



City of Foley, AL

407 E. Laurel Avenue
Foley, AL 36535

Signature Copy

Resolution: 16-1324-RES

File Number: 16-0690

Enactment Number: 16-1324-RES

Resolution Amending Resolution 16-1306 Designating Certain Positions within the City's Pay Classification Plan Exempt and Non-Exempt While Continuing to Remain in Compliance with the new FLSA Requirements

WHEREAS, Resolution #16-1306 changed all exempt position classifications (Grade 16 and below) to non-exempt classification within the City's Pay Classification Plan to become compliant with the new FLSA requirements regarding salary level thresholds, and

WHEREAS, Even though the salaries of certain employees within these position classifications are above the salary level threshold, the position classification for their job was forcing them to become non-exempt employees, and

WHEREAS, After further consideration and research, HR has developed an approach that will provide flexibility to the City in how to comply with the new revised FLSA salary threshold using new "dual" job codes that allow the same job to be designated as exempt or non-exempt under the FLSA based on salary, and

WHEREAS, This approach provides a solution to address employees whose salary is above the FLSA salary threshold and allows the City to continue maintaining these employees as exempt employees and,

WHEREAS, This approach also allows the City a sustainable model for future adjustments
NOW THEREFORE BE IT RESOLVED that the City Council of the City of Foley, Alabama, as follows:

SECTION 1: Amends the Pay Classification Plan as reflected on the attached copy, effective with the Pay Period Beginning November 29, 2016. The attached amended Pay Classification Plan becomes a part of this resolution upon adoption.

SECTION 2: This Resolution shall become effective immediately upon its adoption as required by law.

PASSED, APPROVED AND ADOPTED this 21st day of November, 2016.



President's Signature

Date

11-23-2016

Attest by City Clerk

Date

11-23-2016