Employee Council Meeting Minutes

September 21, 2016

Winship Ballroom

Call to order: 11:00am

• Words from the President
  o Marlon covered the agenda, introduced Employee Council Executive Leadership Team, and stated meeting time changed to 11:00-12:00pm.

• Guest Speakers: Theresa Milazzo, Del King and Debra Smith – Human Resources
  o Spoke on FLSA – Theresa Milazzo
    ▪ Provisions of Final Rue: Increases exempt salary threshold from $23,660 annually to $47,476 annually
    ▪ Effective date is December 1, 2016
    ▪ Committee has met for a year to plan for changes
    ▪ HR want consistent pay practices
    ▪ Identified 500 employees have become eligible for overtime
    ▪ Some job classifications will be become non-exempt
    ▪ Training will be provided for employees and managers
    ▪ FLSA website is accessible from Human Resources’ home page
    ▪ November 27 is implementation date
    ▪ Employees cannot work off of clock
• Marlon asked what would you like to see this year and how the Employee Council can better serve you
  o Linda Jackson asked for more targeted sessions about just Social Security and is there job training for retirees, where it doesn’t affect your social security

• President Gibson asked new members to introduce themselves

Adjourned: 12:00pm