

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
		7/1/16 Annual	1/12 Monthly	1/9 Monthly	% Effort ≥ \$3,957
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%

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%

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 - Business/Economics/Engineering

Rank	Step	Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort ≥ \$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%

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 11/20/16 Annual	Minimum Part Time % 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%	

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.

Academic Administrator I - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$51,420	92.33%
\$52,572	90.31%
\$53,928	88.04%
\$55,140	86.10%
\$56,448	84.11%
\$57,672	82.32%
\$59,028	80.43%
\$60,408	78.59%
\$61,848	76.76%
\$63,396	74.89%
\$64,920	73.13%
\$66,648	71.23%
\$68,100	69.72%
\$69,708	68.11%
\$71,160	66.72%

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.

Academic Administrator II - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$57,672	82.32%
\$59,028	80.43%
\$60,408	78.59%
\$61,848	76.76%
\$63,396	74.89%
\$64,920	73.13%
\$66,648	71.23%
\$68,100	69.72%
\$69,708	68.11%
\$71,160	66.72%
\$72,624	65.37%
\$74,664	63.59%
\$76,656	61.93%
\$78,168	60.74%
\$80,184	59.21%

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.

Academic Administrator III - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$64,920	73.13%
\$66,648	71.23%
\$68,100	69.72%
\$69,708	68.11%
\$71,160	66.72%
\$72,624	65.37%
\$74,664	63.59%
\$76,656	61.93%
\$78,168	60.74%
\$80,184	59.21%
\$82,260	57.71%
\$84,120	56.44%
\$85,704	55.40%
\$87,696	54.14%
\$90,168	52.65%

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.

Academic Administrator IV - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$72,624	65.37%
\$74,664	63.59%
\$76,656	61.93%
\$78,168	60.74%
\$80,184	59.21%
\$82,260	57.71%
\$84,120	56.44%
\$85,704	55.40%
\$87,696	54.14%
\$90,168	52.65%
\$92,184	51.50%
\$94,236	50.38%
\$96,240	49.33%
\$98,724	48.09%
\$99,672	47.63%

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.

Academic Administrator V - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$82,260	57.71%
\$84,120	56.44%
\$85,704	55.40%
\$87,696	54.14%
\$90,168	52.65%
\$92,184	51.50%
\$94,236	50.38%
\$96,240	49.33%
\$98,724	48.09%
\$99,672	47.63%
\$101,652	46.70%
\$104,148	45.59%
\$106,716	44.49%
\$109,164	43.49%
\$111,624	42.53%

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.

Academic Administrator VI - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$92,184	51.50%
\$94,236	50.38%
\$96,240	49.33%
\$98,724	48.09%
\$99,672	47.63%
\$101,652	46.70%
\$104,148	45.59%
\$106,716	44.49%
\$109,164	43.49%
\$111,624	42.53%
\$114,576	41.44%
\$117,660	40.35%
\$120,504	39.40%
\$123,372	38.48%
\$126,468	37.54%

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.

Academic Administrator VII - Fiscal Year

Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
\$101,652	46.70%
\$104,148	45.59%
\$106,716	44.49%
\$109,164	43.49%
\$111,624	42.53%
\$114,576	41.44%
\$117,660	40.35%
\$120,504	39.40%
\$123,372	38.48%
\$126,468	37.54%
\$129,528	36.65%
\$132,756	35.76%
\$135,960	34.92%
\$139,320	34.08%
\$142,740	33.26%

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

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Monthly Threshold Equivalent: \$3,957

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

Academic Coordinator I - Academic Year

Step	Adjusted Scale			Minimum Part Time % Effort \geq \$3,957
	7/1/16 Annual	1/12 Monthly	1/9 Monthly	
1	\$43,428	\$3,619.00	\$4,825.33	82.00%
2	\$45,456	\$3,788.00	\$5,050.67	78.35%
3	\$47,340	\$3,945.00	\$5,260.00	75.23%
4	\$49,500	\$4,125.00	\$5,500.00	71.95%
5	\$51,420	\$4,285.00	\$5,713.33	69.26%
6	\$53,928	\$4,494.00	\$5,992.00	66.04%
7	\$56,448	\$4,704.00	\$6,272.00	63.09%
8	\$59,028	\$4,919.00	\$6,558.67	60.33%
9	\$61,848	\$5,154.00	\$6,872.00	57.58%
10	\$64,920	\$5,410.00	\$7,213.33	54.86%
11	\$68,100	\$5,675.00	\$7,566.67	52.30%
12	\$71,160	\$5,930.00	\$7,906.67	50.05%
13	\$74,664	\$6,222.00	\$8,296.00	47.70%
14	\$78,168	\$6,514.00	\$8,685.33	45.56%
15	\$82,260	\$6,855.00	\$9,140.00	43.29%

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

Academic Coordinator II - Academic Year

Step	Adjusted Scale		1/9 Monthly	Minimum Part Time % Effort ≥ \$3,957
	7/1/16 Annual	1/12 Monthly		
1	\$56,448	\$4,704.00	\$6,272.00	63.09%
2	\$59,028	\$4,919.00	\$6,558.67	60.33%
3	\$61,848	\$5,154.00	\$6,872.00	57.58%
4	\$64,920	\$5,410.00	\$7,213.33	54.86%
5	\$68,100	\$5,675.00	\$7,566.67	52.30%
6	\$71,160	\$5,930.00	\$7,906.67	50.05%
7	\$74,664	\$6,222.00	\$8,296.00	47.70%
8	\$78,168	\$6,514.00	\$8,685.33	45.56%
9	\$82,260	\$6,855.00	\$9,140.00	43.29%
10	\$85,704	\$7,142.00	\$9,522.67	41.55%
11	\$90,168	\$7,514.00	\$10,018.67	39.50%
12	\$94,236	\$7,853.00	\$10,470.67	37.79%
13	\$98,724	\$8,227.00	\$10,969.33	36.07%
14	\$104,148	\$8,679.00	\$11,572.00	34.19%
15	\$109,164	\$9,097.00	\$12,129.33	32.62%

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

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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.

Academic Coordinator III - Academic Year

Step	Adjusted Scale			Minimum Part Time % Effort ≥ \$3,957
	7/1/16 Annual	1/12 Monthly	1/9 Monthly	
1	\$71,160	\$5,930.00	\$7,906.67	50.05%
2	\$76,656	\$6,388.00	\$8,517.33	46.46%
3	\$82,260	\$6,855.00	\$9,140.00	43.29%
4	\$87,696	\$7,308.00	\$9,744.00	40.61%
5	\$94,236	\$7,853.00	\$10,470.67	37.79%
6	\$101,652	\$8,471.00	\$11,294.67	35.03%
7	\$109,164	\$9,097.00	\$12,129.33	32.62%
8	\$117,660	\$9,805.00	\$13,073.33	30.27%
9	\$126,468	\$10,539.00	\$14,052.00	28.16%

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.

Academic Coordinator I - Fiscal Year

Step	Adjusted Scale 7/1/16 Annual	Minimum Part Time % Effort \geq \$47,476
1	\$49,500	95.91%
2	\$51,420	92.33%
3	\$53,928	88.04%
4	\$56,448	84.11%
5	\$59,028	80.43%
6	\$61,848	76.76%
7	\$64,920	73.13%
8	\$68,100	69.72%
9	\$71,160	66.72%
10	\$74,664	63.59%
11	\$78,168	60.74%
12	\$82,260	57.71%
13	\$85,704	55.40%
14	\$90,168	52.65%
15	\$94,236	50.38%

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.

Academic Coordinator II - Fiscal Year

Step	Adjusted Scale	Minimum Part Time
	7/1/16 Annual	% Effort \geq \$47,476
1	\$64,920	73.13%
2	\$68,100	69.72%
3	\$71,160	66.72%
4	\$74,664	63.59%
5	\$78,168	60.74%
6	\$82,260	57.71%
7	\$85,704	55.40%
8	\$90,168	52.65%
9	\$94,236	50.38%
10	\$98,724	48.09%
11	\$104,148	45.59%
12	\$109,164	43.49%
13	\$114,576	41.44%
14	\$120,504	39.40%
15	\$126,468	37.54%

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.

Academic Coordinator III - Fiscal Year

Step	Adjusted Scale	Minimum Part Time
	7/1/16 Annual	% Effort \geq \$47,476
1	\$82,260	57.71%
2	\$87,696	54.14%
3	\$94,236	50.38%
4	\$101,652	46.70%
5	\$109,164	43.49%
6	\$117,660	40.35%
7	\$126,468	37.54%
8	\$135,960	34.92%
9	\$146,184	32.48%

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.

Non-Represented Librarian Series - Fiscal Year

Assistant Librarian 7/1/16 Annual	Minimum Part Time % Effort ≥ \$47,476	Associate Librarian 7/1/16 Annual	Minimum Part Time % Effort ≥ \$47,476	Librarian 7/1/16 Annual	Minimum Part Time % Effort ≥ \$47,476
\$48,438	98.01%	\$53,913	88.06%	\$74,337	63.87%
\$49,746	95.44%	\$55,369	85.74%	\$76,344	62.19%
\$51,090	92.93%	\$56,864	83.49%	\$78,405	60.55%
\$52,469	90.48%	\$58,400	81.29%	\$80,522	58.96%
\$53,885	88.11%	\$59,976	79.16%	\$82,697	57.41%
\$55,339	85.79%	\$61,595	77.08%	\$84,930	55.90%
\$56,883	83.46%	\$63,258	75.05%	\$87,222	54.43%
\$58,368	81.34%	\$64,967	73.08%	\$89,577	53.00%
\$59,943	79.20%	\$66,721	71.16%	\$91,996	51.61%
		\$68,522	69.29%	\$94,480	50.25%
		\$70,371	67.47%	\$97,030	48.93%
		\$72,272	65.69%	\$99,650	47.64%
		\$74,223	63.96%	\$102,341	46.39%
		\$76,227	62.28%	\$105,105	45.17%
		\$78,285	60.65%	\$107,942	43.98%
		\$80,400	59.05%	\$110,857	42.83%
		\$82,570	57.50%	\$113,850	41.70%
		\$84,800	55.99%	\$116,923	40.60%
				\$117,964	40.25%

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.

Coordinator of Public Programs - Fiscal Year

Rank	Adjusted Scale 11/20/16 Annual/Monthly				= New Rate Eff 11/20/2016
	1	2	3	4	
I	\$47,500 99.95%	\$47,800 99.32%	\$48,100 98.70%	\$49,600 95.72%	Minimum Part Time % Effort ≥ \$47,476
II	\$50,500 94.01%	\$52,700 90.09%	\$54,000 87.92%	\$55,900 84.93%	Minimum Part Time % Effort ≥ \$47,476
III	\$57,300 82.86%	\$60,200 78.86%	\$61,900 76.70%	\$63,900 74.30%	Minimum Part Time % Effort ≥ \$47,476
IV	\$65,900 72.04%	\$68,300 69.51%	\$69,900 67.92%	\$72,800 65.21%	Minimum Part Time % Effort ≥ \$47,476
V	\$75,400 62.97%	\$77,800 61.02%	\$80,400 59.05%	\$82,500 57.55%	Minimum Part Time % Effort ≥ \$47,476
VI	\$85,600 55.46%	\$88,600 53.58%	\$91,400 51.94%	\$94,600 50.19%	Minimum Part Time % Effort ≥ \$47,476
VII	\$97,500 48.69%	\$100,500 47.24%	\$103,900 45.69%	\$106,900 44.41%	Minimum Part Time % Effort ≥ \$47,476
VIII	\$110,300 43.04%	\$114,300 41.54%	\$118,300 40.13%	\$122,700 38.69%	Minimum Part Time % Effort ≥ \$47,476

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.

Project (e.g., Scientist) Series - Fiscal Year

Rank	Step	Adjusted Scale	Minimum Part Time
		7/1/16 Annual	% Effort ≥ \$47,476
Assistant Project	1	\$54,800	86.64%
	2	\$57,900	82.00%
	3	\$60,800	78.09%
	4	\$64,300	73.84%
	5	\$67,500	70.33%
	6	\$70,900	66.96%
Associate Project	1	\$67,800	70.02%
	2	\$71,000	66.87%
	3	\$75,200	63.13%
	4	\$79,800	59.49%
	5	\$85,600	55.46%
Project	1	\$79,900	59.42%
	2	\$85,700	55.40%
	3	\$93,000	51.05%
	4	\$100,900	47.05%
	5	\$109,300	43.44%
	6	\$118,700	40.00%
	7	\$128,900	36.83%
	8	\$139,500	34.03%
	9	\$151,500	31.34%

~~~~~ LOCAL UCSD SCALE ~~~~~

**UCSD PROJECT (E.G., SCIENTIST) SERIES**

**For Scientists hired with start dates prior to 10/01/08**

**FISCAL YEAR**

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.

| Rank                     | Step | Adjusted Scale Minimum Part Time |                                   |
|--------------------------|------|----------------------------------|-----------------------------------|
|                          |      | Years at Step                    | 7/1/16 Annual % Effort ≥ \$47,476 |
| <b>Assistant Project</b> | I    | 2                                | 64,100 74.07%                     |
|                          | II   | 2                                | 67,500 70.33%                     |
|                          | III  | 2                                | 71,200 66.68%                     |
|                          | IV   | 2                                | 75,200 63.13%                     |
|                          | V    | 2                                | 78,900 60.17%                     |
|                          | VI   | 2                                | 82,800 57.34%                     |
| <b>Associate Project</b> | I    | 2                                | 79,100 60.02%                     |
|                          | II   | 2                                | 82,900 57.27%                     |
|                          | III  | 2                                | 87,800 54.07%                     |
|                          | IV   | 3                                | 93,200 50.94%                     |
|                          | V    | 3                                | 100,000 47.48%                    |
| <b>Project</b>           | I    | 3                                | 93,300 50.89%                     |
|                          | II   | 3                                | 100,200 47.38%                    |
|                          | III  | 3                                | 108,700 43.68%                    |
|                          | IV   | 3                                | 117,800 40.30%                    |
|                          | V    | --                               | 127,700 37.18%                    |
|                          | VI   | --                               | 138,600 34.25%                    |
|                          | VII  | --                               | 150,500 31.55%                    |
|                          | VIII | --                               | 163,000 29.13%                    |
|                          | IX   | --                               | 177,100 26.81%                    |

**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.

**Project (e.g., Scientist) Series - Fiscal Year - Business/Economics/Engineering**

| Rank                         | Step | Adjusted Scale   | Minimum Part Time      |
|------------------------------|------|------------------|------------------------|
|                              |      | 7/1/16<br>Annual | % Effort<br>≥ \$47,476 |
| <b>Assistant<br/>Project</b> | 1    | \$72,700         | 65.30%                 |
|                              | 2    | \$76,500         | 62.06%                 |
|                              | 3    | \$80,400         | 59.05%                 |
|                              | 4    | \$84,100         | 56.45%                 |
|                              | 5    | \$87,900         | 54.01%                 |
|                              | 6    | \$91,300         | 52.00%                 |
| <b>Associate<br/>Project</b> | 1    | \$88,100         | 53.89%                 |
|                              | 2    | \$91,400         | 51.94%                 |
|                              | 3    | \$95,000         | 49.97%                 |
|                              | 4    | \$97,700         | 48.59%                 |
|                              | 5    | \$101,000        | 47.01%                 |
| <b>Project</b>               | 1    | \$97,800         | 48.54%                 |
|                              | 2    | \$101,100        | 46.96%                 |
|                              | 3    | \$107,200        | 44.29%                 |
|                              | 4    | \$115,200        | 41.21%                 |
|                              | 5    | \$123,800        | 38.35%                 |
|                              | 6    | \$133,300        | 35.62%                 |
|                              | 7    | \$142,700        | 33.27%                 |
|                              | 8    | \$152,700        | 31.09%                 |
|                              | 9    | \$166,000        | 28.60%                 |