Exhibit 2

PROPOSED

1   ORDINANCE NO. 2018-

2   AN ORDINANCE OF THE BOARD OF COUNTY
COMMISSIONERS OF BROWARD COUNTY, FLORIDA,
3   PERTAINING TO THE BROWARD COUNTY LIVING WAGE
ORDINANCE; AMENDING SECTION 26-102 OF THE
4   BROWARD COUNTY CODE OF ORDINANCES ("CODE")
TO PROVIDE THAT COVERED EMPLOYEES MAY
5   DECLINE OFFERED HEALTH CARE BENEFITS AND
INSTEAD RECEIVE THE HEALTH CARE BENEFIT
6   AMOUNT; AND PROVIDING FOR SEVERABILITY,
INCLUSION IN THE CODE, AND AN EFFECTIVE DATE.

7

8   (Sponsored by Vice-Mayor Mark D. Bogen)

9

10   WHEREAS, some covered employees may find the health care benefits offered by

11 a covered employer to be insufficient and prefer to opt out of provided health care benefits

12 and instead receive a higher wage amount inclusive of sums a covered employer would

13 otherwise have expended on health care benefits; and

14   WHEREAS, the Board of County Commissioners desires to give covered

15 employees this option,

16

17   BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF

18 BROWARD COUNTY, FLORIDA:

19

20   Section 1.   Section 26-102 of the Broward County Code of Ordinances is hereby

21 amended to read as follows:

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

23   . . .

24   (b)   *Health care benefits.*

Coding: Words in ~~struck-through~~ type are deletions from existing text. Words in
underscored type are additions.

1   . . .

2   (3)   If the health care benefits plan provided by a covered employer or the

3   County requires an initial period of employment before a new covered

4   employee becomes eligible for the health care benefits (eligibility period),

5   the covered employer or the County shall pay <u>no less than</u> the ~~Ten Dollars~~

6   ~~Eighty-two Cents ($10.82)~~ <u>Fourteen Dollars and Twenty-three Cents</u>

7   <u>($14.23)</u> per hour <u>living</u> wage ~~scale~~, as adjusted, during a new covered

8   employee's initial eligibility period. When the new covered employee is

9   provided health care benefits upon completion of the eligibility period, the

10   covered employer or the County may qualify to pay the <u>lower</u> living wage

11   rate applicable for covered employees <u>who</u> ~~that~~ are provided health care

12   benefits. If the covered employee declines ~~the~~ <u>offered</u> health care benefits

13   <u>in writing</u>, the covered employer ~~may qualify to~~ <u>shall</u> pay <u>to that employee</u>

14   the living wage rate applicable for covered employees <u>who</u> ~~that~~ are <u>not</u>

15   provided health benefits<u>,</u> ~~if the covered employer provides to the County~~

16   ~~written proof of the covered employee's declination~~ <u>which as of</u>

17   <u>January 1, 2019, is no less than Fourteen Dollars and Twenty-three Cents</u>

18   <u>($14.23) per hour, as adjusted</u>.

19   . . .

20   Section 2.   <u>Severability</u>.

21   If any portion of this Ordinance is determined by any court to be invalid, the invalid

22   portion will be stricken, and such striking will not affect the validity of the remainder of this

23   Ordinance. If any court determines that this Ordinance, in whole or in part, cannot be

24   legally applied to any individual, group, entity, property, or circumstance, such

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1 determination will not affect the applicability of this Ordinance to any other individual,

2 group, entity, property, or circumstance.

3   Section 3.   <u>Inclusion in the Broward County Code of Ordinances</u>.

4   It is the intention of the Board of County Commissioners that the provisions of this

5 Ordinance become part of the Broward County Code of Ordinances as of the effective

6 date. The sections of this Ordinance may be renumbered or relettered and the word

7 "ordinance" may be changed to "section," "article," or such other appropriate word or

8 phrase to the extent necessary in order to accomplish such intention.

9   Section 4.   <u>Effective Date</u>.

10   This Ordinance is effective as of January 1, 2019.

11   **PROPOSED**

12 ENACTED

13 FILED WITH THE DEPARTMENT OF STATE

14 EFFECTIVE

15 Approved as to form and legal sufficiency:
   Andrew J. Meyers, County Attorney
16

17

18 By */s/ Adam Katzman*   11/01/18
       Adam Katzman   (date)
19   Senior Assistant County Attorney

20
   By */s/ Andrew J. Meyers*   11/01/18
21   Andrew J. Meyers   (date)
       County Attorney
22

23 AMK/mm
   11/01/18
24 Living Wage Ordinance
   41026

    Coding: Words in ~~struck-through~~ type are deletions from existing text. Words in <u>underscored</u> type are additions.