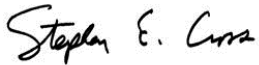


TO: Deans, Associate Deans, and School Chairs

FROM: Stephen E. Cross, Executive Vice President for Research 

RE: Research Faculty and Postdoctoral Fellows: New Minimum Salary of \$47,476

Cc: R. Bras, S. Swant, K. Harrington, Financial Directors, HR Reps

As you may be aware, in May 2016, the federal Department of Labor announced updates to the Fair Labor Standards Act (FLSA), also referred to as the Overtime Rule. These updates will have bearing on the compensation paid to some Research Faculty and Postdoctoral Fellows at Georgia Tech. As a result of the new regulations, employees in this group currently being paid less than \$47,476 per annum must be categorized as one of the following:

- **Non-exempt**, which means the employee must be converted to an hourly status and provided overtime compensation for work beyond 40 hours per week; *or*
- **Exempt**, which means the annual salary must be raised to the new minimum of \$47,476

After careful review of the nature and scope of the work of Research Faculty and Postdoctoral Fellows, Georgia Tech has chosen to classify these employees as exempt. This is in line with other major research universities. The annual salaries of all Georgia Tech Research Faculty and Postdoctoral Fellows will be raised to a minimum of \$47,476, effective December 1, 2016, in keeping with the federal deadline. This increase in annual salaries will impact approximately 160 current Postdoctoral Fellows and 30 current Research Faculty, as well as those hired into these positions in the future. Additional guidance will be provided to your Human Resources Representative/Contact/Business Partner in the coming weeks. However, if there are immediate questions about the classification of a specific employee, you are encouraged to contact your HR Representative as soon as possible. The Office of Research Faculty Affairs along with Human Resources stands ready to assist.

We understand that this new regulation may pose a burden to some of our research programs. Research Faculty and Postdoctoral Fellows are integral to Georgia Tech and the research enterprise. The Office of the Executive Vice President for Research, in conjunction with the colleges, will work with our schools and faculty members during the initial transition period, to help partially bridge the gap, so that principal investigators are not left underfunded and research projects are not compromised. As you prepare new proposals, please be sure to include the new salary rate minimum. We also ask that you work with the financial managers in your units to start reviewing what impact this will have on your existing awards. Please coordinate with your financial managers and the Office of Sponsored Programs to work with funding agencies for supplemental funds to existing awards, as appropriate.

Georgia Institute of Technology
Atlanta, GA 30332-0325 U.S.A.
Phone 404-894-8884
Fax 404-894-7035