

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 \$35,568/year for full-time salaried workers to the 35th percentile of full-time nonhourly workers in the lowest-wage Census Region (\$55,068/year). The rule provides 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 complete the survey multiple times, once for each of the states in which you have data to share. You may also email the data to Lydia Dawson (ldawson@ancor.org) in a spreadsheet or other format if that is more convenient.

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.

PLEASE COMPLETE THIS SURVEY BY SEPTEMBER 29, 2023.

* Please provide the following contact information.

First & Last Name	<input type="text"/>
Organization	<input type="text"/>
Address 1	<input type="text"/>
Address 2	<input type="text"/>
City/Town	<input type="text"/>
State	<input type="text" value="-- select state --"/>
ZIP/Postal Code	<input type="text"/>
Email Address	<input type="text"/>
Phone Number	<input type="text"/>

* Are you an ANCOR member?

- Yes
- No
- I'm not sure

* Which of the following best characterizes your organization?

- For-profit
- Nonprofit

* Does your organization operate in multiple states?

- Yes
- No

* Please indicate the state for which these data apply.

How many employees does your agency employ in this state?

Full-time salaried

Full-time hourly

Part-time salaried

Part-time hourly

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

How many people does your organization support in this state?

What are your organization's total annual operating expenses in this state?

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

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

How many full-time, salaried, exempt workers does your organization employ that currently earn less than \$55,068 annually?

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?

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?

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?

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

- Reduce number of full-time, salaried employees
- Increase number of full-time, salaried employees
- Convert salaried employees to hourly workers
- Increase salary of full-time salaried employees to meet new threshold
- Restrict overtime permitted
- Hire additional employees
- Reduce services provided to individuals
- Other (please specify)

How will other employee wages and/or benefits packages be impacted if the rule as proposed is implemented?

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

* Does ANCOR have your permission to identify your organization to administration officials or legislators?

- Yes
- No

* Are you interested in participating in ANCOR's work group that is developing comments to the overtime exemption proposed rule?

Yes

No

I'm not sure