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GOVERNOR

PERSONNEL CABINET

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Mary Elizabeth Bailey
SECRETARY

MEMORANDUM

PERSONNEL MEMO 24-09

TO: Constitutional Officers
Cabinet Secretaries
Agency Heads
HR Administrators

FROM: Mary Elizabeth Bailey, Secretary *meb*

DATE: May 23, 2024

RE: Fair Labor Standards Act Overtime Regulation

The United States Department of Labor has released regulation changes governing overtime exemptions under the Fair Labor Standards Act. Effective July 1, 2024, the salary threshold for the executive, administrative, professional, and computer employee exemption will be raised to \$43,888 per year. Applicable Executive Branch employees with a salary below this annual salary amount will become non-exempt for overtime purposes as of this date.

The Personnel Cabinet will be responsible for implementing this change as it relates to Executive Branch employees and positions below this salary threshold. Additional implementation information to agency HR offices, to include HR Administrators, will be forthcoming.

For any question related to this change, please contact Rebecca Ogden, Director, Division of Employee Management, Department of Human Resources Administration, via email at RebeccaS.Ogden@ky.gov or by phone at (502) 564-6865.

Thank you.