**Decision Tree to Determine FLSA Status**

- This decision tree outlines the steps used by the University to determine the employee’s exemption status.

1. Is the employee a physician, attorney or teacher?
   - Yes: Employee is Exempt
   - No: Is the employee assigned to a Classified Staff job that HR has designated as nonexempt?
     - Yes: Employee is Nonexempt
     - No: Is the employee assigned to a job HR has designated as exempt?
       - Yes: Employee is Exempt
       - No: Is the employee regularly paid a salary of at least $913/week?
         - Yes: Employee is Exempt
         - No: Employee is Nonexempt

- An online tool, the **FLSA Status Calculator** (http://hr.arizona.edu/managers-supervisors/compensation/flsa-weekly-rate-calculator) may be used to determine the employee’s exemption status, especially if the employee holds more than one position.