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The Department of Labor is proposing to increase the minimum annual salary for the white collar exempt staff from \$23,660 annually to \$35,308 annually effective January 1, 2020.

If you have any staff that you are paying a salary to that are not covered under the white collar exemption or the ministerial exception, they should all be moved to being paid hourly. Please understand this is a federal law and the Church is still subject to following the Fair Labor Standards Act including all fines and penalties associated with the law.

And, if you have any exempt staff that you are paying less than the \$35,308, you will either need to move them to the new salary effective January 1, 2020 (if the proposal gets passed) or classify them as hourly employees who are eligible for overtime for hours worked over 40 in a workweek.

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