

HR COMPLIANCE OVERVIEW



2024 State Overtime Salary Levels

Under federal and state laws, employers must compensate their employees with one and one-half times their regular rate of pay for any hours of overtime work. However, under these laws, employees who work in an executive, administrative or professional (EAP) capacity are exempt from overtime pay if they satisfy, among other things, the salary level requirements for their exemption.

Under the federal Fair Labor Standards Act (FLSA), the salary level requirement for the EAP exemption is \$684 per week on a salary or fee basis. For highly compensated employees, the salary level is \$107,432, which includes at least \$684 per week paid on a salary or fee basis.

While these salary levels apply in most U.S. jurisdictions, some states have adopted EAP salary levels higher than the ones required by the FLSA. These states are:

- California
- Colorado
- Maine
- Nevada
- New York
- Washington

The table below provides an overview of state EAP overtime salary levels higher than the FLSA thresholds. As a convenience, additional salary thresholds for other overtime exemptions are also provided.

LINKS AND RESOURCES

- U.S. Department of Labor (DOL) [overtime pay website](#)
- DOL [overtime E-tools](#)

Important Dates

Jan. 1, 2024

New salary levels for EAP exemptions become effective in California, Colorado, Maine, New York and Washington

July 1, 2024

A new salary level for EAP exemptions becomes effective in Nevada

Legislative Notice

On August 30, 2023, the DOL [announced](#) issuance of a Notice of Proposed Rulemaking (NPRM).

The NPRM proposes to update and revise the regulations issued under the FLSA implementing the EAP exemption from minimum wage and overtime pay.

Proposed revisions include increasing the standard salary level and the highly compensated employee total annual compensation threshold, as well as providing an automatic updating mechanism that would allow for the timely and efficient updating of all the thresholds to reflect current earnings data.

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Jurisdiction	2024 Salary Level	Effective Date	Notes
California	Standard EAP salary level <ul style="list-style-type: none"> • \$1,280 per week • \$66,560 per year Computer Software EAP <ul style="list-style-type: none"> • \$55.58 per hour • \$9,464.96 per month • \$115, 763.35 per year Licensed physicians and surgeons <ul style="list-style-type: none"> • \$101.22 per hour 	Jan. 1, 2024	The standard EAP salary level is twice the state minimum wage rate.
Colorado	Standard EAP salary level <ul style="list-style-type: none"> • \$1,057.69 per week • \$55,000 per year Agricultural range workers <ul style="list-style-type: none"> • TBA Highly technical computer employees <ul style="list-style-type: none"> • TBA Highly compensated employees <ul style="list-style-type: none"> • TBA Drivers and driver helpers <ul style="list-style-type: none"> • TBA Seasonal camp or outdoor education field staff <ul style="list-style-type: none"> • TBA 	Jan. 1, 2024	Most overtime salary thresholds are dependent on the state's minimum wage rate.
Maine	Standard EAP salary level <ul style="list-style-type: none"> • \$14.15 per hour • \$816.35 per week 	Jan. 1, 2024	The EAP salary level is updated annually.
Nevada	Overtime threshold <ul style="list-style-type: none"> • TBA 	July 1, 2024	The overtime threshold is one and one-half times the state's minimum wage rate. Under state law, this threshold determines whether employees must receive overtime pay for work over 40 hours per week and 8 hours per workday (for employees under the threshold) or just for overtime work over 40 hours per week (for employees paid more than the threshold).

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Jurisdiction	2024 Salary Level	Effective Date	Notes
New York	Standard EAP salary Level <ul style="list-style-type: none">• \$1,125 per week (\$58,500 per year) employees in New York City, Nassau, Suffolk and Westchester;• \$1,064.25 per week (\$55,341 per year) employees in the rest of the state.	Already in effect	These salary levels were set by the state legislature.
Washington	Standard EAP salary level <ul style="list-style-type: none">• \$1,302.40 a week• \$67,724.80 a year Computer professional <ul style="list-style-type: none">• \$56.98 per hour	Jan. 1, 2024	The standard EAP salary level is twice the state's minimum wage rate and applies to all employers regardless of size. The computer professional salary level is 3.5 times the state minimum wage rate.