

UNIVERSITY of HOUSTON

HUMAN RESOURCES

The U.S. Department of Labor issued new regulations addressing overtime provisions of the Fair Labor Standards Act (FLSA). The new changes will raise the minimum salary threshold required for an employee to be considered exempt from overtime from \$23,660 annually to \$47,476 annually. The new regulation goes into effect on December 1, 2016.

Human Resources has begun a thorough analysis of the new rule and the impact it may have on staff positions, job titles and pay grades. We are working to identify any actions that must be implemented by the December 1st date. At this stage, we anticipate that some employees will be impacted. Once we have completed the analysis in accordance with the new regulation and the resulting changes, we will notify the affected employees and their supervisors.

We encourage you to review the information from the Department of Labor related to Higher Education: <https://www.dol.gov/whd/overtime/final2016/highered-guidance.pdf>.

If you have additional questions concerning this matter, you may contact Human Resources via email at flsa@uh.edu.

Thank you,

Joan Nelson
Associate Vice Chancellor/Vice President
Human Resources