

To assist you in preparing for the December 1, 2016 Federal Department of Labor changes to FLSA the following queries are now available in TeamWorks HCM.

**OHR094 FLSA SALARY TEST:** This query is provided to assist you in identifying employees that may require a change in FLSA status due to the new salary threshold. This query will list all employees that meet the following criteria:

- ✓ Empl\_Status is = (A, L, P, S) and
- ✓ FLSA\_STATUS = ('A'(Administrative), 'E'(Executive), 'P'(Professional)) and
- ✓ ANNUAL\_RT < 47476 and
- ✓ JOBCODE is not in the Excluded JOB CODES list and

**OHR095 FLSA EXCL JOBCODES:** This query will list the job codes that are considered exempt regardless of salary such as teachers, doctors and attorneys practicing law.

**OHR096 HIGHLY COMPENSATED:** This query is provided to assist you in identifying employees that are classified as Highly Compensated Executive but are below the salary threshold. This query will list all employees that meet the following criteria:

1. Employee Status equal to Active, Leave, Leave without Pay or Suspended
2. FLSA Status equal to Highly Compensated Executive
3. Below annual salary threshold of \$134,004

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