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**THOMAS B. STEPHENS
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MEMORANDUM

PERSONNEL MEMO 16-21

TO: Constitutional Officers
Cabinet Secretaries
Agency Heads
HR Administrators

FROM: Thomas B. Stephens, Secretary *TBS*

DATE: May 18, 2016

RE: Fair Labor Standards Act Overtime Regulations

The United States Department of Labor recently released regulation changes governing overtime exemptions under the Fair Labor Standards Act. Effective December 1, 2016, the salary threshold for the executive, administrative, professional, outside sales, and computer employee exemption will be raised to \$47,476 per year. Applicable Executive Branch employees under this annual salary amount will become non-exempt for overtime purposes as of this date.

The Personnel Cabinet will be responsible for implementing this change as it relates to Executive Branch employees and positions under this salary threshold. Further implementation information will be provided to agency HR offices closer to the effective date of this change.

For any questions related to this change, please contact Commissioner Mary Elizabeth Bailey, Department of Human Resources Administration, via email at MaryE.Bailey@ky.gov or by phone at 502-564-7571. Thank you.