**School of Government Advanced FLSA Course**  
*Chapel Hill*  
*December 11-12, 2019*  
**Agenda**

**Wednesday, December 11th:** 12 p.m. – 5 p.m.

12:00 – 12:30  **Paying Employees on a Salary Basis**  
Including deductions that will not destroy the exemption and how to pay nonexempt employees on a salary basis.

12:30 – 1:15  **Deductions from Pay Affecting Both Exempt and Nonexempt Employees**  
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

1:15 – 1:30  **Break**

1:30 – 3:15  **The Executive, Administrative, Professional and Computer Exemptions**  
Hard cases from the courts and participant pre-class submissions

3:15 – 3:30  **Break**

3:30 – 5:00  **Volunteers, Interns and Independent Contractors**  
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 p.m.

9:00 – 10:15  **Compensable Time**  
Tough examples involving meal time, sleep time, on-call time, training and travel time, working from home, caring for K-9s and more)

10:15 – 10:30  **Break**

10:30 – 11:30  **A Detailed Look at Calculating the Regular Rate**

11:30 – 11:45  **Break**

11:45 – 1:00  **Issues in Overtime Compensation**  
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.

1:00  **Adjourn**