



**Rowan College  
of South Jersey**

Policy: 7409  
Title: **EMPLOYMENT CATEGORIES**  
Area: Human Resources  
Approved: 07/01/19

Each employee is designated as either non-exempt or exempt from the overtime in accordance with the provisions of the federal and state wage and hour laws. Non-exempt employees are entitled to overtime pay under the specific provisions of federal and state laws. Exempt employees are excluded from specific provisions of federal and state wage and hour laws.

In addition to the above categories, all employees will belong to an employment category as defined in the corresponding College administrative procedure.

In the event these guidelines are in conflict with a collective bargaining agreement, the agreement governs.

References:

Rowan College of South Jersey Administrative Procedure, *7409 Employment Categories*

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