



## News & Updates from DPS

Welcome to The Time & A Half. Built for mobile. Built for you. September 2016. Issue 20.

### FLSA Exemption Changes: Policy and Practice Updates

With the new FLSA exemption changes you'll want to consider a number of policies and procedures that apply to non-exempt employees, and whether they should be updated or added to your employee handbook or other operating manual.



Let's take a look at a few of these key policies, keeping in mind the Golden Rule of wage and hour: non-exempt employees must be paid for all time they are "suffered or permitted" to work. This doesn't just mean time in the office, but all time, whether approved by the employer or not.

The biggest issue we foresee when it comes to dealing with timekeeping, and ultimately wage liability, is changing the habits of formerly exempt employees so that they aren't "running the clock" after hours. Many employees, particularly those who may have been exempt for years, will be used to responding to work email, finishing up projects, taking client calls, or doing other work tasks during non-work hours...

[Read the full article here](#)



### 3rd Annual SpeakUp5k

The 3rd annual SpeakUp5k is on Saturday, September 10 at Richmond's Byrd Park. The SpeakUp5k is the signature event for the CKG Foundation. The CKG Foundation is built upon the vision started by Cameron Gallagher to be a positive force that works to cultivate understanding and awareness for those suffering from teenage depression and anxiety.

Runners, joggers, walkers and volunteers of all levels are encouraged to participate and enjoy the beautiful scenery of the 3.1 mile course through the park. This is a fun-filled event for the whole family with music, food, and vendors. Strollers welcome.

Registration is easy. [Please follow this link](#). We hope to see you on the 10th!

### Inside DPS

Dominion Payroll Services has again been recognized on the annual Inc. 5000 list of America's fastest growing companies. The award recognizes a company's growth rate over a 3-year period. **DPS has made the list for seven years in a row!**

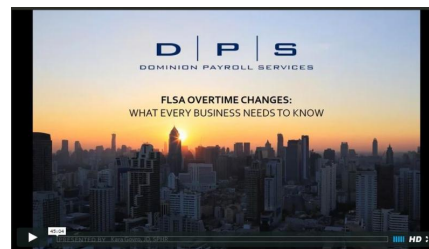


[Read More...](#)

### FLSA Webinar

Dominion Payroll Services Presents: FLSA Overtime Changes: What every business needs to know on September 8th at 3:00 PM EDT.

Find out what the rule changes may mean for you and your business, and get answers to the most common FLSA overtime questions being asked.



[Register Here!](#)

#### Important Dates:

**September 5th:**  
Labor Day. DPS and Banks Closed

**September 8th:**  
FLSA Webinar

**September 10th:**  
3rd Annual SpeakUp5k

**September 15th:**  
DPS Training Session

**September 30th:**  
3rd Quarter Ends



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