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Coordination & Review

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CHANCELLORS
LABORATORY DIRECTORS
SENIOR VICE PRESIDENT--ADMINISTRATION
VICE PRESIDENT--AGRICULTURE AND NATURAL RESOURCES

Delegation of Authority--Approval of Individual Exceptions
Regarding Premium Overtime

Staff Personnel Policy 315.6 requires that employees in classes designated in the Systemwide Title and Pay Plan as eligible for premium overtime be compensated at the rate of one and one-half times the straight time rate for hours worked which exceed forty hours of actual work in a workweek. Some classes designated as eligible for premium overtime may include individual positions which do not meet the criteria for payment of premium overtime as specified in the guidelines approved and published by the Assistant Vice President--Employee Relations.

Chancellors, Laboratory Directors, Senior Vice President--Administration, and Vice President--Agriculture and Natural Resources may except individual positions from the payment of premium overtime provided the duties and responsibilities of the individual position meet the University guidelines for a professional, administrative, or executive exemption. The Assistant Vice President--Employee Relations shall be informed of such exceptions and shall be provided the basis for each exception. Exceptions which have been granted for individual positions under previous delegations of authority may be continued for incumbents as long as they remain in their current positions.

Individual positions in classes eligible for premium overtime under the terms of a labor agreement may not be excepted from the payment of premium overtime without meeting and conferring.

Any redelegation of this authority by Chancellors, Laboratory Directors, and the Vice President--Agriculture and Natural Resources shall be in writing with copies provided to the Senior Vice President--Administration and to the Director--

Coordination and Review. Any redelegation of this authority by the Senior Vice President--Administration shall be in writing with a copy provided to the Director--Coordination and Review.

This supersedes the April 8, 1983 delegation of authority on this same subject.



David Pierpont Gardner

cc: Members, President's Cabinet
Assistant Vice President--Employee Relations
Director--Coordination and Review
Principal Officers of The Regents