

# Chamber CHATTER



**MECHANICSBURG**  
CHAMBER OF COMMERCE  
*The Strength of One. The Power of Many.™*

**6.27.24**

6 West Strawberry Avenue, Mechanicsburg, PA 17055 (717) 796-0811 [www.mechanicsburgchamber.org](http://www.mechanicsburgchamber.org)

## In This Issue:

A Big Jubilee Day THANK YOU! .....3

Non-Profit organization wanted for  
partnership, get nominated today .....6-7

Department of Labor Overtime Exemption  
Regulation Update .....12-14

**News, Events & more!**

## CHAMBER EVENTS

*Watch for Weekly Updates!!*

*July*

**4-5** - Chamber Office closed for Independence Day.

**16** - After Hours Mixer - BeBalanced Natural Weight  
Loss Center, 3812 Market St, Camp Hill. 5:00 -  
7:00pm..

**25** - Business Leaders Discussion Group -  
Sponsored by PaySmart Payroll Services, 650 Wilson  
Ln, Ste. 100, Mechanicsburg. 7:45 - 9:00am.  
Members only event.

RSVP to [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org)

## Seeking HOSTS for 2024 EVENTS

- Business Women's Networking Luncheon
  - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business,  
service and more...

For a full calendar of chamber and member events,  
visit [www.mechanicsburgchamber.org/events](http://www.mechanicsburgchamber.org/events)

**Thank You For Renewing Your Membership!**

Country Meadows  
Mother Hubbard's Custom Cabinetry  
Residential Healthcare  
Sam's Club

Mechanicsburg Chamber of Commerce presents:

# After-Hours Mixer

FREE  
EVENT!

**Tuesday, July 17**  
**5:00 - 7:00 p.m.**

FREE  
EVENT!



**Hosted by**

**BeBalanced Natural  
Weight Loss Center**

3812 Market Street  
Camp Hill, PA 17011

Enjoy an evening of networking, refreshments and a chance to win a prize!

RSVPing is easy, simply email [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org), RSVP online, or call 717-796-0811

**Mechanicsburg Chamber of Commerce presents:**

## Business Leaders Discussion Group

**Thursday, July 25**  
**7:45 - 9:00 am**

**Sponsored by**  
**PaySmart Payroll Services**  
**650 Wilson Ln, Suite 100**  
**Mechanicsburg**



RSVP to [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org) or call 717-796-0811.  
This members-only event is **free** to attend!

**Bring your questions and business topics and hear what others have to say!**



# Jubilee Day

## THANK YOU!!!

It was a hot one!  
 Without the generous support of our **sponsors**,  
 participation of our **vendors**,  
 attendance by the **public**,  
 assistance from our **municipal officials** and  
**ESPECIALLY** our awesome **volunteers**,  
 this event would not have existed for 94 editions.



# Seeking HOSTS for 2024 EVENTS

- Business Women's Networking Luncheon
  - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business, service and more...

For more information - on HOSTING AN EVENT  
contact the Chamber office at 717-796-0811 or email - [info@mechanicsburgchamber.org](mailto:info@mechanicsburgchamber.org).



*Third Friday*  
**FOOD TRUCKS**



4:30 - 8 p.m.

**APRIL 19 • MAY 17 • JUNE 21 • JULY 19  
AUG. 16 • SEPT. 20 • OCT. 18**

 **First United Methodist Church**  
MECHANICSBURG, PA

135 W. Simpson St.,  
Mechanicsburg  
717-766-4611  
[fumchurch.com](http://fumchurch.com)



**MULTIPLE TRUCKS /// VARIETY OF FOOD**



# JAZZ ME BAND

KIRK WISE UPCOMING  
SOLO, DUO & BAND  
PUBLIC DATES

Thurs. 6/27 – Totem Pole Wine Farm/Ranch,  
Carlisle...Kirk solo 6:30-8:30

Fri. 6/28 – Hemauer Brewing,  
Mechanicsburg...Kirk solo 6:30-9

Sat. 6/29 – Captain Bob's Steamed Crabs,  
Railroad/Shrewsbury...Kirk solo 6-8

Tue. 7/2 – Greystone Brew House@  
Range End , Dillsburg...Kirk solo 6-9

Thurs. 7/4 – Mt. Airy Orchards, Dillsburg...  
Kirk solo 11-2

Thurs. 7/4 – Captain Bob's Steamed Crabs,  
Railroad/Shrewsbury...Kirk solo 6-8

Fri 7/5 – Pilger Ruh Wine Garden,  
Gettysburg...Kirk solo 6-9

Sat. 7/6 – Captain Bob's Steamed Crabs,  
Railroad/Shrewsbury...Kirk solo 6-8

Sun. 7/7 – Allegro Wine, Stewartstown...  
Kirk solo/duo 1-4

For complete up-to-date  
schedule, information,  
and photos go to  
[www.jazzmeband.com](http://www.jazzmeband.com)

**Bookings:** call Kirk at 717-979-0341 or  
E-mail [wisemotors@aol.com](mailto:wisemotors@aol.com)

**Tour sponsors:**  
FARNHAM INSURANCE,  
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CLASSIC DRY CLEANERS, STUDIO D &  
LANDON WISE PHOTOGRAPHY



School is out, and the summer season officially kicks off June 20. As you head outside to enjoy all the activities Pennsylvania has to offer, be sure to take extra steps to protect yourself and your loved ones against ticks and associated illnesses such as Lyme Disease. Here are a few tips to keep in mind.

A graphic titled "Tips to prevent Lyme Disease". It has a brown header with a green tree and a brown tick icon. The title "Tips to prevent" is in green, and "Lyme Disease" is in large black letters. Below the title is a green box containing six tips, each preceded by a tick icon in a green circle. The tips are: "Walk in the center of trails", "Use EPA-registered repellents containing DEET, picaridin, IR3535, Oil of Lemon Eucalyptus, para-menthane-diol or 2-undecanone", "Bathe or shower within 2 hours after coming indoors to find and wash off ticks", "Check your entire body for ticks with a mirror after returning from outdoors", "Examine your gear and pets to keep ticks from being brought inside", and "Tumble dry clothes on high heat for 10 minutes to kill ticks on clothing". At the bottom right is the DCNR logo and the text "Content source: Centers for Disease Control and Prevention".

**Tips to prevent  
Lyme Disease**

-  **Walk in the center of trails**
-  **Use EPA-registered repellents containing DEET, picaridin, IR3535, Oil of Lemon Eucalyptus, para-menthane-diol or 2-undecanone**
-  **Bathe or shower within 2 hours after coming indoors to find and wash off ticks**
-  **Check your entire body for ticks with a mirror after returning from outdoors**
-  **Examine your gear and pets to keep ticks from being brought inside**
-  **Tumble dry clothes on high heat for 10 minutes to kill ticks on clothing**

Content source: Centers for Disease Control and Prevention



# THE FOUNDATION FOR ENHANCING COMMUNITIES

## The Foundation for Enhancing Communities Launches “Together We Take Action” Funding Program for June

The Foundation for Enhancing Communities (TFEC) is helping local nonprofits with the launch of their funding program “Together We Take Action.”

TFEC provides simple, effective, and personalized services to help donors achieve their charitable goals and create a lasting impact in their communities.

The “Together We Take Action” program, which runs throughout the month of June, gives donors a chance to contribute to nonprofit organizations’ partially-funded grant requests in Cumberland, Dauphin, Franklin, Perry and York counties. Participating organizations have been reviewed by an independent committee and received partial funding for their grant request. TFEC has created an online grant catalog that provides a connection between TFEC, local nonprofit organizations, and donors so we can take action – together.

“With the help of generous donors to our ‘Together We Take Action’ funding program, the participating nonprofits’ grant requests can be fully funded,” said Caitlin Cluck, Director of Community Investment, of The Foundation for Enhancing Communities. “These projects are vetted and will make a difference in the lives of our neighbors in Central Pennsylvania.”

To make a donation to any of these projects, or learn more about the participating nonprofit organizations, visit [TFEC’s website](#).

The last day to donate is June 30.

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## CHARTER HOMES & NEIGHBORHOODS® IS ACCEPTING NON-PROFIT PARTNERSHIP NOMINATIONS FOR THEIR ANNUAL “MAKE A DIFFERENCE DAY”

*On September 20, 2024, over 80 Charter team members and trade partners and will donate time and materials to assist Central and Western Pennsylvania non-profits with impactful projects*

Charter Homes & Neighborhoods®, reimagining how people live throughout Central and Western Pennsylvania for over 35 years, is accepting nominations for Central PA and Pittsburgh area non-profit organizations to be considered for Charter’s annual volunteer Make A Difference Day,

scheduled to be held Friday, September 20, 2024. With a rich legacy of forming transformative collaborations within the communities it serves, each year Charter and its team members and trade partners raise money and awareness for non-profit or community organizations by dedicating a full day of service, volunteering to facilitate and complete impactful projects, including construction and repair, designing and remodeling, reimagining indoor and outdoor spaces, and much more.

Nominations from the community and area non-profit organizations will be accepted through Monday, July 15 and can be submitted by visiting <https://charterhomes.com/make-a-difference-day>.

“We are excited to hear from our neighbors about which organizations could most benefit from the team’s support on this great day.” said Maria-José Tennison, Charter’s vice president of marketing and neighborhood engagement. “Make A Difference Day is one of our most highly-anticipated occasions for Charter team members to give back, while also improving the lives of members of our community who are most in need.”

In 2023, Charter supported Greystone Manor Therapeutic Riding Center in Lancaster, PA, serving special needs children and adults to achieve their goals through equine activities and programs. In Pittsburgh, Charter supported My School Pre-School at Mars United Presbyterian Church. Nationally, Charter team members crafted and delivered services for active-duty service members and their children through WeHero.

We are so grateful to Charter Homes for their generous and transformative work across our therapeutic equine facilities,” said Stephanie Fleck, Program Director for GMTRC. “It was heartening to see the substantial contributions of time, expertise and materials which transpired in only one day to help further our mission to improve the lives of individuals with special needs. They benefited immediately from Charter’s efforts.”

Since 2017, Charter’s team members and trade partners have made a difference by providing much needed support and services for over a dozen non-profit organizations, including WeHero, Greystone Manor Therapeutic Riding Center, Four Diamonds Children’s Cancer Foundation/Penn State Health Children’s Hospital, Raven Ridge Wildlife Center, Lincoln Middle School (Lancaster, PA), University of Pittsburgh Medical Center’s Children’s Hospital of Pittsburgh, Lancaster Meals on Wheels, Radiant Hope Cancer Center, YMCA Camp Rocky Creek, Conestoga Valley Christian Community Services, TLC Veterans’ Victory House, Baldwin-Whitehall School District, Mars United Presbyterian Church’s My School Pre-School, and many more.

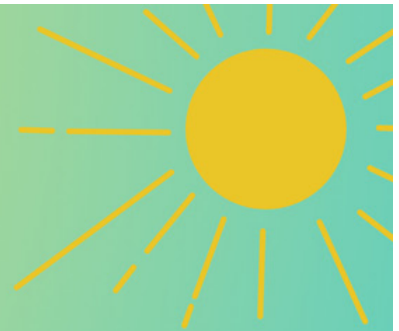
Charter has created some of the most sought-after and recognized neighborhoods in the region, including multiple neighborhoods near Lancaster, Harrisburg, and Mechanicsburg. In 2015, Charter expanded beyond Central Pennsylvania into Pittsburgh, with its Hastings, Meeder, and Crescent neighborhoods. Each neighborhood has its own distinctive character and story.

### ***About Charter Homes & Neighborhoods®***

Charter Homes & Neighborhoods® is a people and community-focused, industry-leading, and award-winning new home and neighborhood builder in Central and Western Pennsylvania. For 30 years, Charter Homes has been unwavering in its commitment to making people and the places they live feel special through the preservation of spaces and the creation of moments and memories. The Great American Neighborhood® exemplifies the company’s unique mission to re-imagine the suburbs by building the most desirable, distinctive destinations where individuals and families can thrive. Challenging the status quo of new home construction, Charter is committed to building communities in harmony with landowners, municipal leaders, homeowners, neighbors and local trades and craftsmen toward the preservation of the land and resources.



CUMBERLAND AREA  
ECONOMIC DEVELOPMENT | VISITORS BUREAU  
CORPORATION



# SUMMER TOURISM ANNUAL MEETING

**Join CAEDC as Relic shares the results of a consumer perception study, and hear from a media panel about telling your story.**

**JULY 10**

**1:00-3:30**

**REGISTER HERE**

**HOSTETTER CHAPEL  
MESSIAH UNIVERSITY**





# Free Shred Day Event

Keep your information safe.  
Join us on July 20th to safely  
dispose of sensitive documents.



**Scan Me!**

Mark your calendars and help us keep **our community safe.**



July 20th  
9:00 a.m. – 11:30 a.m.



AmeriChoice  
20 Sporting Green Dr.

Join us for a special Shred Day event in partnership with the Silver Spring Township Police Department. Safeguard your personal information and prevent identity theft by securely shredding your sensitive documents. Please be aware that each person is limited to disposing of only two boxes of shred.



[AmeriChoice.org](http://AmeriChoice.org) | (800) 240-4364



HOST: NICOLE STREETS

SPEAKER : BRITTANY SMALLS

SPEAKER : LISA DORR

SPEAKER : EDDIE COLLINS

# TRIUMPH OVER Trauma

20TH JULY | AM 11-3 PM | \$ 40 PER PERSON

More information : (717) 554-0981

Visit our website : [www.rhemacreationz.com](http://www.rhemacreationz.com)

Register on eventbrite: <https://www.eventbrite.com/e/triumph-over-trauma-tickets-880307743157>

Come and be part of something special at the "Broken Vessels Podcast 3rd Anniversary Celebration"! This conference, taking place on July 20, 2024, from 11am to 3pm in the vibrant city of Mechanicsburg, promises to be an unforgettable gathering. Join us as we commemorate three incredible years of hosting our Podcast, where we have shared powerful testimonies of hope, redemption, and restoration.

Immerse yourself in the soul-stirring sounds of gospel music, as talented musician fill the air with uplifting melodies. Prepare to be inspired by our esteemed guest speakers, who will share their wisdom and insights on navigating life's challenges with faith and resilience. But that's not all – delicious food and delightful fellowship await you, providing the perfect backdrop for forging new connections and strengthening existing bonds. Four phenomenal guest speakers will share their inspiring stories of overcoming adversity and rising above life's challenges.

Whether you're a devoted listener of the Broken Vessels Podcast or simply seeking an uplifting and transformative experience, this conference is tailor-made for you. Come, celebrate with us, and be part of an extraordinary afternoon that will leave you feeling rejuvenated and inspired. Your presence is eagerly anticipated – don't miss out! Come and be refreshed, empowered, and equipped to triumph over trauma and step into the fullness of your destiny.

Be sure to purchase tickets online <https://www.eventbrite.com/e/880307743157?aff=oddtcreator>



# CANDLE MAKING

COME EXPERIENCE THE GLEE OF MAKING YOUR VERY OWN *CUSTOM FRAGRANCE CANDLE FROM SCRATCH* FOLLOWING OUR STEP BY STEP INSTRUCTIONS AT OUR CANDLE MAKING STUDIO LOCATED IN THE HEART OF DOWNTOWN, MECHANICSBURG! THE GLEEFUL CANDLE IS A SEASONAL SCENT STUDIO MEANING, SCENTS TO SELECT FROM ARE CATERED TO THE EXACT SEASON WE ARE CURRENTLY IN! THIS IS A WONDERFUL ACTIVITY FOR GIRLS NIGHT OUT, DATE NIGHT, WORK TEAM BUILDING EVENT, BRIDAL OR BABY SHOWER ACTIVITY OR IF YOU'RE JUST SEEKING TO DO SOMETHING UNIQUE AND DIFFERENT! CHILDREN AGES 10+ ARE WELCOME TO PARTICIPATE IN THE FUN OF CANDLE MAKING AS WELL!



## TERMS | CONDITIONS | INFO

DISCOUNT CODE VALID UNTIL OCTOBER 20TH, 2024. COUPON USE FOR ONLINE CHECKOUT ON OUR WEBSITE. COUPON TO BE USED ONLY FOR STANDARD SESSIONS, NOT FOR ANY SPECIAL EVENTS SUCH AS LIVE HARPIST EVENT, CANDLE & COFFEE ,ECT. STANDARD SESSIONS ARE TYPICALLY HELD WED-SAT. WITH POSSIBLE EXTENDED DAYS AVAILABLE FOR PRIVATE EVENTS. NO WALK-INS, MUST BOOK AHEAD TO RESERVE. EACH CALENDAR SHOWING AVAILABLE DATES WILL BE REFLECTED ON OUR WEBSITE ONE WEEK PRIOR TO THE FIRST OF THE FOLLOWING MONTH.

 717-748-6899

[WWW.THEGLEEFULCANDLE.COM](http://WWW.THEGLEEFULCANDLE.COM)

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MECHANICSBURG, PA.  
17055



**Summer Scents until August 30th**  
**Fall Scents start September 1st**

Take advantage of this coupon to create more memories and customized candles with the ones you love!

**62 W Main St, Mechanicsburg, PA**  
**717-748-6899**



## Department of Labor Overtime Exemption Regulation Update

Written by Kristen O'Connell, CPP

There have been some important updates regarding the recent Final Rule issued by the Department of Labor (DOL) concerning **overtime exemption regulations** under the Fair Labor Standards Act (FLSA). This significant update will **take effect on July 1, 2024**.

On April 23, 2024, the DOL issued its Final Rule which sharply increases the minimum salary requirement provision for the FLSA's white-collar overtime exemption. This will affect executive, administrative, and professional employees who currently fall under this exemption from minimum wage and overtime requirements.

### What You Need to Know

The minimum salary threshold for white-collar exemption will be increased in a two-step process, six months apart, with automatic increases built in every three years.

- Minimum salary threshold \$844/Week (\$43,888/Annually) – Effective July 1, 2024
- Minimum salary threshold \$1,128/Week (\$58,656/Annually) – Effective January 1, 2025
- Minimum salary threshold increases scheduled for July 1, 2027. Amount to be determined.
- Scheduled increases every three years. Amount to be determined.

EAP Threshold	Current	As of July 1, 2024	As of January 1, 2025
Weekly	\$684	\$844	\$1,128
Biweekly	\$1,368	\$1,688	\$2,256
Semimonthly	\$1,482	\$1,829	\$2,444
Monthly	\$2,964	\$3,657	\$4,888
Annually	\$35,568	\$43,888	\$58,656

If these payments are made at least annually, employers can continue using nondiscretionary bonuses, incentives, and commissions to satisfy **up to ten percent of the salary amounts required**. Non-discretionary bonuses are typically based on a pre-determined formula. Generally, employers and employees agree in advance on the method and timing of nondiscretionary bonuses. Specific guidelines on this option are outlined in the Final Rule.

**HCE Salary Increase:**



The Final Rule also increases the salary requirement for highly compensated employees (HCEs) from \$107,432 to \$132,964 per year on July 1, 2024, and then to \$151,164 per year on January 1, 2025. The HCE level will also be adjusted every three years.

### **Tests Did Not Change:**

The Final Rule does not change the tests for determining whether an employee is exempt.

[Read the DOL summary of testing >](#)

### **Employer Next Steps**

Legal battles over this rule continue, but employers are strongly encouraged to review their current employee classifications, salary levels, and compensation structures to ensure compliance with the updated regulations.

Employers should identify employees who will be affected by this change and be prepared to adjust. Employees below the threshold will either need to have their salary increased or be converted to non-exempt status.

We encourage clients to take proactive steps, including speaking with their HR attorney, to understand and implement these changes within their organization.

### **Other Important Reminders for White-Collar Exemption**

- Employers must demonstrate if an exemption applies.
- Exemptions are narrowly construed.
- Paying a salary alone does NOT make someone exempt.
- High salary is not determinative.
- Actual duties matter.
- Job titles do not matter.

### **Other Wage & Hour Risk Areas**

#### **Time Clock Rounding**

- Courts have become increasingly hostile to time clock rounding because sophisticated time keeping systems have made it unnecessary.
- At a minimum, employers must use a consistent rounding method.

#### **Bootup Time**

- Some courts have found the time spent waiting for computers to boot up worthy of compensation.

#### **Tracking Security Checks**

- Some state courts have recognized the potential for security check time to be considered compensable, especially if the checks are extensive or required regularly.

#### **Other “Donning and Doffing” Laws**

- The FLSA generally requires that employees be compensated for all time spent performing work-related activities. This may include donning and doffing gear and equipment if such activities are integral and indispensable to the principal activities for which the employee is employed.

With Wage & Hour Law, there are complicated compliance rules. Common sense in these situations will not result in compliance.

Federal and state requirements are not identical and are increasingly different in Pennsylvania. When the requirements converge, employers must comply with whatever is more favorable for the employee.

For questions regarding this DOL regulation, please contact your Trout CPA professional.

930 Century Dr, #104  
Mechanicsburg, PA 17055  
717-697-2900  
[www.troutcpa.com](http://www.troutcpa.com)