

To: Deans' Academic Personnel Staff and CFAOs

From: Katina Napper, Assistant Vice Provost for Academic Personnel



Date: June 07, 2024

**Re: Reclassification of Non-Exempt Academic Appointees Below the Department of Labor (DOL) Salary Threshold**

The Department of Labor (DOL) has issued revised regulations regarding the Fair Labor Standards Act (FLSA) exemptions from minimum wage and overtime pay requirements for executive, administrative, and professional employees. The revisions include increasing the exempt-salary threshold and adding a mechanism that will allow for periodic updating of the salary threshold.

The DOL will implement the salary threshold increase in tiers. Beginning on July 1, 2024, certain non-teaching and non-medical academic appointees who are currently exempt from earning overtime must be reclassified as non-exempt because their earnings fall below the new DOL overtime threshold of \$844 per week (equivalent to \$3,657.33 per month or \$43,888 per year) to remain exempt.

Beginning on January 1, 2025, certain non-teaching and non-medical academic appointees who are currently exempt from earning overtime must be reclassified as non-exempt because their earnings will fall below the new DOL overtime threshold of \$1,128 per week (equivalent to \$4,888 per month or \$58,656 per year) to remain exempt.

Following the increase in the threshold to \$58,656 on January 1, 2025, the threshold will be set again on July 1, 2027 (and every three years after).

All faculty, including lecturers, as well as other teaching titles, will be unaffected by this rule no matter how much they earn because the minimum salary threshold does not apply to those whose primary duty is teaching and imparting knowledge. Non-faculty, non-student academic appointees in research or administrative positions, however, must meet both the duties test and the salary test.

The University must comply with the DOL overtime rule by July 1, 2024. The Academic Personnel Office will be working with the Deans' Academic Personnel staff to notify active impacted employees of the upcoming changes.

We have provided a copy of FAQ-Payroll Transition for New Overtime-Eligible Employees for further guidance information.

For questions or more information concerning this memo, please send an email to [academicpersonnel@ucr.edu](mailto:academicpersonnel@ucr.edu).