



6-18-1985

Technical Bulletins: Compliance with the Fair Labor Standards Act

Richard M. Ellis

Municipal Technical Advisory Service

Follow this and additional works at: https://trace.tennessee.edu/utk_mtastech



Part of the [Public Administration Commons](#)

The MTAS publications provided on this website are archival documents intended for informational purposes only and should not be considered as authoritative. The content contained in these publications may be outdated, and the laws referenced therein may have changed or may not be applicable to your city or circumstances.

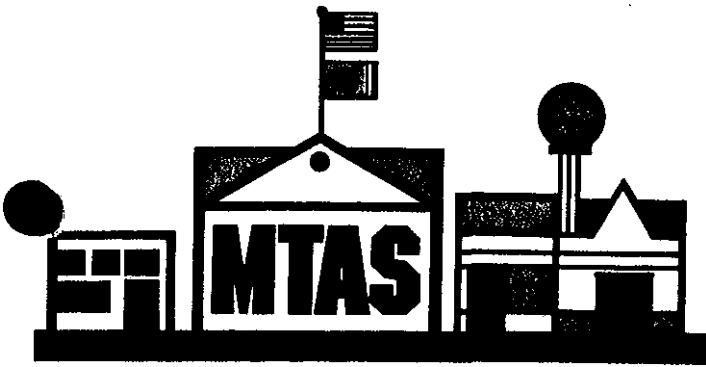
For current information, please visit the MTAS website at: mtas.tennessee.edu.

Recommended Citation

Ellis, Richard M., "Technical Bulletins: Compliance with the Fair Labor Standards Act" (1985). *MTAS Publications: Technical Bulletins*.

https://trace.tennessee.edu/utk_mtastech/215

This Bulletin is brought to you for free and open access by the Municipal Technical Advisory Service (MTAS) at TRACE: Tennessee Research and Creative Exchange. It has been accepted for inclusion in MTAS Publications: Technical Bulletins by an authorized administrator of TRACE: Tennessee Research and Creative Exchange. For more information, please contact trace@utk.edu.



TECHNICAL BULLETIN

MUNICIPAL TECHNICAL ADVISORY SERVICE
THE UNIVERSITY OF TENNESSEE
IN COOPERATION WITH THE TENNESSEE MUNICIPAL LEAGUE

U.T. E14-1050-00-003-86

June 18, 1985

COMPLIANCE WITH THE FAIR LABOR STANDARDS ACT

By Richard M. Ellis, Management Programs Consultant

Information has been obtained from the U. S. Department of Labor that enforcement of the Fair Labor Standards Act will begin in October of this year. However, the Department will require compliance with the Act retroactive to April 15, 1985. Therefore, if you are found to be not in compliance with the Act after October 1985, you may be required to pay back overtime wages and penalties to April 15, 1985.

It is incumbent upon every municipality to come into compliance with the Act as soon as possible. MTAS and CTAS have developed a joint technical report to assist you in complying with the Act; it will be published within the next few weeks. This technical report is essentially the same document which was distributed during the seminars conducted by MTAS, CTAS, and CGT in April and May of this year, and should be very helpful in your compliance efforts. If you did not attend the workshops and do not have a copy of this document, contact the MTAS Knoxville office, (615) 974-5301, and one will be sent to you immediately.

Apparently the most significant problem in complying with the Act involves public safety employees. The new information received from DOL indicates that the hours for police and fire personnel will be 43 hours per week (171 hours in a 28 day work period) and 53 hours per week (212 hours in a 28 day work period). You must establish your tour of duty, or work period, immediately. If you already have done so, you should attempt to compute any overtime you may be liable for between the time you established the work period (tour of duty) and April 15. If you need assistance, contact the MTAS management consultant for your city or the MTAS Knoxville office, (615) 974-5301.