Oklahoma State University

Non Exempt Staff

FLSA

OSU – minimum wage $10.00 per hour effective rate. Effective 11/1/2015

FLSA – Federal minimum 7.25 per hour effective date 7/24/09.

All hours worked over 40 hrs must compensated at the rate of 1½ times. Either paid time and a half or given the comp time at that rate. Time off is equal to 1½ times the hours worked.

Per the FLSA, an employer is not required to treat any employee as exempt. Employers are currently able to treat all employees as non-exempt and can continue to do so in the future.