



City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	File No.:	Item Type:	1 st Reading	2 nd Reading	
11/20/2024	24-487	<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Other	Ordinance Reading	N/A	N/A
			Public Hearing	<input type="checkbox"/>	<input type="checkbox"/>
			Advertising Required	<input type="checkbox"/>	<input type="checkbox"/>
			Quasi-Judicial:	<input type="checkbox"/>	<input type="checkbox"/>
Fiscal Impact (\$):	Account Balance (\$):	Funding Source:	Project Number:		
\$90,343.80	\$175,731	2110-534010	N/A		
Contract/P.O. Required	RFP/RFQ/Bid Number:	Sponsor Name:	Department:		
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	BID # FY 2019-2020-006	Chief Michel Michel	Police Department		
Strategic Plan Focus Areas:					
<input checked="" type="checkbox"/> Fiscal Stability	<input type="checkbox"/> Resident Services	<input checked="" type="checkbox"/> Public Safety	<input type="checkbox"/> Infrastructure & Mobility	<input type="checkbox"/> Economic Development & Affordable Housing	
Implementation Timeline:					
Estimated Start Date: 10/1/2024			Estimated End Date: 9/30/2025		

SHORT TITLE:

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA AUTHORIZING A CHANGE ORDER TO THE CONTRACT PRICE FOR SCHOOL CROSSING GUARD SERVICES WITH WATERFIELD FLORIDA STAFFING, LLC DBA ACTION LABOR, DBA STAFFING CONNECTION IN AN AMOUNT NOT TO EXCEED THIRTEEN THOUSAND EIGHT HUNDRED EIGHTY ONE DOLLARS (\$13,881), FOR A TOTAL CONTRACT AMOUNT THREE HUNDRED SIXTY EIGHT THOUSAND FOUR HUNDRED FORTY THREE DOLLARS (\$368,443); AND PROVIDING FOR AN EFFECTIVE DATE.

STAFF SUMMARY:

Summary:

Due to the increase in Florida's minimum wage (passed in 2020), staff seeks City Commission approval to amend the 5-year agreement with Staffing Connection and Action Labor Management for crossing guard services resulting from BID #FY2019-2020-

006 School Crossing Guards (Exhibit 5) to increase the hourly rate of the crossing guards from \$16.03 to \$18.94. The cost of the amendment to the contract will not exceed \$90,344 annually.

Background:

The City of Hallandale Beach has been contracting services with Staffing Connection and Action Labor Management since 2003 (Exhibit 2). Currently, six (6) school crossing guards and one (1) supervisor are provided for the West Hallandale Beach Blvd, SW 8th Avenue, and Pembroke Road corridors.

Since the adoption of the City’s current contract, Florida voters passed “Florida Amendment 2 of 2020 – Raising Florida’s Minimum Wage,” which scheduled annual minimum wage increases ending with a \$15 per hour minimum wage by September 30th, 2026. Staffing Connection & Action Labor Management pay their crossing guards minimum wage, and thus have had their costs directly impacted by this increase. Staffing Connection & Action Labor has provided an updated bill rate (Exhibit 3).

Current Situation:

On September 30, 2024, Staffing Connection and Action Labor Management submitted a request to amend their contract with the City of Hallandale Beach and intends to terminate their services should an amendment not be granted. Staffing Connection and Action Labor Management has identified the following cities that are also provided the same services and the rates for each respective city:

City	Original Rate	Increase	Per Hour Increase
Sarasota	\$17.50	\$21.30	+ \$3.80
City of North Port	\$17.50	\$21.30	+ \$3.80
City of Cape Coral	\$17.50	\$21.30	+ \$3.80
Sarasota County	\$17.25	\$21.30	+ \$3.80
City of Oakland Park	\$14.89	\$21.69	+ \$6.80

The below table is a detailed schedule of the increases. Note that no request was made for an increase in the year 2021, and as such the minimum wage increase to \$10 during that period is not reflected. In 2023, the City Commission approved an hourly rate increase for school crossing guards from \$12.60/hour to \$16.03/hour (Exhibit 4).

Year	Term	Min Wage	Rate	Days	hours/day	Total Cost	Increase
2020/21	Year 1	\$8.65	\$ 12.60	180	26.5	\$60,112.42	-
2021/22	Year 2	\$8.65	\$ 12.60	180	26.5	\$60,112.42	-
2022/23	Year 3	\$11.00	\$ 16.03	180	26.5	\$76,463.10	\$16,350.68

2023/24	Year 4	\$11.00	\$ 16.03	180	26.5	\$76,463.10	\$16,350.68
2024/25	Year 5	\$13.00	\$ 18.94	180	26.5	\$90,343.80	\$13,880.70

Currently, the City is paying \$76,463 annually for six school crossing guards and one supervisor. With the proposed amendment, this cost will increase to \$90,344, resulting in an additional expense of \$13,881 for the remaining one year of the contract. This requested increase brings the overall total of the contract to \$368,443.

This is the last contract term for this agreement and the City will be proceeding with a new solicitation in May 2025.

Why Action is Necessary:

Pursuant to Code of Ordinances, Chapter 23, Section 23-12 Procedures for purchases in excess of \$50,000, item (7) Change Orders. Any change in the contract price, scope of work or time for completion of any project following the award of a contract shall be by a written change order, approved by the city manager and executed with the same formalities as the contract. (7)(a) The city manager may approve any change orders so long as the total sum of all change orders does not exceed the total amount awarded by the city commission by more than either ten percent of the contract cost or \$50,000.00, whichever is less. The scope of any project may not be changed without prior approval of the city commission.

Cost Benefit:

The proposed increase will allow the City of Hallandale Beach to maintain a School Crossing Guard presence for the continued safety of children going to and from school. The hourly rate for a school crossing guard under this contract with the cost adjustment of \$18.94 per hour is less when compared to the annual salary plus benefits for a uniformed police officer.

PROPOSED ACTION:

City Commission approval of the attached Resolution.

ATTACHMENT(S):

- Exhibit 1 – Proposed Resolution
- Exhibit 2 - Staffing Connection and Action Labor Management Contract 2022
- Exhibit 3 – Letter from Staffing Connection & Action Labor Management
- Exhibit 4 – Resolution No. 2023-011
- Exhibit 5 – Resolution No. 2020-089

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