



Fact Sheet: Remain Salaried Non-Exempt

FLSA status change summary for employees – November 2024

Purpose

Summarize impact for employees who are and remain salaried, non-exempt based on part-time status with a salary under \$35,568/yr (\$684/week).

Background

One of the criteria for an employee to be exempt from overtime under the Fair Labor Standards Act (FLSA) is exceeding a minimum salary threshold.

Based on a federal court ruling November 15, 2024, the salary threshold to be overtime-exempt is now \$35,568/yr (\$684/week), reversing an increase implemented by the Department of Labor on July 1, 2024. University employees in positions that would be overtime-exempt but whose salaries are less than this threshold **remain salaried non-exempt**. (Note: The salary threshold is not pro-rated for part-time employment.)

Summary of Changes

	Salaried, non-exempt
Overtime eligibility	No change - Yes, 15-minute increments
Time reporting	No change - Biweekly timesheets
(For part-time employees) Pay for additional straight-time hours	No change - Yes, for time worked beyond the employee's Full-Time Equivalent (FTE) percentage
Vacation & Sick Leave accrual	No change
Vacation & Sick Leave reporting	No change - One-hour or full-day increments
Benefits	No change
SURS	No change

For more information

- Contact your unit HR staff or your supervisor
- Contact Illinois Human Resources at 333-2137 or ihr-compensation@illinois.edu
- Visit <https://go.illinois.edu/ihr-flsa>

Last Modified: November 22, 2024