

Changes to the FLSA make more than 4 million employees eligible for overtime pay.

Are you ready? iSolved is.

In May, the Department of Labor finalized changes to the Fair Labor Standards Act (FLSA), which will impact regulations around overtime. It requires that exempt employees earning \$914 per week or \$47,476 per year (or less) now qualify for overtime pay when they work more than 40 hours in a week. It also raises the minimum salary for highly compensated employees.

 **The new regulations are scheduled to go into effect on December 1, 2016.**

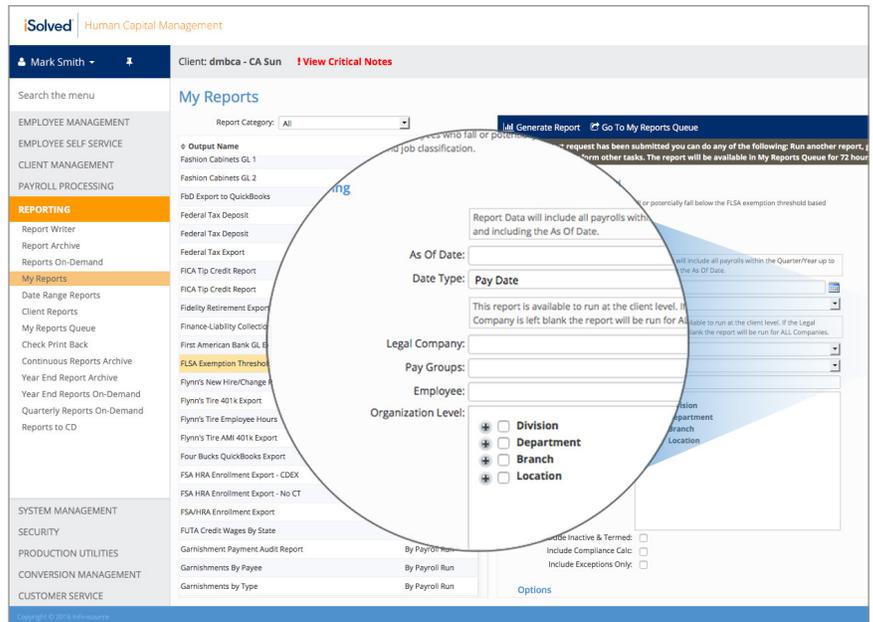
While some employers see the deadline as a chance to relax and put off preparing for the new regulations, December 1 will be here before you know it. It's crucial to start implementing new processes now to make sure your organization is prepared.

iSolved has the features your organization needs to manage the new FLSA requirements with ease.



The built-in reporting tool in iSolved has you covered. Our **FLSA Exemption Threshold Report** gives you a detailed list of all of your employees who currently fall beneath the new threshold.

The report also shows whether the employee passes or fails the pay requirements under the new threshold, allowing you to see what employees require a change at a glance.



On the report, another column **includes required pay change information for those who fail under the new requirement.**

This feature helps companies visually see the financial impact that will occur as a result of raising the salaries of exempt employees so that they no longer fall beneath the updated threshold.

FLSA EXEMPTION THRESHOLD							
Client ID: 1016							
Client: ACME & Co.							
Companies: All Companies							
Pay Groups: All Pay Groups							
Report Generated on: 6/13/2016							

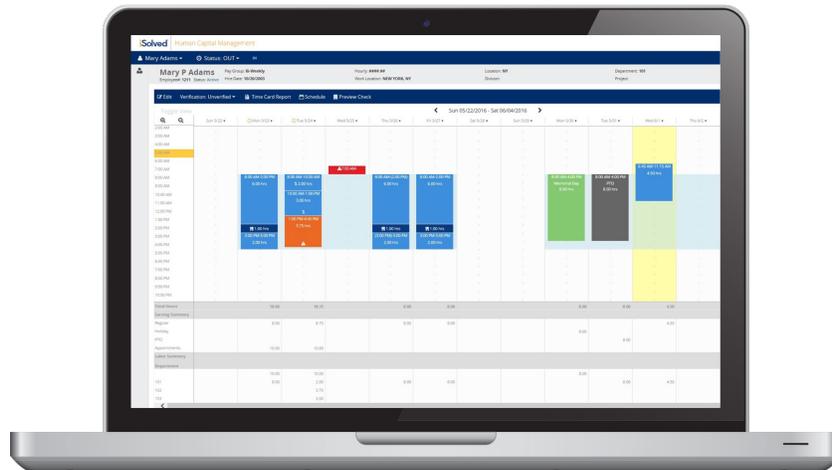
Employee Name	Employee ID	Job Title	FLSA	Pay Type	Annual Salary	Compliance Result	Compliance Increase
Mark T Able	101	Supervisor	Non-exempt	Salary	\$22,880.00	Pass	N/A
Steve Williams	104	Supervisor	Non-exempt	Salary	\$24,336.00	Pass	N/A
Mary Smith	127	Custodial Manager	Exempt	Salary	\$44,999.76	Fail	\$2,476.24
Ryan Doe	108	HR Director	Non-exempt	Salary	\$78,899.96	Pass	N/A
Sue Green	10010	Generalist	Non-exempt	Salary	\$50,000.08	Pass	N/A
Mark Lindroth	116	Supervisor	Non-exempt	Salary	\$82,400.00	Pass	N/A
Mike Harris	10011	HR Director	Non-exempt	Salary	\$150,000.00	Pass	N/A

FLSA Exemption Threshold report example

Being able to accurately track time is everything when it comes to the FLSA

You also need an accurate time-tracking system so that you know exactly who is eligible for overtime pay under the updated FLSA regulations.

With iSolved, you can easily track the hours worked and monitor overtime for all of your employees. iSolved is also a cloud-based solution that handles it all, from payroll to onboarding, ACA compliance to human resources, and much more.



Time tracking is a breeze!

With iSolved, the new FLSA requirements are easy to meet, ensuring that your company stays in compliance.

Call us at 978-599-1500 to learn more!



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