



**Byron P. Decoteau, Jr., Director**

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## GENERAL CIRCULAR NUMBER 2024-011

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**DATE:** April 23, 2024

**TO:** Heads of State Agencies and Human Resources Directors

**SUBJECT:** Department of Labor Issues Final Rule: Restoring and Extending Overtime Protections

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The U.S. Department of Labor (Department) issued a Final Rule updating and revising the regulations issued under the Fair Labor Standards Act implementing the exemption from minimum wage and overtime pay requirements for executive, administrative, and professional (EAP) employees. Revisions include increases to the standard salary level and the highly compensated employee total annual compensation threshold, and a mechanism that provides for the timely and efficient updating of these earnings thresholds to reflect current earnings data.

**The final rule will be effective on July 1, 2024.**

More information about the final rule is available on the [U.S. Department of Labor Wage and Hour Division website](#).

Should you have any questions, please contact your agency's general counsel, or [Elizabeth Montalbano](#), SCS HR Program Support Division Administrator.

Sincerely,

s/Byron P. Decoteau, Jr.  
SCS Director