



Academic & Limited Staff Moving from Exempt to Non-exempt

The Title & Total Compensation (TTC) Project is a redesign of job title and compensation structures that will result in market-informed titles to help the UW System keep and grow our outstanding workforce. For more project information visit www.wisconsin.edu/ohrwd/title-and-total-compensation-study/.

As part of the redesign of job titles some employees' Fair Labor Standards Act (FLSA) status will change. FLSA is a federal law through the Department of Labor that establishes a set of standards to determine which jobs are covered by the act ("non-exempt") and eligible for overtime payments and which jobs are not covered ("exempt"). Every UW System employee that is subject to the FLSA is given a status of exempt or non-exempt based on all job responsibilities performed for UW System. This table provides information about changes that will occur when there is a change in your exemption status. For more information on FLSA visit www.wisconsin.edu/ohrwd/flsa/.

PAYROLL

Pay Periods	NO CHANGE
Overtime	CHANGE Non-exempt employees receive time-and-one half for all hours worked above 40 hours in a work week.
Direct Deposit	NO CHANGE
Taxes*	NO CHANGE
*Not receiving overtime pay may affect tax bracket levels or eligibility in some cases. Review the IRS Tax Withholding Estimator to determine if a change in tax withholding is needed www.irs.gov/individuals/tax-withholding-estimator .	
Garnishments*	NO CHANGE in withholding order or the timing of the deduction.
*Deduction amount could change based on overtime earned. Garnishments are based on a percentage of income and change if overtime is paid.	

PAID LEAVE

Time Reporting	CHANGE Non-exempt employees report times worked in their timesheet.
Compensatory Time	CHANGE Non-exempt employees are eligible for compensatory time (exempt employees are not eligible for compensatory time).
Leave Reporting	CHANGE Non-exempt employees report time off in 15-minute increments (exempt employees report time off in half or whole day increments).
Vacation	NO CHANGE
Legal Holidays	NO CHANGE
Personal Holidays	NO CHANGE
Sick Leave	NO CHANGE

INSURANCE

Health Insurance	NO CHANGE
Dental & Vision Insurance	NO CHANGE
Life Insurance	NO CHANGE Includes State Group Life Insurance, Individual & Family Life Insurance, UW Employees, Inc. Life Insurance, University Insurance Association Life Insurance
AD&D and Accident Insurance	NO CHANGE
Disability & Income Continuation	NO CHANGE

SPENDING & SAVINGS ACCOUNTS

Health Care Flexible Spending Account (FSA)	NO CHANGE
Dependent Day Care Flexible Spending Account (FSA)	NO CHANGE
Health Savings Account	NO CHANGE
Parking & Transit Accounts	NO CHANGE deduction will automatically be adjusted, if applicable.

RETIREMENT

Wisconsin Retirement System (WRS)	NO CHANGE TO: Contribution Creditable Service Fiscal Year Category
--	--

SUPPLEMENTAL RETIREMENT SAVINGS PLANS

UW Tax-Sheltered Annuity (TSA) 403(b) Program	NO CHANGE
Wisconsin Deferred Compensation (WDC) 457 Program	NO CHANGE

OTHER

General Deductions (e.g. parking & transit)	NO CHANGE deduction will automatically be adjusted, if applicable.
--	--

For more information on:

- TTC Project visit www.wisconsin.edu/ohrwd/title-and-total-compensation-study/
- FLSA visit www.wisconsin.edu/ohrwd/flsa/
- Benefits visit www.wisconsin.edu/ohrwd/benefits/



Last Updated: 08/20/2021