

AGENDA

LIVING WAGE ADVISORY BOARD MEETING

March 5, 2025 - 11:00 a.m.

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 December 4, 2024 minutes.
- IV. Staff updates to report.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage.
- VI. Review of By-Laws.
- 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 – March 5, 2025](#)
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, December 4, 2024 - 11:00 a.m.

Living Wage Advisory Board Members Present:

Mark Klein, Chair
Zac Cassidy, Vice Chair
Frank De Risi, Board Member
Rose Denis, Board Member

Living Wage Advisory Board Members Absent:

Mike D. Payne, Board Member

County Staff Present:

Robert Gleason, Director, Purchasing Division
Jose Hidalgo, Purchasing Manager, Purchasing Division
Alexa Francis-House, Program Project Coordinator, Senior, Purchasing Division
Fernando Amuchastegui, Senior Assistant County Attorney, Office of the County Attorney
Naomie Labaty, Boards Administrator, Intergovernmental Affairs/Boards Section (via phone)
Kilishi St Preux, Boards Administrator, Intergovernmental Affairs/Boards Section
Tameka Dorsett-Black, Grants Administrator, Intergovernmental Affairs
Janice Fleuridor, Grants Coordinator, Intergovernmental Affairs
Lucy Garcia, Administrative Officer, Purchasing Division (Minutes Coordinator)

- I. The Minutes Coordinator, Lucy Garcia called the meeting to order at 11:12 a.m. Roll call was conducted by Lucy Garcia and it was noted a quorum was present. The meeting was held in-person with 4 members attending in-person.
- II. Brief introductions were made in the meeting. Naomie Labaty, Kilishi St. Preux, Tameka Dorsett Black, Janice Fleuridor from Intergovernmental Affairs attended the meeting. Naomie Labaty attended via phone.
- III. **A motion was made by Zac Cassidy, seconded by Rose Denis and unanimously passed to accept the March 6, 2024 minutes.**
- IV. Staff Updates:
 - A. Alexa Francis-House briefly discussed the Living Wage Contracts Report for the March 2024 – November 2024 reporting period. There were 13 new living wage contracts to report for this period; 4 of the vendors referenced that living wage impacted their contracts: One Solid Waste & Recycling; 5 Port Everglades; 4 Facilities Management; 3 Water & Wastewater Services; there were 7 contract increases reported from the previous contracts, due to changes in pricing for the items and adding additional locations. The Board members and staff had a discussion regarding the amount of information on the report, how are the increases in the report are comparable with current inflation and is there a trend in the analysis that can be captured and reported. After discussion, it was determined that the Advisory Board members would need to first understand what information is needed and figure out what they are seeking to achieve with the information. Staff also explained that the report has more contracts than usual because it covers two quarters instead of one quarter of data. The Advisory Board members agreed that there is no further report needed at this time. They also had a brief discussion on the RFP, bid process, scope and fair and reasonable pricing for solicitations.
 - B. There was no report provided by Human Resources.
- V. Updates from Board members on meetings with Commissioners regarding the Living Wage:
 - A. Frank DeRisi met with Commissioner Furr and had a brief discussion regarding his appointment status on this board and another board outside of the County.
 - B. Zac Cassidy met with Commissioner Ryan and discussed his status on the Advisory Board, since this is Ryan's last term. Zac will wait to see if he is reappointed to the Advisory Board by the new Commissioner, Alexandra Davis,.
 - C. Mark Klein, LWAB Chair, asked about the current vacancies for Commissioners Bogen, Udine, Fisher and McKenzie. Kilishi St. Preux will reach out to the District Office regarding the vacancies.
 - D. There were no other updates provided at this time.
- VI./VII. Sunset Review Process & House Bill 433 discussion:
 - A. The Living Wage Advisory Board (LWAB) members reviewed the Living Wage Rate poster included in their agenda package. There were on questions from the Advisory Board on the poster.
 - B. Kilishi St. Preux, Board Administrator, from Intergovernmental Affairs provided a summary of the Sunset Review process. Every 4 years, their office meets with Advisory Boards to discuss changes to the Board or if it wishes to remain the same. If there are changes needed to the structure of the Board, the members should advise their office of proposed changes, and they will vet the changes for review and approval.

Naomie Labaty, Board Administrator, from Intergovernmental Affairs also gave a summary of the Sunset Review Process, impact to the Living Wage & LWAB by House Bill (HB) 433 – Employment Regulations, and the options available to the Advisory Board. Intergovernmental Affairs is required to conduct a Sunset Review, an overall review of all Advisory Boards that have not been created by a Charter. There are three outcomes after the review, discussion with staff & meeting with the Advisory Board: 1) Advisory Board is retained without changes; 2) Advisory Board can be retained with changes; 3) Advisory Board can be sunsetted if the Board finds that it has met and finalized the purpose for which it was created. After discussion, if there are changes requested, we work internally with the County Attorney to draft the changes and present to the Commission Board for approval.

This time around for this LWAB because of HB 433, there are three options being presented to the Advisory Board: 1) Advisory Board can continue as is until September 30, 2026, and the HB takes full effect. As it seems from the discussion of the board members, there may be some consideration by the Advisory Board to continue as is; 2) Advisory Board can review and redirect its purpose and change a few things so it can be maintained. The members can discuss this as a Board; 3) Or the Board can be sunsetted right now. Perhaps, the first option might be the most agreeable now, but of course it would a discussion among the Advisory Board members. If you need Intergovernmental Affairs to come up with new language or new ways to look at the Board, we can assist with that. The Minutes Coordinator clarified that this is the first time the Advisory Board members are reviewing, in a scheduled meeting, the information provided regarding the living wage change due to HB.

Fernando Amuchastegui, Senior County Attorney clarified that the September 30, 2026, effective date only applies to living wage contracts entered after that date and County Staff was to conduct a comprehensive review of all affected contracts to determine if they should amend, extend or expedite a replacement contract prior to the September 30th date. On 4/11/24, the Governor signed HB 433, this new law prevents the County from controlling or affecting wages or employment benefits provided by County contractors, that includes living wage. The County may not impose wages or employment benefit requirements for the following programs: Living Wage Ordinance; Prevailing Wage; Domestic Partnership; Employee Retention Requirements and Workfree workplace.

Naomie Labaty restated that the purpose of the Sunset Review is to determine whether to continue with the LWAB as is until September 30, 2026, or to dissolve or sunset. She asked if the Advisory Board is considering keeping the Board functioning as is until September 30, 2026. Mark Klein replied that this is the first time he was aware of the HB and asked the County Attorney to relist the programs that will be impacted by the HB. He then stated that he would like the Advisory Board to continue as is until the September 30th date. He also believes that the other Advisory members agree to keep the Advisory Board as is. The direction of this Board is to stay intact. He asked what happens to the LWAB after the September 30th date, it does not exist? The Advisory Board members were again reminded that there are three options available to the Board as presented by Intergovernmental Affairs. Robert Gleason, Director, Purchasing Division added that as of right now we cannot anticipate what will happen after the September 30th date, so the Advisory Board may consider redirecting or changing its purpose based on what occurs and report as needed.

Naomie Labaty stated that the Advisory Board can make a vote today to keep the Board as is until the September 30th date, as part of the Sunset Review, and that is what Intergovernmental Affairs will submit to the Commission Board for approval. Then during the next few years, the Advisory Board can examine itself, determine if there is another purpose for the Board to exist, reach out to us for discussion and we can review it outside of the current Sunset Review process. At that time, we can submit your feedback to the Commission Board for review and approval. These are two things that you can do: 1) Vote today to keep the Advisory Board as is until September 30, 2026; and 2) Invite us again if you find another purpose outside of the HB, we can discuss the future of the board and determine what can be done. The Advisory Board members agreed that they would start looking at the other options presented, in the next scheduled meetings, and make a decision before the September 30th date.

A motion was made by Rose Denis to retain the Living Wage Advisory Board as is until September 30, 2026, and it was seconded by Zac Cassidy. The motion was passed by the Living Wage Advisory Board members. 4 votes in favor, with no opposed votes; one member Mike Payne was not present. The vote was passed unanimously.

Naomie Labaty wanted to confirm that the vote today is to keep the Advisory Board as is. The response by the Chair was “yes”. She added if there are discussions in the future and you need Intergovernmental Affairs to capture the feedback and bring it back to the Commission Board let us know. Mark Klein, Chair confirmed that the Board will stay intact as is with the same Agenda. He also added that he is very disappointed with the decision of the State to eliminate the Living Wage and does not understand how this could have been supported. Robert Gleason suggested that the Advisory Board review their Bylaws in a subsequent meeting to identify if any changes are needed. The suggestion was to provide the Bylaws electronically to the Advisory board prior to the next meeting.

VIII. Discussion: (Some items were not discussed in order as per the agenda)

- A. The Advisory Board members also discussed the vacancies on the Advisory Board and who can address requesting to fill them. Naomie & Kilishi will be able to address the vacancies with the District Office. The Advisory Board members asked if the Board members could have discussions with their respective Commissioners regarding the new HB law and vacancies on the Board. Staff provided a response that each Advisory Board member can discuss any items with their respective Commissioners.

Mark Klein asked about the status of the previous discussion to possibly have some time allotted during a Commission Board to recognize the LWAB and staff for its work on the Advisory Board. The Minutes Coordinator referenced the March 6, 2024 minutes where an update was provided. There were follow-ups with the Mayor's aide, and at the time they were reviewing the possibility of presenting at one of the Board Meetings. To date, there have been no other updates received. Staff suggested the Chair follow-up with the respective Commissioner to inquire on the request.

Kilishi St. Preux went over the changes to the quorum requirements for Advisory Boards. She clarified that, "If the chair and or vice chair are not present, and there are three members attending physically in person, then you can establish a quorum with the other members attending virtually. She was asked "Does it matter how big the board is, it would be only three members?". She replied yes, only three members present in the room, even if the chair is not present. Another example, "If the chair is present physically and some of the other members are attending virtually than you also have a quorum. She also clarified, if no quorum is established, then those members attending virtually are also marked present. There are examples provided in the revised handbook. Since there were no other questions for Intergovernmental Affairs at this time, they were not present for the remainder of the meeting.

Fernando Amuchastegui clarified quorum requirements under Section 1-233(g) of the Code of Ordinances which requires "... the number of members needed to constitute a quorum on any advisory or other Board shall be a majority of the total appointed board members....". He confirmed that per Section 1-233(g) quorum can be established either with the Chair or three members of the LWAB physically present, provided there is a majority of the total appointed board members present (which can be established via virtual attendance). Fernando restated that the handbook clearly states, "...the number of members need to constitute a quorum on any Advisory board shall be the majority of the total appointed board members provided that at least either the presiding member or at least three members are physically present at the meeting". Therefore, it was suggested that Fernando reach out to Kalishi to clarify the quorum requirements based on the majority of appointed board members. Advisory Board members and the County Attorney also had a brief discussion on the process for a reversal change in legislation regarding HB 433 and if there was any push back from other counties on this change. There were several counties that pushed back on the passing of the HB.

Instruction to Staff:

- A. Advisory Board has requested a copy of the Bylaws be sent electronically to them before the next scheduled meeting.

IX. Election of New Chair and Vice Chair:

- A. The Advisory Board Members were advised that the current options are to elect a new Chair or Vice Chair, or the Board can switch the roles of the current Chair and Vice Chair.

A motion was made by Zac Cassidy to switch the current roles of the Chair and Vice Chair. The motion was seconded by Rose Denis; was unanimously passed by the Board members, a vote of 4 in-favor: Zac Cassidy will be the Chair and Mark Klein will be the Vice Chair. Mark Klein, Zac Cassidy, Frank DeRisi, Rose Denis. Mike Payne was not present for the meeting.

- X. There being no further business before the Board, the meeting adjourned at 12:45 p.m.

This meeting was recorded on CD 24-SC-18 (Sony IC Recorder).

Hand-Outs at the 12/4/24 Meeting:

1. Living Wage New Contracts Report.
2. Living Wage Rate Poster.
3. Email on 2024 Sunset Review Process.
4. House Bill 433 – Employment Regulations.
5. Letter for New Board Member Appointment.
6. Attendance Record.
7. Schedule of Living Wage Advisory Board Meetings for 2025.



Broward County Living Wage Ordinance: New Living Wage Contracts (Effective for the Period December 2024 - February 2025)

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	BLD2128352B1_1	Chilled Water Loops Treatment	SOUTHWEST ENGINEERS SWE, INC.	2/11/2025	4/1/2025	\$ 107,860.00	\$ 70,603.16	Chilled Water Loops Treatment, Bid No. BLD2128352B1 for the Aviation Department in the initial one-year amount of \$107,860.00 and authorize the Director of Purchasing to renew the contract for four (4) one-year periods for a five-year potential estimated amount of \$539,300.00. The initial contract period began on April 1, 2025 and terminates one year from that date. Increase from previous contract is due to inflation and addition of new items needed. Incumbent: SWE, Inc. DBA Southwest Engineers; Contract Number and Title: BLD2123328B2, Cooling Tower Water Treatment Services - Resolicit. Contract Term: April 1, 2022 through March 31, 2025. Expenditures: \$188,826.19.	N	N	Y

Garcia, Lucy

From: Garcia, Lucy
Sent: Friday, January 31, 2025 5:18 PM
To: 'markacbbcamp@bellsouth.net'; 'zaccassidy'; 'miked1526@hotmail.com'; 'frankderisi@hotmail.com'; Rose Denis
Cc: Gleason, Robert; Mangan, Constance; Hidalgo, Jose; Francis-House, Alexa; Wilson, Allen; Cuervo, Mary; Amuchastegui, Fernando
Subject: Living Wage Advisory Board
Attachments: Amended Living Wage Advisory Board By-Laws - 12-4-19 (Executed).pdf

Good afternoon LWAB Members:

As discussed at the December 4, 2024 Living Wage Advisory Board (LWAB) Meeting, you requested that we provide you with a copy of your current Advisory Board By-Laws for review prior to the next scheduled meeting.

Attached is a copy of the By-Laws that were amended & executed on 12/4/19. A copy will also be included with the agenda package for the next meeting.

Thank you,



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

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

**BY-LAWS OF THE
BROWARD COUNTY LIVING WAGE ADVISORY BOARD**

ARTICLE I.

NAME, ESTABLISHMENT

SECTION 1: The name of the organization shall be "The Broward County Living Wage Advisory Board" (Board) or such successor name as shall be designated by the Broward County Board of County Commissioners.

SECTION 2: The governing body of Broward County is the Broward County Board of County Commissioners.

SECTION 3: The Board is established pursuant to Section 26-105, Broward County Code of Ordinances.

ARTICLE II.

PURPOSE, DUTIES

SECTION 1: The Board has as its purpose, pursuant to the implementing Ordinance cited above to oversee the implementation and effectiveness of the Broward County Living Wage Ordinance, Sections 26-101 et seq., Broward County Code of Ordinances.

SECTION 2: The Board has as its duties, pursuant to the implementing Ordinance cited above, to review the implementation and effectiveness of the Broward County Living Wage Ordinance and to advise the Board of County Commissioners of the same, together with any recommendation for amendments to the Ordinance.

ARTICLE III.

MEMBERSHIP

SECTION 1: (a) All members of the Broward County Living Wage Advisory Board shall be appointed by the Broward County Board of County Commissioners.

(b) Each County Commissioner shall nominate one (1) member to the Board, provided that no more than four (4) members are representative of the business community. Two (2) members shall be representatives of service contractors, with at least one being a covered employee, and shall count against the maximum of four (4) members allowed as representatives of the business community. For purposes of this subsection, "business community" shall not

include a non-profit entity that is recognized by the federal Internal Revenue Service as exempt from payment of federal income taxes.

(c) No Broward County employees shall be members of the Board.

(d) All provisions of Section 1-233, Broward County Code of Ordinances, shall apply to members of the Board.

SECTION 2: The term of office for members shall be at the pleasure of the appointing Commissioner.

SECTION 3: (a) Removal for non-attendance shall be in accordance with Section 1-233, Broward County Code of Ordinances. The Board may recommend the reappointment of members whose absences were caused by extenuating circumstances.

(b) The Board may recommend to the Broward County Board of County Commissioners and to the Chair of the Board, respectively, that a member be terminated from service on the Board and any of its committees for refusing to cooperate in a conflict of interest review, or when it is determined that she/he knowingly took action(s) intended to influence the conduct of the Board in a manner defined in **ARTICLE VI. SECTION I** of these By-Laws.

ARTICLE IV.

OFFICERS

SECTION 1: The officers of the Board shall be members of the Board and shall be a Chair and Vice-Chair.

SECTION 2: Officers shall be elected by a majority vote of those members serving as members of the Board present and voting at the December regular meeting or at the next regular meeting if the December regular meeting is canceled. After being elected, the officers shall take office upon occurrence of the earlier of January 1, or the first regular or special meeting of the calendar year later than January 1. All officers shall serve a two-year term. No officers shall serve more than two consecutive terms in one office.

SECTION 3: The duties of the Officers are those which usually apply to such officers and in addition thereto, such other duties as may be designated from time to time by the Board.

SECTION 4: The Chair of the Board will serve as the official liaison of the Board with the Board of County Commissioners of Broward County and the County's designated administrative support agency.

ARTICLE V.

MEETINGS

SECTION 1: (a) The Board shall hold quarterly meetings unless cancelled. Special meetings may be called by the Chair or upon petition of one third of the membership of the Board. Written notice shall be given at least one week prior to a regular meeting.

(b) Special meetings of the Board may be called by the Chair or by five (5) or more members of the Board upon no less than forty-eight (48) hours notice. If, after reasonable diligence, it is impossible to give notice to each member of the Board, such failure shall not affect the legality of the meeting if a quorum is present. Notice to all members of a special meeting may be waived by a majority of the entire membership of the Board. If notice of a special meeting is not in writing or if the notice is given less than one week prior to the meeting, the minutes of the meeting shall show the manner and method by which notice of such special meeting was given to each member of the Board, or shall show a waiver of notice.

(c) Minutes shall be made of all regular and special meetings and such meetings shall be otherwise in accordance with the Florida Government-In-The-Sunshine law.

SECTION 2: A majority of the total appointed Board members shall constitute a quorum. A majority of those members present and voting at any meeting at which a quorum is present shall be sufficient to take action on behalf of the Board.

SECTION 3: Actions shall be taken only by a vote of a majority of the Board members present and eligible to vote.

SECTION 4: Only duly appointed members of the Board may vote, and each member shall have one vote. Voting privileges are non-transferable.

ARTICLE VI.

CONFLICT OF INTEREST

- SECTION 1:** Members of the Board and all committees established by the Board shall abide by the Florida Statutes and Broward County Ordinances, as may be amended from time to time, regarding conflicts of interest for public officials and government in the Sunshine Law. Copies of these documents shall be furnished to all Board members.
- SECTION 2:** All Board members must identify conflicts of interest, and are encouraged to request a review of a potential conflict of interest of themselves or another member when deemed necessary.
- SECTION 3:** All concerns regarding conflict of interest shall be recorded in the Board's meeting minutes. The full Board shall take whatever actions it deems appropriate and are in compliance with Board policies.
- SECTION 4:** A member may be terminated from service on any Board committee(s) for refusing to cooperate in a conflict of interest review, or when it is determined by the Board that the member knowingly took action(s) intended to influence the conduct of the Board in the manner prohibited by **ARTICLE VI, SECTION 1**, of these By-Laws.

ARTICLE VII.

COMMITTEES

- SECTION 1:** The Board shall have committees as deemed necessary and established by the Chair.

ARTICLE VIII.

AMENDMENTS

- SECTION 1:** These By-Laws may be adopted, amended, or repealed by a majority vote of the Board.
- SECTION 2:** Notice of all proposed amendments, with amendments enclosed, and the date, time and place of the meeting at which the amendment will be considered for adoption shall be mailed, transmitted by facsimile or sent electronically (i.e. emailed) to each Board member at least ten (10) days prior to the meeting at which such amendments are to be considered for adoption.

ARTICLE IX.

GENERAL PROVISIONS

SECTION 1: The fiscal year for the Board shall be the same as the fiscal year for the Board of County Commissioners of Broward County.

SECTION 2: When procedures are not covered by law or these By-Laws, the latest edition of "Robert's Rules of Order" shall prevail.

SECTION 3: Official policies adopted by the Board shall be set forth in a written volume or volumes, which shall be maintained by the County's designated administrative support agency.

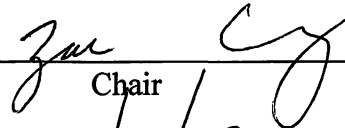
ARTICLE X.

DATE OF EFFECTIVENESS

SECTION 1: Unless otherwise provided, these By-Laws and any amendments shall be effective immediately upon approval by the Board.

CERTIFICATE

KNOW ALL PERSONS BY THESE PRESENT that the undersigned Chair of the Broward County Living Wage Advisory Board does hereby certify that the above and foregoing By-Laws were amended by the Broward County Living Wage Advisory Board, effective as of the 4th day of December, 2019, and that they do now constitute the amended By-Laws of said Board.

Attest: 
Chair
12/4/19
Date

Amendment effective (12/4/19)

11/7/2024	BROWARD COUNTY
	BOARD OF COUNTY COMMISSIONERS
	January - December 2025
JANUARY	
January 14, 2025	Hold for Workshop
January 21, 2025	No Meeting (Martin Luther King Jr. Day, January 20, 2025)
January 28, 2025	Regular Commission Meeting
FEBRUARY	
February 4, 2025	Hold for Workshop
February 11, 2025	Regular Commission Meeting
February 18, 2025	No Meeting (President's Day, February 17, 2025)
February 25, 2025	Regular Commission Meeting
MARCH	
March 4, 2025	No Meeting (NACo 2025 Legislative Conference, March 1 - 4, 2025)
March 11, 2025	Regular Commission Meeting
March 18, 2025	Board Retreat
March 25, 2025	No Meeting (Broward County Public Schools Spring Break, March 24 - 31, 2025)
APRIL	
April 1, 2025	Regular Commission Meeting
April 8, 2025	Hold for Workshop
April 15, 2025	No Meeting (Passover, April 12 - 20, 2025)
April 22, 2025	Regular Commission Meeting
April 29, 2025	No Meeting
MAY	
May 6, 2025	Regular Commission Meeting
May 13, 2025	Budget Workshop (10.00am - 5:00pm)
May 20, 2025	Regular Commission Meeting
May 27, 2025	No Meeting (Memorial Day, May 26, 2025)
JUNE	
June 3, 2025	Budget Workshop (10.00am - 5:00pm)
June 10, 2025	Regular Commission Meeting
June 17, 2025	Budget Workshop (10.00am - 5:00pm)
JULY	
July 1, 2025	Begin Summer Recess (NACO Annual Conference, Philadelphia, July 11 - 14, 2025)

AUGUST	
August 5, 2025	End Summer Recess
August 19, 2025	Budget Workshop (10.00am - 5:00pm)
Thursday, August 21, 2025	Regular Commission Meeting
August 26, 2025	Budget Workshop (10.00am - 5:00pm)
SEPTEMBER	
September 2, 2025	No Meeting (Labor Day, September 1, 2025)
Thursday, Sept. 4, 2025	Regular Commission Meeting
	Budget Hearing #1 (5:01pm)
September 9, 2025	Hold for Workshop
September 16, 2025	Regular Commission Meeting
	Budget Hearing #2 Final Budget Adoption (5:01pm)
September 23, 2025	No Meeting (Rosh Hashanah, September 22 - 24, 2025)
September 30, 2025	No Meeting (Yom Kippur, October 1 - 2, 2025)
OCTOBER	
October 7, 2025	Regular Commission Meeting
October 14, 2025	Hold for Workshop
October 21, 2025	Regular Commission Meeting
October 28, 2025	No Meeting
NOVEMBER	
November 4, 2025	No Meeting
Thursday, November 13, 2025	Regular Commission Meeting (Veterans Day, November 11, 2025)
Thursday, November 20, 2025	Regular Commission Meeting (Reorganization)
November 25, 2025	No Meeting (Thanksgiving Holiday, November 27 - 28, 2025)
DECEMBER	
December 2, 2025	Hold for Workshop
December 9, 2025	Regular Commission Meeting
December 16, 2025	No Meeting (Start Winter Recess)

2024 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	6	N/A	N/A	5	N/A	N/A	4	N/A	N/A	4	
Member Name													
Mark Klein, Chair			A			C			CNQA			X	
Zac Cassidy, Vice Chair			X			C			CNQA			X	
Mike “D” Payne			A			C			CNQA			A	
Frank De Risi			X			C			CNQX			X	
Rose G. Metellus Denis			N/A			N/A			CNQE			X	
Chester Just (Passed)			X			N/A			N/A			N/A	
*Meeting was cancelled due to non-quorum; June & September corrected due to revised rules in new Advisory Board handbook													

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

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