

**BALDWIN COUNTY COMMISSION  
AGENDA ACTION FORM**

<b>Meeting Type:</b>	Baldwin County Commission – Work Session
<b>Meeting Date:</b>	11/08/2016
<b>Placement of Item on the Agenda:</b>	ADDENDA
<b>Item Status:</b>	Addendum
<b>Submitted By:</b>	Andrea Rider
<b>From:</b>	Andrea Roberson, Personnel Director
<b>ITEM TITLE</b>	
Discussion of the Proposed New Fair Labor Standards Act (FLSA) Regulations	
<b>STAFF RECOMMENDATION</b>	
Discuss the salary adjustments needed to comply with the new Fair Labor Standards Act (FLSA) law that is scheduled to be in effect on December 1, 2016. If the law is put on hold, the salaries will remain as is.	
<b>BACKGROUND INFORMATION</b>	
<b>Previous Commission Action/Background Information:</b>	No
<p>In 2014 President Obama requested the Department of Labor to look at the FLSA and make suggestions to the salary threshold for salaried exempt employees. The current rate is \$455 per week (\$23,660 per year). As of December 1, 2016, the salary threshold will change to \$921 per week (\$47,892 per year).</p> <p>The Personnel Department looked at the jobs that didn't meet the new guidelines and proposed changes to come into compliance with these new regulations.</p>	
<b>FINANCIAL IMPACT</b>	
<b>Does the recommendation have a financial impact?</b>	No
<b>LEGAL IMPACT</b>	
<b>Are there any legal documents required to be executed if this recommendation is approved?</b>	No
<b>ADVERTISING REQUIREMENTS</b>	
<b>Is advertising required for this recommendation?</b>	No
<b>CONSISTENCY WITH B.C. STRATEGIC PLAN - 2006-2016</b>	
<b>Is the recommendation applicable to the goals set forth in the Strategic Plan?</b>	Yes

POLICY IMPACT	
Is the recommendation consistent with Commission Policy?	Yes
PERSONNEL IMPACT	
Does the recommendation have personnel impact?	No
IMPLEMENTATION	
Is implementation for this item time sensitive?	No
ATTACHMENTS	
1. 2016 Dec - FLSA Salary Changes.xlsx	
APPROVALS	
Budget	
Personnel	
Administration	Brandy N. Volovecky 11/7/2016 11:06:46 AM
Chairman and County Administrator	Brandy N. Volovecky 11/7/2016 2:30:19 PM