



# Academic & Limited Staff Moving from Non-exempt to 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/](http://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/](http://www.wisconsin.edu/ohrwd/flsa/).

## PAYROLL

**Pay Periods** NO CHANGE

**Overtime** CHANGE Exempt employees are not eligible for overtime.

**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](http://www.irs.gov/individuals/tax-withholding-estimator).

**Garnishments\*** NO CHANGE in withholding order or the timing of the deduction.

\*The deduction amount could change if overtime is no longer earned. Garnishments are based on a percentage of income and change if overtime is paid.

## PAID LEAVE

**Time Reporting** CHANGE Exempt employees report hours worked per day in their timesheet. Exempt employees report time in 1/2 day or full day increments.

**Compensatory Time** CHANGE Exempt employees are not eligible for compensatory time.

**Leave Reporting** CHANGE Exempt employees report time off in 1/2 day or full day increments.

**Vacation** NO CHANGE

**Legal Holidays** NO CHANGE

**Personal Holidays** NO CHANGE

**Sick Leave** NO CHANGE

## INSURANCE

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

## SPENDING & SAVINGS ACCOUNTS

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

## RETIREMENT

<b>Wisconsin Retirement System (WRS)</b>	NO CHANGE TO: Contribution Creditable Service Fiscal Year Category
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## SUPPLEMENTAL RETIREMENT SAVINGS PLANS

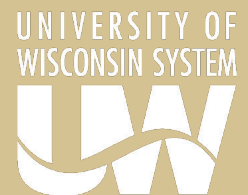
<b>UW Tax-Sheltered Annuity (TSA) 403(b) Program</b>	NO CHANGE
<b>Wisconsin Deferred Compensation (WDC) 457 Program</b>	NO CHANGE

## OTHER

<b>General Deductions (e.g. parking &amp; transit)</b>	NO CHANGE deduction will automatically be adjusted, if applicable.
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For more information on:

- TTC Project visit [www.wisconsin.edu/ohrwd/title-and-total-compensation-study/](http://www.wisconsin.edu/ohrwd/title-and-total-compensation-study/)
- FLSA visit [www.wisconsin.edu/ohrwd/flsa/](http://www.wisconsin.edu/ohrwd/flsa/)
- Benefits visit [www.wisconsin.edu/ohrwd/benefits/](http://www.wisconsin.edu/ohrwd/benefits/)



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