

**OKANOGAN COUNTY COMMISSIONERS'**

**RESOLUTION 176 - 2020**

*A resolution reclassifying IT Support Technician to meet FLSA Exempt Employee threshold*

**WHEREAS**, the U.S. Department of Labor updated the Fair Labor Standards Act (FLSA) as defined by Regulations, 29 CFR Part 541; and

**WHEREAS**, the FLSA requires that most employees in the United States be paid at least the federal minimum wage for all hours worked and overtime pay at time and one-half the regular rate of pay for all hours worked over 40 hours in one workweek; and

**WHEREAS**, section 13(a)(1) of the FLSA provides an exemption from both minimum wage and overtime pay for employees as bona fide executive, administrative, professional and outside sales employees; and

**WHEREAS**, the income threshold for Exempt employees has been increased by the FLSA effective January 1, 2021.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Okanogan County Commissioners that effective January 1, 2021, the Okanogan County Non-Bargaining Pay Classification Plan is hereby amended to reclassify the IT Support Technician to a Grade 29.

**BE IT FURTHER RESOLVED** that effective January 1, 2021, Phillip Bates, IT Technician, be reclassified to a Grade 29, Step 2.


**DATED** at Okanogan, Washington this 15<sup>th</sup> day of December, 2020.

**ATTEST:**

  
\_\_\_\_\_  
Laleña Johns, CMC  
Clerk of the Board



**BOARD OF COUNTY COMMISSIONERS  
OKANOGAN, WASHINGTON**

  
\_\_\_\_\_  
Jim DeTro, Chairman

  
\_\_\_\_\_  
Chris Branch, Member

  
\_\_\_\_\_  
Andy Hover, Member