

**CITY OF JOPLIN
COUNCIL AGENDA ITEM**

ITEM

Council Bill 2019-534 – Changing the exempt status of two positions on the Salary Administration Plan

MEETING DATE

December 2, 2019

ORIGINATING DEPT

Finance

ATTACHMENTS

CB 2019-534 Ordinance; Exhibit “A” Salary Administration Plan

REVIEWED BY

Department Head: Leslie Haase; Human Resources Director: Dave Allgood; City Attorney: Peter Edwards; Interim City Manager: Dan Pekarek

SUMMARY

This Council Bill changes the exempt status of two positions on the Salary Administration Plan.

BACKGROUND

The U.S. Department of Labor changed the minimum salary threshold to qualify for exemption from overtime in the Fair Labor Standards Act (FLSA) from the current level of \$23,660.00 annually to \$35,308.00 effective January 1, 2020. As a result of this change, Human Resources and Finance reviewed any positions currently classified as exempt that have a starting pay less than this amount.

We have two positions on the pay plan, a Nutritionist I at Grade 180 and an Environmental Public Health Specialist I at Grade 190 affected by this change. After reviewing the exemption rules for these positions, it has been determined that both positions should be classified as non-exempt positions. As such, the Salary Administration Plan is being revised to reflect these changes. With this change, employees in these positions will be eligible for overtime under the FLSA rules.

FUNDING SOURCE

This is not applicable for this item.

RECOMMENDATION

Staff recommends approval of this council bill on an emergency basis.