### Current University Employee with a Temporary or Casual Appointment Overtime Pay Requirement

<table>
<thead>
<tr>
<th>Primary Appointment</th>
<th>Temporary or Casual Exempt/Non Exempt Appointment</th>
<th>Overtime Pay Requirement for Hours Worked over 40 per Week</th>
</tr>
</thead>
</table>
| **Academic Exempt**<br>(93xx, 94xx, 95xx, 96xx, 97xx) | Exempt (0007)                                    | Overtime pay is not required.  
Units may choose to make lump sum payments.  
Units may choose to pay individual on an hourly basis. |
|                                           | Non-Exempt (0001)                                | Overtime pay of 1 ½ times is required for hours worked exceeding 40 hours a work week in the secondary temporary or casual appointment. Overtime pay is calculated on the hourly rate of the higher paying appointment (base pay plus any augmentation).  
No lump sum payments permitted. |
| **Civil Service, Exempt**                 | Exempt (0007)                                    | Overtime pay is not required.  
Units may choose to make lump sum payments.  
Units may choose to pay individual on an hourly basis. |
|                                           | Non-Exempt (0001)                                | Overtime pay of 1 ½ times is required for hours worked exceeding 40 hours a work week of both the primary and secondary temporary or casual appointments combined. Overtime pay is calculated on the hourly rate of the higher paying appointment (base pay plus any augmentation).  
No lump sum payments permitted. |
| **Civil Service, Non-Exempt; Bargaining Unit, Non-Exempt** | Non-Exempt (0001)                                | Overtime pay of 1 ½ times is required for hours worked in excess of 40 hours a work week.  
Overtime pay is calculated on the hourly rate of the higher paying appointment (base pay plus any augmentation).  
No lump sum payments permitted.  
If primary appointment is non-exempt, the secondary appointment must be 0001 regardless of the nature of the work in the second appointment. |

### Definitions

**Exempt:** Employees primarily performing work that is exempt from or not subject to overtime provisions of the Fair Labor Standards Act (FLSA). Overtime pay is not required under FLSA; however, the University chooses to pay overtime to exempt Non-V Class employees.

**Non-exempt:** Employees primarily performing work that is subject to the overtime provisions of the Fair Labor Standards Act (FLSA). Overtime pay is required.