Overtime Eligibility Changes
Agenda

• Opening Remarks
• Overtime Eligibility
• Overtime Eligibility Changes
• Key Operational and Budget Considerations
• Timeline
• Closing Remarks
Overtime Eligibility

- Exempt employees only report leave time taken
- Non-exempt employees report daily hours worked and leave time taken
- Non-exempt employees are eligible for overtime for hours worked over 40 in workweek. FIU’s workweek is from Saturday to Friday.
Overtime Eligibility Changes

- The proposed threshold for overtime exemption is estimated at $1,158 per week or $60,441 annually at FIU. The actual amount has not been finalized.*

- Currently exempt employees who earn less than $60,441 will become non-exempt and overtime eligible*

- The U.S Department of Labor (DOL) is proposing to update the threshold for overtime exemption every 3 years

- Proposed effective date: June 2024 (Tentative upon DOL Final Rule expected April 2024)

* After the meeting, the Department of Labor finalized the salary threshold and for FIU it is below:
  - **July 2024**: $844 per week or $44,057 annually (based in 26.1 pay periods)
Key Considerations

HR Liaisons
• Admin & Staff list posted on HR Liaisons site include department and supervisor.

Operations
• Supervisors need to manage schedules to manage overtime for exempt positions moving to non-exempt/overtime-eligible

Budget
• Consider allocating budget for overtime
• Departments may consider adjusting salaries to the threshold, depending on the nature of the role such as the following:
  • Employees who travel extensively
  • Employees operationally needed to provide support beyond regular hours
Action Items and Timeline

April 2024
- Present to Senior Leadership and HR Liaisons the Final Rule (*Tentative depending on DOL Final Rule*)

May 2024
- Finalize position recommendations
- System configuration testing
- Manager and Employee Training

June 2024
- Go Live (*Tentative upon DOL Final Rule*)
Questions