

## **Definition of Job Types**

**Non-Exempt** - A type of job status protected by the Fair Labor Standards Act (FLSA) ensuring that employees receive at least the minimum hourly wage and overtime pay for hours worked over 40 hours per week. Typical non-exempt positions are maintenance, clerical, service, technical and para-professional employees.

**Exempt** - A type of job status exempted from the requirements of the FLSA. Typical exempt positions are presidents, vice presidents, deans, managers, administrators and professional employees. These positions are paid a salary and do not earn overtime pay.

**Contingent 1** - An employee who is either appointed to a position for six months or less, a position that is intermittent or seasonal in nature, or a position that has a written agreement as a flat-rate exempt employee. These positions are not eligible for university benefits, service and/or salary credit.

**Contingent 2** - A contingent status employee whose written employment agreement is for more than six months, but no more than twelve consecutive months; is on a full-time basis or a part-time basis of 50% or more of full-time employment, and is hired through competitive recruitment and selection. Eligible for university benefits as defined in the USM-BOR VII-1.40 policy on contingent employment and the university policy on contingent status employment for non-exempt and exempt employees.