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# Federal HR Changes May Impact Your Practice

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Overtime is common in medical practices, so it is important to understand the regulations associated with it. On March 7, the Department of Labor (DOL) announced an overtime update that could impact your practice. The DOL's proposal raises the salary threshold for exempt employees from \$23,660 to \$35,308 per annum. This increase would shift the number of employees who are required to be compensated on an overtime basis, increasing it to be required to an estimated one million more Americans.

Unless exempt, employees must receive at least 150 percent of their regular pay for any hours worked above 40. This proposal would potentially move employees out of this category, although it's important to note that meeting the salary threshold is only one test. The employee's responsibilities also must comprise primarily of administrative, executive or professional duties. If your practice hasn't done so lately, it's an opportune time to seek guidance from your HR consultant/attorney – and/or to conduct audits of exempt status. We will keep you updated on this hot topic. For more information, see [here](#).

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