

**BROWARD  
COUNTY  
FLORIDA**

### YOUR RIGHTS UNDER THE BROWARD COUNTY LIVING WAGE ORDINANCE

#### LIVING WAGES for 2020

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

**\$13.47** per hour **with** qualifying health benefits amounting to at least **\$1.65<sup>(a)</sup>** per hour, or

**\$15.12** per hour **without** health benefits

<sup>(a)</sup> The Broward County Board of County Commissioners has approved that commencing January 1, 2021 the qualifying health benefits amount will increase to \$3.44.

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

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

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

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

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

#### ENFORCEMENT

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

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

#### SANCTIONS

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

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

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

Effective January 1, 2020

REV. 01/01/2020

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