

AGENDA  
LIVING WAGE ADVISORY BOARD MEETING  
December 4, 2024 - 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 March 6, 2024 minutes; there are no minutes for the June 5, 2024 and the September 4, 2024 meeting due to lack of quorum.
- IV. Staff updates to report.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage.
- VI. Sunset Review Process
- VII. CS/CS/House Bill 433 – Employment Regulations
- VIII. Election of New Chair and Vice Chair
- IX. Discussion and instruction to staff.
- X. Adjourn.

**Special Instructions & Notes:**

1. Click on the link below for a copy of the complete agenda & attachments:  
[Agenda Package – December 4, 2024](#)
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](mailto:lugarcia@broward.org).

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

**MINUTES**  
**LIVING WAGE ADVISORY BOARD MEETING**  
**Wednesday, March 6, 2024 - 11:00 a.m.**

**Living Wage Advisory Board Members Present:**

Zac Cassidy, Vice Chair  
Chester Just, Board Member  
Frank De Risi, Board Member

**Living Wage Advisory Board Members Absent:**

Mark Klein, Chair  
Mike D. Payne, Board Member

**County Staff Present:**

Connie Mangan, Assistant Director, Purchasing Division  
Jose Hidalgo, Purchasing Manager, Purchasing Division  
Shelia Pitts-Howard, Purchasing Manager, Business Services, Purchasing Division  
Alexa Francis-House, Program Project Coordinator, Senior, Purchasing Division  
Amanda Tolbert, Assistant County Attorney, Office of the County Attorney  
Lucy Garcia, Administrative Officer, Purchasing Division (Minutes Coordinator)

- I. The Minutes Coordinator, Lucy Garcia called the meeting to order at 11:10 a.m. Roll call was conducted by Lucy Garcia and it was noted a quorum was present. The meeting was held in-person with 3 members attending in-person.
- II. Brief introductions were made in the meeting. Connie Mangan, Assistant Director for the Purchasing Division attended this meeting on behalf of Robert E. Gleason, Director and Amanda Tolbert, Assistant County Attorney attended this meeting on behalf of Fernando Amuchastegui, Senior Assistant County Attorney.
- III. **A motion was made by Frank De Risi, seconded by Chester Just and unanimously passed to accept the December 6, 2023 minutes.**
- IV. Staff Updates:
  - A. Alexa Francis-House briefly discussed the Living Wage Contracts Report for the December 2023 – February 2024 reporting period. There were 4 new living wage contracts to report for this period: One for Fleet Services; One for Port Everglades; One for Waste & Wastewater Operations and One for Traffic Engineering. There was a brief discussion on the scope changes referenced for two of the contracts and that there were no increases due to Living Wage rates; there were no other questions from the Board members on the report.
  - B. There was no report provided by Human Resources.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage:
  - A. There were no updates provided at this time.
- VI. Discussion:
  - A. The Advisory Board members were provided an update on the previous discussion by Mark Klein with Mayor Rich's office regarding the possibility of allotting time during a Commission Board ("Board") meeting to recognize the Living Wage Advisory Board ("LWAB") for the accomplishments it has achieved in the past years. As discussed with the Mayor's aide, they were considering "drafting" a proclamation and perhaps presenting at one of the scheduled Board meetings, a possibility was the March 21<sup>st</sup> meeting or at another Board meeting date. As of this meeting, we have not received confirmation of a board date. As soon as staff receives a confirmation from the Mayor's office, we will send an email notification to the Advisory Board members.
  - B. The Advisory Board members were provided a copy of the upcoming 2024 Budget Workshop schedule. Zac Cassidy advised that he would be available to attend the first three workshops.

- C. Chester Just advised that he spoke to Commissioner Bogen's office regarding his reappointment and Frank De Risi also discussed his reappointment with Commissioner Beam. Staff advised them that the County Board Coordinator communicates with the Commissioner's office regarding reappointments and notifications are sent to the respective Advisory Board members and staff. The Advisory Board currently has 4 vacancies that need to be filled.
- D. Frank De Risi mentioned that his City of Hollywood Commissioner might be interested in attending a meeting to see the Advisory Board process. Staff advised him that it is a public meeting and we would need a completed guest speaker form to be submitted at least two days before the scheduled meeting, just to notify us that they would be attending.

Instruction to Staff:

- A. There was no instruction to staff.
- VII. There being no further business before the Board, the meeting adjourned at 11:25 a.m.

This meeting was recorded on CD 24-SC-15 (Sony IC Recorder).

**Hand-Outs at the 3/6/24 Meeting:**

1. Living Wage New Contracts Report.
2. 2024 Budget Workshop Schedule.
3. Attendance Record.
4. Schedule of Living Wage Advisory Board Meetings for 2024.



Broward County Living Wage Ordinance: New Living Wage Contracts (Effective for the Period March 2024 - November 2024)

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	BLD2126829B1_1	General Pest Control Services and Additional Services	TOWER PEST CONTROL INC	3/13/2024	6/1/2024	\$ 160,440.25	\$ 176,713.70	General Pest Control Services, Bid No. BLD2126829B1_1 for the Facilities Management Division in the initial two-year amount of \$320,880.50 and authorize the Director of Purchasing to renew the contract for three, one-year periods for a five-year potential estimated amount of \$802,201.25. The initial contract period begins on the date of award and terminates two years from that date. Decrease from previous contract is due to reduction in price for some items.  Incumbent: Orange Pest Control & Services, Inc.; Contract Number and Title: BLD2121906B1_1, General Pest Control Services and Additional Services. Contract Term: June 1, 2021 through May 31, 2024. Expenditures: \$348,577.80.	N	Y	Y
2	BLD2127848B1_1	AC & Refrigeration Equipment Maintenance and Replacement	AMERICARE APPLIANCE REPAIR INC	4/23/2024	6/30/2024	\$ 504,915.00	\$ 288,440.00	AC & Refrigeration Equipment Maintenance and Replacement, Bid No. BLD2127848B1_1 for the Water & Wastewater Operations Division in the initial one-year amount of \$504,915.00 and authorize the Director of Purchasing to renew the contract for four (4) one-year periods for a five-year potential estimated amount of \$2,524,575.00. The initial contract period begins on the date of award and terminates one year from that date. Increase from previous contract is due to inflation and additional labor needed.  Incumbent: Airmatic Controls Inc.; Contract Number and Title: BLD2123667B1_1, AC and Refrigeration Equipment Maintenance and Replacement. Contract Term: April 1, 2022 through June 29, 2024. Expenditures: \$789,076.87.	N	N	Y
3	GEN2127598B1_1	Water Meter Reading Services	BERMEX INC	4/25/2024	12/12/2024	\$ 2,042,520.30	\$ 920,393.00	Water Meter Reading Services, Bid No. GEN2127598B1 for the Water & Wastewater Operations Division in the initial two-year amount of \$4,085,040.60 and authorize the Director of Purchasing to renew the contract for five (5) one-year periods for a seven-year potential estimated amount of \$14,297,642.10. The initial contract period begins on December 12, 2024 and terminates two years from that date. Increase from previous contract is due to increase in services, labor and materials.  Incumbent: Bermex, Inc.; Contract Number and Title: GEN2115544B1, Water Meter Reading Services. Contract Term: September 13, 2018 through December 11, 2024. Expenditures: \$6,547,439.15.	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
4	BLD2127600B1_3	Grounds Maintenance Services	AR MAINTENANCE SOLUTIONS INC.	5/17/2024	8/14/2024	\$ 576,514.00	\$ 632,726.74	Grounds Maintenance Services (Group 2: WWS), Bid No. BLD2127600B1 for the Water & Wastewater Operations Division in the initial two-year amount of \$1,153,028.00 and authorize the Director of Purchasing to renew the contract for three (3) one-year periods for a five-year potential estimated amount of \$22,882,570. The initial contract period began 8/14/24 and will terminate two years from that date. Decrease from previous contract is due to reduction in locations.  Incumbent: AR Maintenance Solutions, Inc.; Contract Number and Title: BLD2121876B1_1, Grounds Maintenance Services. Contract Term: August 14, 2021 through August 13, 2024. Expenditures: \$1,179,453.39.	N	N	Y
5	BLD2127600B1_1	Grounds Maintenance Services	SUPERIOR LANDSCAPING & LAWN SERVICE INC	5/20/2024	8/14/2024	\$ 436,036.19	\$ 425,626.17	Grounds Maintenance Services, Bid No. BLD2127848B1_1 for the Facilities Management Division in the initial two-year amount of \$872,072.38 and authorize the Director of Purchasing to renew the contract for three (3) one-year periods for a five-year potential estimated amount of \$2,180,180.95. The initial contract period begins 8/14/24 and terminates two years from that date. Increase from previous contract is due to living wage.  Incumbent: AR Maintenance Solutions, Inc.; Contract Number and Title: BLD2121876B1_1, Grounds Maintenance Services. Contract Term: August 14, 2021 through August 13, 2024. Expenditures: \$1,179,453.39.	N	Y	N
6	BLD2127600B1_2	Grounds Maintenance Services	AR MAINTENANCE SOLUTIONS INC.	5/20/2024	8/14/2024	\$ 436,036.19	\$ 425,626.17	Grounds Maintenance Services, Bid No. BLD2127600B1_2 for the Facilities Management Division in the initial two-year amount of \$1,153,028.00 and authorize the Director of Purchasing to renew the contract for three (3) one-year periods for a five-year potential estimated amount of \$2,882,570.00. The initial contract period begins on the date of award and terminates two years from that date. Increase from previous contract is due to living wage.  Incumbent: AR Maintenance Solutions, Inc.; Contract Number and Title: BLD2121876B1, Grounds Maintenance Services (FMD). Contract Term: August 14, 2021 through August 13, 2024. Expenditures: \$1,153,338.39.	N	Y	N
7	OPN2127937B1_1	Yard Waste Processing and Disposal at Broward County Landfill	BIG DOG EXPRESS OF SOUTH FLORIDA, INC.	6/6/2024	6/6/2024	\$ 205,000.00	\$ 208,050.00	Yard Waste Processing and Disposal at Broward County Landfill, Bid No. OPN2127937B1_1 for the Solid Waste and Recycling Services in the initial three-year amount of \$615,000.00 and authorize the Director of Purchasing to renew the contract for two (2) one-year periods for a five-year potential estimated amount of \$1,025,000.00. The initial contract period begins on the date of award and terminates three years from that date. Decrease from previous contract is due to reduction in price for some items.  Incumbent: Treecycle Land Clearing, Inc.; Contract Number and Title: OPN2120942B1_1, Yard Waste Processing and Disposal. Contract Term: March 4, 2021 through March 3, 2024. Expenditures: \$602,545.70.	N	N	N

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										Living Wage	Scope Changes
8	OPN2127665B1_1	Lift Station and Underground Maintenance	INTERCOUNTY ENGINEERING INC	6/18/2024	6/18/2024	\$ 5,375,398.00	N/A	Lift Station and Underground Maintenance, Bid No. OPN2127665B1 for the Port Everglades - Facilities Maintenance Division in the initial two-year amount of \$10,750,796.00 and authorize the Director of Purchasing to renew the contract for three (3) one-year periods for a five-year potential estimated amount of \$26,876,990.00. The initial contract period began on June 18, 2024 and will terminate two years from that date.  Incumbent: N/A	N	N	N
9	BLD2128345Q1_1	Alimak Crane Elevator Maintenance and Repair	ALIMAK GROUP USA INC	6/27/2024	6/27/2024	\$ 291,070.00	\$ 95,247.69	Alimak Crane Elevator Maintenance and Repair, Bid No. BLD2128345Q1_1 for the Port Everglades Operations Division in the initial three-year amount of \$873,210.00 and authorize the Director of Purchasing to renew the contract for two (2) one-year periods for a five-year potential estimated amount of \$1,455,350.00. The initial contract period began on June 20, 2024 and will terminate three years from that date. Increase in award amount due to increase in required quantities and additional allowances.  Incumbent: Alimak Group USA, Inc.; Contract Number and Title: BLD2117223Q1, Alimak Crane Elevator Maintenance and Repair Service. Contract Term: March 12, 2019 through June 9, 2024. Expenditures: \$663,365.58.	N	N	Y
10	BLD2127645B1_2	Elevator and Escalator Maintenance and Repair - County Facilities	ORACLE ELEVATOR HOLDCO, INC.	7/9/2024	1/7/2025	\$ 900,269.00	\$ 1,503,145.00	Alimak Crane Elevator Maintenance and Repair, Bid No. BLD2128345Q1_1 for the Port Everglades Operations Division in the initial three-year amount of \$873,210.00 and authorize the Director of Purchasing to renew the contract for two (2) one-year periods for a five-year potential estimated amount of \$1,455,350.00. The initial contract period began on June 20, 2024 and will terminate three years from that date. Decrease from previous contract is due to a reduction in item quantities needed and vendor pricing.  Incumbent: Alimak Group USA, Inc.; Contract Number and Title: BLD2117223Q1, Alimak Crane Elevator Maintenance and Repair Service. Contract Term: March 12, 2019 through June 9, 2024. Expenditures: \$663,365.58.	N	N	N
11	BLD2127645B1_1	Elevator and Escalator Maintenance and Repair - Port	ORACLE ELEVATOR HOLDCO, INC.	7/9/2024	8/1/2024	\$ 1,256,706.00	\$ 956,900.00	Elevator and Escalator Maintenance and Repair, Bid No. BLD2127645B1 for the Port Everglades - Facilities Maintenance Division in the initial two-year amount of \$2,513,412.00 and authorize the Director of Purchasing to renew the contract for three (3) one-year periods for a five-year potential estimated amount of \$6,288,530.00. The initial contract period began on August 1, 2024 and terminates two years from that date. Increase from previous contract is due to increase in units and quantities needed.  Incumbent: Airmatic Controls Inc.; Contract Number and Title: BLD2116389B1, Elevator & Escalator Maintenance - Port Everglades. Contract Term: March 26, 2020 through July 31, 2024. Expenditures: \$5,617,075.47.	N	N	Y

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										Living Wage	Scope Changes
12	BLD2128120B1_1	Chilled Water Systems Services	DAIKIN APPLIED DAIKIN APPLIED AMERICAS INC.	7/30/2024	7/30/2024	\$ 4,947,142.00	\$ 1,472,180.00	Chilled Water Systems Services, Bid No. BLD2128120B1 for the Facilities Management Division in the initial two-year amount of \$4,947,142.00 and authorize the Director of Purchasing to renew the contract for three (3) one-year periods for a five-year potential estimated amount of \$12,367,855.00. The initial contract period begins on the date of award and terminates two years from that date. Increase from previous contract is due to inflation and additional items needed.  Incumbent: Daikin Applied Americas, Inc.; Contract Number and Title: BLD2118516B1, Chilled Water Systems Services. Contract Term: August 23, 2019 through August 31, 2024. Expenditures: \$7,786,988.32.	N	N	Y
13	BLD2128049B1_1	Marine Fenders and Bollards Maintenance and Repairs	LAMBERT BROS., INC.	7/30/2024	7/30/2024	\$ 6,331,950.00	N/A	Marine Fenders and Bollards Maintenance and Repairs, Bid No. BLD2128049B1 for the Port Everglades - Facilities Maintenance Division in the initial one-year amount of \$6,331,950.00 and authorize the Director of Purchasing to renew the contract for four (4) one-year periods for a five-year potential estimated amount of \$31,659,750. The initial contract period begins on the date of award and terminates one year from that date.  Incumbent: N/A.	N	N	N



# YOUR RIGHTS UNDER THE BROWARD COUNTY LIVING WAGE ORDINANCE

## LIVING WAGES for 2025

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)
<b>\$18.17</b> per hour <u>with</u> qualifying health benefits* (for employer that offers healthcare benefits) amounting to at least <b>\$3.86</b> per hour, or	<b>\$15.87</b> per hour with qualifying health benefits* (for employer that offers healthcare benefits) amounting to at least <b>\$3.86</b> per hour, or
<b>\$22.03</b> per hour <u>without</u> health benefits (for employer that does not offer healthcare benefits)	<b>\$19.73</b> per hour without health benefits (for employer that does not offer healthcare benefits)

All 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

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**From:** Garcia, Lucy  
**Sent:** Tuesday, April 23, 2024 1:33 PM  
**To:** 'markacbbcamp@bellsouth.net'; 'zaccassidy'; 'miked1526@hotmail.com'; 'frankderisi@hotmail.com'; 'LegalMr@aol.com'  
**Cc:** Gleason, Robert; Mangan, Constance; Hidalgo, Jose; Pitts-Howard, Shelia; Francis-House, Alexa; Wilson, Allen; Cuervo, Mary; Amuchastegui, Fernando  
**Subject:** Living Wage Advisory Board - 2024 SUNSET REVIEW PROCESS:  
**Importance:** High

Good afternoon Board Members:

Broward County is starting the 2024 Sunset Review Process. Pursuant to Section 2.09(F) of the Broward County Charter, all Boards, Committees, Authorities, and Agencies ("Advisory Boards") are subject to the Sunset Review process every four (4) years (excludes Advisory Boards established by Charter). During this process, the Intergovernmental Affairs/Boards Section of County Administration will work with each Advisory Board to determine whether the Advisory Board should be sunset, retained, or retained with changes.

A new aspect of the Sunset Review process includes soliciting feedback from all members appointed to advisory boards:

- **All feedback will be received electronically at the following link:**  
<https://forms.office.com/g/dvqNq0ps7w>.
- **Please note that the portal will close on May 3, 2024.**
- After this date, any suggested changes will be discussed with the Chair and presented to the full Advisory Board for discussion and approval of final recommendations to the County Commission.
- Also, please make ensure that your profile has been updated in the Boards system using this [link](#).

**Please send me a confirmation email when you have completed submitting your feedback by May 3, 2024.**

If you need clarification or have any questions on submitting your responses, please call me or send an email.

Thank you,



Lucy Garcia  
Administrative Officer  
Broward County Purchasing Division  
115 S. Andrews Avenue, Fort Lauderdale, FL 33301  
(954) 357-6071  
[www.broward.org/purchasing](http://www.broward.org/purchasing)

*Attention Vendors! If you're not registered on our new BPRO electronic procurement system, you're going to miss out on future new business opportunities! Don't delay - [Register with BPRO](#) today! For help registering, call 1-800-354-8010, option 2, or email [Support@gobonfire.com](mailto:Support@gobonfire.com).*

ENROLLED

CS/CS/HB 433, Engrossed 1

2024 Legislature

1  
2 An act relating to employment regulations; amending s.  
3 218.077, F.S.; prohibiting political subdivisions from  
4 maintaining a minimum wage other than a state or  
5 federal minimum wage; prohibiting political  
6 subdivisions from controlling, affecting, or awarding  
7 preferences based on the wages or employment benefits  
8 of entities doing business with the political  
9 subdivision; revising and providing applicability;  
10 creating s. 448.077, F.S.; prohibiting a local  
11 government from adopting or enforcing certain measures  
12 regulating scheduling by private employers, except as  
13 otherwise authorized or required by law; creating s.  
14 448.106, F.S.; defining terms; prohibiting a political  
15 subdivision from requiring employers to meet or  
16 provide heat exposure requirements beyond those  
17 required by law; prohibiting a political subdivision  
18 from giving preference to or considering or seeking  
19 information from an employer in a competitive  
20 solicitation based on or relating to an employer's  
21 heat exposure requirements; providing construction;  
22 providing applicability; providing an effective date.

23  
24 Be It Enacted by the Legislature of the State of Florida:  
25

ENROLLED

CS/CS/HB 433, Engrossed 1

2024 Legislature

26 Section 1. Section 448.106, Florida Statutes, is created  
 27 to read:

28 448.106 Workplace heat exposure requirements.-

29 (1) As used in this section, the term:

30 (a) "Competitive solicitation" means an invitation to bid,  
 31 a request for proposals, or an invitation to negotiate.

32 (b) "Heat exposure requirement" means a standard to  
 33 control an employee's exposure to heat or sun, or to otherwise  
 34 address or moderate the effects of such exposure. The term  
 35 includes, but is not limited to, standards relating to any of  
 36 the following:

37 1. Employee monitoring and protection.

38 2. Water consumption.

39 3. Cooling measures.

40 4. Acclimation and recovery periods or practices.

41 5. Posting or distributing notices or materials that  
 42 inform employees how to protect themselves from heat exposure.

43 6. Implementation and maintenance of heat exposure  
 44 programs or training.

45 7. Appropriate first-aid measures or emergency responses  
 46 related to heat exposure.

47 8. Protections for employees who report that they have  
 48 experienced excessive heat exposure.

49 9. Reporting and recordkeeping requirements.

50 (c) "Political subdivision" means a county, municipality,

ENROLLED

CS/CS/HB 433, Engrossed 1

2024 Legislature

51 department, commission, district, board, or other public body,  
 52 whether corporate or otherwise, created by or under state law.

53 (2) (a) A political subdivision may not establish, mandate,  
 54 or otherwise require an employer, including an employer  
 55 contracting to provide goods or services to the political  
 56 subdivision, to meet or provide heat exposure requirements not  
 57 otherwise required under state or federal law.

58 (b) A political subdivision may not give preference in a  
 59 competitive solicitation to an employer based on the employer's  
 60 heat exposure requirements and may not consider or seek  
 61 information relating to the employer's heat exposure  
 62 requirements.

63 (3) This section does not limit the authority of a  
 64 political subdivision to establish or otherwise provide heat  
 65 exposure requirements not otherwise required under state or  
 66 federal law for direct employees of the political subdivision.

67 (4) This section does not apply if it is determined that  
 68 compliance with this section will prevent the distribution of  
 69 federal funds to a political subdivision or would otherwise be  
 70 inconsistent with federal requirements pertaining to receiving  
 71 federal funds, but only to the extent necessary to allow a  
 72 political subdivision to receive federal funds or to eliminate  
 73 inconsistency with federal requirements.

74 Section 2. Effective September 30, 2026, subsection (2)  
 75 and paragraph (a) of subsection (3) of section 218.077, Florida

ENROLLED

CS/CS/HB 433, Engrossed 1

2024 Legislature

76 Statutes, are amended to read:

77 218.077 Wage and employment benefits requirements by  
78 political subdivisions; restrictions.—

79 (2) (a) Except as otherwise provided in subsection (3), a  
80 political subdivision may not establish, mandate, maintain, or  
81 otherwise require an employer to pay a minimum wage, other than  
82 a state or federal minimum wage, to apply a state or federal  
83 minimum wage to wages exempt from a state or federal minimum  
84 wage, or to provide employment benefits not otherwise required  
85 by state or federal law.

86 (b) A political subdivision may not through its purchasing  
87 or contracting procedures seek to control or affect the wages or  
88 employment benefits provided by its vendors, contractors,  
89 service providers, or other parties doing business with the  
90 political subdivision.

91 (c) A political subdivision may not through the use of  
92 evaluation factors, qualification of bidders, or otherwise award  
93 preferences on the basis of wages or employment benefits  
94 provided by vendors, contractors, service providers, or other  
95 parties doing business with the political subdivision.

96 (3) This section does not:

97 (a) Limit the authority of a political subdivision to  
98 establish a minimum wage other than a state or federal minimum  
99 wage or to provide employment benefits not otherwise required  
100 under state or federal law:

ENROLLED

CS/CS/HB 433, Engrossed 1

2024 Legislature

101           1. For the employees of the political subdivision; or  
 102           ~~2. For the employees of an employer contracting to provide~~  
 103 ~~goods or services for the political subdivision, or for the~~  
 104 ~~employees of a subcontractor of such an employer, under the~~  
 105 ~~terms of a contract with the political subdivision; or~~

106           2.3. For the employees of an employer receiving a direct  
 107 tax abatement or subsidy from the political subdivision, as a  
 108 condition of the direct tax abatement or subsidy.

109           Section 3. The amendments to s. 218.077, Florida Statutes,  
 110 by this act, do not impair any contract entered into before  
 111 September 30, 2026.

112           Section 4. Section 448.077, Florida Statutes, is created  
 113 to read:

114           448.077 Preemption of employee scheduling regulation.— A  
 115 local government may not adopt or enforce any ordinance,  
 116 resolution, order, rule, policy, or contract requirement  
 117 regulating scheduling, including predictive scheduling, by a  
 118 private employer except as expressly authorized or required by  
 119 state or federal law, rule, or regulation or pursuant to federal  
 120 grant requirements.

121           Section 5. Except as otherwise provided, this act shall  
 122 take effect July 1, 2024.

## Garcia, Lucy

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**From:** Garcia, Lucy  
**Sent:** Monday, August 19, 2024 1:26 PM  
**To:** Rose Denis  
**Cc:** 'markacbbcamp@bellsouth.net'; 'zaccassidy'; 'miked1526@hotmail.com'; frankderisi@hotmail.com; Gleason, Robert; Mangan, Constance; Francis-House, Alexa; Hidalgo, Jose; Wilson, Allen; Cuervo, Mary; Amuchastegui, Fernando  
**Subject:** RE: [EXTERNAL] Living Wage Advisory Board (LWAB)

Good afternoon Rose,

Thank you for the response and for advising us that you will not be available for the scheduled Advisory Board Meeting.

I inadvertently referenced the wrong date for the LWAB meeting, it is Wednesday, September 4<sup>th</sup> not the 2<sup>nd</sup>.

Our next meeting will be on Wednesday, December 4<sup>th</sup> at 11:00 a.m.

Looking forward to seeing you at the next scheduled meeting.

Have a great day,



Lucy Garcia  
Administrative Officer  
Broward County Purchasing Division  
115 S. Andrews Avenue, Fort Lauderdale, FL 33301  
(954) 357-6071 Fax: (954) 357-8535  
[www.broward.org/purchasing](http://www.broward.org/purchasing)

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**From:** Rose Denis <rgdenis@unitehere.org>  
**Sent:** Sunday, July 28, 2024 3:40 PM  
**To:** Garcia, Lucy <LUGARCIA@broward.org>  
**Cc:** 'markacbbcamp@bellsouth.net' <markacbbcamp@bellsouth.net>; 'zaccassidy' <zaccassidy@ibew728.org>; 'miked1526@hotmail.com' <miked1526@hotmail.com>; frankderisi@hotmail.com; Gleason, Robert <RGLEASON@broward.org>; Mangan, Constance <CMANGAN@broward.org>; Francis-House, Alexa <AFRANCISHOUSE@broward.org>; Hidalgo, Jose <JHIDALGO@broward.org>; Wilson, Allen <AWILSON@broward.org>; Cuervo, Mary <MCUERVO@broward.org>; Amuchastegui, Fernando <FA@broward.org>  
**Subject:** Re: [EXTERNAL] Living Wage Advisory Board (LWAB)

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Good afternoon,

Thank you so much for providing me with the overview and history of the Living Wage Ordinance, inclusive of the documents for the same. Please be advised that unfortunately I am unavailable for the September 2, 2024 meeting, as I will be out of the country.

Please advise how I can be of assist prior to the meeting and I'll be sure to do so, and will follow up post meeting.

In the interim, should you have any questions or concerns, please feel free to contact me.

Best regards,

Rose Gabriel M. DENIS – President  
**UNITEHERE! Local 355**  
871 NW 167<sup>th</sup> Street  
Miami, Florida 33169  
Tel. 305-614-0377  
Cell.561-8536241

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**From:** "Garcia, Lucy" <[LUGARCIA@broward.org](mailto:LUGARCIA@broward.org)>  
**Date:** Thursday, July 25, 2024 at 5:48 PM  
**To:** Rose Gabriel Metellus Denis <[rgdenis@unitehere.org](mailto:rgdenis@unitehere.org)>  
**Cc:** "'markacbbcamp@bellsouth.net'" <[markacbbcamp@bellsouth.net](mailto:markacbbcamp@bellsouth.net)>, 'zaccassidy' <[zcassidy@ibew728.org](mailto:zcassidy@ibew728.org)>, "'miked1526@hotmail.com'" <[miked1526@hotmail.com](mailto:miked1526@hotmail.com)>, "frankderisi@hotmail.com" <[frankderisi@hotmail.com](mailto:frankderisi@hotmail.com)>, "Gleason, Robert" <[RGLEASON@broward.org](mailto:RGLEASON@broward.org)>, "Mangan, Constance" <[CMANGAN@broward.org](mailto:CMANGAN@broward.org)>, "Francis-House, Alexa" <[AFRANCISHOUSE@broward.org](mailto:AFRANCISHOUSE@broward.org)>, "Hidalgo, Jose" <[JHIDALGO@broward.org](mailto:JHIDALGO@broward.org)>, "Wilson, Allen" <[AWILSON@broward.org](mailto:AWILSON@broward.org)>, "Cuervo, Mary" <[MCUERVO@broward.org](mailto:MCUERVO@broward.org)>, "Amuchastegui, Fernando" <[FA@broward.org](mailto:FA@broward.org)>  
**Subject:** [EXTERNAL] Living Wage Advisory Board (LWAB)

Good afternoon Ms. Metellus Denis,

Congratulations on being appointed to the Living Wage Advisory Board (LWAB).

As a newly appointed member of the LWAB, the following documents will provide you with an overview and history of the Living Wage Ordinance and program.



- Living Wage Ordinance
- Living Wage Ordinance – Board Workshop (March 1, 2022)
- 2023 Living Wage Rate Poster
- 2024 Living Wage Rate Poster
- 2024 Living Wage Advisory Board Meetings

Also, attached is the list of scheduled meetings for the remainder of 2024. The next Advisory Board meeting is scheduled for:

**Wednesday, September 2, 2024 at 11:00 a.m. in the Broward County Governmental Center, 115 S. Andrews Avenue, Room 302, Fort Lauderdale, Florida, 33301.**

We hope this information will be helpful to you in fulfilling your responsibilities as a member of the Living Wage Advisory Board.

If you have any questions, please call me at (954) 357-6071.

Thank you,

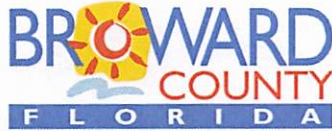


Lucy Garcia  
Administrative Officer  
Broward County Purchasing Division  
115 S. Andrews Avenue, Fort Lauderdale, FL 33301  
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[www.broward.org/purchasing](http://www.broward.org/purchasing)

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## INTERGOVERNMENTAL AFFAIRS/BOARDS SECTION

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

June 18, 2024

Rose G Metellus Denis  
4761 NW 6 St  
Plantation, FL 33317

Dear Ms. Metellus Denis:

The Broward County Board of County Commissioners was pleased to appoint you to the Living Wage Advisory Board on June 18, 2024. As a member of this council, you are a public officer subject to Chapter 112, Part III, of the Florida Statutes which is the "Code of Ethics for Public Officers and Employees."

The following documents have been sent to you electronically. Please become familiar with your legal responsibilities and the various disclosure requirements as a member of this board:

1. 2024 Florida Commission on Ethics Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees that summarizes the ethics laws.
2. Terms of appointees to Broward County boards, authorities, and agencies; quorum, Chapter 1, Article XII, Section 1-233 of the Broward County Code.
3. Prohibition on Lobbying by advisory board members, including the "Lobbying Restriction Chart," Chapter 26, Article V, Section 26-70 of the Broward County Code.
4. Acceptance of gifts by members of County boards and Gift Restriction Decision Chart, Chapter 26, Article V, Section 26-70.1.
5. Disclosing the representation of others before agencies, Chapter 26, Article V, Section 26-76 of the Broward County Code. **If Section 26-76 applies to you**, you must also file Form 2 Quarterly Client Disclosure and return to Supervisor of Elections.
6. Broward County Advisory Boards Policies.
7. Board Overview Document.
8. Acknowledgment of Receipt of Documents - sign and return to board coordinator.

Please contact Lucy Garcia at 954-357-6071 regarding the next meeting. In the meantime, if you have any questions, please contact me at 954-357-5934 or [boards@broward.org](mailto:boards@broward.org).

Sincerely,

A handwritten signature in blue ink that reads "Naomi Labaty". The signature is written in a cursive style and is enclosed within a blue rectangular box.

Naomi Labaty  
Boards Administrator

C: Commissioner Steve Geller  
C. Marty Cassini, Director, Intergovernmental Affairs/Boards Section  
Lucy Garcia, Board Coordinator, Living Wage Advisory Board

## 2024 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	N/A	6	N/A	N/A	5	N/A	N/A	4	N/A	N/A	4	
<b>Member Name</b>													
Mark Klein, Chair			A			NQE			NQA				
Zac Cassidy, Vice Chair			X			NQX			NQA				
Mike "D" Payne			A			NQA			NQA				
Frank De Risi			X			NQX			NQX				
Rose G. Metellus Denis			N/A			N/A			NQE				
Chester Just (Passed)			X			N/A			N/A			N/A	
*Meeting was cancelled due to non-quorum													

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

<p style="text-align: center; color: red; margin: 0;"><b>Legend:</b></p> <p>X - present</p> <p>A - absent</p> <p>E - excused</p> <p>NQA - no quorum absent</p> <p>NQX - no quorum present</p> <p>N - newly appointed</p> <p>Z - removed</p> <p>C - cancelled</p>
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2025  
LIVING WAGE ADVISORY BOARD MEETINGS

*(These are the quarterly meetings (First Wednesday of the month) for 2025*

MARCH 5, 2025

JUNE 4, 2025

SEPTEMBER 3, 2025

DECEMBER 3, 2025