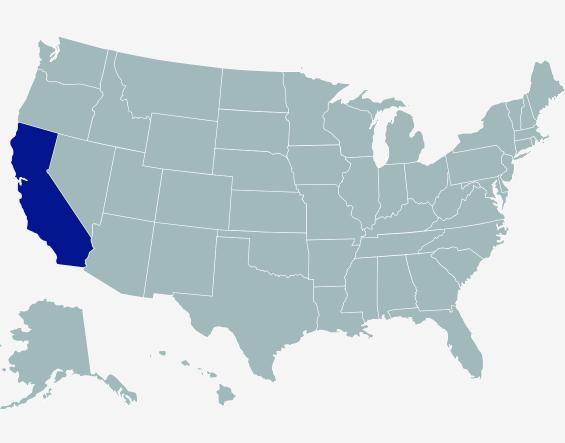
### Changes...









# POINTS TO COVER

- LEGAL CHANGES
- STAFFING OPTIONS
- BEST PRACTICES



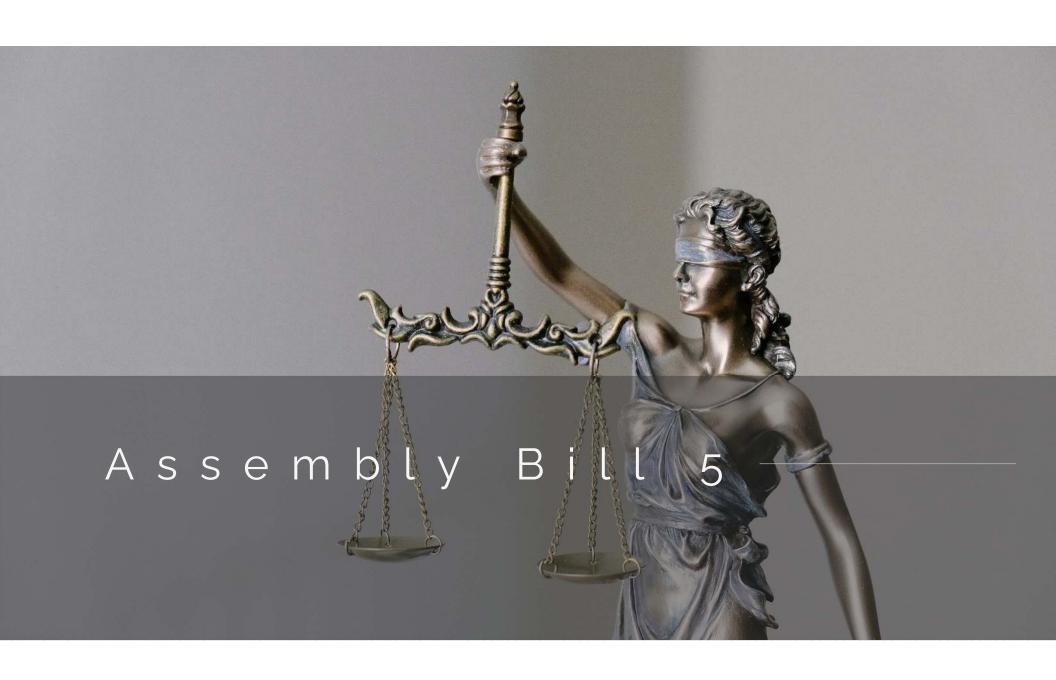
## COMMON HUMAN RESOURCES PITFALLS

#### **MISCLASSIFICATION**





Exempt VS Non-Exempt



#### HIGHLIGHTS & HISTORY

#### **EFFECTIVE January 2020**

States most wage earners are employees and should be classified as such

#### INTRODUCED THE ABC TEST

Free of control & direction

Performs work outside the business' work

Engaged in an independently established trade



#### HIGHLIGHTS & HISTORY

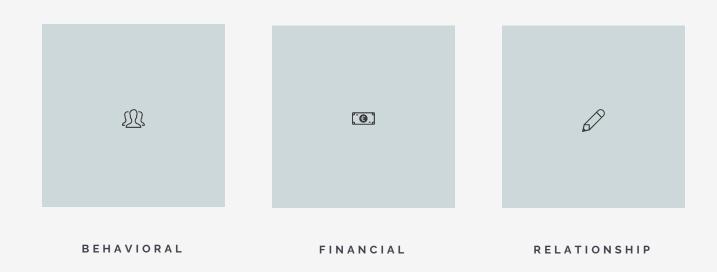
#### **INTRODUCED LATER IN 2020**

Redefined the ABC Test to better conform to existing codes already in effect.

#### PROPOSITION 22

Defined industries that are now exempt from this law Property Management isn't one of those included

## IRS LITMUS TEST INDEPENDENT CONTRACT VS EMPLOYEE



#### **EXEMPT VS NON-EXEMPT**





MINIMUM SALARY WHITE COLLAR DUTIES



JUDGEMENT



#### **Penalties**

- Unpaid OT Penalties
- Rest/Breaks & Meals Penalties
- Paystub Penalties
- Waiting Time Penalties

# CFRA

#### MINIMUM WAGE

# UNEMPLOYMENT

#### UNEMPLOYMENT BY SECTOR











CONSTRUCTION
+ .3%

MANUFACTURING
-7.6%

PROFESSIONAL
-2.5%

HOSPITATLITY
-29.8%

GOVERNMENT
-7.6%



# AVERAGE PROPERTY MANAGER SALARY

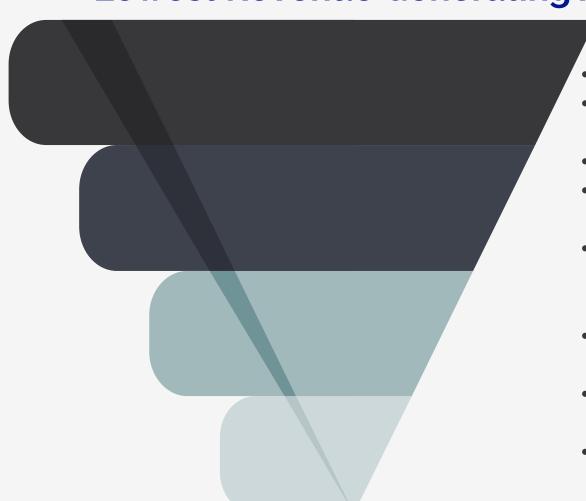
\$ 9 7,000 TO \$ 129,000



#### **Highest Revenue Generating Activities for a PM**



#### Lowest Revenue Generating Activities for a PM



- Taking Leasing & Viewing Calls
- Inputting Marketing into websites
- Inputting Invoices
- Scheduling & Following up on Maintenance Items
- Addressing 95% of Tenant Questions (Billing, WO requests, General Inquiries)
- Chasing Vendors for Repairs to be scheduled
- Pre-Processing Applications for completeness
- Any other non-licensed required work

#### SUPPORT

#### **Support Options**

Freelancer	Outsource	Virtual Staff
Cost – Flexible & Negotiable	Cost – Fixed + Usage	Cost – Fixed
Works for Many Clients	Works for Many Clients	Dedicated to You
Project Based	Task Based	Varied as Needed
No Training	Semi-Trained	Trained to Your Specs
Works on Their Timeframe	Works as Contracted	Works any Hours You Want
No Management	Managed by Office	Managed by You



#### COST —



Typical Outsourced:  Leasing Calls	200 Doors	400 Doors	600 Doors	800 Doors
	\$736	\$1,472	\$2,208	\$2,944
Maintenance Calls	\$1,390	\$2,780	\$4,170	\$5,560
Accounting Input	\$833	\$1,667	\$2,500	\$3,330
Monthly Cost to Outsource	\$2,959	\$5,919	\$8,878	\$11,834
Cost of VEs to Cover:	200 Doors	400 Doors	600 Doors	800 Doors
Calls, Emails & Input	\$1,560	\$3,120	\$3,120	\$4,680
	1 VA	2 VAs	2 VAs	3 VAs
Savings:	\$1,399	\$2,799	\$5,758	\$7,154

#### HIRING DIRECT VS USING AN AGENCY

#### Agency Advantages



- Protection from Misclassification
- Transfer liability to the Agency
- Compliance with local laws
- Better Screening
   Tools
- Benefits to Attract Better Workers

thanks



#### Sources

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