

ANCOR is gathering data from member agencies to assist us in responding to the recently-proposed Department of Labor rule that would significantly increase the salary threshold for overtime-exempt executive, administrative, and professional workers. The proposed rule suggests raising the threshold from the current \$23,660/year to the 40th percentile of earnings for full-time salaried workers (estimated to be \$50,440/yr in 2016). The Department of Labor has asked for public comment on the appropriateness of the proposed salary threshold, mechanism for automatically updating salary levels, and existing duties test requirements.

Please provide as much requested information as possible to best assist ANCOR in coordinating a multi-layered response to the proposed rule. We understand that hours and duties often fluctuate week to week, so please provide your best estimate where appropriate.

NOTE TO MULTI-STATE PROVIDERS: It is important that we analyze data state-by-state. If you operate in multiple states, please provide information broken down by state by completing the questions as prompted for each state (this survey has the capacity to collect data for up to 10 states). You may also email the data to Katherine Berland (kberland@ancor.org) in a spreadsheet or other format if that is more convenient. Please email Katherine with any questions as well.

ANCOR will consolidate the data gathered for reporting purposes and will not include identifying information when submitting information to other entities unless expressly given permission to do so. TIME IS OF THE ESSENCE! PLEASE TRY TO COMPLETE THIS SURVEY BY AUGUST 3, 2015.

***1. Please provide the following information:**

Name:	<input type="text"/>
Agency:	<input type="text"/>
Address:	<input type="text"/>
Address 2:	<input type="text"/>
City/Town:	<input type="text"/>
State:	<input type="text"/>
ZIP:	<input type="text"/>
Email Address:	<input type="text"/>
Phone Number:	<input type="text"/>

***2. Are you an ANCOR member?**

- ☐ Yes
- ☐ No
- ☐ Not Sure

***3. Is your agency:**

- ☐ For-profit
- ☐ Non-profit

***4. Does your agency operate in multiple states?**

- ☐ Yes
- ☐ No

Survey Data - 1st State

Please answer the following questions based on data for the selected state.

***5. Please indicate the state for which these data apply.**

 

6. How many employees does your agency employ in this state?

Full-time salaried

Full-time hourly

Part-time salaried

Part-time hourly

7. How many individuals does your agency serve in this state?

8. What are your agency's total annual operating expenses in this state?

9. Of your full-time salaried employees, how many are currently exempt under the executive, administrative, or professional overtime exemptions?

10. What percentage of hours worked by salaried, exempt employees is in excess of 40 hours per week? (Approximate if necessary)

11. Approximately what percentage of time is spent by salaried, exempt employees performing direct care work?

12. How many full-time salaried, exempt workers do you employ that currently earn less than \$50,440/yr?

13. If you have done a cost-analysis based on the proposed rule, what do you estimate your additional cost for compliance will be in this state?

14. Based on your cost analysis, have you identified a threshold higher than current law that would permit you to continue operating without major structural changes? If so, what would that threshold be?

15. Have you identified a threshold of time spent (by weekly hours or by percentage) that you believe would be appropriate for exempt employees in our field to spend performing non-exempt duties? If so, what is it?

***16. Do you have additional states to enter data for?**

☐ Yes

☐ No

Additional Information

124. If the rule is finalized as proposed, what strategies for compliance are you likely to adopt? (Check all that apply)

- ☐ Reduce # of FT salaried employees
- ☐ Increase # of FT salaried employees
- ☐ Convert salaried employees to hourly workers
- ☐ Increase salary of FT salaried employees to meet new threshold
- ☐ Restrict overtime permitted
- ☐ Hire additional FT/PT employees
- ☐ Reduce services provided to individuals

Other (please specify)

125. Does ANCOR have your permission to identify your agency to administration officials or legislators?

- ☐ Yes
- ☐ No

126. Please use this space to share any other information you think would be helpful for ANCOR to know.

127. Please contact me to participate in ANCOR's workgroup that is developing comments to the overtime exemption proposed rule.

- ☐ Yes
- ☐ No

End of Survey

Thank you for completing the survey. If you have more than 10 states to enter data for, please enter the survey again and enter additional information.

You may contact Katherine Berland at kberland@ancor.org if you have any questions or to submit additional information.