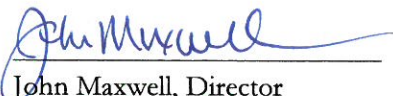




MEMORANDUM

TO: Jim Gray, Mayor
Sally Hamilton, Chief Administrative Officer
Council Members

FROM: 
John Maxwell, Director
Division of Human Resources

DATE: November 29, 2016

SUBJECT: **FLSA changes update — Division of Human Resources**

Request:

The attached action is requesting authorization to amend Ordinance 194-2016 in order to return the affected employees to their prior status based on a court decision that blocks the new overtime rule propounded by the Department of Labor., effective November 28, 2016.

Why are you requesting:

A preliminary injunction was issued to halt the implementation of the Department of Labor rule that would have raised the salary threshold for determining exempt/nonexempt status under the FLSA from \$23,660 to \$47,776. The preliminary injunction preserves the status quo of existing overtime rules and blocks the new rule from going into effect nationwide. As such, that salary threshold will remain at \$23,660. Therefore, the status of these employees should go back to exempt.

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

There is no fiscal impact associated with this action.

File Number:

1356-16

Director/Commissioner:

John Maxwell/Sally Hamilton

