



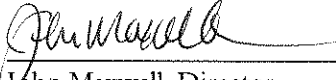
Lexington-Fayette Urban County Government
DIVISION OF HUMAN RESOURCES

Jim Gray
Mayor

Sally Hamilton
Chief Administrative Officer

MEMORANDUM

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

FROM: 
John Maxwell, Director
Division of Human Resources

DATE: February 8, 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
Public Service Supervisor Sr.	Water Quality Frank Parnass David Fender	517E	517N
Public Service Supervisor Sr.	Waste Management James McCarty Marcus Ashford James Carter Thomas Gerton William Jones DaRayll Chestnut Darrell Stevens George Cummins Stephon Brown Vacant (2)	517E	517N

Information Systems Specialist Sr.	Police Melissa Polley Vacant	517E	517N
Information Systems Specialist Sr.	Computer Services Damon Griggs	517E	517N
Planner	Planning Cheryl Gallt Kelly Hunter David Jarman	517E	517N
Park Naturalist	Parks & Recreation Christopher Downs	516E	516N
Eligibility Counselor	Adult Services John Rhodes Treena Burnette Richard Flewelling Tracy McKinney	513E	513N

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:

118-16

Director/Commissioner:

John Maxwell/Sally Hamilton

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