



# Fact Sheet: Salaried Non-Exempt to Exempt

FLSA status change summary for employees – November 2024

## Purpose

Summarize what changes for employees transitioning from salaried non-exempt status to overtime-exempt.

## 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 who were in a salaried, non-exempt status but whose salaries exceed this threshold are now exempt from overtime.

## Summary of Changes

	Salaried, non-exempt	Exempt
Overtime eligibility	Yes, 15-minute increments	None
Time reporting	Biweekly timesheets	Positive Time Reporting (PTR)
(For part-time employees) Pay for additional straight-time hours	Yes, for time worked beyond the employee’s Full-Time Equivalent (FTE) percentage	None
Vacation & Sick Leave accrual	No change	No change
Vacation & Sick Leave reporting	One-hour or full-day increments	Half- or full-day increments
Benefits	No change	No change
SURS	No change	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](mailto:ihr-compensation@illinois.edu)
- Visit <https://go.illinois.edu/ihr-flsa>

Last Modified: November 21, 2024