



Memo

Date: December 2, 2024
To: Department heads, pastors, principals and business managers
From: Marquita Richburg, director, Office of Human Resources
Re: Fair Labor Standards Act (FLSA) – Salary threshold update

This memo follows up on our earlier communication about the April 26, 2024, US Department of Labor's (DOL) final rule increasing the minimum salary for employees **classified as exempt under the Fair Labor Standards Act (FLSA)**.

A lawsuit was filed in federal court challenging the salary increase that was scheduled to take effect on January 1, 2025. On Friday, November 15, a federal judge struck down the additional changes to the FLSA rule. **As such, the second round of changes will no longer be implemented.** The court also struck down the final rule's automatic "escalator" provision, which would have increased the threshold every three years.

As this decision may be appealed later, we will continue to monitor this ruling and will let you know of any new developments.

In the meantime, we recommend you continue reviewing job descriptions to ensure proper classification. **All employees** should have a current job description (signed by the employee and the employee's supervisor) on file.

Please contact our office if you need further assistance or have any questions regarding this matter.

Thank you.