FLSA Salary Thresholds for Western Michigan University

Effective Dec. 1, 2016

For those jobs subject to a salary threshold under the Fair Labor Standards Act, the following requirements apply:

A. Employees classified under the regulations as academic administrators are subject to a salary threshold equal to the “entrance salary for teachers in the educational establishment by which employed.” At WMU, the following salary thresholds will apply for these academic administrative jobs:
   - Fiscal year appointments: $42,187 per year, or $812 per week
   - Academic year appointments (8/15/2016 through 5/14/2017, 39 weeks): $33,750 per year, or $866 per week.
   - Academic year/Summer I appointments (8/15/2016 through 6/30/2017, 46 weeks): $39,836 per year, or $866 per week.

B. For jobs that do not qualify for the academic administrative exemption, the following salary thresholds will apply:
   - Fiscal year appointments: $47,476 per year, or $913 per week.
   - Academic year appointments (8/15/2016 through 5/14/2017, 39 weeks): $35,607 per year, or $913 per week.
   - Academic year/Summer I appointments (8/15/2016 through 6/30/2017, 46 weeks): $41,998 per year, or $913 per week.

C. For appointments of other durations, please contact your HR representative for assistance in determining the appropriate salary threshold.

D. In order to comply with the FLSA requirements, employees holding appointments other than fiscal year may not perform any work outside the duration of their appointment period, unless they are compensated at the appropriate threshold (weekly equivalent) for any amount of work performed in a given work week.

Prepared by Human Resources, Oct. 18, 2016