FLSA Overview of System Changes

Presenters:

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FLSA Current v Final Regulation

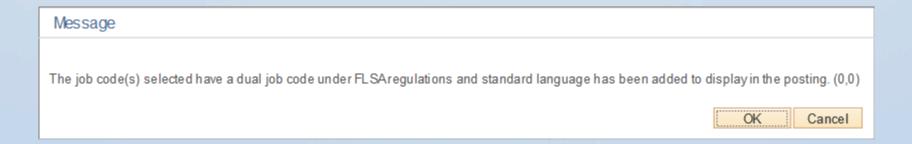
Element	Current	Final (effective 12/1/16)
1. Duties Test	Primary duties must still be administrative, executive, professional, computer, or related to outside sales	No changes
2. Salary Basis	Predetermined amount of compensation	No changes
3. Minimum Salary Requirement	\$455/week or \$23,660/year (comp-rate) Does not apply to doctors, lawyers, or teachers	\$913/week or \$47,476/year (comp-rate) Does not apply to doctors, lawyers, or teachers
Minimum Salary Requirement Update	No mechanism to update on an annual basis	Every three years based on 40 th percentile of full-time salaried workers in the lowestwage Census region

UM FLSA Implementation Overview for Current Exempt Jobs

	Current	Future
FLSA Status Designation	Established at the job code level based on Duties test	Applied at the person level based on facts and circumstances (i.e., comp rate or optional unit standard)
Market Title	One job code for each title "Single Job Code": • Exempt	 Two job codes for each title "Dual Job Codes": Exempt version Non-Exempt version* *assumes duties test is still met
Payroll Cycle	Monthly	Either monthly or bi-weekly
Policy: Vacation/PTO accrual	Exempt accrual schedule	Either exempt or non-exempt accrual schedule (current will be grandfathered)
Comp-rate Transaction Audit against FLSA salary threshold	None	When using exempt version of job code
Job Postings	One job code	Two job codes Select one at time of hire
Job Code Reports	One job code	Two job codes Select one or both

eRecruit Job Opening Changes

Message received when saving a job opening that contains a dual job code



eRecruit Job Opening Changes Cont.

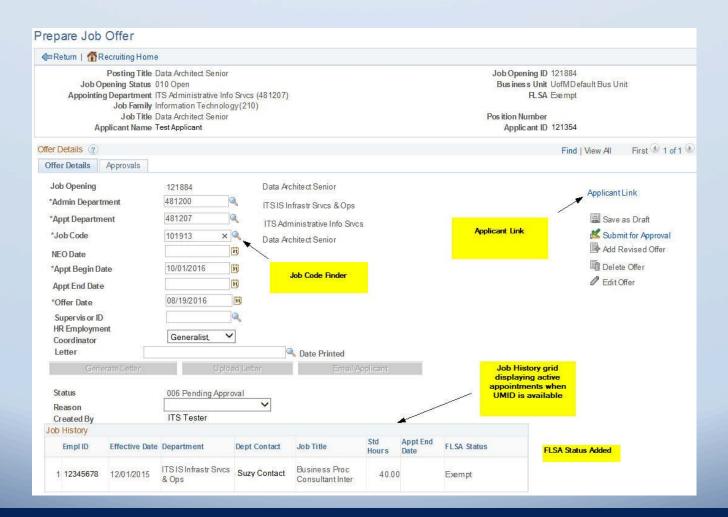
FLSA posting information inserted when job opening contains a dual job code



eRecruit Offer Changes

- Job Code finder visible when dual job code found
- Applicant Link added to page
- Job History grid added to all offer pages (when UMID is available)
- FLSA Status added to Job History grid
- Comp Rate increased to 6 decimal places

eRecruit Offer Changes Cont.



eRecruit Offer Changes Cont.

*Pay Group	MOR Monthly&	Comp Rate now displaying 6	
*Standard Hours	40.00	FTE 1.000000	decimal places
*Comp Rate	35 000 .000 000	Frequency A An	nual
Salary Admin Plan			ary Grade
Hourly 16.83 Daily	134.62 Biweekly 13.	46.15 Monthly 2916.67	Annual 35000.00
16.63	101.02	70.10	
	12 Months 🗸	10.10	
*Appointment Period *FTR Rate	the state of the s	2010.01	00000000000

eRecruit Offer Changes Cont.

Look Up *.	Job Code		×	
Job Opening ID: Job Code: Requirement Sequence: Description:		121884		
		begins with ▼		
Look Up	Clear	Cancel Basic Lookup		
Search Res	sults			
View 100		First 1-2 of 2 Last		
Job Code Requirement Sequence Description				
101913 1		Data Architect Senior		
401913 1		Data Architect Senior		
			. : :	

eRecruit Offer FLSA Error Message 1

- Job Code is exempt
- Standard Hours = 40
- Comp Rate is less than the FLSA minimum rate

Message The minimum full time annual comp rate for this Job Code is \$47476. This is a non-exempt appointment. Please use Job Code 401913 or increase the annual comp rate to \$47476. OK

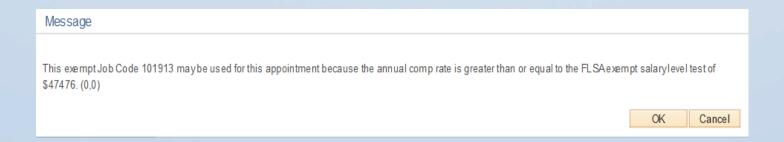
eRecruit Offer FLSA Error Message 2

- Job Code is exempt
- Standard Hours are less than 40
- Additional Appointment flag is NOT checked
- Comp Rate is less than the FLSA minimum rate

Message The sum of the employee's annual comp rate for all active appointments must be greater than or equal to \$47476. If the employee has a concurrent appointment, select "Additional Appointment". If not, this is a non-exempt appointment. Please use Job Code 401913 or increase the annual comp rate to \$47476. OK

eRecruit Offer FLSA Warning Message

- Job Code is NON-exempt
- Comp Rate is greater than/equal to the FLSA minimum rate



PAR Transactions Impacted By FLSA Changes

- Comp Rate Change
- Effort Change
- Reclassification/Transfer/Promotion
- Rehire/New Empl Rcd/Additional Appt
- Return from Unpaid Leave or Work Break

PAR FLSA Error Message 1

- Job Code is exempt
- Standard Hours = 40
- Comp Rate is less than the FLSA minimum rate

Message

The minimum full time annual comp rate for this job code is \$47476. Please increase the annual comp rate to \$47476 or change the appointment to non-exempt using Job Code 401982.

OK

PAR FLSA Warning Message 1

- Job Code is exempt
- Standard Hours are less than 40
- Comp Rate is less than the FLSA minimum rate

Message

If the standard hours are not related to Extended Sick Leave or a phased retirement agreement, the employee's annual comp rate across all active appointments must be greater than or equal to \$47476. If the employee does not have a concurrent appointment, this is a non-exempt appointment. Please increase the annual comp rate to at least \$47476 or change the appointment to non-exempt using Job Code 401983. Click OK to continue or Cancel to correct. (0,428)

OK

Cancel

PAR FLSA Warning Message 2

- Job Code is NON-exempt
- Comp Rate is greater than/equal to the FLSA minimum rate

WARNING: The exempt Jobcode 101687 may be used for this appointment because the annual comp rate is greater than or equal to the FLSA exempt salary level test of \$47476. Click OK to continue and Cancel to go back and correct. (0,430) OK Cancel

Questions?