



## **Memorandum**

**Meeting Details:** September 24, 2025  
**Prepared For:** Mayor & Board of Commissioners  
**From:** Clint Belk, Acting City Manager  
**Subject:** Pay Study Exempt Status

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### **Background**

City recently completed a pay study with the Gehring Group with the recommendation that some employees be moved to an Exempt status. Some of these suggestions are not in line with the Fair Labor Standards Act (FLSA) description of meeting the exempt status and should be reviewed.

### **Fiscal Impact**

To be Determined

### **Recommendation(s)**

Discussion item

### **Attachments**



FLSA Agenda  
Item.docx