

INDIAN RIVER COUNTY
MEMORANDUM

TO: Jason Brown
County Administrator

FROM: Suzanne Boyll *SB*
Human Resources Director

DATE: November 28, 2016

SUBJECT: Approval to Defer the Increase in Salary for Certain Exempt Positions Approved by the Board of County Commissioners on November 22, 2016 until the Final Rule is Implemented, Due to an Emergency Injunction Which has Halted Implementation

BACKGROUND:

On the afternoon of November 22, 2016 an emergency injunction to the implementation of a Final Rule to the Fair Labor Standards Act (FLSA) white collar exemption scheduled to take effect December 1, 2016 was announced. The Final Rule would increase the minimum salary amount for an exempt employee to \$47,476 per year. At the November 22, 2016 Commission meeting, the Board of County Commissioners approved a pay adjustment for exempt employees in the following positions who currently are earning below this amount.

Job Title	FLSA Exemption	Current Pay Grade	Current Minimum	Current Maximum
Customer Service Supervisor	Administrative	E04	\$36,913.24	\$55,369.60
Radiological Emergency Analyst	Administrative	E06	\$40,701.44	\$61,065.68
Environmental Specialist	Professional	E06	\$40,701.44	\$61,065.68
Manager Golf & Club House Operations	Administrative	E06	\$40,701.44	\$61,065.68
Aquatic Center Supervisor	Administrative	E06	\$40,701.44	\$61,065.68

ANALYSIS:

The cost to increase the salaries of the five (5) exempt positions listed above to \$47,476 is \$17,051.38. The cost by fund is identified below:

	Salary	Fringe	Total
Utilities	\$3,371.42	\$528.00	\$3,899.42
General Fund	\$2,576.60	\$403.00	\$2,979.60
Beach	\$4,739.80	\$740.00	\$5,479.80
Golf Course	\$2,576.34	\$403.00	\$2,979.34
MSTU Fund	\$1,481.22	\$232.00	\$1,713.22
Grand Total	\$14,745.38	\$2,306.00	\$17,051.38

RECOMMENDATION:

Staff recommends the Board approve to defer the increase in salary for certain exempt positions approved by the Board of County Commissioners on November 22, 2016 until the Final Rule is implemented, due to an emergency injunction which has halted implementation.

ATTACHMENTS:

None.