




## Human Resource Services

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### MEMORANDUM

**DATE:** May 24, 2024

**TO:** All NMSU Employees

**FROM:** Joyce Rindner, HRS Employment and Compensation Services Director 

**SUBJECT:** Changes to the Exempt Salary Thresholds (FLSA)

On April 23, 2024, the Department of Labor (DOL) released a final rule revising the Fair Labor Standards Act's (FLSA's) regulations regarding the salary threshold to be exempt from overtime under the Executive, Administrative, and Professional exemptions. Effective July 1, 2024, the FLSA's annual salary-level threshold for exemptions to overtime requirements will increase from \$35,568 to \$43,888. The standard salary level will equal \$844 per week. The rule outlines phased increases again on January 1, 2025, and every three years, although it is possible Court challenges could block future increases.

Human Resource Services is actively working with university leadership and departments to ensure full compliance with these new regulations. We are also diligently evaluating the impact on university positions. As we gather more information, we will promptly communicate the outcome to the affected employees and their direct supervisors.

We will also communicate with the proper stakeholders regarding any changes that impact employees associated with the AFSCME collective bargaining agreement.

You are appreciated for all you do on behalf of our students and the communities we serve.

Please contact [HRS@nmsu.edu](mailto:HRS@nmsu.edu) with questions regarding the FLSA changes.