

YOUR RIGHTS UNDER THE BROWARD COUNTY LIVING WAGE ORDINANCE

LIVING WAGES

\$11.68 per hour with qualifying health benefits amounting to at least **\$1.52** per hour, or

\$13.20 per hour without health benefits

Notice: The living wage rates are indexed in accordance with Section 26.102 (c) of the Living Wage Ordinance and are effective as of January 1, 2015. Employees of service contractors and subcontractors performing the covered services pursuant to the following County service contracts must be paid not less than the living wage hourly rates above.

The covered services pursuant to a County service contract exceeding \$100,000 per year include:

- Food preparation and/or distribution
- Security services
- Routine maintenance services, such as janitorial, cleaning, refuse removal, and recycling collections, or other 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, whether by temporary or permanent personnel; including secretarial, typing, data entry, filing, transcription, specialized billing, sorting or 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

The covered services pursuant to a County service contract for any contract value include:

- Food and beverage concessionaire and certain retail concessionaire services at Airport terminals and car rental center

SANCTIONS

Damages payable to Broward County in the sum of up to \$500.00 per day, but not to exceed \$1000.00 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.

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 either filing a written complaint with the County or filing suit against the covered employer.

Written complaints of underpayment shall be filed with the Broward County Office of Intergovernmental Affairs and Professional Standards, 115 S. Andrews Avenue, Fort Lauderdale, FL 33301-1802, Room 426 at 954-357-6500. For other information, you may contact the using agency's Contract Administrator or the Broward County Purchasing Division, Room 212 at 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.



Broward County Board of County Commissioners
115 South Andrews Avenue, Room 421
Fort Lauderdale, FL 33301