

Minimal Postdoctoral Research Associates Salary Policy

The intent of this policy is to provide guidance for the minimal salary for the hiring of new Postdoctoral Research Associates/Fellows to assure compliance with federal FLSA regulations that are effective December 1, 2016. All existing and new postdoctoral research associates/fellows must be appointed in an exempt position at the minimal salary required by FLSA regulations (or the fractional equivalent if hired at <1.0 fte) in force at the time of hire. For December 1, 2016, this is \$47,460. If a hire is made at <1.0 fte and the annual salary for the part-time appointment is less than the current FLSA exempt position minimum, the position will be classified as nonexempt and actual hours worked must be recorded on a weekly basis. Compensation will be provided on the basis of hours worked rather than the fte of the appointment. The minimum hourly rate will be determined by dividing the exempt position salary minimum by 2080. For December 1, 2016, the minimum hourly rate for part-time appointments will be \$22.82. All new or continuing grants submitted from October 1, 2016, must be budgeted at the FLSA minimal salary level.

To assist faculty in managing the change in minimal salary for existing appointments, if funds are not provided centrally for this purpose, the Dean's Office will provide the difference between current compensation and the FLSA required minimum from December 1, 2016, to November 30, 2018. In the event of the departure of an existing postdoctoral research associate that is supported on extramural funds prior to July 1, 2018, faculty may request support in advance of appointment for supplemental dollars for the replacement hire through December 1, 2018.