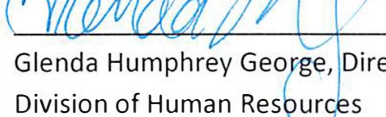




M E M O R A N D U M

TO: Linda Gorton, Mayor
Sally Hamilton, Chief Administrative Officer
Council Members

FROM: 
Glenda Humphrey George, Director
Division of Human Resources

DATE: June 18, 2024

SUBJECT: FLSA change from Exempt to Non-Exempt

Request:

Council authorization is requested to change all Early Child Care Teacher FLSA status from exempt to non-exempt positions, effective beginning July 1, 2024.

Why are you requesting:

On April 24, 2024 the United States Department of Labor announced a final rule, Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees. This rule affects the Fair Labor Standards Act salary threshold for all the positions of Early Child Care Teacher in the Division of Family Services. The salary threshold will now be \$844 per week, \$43,888 annually (was previously \$684 per week, \$35,568 annually). To avoid a split exemption classification and another salary threshold movement in January 2025 (\$1,128 per week, \$58,656 annually), the FLSA status for these positions will be changing from "Exempt" to "Non-Exempt" effective the beginning of the pay period July 1, 2024.

The current incumbents are as follows:

Division	Employee Name	Current Grade	New Grade
Family Services	Vicki McCurry	512E	512N
Family Services	Toni Stinson	512E	512N



Family Services	Teresa Childers	512E	512N
Family Services	Dragica Busbaher	512E	512N
Family Services	Amber Stevens	512E	512N
Family Services	Hosna Ara	512E	512N
Family Services	Whitney Mattingly-Peacock	512E	512N
Family Services	Rhonda Jones	512E	512N
Family Services	Jo Ballard	512E	512N

What is the cost in this budget year and future budget year?

While the base salaries remain the same, there may be a potential fiscal impact due to the fact that these employees will become eligible for overtime pay.

File Number: 0669.24

Director/Commissioner: Glenda Humphrey George/Sally Hamilton

