

Percent Effort Calculations for 2016 Department of Labor Exempt/Non-Exempt Thresholds

If Weekly Earnings < \$913 then FLSA status = Non-Exempt

Annual Threshold Equivalent: \$47,476

Monthly Threshold Equivalent: \$3,957

NOTE: For Academic Year titles, the monthly threshold is compared to the equivalent monthly rate on a 9/9 basis, rather than the 9/12 monthly rate or the annual rate

The chart below shows the minimum percentage of effort at each step that will produce monthly earnings ≥ \$3,957.

**Professional Research Series - Academic Year
And Professional Research Series - Academic Year - 1/9th**

Rank	Step	Adjusted Scale			Minimum Part Time % Effort ≥ \$3,957
		7/1/16 Annual	1/12 Monthly	1/9 Monthly	
Assistant Research	1	\$59,400	\$4,950.00	\$6,600.00	59.95%
	2	\$63,000	\$5,250.00	\$7,000.00	56.53%
	3	\$66,400	\$5,533.33	\$7,377.78	53.63%
	4	\$70,200	\$5,850.00	\$7,800.00	50.73%
	5	\$73,700	\$6,141.67	\$8,188.89	48.32%
	6	\$77,200	\$6,433.33	\$8,577.78	46.13%
Associate Research	1	\$73,800	\$6,150.00	\$8,200.00	48.26%
	2	\$77,300	\$6,441.67	\$8,588.89	46.07%
	3	\$81,700	\$6,808.33	\$9,077.78	43.59%
	4	\$86,600	\$7,216.67	\$9,622.22	41.12%
	5	\$93,300	\$7,775.00	\$10,366.67	38.17%
Research	1	\$86,800	\$7,233.33	\$9,644.44	41.03%
	2	\$93,400	\$7,783.33	\$10,377.78	38.13%
	3	\$100,300	\$8,358.33	\$11,144.44	35.51%
	4	\$107,500	\$8,958.33	\$11,944.44	33.13%
	5	\$115,300	\$9,608.33	\$12,811.11	30.89%
	6	\$124,700	\$10,391.67	\$13,855.56	28.56%
	7	\$134,900	\$11,241.67	\$14,988.89	26.40%
	8	\$146,000	\$12,166.67	\$16,222.22	24.39%
	9	\$158,400	\$13,200.00	\$17,600.00	22.48%