

ITEM #31₍₂₎

**ADDITIONAL MATERIAL
10:00 A.M. REGULAR MEETING
DECEMBER 10, 2013**

**SUBMITTED AT THE REQUEST OF
COMMISSIONER WEXLER**

Living Wage Ordinance

There has been some discussion among the members of the Living Wage Board about compensating employees for healthcare benefits when the employee denies those benefits and/or adjusting the wage when the employee offers proof of healthcare coverage from another source.

In addition, various union representatives, in conversations with the Commissioners about agenda items, have expressed concern about the impact of the Affordable Care Act on the design of the current living wage healthcare benefit as currently structured.

With the introduction of the Healthcare Marketplace on October 1, 2013, the available options for affordable healthcare coverage in Broward County increased dramatically. The Living Wage Ordinance should reflect the available options as well as the core benefits as defined by the Affordable Care Act.

Please provide the Commission with a review and recommendation of healthcare coverage options provided by the Healthcare Marketplace that would be pertinent to the Living Wage Ordinance. Assuming the following, please include:

Living Wage	\$9.57/hour	\$19900/year
Healthcare	\$1.25/hour	\$2600/year
Combined	\$10.82/hour	\$22500/year

1. A matrix with the range of Broward County healthcare options that meet the \$2600 annual value.
2. A matrix with the range of healthcare options with different federal subsidy levels.
3. Is there a responsibility to provide anything outside of individual coverage?
4. Is \$2600 sufficient both with and without subsidies?
5. A projection of any saving that may be realized when coverage can be obtained for less than \$2600.
6. Discuss options for ensuring the money is spent on healthcare. For example, can payment be made directly to the insurance company?
7. A discussion (advantages and disadvantages) of the merits of adjusting wages if healthcare coverage is provided from another source.