



City of Foley, AL

407 E. Laurel Avenue
Foley, AL 36535

Signature Copy

Resolution: 16-1306-RES

File Number: 16-0648

Enactment Number: 16-1306-RES

Resolution Amending the Pay Classification Plan for Compliance with the New Federal Final Rule to Update the Regulations Defining and Delimiting the Exemption for Executive, Administrative, and Professional Employees Which Updates the Salary Level Required for Exemption.

WHEREAS, In May 2016, the Fair Labor Standards Act (FLSA) which governs the federal minimum wage and overtime pay requirements set by the Department of Labor was amended and new regulations issued. The FLSA ruling revised the criteria which previously defined the salary level required for overtime exemption, and

WHEREAS, The new overtime regulation sets the salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Regions, currently the South, which is \$913 per week or \$47,476 annually for a full-year worker, and

WHEREAS, The due date for implementation of the new regulation is December 1, 2016, and

WHEREAS, There are currently 23 positions within the City's Pay Classification Plan which need reclassified from exempt to non-exempt to meet the new FLSA salary level regulation.

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Foley, Alabama, as follows:

SECTION 1: Amends the Pay Classification Plan to re-classify the following positions from exempt to non-exempt status: Position Job Codes as follows: 1671; 1681; 2003; 2808; 1622; 2402; 1113; 2502; 1112; 2204; 1850; 2407; 1013; 2902; 2303; 2205; 2002; 2203; 1920; 1820; 2811; 1830; 1404 effective with the Pay Period Beginning November 29, 2016.

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

PASSED, APPROVED AND ADOPTED this 7th day of November, 2016.

President's Signature

Date

11-9-2016

Attest by City Clerk

Date

11-9-2016

