

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

The chart below shows the minimum percentage of effort at each step that will produce annual earnings \geq \$47,476.

Professional Research Series - Fiscal Year - Business/Economics/Engineering

Rank	Step	Adjusted Scale	Minimum Part Time
		7/1/16 Annual	% Effort \geq \$47,476
Assistant Research	1	\$91,700	51.77%
	2	\$96,500	49.20%
	3	\$101,200	46.91%
	4	\$106,700	44.49%
	5	\$111,200	42.69%
	6	\$115,300	41.18%
Associate Research	1	\$111,300	42.66%
	2	\$115,400	41.14%
	3	\$119,800	39.63%
	4	\$123,600	38.41%
	5	\$127,000	37.38%
Research	1	\$123,700	38.38%
	2	\$127,300	37.29%
	3	\$134,500	35.30%
	4	\$142,400	33.34%
	5	\$151,000	31.44%
	6	\$162,300	29.25%
	7	\$173,900	27.30%
	8	\$186,200	25.50%
	9	\$201,200	23.60%