

PROFESSIONAL EXEMPTION

Title of Position \_\_\_\_\_ Class Code \_\_\_\_\_ Slot \_\_\_\_\_

Name of Evaluator \_\_\_\_\_ Date of Evaluation \_\_\_\_\_

Exempt or Non-Exempt \_\_\_\_\_

A *learned* professional employee must meet ALL of the following requirements to be exempt from the Fair Labor Standards Act minimum wage and overtime provisions:

- \_\_\_\_\_ 1. Duties: Primarily work requiring advanced knowledge with work being predominately intellectual in character and which includes work requiring the consistent exercise of discretion and judgment
- \_\_\_\_\_ 2. Advanced knowledge must be in a field of science or learning
- \_\_\_\_\_ 3. Advanced knowledge must be customarily acquired by a prolonged course of specialized intellectual instruction.
- \_\_\_\_\_ 4. Compensation: Is paid not less than \$455 per week exclusive of board, lodging or other facilities.

A *creative* professional employee must meet ALL of the following requirements to be exempt:

- \_\_\_\_\_ 1. Compensation: Is paid not less than \$455 per week exclusive of board, lodging or other facilities.
- \_\_\_\_\_ 2. Duties: Primarily consist of performing work requiring invention, imagination, originality, or talent in a recognized field of artistic or creative endeavor.