



BOY SCOUTS OF AMERICA®
CHATTAHOOCHEE COUNCIL

To: Volunteers of the Saugahatchee District

Re: Compliance with Changes to Fair Labor Standards Act of 2016

At the volunteer retreat on July 16, 2016 there was a lengthy discussion about the Fair Labor Standards Act of 2016. These changes have a dramatic impact on the Chattahoochee Council. This new law requires employers to raise the salary of exempt employees from a minimum of \$455 a week which is \$23,660 annually to \$913 per week or \$47,476 annually a staggering 100% increase.

Employers must comply with the new law by December 1, 2016. It would cost an additional \$100,056 a year to keep our current staff organization. In order to comply we have to reduce staff and reorganize.

There were three factors that guided the decision making process. First - Every district would continue to have a full time District Executive. Second - Saugahatchee District is a critical and important part of the Chattahoochee Council. Third - Saugahatchee District leadership expressed a need for a District Executive with experience.

I regret to inform you that your District Executive, Lorenzo Manuel, will no longer be on staff effective October 31st. Although Lorenzo will no longer be on the executive staff he has already committed to serve in a volunteer role and we are glad that Scouting is not losing him totally.

Effective November 1st Philip Wright will serve as your District Executive. Philip has worked for the Boy Scouts of America for 17 years serving in multiple districts and councils. His experience, success, and tenure makes him our best executive on staff. He is excited to serve Saugahatchee District and work with you and the district leadership towards the common goal of growing Scouting.

Julie Hoff, your District Chair, and James Pierce, your District Commissioner, are to be commended for their leadership. Their passion and commitment to Scouting is without question. They give of their time and work hard to make the district successful because they believe in Scouting, they believe in you. Philip has already started working with them to identify opportunities to grow the district and improve support to your unit.

With the accumulative talents of Scouting volunteers like you and support from the local community it is exciting to think of the growth that will occur in the coming years.

Thank you for your leadership and service to Scouting.

Mark Strunk
Council President

Jennifer Abbey
Council Commissioner

Anthony Berger
Scout Executive