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## GENERAL CIRCULAR NUMBER 2026-029

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**DATE:** June 10, 2026

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

**SUBJECT:** Department of Labor Issues Technical Amendment: Restoring Regulations Under FLSA

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The U.S. Department of Labor's Wage and Hour Division has issued a technical amendment to restore pre-2024 regulations governing the exemption of executive, administrative, and professional employees under the Fair Labor Standards Act (FLSA).

The amendment removes language from the Code of Federal Regulations from a 2024 rule that was later vacated by federal court judgments, and reinstates the regulations established by the Department of Labor in 2019.

Under the restored regulations, most exempt executive, administrative, and professional employees must be paid a salary of at least \$684 per week. The regulations also maintain the annual compensation threshold of \$107,432 for certain highly compensated employees.

The technical amendment became effective upon publication in the Federal Register on May 15, 2026.

Additional information regarding the amendment is available in the [Federal Register](#).

Questions regarding the impact of this amendment should be directed to your agency's general counsel.

Sincerely,

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