

HR CAP Meeting Notes 5/28/2024

Members present- Sherry Brill- Chartiers Center- Committee Chair, Doug Clewett- Easter Seals, Judy Muller- Transitional Services, Alana Delaney- Family Resources, Willette Walker- Mainstay Life Services, Kayla Miller- Pressley Ridge and Lauren Wright- Children's Institute

- 1) **FLSA Overtime Ruling-** the US department of Labor (DOL) issued a final version of the ruling that will increase the salary threshold for the FLSA white-collar exemption from overtime pay. We discussed the strategies of how agencies are handling this transition. Most said they may to fine for July but will have to eventually transition those workers to hourly instead of salary workers. We discussed the lawsuit that was filed against the DOL and what that means for the July 1st deadline. Some agencies were going to put the transition on hold to see what comes of the lawsuit. Others were going to comply with the July 1 threshold since they did not have a lot of people effected and wait to see what happened for the January threshold increase. There was discussion about how this is communicated to the employees from the employer. Some agencies are starting by having supervisors do time studies for the next few months so that they can analyze their time and determine how much overtime costs to budget for in the future and to ensure employees are appropriately classified.
- 2) **Residential CRR's closing-** we discussed the current state of those agencies who have CRR's and the transition that some will be making to more of a Supported housing model vs the current model of the CRR. There are a few agencies that have made the decision they will be closing their CRR's due to their feeling that it may not being in the best interest of the clients. There are some that are going to transition to the new model but there is a lot of concern from providers on what this new model will look like after the transition and concern for the client's safety. Of those who are closing the CRR's they may not have positions for all the staff due to the remaining programs not being the best fit for the staff. More to come on this as the transitions occur.
- 3) **Performance Based Contracting and getting prepared for Credentialling with staff from ODP- Those** who are required to comply with this are working through getting their staff the training they need in order to be credentialed. They have been trying to decipher the requirements as they are not clear.

There will not be a meeting in June, the next meeting is Tuesday July 30th, at 1pm.