

## Andrea Barnes

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**From:** Thomas Palmer <thomaspalmer@Galion.city>  
**Sent:** Monday, November 1, 2021 2:10 PM  
**To:** Andrea Barnes  
**Subject:** RE: Salary Question

Andrea:

Spoke to Clemans Nelson today – their advice is that yes, you can do that switch to hourly. That by itself does not cause a failure of an exemption, but he said that as an employer you can choose to ignore the exemption.

Call with questions,

Thomas



**Thomas N. Palmer, Director of Law**  
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**From:** Andrea Barnes [mailto:andrea.barnes@galionhealth.org]  
**Sent:** Monday, October 18, 2021 10:35 AM  
**To:** Thomas Palmer <thomaspalmer@Galion.city>  
**Cc:** Tom Oleary <tomoleary@Galion.city>  
**Subject:** Salary Question

We understand that the positions currently meet the Professional Exemption. The question is asking if we can move the two positions back to an hourly paid basis instead of salary which would cause them to fail each exemption, correct? Or is there something that requires them to be paid on a salary basis?

*Andrea Barnes*

Andrea Barnes, REHS  
Interim Health Commissioner

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