

Comparing Exempt and Non-Exempt Status at NCSU

| | SHRA | | EHRA | | Temporary Positions | |
|--|--|--|--|--|--|--|
| FLSA Status | Non-Exempt | Exempt | Non-Exempt | Exempt | Non-Exempt | Exempt |
| Pay Schedule | Monthly | Monthly | Monthly | Monthly | Bi-Weekly | Monthly |
| Overtime | Eligible. Comp Time awarded in-lieu of pay at time-and-one-half for all hours worked above 40 in one workweek | Not eligible | Eligible. Comp Time awarded in-lieu of pay at time-and-one-half for all hours worked above 40 in one workweek | Not eligible | Eligible. Overtime pay at time-and-one-half for all hours worked above 40 in one workweek | Not eligible |
| Extra Time | Comp Time at hour-to-hour rate for hours worked above sheduled time, but less than 40 hours in one workweek | Not Applicable | Comp Time at hour-to-hour rate for hours worked above sheduled time, but less than 40 hours in one workweek | Not Applicable | Pay at hour-to-hour rate for hours worked above sheduled time, but less than 40 hours in one workweek | Not Applicable |
| Reporting Work Time | Must report all hours worked | Not required to report work time | Must report all hours worked | Not required to report work time | Must report all hours worked | Not required to report work time |
| Leave Accrual | Eligible. For more info refer to https://benefits.hr.ncsu.edu/annual-leave/ | Eligible. For more info refer to https://benefits.hr.ncsu.edu/annual-leave/ | Eligible. For more info refer to https://benefits.hr.ncsu.edu/annual-leave/ | Eligible. For more info refer to https://benefits.hr.ncsu.edu/annual-leave/ | Not Eligible | Not Eligible |
| Holiday pay | Employees who are required to work on a University designated holiday receive compensatory time at an hour to hour rate and premium pay at 0.5 times the regular rate. Paid in addition to any overtime pay earned | Employees who are required to work on a University designated holiday receive compensatory time at an hour to hour rate and premium pay at 0.5 times regular rate. *supervisor/manager approval is required | Not eligible | Not eligible | Employees who are required to work on a University designated Holiday receive premium pay at 1.5 times the regular rate | Not eligible |
| If Employee reduces hours to part time | No change to FLSA status | May result in reclassification to non-exempt if comp rate is less than the salary threshold set by the DOL | No change to FLSA status | May result in reclassification to non-exempt is comp rate is less than the salary threshold set by the DOL | Not Applicable | May result in reclassification to non-exempt if comp rate is less than the salary threshold set by the DOL |
| Shift Differential | Eligible. Depending on job code and time/day (between 4.00 pm and 8.00 am/ Saturday or Sunday) worked, shift differential at rate of 5% or 10% of regular pay rate is paid | Not eligible | Not eligible | Not eligible | Eligible. Depending on job code and time/day (between 4.00 pm and 8.00 am/ Saturday or Sunday) worked, shift differential at rate of 5% or 10% of regular pay rate is paid | Not eligible |
| On Call pay | Eligible. For more info refer to https://ncoshr.s3.amazonaws.com/s3fs-public/documents/files/On-call-Emergency_Callback_Policy.pdf | Not eligible | Eligible. For more info refer to https://ncoshr.s3.amazonaws.com/s3fs-public/documents/files/On-call-Emergency_Callback_Policy.pdf | Not eligible | Not eligible | Not eligible |