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Hello to all my Clients,

We are looking at another exciting Fall around my house. Brandon graduated from BSU with his degree in kinesiology and we are looking forward to his wedding October 2<sup>nd</sup>. Ashley had a great internship at a technology firm all summer, and they are keeping her on this semester as well. She is on track to graduate in the Spring with her Computer Science Degree. BSU is a really good school for Computer Science and she has gotten invaluable experience. Megan is taking a semester off, and Lauren is looking forward to her senior year at Rocky Mountain High School. Her favorite classes, drama and choir will be taking up most of her time.

So my parents are celebrating their 50<sup>th</sup> wedding anniversary this fall and the family will be getting together to give them a golden anniversary party! When I looked up how many couples actually make it to 50 years, the census report says fifty-five percent of all married couples have been married for at least 15 years, while 35 percent have celebrated their 25th anniversaries and a special 6 percent have made it more than 50 years. So congratulations to my parents, I'm proud they are in the 6%!

I'm still co-hosting **Idaho's Money Show** Monday-Thursday weeknights from 6-7pm on KIDO (580AM or listen live on your computer at 580kido.com). I post summaries of various shows on my website too. Call in, or email your questions anytime. We welcome your feedback, questions or comments on the topics of the day.

If you would like to receive this newsletter via email or need to change your address or other information, let us know. Give me a call with other questions or concerns,

*Steve*

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### Employers' Alert: New Rules and Regs on Exempt vs. Non-Exempt Employees

Area employers will have a new ruling from the Federal Department of Labor to consider while hiring, promoting and doing payroll. Existing regulations defining "exempt" and "non-exempt" employees have been updated – and will be enforced more strictly. Starting December 1, 2016, the cap on a non-exempt employee's wages will be \$47,474, up from \$23,474. This means that all employees paid less than \$47,474 annually, can no longer be considered "salaried or exempt" employees. They are considered to be paid hourly, and must be paid overtime. Overtime rules vary state to state, but the bottom line is, if a business is paying employees' salaries less than \$47,474 per year, and the employees are consistently working over 40 hours a week, then they need to reconsider their business model.

The definitions of "exempt" will also be enforced more strictly to consider whether the employee is in a position of authority, such as a management position over several other employees.

How a business tracks and records how much employees work is more important than ever. The existing state and federal regulations will now apply with a new, higher cap – close to double the old number.

For the full article, see <http://steverauschlawoffice.com/index.php/employers-alert-december-1-2016/>

Please call anytime for answers to your legal questions.