

FCO 2016-28

Floyd County Board of Commissioners  
Ordinance Pertaining to New Federal Labor Standards Act Overtime Policies

Whereas, the Floyd County Board of Commissioners met on November 15, 2016 on matters pursuant to new Federal Labor Standards Act requirements for the payment of overtime,

Whereas, the United States Department of Labor final rule regarding overtime was recently updated.

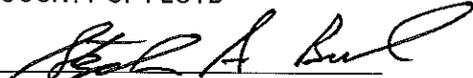
Whereas, the new rule which will go into effect December 1, 2016, increased the eligibility criteria for overtime threshold for any salaried employee earning less than \$47,476 annually.

NOW, THEREFORE,

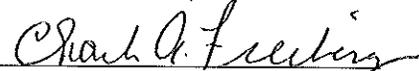
BE IT Ordained that the Floyd County Board of Commissioners do establish the following policies as it pertains to the new overtime regulations as defined in Exhibit A of this ordinance.

SO RESOLVED this 15<sup>th</sup> day of Nov. 2016.

BOARD OF COMMISSIONERS  
COUNTY OF FLOYD

  
Stephen A. Bush, President

D. Mark Seabrook, Commissioner

  
Charles Freiburger, Commissioner

ATTEST:

  
Scott Clark, County Auditor

## Federal Labor Standards Act Overtime Rules

1. All department heads/elected officials will identify salaried employees meeting the new Federal Labor Standards Act criteria for overtime pay coverage and provide a list of these employees to the County Auditor.
2. All department heads/elected officials shall provide all identified salaried employees covered by the new Federal Labor Standards Act with a copy of this ordinance.
3. All identified salaried employees meeting the criteria will be eligible to receive either overtime pay at 1.5 times their hourly wage for hours worked over 40 hours or compensatory time at a rate of 1.5 times their hours over 40 hours.
4. Hourly rates for salaried employees will be determined by will be determined by taking the employee's salaried wage and dividing by 2080 hours. (For example, Employee A has a salary of \$40,000 annually. The employee's hourly rate is \$19.23 per hour based on the above calculation.)
5. All department heads/elected officials shall provide proper documentation to the County Auditor authorizing employees to work more than 40 hours and proper time records indicating overtime hours. The County Auditor will determine the format for its office in terms of proper documentation.