

**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 - Strict Full Time**

| Rank                          | Step | Adjusted Scale   | Minimum Part Time      |
|-------------------------------|------|------------------|------------------------|
|                               |      | 7/1/16<br>Annual | % Effort<br>≥ \$47,476 |
| <b>Instructor</b>             |      | \$77,700         | 61.10%                 |
| <b>Assistant<br/>Research</b> | 1    | \$86,800         | 54.70%                 |
|                               | 2    | \$92,800         | 51.16%                 |
|                               | 3    | \$97,800         | 48.54%                 |
|                               | 4    | \$103,000        | 46.09%                 |
|                               | 5    | \$105,400        | 45.04%                 |
|                               | 6    | \$110,500        | 42.96%                 |
| <b>Associate<br/>Research</b> | 1    | \$105,600        | 44.96%                 |
|                               | 2    | \$110,600        | 42.93%                 |
|                               | 3    | \$116,200        | 40.86%                 |
|                               | 4    | \$123,000        | 38.60%                 |
|                               | 5    | \$128,500        | 36.95%                 |
| <b>Research</b>               | 1    | \$123,100        | 38.57%                 |
|                               | 2    | \$128,700        | 36.89%                 |
|                               | 3    | \$134,800        | 35.22%                 |
|                               | 4    | \$144,600        | 32.83%                 |
|                               | 5    | \$156,300        | 30.37%                 |
|                               | 6    | \$166,700        | 28.48%                 |
|                               | 7    | \$177,600        | 26.73%                 |
|                               | 8    | \$189,600        | 25.04%                 |
|                               | 9    | \$205,900        | 23.06%                 |