

Human Resources CAP Committee Meeting Minutes September 27th, 2023

- 1) **How Will the Supreme Court's Affirmative Action Ruling Affect Workplace DEI Programs-** Doug Clewett from Easter Seals shared a brief overview of the presentation. The Webinar discussed the new Supreme Court Ruling regarding Affirmative Action. The group discussed how this might affect DEI efforts including DEI goals, Affirmative Action Plans, and all employment decisions. Some organizations who are funded by the county brought up the question if this will change or alter the requirement to ensure participation of M/W/DBE. Doug shared the webinar recording along with the presentation.
- 2) **DOL's proposed increased exempt salary threshold for employees to qualify for exempt un FLSA.** The group discussed that a lot of the current staff are already classified as non-exempt so this would not have an impact on them. Those who do have staff below this threshold would need to change the status of employees to non-exempt if this does go into effect. Several years ago there was a proposed increase to double the salary threshold, but it was not passed. We are hoping this will end up similarly.
- 3) **COBRA providers-** the group discussed the COBRA providers they are using and most are using third party administrators. Some are using their payroll providers, insurance carriers or other third-party administrators. This makes COBRA easier to manage and takes out the possibility of the employer needing to be involved in decisions (such as termination for non-payment, etc.)