

The MiXx Monthly

Smart HR Tips for Small Business Owners

Issue: April 2025 | Brought to you by The MiXx Consulting

What's New in HR?

FLSA Overtime Rule Update: Are You Prepared?

The U.S. Department of Labor has proposed significant updates to the Fair Labor Standards Act (FLSA), which could impact how you classify and compensate salaried employees.

What's changing?

The proposed rule raises the minimum salary threshold for employees to qualify as exempt from overtime pay. Currently set at \$684 per week (\$35,568 annually), the proposed increase would bring the threshold to \$1,059 per week (\$55,068 annually). This means employees earning below this amount must be eligible for overtime pay-regardless of job duties.

Why it matters for your business:

If enacted, these changes could go into effect later this year. As a small business owner, now is the time to:

- Review current job classifications for exempt vs. non-exempt status.
- Assess salary levels of affected roles.
- Consider your budget and potential overtime liabilities.
- Update job descriptions and train managers on timekeeping protocols.

Next Steps:

Early preparation can prevent costly compliance issues and employee disputes. Not sure where to

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start?

Let's talk - book your compliance review today. We'll help you audit roles, update pay practices, and communicate changes with clarity.