

## Administrative, Executive and Professional Employees

Source: [http://www.dol.gov/dol/allcfr/ESA/Title\\_29/Part\\_541/toc.htm](http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_541/toc.htm) .

The bold notes at the bottom of each item are the modifications to Alaska law.

### **29CFR541.100 - General rule for executive employees.**

**Section Number:** 541.100

**Section Name:** General rule for executive employees.

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(a) The term “employee employed in a bona fide executive capacity” in section 13(a)(1) of the Act shall mean any employee:

(1) Compensated on a salary basis at a rate of not less than ~~\$455 per week~~ (or \$380 per week, if employed in American Samoa by employers other than the Federal Government), exclusive of board, lodging or other facilities;

(2) Whose primary duty is management of the enterprise in which the employee is employed or of a customarily recognized department or subdivision thereof;

(3) Who customarily and regularly directs the work of two or more other employees; and

(4) Who has the authority to hire or fire other employees or whose suggestions and recommendations as to the hiring, firing, advancement, promotion or any other change of status of other employees are given particular weight.

(b) The phrase “salary basis” is defined at Sec. 541.602; “board, lodging or other facilities” is defined at Sec. 541.606; “primary duty” is defined at Sec. 541.700; and “customarily and regularly” is defined at Sec. 541.701.

**In Alaska, twice Alaska minimum wage per week, currently at least \$572 per week but subject to change when the Alaska minimum wage changes.**

### **29CFR541.200 - General rule for administrative employees.**

**Section Number:** 541.200

**Section Name:** General rule for administrative employees.

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(a) The term “employee employed in a bona fide administrative capacity” in section 13(a)(1) of the Act shall mean any employee:

(1) Compensated on a salary or fee basis at a rate of not less than ~~\$455 per week~~ (or \$380 per week, if employed in American Samoa by employers other than the Federal Government), exclusive of board, lodging or other facilities;

(2) Whose primary duty is the performance of office or non-manual work directly related to the management or general business operations of the employer or the employer's customers; and (3) Whose primary duty includes the exercise of discretion and independent judgment with respect to matters of significance.

(b) The term “salary basis” is defined at Sec. 541.602; “fee basis” is defined at Sec. 541.605; “board, lodging or other facilities” is defined at Sec. 541.606; and “primary duty” is defined at Sec. 541.700.

**In Alaska, twice Alaska minimum wage per week, currently at least \$572 per week but subject to change when the Alaska minimum wage changes.**

### **29CFR541.300 - General rule for professional employees.**

**Section Number:** 541.300

**Section Name:** General rule for professional employees.

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(a) The term “employee employed in a bona fide professional capacity” in section 13(a)(1) of the Act shall mean any employee:

(1) Compensated on a salary or fee basis at a rate of not less than ~~\$455 per week~~ (or \$380 per week, if employed in American Samoa by employers other than the Federal Government), exclusive of board, lodging, or other facilities; and

(2) Whose primary duty is the performance of work:

(i) Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction; or

(ii) Requiring invention, imagination, originality or talent in a recognized field of artistic or creative endeavor.

(b) The term “salary basis” is defined at Sec. 541.602; “fee basis” is defined at Sec. 541.605; “board, lodging or other facilities” is defined at Sec. 541.606; and “primary duty” is defined at Sec. 541.700.

**In Alaska, twice Alaska minimum wage per week, currently at least \$572 per week but subject to change when the Alaska minimum wage changes.**