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This public document was published at a total cost of \$.29. Two copies of this public document were published in this 1st printing at a cost of \$.58 each. The total cost of all printings of this document including reprints is \$.58. This document was published by the Department of State Civil Service to keep agencies, employees, and other persons informed about the personnel program under authority of Article X of the Louisiana Constitution. This material was printed in accordance with standards for printing by State Agencies pursuant to La. R.S. 43:31.

GENERAL CIRCULAR NUMBER 2016-010

DATE: May 19, 2016

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Final FLSA Rules Announced

This general circular is a follow-up to General Circular 2015-028 regarding FLSA Notice of Proposed Rule Making. On May 18, 2016, the Department of Labor (DOL) released its final regulations making changes to Part 541 governing overtime exemptions under the Fair Labor Standards Act. A copy of the final rule which is scheduled to be published in the Federal Register on May 23, 2016 is available online at <https://s3.amazonaws.com/public-inspection.federalregister.gov/2016-11754.pdf>

A summary of the key elements of the new regulation are listed below:

1. Salary Threshold will change to \$913/week (\$47,476 per year).
2. Automatic Salary Threshold increases every 3 years to maintain level at the 40th percentile in the lowest wage census region.
3. Duties test is unchanged.
4. Final Rules become effective December 1, 2016.
5. Highly Compensated Employees (HCE) exemption is now \$134,004 per year.

For more information regarding the final rule changes, please continue to monitor the Department of Labor's website at www.dol.gov

Sincerely,

s/Byron P. Decoteau, Jr.
Director