

## Legal News



CURRENT LEGAL ISSUES AFFECTING PARKS, RECREATION and CONSERVATION

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**TO: IAPD Member Agencies, Board Members, Professionals and Associate Members**

**FROM: Peter Murphy, J.D., CAE, IAPD President and CEO  
Jason Anselment, IAPD Legal/Legislative Counsel**

**SUBJECT: U.S. Department of Labor Issues New Overtime Rule**

The U.S. Department of Labor (DOL) has issued the new federal overtime rule for executive, administrative and professional employees that it first proposed last year.

The final rule issued yesterday will raise the salary threshold indicating eligibility from \$455/week to \$913/week (\$47,476 per year). This salary threshold will be automatically updated every three years based upon the wage growth over time. The final rule does not make any changes to the duties test for executive, administrative and professional employees.

The final rule will become effective on December 1, 2016. Additional information is available through the U.S. DOL's website by [clicking here](#). A fact sheet for state and local governments is [available here](#).

To help member agencies prepare for this change, IAPD will be hosting a webinar on **Thursday, June 23, 2016, from 11:00 a.m. – 12:00 p.m.** [Register today!](#)

Franczek Radelet employment law attorneys Chris Johlle, Bill Pokorny, and Staci Ketay Rotman, will explain the new overtime rule for white collar employees and its far-reaching implications. The webinar will discuss:

- The background leading up to the new rule.
- What is covered by the new rule.
- How to prepare for implementation and address any potential employee misclassification issues before the rule becomes effective on December 1, 2016.

This IAPD webinar will also include an interactive Q&A session. **Register today!**