



Lexington-Fayette Urban County Government

200 E. Main St
Lexington, KY 40507

Legislation Details (With Text)

File #: 1196-19 **Version:** 1 **Name:** 20.0008 HR - FLSA Threshold Update
Type: Ordinance **Status:** Approved
File created: 11/5/2019 **In control:** Urban County Council
On agenda: 12/5/2019 **Final action:** 12/5/2019
Enactment date: 12/5/2019 **Enactment #:** O-109-2019

Title: An Ordinance providing authorization to change the base pay of certain exempt employees in order to conform to the Fair Labor Standards Act (FLSA) and bringing all affected incumbents to the new required salary threshold status, effective the first payroll Monday following passage of Council. [Div. of Human Resources, Maxwell]

Sponsors:

Indexes:

Code sections:

Attachments: 1. BlueSheet Memo 20.0008 REV, 2. Fiscal Impact 20.pdf, 3. From To 20.008, 4. 00673900.pdf, 5. ORDINANCE #109-2019

| Date | Ver. | Action By | Action | Result |
|-----------|------|----------------------|------------------------|--------|
| 12/5/2019 | 1 | Urban County Council | Approved | Pass |
| 12/3/2019 | 1 | Urban County Council | Received First Reading | |

An Ordinance providing authorization to change the base pay of certain exempt employees in order to conform to the Fair Labor Standards Act (FLSA) and bringing all affected incumbents to the new required salary threshold status, effective the first payroll Monday following passage of Council. [Div. of Human Resources, Maxwell]

Authorization to change the base pay of employees in order to conform to the Fair Labor Standards Act (FLSA) and bringing all affected incumbents to the new required salary threshold status, effective the first payroll Monday following passage of Council. Effective January 1, 2020, the "standard salary level" for exempt employees is increasing from \$455 per week (\$23,660 per year) to \$684 per week (\$35,568 per year). In accordance with the U.S. Department of Labor's FLSA regulations and after a review of the incumbents' respective salaries, it has been determined that those employees who are slightly below the required threshold be increased in order to comply with the law. This has a 12-month future impact of a cost of \$3,898.30. (L1196-19) (Maxwell/Hamilton)

Budgetary Implications [select]: Yes/NO

Advance Document Review:

Law: No

Risk Management: No

Fully Budgeted: Yes

Account Number:

This Fiscal Year Impact: \$

Annual Impact: \$

Project:

Activity:

Budget Reference:

Current Balance:

BE IT ORDAINED BY THE COUNCIL OF THE LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT:

Section 1 - That pursuant to the U.S. Department of Labor' FLSA regulations, the standard salary level for exempt employees is increasing from \$455.00 per week (\$23,660.00 per year) to \$684.00 per week (\$35,568.00 per year) effective January 1, 2020.

Section 2 - That the foregoing incumbents pay increase be and hereby is ratified.

Nicole Rice, Social Worker, Grade 513E, from \$1,364.00 biweekly to \$1,368.00 biweekly, in the Division of Adult and Tenant Services, effective the first payroll Monday following passage of Council.

Whitney Mattingly-Peacock, Early Child Care Teacher, Grade 512E, from \$1,310.96 biweekly to \$1,368.00, in the Division of Adult and Tenant Services, effective the first payroll Monday following passage of Council.

Belinda Veach, Early Child Care Teacher, Grade 512E, from \$1,340.56 biweekly to \$1,368.00 biweekly, in the Division of Adult and Tenant Services, effective the first payroll Monday following passage of Council.

Jo Ballard, Early Child Care Teacher, Grade 512E, from \$1,342.32 biweekly to \$1,368.00 biweekly, in the Division of Adult and Tenant Services, effective the first payroll Monday following passage of Council.

Section 4 - That this Ordinance shall be effective the first payroll Monday following passage of Council.

PASSED URBAN COUNTY COUNCIL:

MAYOR

ATTEST:

CLERK OF URBAN COUNTY COUNCIL

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