

**POLICY 6
OVERTIME**

Rule 6.04 - Employees Not Eligible for Overtime Compensation

Employees in classes determined by the University to be ineligible for overtime pay (those identified as exempt under the Federal Labor Standards Act, consistent with Rule 6.01) are expected to work as required by their positions and normally will not receive overtime compensation.

Exception:

Some employees in classes determined to be ineligible for overtime pay are required to work a fixed shift and are additionally required to perform substantial amounts of work beyond their normal anticipated schedules. These employees may be compensated for such work hours at a premium rate that is equitable for the particular employment situation. Premium compensation eligibility and rates for employees in this group shall be established campus-wide by class by the campus human resources office with the concurrence of the Assistant Vice President for Human Resources.