



The State of Louisiana  
Division of Administration

## Fair Labor Standards Act (FLSA) Changes

HR Community Meeting  
June 16, 2016



# Fair Labor Standards Act (FLSA) Changes

- Final rule published May 18, 2016
  - Salary test for exempt/non-exempt overtime classification
    - White Collar (Professional, Administrative, Executive)
- Provisions:
  - Salary threshold changed from \$23,660 to \$47,476
  - Automatic increases every three years
  - Duties test is unchanged
  - Effective December 1, 2016
- Impact
  - Approximately 12,000 Statewide exempt employees making less than \$47,476 annually
  - Approximately 2800 of those are in LaGov HCM



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## Items to Consider:

- Normal FLSA rules now apply to these employees:
  - 1.5K vs. StK
    - K-time caps
      - Civil Service Rules 21.11 (b) and 21.12 (b) 3
    - Term Pay
  - Flex Schedules (retirement, leave accrual)
  - Telecommuting – hours worked
  - Travel/Training – hours worked
  - Employees in same job titles, with same/similar job duties can be classified differently
  - Job Descriptions

## Immediate Agency Action:

- Identify impacted employees and change them to non-exempt by December 1, 2016
  - PPD 25/2016 (11/21/16 – 12/04/16)
- OTS Handout for LaGov Agencies
- Manage overtime - beginning now



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## Task Force:

- Lead by DOA/DSCS
- Review job classes
- Develop a statewide overtime policy

## Resources:

- <https://www.dol.gov/whd/overtime/final2016/>
- OSUP: 225-342-0713
- DSCS HR Community Meeting: September 2016 (DOL Wage and Hour to attend)