

Exempt/Non-Exempt Classifications

Non-exempt Positions –Non-Exempt employees are covered under the provisions of FLSA which require overtime payment for all hours worked over 40 in a workweek. Overtime payment must be equivalent to one and one half times the regular rate of pay. Full-time, non-exempt employees holding more than one appointment at CSU must be paid overtime for all hours worked for the additional appointment.

Determine the overtime rate by multiplying the base hourly rate of the primary position by 1.5.

$$\text{\$10 base hourly rate} * 1.5 = \text{\$15 overtime rate}$$

$$\text{\$15 base hourly rate} * 1.5 = \text{\$22.50 overtime rate}$$

Exempt Positions –Exempt employees serve at pleasure of the president and are not covered under the provisions of FLSA which require overtime payment for all hours worked over 40 in a workweek. Exempt employees report duty days and will not receive any additional pay for overtime.