



## Legislation Text

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File #: 2016-392, Version: 1

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### **TITLE**

## **GUILFORD COUNTY COMPLIANCE PLAN WITH FAIR LABOR STANDARDS ACT NEW OVERTIME REGULATIONS**

### **SPONSOR**

Marty Lawing

### **BACKGROUND**

On May 18, 2016, the U.S. Department of Labor released updated regulations that employers must follow in order to comply with the Fair Labor Standards Act (FLSA). These changes increase the number of employees eligible for overtime pay across the country, and are effective December 1, 2016. Eligibility for overtime pay is determined by certain tests of job duties and pay, and under the new rules, employees must be classified as non-exempt and will be eligible for overtime pay if their annual salary is below \$47,476, up from the previous salary threshold of \$23,660/year.

County Administration, in collaboration with the Human Resources Department, has developed an equitable, cost-effective plan to comply with the FLSA revisions to employee classifications and salary thresholds.

### **REQUESTED ACTION**

Consider and approve Guilford County's plan for compliance with FLSA new overtime regulations.