

# FLSA Salary **N** Threshold Increase: What Employers Need to Know

# \$58,656 a year **New Minimum Salary for Exempt**

**Employees starting on January 1st 2025.** 



## Over 3 Million workers will be affected by this new rule.



# \$1.5 Billion Estimated increase in total salaries

across U.S. businesses.



# **Employers Need to Do**

What

**Review Employee** 

**Classifications** 

## Raise salaries to meet the new threshold OR

**Decide on Pay** 

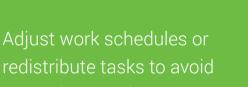
**Adjustments** 

overtime.

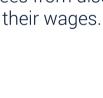
## redistribute tasks to avoid excessive overtime.

Reorganize

**Workloads** 



Important Legal Reminders

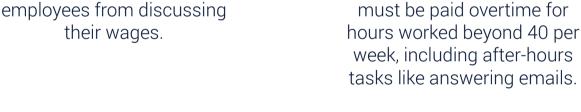


**Effective** 

is Key

**Pay Transparency** 

It's illegal to prohibit



**Non-Exempt Rules** 

Non-exempt employees

# **Be Transparent** Inform employees early about any salary changes or reclassifications. **Update Policies**

Communication

Explain how these changes are related to compliance with the law. Clearly communicate new rules on overtime, timekeeping, and

## **Planning Tips for Employers**

after-hours work.

**Start Preparing Now!** 

**Budget for salary** 

increases or

overtime costs.

**Conduct an audit** of employee salaries and

classifications.

**Consider offering** 

additional benefits

(e.g., vacation time) to

maintain pay equity.



**Don't wait until** it's too late!

Ensure your business is ready by reviewing, reclassifying, and communicating changes today!

effect January 1, 2025.

The new salary threshold takes



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Need help with HR tasks like employee relations and accurate classifications? Connect with one of our small business HR experts. Learn more.



