

**CITY OF EL PASO, TEXAS  
AGENDA ITEM  
DEPARTMENT HEAD'S SUMMARY FORM**

**DEPARTMENT:** Human Resources

**AGENDA DATE:** June 3, 2024

**PUBLIC HEARING DATE:** N/A

**CONTACT PERSON NAME AND PHONE NUMBER:**

Mary L. Wiggins, Chief Human Resources Officer (915) 212-1267

**DISTRICT(S) AFFECTED:** All

**STRATEGIC GOAL:** 6 – Set the standard for sound governance and fiscal management.

**SUBGOAL:** 6.6 – Ensure continued financial stability and accountability through sound financial management, budgeting and reporting.

**SUBJECT:** Discussion on how the City will implement Phase I and Phase II of the Department of Labor's final rule on overtime pay requirements for executive, administrative, and professional employees.

**BACKGROUND / DISCUSSION:**

On April 23, 2024, the U.S. Department of Labor (Department) announced a final rule, Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees, which will take effect on July 1, 2024. The final rule updates and revises the regulations issued under section 13(a)(1) of the Fair Labor Standards Act implementing the exemption from minimum wage and overtime pay requirements for executive, administrative, and professional (EAP) employees.

Revisions include increases to the standard salary level and the highly compensated employee total annual compensation threshold.

**PRIOR COUNCIL ACTION:**

N/A

**AMOUNT AND SOURCE OF FUNDING:**

N/A

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\*\*\*\*\*REQUIRED AUTHORIZATION\*\*\*\*\*

**DEPARTMENT HEAD:**

*Mary Wiggins*

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(If Department Head Summary Form is initiated by Purchasing, client department should sign also)