



TAMUK Employee FLSA Fact Sheet

Introduction

The U.S. Department of Labor (DOL) raises the annual salary threshold for FLSA exemptions. Effective July 1, 2024, to maintain your current exempt status, the following requirements must be met:

- The **minimum annual salary for your position** must meet or exceed the new DOL-established threshold of \$43,888.
- Your **actual earned salary** must meet or exceed the new DOL-established threshold of \$43,888.

What's Not Changing?

Value: The worth and contribution of our non-exempt employees to TAMUK remain steadfast, recognized, and acknowledged.

Rate of Pay: Non-exempt employees' pay rates will remain unchanged.

Hybrid/Remote Status: Non-exempt employees' hybrid/remote status will stay the same. NOTE: A supervisor has the authority to change a hybrid/remote schedule based on the performance or needs of the department.

Benefits: Non-exempt employees' benefits will remain unchanged.

What's Changing?

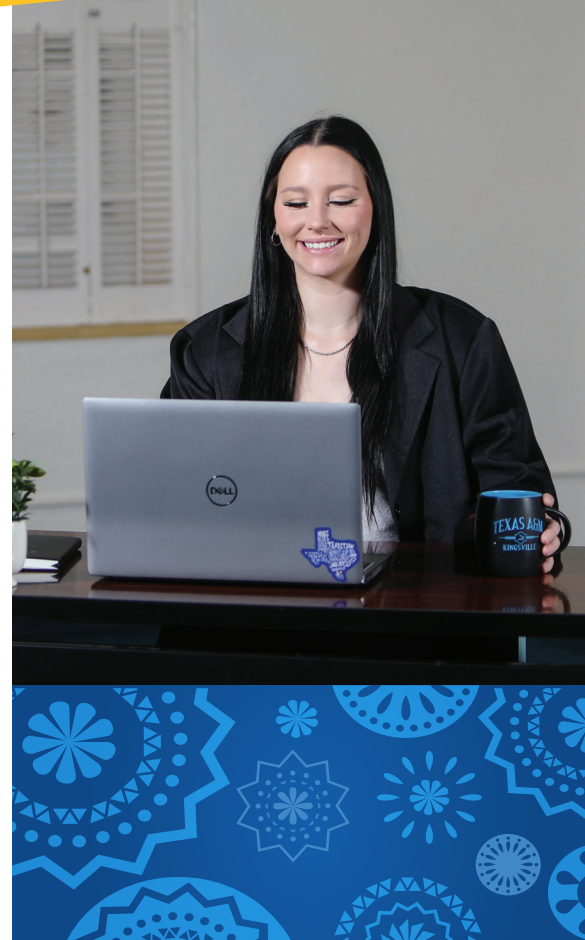
Pay Schedule: Non-exempt employees receive a paycheck every 2 weeks (biweekly pay).

Timekeeping: Non-exempt employees track their work-related time in Workday's Time App.

Overtime: Non-exempt employees are eligible. However, it must be preapproved by your supervisor.

Off-the-Clock: Non-exempt employees cannot perform work (including viewing and reading emails) during non-working hours.

Benefits: Non-exempt employees' benefits premiums will be deducted from each paycheck.



More Information

Scan QR code below and visit
**TAMUK's Employee Services'
FLSA Website**



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