

**School of Government Advanced FLSA Course  
Live Online over Zoom  
February 1-2, 2023  
Agenda**

**Wednesday, February 1st: 12 p.m. – 5 p.m.**

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| <b>12:00 – 12:30</b> | <b>Paying Employees on a Salary Basis</b><br>Including deductions that will not destroy the exemption and how to pay nonexempt employees on a salary basis.  |
| <b>12:30 – 1:15</b>  | <b>Deductions from Pay Affecting Both Exempt and Nonexempt Employees</b><br>Including treatment of wage advances and loans, use of unearned paid leave, loss and destruction of uniforms and equipment, reimbursement of training costs and more |
| <b>1:15 – 1:30</b>   | <b>Break</b>   |
| <b>1:30 – 3:15</b>   | <b>The Executive, Administrative, Professional and Computer Exemptions</b><br>Hard cases from the courts and participant pre-class submissions   |
| <b>3:15 – 3:30</b>   | <b>Break</b>   |
| <b>3:30 – 5:00</b>   | <b>Volunteers, Interns and Independent Contractors</b><br>Including volunteer firefighters and mutual aid agreements, parks and rec coaches and umpires, and independent contractors (aka “contract employees”).                                 |

**Thursday, December 12th: 9 a.m. – 1**

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| <b>p.m. 9:00 – 10:15</b> | <b>Compensable Time</b><br>Tough examples involving mealtime, sleep time, on-call time, training and travel time, working from home, caring for K-9s and more)   |
| <b>10:15 – 10:30</b>     | <b>Break</b>   |
| <b>10:30 – 11:30</b>     | <b>A Detailed Look at Calculating the Regular Rate</b>   |
| <b>11:30 – 11:45</b>     | <b>Break</b>   |
| <b>11:45 - 1:00</b>      | <b>Issues in Overtime Compensation</b><br>Including second job for the same employer, seasonal employment, and tricky public safety issues such as special detail assignments, the use of the 207(k) exemption and the fluctuating workweek. |

**Adjourn**