



Fair Labor Standards Act – Moving Forward (Part 2)

Questions or comments regarding this “Good to Know!” bulletin can be directed to Human Resources at 844-4145 or univhr@auburn.edu.

Review of FLSA Changes

On May 18, 2016, the U.S. Department of Labor (DOL) announced changes to the Fair Labor Standards Act (FLSA) Overtime Rule which will impact more than 600 A&P employees at Auburn University. Effective December 1, 2016, the DOL will increase the Minimum Salary Level threshold for positions designated as exempt, from the current threshold of

\$23,660 to a new threshold of \$47,476.

Auburn University will re-designate impacted positions on October 30, 2016, to minimize the impact that the change in pay frequency will have on impacted employees. On August 5, Human Resources sent a list of likely-impacted employees to supervisors. Employees who will likely be impacted were informed on August 12, 2016. The final list of impacted employees will be released on or after September 16, 2016, when the Board of Trustees approves the budget for the next fiscal year.

Academic Administrative Positions

As we’ve previously communicated to supervisors, there are special regulatory provisions for some administrative positions — known as Academic Administrative positions — whose primary duty is performing administrative functions directly related to academic instruction or training in an educational establishment.

Academic Administrative personnel are those who help run higher education institutions and interact with students outside the classroom, such as department heads, academic counselors and advisors, intervention specialists, and others with similar responsibilities. Included are academic counselors who perform work such as administering school testing programs, assisting students with academic problems, and advising students regarding degree requirements.

To be exempt, academic administrative positions must either be paid on a salary or fee basis of not less than but at least equal to the entrance salary for teachers in the same educational establishment. (At Auburn, that salary level will be \$39,010 as of October 1, 2016.)

At Auburn University, positions generally eligible for the Alternate Minimum Salary Level Threshold have been identified as the following:

- Academic Advisor (Undergraduate)
- Graduate School Advisor
- Academic Counselor
- Academic Counselor (Athletics)
- Pre-Health Counseling Specialist

Exemption Designation Review

If a question exists for a likely-impacted job which a supervisor feels should be considered for one of the above designations, please contact Compensation and Classification to request a review or contact Human Resources at 844-4145 or univhr@auburn.edu.