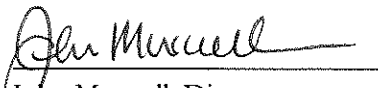




MEMORANDUM

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

FROM: 
John Maxwell, Director
Division of Human Resources

DATE: August 24, 2016

SUBJECT: FLSA change from Exempt to Non-Exempt — Division of Human Resources

Request:

The attached is requesting authorization to abolish and create positions in order to conform with the Fair Labor Standards Act (FLSA) and transferring all incumbents from exempt to non-exempt status, effective the first payroll Monday following passage of Council.

Why are you requesting:

After further review of the classifications' duties in accordance with the U.S. Department of Labor's FLSA regulations, the Division of Human Resources has determined that the following classifications and the incumbents will change from exempt to non-exempt status.

Position Title	Employee Names	Current Grade	New Grade
Engineering Technician Sr.	Engineering Lincoln Mackey Eric Eason	516E	516N



Engineering Technician Sr.	Water Quality Rickie Bowman David Smith Debbie Barnett Ersula Killens Wanda Wallen Jeffrey Baumgardner David Fulton Kenneth Newby Michael Lambert Sheila Lewis-Collins Doug Holloway Bennie Begley Vacant (2)	516E	516N
Engineering Technician Sr.	Traffic Engineering David Templar	516E	516N
Engineering Technician Principal	Engineering James Gillis Darrin Wallingford Wallace Rice Todd Lockhart Paul Willard Hilliard Parsons Kelly Hunter	518E	518N
Engineering Technician Principal	Water Quality Patrick McFadden Michael Clayborne Billy Warren Jason Martin Richard Hall	518E	518N
Planner	Planning Cheryl Galt David Jarman Vacant	517E	517N



Planner Sr.	Planning James Emmons Joseph David Christopher Taylor Janice Westlund Cynthia Deitz Harika Suklun Kenzie Gleason Samuel Hu Traci Wade Thomas Martin Charles Schaub Phillip Thompson Vacant	521E	521N
Planner Sr.	Environmental Services Kristan Curry	521E	521N
Fleet Operations Supervisor	Facilities & Fleet Mgmt William Faust	519E	519N

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

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

File Number:

0308-16

Director/Commissioner:

John Maxwell/Sally Hamilton

If you have questions or need additional information, please contact Alisha Lyle at (859) 258-3957.

