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MEMORANDUM

TO: Vice Presidents and Deans

FROM: Renisha Gibbs, Assistant Vice President for Human Resources and Finance & Administration Chief of Staff

DATE: July 7, 2015

SUBJECT: Proposed Changes to Overtime Pay

On June 30, 2015, the Department of Labor announced proposed rule changes to the calculation of overtime pay. Under current regulations, the salary minimum threshold for Exempt (A&P) employees is set as \$23,660 (\$455 per week). Proposed regulations would increase that salary threshold to an estimated \$50,400 (\$969 per week). It is important to note that while the announcement has been made, no changes have been finalized. Although the Federal Office of Management and Budget has reviewed and approved the Notice of Proposed Rulemaking, the document has not yet been published in the Federal Register, according to the Department of Labor. It is expected that the document will be formally published within the next week, followed by a 60-day comment period. The Department of Labor will then review all comments, draft a final rule, and submit for another review among agencies. This process could take up to a year.

Florida State University's Office of Human Resources, along with the Office of the General Counsel, have been monitoring this issue for several months. We will continue to do so and provide updates and guidance, as appropriate, to the campus community on any changes to the University's classification structure and compensation strategy as proposed changes become finalized.

Questions regarding these changes may be directed to Shelley McLaughlin, Associate Director, Employment & Recruitment and Compensation Services, at sscopoli@fsu.edu.