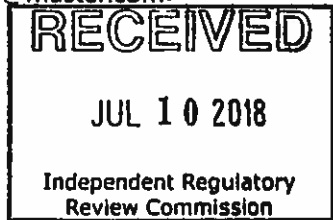


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**Kathy Cooper**

**From:** Natasha Kline-Hughes <Natasha.Kline-Hughes.1430038@muster.com>  
**Sent:** Monday, July 09, 2018 11:21 AM  
**To:** IRRC  
**Subject:** Regulation #12-106 Overtime eligibility rules



Dear Independent Regulatory Review Commission,

As an HR constituent and member of the Society for Human Resource Management (SHRM), I am writing to express my concern about the proposed Overtime Eligibility Changes. Being the HR Manager of a small business in Bloomsburg, Pa, I am very concerned about the impact this change will have on the Company I work for. The proposed regulations will place an additional payroll burden of nearly \$62,000.00 on our Company – while that may not sound like much, for our organization, that is a significant additional expense that we do not have funds to cover. Given our tight fiscal constraints, it is likely that we would have to reduce our workforce in order to reallocate enough funds to cover these payroll expenses.

Aside from the financial burden on the company, and the devastating effect on families who lose their livelihood, the Governor is placing HR professionals in a very odd position. I graduated from college five years ago. I put in long hours in a salaried position, not making \$47K+ per year to work my way up. I had no problem showing my peers and supervisors that despite being young, I had a dedicated work ethic and did not expect to be compensated the same as they were. I knew they had experience I did not have, and that their knowledge added significant value to their position with the company.

In our industry – and I am sure, in many others – we hire inexperienced but promising individuals into entry-level salaried positions, and invest a significant amount of time and resources to train and educate them about our business, and about their new managerial responsibilities. Their salary level increases with their capabilities. The new regulations would make it difficult, if not impossible, for our Company to do this. Let professionals get experience to grow in their career. Let employers have the opportunity to invest in their employees. Furthermore, let employers evaluate an appropriate salary for employees based upon their education, experience, and skills.

Thank you in advance for valuing the feedback of local professionals!

Sincerely,

Natasha Kline-Hughes  
21 Naus Way, PO Box 150  
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