

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 ≥ \$47,476.

Professional Research Series - Fiscal Year

Rank	Step	Adjusted Scale	Minimum Part Time
		7/1/16 Annual	% Effort ≥ \$47,476
Assistant Research	1	\$68,900	68.91%
	2	\$73,000	65.04%
	3	\$77,000	61.66%
	4	\$81,500	58.25%
	5	\$85,400	55.59%
	6	\$89,600	52.99%
Associate Research	1	\$85,500	55.53%
	2	\$89,700	52.93%
	3	\$94,600	50.19%
	4	\$100,500	47.24%
	5	\$108,400	43.80%
Research	1	\$100,600	47.19%
	2	\$108,500	43.76%
	3	\$116,300	40.82%
	4	\$124,700	38.07%
	5	\$133,600	35.54%
	6	\$144,700	32.81%
	7	\$156,600	30.32%
	8	\$169,600	27.99%
	9	\$183,700	25.84%