

## **Compensation FAQs**

### **Will my pay change?**

No, your base pay will remain the same.

### **Will my title and job description change?**

Job titles and descriptions may change to better align with UTHSCSA titles and descriptions.

### **What is the difference between Exempt and Non-Exempt status?**

Your exempt or non-exempt status is determined by the [Fair Labor Standards Act \(FLSA\)](#). This law regulates which positions are non-exempt (from the overtime provisions) and required to receive compensatory time or overtime wages for hours worked in excess of forty (40) hours per week. Per the law, hours worked over forty (40) are compensated at time and one half.

### **What is the Fair Labor Standards Act (FLSA)?**

The [Fair Labor Standards Act \(FLSA\)](#) is a Federal law which establishes minimum wage, overtime pay eligibility, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments.