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DATE: December 20, 2019

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: FLSA Final Overtime Rule Effective January 1, 2020

On September 24, 2019, The U.S. Department of Labor announced a final overtime rule that will make an estimated 1.3 million American workers entitled to overtime protection under the Fair Labor Standards Act (FLSA).

The final rule raises the “standard salary level” from the currently enforced level of \$455 to \$684 per week (equivalent to \$35,568 per year for a full-year worker). Employees with a salary below the standard salary level must be paid overtime if they work more than 40 hours per week. Workers making at least this salary level may be eligible for overtime based on their job duties. The Final Rule did not make any changes to the Executive, Administrative or Professional Duties Tests.

The Final Rule will be effective on January 1, 2020.

The Final Rule, as printed in the Federal Register, can be found [here](#). You can also find more information on the U.S. Department of Labor [website](#).

Should you have any questions, please contact your agency’s general counsel, or your Agency Relationship Manager.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director