



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
EL PASO

Office of the President

August 1, 2016

Dear Colleagues:

There has been a great deal of conversation about the recent announcement regarding the new rules under the Fair Labor Standards Act (FLSA) pertaining to exempt versus non-exempt employment status (overtime payment).

The [Fair Labor Standards Act \(FLSA\)](#) is the law that contains overtime pay provisions for employees entitling all US workers to overtime pay unless they are exempted because they are (a) paid on fixed, preset salaries, (b) are engaged in executive, administrative, or professional duties, or (c) are paid at least \$23,550 per year.

The Department of Labor has issued their final rule. The [new rule](#) will:

- Raise the salary threshold for eligibility to be exempt from overtime from \$455/week to \$913/week (**\$47,476 per year**). **Institutions in the Texas Tech System, including TTUHSC El Paso, have chosen to enact an overtime pay threshold of \$48,000.**
- Automatically update the salary threshold every three years, based on wage growth over time. **The Texas Tech University System will proactively increase the Staff Pay Plan every year.**

The Texas Tech University System will implement on November 1, 2016.

Some positions within our pay structure will need to be realigned to be in compliance with the new rules. Employees impacted by the new rule have been identified and notified of these changes. Information sessions have been scheduled as follows:

- Tuesday, August 16, 2016 from 2:00-4:00 pm, MEB 1200
- Wednesday, August 24, 2016 from 2:00-4:00 pm, CSB A3500

Information for employees and supervisors is available on the [HR website](#) to assist all affected in managing the changes (including a Q&A sheet, travel guide, list of job titles impacted, etc.).

The changes do not reflect adversely on the value of the work or the importance of any employee's contribution to TTUHSC El Paso. The change of some positions from exempt to non-exempt is necessary to comply with the Department of Labor regulations, and it provides employees with wage and hour protection afforded by the legislation.

If you have questions please contact our HR office at 915.215.4151.

Sincerely,

A handwritten signature in blue ink that reads "Richard Lange".

Richard Lange, M.D., M.B.A.
President, Texas Tech University Health Sciences Center El Paso
Dean, Paul L. Foster School of Medicine
Rick and Ginger Francis Endowed Chair