

# The MiXx Monthly - May 2025

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Your Trusted HR Insight - May 2025  
Brought to you by The MiXx Consulting

## **FLSA Overtime Rule Finalized**

The Department of Labor has finalized updates to the salary threshold for overtime exemption under the Fair Labor Standards Act (FLSA). Starting July 1, 2025, the minimum salary threshold for exempt employees will rise to \$43,888 annually, with another increase to \$58,656 on January 1, 2026.

**Action Item:** Begin auditing employee classifications now to avoid costly misclassification penalties.

## **COMPLIANCE CORNER**

Colorado's Paid Family and Medical Leave (FAMLI) Enforcement Begins  
Enforcement of FAMLI benefits is now underway.

### **Ensure your business:**

- Has registered with the state portal
- Is making payroll deductions or paying employer premiums
- Has posted the required notices

**Need a FAMLI checklist? Just ask — we've got one ready.**

## **ASK THE EXPERT**

**Q: "We're growing fast — how do we ensure new managers are ready to lead?"**

**A:** Promote leadership intentionally. New managers need communication, compliance, coaching, and conflict resolution training. We recommend a 90-day onboarding program that includes shadowing, scenario-based learning, and regular feedback loops. Want help building yours? [Let's talk →]

## **HR TIP OF THE MONTH**

### **Use Stay Interviews — Not Just Exit Interviews**

Before you lose great employees, ask them why they stay.  
Conduct "stay interviews" quarterly and explore:

- What's working well for them
- What could be improved
- How they feel about leadership and growth

This proactive approach reduces turnover and increases engagement.

## **HR TOOLBOX**

**Featured Download:** Disciplinary Action Template (Word/PDF)

Need a professional, compliant form to document warnings and terminations?

## **UPCOMING WEBINAR and PODCAST (stay tuned!)**

**Need help with compliance, policies, or training?**  
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