

DEALERSHIP DOL COMPLIANCE BY POSITION

Position	Exempt--Mn. Wage Exempt--OT		Reasoning	Comments
Office Personnel				
Office Manager	No	Yes	Administrative Employees Exemption	at least \$455 per week
Personnel Managers/HR	No	Yes	Administrative Employees Exemption	at least \$455 per week
Lawyers	No	Yes	Professional Exemption	at least \$455 per week
Office Clerical	No	No		pay hourly, plus OT
Warranty Manager	No	No	Not likely exempt, if want to make exempt, fit job	pay hourly, plus OT
Customer Service Manager	No	No	duties to match the administrative exemption/\$455	pay hourly, plus OT
Body Shop Personnel				
Metal and Combination Persons	No	Yes	Section 13 Exemption--Auto Dealers	mechanic exemption, cover MW only
Painters	No	Yes	Section 7(i) Exemption--Commissioned Employees	at least 1/2 wages from commissions and avg 1.5 times minimum wage each hour worked
Painters Helpers	No	No		pay hourly, plus OT
Assistant Managers	No	Yes	Executive Exemption	at least \$455 per week, trainees do not qualify
Estimators	No	Yes	Administrative Employees Exemption	at least \$455 per week
Body Shop Clerical	No	No		pay hourly, plus OT
Service Personnel				
Mechanics	No	Yes	Section 13 Exemption--Auto Dealers	mechanic exemption, cover MW only
Trainees	No	No		pay hourly, plus OT
Service Writers	No	Yes	Section 13 Exemption--Auto Dealers	Specific court case allowing exemption if \$455/week, alternative: minimum wage + commission
Dispatchers	No	Yes		at least \$455; or hourly + OT to make exempt, should include minor mechanic duties to cement exemption
Lube Alignment, etc.	No	No		
Clean Up, Wash Rack	No	No		pay hourly, plus OT
Service Clerical	No	No		pay hourly, plus OT
Service Greeters	No	No		pay hourly, plus OT
Parts Personnel				
Counter Person (Retail)	No	Yes	Section 13 Exemption--Auto Dealers	partsman exemption, cover MW only
Wholesale Person	No	No		pay hourly, plus OT
Inventory	No	No		pay hourly, plus OT
Chasers/Drivers	No	No		Hiring as individual contractors is risky, should be considered employees, pay hourly, plus OT
Sales Personnel				
Commissioned Salespersons	No	Yes	Section 13 Exemption--Auto Dealers	salesman exemption, cover MW only
F&I Persons	No	Yes	Administrative Employees Exemption	at least \$455 per week
Fleet Salespersons	No	Yes	Executive Exemption	at least \$455 per week
Used Car Buyer	No	Yes	Executive Exemption	at least \$455 per week
Leasing Manager	No	Yes	Executive Exemption	at least \$455 per week

This publication is distributed with the understanding that the author/publisher are not rendering legal, accounting or other professional advice or opinions on specific facts or matters, and, accordingly, assume no liability whatsoever in connection with its use.



SOMERSET
CPAs
Passionate about your success.

Services for Dealers and Their Dealerships

In addition to traditional tax and accounting services, below is a list of just a few of the services we provide for dealers and their dealerships:

- Valuations
- Acquisitions & sales
- Cost segregation studies
- Expense reduction reviews & cost control solutions
- Government regulation compliance reviews
- Fraud auditing, control & litigation support
- Negotiating insurance premiums & coverages
- Operational reviews for lost profit opportunities
- Income, gift, estate, sales and property tax issues

**Somerset
Dealership Team**

**Helping drive
your business.**

Contact Us:
Somerset CPAs, P.C.
Dealership Team
317-472-2200 or 800-469-7206
info@somersetcpas.com
www.somersetcpas.com