



## CITY COMMISSION STAFF REPORT

**DEPARTMENT: Administrative Services**

**SUBJECT:** Motion to approve revisions to the City's pay plan (**Administrative Services**)

**CITY MANAGER RECOMMENDATION:**

The City Manager recommends the revisions to the City's pay plan to make certain hourly positions exempt.

**BACKGROUND OF ITEM:**

Based on the Federal Labor Standards Act certain professional or highly skilled positions may be considered exempt from FLSA requirements.

An exempt employee is primarily performing work that is not subject to overtime provisions of the Fair Labor Standards Act.

**ANALYSIS:**

After careful consideration of the current pay plan which classifies each position as exempt or non-exempt from FLSA requirements, the positions highlighted in the attachment will be made exempt.

**FISCAL IMPACT:**

Any current use of overtime used by an employee in these positions will cease.

**ALTERNATIVES:**

N/A

**ATTACHMENTS:**

1. Proposed Pay Plan
2. FLSA Exemption Fact Sheet