

Overtime Pay

All overtime compensation will be paid to non-exempt employees in accordance with requirements of the Fair Labor Standards Act. Individuals employed in faculty or administrative capacities are exempt from the overtime pay requirements and will receive no additional compensation for hours worked.

Overtime compensation of time and one-half is paid to non-exempt employees for all time worked in excess of 40 hours during a standard workweek. Time not worked – PTO, university holidays, and other leave – is considered a benefit and is not counted as hours worked for overtime. Each week stands alone. The university's standard workweek will be interpreted to be a seven day period commencing at 12:01 a.m. Sunday through midnight of the following Saturday.