



## Legislation Text

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**File #:** 1920344, **Version:** 1

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### **TITLE**

**USDOL Final Overtime Rule as per Section 13(a)(1) of the FLSA**

### **BACKGROUND INFORMATION**

Adjustment to positions within the Monroe County School District in response to the United States Department of Labor's earnings threshold adjustments (Section 13(a)(1) of the FLSA). The final rule updates the earnings thresholds [\$684-per week (equivalent to \$35,568.00 per year for a full-year worker)] as necessary to exempt executive, administrative and professional employees from the Fair Labor Standards Act's (FLSA) minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. The new thresholds account for growth in employee earnings since the thresholds were last updated in 2004.

While the status of several positions will change to exempt, these employees will continue to be eligible for overtime with "prior" approval of District administration. The availability of District approved overtime will continue to be on a limited and pre-approved basis.

### **RECOMMENDATION**

Approve position exemptions.