



Human Resources Department

100 N. Appleton Street

Appleton, WI 54911

MEMO

To: Alderperson Konetzke and Members of the Human Resources/I.T. Committee

From: Sandy Behnke, Human Resources Director

Date: June 24, 2016

Re: Department of Labor (Wage and Hour Division) Final Rule-Update on the Regulations Defining and Delimiting the Exemption for Executive, Administrative, and Professional Employees.

In May of this year, the Department of Labor announced the publication of a Final Rule to update the regulations that define and delimit the exemption for Executive, Administrative, and Professional employees under the Fair Labor Standards Act. As a result of the published ruling, we conducted an analysis of our pay plan to determine possible impacts on positions within the City. Our background summary of the changes to the rule, along with the impact and our recommendations are presented in the attached report.

Please contact me if you have any questions.