); or

137 ~~2. b.~~ The covered employer provides written consent and express waiver
138 of any objection or defense to the application of the higher living
139 wage established by this amendment to the Living Wage Ordinance,
140 in form and substance approved by the Office of the County Attorney.

141 On or before ~~April 1, 2019~~ March 1, 2023, the County Administrator, through
142 applicable staff, shall present to the County Commission each affected
143 service contract entered into prior to January 1, ~~2019~~ 2023, as to which
144 neither the condition stated in paragraph 4 a nor the condition stated in
145 paragraph ~~2 b~~ has been met, and shall concurrently recommend in writing
146 whether each such contract should be terminated for convenience (if and
147 as permitted under the contract) or continued. For each contract as to which
148 staff is recommending a continuation, staff's recommendation shall state the
149 operational justification for such continuation. The County Commission,
150 after considering staff's recommendations, shall determine the appropriate
151 action to take regarding each contract.

152 With regard to service contracts entered into prior to January 1, ~~2019~~ 2023,
153 as to which neither the condition stated in paragraph 4 a nor the condition
154 stated in paragraph ~~2 b~~ has been met, staff may not approve any
155 amendment, renewal, or extension thereof unless the amendment, renewal,
156 or extension includes a commitment by the covered employer to pay, upon
157 the commencement of the amendment, renewal, or extension, the higher

158 living wage established by this amendment to the Living Wage Ordinance
159 and to provide any required paid time off. Any amendment, renewal, or
160 extension that does not include this commitment may be approved only by
161 the County Commission, and any contrary prior delegation of authority to
162 staff is hereby rescinded.

163 (b) *No pass through.* Any increased living wage ~~or~~, health care benefit, or paid
164 time off costs resulting from the Living Wage Ordinance shall not be passed through to
165 the County unless clearly disclosed to and expressly approved by the ~~Board of County~~
166 ~~Commissioners.~~

167 (c) *County employees.* Commencing with the first full pay period after
168 January 1, ~~2019~~ 2023, for part-time benefit-eligible or full-time benefit-eligible County
169 employees under the County pay plan, the County will pay a living wage of no less than
170 ~~Thirteen Dollars and Twenty-seven Cents (\$13.27)~~ Fifteen Dollars (\$15.00) per hour,
171 adjusted as provided below, in addition to health care benefits as hereinafter described.

172 (d) *Health care benefits.*

173 (1) *Health care benefit amount.* The health care benefit amount required by the
174 Living Wage Ordinance shall consist of payment by a covered employer, or
175 by the County for its employees, of an amount ("health care benefit
176 amount") toward the provision of health care benefits for a covered
177 employee and dependents, as follows:

178 a. Effective January 1, 2019, a health care benefit amount of at least
179 One Dollar and Sixty-three Cents (\$1.63) per hour, adjusted as
180 provided below on January 1, 2020.

181 b. Effective January 1, 2021, a health care benefit amount of at least
182 Three Dollars and Forty-four Cents (\$3.44) per hour, adjusted as
183 provided below beginning on January 1, 2022.

184 (2) *Proof of health care benefits.* A covered employer must submit a ~~notarized~~
185 affidavit written declaration of compliance as proof of the provision of health
186 care benefits to qualify to pay the living wage rate for covered employees
187 with health care benefits.

188 . . .

189 (e) *Paid time off.*

190 (1) *Amount of paid time off.* A service contractor shall provide paid time off to
191 its covered employees under either the accrual method or the lump sum
192 method, as described below.

193 a. *Accrual method.* Under the accrual method, each covered employee
194 of a service contractor shall earn at least one (1) hour of paid time
195 off for every thirty (30) hours worked, provided that nothing in this
196 section requires that total accrued paid time off, on an annual basis,
197 exceed forty (40) hours. The covered employee shall begin to accrue
198 paid time off upon the effective date of hire or January 1, 2023,
199 whichever is later.

200 b. *Lump sum method.* Under the lump sum method, the service
201 contractor shall award each covered employee no less than forty (40)
202 hours of paid time off at the beginning of each twelve-month period
203 of employment, which award must occur by ninety (90) days after the

204 covered employee's effective date of hire or January 1, 2023,
205 whichever is later.

206 c. Limit on paid time off. A covered employer may not set a limit on the
207 total accrual or award of paid time off at less than forty (40) hours on
208 an annual basis.

209 (2) Regular wage rate. Paid time off shall be paid at a covered employee's
210 regular wage rate at the time the paid time off is used.

211 (3) Use of paid time off. A covered employee may use paid time off for vacation,
212 personal necessity, or sick leave upon accrual or upon lump sum award, as
213 applicable.

214 (4) Effective date for paid time off. Section 26-102(e) shall only apply to
215 (i) service contracts for covered services or concessionaires resulting from
216 solicitations for which the advertisement period includes any date on or after
217 January 1, 2023; (ii) service contracts for covered services or
218 concessionaires in effect on January 1, 2023, including renewals,
219 amendments, and extensions thereof, subject to the requirements and
220 conditions precedent stated in Section 26-102(a)(2); and (iii) new service
221 contracts for covered services or concessionaires entered into after January
222 1, 2023.

223 (e) (f) Adjusting the living wage and health care benefit amount. Beginning on
224 ~~January 1, 2020 (or beginning on January 1, 2019, for those service contracts entered~~
225 ~~into prior to January 1, 2019, as to which the new, higher living wage rate established by~~
226 ~~this amendment to the Living Wage Ordinance is not in effect as of January 1, 2019)~~

227 2023, for the health care benefit amount, and beginning on January 1, 2024, for the living
228 wage amount, and thereafter on January 1 of each year, the living wage and the health
229 care benefit amount shall each be adjusted annually by the lowest of the following three
230 (3) percentages:

231 (1) The percentage increase in the Consumer Price Index for All Urban
232 Consumers (CPI-U), All Items, Miami-Ft. Fort Lauderdale-West Palm
233 Beach, FL, calculated by the United States Department of Labor, for the
234 immediately preceding period of November 1 through October 31;

235 (2) Three percent (3%); or

236 (3) The percentage across-the-board compensation increase provided by the
237 County to unrepresented County employees.

238 ~~(f) (g) *Certification*~~ Written declaration ~~required before payment award. Any and~~
239 ~~all contracts for covered services shall be void, and no funds may be released unless,~~
240 ~~prior to~~ Before entering into any contract with the County for a service contract, the
241 covered employer ~~certifies~~ must submit a written declaration to the County that it will pay
242 each of its covered employees no less than the living wage described in the applicable
243 section above. The ~~certificate~~ written declaration, at a minimum, must include the
244 following:

245 (1) The name, address, and telephone number of the covered employer, a local
246 contact person, and the specific project for which the service contract is
247 sought;

248 (2) The amount of the contract and the applicable County department the
249 contract will serve;

250 (3) A brief description of the project or service provided;
251 (4) A statement of the wage levels for all covered employees; and
252 (5) A commitment to pay all covered employees a living wage, as described in
253 ~~sub~~Section 26-102(a); and

254 (6) A commitment to provide paid time off to all covered employees of the
255 service contractor in accordance with Section 26-102(e).

256 ~~(g)~~ (h) *Observance of other laws.* Every covered employee shall be paid at least
257 biweekly, and without subsequent deduction or rebate of any amount (except for such
258 payroll deductions as are directed or permitted by law or a collective bargaining
259 agreement). The covered employer shall, at a minimum, pay covered employees the
260 living wage rates required by the Living Wage Ordinance and shall also comply with
261 federal and all other applicable laws and ordinances, such as overtime and other wage
262 laws and ordinances.

263 ~~(h)~~ (i) *Posting.* A copy of the living wage rate shall be posted by the covered
264 employer at the workplace in a prominent place where it can easily be seen by covered
265 employees and shall be furnished to a covered employee within a reasonable time after
266 a request to do so. A copy of the living wage rate shall be posted by the covered
267 employer's subcontractors in a prominent place at ~~the~~ each subcontractor's premises
268 where paychecks are distributed and shall also be furnished to a covered employee upon
269 request within a reasonable time after the request is made. Additionally, service
270 contractors shall forward a copy of the requirements of the Living Wage Ordinance to any
271 individual and any entity submitting a bid for a subcontract on any County service contract
272 covered by this article. A covered employer shall also provide the following statement to

273 each covered employee with the employee's first paycheck and every six (6) months
274 thereafter: "You are required by Broward County ordinance to be paid at least [insert
275 applicable rate pursuant to the Living Wage Ordinance] dollars an hour. If you are not
276 paid this hourly rate, contact your supervisor or a lawyer." A service contractor shall also
277 provide the following statement to each covered employee with the employee's first
278 paycheck and every six (6) months thereafter: "By Broward County ordinance, you are
279 entitled to accrue paid time off or be awarded forty (40) hours of paid time off on an annual
280 basis." All notices required by this paragraph shall be printed in English, Spanish, and
281 Creole. The statements shall be provided in the manner set forth below:

282 . . .

283 (2) By attaching or endorsing the printed or stamped statements with the
284 covered employee's first paycheck or direct deposit receipt and
285 subsequently providing a ~~notarized compliance affidavit~~ written declaration
286 from the covered employer to the County acknowledging that the
287 statements were provided to the covered employee with his or her first
288 paycheck.

289 . . .

290 Section 3. Section 26-103 of the Broward County Code of Ordinances is hereby
291 amended to read as follows:

292 **Sec. 26-103. Implementation.**

293 (a) *Procurement specifications.*

294 (1) Payment of the living wage and providing paid time off shall be required by
295 the procurement specifications for all County service contracts for covered

296 services on which bids or proposals shall be solicited on or after the
297 effective date of this article. Such procurement specifications shall also
298 require each firm that utilizes a subcontractor to inform each subcontractor,
299 prior to the time the subcontractor offers its price to such firm, of its
300 obligation to pay a living wage and to provide paid time off to its covered
301 employees. The procurement specifications for applicable contracts shall
302 include a requirement that service contractors agree to produce all
303 documents and records relating to payroll and that service contractors
304 agree to comply with the obligation to maintain payroll records for covered
305 employees for at least three (3) years from the date of termination of the
306 service contract and to produce such records for inspection and copying
307 upon request from the applicable contract administrator ("contract
308 administrator" shall have the same meaning as set forth in the Broward
309 County Procurement Code) or the County Administrator.

310 . . .

311 (d) *Maintenance of payroll records.* Each covered employer shall maintain
312 payroll records for all covered employees and shall preserve them for a period of three
313 (3) years from the date of termination of any County service contract. The records shall
314 contain:

- 315 (1) The name and address of each covered employee;
- 316 (2) The job title and classification;
- 317 (3) The number of hours worked each day;
- 318 (4) The gross wages earned and deductions made;

- 319 (5) Annual wages paid;
- 320 (6) A copy of the covered employer's social security returns and evidence of
321 payment thereof;
- 322 (7) A record of fringe benefit payments, including covered employee and
323 covered employer contributions to employer-approved plans; and
- 324 (8) A record of the number of hours of paid time off each covered employee
325 accrued or was awarded each year; and
- 326 (9) Any other data or information the County Administrator may require from
327 time to time.
- 328 . . .
- 329 (f) *Exemption.* A covered employer who routinely pays the living wage to all of
330 its covered employees that work a minimum of twenty (20) hours per week in a covered
331 services category or for covered airport services may obtain an exemption from the
332 requirement under Section 26-103(d) to report and file payroll records every six (6)
333 months in the manner set forth below. If requested by a covered employer on a form
334 available from the County's Purchasing Division and if the covered employer provides a
335 ~~notarized compliance affidavit~~ written declaration attesting that its wages for covered
336 employees are at least equal to the amount of the living wage, the County's Purchasing
337 Division Director is authorized to grant, in writing, a whole or partial exemption from the
338 requirement to report and file payroll records every six (6) months with the contract
339 administrator as follows:
- 340 . . .

341 Section 4. Severability.

342 If any portion of this Ordinance is determined by any court to be invalid, the invalid
343 portion will be stricken, and such striking will not affect the validity of the remainder of this
344 Ordinance. If any court determines that this Ordinance, in whole or in part, cannot be
345 legally applied to any individual, group, entity, property, or circumstance, such
346 determination will not affect the applicability of this Ordinance to any other individual,
347 group, entity, property, or circumstance.

348 Section 5. Inclusion in the Broward County Code of Ordinances.

349 It is the intention of the Board of County Commissioners that the provisions of this
350 Ordinance become part of the Broward County Code of Ordinances as of the effective
351 date. The sections of this Ordinance may be renumbered or relettered and the word
352 "ordinance" may be changed to "section," "article," or such other appropriate word or
353 phrase to the extent necessary in order to accomplish such intention.

354 Section 6. Effective Date.

355 This Ordinance is effective on December 31, 2022.

ENACTED

PROPOSED

FILED WITH THE DEPARTMENT OF STATE

EFFECTIVE

Approved as to form and legal sufficiency:
Andrew J. Meyers, County Attorney

By: /s/ Adam M. Katzman 09/28/2022
Adam M. Katzman (date)
Senior Assistant County Attorney

By: /s/ René D. Harrod 09/28/2022
René D. Harrod (date)
Chief Deputy County Attorney

AMK/jl
Living Wage Ord Amendments 2022
09/28/2022
613004_17

Coding: Words ~~stricken~~ are deletions from existing text. Words underlined are additions to existing text.



OFFICE OF MANAGEMENT AND BUDGET

115 S. Andrews Avenue, Room 404 • Fort Lauderdale, Florida 33301 • 954-357-6345 • FAX 954-357-6364

MEMORANDUM

October 7, 2022

TO: Board of County Commissioners

FROM: Norman Foster, Director
Office of Management and Budget

SUBJECT: Proposed Ordinance Amending Sections 26-101 through 26-103 of the Broward County Code of Ordinances, Relating to the Living Wage

Summary

The proposed ordinance amends the living wage ordinance by increasing living wage levels and requiring paid time off.

The proposed ordinance

- Defines a security services officer that has a different living wage from other contracted positions;
- Changes the Living Wage on January 1, 2023 for new or existing contracts to:
 - \$15 per hour for covered employees other than security services officers, and
 - \$17.17 per hour for security services officers
- Existing pay rates continue unless contracts are amended or renegotiated, including applicable paid time
- Adds a requirement that a service contractor shall provide paid time off to its covered employees in an annual amount of 40 hours per employee beginning on January 1, 2023

Estimates of the fiscal impact were developed using the following assumptions:

- General Fund security contracts: 300 employees and change in wage rate from \$14.02 to \$17.17 per hour
- Non-general Fund security contracts: 265 employees and change in wage rate from \$14.02 to \$17.17 per hour
- General fund non-security contracts: 1,011 employees and change in wage rate from \$14.02 to \$15.00 per hour
- Non-general fund non-security contracts: 1,205 employees and change in wage rate from \$14.02 to \$15.00 per hour
- Health care differential increases on January 1, 2023 from \$3.54 per hour to \$3.65 per hour (as provided in the existing and proposed ordinances)
- Additional salary level has FICA/Medicare employer cost of 7.65%

The estimated impact on an *annual, recurring* basis for these changes is

	Security contracts	Non-security	TOTAL
General Fund	\$2,390,648	\$3,056,392	\$5,447,041
Non-general fund	\$2,111,739	\$3,642,881	\$5,754,620
		TOTAL	\$11,201,661

These changes are estimated based on the specific changes to the ordinances. Past ordinance changes of this kind have led to renegotiations that raised issues with contractors related to employer costs other than FICA/Medicare, and also issues with potential compression related to employees whose pay rate is close to the new rate. Based on previous costs of this type that were raised in renegotiations, the County assesses that these costs could be higher as follows:

- 10.35% employer costs above FICA/Medicare, on an hourly basis
- 27% additional compression-related costs

If these costs were added, as a general estimate, to the impacts estimated earlier, the estimated potential impact on an annual, recurring basis would be:

	Security contracts	Non-security	TOTAL
General Fund	\$3,124,800	\$3,826,109	\$6,950,909
Non-general fund	\$2,760,240	\$4,560,298	\$7,320,538
		TOTAL	\$14,271,448

Fiscal Impact

The proposed changes to the Living Wage ordinance, with

- \$15.00 per hour for covered employees other than security services officers, and
- \$17.17 per hour for security services officers
- Adds a requirement that contractors provide paid time off in an annual amount of 40 hours per employee

would add an estimated annual \$11.2 million (\$5.45 million GF) to the cost of these contracts.

With additional assumptions about the potential additional costs that will arise during renegotiation, the estimated annual cost could be \$14.3 million (\$6.95 million GF).

NF:no

From: [Labaty, Naomie](#)
To: [Garcia, Lucy](#); [Francis, Alexa](#); [Pitts-Howard, Shelia](#)
Cc: [Cassini, C. Marty](#); [boards](#)
Subject: Living Wage Advisory Board - Member Profiles
Date: Thursday, November 10, 2022 3:50:35 PM
Attachments: [image001.png](#)
[Updating Board Information on Granicus - Board Members.pdf](#)

Good afternoon,

As discussed during our last meeting, we need board members to update their profiles on the Granicus system. Below is a list of members who have not completed their profiles.

Please have them provide their contact, employer, and demographic information by **December 15, 2022** using this link <https://www.broward.org/Intergovernmental/Pages/BoardsCommittees.aspx> and clicking on the yellow "apply" button.

Instructions are attached.

Members without updated profiles:

Darryl M. Payne
Zac Cassidy
Frank E. De Risi
Chester Just
Mark Klein

Eddie Edwards Jr. is all set.

Please let me know if you have any questions.
Thank you.

Naomie Labaty

Intergovernmental Affairs/Boards Section

Boards Administrator

100 South Andrews Avenue

Main Library, 8th Floor

Fort Lauderdale, FL 33301

(954) 357-5934 (office)

(954) 295-5970 (mobile)

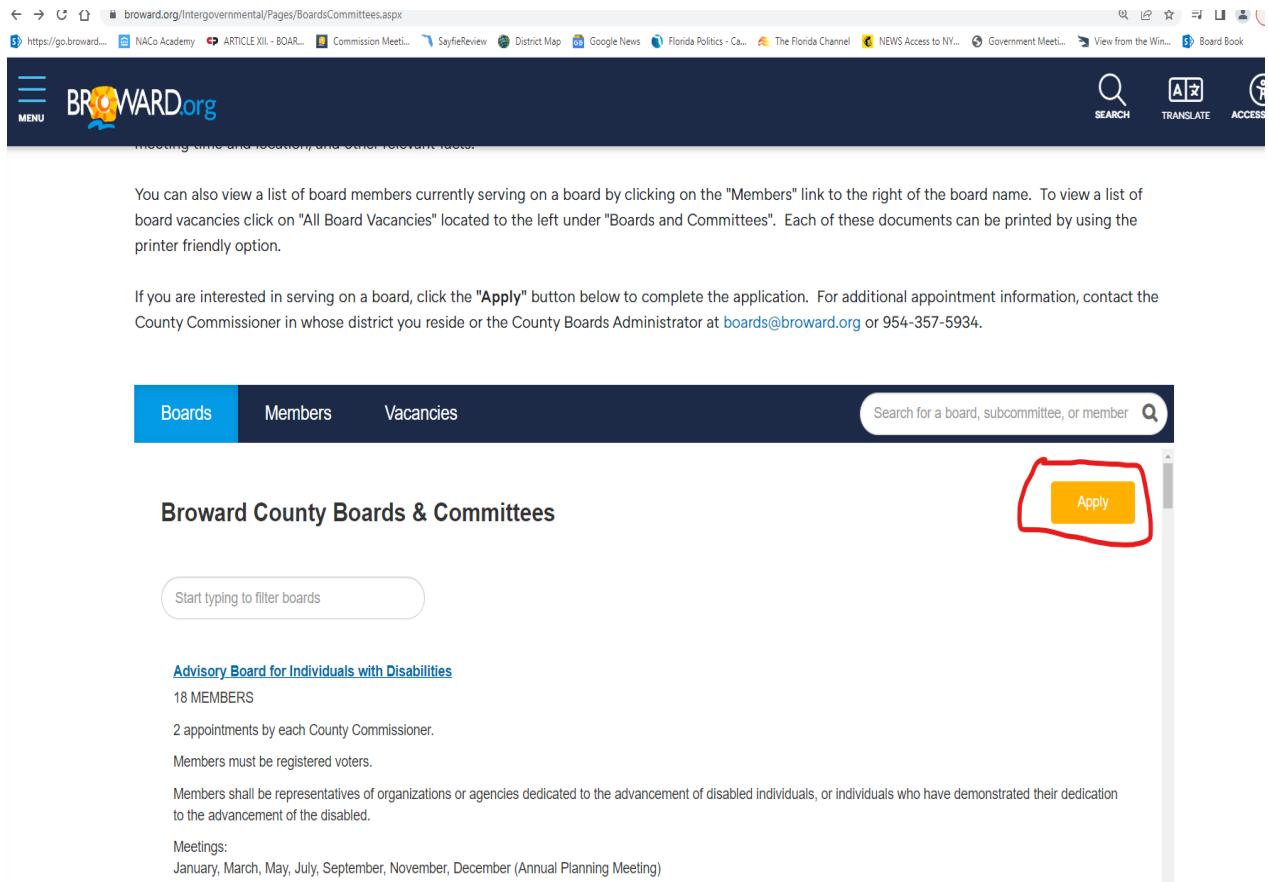


Updating Board Information - Current Board Members

To update profile, go to

<https://www.broward.org/Intergovernmental/Pages/BoardsCommittees.aspx>

The form can be accessed by clicking on the yellow **Apply** button.



broward.org/Intergovernmental/Pages/BoardsCommittees.aspx

https://go.broward... NACo Academy ARTICLE XII - BOAR... Commission Meeti... SayfieReview District Map Google News Florida Politics - Ca... The Florida Channel NEWS Access to NY... Government Meeti... View from the Win... Board Book

MENU **BROWARD.org** SEARCH TRANSLATE ACCESS

You can also view a list of board members currently serving on a board by clicking on the "Members" link to the right of the board name. To view a list of board vacancies click on "All Board Vacancies" located to the left under "Boards and Committees". Each of these documents can be printed by using the printer friendly option.

If you are interested in serving on a board, click the "Apply" button below to complete the application. For additional appointment information, contact the County Commissioner in whose district you reside or the County Boards Administrator at boards@broward.org or 954-357-5934.

Boards Members Vacancies Search for a board, subcommittee, or member

Broward County Boards & Committees

Apply

Start typing to filter boards

[Advisory Board for Individuals with Disabilities](#)
18 MEMBERS
2 appointments by each County Commissioner.
Members must be registered voters.
Members shall be representatives of organizations or agencies dedicated to the advancement of disabled individuals, or individuals who have demonstrated their dedication to the advancement of the disabled.
Meetings:
January, March, May, July, September, November, December (Annual Planning Meeting)

Enter e-mail address.

Broward County, FL Boards & Commissions

Application Form

Profile

First Name  Middle Initial Last Name

Email Address

Home Address Suite or Apt

City State Postal Code

Primary Phone Alternate Phone

Current Employer

Job Title Occupation

Years in occupation.

Which Boards would you like to apply for?

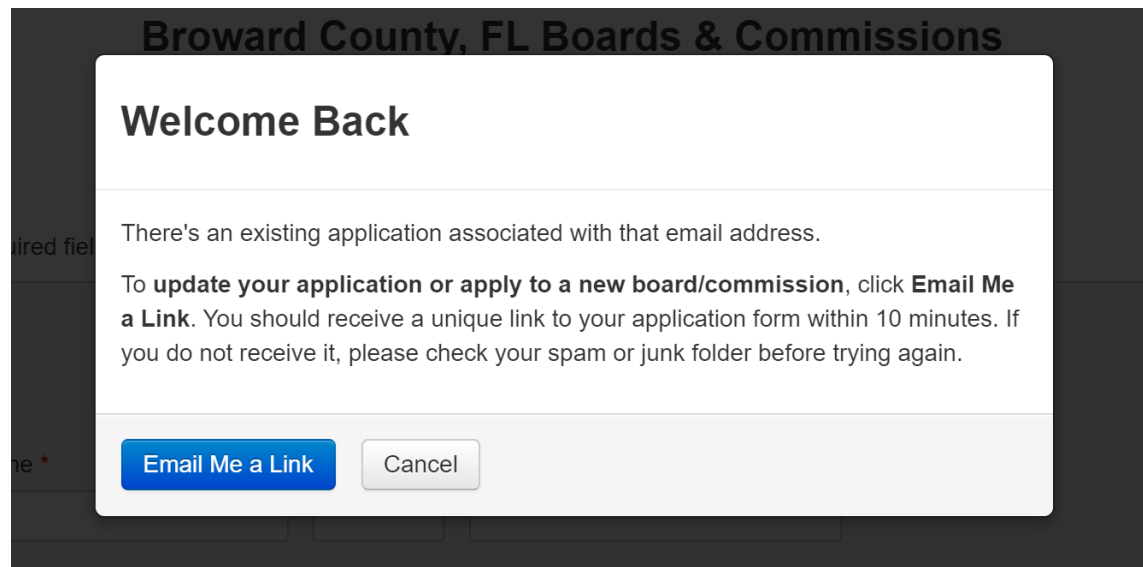
Living Wage Advisory Board: Not Submitted

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

Once entered, a pop-up message will direct you to receive a unique link connected to your profile. Use the link to update all necessary information.



Broward County, FL Boards & Commissions

Welcome Back

There's an existing application associated with that email address.

To **update your application** or **apply to a new board/commission**, click **Email Me a Link**. You should receive a unique link to your application form within 10 minutes. If you do not receive it, please check your spam or junk folder before trying again.

[Email Me a Link](#) [Cancel](#)

Upload resume.

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

Upload a Resume *

Enter demographic information. This **information is protected**. You have multiple options and you can choose "Prefer not to say". Once the form is complete, click on "Submit".

Demographics

Some advisory boards require membership to be racially and geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts. This information will NOT be published.

Ethnicity *

Sexual Orientation *

Gender *

Disability? *

Date of Birth *

11/29/2022	BROWARD COUNTY
	BOARD OF COUNTY COMMISSIONERS
	January - December 2023
<u>JANUARY</u>	
January 3, 2023	No Meeting
January 17, 2023	No Meeting <i>(Martin Luther King Jr. Day – January 16, 2023)</i>
January 24, 2023	Regular Commission Meeting
January 31, 2023	Hold for Workshop
<u>FEBRUARY</u>	
February 7, 2023	Regular Commission Meeting
February 14, 2023	No Meeting <i>NACo 2023 Legislative Conference February 11-14, 2023</i>
February 21, 2023	Regular Commission Meeting <i>(President's Day – February 20, 2023)</i>
February 28, 2023	No Meeting
<u>MARCH</u>	
March 7, 2023	Board Retreat
March 14, 2023	Regular Commission Meeting
March 21, 2023	No Meeting <i>Broward County Public Schools Spring Break March 20-24</i>
March 28, 2023	Regular Commission Meeting
<u>APRIL</u>	
April 4, 2023	No Meeting
April 11, 2023	No Meeting <i>(Passover – April 5-13, 2023)</i>
April 18, 2023	Regular Commission Meeting
April 25, 2023	Hold for Workshop
<u>MAY</u>	
May 2, 2023	Regular Commission Meeting
May 9, 2023	No Meeting
May 16, 2023	10:00am – 5:00pm Budget Workshop
May 23, 2023	Regular Commission Meeting

May 30, 2023	No Meeting <i>(Memorial Day – May 29, 2023)</i>
JUNE	
June 6, 2023	Regular Commission Meeting
June 8, 2023 (Thursday)	10:00am – 5pm Budget Workshop
June 13, 2023	Regular Commission Meeting
June 15, 2023 (Thursday)	10:00am – 5pm Budget Workshop <i>(Juneteenth– June 19, 2023)</i>
June 20, 2023	No Meeting <i>(Juneteenth – June 19, 2023)</i>
JULY	
July 4–August 8, 2023	<i>Summer Recess NACo Annual Conference July 21-24, 2023</i>
AUGUST	
August 17, 2023 (Thursday)	10:00am – 5pm Budget Workshop
August 22, 2023	Regular Commission Meeting
August 29, 2023	10:00am – 5pm Budget Workshop
SEPTEMBER	
September 5, 2023	No Meeting <i>(Labor Day – September 4, 2023)</i>
September 7, 2023 (Thursday)	Regular Commission Meeting 5:01 p.m. Budget Hearing #1
September 19, 2023	Regular Commission Meeting 5:01 p.m. Budget Hearing #2 <i>(Rosh Hashanah – September 15-17, 2023)</i>
September 26, 2023	No Meeting <i>(Yom Kippur – September 24-25, 2023)</i>
OCTOBER	
October 3, 2023	No Meeting
October 10, 2023	Regular Commission Meeting
October 17, 2023	Hold for Workshop
October 24, 2023	Regular Commission Meeting
October 31, 2023	No Meeting
NOVEMBER	
November 7, 2023	No Meeting <i>(Election Day – November 7, 2023)</i>

November 14, 2023	Regular Commission Meeting <i>(Veterans Day – Observed Friday, November 10, 2023)</i>
November 21, 2023	No Meeting <i>(Thanksgiving Holiday – November 23-24, 2023)</i>
November 28, 2023	Regular Commission Meeting <i>(Reorganization)</i>
DECEMBER	
December 5, 2023	Hold for Workshop
December 12, 2023	Regular Commission Meeting
December 19-31, 2023	No Meeting – Winter Recess

11/29/2022

Advisory Board Attendance Record

Board Name:	Living Wage Advisory Board												
Board Coordinator Name:	Lucy Garcia												
Coordinator Contact #:	(954) 357-6071												
Meeting Dates:	Jan	Feb	Mar*	Apr	May	Jun*	Jul	Aug	Sep*	Oct	Nov	Dec*	Year End Status
	N/A	N/A	2	N/A	N/A	1	N/A	N/A	7	N/A	N/A	7	
Member Name													
Mark Klein, Chair			X			X			X				
Zac Cassidy, Vice Chair			X			A			X				
Mike "D" Payne			X			X			X				
Frank De Risi			X			X			X				
Chester Just			X			X			X				
Eddie Edwards, Jr			X			X			X				
Jim Ryan (Resigned)			Z										
*In-person & Virtual Meetings													
*Special meeting was held on 6/27/22													

After each meeting, email a copy of **this attendance record** to 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

2023
LIVING WAGE ADVISORY BOARD MEETINGS

(These are the quarterly meetings (First Wednesday of the month) for 2023

MARCH 1, 2023

JUNE 7, 2023

SEPTEMBER 6, 2023

DECEMBER 6, 2023