

**Ordinance 2017-15**

**An Ordinance Amending Job Classification Schedule to address the Postponement of the Fair Labor Standards Act**

**WHEREAS**, Ordinance 2004-52 as adopted January 3, 2005 established the City of Daphne Job Classification Schedule and Ordinance 2004-52 requires that subsequent revisions or amendments to the Job Classification Schedule be approved by the City Council; and

**WHEREAS**, changes were previously needed in the City's Job Classification Schedule to ensure the Schedule remained current and compliant with State and Federal Labor laws

**WHEREAS**, Ordinance 2016-51 was adopted September 6, 2016 to ensure the City's Job Classification Schedule remained in compliance with the U. S. Department of Labor Wage and Hour Division updated regulations governing executive, administrative, and professional employees (white collar workers) whom are entitled to the Fair Labor Standards Act's (FSLA) minimum wage and overtime pay protections.

**WHEREAS**, the above proposed regulations that were effective December 1, 2016 have been put on hold by a federal judge and there is no immediate action planned by the Federal Government

**NOW, THEREFORE BE IT ORDAINED** by the City Council of the City of Daphne, Alabama, that:

The reclassification for the following positions is hereby approved and the following amendment is hereby incorporated into the City of Daphne Job Classification Schedule effective with the beginning pay period March 16, 2017:

The following positions shall revert to exempt (salary) positions as they now meet the all FSLA requirements including the minimum salary requirement to be classified as an exempt position:

<b>Position</b>	<b>Grade</b>
Children's Librarian	18
Librarian-Young Adult	18
Reference Librarian	18
Senior HR Specialist	18
Sales Manager	17

The following positions were previously reviewed by the Archer Company and were reclassified but were classified as a non-exempt position due to not meeting the minimum salary requirements of the new regulations. With the postponement of the new regulations, the following positions now meet all requirements, and will be reclassified to an exempt (salary) position:

<b>Position</b>	<b>Grade</b>
Accountant I	17
Revenue Officer	23

**APPROVED AND ADOPTED** by the City Council of the City of Daphne, Alabama, this 6<sup>th</sup> day of March 2017.

  
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**Dane Haygood, Mayor**

**ATTEST:**

  
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**Rebecca A. Hayes, City Clerk**