

From: Taylor, Richele
To: Aydlette, Kim <Kim.Aydlette@admin.sc.gov>
CC: Haltiwanger, Katherine <KatherineHaltiwanger@gov.sc.gov>
Date: 11/4/2016 5:28:14 PM
Subject: FLSA changes

Kim,

Sorry to send this at the end of the Friday, but I do not need a response over the weekend! I am just finally getting to this. If you could call next week or email on this that would be great.

Katherine and I have been reviewing the Governor's staff and the FLSA changes – and full disclosure I am the hold up here. The Governor's Office has five employees that will change pay status with the new DOL salary test rule. Do we need to give you paperwork to change their status? Or how should we work with you on this to get their time keeper status turned on in SCEIS?

Second, we have one employee who will remain under the threshold but meets an FLSA exemption for elected officials and their appointees. (29 CFR 553.11). We probably need to designate this person appropriately in the system with you?

Third, for figuring out estimated hourly rate, does our office use the 37.5/1950 or the 40/2080? I am actually not sure.

Fourth, does state law allow us to keep everyone "at will" or does this change implicate status changes with grievance rights? Right now everyone is at-will and outside of grievance rights.

Last, we plan to meet with each person and explain next week. I will also draft a letter notifying them seven days in advance of this change (per SC wage payment change requirements). Is there anything else you are recommending agencies do?

Thanks,
Richele

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