



## MEMORANDUM

**TO:** ALLIANCE MEMBERS  
**FROM:** JOSH RAEL ON BEHALF OF ANCOR  
**SUBJECT:** OVERTIME RULE SURVEY  
**DATE:** SEPTEMBER 11, 2023

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Please take some time to respond to this ANCOR survey request by September 29th so we know how to respond to the proposed [US Department of Labor Overtime Rule](#). You are welcome to share this survey with non-member PASAs. Feel free to reach out to me directly if you have comments or questions specific to Colorado. HERE is a copy of the ANCOR survey if you would like to prepare your responses in advance.

In 2023, such employees must make at least \$961.54 per week (\$50,000 yearly) to meet the salary requirement for EAP-exempt status. It is my understanding that the [Colorado overtime salary threshold will increase to \\$55,000 in 2024](#), so this might not be an issue for our members. If I am wrong, please let me know!

Josh

### **Respond to ANCOR's Survey on the Proposed Overtime Rule**

The U.S. Department of Labor has recently proposed a new rule that would significantly increase the salary threshold for overtime-exempt workers, and **we need to hear from you regarding how this proposal would affect your organization.**

As proposed, the new rule would increase the salary threshold for executive, administrative, and professional workers from the current \$35,568/year for full-time salaried workers to \$55,068/year.

The rule provides a 60-day public comment period on the appropriateness of the proposed salary threshold, mechanisms for automatically updating salary levels, and existing duties test requirements. That means we have only a short amount of time to understand the proposed rule's impact on your organization before we can craft our feedback for the Department of Labor.

Then, [please complete this survey by September 29](#).

We anticipate that this survey may take your organization's CEO, CFO, or their designee some time to complete, but we appreciate you taking the time to provide as much information as





possible on how this proposed rule, if implemented, would impact your organization's financial outlook.

Thank you for your efforts to help us more effectively advocate on your behalf!

[Complete the Survey](#)

