

# FLSA Overtime Final Rule



**AUGUST 4, 2016**

**BILL TUCKER, CPA  
PRINCIPAL**

**ABRAHAM & GAFFNEY, P.C.**

# FLSA Overtime Rule



- Effective December 1, 2016
- \$913/ week (\$47,476 for full year worker)
- Who is eligible
  - Those who perform executive, administrative or professional duties

# Comp Time



- Government employees may earn comp time in lieu of overtime
  - Agreement in place prior to performance of work
- Earned at one and one-half hour for each OT hour worked
  - Example
    - ✦ If work 44 hours in a single work week (4 hours of OT), entitled to 6 hours of comp time (1.5 times 4 hours)
- Max accrual of 240 hours of comp time

# Employees Not Affected



- Hourly Workers
- Workers with regular workweeks of 40 or fewer hours
- Workers who fail the duties test
- Public employees who have a comp time arrangement

# What options do we have?



- Raise salaries
- Pay overtime above a salary
- Evaluate and realign employee workload
- Utilize comp time

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## • Questions?

- <https://www.dol.gov/whd/overtime/final2016/index.htm>