

UCF-3.0032 Additional Compensation for UCF Employees.

- (1) The Dual Compensation and Overload procedures of the University of Central Florida shall operate in accordance with the following paragraphs.
- (2) University employees engaged in activities for which additional compensation will be provided and who are otherwise employed on a full-time basis by this university may be compensated for the total of all additional state compensation activities during each fiscal year at a level not to exceed twenty-five percent (25%) of their contracted salary rate or \$10,000, whichever is greater, for the same fiscal year.
- (3) UCF employees who accrue annual leave are required to take annual leave or leave without pay if the activity for which additional state compensation is requested conflicts with their primary assigned work schedule.
- (4) The primary purpose of Dual Compensation is to pay a full-time employee for services performed outside of their primary job for a different department. Services that are performed above and beyond the employee's normal primary job functions within the same department cannot be paid as Dual Compensation. Exception: Faculty overload, which is a form of dual compensation, is governed by Academic Administration.
- (5) Additional services or duties performed by A&P employees during special events may not be compensated using Dual Compensation. Also refer to UCF Policy 3-112, entitled "Additions to Salary of Exempt Employees for Special Events."
- (6) If a contract or grant project number is to be charged for Dual Compensation, the sponsor must acknowledge the work is being performed outside the employee's FTE assignment. The Office of Research and Commercialization must approve Dual Compensation transactions for all contract and grant project accounts.

(7) To ensure compliance with the Fair Labor Standards Act (FLSA) regulations, non-exempt employees doing the same or similar work in what would otherwise be a Dual Compensation capacity must be paid an overtime rate for all hours worked in excess of 40 hours per workweek. Because of this overtime requirement, these extra hours are generally not treated as Dual Compensation. Departments with this situation should use the following method for paying non-exempt employees doing the same or similar work for two departments: report the additional hours at the secondary department on the primary department timecard, then do department-to-department transfer to move the additional expenses to the secondary funding department.

Authority: BOG Regulation 1.001. History—New 4-8-82, Formerly 6C7-3.032, Amended 8-25-92, 3-16-03; Formerly 6C7-3.0032, Amended 6-11-09, 12-19-16.