TO: Deans, Associate Deans, School Chairs, Faculty supervisors of Postdoctoral Fellows
FROM: Bonnie Ferri, Vice Provost for Graduate and Postdoctoral Education
RE: Postdoctoral Fellows: New Minimum Salary $58,656
Date: June 4, 2024
Cc: S. McLaughlin, C. Abdallah, S. Duckett, J. Fortner, HR Reps, L. Jacobs

On April 23, 2024, the federal Department of Labor announced updates to the Wage and Fair Labor Standards Act (FLSA), also referred to as the “Overtime Rule”. These updates will impact the minimum salary for Postdoctoral Fellows.

Georgia Tech classifies full-time Postdoctoral Fellows as exempt employees, which means that they are not paid hourly or due overtime if they work more than 40 hours per week. As a result of the updated FLSA regulation, salaries for exempt employees must be raised to $58,656 per annum as of January 1, 2025. Thus, annual salaries of all full-time Georgia Tech Postdoctoral Fellows will be raised to a minimum of $58,656, effective January 1, 2025, in keeping with the federal deadline. This increase will impact about 80 current Postdoctoral Fellows as well as incoming postdocs. We note that a lawsuit has been filed in federal court in Texas that challenges the FLSA update, but we must proceed with the assumption that the new regulations will go into effect as planned.

For Postdoctoral Fellows starting their positions after July 1, 2024, we strongly recommend that they be offered a salary of at least $54,080, to reflect a 4% Cost of Living Adjustment on the current minimum salary. Note that their salary will need to meet the new FLSA minimum of $58,656 starting in January.

We urge you to start preparing for the new salary minimum now based on the current FLSA regulation. As you prepare new proposals, please be sure to include the new salary rate minimum in the budget with a 3% annual escalation to allow for future increases. We also ask that you work with your financial managers in your units to start reviewing the impact this will have on your existing awards. Please coordinate with your financial managers and the Office of Sponsored Programs to work with the agencies for possible supplemental funds to existing awards, as appropriate.