

## **6.4 EXEMPTIONS FROM FLSA (OVERTIME COMPENSATION)**

Department Heads and other executive, administrative, and professional employees are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) and are expected to render necessary and reasonable overtime services with no additional compensation. The salaries of these positions are established with this condition in mind.

County Treasurer maintains a list of positions that the Commissioners Court have determined are exempt from FLSA per section 13 (A) (1) of the FLSA.

Extra hours worked by executive, administrative, and professional employees may be used as a factor in granting or denying paid leave other than vacation or sick leave. Each county job description designates whether persons hired in that classification are exempt from or covered by (nonexempt), or not covered by (nonexempt) the overtime provisions of FLSA.