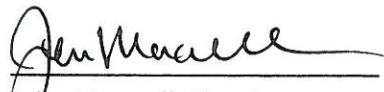




MEMORANDUM

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

FROM: 
John Maxwell, Director
Division of Human Resources

DATE: February 10, 2017

SUBJECT: FLSA change from Exempt to Non-Exempt — Division of Streets and Roads

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 classification’s 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 |
|---------------------|-----------------------------------|---------------|-----------|
| Project Manager Sr. | William Snyder William Osborne | 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:

0171-17

Director/Commissioner:

John Maxwell/Sally Hamilton

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

