

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.

Specialist Series - Fiscal Year

| Rank | Step | Adjusted Scale | Minimum Part Time | |
|----------------------|------|-----------------|---|-------------------------------|
| | | 11/20/16 Annual | % Effort | ≥ \$47,476 |
| Junior Specialist | 1 | 17.99 per hour | All Junior Specialists are Non-Exempt eff. 11/20/16 | |
| | 2 | 19.18 per hour | All Junior Specialists are Non-Exempt eff. 11/20/16 | |
| Assistant Specialist | 1 | \$47,484 | 99.98% | new rate effective 11/20/2016 |
| | 2 | \$48,492 | 97.90% | new rate effective 11/20/2016 |
| | 3 | \$49,500 | 95.91% | |
| Associate Specialist | 1 | \$53,928 | 88.04% | |
| | 2 | \$57,672 | 82.32% | |
| | 3 | \$61,848 | 76.76% | |
| | 4 | \$64,920 | 73.13% | |
| Specialist | 1 | \$69,708 | 68.11% | |
| | 2 | \$76,656 | 61.93% | |
| | 3 | \$85,704 | 55.40% | |
| | 4 | \$96,240 | 49.33% | |
| | 5 | \$106,716 | 44.49% | |