

**HARDIN COUNTY FISCAL COURT
RESOLUTION NO. 2016-191**

WHEREAS, the U.S. Department of Labor changed its Fair Labor Standards Act's salary threshold for overtime exempt workers from \$23,660 per year to \$47,406 per year; and

WHEREAS, the U.S. District Court for the Eastern District of Texas blocked the U.S. Department of Labor's implementation and enforcement of the new overtime exemption rules through a temporary injunction; and

WHEREAS, the Hardin County Fiscal Court, in anticipation of the change in the Fair Labor Standards Act's change in overtime exemption, changed the job descriptions of the Animal Control Operations Coordinator and the Deputy Emergency Management Director, showing both as non-exempt, whereas both had been exempt positions;

NOW THEREFORE, BE IT RESOLVED, upon the recommendation of Judge/Executive Harry L. Berry, to allow the Animal Control Operations Coordinator and the Deputy Emergency Management Director to remain exempt from overtime pay until the injunction is lifted.



BE IT FURTHER RESOLVED, upon recommendation of Judge/Executive Harry L. Berry, to approve the following changes to reflect the above exemption:

1. The movement of Sharon Gregory, Operations Coordinator, from Grade 12, Step EL, at \$15.47 hourly, to Grade 12, Step EL at \$32,177.60 annually effective 13 November 2016.
2. The movement of James R. DeWitt, Deputy Director of Emergency Management, Grade 16, Step 2, 37.5-hour work week at \$20.53 hourly, to Grade 16, Step 2 \$40,033.50 annually effective 27 November 2016



Harry L. Berry
Hardin County Judge/Executive

ATTEST

Debbie Donnelly
Hardin County Clerk