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
	Eligible.		Eligible.			includy
	Comp Time awarded in-		Comp Time awarded in-		Eligible. Overtime pay	
	lieu of pay at time-and-		lieu of pay at time-and-		at time-and-one-half	
	one-half for all hours		one-half for all hours		for all hours worked	
	worked above 40 in one		worked above 40 in		above 40 in one	
Overtime	workweek	Not eligible	one workweek	Not eligible	workweek	Not eligible
			Comp Time at hour-to-			
	Comp Time at hour-to-		hour rate for hours		Pay at hour-to-hour	
	hour rate for hours		worked above		rate for hours worked	
	worked above sheduled		sheduled time, but less		above sheduled time,	
	time, but less than 40		than 40 hours in one		but less than 40 hours	
Extra Time	hours in one workweek	Not Applicable	workweek	Not Applicable	in one workweek	Not Applicable
Reporting	Must report all hours	Not required to report	Must report all hours	Not required to	Must report all hours	Not required to
Work Time	worked	work time	worked	report work time	worked	report work time
				Eligible. For more		
	Eligible. For more info	Eligible. For more info	Eligible. For more info	info refer to		
	refer to	refer to	refer to	https://benefits.hr.		
	https://benefits.hr.ncsu.e	https://benefits.hr.ncsu.ed	https://benefits.hr.ncs	ncsu.edu/annual-		
Leave Accrual	du/annual-leave/	u/annual-leave/	u.edu/annual-leave/	leave/	Not Eligible	Not Eligible
	Employees who are	Employees who are				
	required to work on a	required to work on a				
	University designated	University designated				
	holiday receive	holiday receive				
	compensatory time at an	compensatory time at an			Employees who are	
	hour to hour rate and	hour to hour rate and			required to work on a	
	premium pay at 0.5 times	premium pay at 0.5 times			University designated	
	the regular rate.	regular rate.			Holiday receive	
	Paid in addition to any	*supervisor/manager			premium pay at 1.5	
Holiday pay	overtime pay earned	approval is required	Not eligible	Not eligible	times the regular rate	Not eligible
				May result in		May result in
				reclassification to		reclassification to
		May result in		non-exempt is		non-exempt if
		reclassification to non-		comp rate is less		comp rate is less
If Employee		exempt if comp rate is less		than the salary		than the salary
reduces hours		than the salary threshold	No change to FLSA	threshold set by		threshold set by
to part time	No change to FLSA status	set by the DOL	status	the DOL	Not Applicable	the DOL
					Eligible.	
	Eligible.				Depending on job code	
	Depending on job code				and time/day (between	
	and time/day (between				4.00 pm and 8.00 am/	
	4.00 pm and 8.00 am/				Saturday or Sunday)	
	4.00 pm and 8.00 am/ Saturday or Sunday)				worked, shift	
	worked, shift differential				differential at rate of	
Shift	at rate of 5% or 10% of				5% or 10% of regular	
Differential		Not eligible	Not eligible	Not eligible	pay rate is paid	Not eligible
	Eligible. For more info		Eligible. For more info	NOT CIISIDIE		NOT CIRIDIC
	refer to		refer to			
	https://ncoshr.s3.amazon		https://ncoshr.s3.amaz			
	aws.com/s3fs-		onaws.com/s3fs-			
	public/documents/files/O		public/documents/files			
	n-call-		/On-call-			
			Emergency_Callback_P			
	Emergency_Callback_Poli		Emergency Landack P			