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Date: 5/19/2016 4:40:29 PM

Subject: Fwd: DOL Overtime Rule Impact by Agency.xlsx

Attachments: DOL Overtime Rule Impact by Agency.xlsx
ATT00001.htm

From OHR.

David M. Glaccum
Office of Governor Nikki R. Haley

Sent from iPhone

Begin forwarded message:

From: "Paul, Kevin" <Kevin.Paul@admin.sc.gov>

Date: May 19, 2016 at 4:08:10 PM EDT

To: "Glaccum, David" <DavidGlaccum@gov.sc.gov>

Cc: "Aydlette, Kim" <Kim.Aydlette@admin.sc.gov>, "Adams, Marcia" <Marcia.Adams@admin.sc.gov>, "Koch, Paul" <Paul.Koch@admin.sc.gov>

Subject: DOL Overtime Rule Impact by Agency.xlsx

David,

I have attached a file with the number of full-time employees by agency impacted the change to the salary level requirement in the Department of Labor's FLSA Overtime rules. These are employees who are currently exempt from earning overtime. These numbers exclude temporary employees. Additionally, these numbers exclude employees in teacher classifications who are not subject to the salary level requirement.

I am working on the number of classified employees impacted at colleges and universities. Estimating the number of employees impacted by the changes at institutions of higher education is difficult given the various exemptions to the salary level requirement for teacher, coaches, and academic administrative personnel. I will get you those numbers as soon as possible.

These numbers provided could be slightly higher as many part-time employees could be impacted; however, the analysis on these employees is difficult given employee work schedules. This analysis should be conducted by each agency.

Please remember that there may not be a financial impact for all of the employees listed. Agencies will need to evaluate employees who may be impacted to determine if the position will actually require overtime. Agencies may adjust work schedules for these employees to lessen the impact of any potential overtime or may raise salaries of employees who are near the salary threshold.

Please give me a call if you have questions.

Kevin Paul

Assistant Director, Division of State Human Resources

The South Carolina

Department of Administration

8301 Parklane Road, Suite A220, Columbia, SC 29223

(803) 896-5145 | (803) 896-5050 fax

Note: Act 121 of 2014 (SC Restructuring Act of 2014) abolished the Budget and Control Board. Effective July 1, 2015, the Division of State Human Resources has been transferred to the Department of Administration. Please update your contact information.

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