



FPHRA E-News

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Consultation: Preparing Your Company for the New Overtime Rules

Hello Monika D. Bowles, MPS, PHR, IPMA-CP

When the U.S. Department of Labor (DOL) released its proposed overtime regulations in late June, it sent shock waves through the HR world. Now it's time to master the skill of consultation by guiding others on what to expect in 2016.

In short, the DOL plans to more than double the minimum annual salary for executive, administrative and professional overtime exemptions to \$50,440 from \$23,660. The threshold for highly compensated employees would rise to \$122,148 from \$100,000. Both amounts would be adjusted annually thereafter. The department plans to issue a final rule between sometime in 2016, with an effective date 60 to 120 days after publication.

If the final rule resembles the proposed one, these regulations will not affect all businesses evenly. If your company operates in lower-wage markets, such as the South, the Midwest and rural areas, you will likely bear a heavier burden. The same is true in industries with many managers who earn less than \$50,000, such as retail, restaurants, health care and manufacturing.

In many companies, the reclassification may result only in operational changes—that is, modified job duties, schedules and staffing levels, for example. Employees reclassified from exempt to nonexempt will likely see their scheduled hours—and overall pay—decline as employers rearrange work schedules to avoid incurring high overtime costs. In the long run, the regulations will transfer working hours and pay from the workers who face reclassification to other employees or new hires. Make no mistake: This will lead to many unhappy people—which will in turn spur more employment litigation of all types, not merely wage and hour claims.

Read the full story by clicking [here](#).



The 2016 FPHRA 80th annual conference will be at the Naples Grande Beach Resort in beautiful Naples, FL. If you haven't budgeted yet for the conference, be sure to do so! Preliminary Information: Room Rate \$159.00; Self parking is complimentary to all Attendees; Group rates are extended 3 days prior and post event; mini fridge, WIFI, Keurig Coffee Machines and more. Conference registration information coming soon!



This years Key Note Speaker is Andy Masters, MA, CSP, an award-winning author and international speaker based in Orlando who has presented hundreds of Leadership, Sales/Service, and personal development programs across North America. He also served as keynote speaker for the National Institute for Staff & Organizational Development Conference with over 1,400+ attendees in Austin, TX. Andy has earned the prestigious CSP award of the National Speakers Association (NSA), the highest international recognition for professional speakers, achieved by less than 10% of the 5,000+ speakers worldwide.

Andy has written 5 books and earned 4 degrees, including an M.A.-Marketing and an M.A.-Human Resources Development from Webster University in Missouri. He is the author of the award-winning book "Kiss Your Customer: 77 Reasons Why Sales &

Service Are Just Like Dating & Relationships" and his latest book "Things LEADERS Say: A Daily Guide to Help Every Leader Empower & Inspire." Andy has been featured on the LifeTime Television network, Investor's Business Daily, and Leadership Excellence magazine.

His website is www.Andy-Masters.com (Click on Business).

OTHER USEFUL LINKS:

[Naples Grande Beach Resort](#)

[IRS 1095-A Form](#)

[Instructions for Form 1095-A](#)

- Other Public Sector HR News Tid Bits -

Certification through FPHRA



All things change in time, and so has the Certification available through FPHRA. It is now the PHRP (Public Human Resources Professional). The "P" for Personnel in the middle of the previous PPP was changed to "HR". The certification is one more way to distinguish yourself from other HR Professionals and demonstrate your dedication to staying up to date in public sector human resources. The certification requirements have not changed and they are listed on the website. Basic requirements include attendance at the pre-conference Foundations program along with 3 of the 5 most recent main conferences. An additional 24 hours of other approved training is required, which can consist of webinars, regionals, or full attendance to the Masters and/or Focus pre-conference programs.

If you are already certified, please be sure to track when you are due for your re-certification. Remember you can check your membership profile page at fphra.org for accuracy of information including your email address, name spelling, title, and attendance dates.

You can apply for certification or re-certification any time after meeting the requirements. Once approved, you will be provided your certification and you can hang it on the wall and announce it to the world. Then at the FPHRA Annual Conference, all members that received their certification or re-certification during the year will be recognized and receive a certification pin.

Congratulations to all those who have already received theirs and much encouragement to all those who are getting started!

FPHRA Webinars



FPHRA will have available to all paid members Webinars on various topics. All participants will get credit towards their certification/re-certification hours for participating in the webinar session.

Be on the lookout for announcements and sign up for

upcoming programs.



FPHRA Joins Twitter & LinkedIn

Along with Facebook, FPHRA now has a Twitter and LinkedIn account. Please be sure to like, follow, and share our social media pages and send any questions, comments or concerns to socialmedia@fphra.org. Links below.

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