

Minimum Wage Updates: January - June 2025



The following consists of information gathered from official state, county, and city agencies. Vensure Employer Solutions assumes no responsibility for its updated accuracy, as rates may change throughout the year and as the agencies update their sites and posters sometimes after the effective date of the increase. To assist with this, official links to the applicable state, county, and city websites have been included so that you can personally confirm the rates, in case they have been changed by the jurisdiction.

State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
Alaska	1/1/2025	\$11.73	\$11.91	Alaska Minimum Wage	Alaska Minimum Wage Press Release
Arizona	1/1/2025	\$14.35	\$14.70	Arizona Minimum Wage	Arizona Minimum Wage Poster
Arizona: Flagstaff	1/1/2025	\$17.40	\$17.85	Flagstaff Arizona Minimum Wage	Flagstaff Arizona Minimum Wage Poster
Arizona: Tucson	1/1/2025	\$14.35	\$15.00	Tucson Arizona Minimum Wage	Tucson Arizona Minimum Wage Poster
California	1/1/2025	\$15.50	\$16.50	California Minimum Wage Website	Department of Finance Minimum Wage Increase
California: Bellingham (Note: on 5/01/2025 the minimum wage will increase again and will be set at \$2.00 above the applicable Washington State minimum wage.)	1/1/2025	\$17.28	\$17.66	Bellingham California Minimum Wage	Poster not required
California: Belmont	1/1/2025	\$17.35	\$18.30	Belmont California Minimum Wage	Belmont California Minimum Wage Official Notice
California: Burlingame	1/1/2025	\$16.98	\$17.43	Burlingame California Minimum Wage	Burlingame California Minimum Wage Official Notice
California: Cupertino	1/1/2025	\$17.75	\$18.20	Cupertino California Minimum Wage	Cupertino California Minimum Wage Official Notice
California: Daly City	1/1/2025	\$16.62	\$17.07	Daly City California Minimum Wage	Daly City California Municipal Code
California: East Palo Alto	1/1/2025	\$17.00	\$17.45	East Palo Alto California Minimum Wage	East Palo Alto California Minimum Wage Official Notice
California: El Cerrito	1/1/2025	\$17.92	\$18.34	El Cerrito California Minimum Wage	El Cerrito California Minimum Wage Notice
California: Foster City	1/1/2025	\$17.00	\$17.39	Foster City California Minimum Wage	Foster City California Minimum Wage Notice
California: Half Moon Bay	1/1/2025	\$17.01	\$17.47	Half Moon Bay California Minimum Wage	Half Moon Bay California Minimum Wage Notice
California: Hayward (25 or fewer employees)	1/1/2025	\$16.00	\$16.50	Hayward California Minimum Wage	Hayward California Minimum Wage Official Notice
California: Hayward (26 or more employees)	1/1/2025	\$16.90	\$17.36	Hayward California Minimum Wage	Hayward California Minimum Wage Official Notice
California: Los Altos	1/1/2025	\$17.75	\$18.20	Los Altos California Minimum Wage	Los Altos California Minimum Wage Official Notice
California: Menlo Park	1/1/2025	\$16.70	\$17.10	Menlo Park California Minimum Wage	Menlo Park California Minimum Wage Poster
California: Mountain View	1/1/2025	\$18.75	\$19.20	Mountain View California Minimum Wage	Mountain View California Minimum Wage Official Notice
California: Novato Very Large Businesses (100 or more Employees)	1/1/2025	\$16.86	\$17.27	Novato California Minimum Wage	Novato California Minimum Wage Official Notice
California: Novato Large Business (26 to 99 Employees)	1/1/2025	\$16.60	\$17.00	Novato California Minimum Wage	Novato California Minimum Wage Official Notice

Minimum Wage Updates: January - June 2025



State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
California: Novato Small Businesses (25 or less Employees)	1/1/2025	\$16.04	\$16.42	Novato California Minimum Wage	Novato California Minimum Wage Official Notice
California: Oakland	1/1/2025	\$15.97	\$16.89	Oakland California Minimum Wage	Oakland California Minimum Wage Poster
California: Oakland (Hotel workers w/ health benefits)	1/1/2025	\$17.37	\$18.36	Oakland California Minimum Wage	Oakland California Minimum Wage Poster
California: Oakland (Hotel workers no health benefits)	1/1/2025	\$23.15	\$24.48	Oakland California Minimum Wage	Oakland California Minimum Wage Poster
California: Palo Alto	1/1/2025	\$17.80	\$18.20	Palo Alto California Minimum Wage	Palo Alto California Minimum Wage Official Notice
California: Petaluma	1/1/2025	\$17.45	\$17.97	Petaluma California Minimum Wage	Petaluma California Minimum Official Wage Notice
California: Redwood City	1/1/2025	\$17.70	\$18.20	Redwood City California Minimum Wage	Redwood City California Minimum Wage Official Notice
California: Richmond (employer does not pay towards medical benefits)	1/1/2025	\$17.20	\$17.77	Richmond California Minimum Wage	Richmond Minimum Wage Official Notice
California: Richmond (employer pays towards medical benefits)	1/1/2025	\$15.70	\$16.27	Richmond California Minimum Wage	Richmond Minimum Wage Official Notice
California: San Carlos	1/1/2025	\$16.87	\$17.32	San Carlos California Minimum Wage	San Carlos Minimum Wage Official Notice
California: San Diego	1/1/2025	\$16.85	\$17.25	San Diego California Minimum Wage	San Diego California Minimum Wage Notice
California: San Jose	1/1/2025	\$17.55	\$17.95	San Jose California Minimum Wage	San Jose California Minimum Wage Official Notice
California: San Leandro	1/1/2025	\$15.50	\$16.50	San Leandro California Minimum Wage	Labor Code Section 1182.12(c)(3)(A)
California: San Mateo	1/1/2025	\$17.35	\$17.95	San Mateo California Minimum Wage	San Mateo California Minimum Wage Official Notice
California: San Mateo Unincorporated Areas	1/1/2025	\$17.06	\$17.46	San Mateo Unincorporated California Minimum Wage	San Mateo Unincorporated California Minimum Wage Official Notice
California: Santa Clara	1/1/2025	\$17.75	\$18.20	Santa Clara California Minimum Wage	Santa Clara California Minimum Wage Official Notice
California: Santa Rosa	1/1/2024	\$17.45	\$17.87	Santa Rosa California Minimum Wage	Santa Rosa California Minimum Wage Official Notice
California: Sonoma (25 or fewer employees)	1/1/2025	\$16.56	\$16.96	Sonoma City California Minimum Wage	Sonoma City California Minimum Wage Official Notice
California: Sonoma (26 or more employees)	1/1/2025	\$17.60	\$18.02	Sonoma City California Minimum Wage	Sonoma City California Minimum Wage Official Notice
California: South San Francisco	1/1/2025	\$17.25	\$17.70	South San Francisco California Minimum Wage	South San Francisco California Minimum Wage Official Notice
California: Sunnyvale	1/1/2025	\$18.55	\$19.00	Sunnyvale California Minimum Wage	Sunnyvale California Minimum Wage Official Notice
California: West Hollywood (non-hotel employees)	1/1/2025	\$19.08	\$19.65	West Hollywood California Minimum Wage	West Hollywood California Minimum Wage Poster

Minimum Wage Updates: January - June 2025

State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
Colorado	1/1/2025	\$14.42	\$14.81	Colorado Minimum Wage	Colorado Minimum Wage Poster
Colorado: Boulder City	1/1/2025	N/A	\$15.57	Boulder City Colorado Minimum Wage	Poster has yet to be released.
Colorado: Unincorporated Boulder Country	1/1/2025	\$15.69	\$16.57	Boulder County Colorado Minimum Wage	Boulder County Colorado Minimum Wage Press Release
Colorado: Denver	1/1/2025	\$18.29	\$18.81	Denver Colorado Minimum Wage	Denver Colorado Minimum Wage Notice
Colorado: Edgewater	1/1/2025	\$15.02	\$16.52	Edgewater Colorado Minimum Wage	Edgewater Colorado Minimum Wage Poster
Connecticut	1/1/2025	\$15.69	\$16.35	Connecticut Minimum Wage	Connecticut Minimum Wage Section 31-58i(1)
Delaware	1/1/2025	\$13.25	\$15.00	Delaware Minimum Wage	Delaware Minimum Wage Poster
Illinois	1/1/2025	\$14.00	\$15.00	Illinois Minimum Wage	Illinois Minimum Wage Poster
Illinois (Youths Under 18 working fewer than 650 hours per calendar year)	1/1/2025	\$12.00	\$13.00	Illinois Minimum Wage	Illinois Minimum Wage Poster
Illinois: Cook County	1/1/2025	\$14.05	\$15.00	Cook County Illinois Minimum Wage	Cook County Illinois Minimum Wage Ordinance
Maine	1/1/2025	\$14.15	\$14.65	Maine Minimum Wage	Maine Minimum Wage Poster
Maine: Portland	1/1/2025	\$15.00	\$15.50	Portland Maine Minimum Wage	Portland Maine Minimum Wage Poster
Maine: Rockland	1/1/2025	\$15.00	\$15.50	Rockland Maine Minimum Wage	Rockland Maine Minimum Wage Poster
Maryland	1/1/2024	\$15.00	TBD	Maryland Minimum Wage	Poster has yet to be released.
Maryland: Howard County (15 or more employees)	1/1/2025	\$15.00	\$16.00	Maryland Howard County Minimum Wage	Maryland Howard County Minimum Wage Poster
Michigan (Note: on 2/21/2025 the minimum wage will increase again, to \$12.48 per hour due to supreme court ruling)	1/1/2025	\$10.33	\$10.56	Michigan Minimum Wage	Michigan Minimum Wage Poster
Minnesota	1/1/2025	\$10.85	\$11.13	Minnesota Minimum Wage	Minnesota Minimum Wage Poster Pack
Minnesota: 90-day training wage (under 20 years of age)	1/1/2025	\$8.85	\$9.08	Minnesota Minimum Wage	Minnesota Minimum Wage Poster Pack
Minnesota: Minneapolis	1/1/2025	\$15.57	\$15.97	Minneapolis Minnesota Minimum wage	Minneapolis Minimum Wage Poster
Minnesota: St. Paul Macro (10,000 or more employees)	1/1/2025	\$15.57	\$15.97	St. Paul Minnesota Minimum Wage	Poster has yet to be released.
Minnesota: St. Paul Large (101 - 10,000 employees)	1/1/2025	\$15.57	\$15.97	St. Paul Minnesota Minimum Wage	Poster has yet to be released.
Missouri (Note: Retail and service employers with less than \$500k in gross income can pay the federal minimum wage)	1/1/2025	\$12.30	\$13.75	Missouri Minimum Wage	Missouri Minimum Wage Poster

Minimum Wage Updates: January - June 2025

State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
Montana (Note: Employers with annual gross sales of \$110k or less can pay the federal minimum wage)	1/1/2025	\$10.30	\$10.55	Montana Minimum Wage	Montana Minimum Wage Poster
Nebraska (Note: Nebraska's minimum wage law covers employers with four or more employees)	1/1/2025	\$12.00	\$13.50	Nebraska Minimum Wage	Nebraska Minimum Wage Poster
New Jersey: Most Employers (6 or more employees)	1/1/2025	\$15.13	\$15.49	New Jersey Minimum Wage	New Jersey Minimum Wage Poster
New Jersey: Seasonal or Small Employers w/less than 6 employees	1/1/2025	\$13.73	\$14.53	New Jersey Minimum Wage	New Jersey Minimum Wage Poster
New Jersey: Agricultural	1/1/2025	\$12.81	\$13.40	New Jersey Minimum Wage	New Jersey Minimum Wage Poster
New Jersey: Long-term care facility staff	1/1/2025	\$18.13	\$18.49	New Jersey Minimum Wage	New Jersey Minimum Wage Poster
New Mexico: Las Cruces	1/1/2025	\$12.36	\$12.65	Las Cruces New Mexico Minimum Wage	Las Cruces Minimum Wage Official Notice
New Mexico: Santa Fe	3/1/2024	\$14.60	TBD	Santa Fe New Mexico Minimum Wage	Poster has yet to be released.
New York City	1/1/2025	\$16.00	\$16.50	New York City Minimum Wage	New York Wage Calculator
New York State: Downstate NYC, Long Island, and Westchester (Home Care Aides)	1/1/2025	\$18.55	\$19.10	New York Home Care Aide Minimum Wage	New York Home Health Care Aide Minimum Wage Poster
New York State: Remainder of State (Home Care Aides)	1/1/2025	\$17.55	\$18.10	New York Home Care Aide Minimum Wage	New York Home Health Care Aide Minimum Wage Poster
New York State: Downstate NYC, Long Island, and Westchester (Food Service Workers)	1/1/2025	\$16.00	\$16.50	New York Downstate Minimum Wage (Food Service Workers) Minimum Wage	New York Wage Calculator
New York State: Remainder of State (Food Service Workers)	1/1/2025	\$15.00	\$15.50	New York Remainder of State Employees Minimum Wage (Food Service Workers)	New York Wage Calculator
New York State: New York City, Westchester and Long Island (Non-profit)	1/1/2025	\$16.00	\$16.50	New York State: New York City, Westchester and Long Island (non-profit) Minimum Wage	New York Wage Calculator
New York State: Remainder of State (Non-profit)	1/1/2025	\$15.00	\$15.50	New York State: Remainder of State (non-profit) Minimum Wage	New York Wage Calculator
New York: Remainder of New York State	1/1/2025	\$15.00	\$15.50	New York City Minimum Wage	New York Wage Calculator
New York State: New York City, Westchester and Long Island	1/1/2025	\$16.00	\$16.50	New York City Minimum Wage	New York Wage Calculator
Ohio (Note: Employers that gross less than \$394,000 per year can pay the federal minimum wage)	1/1/2025	\$10.45	\$10.70	Ohio Minimum Wage	Ohio Minimum Wage Poster

Minimum Wage Updates: January - June 2025

State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
Rhode Island	1/1/2025	\$14.00	\$15.00	Rhode Island Minimum Wage	Rhode Island Minimum Wage Labor
South Dakota	1/1/2025	\$11.20	\$11.50	South Dakota Minimum Wage	South Dakota Minimum Wage Poster
Vermont (Note: applies to employers with 2 or more employees. Employers with one employee can pay the federal minimum wage)	1/1/2025	\$13.67	\$14.01	Vermont Minimum Wage	Poster has yet to be released.
Virginia	1/1/2025	\$12.00	\$12.41	Virginia DOLI Minimum Wage Increase	Poster has yet to be released.
Washington	1/1/2025	\$16.28	\$16.66	Washington Minimum Wage	Washington Minimum Wage Poster
Washington: Youth (14 or 15 years old)	1/1/2025	\$13.84	\$14.16	Washington Minimum Wage	Washington Minimum Wage Poster
Washington : Burien Level One employer - more than 500 employees	1/1/2025	N/A	\$21.16	Burien Washington Minimum Wage	Poster has yet to be released.
Washington: King County - 15 or fewer employees and annual gross revenue of less than \$2 million	1/1/2025	N/A	\$17.29	King County Washington Minimum Wage	King County Washington Minimum Wage Ordinance
Washington: King County - 15 or fewer employees and annual gross revenue of \$2 million or greater	1/1/2025	N/A	\$18.29	King County Washington Minimum Wage	King County Washington Minimum Wage Ordinance
Washington: King County - More than 15 employees but fewer than 500 employees	1/1/2025	N/A	\$18.29	King County Washington Minimum Wage	King County Washington Minimum Wage Ordinance
Washington: King County - More than 500 employees	1/1/2025	N/A	\$20.29	King County Washington Minimum Wage	King County Washington Minimum Wage Ordinance
Washington: Renton - More than 500 employees worldwide and certain franchises	1/1/2025	\$20.29	\$20.90	Renton Washington Minimum Wage	Renton Washington Minimum Wage Municipal Code
Washington: Renton - At least 15 but no more than 500 employees worldwide or over \$2 million of annual gross revenue in Renton (Note: will increase to 19.90 on 12/31/2025)	1/1/2025	\$18.29	\$18.90	Renton Washington Minimum Wage	Renton Washington Minimum Wage Municipal Code
Washington: Seattle	1/1/2025	\$19.97	\$20.76	Seattle Washington Minimum Wage	Seattle Washington Multi-Year Minimum Wage Chart
Washington: SeaTac	1/1/2025	\$19.71	\$20.17	SeaTac Washington Minimum Wage	SeaTac Washington Minimum Wage Official Notice
Washington: Tukwila Mid-Size (15 to 500 employees)	1/1/2025	\$19.29	\$20.10	Tukwila Washington Minimum Wage	Tukwila Washington Minimum Wage Notice
Washington: Tukwila Large (more than 500 employees)	1/1/2025	\$20.29	\$21.10	Tukwila Washington Minimum Wage	Tukwila Washington Minimum Wage Notice

* Any cell marked with TBD (To Be Determined) will have their minimum wage increase based on local Consumer Price Index increases, and have not yet announced the increase in their minimum wage. Businesses operating within those jurisdictions should check the minimum wage resource linked for the location, under the official website link above.

Minimum Wage Updates: January - June 2025

TIPPED RATE INCREASES

State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
Arizona	1/1/2025	\$11.35	\$11.70	Arizona Minimum Wage Tipped	Arizona Minimum Wage Poster
Arizona: Flagstaff	1/1/2025	\$15.90	\$16.85	Flagstaff Arizona Minimum Wage Tipped	Flagstaff Arizona Minimum Wage Statute
Arizona: Tucson	1/1/2025	\$11.35	\$12.00	Tucson Arizona Minimum Wage Tipped	Tucson Arizona Minimum Wage Poster
Colorado	1/1/2025	\$11.40	\$11.79	Colorado Minimum Wage Tipped	Poster Not Yet Released
Colorado: Boulder City	1/1/2025	N/A	\$12.55	Colorado Minimum Wage Tipped	Poster Not Yet Released
Colorado: Boulder County - unincorporated	1/1/2025	\$12.67	\$13.55	Boulder County Minimum Wage Tipped	Poster has yet to be released.
Colorado: Denver	1/1/2025	\$15.27	\$15.79	Denver Colorado Minimum Wage Tipped	Denver Colorado Minimum Wage Notice
Colorado: Edgewater	1/1/2025	\$12.00	\$13.50	Edgewater Colorado Minimum Wage Tipped	Edgewater Colorado Minimum Wage Minimum Wage Schedule
Illinois	1/1/2025	\$8.40	\$9.00	Illinois Minimum Wage Tipped Employees	Illinois Minimum Wage Poster
Illinois: Cook County	1/1/2025	\$8.40	\$9.00	Cook County Illinois Minimum Wage Tipped	Cook County Illinois Minimum Wage Ordinance
Maine: Service Employee	1/1/2025	\$7.08	\$7.33	Maine Minimum Wage Tipped	Maine Minimum Wage Poster
Maine: Portland Service Employee (Note: Employer must pay the difference if employee's direct wage combined with earned tips does not average on a weekly basis \$15.50 per hour)	1/1/2025	\$7.50	\$7.75	Portland Maine Minimum Wage Tipped	Portland Maine Minimum Wage Official Notice
Maine: Rockland	1/1/2025	\$7.08	\$7.75	Rockland Maine Minimum Wage Tipped	Rockland Maine Minimum Wage Tipped Poster
Michigan (Note: on 2/21/2025 the minimum base wage will increase to \$5.99 per hour due to supreme court ruling)	1/1/2025	\$3.93	\$4.01	Michigan Minimum Wage Tipped	Michigan Minimum Wage Tipped Poster
New Mexico: Las Cruces	1/1/2025	\$4.95	\$5.06	Las Cruces New Mexico Minimum Wage Tipped	Las Cruces New Mexico Minimum Wage Tipped Poster
New Mexico: Santa Fe	3/1/2024	\$4.38	TBD	Santa Fe New Mexico Minimum Wage	Poster has yet to be released.
New York: New York City, Westchester and Long Island (Food Service Workers)	1/1/2025	\$5.35	\$5.50	New York Minimum Wage Tipped	New York Wage Calculator
New York: New York Remainder of State (Food Service Workers)	1/1/2025	\$5.00	\$5.15	New York Minimum Wage Tipped	New York Wage Calculator
New York: New York City, Westchester and Long Island * Proposed (Service Employees)	1/1/2025	\$2.65	\$2.75	New York Minimum Wage Tipped	New York Wage Calculator

Minimum Wage Updates: January - June 2025



State/City	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes / Comments / Description
New York: New York Remainder of State *Proposed (Service Employees)	1/1/2025	\$2.50	\$2.60	New York Minimum Wage Tipped	New York Wage Calculator
Ohio	1/1/2025	\$5.25	\$5.35	Ohio Minimum Wage Tipped	Ohio Minimum Wage Tipped Poster
South Dakota	1/1/2025	\$5.60	\$5.75	South Dakota Minimum Wage Tipped	South Dakota Minimum Wage Tipped Poster
Vermont	1/1/2025	\$6.84	\$7.01	Vermont Minimum Wage Tipped	Poster has yet to be released.

Federal Contractors	Effective Date	Previous Wage Rate	2025 Wage Rate	Official Website	Notes/Comments/Descriptions
Federal Contractors (Applies to contracts entered into, renewed or extended on or after January 30, 2022)	1/1/2025	\$17.20	\$17.75	Federal Contractor Minimum Wage	Executive Order 14026
Federal Contractors (Applies to contracts entered into, renewed or extended prior to January 30, 2022)	1/1/2025	\$12.90	\$13.30	Executive Order 13658	N/A
Tipped Employees (Federal Contracts)	1/1/2025	\$9.05	\$9.30	Executive Order 13658	N/A

Minimum Salary Thresholds

State Minimum Salary Thresholds for Exempt Employees

This chart summarizes state laws providing exemptions to employees who meet minimum salary threshold and compensation requirements. For comparison, it also provides federal minimum salary threshold and compensation requirements.

This chart does not address exemptions available under city and municipal laws. You should therefore consult all relevant local laws.

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Federal	Salary or fee basis rate of \$684/wk (excluding board, lodging, or other facilities). 29 U.S.C. § 213(a)(1); 29 C.F.R. §§ 541.100(a), 541.600(a). DOL Final Overtime Rule was struck down on November 15, 2024 (For more information visit the following: LINK)	Salary or fee basis rate of \$684/wk (excluding board, lodging, or other facilities). 29 U.S.C. § 213(a)(1); 29 C.F.R. §§ 541.200(a), 541.600(a). DOL Final Overtime Rule was struck down on November 15, 2024 (For more information visit the following: LINK)	Salary or fee basis rate of \$684/wk (excluding board, lodging, or other facilities). 29 U.S.C. § 213(a)(1); 29 C.F.R. §§ 541.300(a), 541.600(a). DOL Final Overtime Rule was struck down on November 15, 2024 (For more information visit the following: LINK)	No minimum salary or compensation threshold.	Salary or fee basis weekly rate (excluding board, lodging, or other facilities) of not less than: <ul style="list-style-type: none"> ▸ \$684/wk –or– ▸ \$27.63/hr See 29 C.F.R. §§ 541.400(a), 541.400(b), 541.600(a); 29 U.S.C. § 213(a)(1)(17). DOL Final Overtime Rule was struck down on November 15, 2024 (For more information visit the following: LINK)	Total compensation of \$107,432/yr, including at least \$684/wk paid on a salary or fee basis. 29 C.F.R. § 541.601(a). DOL Final Overtime Rule was struck down on November 15, 2024 (For more information visit the following: LINK)	The combination exemption does not expressly include or exclude the salary tests from the individual exemptions. See IntraComm, Inc. v. Bajaj, 492 F.3d 285, 293 (4th Cir. 2007).	Regular rate of pay exceeds 1½ times the minimum wage and more than half of compensation in a representative period (not less than one month) represents commissions on sales of goods and services. 29 U.S.C. § 207(i).
Alabama	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Alaska	Salary or fee at rate no less than two times state minimum wage for the first 40 hours of employment each week (excluding board or lodging furnished by employer). Alaska Stat. § 23.10.055(b). Effective 1/1/2025: \$952.80 per week / \$49,545.60 per year * Effective 7/1/2025: \$1,040 per week	Salary or fee at rate no less than two times state minimum wage for the first 40 hours of employment each week (excluding board or lodging furnished by employer). Alaska Stat. § 23.10.055(b). Effective 1/1/2025: \$952.80 per week / \$49,545.60 per year * Effective 7/1/2025: \$1,040 per week	Salary or fee at rate no less than two times state minimum wage for the first 40 hours of employment each week (excluding board or lodging furnished by employer). Alaska Stat. § 23.10.055(b). Effective 1/1/2025: \$952.80 per week / \$49,545.60 per year * Effective 7/1/2025: \$1,040 per week	No minimum salary or compensation threshold.	Alaska adopts the FLSA definition for the computer professional exemption. Alaska Stat. § 23.10.055(c)(2).	No applicable state law.	No applicable state law.	Compensation must be on straight commission basis, but there is no minimum salary or compensation threshold. Alaska Stat. § 23.10.055(a)(9)(B), (c)(4).
Arizona	No minimum salary or compensation threshold. Ariz. Rev. Stat. § 23-392(H).	No minimum salary or compensation threshold. Ariz. Rev. Stat. § 23-392(H).	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
Arkansas	Salary or fee basis of at least \$360/wk for employers: <ul style="list-style-type: none"> › With gross annual sales of less than \$500,000 per year –or– › That are charitable and religious organizations 010-14 Ark. Code R. § 002(010.14-106(B)(1)(e)).	Salary or fee basis of at least \$360/wk for employers: <ul style="list-style-type: none"> › With gross annual sales of less than \$500,000 per year –or– › That are charitable and religious organizations 010-14 Ark. Code R. § 002(010.14-106(B)(1)(e)).	Salary or fee basis of at least \$360/wk for employers: <ul style="list-style-type: none"> › With gross annual sales of less than \$500,000 per year –or– › That are charitable and religious organizations 010-14 Ark. Code R. § 002(010.14-106(B)(1)(e)).	No minimum salary or compensation threshold.	Employees that satisfy the FLSA definition for the computer employee exemption are covered under the Arkansas exemption for professional employees. 010-14 Ark. Code R. § 002(010.14-106(B)(1)(b)).	No applicable state law. An employee that is a highly compensated employee under federal law may qualify as an executive, administrative, or professional employee under Arkansas law if the employee customarily and regularly performs any one or more of the exempt duties or responsibilities of those positions. 010-14 Ark. Code R. § 002(010.14-106(B)(1)(c)).	No applicable state law.	Arkansas adopts the FLSA exemption, with no minimum salary or compensation threshold. See 010-14 Ark. Code R. § 002(010.14-109(G)).

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
California	<p>At least twice the full-time equivalent of the minimum wage.</p> <p>For 2024, the minimum salary is \$1280.00/wk.</p> <p>Effective January 1, 2025, the minimum salary is \$1,320/week or \$68,640/year</p> <p>Cal. Lab. Code § 515(a). See, e.g., Cal. Code Regs. tit. 8, § 11010 (1) (A)(1)(f).</p>	<p>At least twice the full-time equivalent of the minimum wage.</p> <p>For 2024, the minimum salary is \$1280/wk.</p> <p>Effective January 1, 2025, the minimum salary is \$1,320/week or \$68,640/year</p> <p>Cal. Lab. Code § 515(a). See, e.g., Cal. Code Regs. tit. 8, § 11010 (1) (A)(1)(f).</p>	<p>At least twice the full-time equivalent of the minimum wage.</p> <p>For 2024, the minimum salary is \$1280/wk.</p> <p>Effective January 1, 2025, the minimum salary is \$1,320/week or \$68,640/year</p> <p>Cal. Lab. Code § 515(a). See, e.g., Cal. Code Regs. tit. 8, § 11010 (1) (A)(1)(f).</p> <p>Covered health care employees compensated on a salary basis must earn a monthly salary equivalent to no less than 150% of the health care worker minimum wage or 200% of the standard state minimum wage, whichever is greater, for full-time employment in order to qualify as overtime-exempt under state law.</p> <p>Cal Lab Code § 1182.14(g).</p>	<p>No minimum salary or compensation threshold.</p>	<p>Effective January 1, 2024, \$55.58/hr or salary of not less than \$115,763.35 /yr for full-time employment, paid out not less than \$9,646.96/mo.</p> <p>Effective January 1, 2025:</p> <p>\$56.97 per hour, minimum monthly salary exemption is \$9,888.13, and the minimum annual salary exemption is \$118,657.43</p> <p>California Department of Industrial Relations, Overtime Exemption for Computer Software Employees.</p>	<p>No applicable state law.</p>	<p>No applicable state law.</p>	<p>Employee must earn 1.5 times the minimum wage, and more than 50% of the employee's compensation comes from commissions.</p> <p>For 2024, the minimum salary is \$24.00 per hour</p> <p>Cal. Code Regs. tit. 8, § 11070 (3)(D); Cal. Lab. Code § 1182.12(b).</p>

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Colorado	Paid at least the applicable weekly salary under Rule 2.5 of the Colorado Overtime and Minimum Pay Standards Order (COMPS Order). Effective January 1, 2025, the applicable weekly salary is \$1,086.25 (Info #1). 7 Colo. Code Regs. § 1103-1 (Rule 2.2.2, Rule 2.5.1).	Paid at least the applicable weekly salary under Rule 2.5 of the COMPS Order. Effective January 1, 2025, the applicable weekly salary is \$1,086.25 (Info #1). 7 Colo. Code Regs. § 1103-1 (Rule 2.2.1, Rule 2.5.1).	Paid at least the applicable weekly salary under Rule 2.5 of the COMPS Order. Effective January 1, 2025, the applicable weekly salary is \$1,086.25 (Info #1). 7 Colo. Code Regs. § 1103-1 (Rule 2.2.1, Rule 2.5.1).	No minimum salary or compensation threshold.	Employees must receive at least the lesser of (1) the applicable weekly salary under Rule 2.5 of the COMPS Order. Minimum hourly rate is \$34.07 as of 1/1/2025 7 Colo. Code Regs. § 1103-1 (Rule 2.5).	No applicable state law.	No applicable state law.	Commission-based pay with 50% of total earnings in a pay period from commission sales and a regular pay rate of at least 1.5 times minimum wage. 7 Colo. Code Regs. § 1103-1 (Rule 2.4.2).
Connecticut	Long test: Salary basis at a rate of not less than \$400/wk. Regs., Conn. Agencies Regs. § 31-60-14(a). Short test: Salary basis at a rate of not less than \$475/wk. Conn. Agencies Regs. § 31-60-14(a).	Long test: Salary or fee basis at a rate of not less than \$400/wk. Academic administrative personnel also qualify if salary basis is at least equal to entrance salary for teachers in school system/ educational establishment/ institution where employee works. Conn. Agencies Regs. § 31-60-15(a) Short test: Salary or fee basis at a rate of not less than \$475/wk. Conn. Agencies Regs. § 31-60-15(a).	Long test: Salary or fee basis at a rate of not less than \$400/wk, unless the employee: <ul style="list-style-type: none"> › Holds a valid license to practice law or medicine and is actually practicing › Holds the requisite academic degree for general practice of medicine and is engaged in a medical internship or resident program –or– › Is employed and engaged as a teacher Conn. Agencies Regs. § 31-60-16(a). Short test: Salary or fee basis at a rate of not less than \$475/wk. Conn. Agencies Regs. § 31-60-16(a).	Connecticut applies the FLSA definition of outside salesperson. Conn. Gen. Stat. § 31-58(e).	No applicable state law.	No applicable state law.	No applicable state law.	Inside salesperson whose sole duty is to sell a product or service and: <ul style="list-style-type: none"> › Has a regular rate of pay greater than two times the state minimum wage › Earns more than half of their compensation from commissions –and– Does not work more than 54 hours during a workweek Conn. Gen. Stat. § 31-76i

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Delaware	Delaware does not define the criteria for an employee to be deemed a bona fide executive employee, but it is likely that Delaware would follow the definition of the executive exemption in the FLSA. See 19 Del. C. § 901(3)(c).	Delaware does not define the criteria for an employee to be deemed a bona fide administrative employee, but it is likely that Delaware would follow the definition of the administrative exemption in the FLSA. See 19 Del. C. § 901(3)(c).	Delaware does not define the criteria for an employee to be deemed a bona fide professional employee, but it is likely that Delaware would follow the definition of the professional exemption in the FLSA. See 19 Del. C. § 901(3)(c).	Delaware law recognizes an exemption for an “outside commission paid salesperson, not route driver, who customarily performs services away from the individual’s employer’s premises taking orders for goods or services, “ but does not define the criteria for an employee to be deemed an outside sales employee. Del. Code Ann. tit. 19, § 901(3)(c). It is likely that Delaware would follow the definition of the professional exemption in the FLSA.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
District of Columbia	<p>Standard exemption: Salary basis at a rate of at least \$155/wk. D.C. Code Mun. Regs. tit. 7 § 999.1.</p> <p>Separate test for high-salaried executives: Executives paid salary basis of at least \$250/wk, regardless of nonexempt work performed. D.C. Code Mun. Regs. tit. 7 § 999.1.</p>	<p>Standard exemption: Salary basis at a rate of at least \$155/wk. D.C. Code Mun. Regs. tit. 7 § 999.1.</p> <p>Separate test for high-salaried executives: Executives paid salary basis of at least \$250/wk, regardless of nonexempt work performed. D.C. Code Mun. Regs. tit. 7 § 999.1.</p>	<p>Standard exemption: Salary basis at a rate of at least \$170/wk, unless the employee:</p> <ul style="list-style-type: none"> › Holds a valid license and is engaging in practicing law or medicine › Holds the requisite academic degree for general practice of medicine and is engaged in a medical internship or resident program –or– › Is employed and engaged as a teacher <p>D.C. Code Mun. Regs. tit. 7 § 999.1. Separate test for high-salaried executives: Executives paid salary basis of at least \$250/wk. D.C. Code Mun. Regs. tit. 7 § 999.1.</p>	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	<p>Regular rate of pay exceeds 1.5 times minimum wage, and more than half of compensation for a representative period (not less than one month) represents commissions on goods or services. D.C. Code § 32-1003(e); D.C. Code Mun. Regs. tit. 7 § 905.1.</p> <p>To determine the proportion of compensation from commissions, an employer should include all earnings from application of bona fide commission rate, regardless of whether commissions exceed any draw or guarantee. D.C. Code Mun. Regs. tit. 7 § 905.1.</p>
Florida	Florida law exempts executive employees from its minimum wage requirements by incorporating the provisions of Section 213 of the FLSA. Fla. Stat. § 448.110(3).	Florida law exempts administrative employees from its minimum wage requirements by incorporating the provisions of Section 213 of the FLSA. Fla. Stat. § 448.110(3).	Florida law exempts professional employees from its minimum wage requirements by incorporating the provisions of Section 213 of the FLSA. Fla. Stat. § 448.110(3).	Florida law exempts outside salespersons from its minimum wage requirements by incorporating the provisions of Section 213 of the FLSA. Fla. Stat. § 448.110(3).	Florida law exempts computer professionals from its minimum wage requirements by incorporating the provisions of Section 213 of the FLSA. Fla. Stat. § 448.110(3).	Florida law exempts highly compensated employees from its minimum wage requirements by incorporating the FLSA and its regulations. Fla. Stat. § 448.110(3).	Florida law exempts employees satisfying the combination exemption criteria from its minimum wage requirements by incorporating the FLSA and its regulations. Fla. Stat. § 448.110(3).	Florida law exempts commissioned salespersons from its minimum wage requirements by incorporating the FLSA and its regulations. Fla. Stat. § 448.110(3).

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Georgia	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
Hawaii	Fixed salary of at least \$210/wk (excluding reasonable cost of board, lodging, or other facilities provided to employee). Haw. Code R. § 12-20-2.	Fixed salary of at least \$210/wk (excluding reasonable cost of board, lodging, or other facilities provided to employee). Haw. Code R. § 12-20-3.	Fixed salary of at least \$210/wk (excluding reasonable cost of board, lodging, or other facilities provided to employee), unless employee: <ul style="list-style-type: none"> › Holds a valid license or certificate permitting the practice of law, medicine, or any related field, and is actually practicing › Holds requisite academic degree for general practice of medicine and is engaged in qualified internship or residency program –or– › Is employed and engaged as a teacher under Haw. Code R. § 12-20-5(2)(C) Haw. Code R. § 12-20-5,.	No minimum salary or compensation threshold.	No applicable state law.	Guaranteed compensation of more than \$4,000/mo. Hawaii Rev. Stat. § 387-1(1).	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Idaho	We have not identified any Idaho state authority defining the executive employee exemption. See Idaho Code Ann. § 44-1504(1).	We have not identified any Idaho state authority defining the administrative employee exemption. Idaho Code Ann. § 44-1504(1).	We have not identified any Idaho state authority defining the professional employee exemption. Idaho Code Ann. § 44-1504(1).	We have not identified any Idaho state authority defining the outside sales employee exemption. Idaho Code Ann. § 44-1504(3).	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
Illinois	Illinois law applies the FLSA salary threshold of \$684/wk. 820 Ill. Comp. Stat. 105/4a; 29 U.S.C.S. § 201 et seq.; 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541.	Illinois law applies the FLSA salary threshold of \$684/wk. 820 Ill. Comp. Stat. 105/4a; 29 U.S.C.S. § 201 et seq.; 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541.	Illinois law applies the FLSA salary threshold of \$684/wk. 820 Ill. Comp. Stat. 105/4a; 29 U.S.C.S. § 201 et seq.; 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541.	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	Illinois law applies the FLSA's retail sales exemption definition, which requires a regular pay rate exceeding 1.5 times the minimum wage, and more than 50% of compensation for a representative period (not less than one month) represents commission on sale of goods and services. 820 Ill. Comp. Stat. Ann. 105/4a(F); 29 U.S.C. § 207(i).

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Indiana	Must earn \$150/wk. Ind. Code Ann. § 22-2-2-3(n).	Must earn \$150/wk. Ind. Code Ann. § 22-2-2-3(n).	Must earn \$150/wk. Ind. Code Ann. § 22-2-2-3(n).	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	<p>Regular pay rate exceeding 1.5 times the minimum wage, and more than 50% of compensation for a representative period (not less than one month) represents commission on goods or services.</p> <p>Ind. Code Ann. § 22-2-2-4(q).</p> <p>To determine the proportion of compensation from commissions, an employer should include all earnings from application of bona fide commission rate, regardless of whether commissions exceed the draw or guarantee. Ind. Code Ann. § 22-2-2-4(q).</p>

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Iowa	<p>Salary basis of at least \$310/wk (not including board, lodging, or other facilities). Iowa Admin. Code r. 875-218.1; Iowa Code § 91D.1(2)(a)</p> <p>Salary basis requirement does not apply to motion picture producing industry employee paid a base rate of at least \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.6.</p>	<p>Must be paid:</p> <ul style="list-style-type: none"> On a salary or fee basis at a rate of not less than \$310/wk (exclusive of board, lodging, or other facilities). (The salary requirement is met if the employee is paid biweekly on a salary basis of \$629, semimonthly on a salary basis of \$671.68, or monthly on a salary basis of \$1343.34.) On a salary basis that is at least equal to the entrance salary for teachers in the school system, educational establishment, or institution by which employed. <p>Academic administrative personnel must receive the salary required by Iowa Admin. Code r. 875-218.2(5)(a). Iowa Admin. Code r. 875-218.2, Iowa Admin. Code r. 875-218.211 (1).</p>	<p>Salary or fee basis at rate of not less than \$340/wk (the salary requirement is met if the employee earns \$680 biweekly, \$736.66 semimonthly, or \$1473.34 monthly) (excluding board, lodging, or other facilities), unless the employee:</p> <ul style="list-style-type: none"> Holds a valid license or certificate to practice and is practicing law or medicine Holds the requisite academic degree for general practice of medicine and is in an internship or resident program Is employed and engaged as a qualified teacher <p>Iowa Admin. Code r. 875-218.3, Iowa Admin. Code r. 875-218.311 (1).</p>	No minimum salary or compensation threshold.	No applicable state law.	<p>High-salaried executive: Salary of at least \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.1; Iowa Admin. Code r. 875-218.119.</p> <p>Salary basis requirement does not apply to motion picture producing industry employee paid a base rate of at least \$500/wk (exclusive of board, lodging, or other facilities). Iowa Admin. Code r. 875-218.6.</p> <p>High-salaried administrative: Salary of not less than \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.2; Iowa Admin. Code r. 875-218.214.</p>	Tacking combination of work under two exemptions requires that the employee meet the stricter salary exemption requirement. Iowa Admin. Code r. 875-218.600 (1).	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
		Salary basis requirement does not apply to motion picture producing industry employees paid a base rate of at least \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.6.				Salary basis requirement does not apply to motion picture producing industry employee paid a base rate of at least \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.6. High-salaried professional: Salary or fee basis of at least \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.3 (5); Iowa Admin. Code r. 875-218.315. Salary basis requirement does not apply to motion picture producing industry employee paid a base rate of at least \$500/wk (excluding board, lodging, or other facilities). Iowa Admin. Code r. 875-218.6.		
Kansas	Paid at least \$155/wk. Kan. Admin. Regs. § 49-30-1(i).	No minimum salary or compensation threshold.	Paid at least \$170/wk. Kan. Admin. Regs. § 49-30-1(k).	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Kentucky	Salary basis at rate of not less than \$684 /wk (excluding board, lodging, or other facilities). Ky. Rev. Stat. Ann. § 337.010(2)(a)(2); 803 Ky. Admin. Regs. 1.071, Section 2(1)(a).	Salary basis at rate of not less than \$684 /wk (excluding board, lodging, or other facilities). Ky. Rev. Stat. Ann. § 337.010(2)(a)(2); 803 Ky. Admin. Regs. 1.071, Section 3(1)(a).	Salary basis at rate of not less than \$684 /wk (excluding board, lodging, or other facilities). Ky. Rev. Stat. Ann. § 337.010(2)(a)(2); 803 Ky. Admin. Regs. 1.071, Section 4(1)(a).	No minimum salary or compensation threshold.	Salary or fee basis at rate of not less than \$684 /wk (excluding board, lodging, or other facilities), or hourly basis at rate of not less than \$27.63/hr. 803 Ky. Admin. Regs. 1.071, Section 8(4).	Total annual compensation of at least \$107,432 that must include at least \$684 / wk paid on a salary or fee basis. Total annual compensation may also include commissions, nondiscretionary bonuses, and other nondiscretionary compensation earned during a 52-week period, but excludes board, lodging, other facilities, medical or life insurance payments, retirement plan contributions, and the cost of other fringe benefits. Ky. Rev. Stat. Ann. 337.010(2)(a)(2).; 803 Ky. Admin. Regs. 1.071, Section 9.	No minimum salary or compensation threshold.	No minimum salary or compensation threshold.
Louisiana	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Maine	Annual regular compensation that, when converted to an annual rate, exceeds 3000 times the state's minimum hourly wage or the annualized rate established under the FLSA, whichever is higher. Effective January 1, 2025, it will increase to \$845.21 per week Me. Rev. Stat. tit. 26, § 663(3)(K).	Annual regular compensation that, when converted to an annual rate, exceeds 3000 times the state's minimum hourly wage or the annualized rate established under the FLSA, whichever is higher. Effective January 1, 2025, it will increase to \$845.21 per week Me. Rev. Stat. tit. 26, § 663(3)(K).	Annual regular compensation that, when converted to an annual rate, exceeds 3000 times the state's minimum hourly wage or the annualized rate established under the FLSA, whichever is higher. Effective January 1, 2025, it will increase to \$845.21 per week Me. Rev. Stat. tit. 26, § 663(3)(K).	No applicable state law.	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.
Maryland	Maryland applies the FLSA definition of an executive employee. Md. Code Regs. 09.12.41.05, citing 29 C.F.R. § 541.100 et seq.	Maryland applies the FLSA definition of an administrative employee. Md. Code Regs. 09.12.41.01, citing 29 C.F.R. § 541.100 et seq.	Maryland applies the FLSA definition of a professional employee. Md. Code Regs. 09.12.41.17, citing 29 C.F.R. § 541.300 et seq.	Maryland applies the FLSA definition of "outside salesman." Md. Code Regs. 09.12.41.13, citing 29 C.F.R. § 541.500.	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.
Massachusetts	Massachusetts applies the FLSA definition of an executive employee. 454 CMR 27.03(3). For qualified trainees: earnings of more than \$80/wk. Mass. Gen. Laws ch. 151, § 1A(3); 454 Mass. Code Regs. 27.03(3).	Massachusetts applies the FLSA definition of an administrative employee. 454 CMR 27.03(3). For qualified trainees: earnings of more than \$80/wk. Mass. Gen. Laws ch. 151, § 1A(3); 454 Mass. Code Regs. 27.03(3).	Massachusetts applies the FLSA definition of a professional employee. 454 CMR 27.03(3). For qualified trainees: earnings of more than \$80/wk. Mass. Gen. Laws ch. 151, § 1A(3); 454 Mass. Code Regs. 27.03(3).	No minimum salary or compensation threshold.	No applicable state law.	Massachusetts regulations incorporate by reference the FLSA salary and salary basis tests. See Minimum Wage opinion letter 7-14-08 – Highly Compensated Employees.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Michigan	Paid on a salary basis of at least the federal standard weekly salary level for overtime exempt employees. Mich. Admin. Code r. 408.701(f).	Paid on a salary basis of at least the federal standard weekly salary level for overtime exempt employees. Mich. Admin. Code r. 408.701(b).	Paid on a salary or fee basis of at least the federal standard weekly salary level for overtime exempt employees. Mich. Admin. Code r. 408.701(j).	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	May qualify as exempt as an executive, administrative, or professional employee. Mich. Comp. Laws Serv. § 408.414a (4).
Minnesota	Employee must satisfy one of two tests: <ul style="list-style-type: none"> › Salary of at least \$250/wk (Executive Test 1) –or– › Salary of at least \$155/wk (Executive Test 2) Minn. R. 5200.0190.	Employee must satisfy one of two tests: <ul style="list-style-type: none"> › Salary of at least \$250/wk (Administrative Test 1) –or– › Salary of at least \$155/wk (Administrative Test 2) Minn. R. 5200.0200.	Employee must satisfy one of two tests: <ul style="list-style-type: none"> › Salary of at least \$250/wk (Professional Test 1) –or– › Salary of at least \$170/wk (Professional Test 2) Minn. R. 5200.0210	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	Regular pay must exceed 1.5 times the applicable minimum wage, and more than half of compensation for a representative period of not less than one month must represent commissions. Minn. R. 5200.0170. To determine the proportion of compensation from commissions, an employer must treat all earnings resulting from the application of bona fide commission rate as commissions on goods or services, regardless of whether computed commissions exceed any draw or guarantee. Minn. R. 5200.0170.
Mississippi	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Missouri	Missouri regulations incorporate the FLSA regulations as last amended on December 16, 2004, including those defining the executive exemption. Mo. Code Regs. Ann. tit. 8, § 30-4.010.	Missouri regulations incorporate the FLSA regulations as last amended on December 16, 2004, including those defining the administrative exemption. Mo. Code Regs. Ann. tit. 8, § 30-4.010.	Missouri regulations incorporate the FLSA regulations as last amended on December 16, 2004, including those defining the professional exemption. Mo. Code Regs. Ann. tit. 8, § 30-4.010.	Missouri regulations incorporate the FLSA regulations as last amended on December 16, 2004, including those pertaining to the outside sales exemption. Mo. Code Regs. Ann. tit. 8, § 30-4.010 (1).	Missouri Minimum Wage Law does not specifically recognize a computer professional exemption but provides an exemption for any employee who is exempt under the FLSA. Mo. Rev. Stat. § 290.505(4).	Missouri Minimum Wage Law does not specifically recognize a highly compensated professional exemption but provides an exemption for any employee who is exempt under the FLSA. Mo. Rev. Stat. § 290.505(4).	Missouri Minimum Wage Law does not specifically recognize a combination exemption but provides an exemption for any employee who is exempt under the FLSA. Mo. Rev. Stat. § 290.505(3), (4).	Missouri Minimum Wage Law does not specifically recognize an exemption for commissioned employees in retail service establishments but provides an exemption for any employee who is exempt under the FLSA. Mo. Rev. Stat. § 290.505.
Montana	Montana regulations adopt the FLSA definition of an executive employee. Mont. Code Ann. § 39-3-406(1)(j); Mont. Admin. R. 24.16.3007	Montana regulations adopt the FLSA definition of an administrative employee. Mont. Code Ann. § 39-3-406(1)(j); Mont. Admin. R. 24.16.3007	Montana regulations adopt the FLSA definition of a professional employee. Mont. Code Ann. § 39-3-406(1)(j); Mont. Admin. R. 24.16.3007	Montana regulations adopt the FLSA definition of an outside sales employee. Mont. Code Ann. § 39-3-406(1)(j); Mont. Admin. R. 24.16.3007	Pay of \$27.63/hr or a salary which would equal that rate if divided by the total hours worked in the workweek. Mont. Code Ann. § 39-3-406(1)(j). Montana Department of Labor & Industry, Computer Employees.	Montana adopts U.S. Department of Labor regulations regarding the highly compensated employee exemption. Mont. Admin. R. 24.16.3007.	Montana adopts the U.S. Department of Labor regulations regarding the combination exemption. Mont. Admin. R. 24.16.3007.	Regular rate of pay exceeding 1.5 times federal minimum hourly rate under the FLSA, and more than half of the employee's compensation for a period of not less than one month is derived from commissions on goods and services. Mont. Code Ann. § 39-3-406(2)(t).

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Nebraska	Nebraska law recognizes an executive exemption but does not define the eligibility requirements. Neb. Rev. Stat. § 48-1202(3)(c). It is likely that Nebraska would follow the definition of the executive employee exemption in the FLSA.	Nebraska law recognizes an administrative exemption but does not define the eligibility requirements. Neb. Rev. Stat. § 48-1202(3)(c). It is likely that Nebraska would follow the definition of the administrative employee exemption in the FLSA.	Nebraska law recognizes a professional exemption but does not define the eligibility requirements. Neb. Rev. Stat. § 48-1202(3)(c). It is likely that Nebraska would follow the definition of the professional employee exemption in the FLSA.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
Nevada	Nevada follows the FLSA regulations in determining eligibility. Nev. Rev. Stat. Ann. § 608.018(3)(d); Nev. Admin. Code § 608.125(3).	Nevada follows the FLSA regulations in determining eligibility. Nev. Rev. Stat. Ann. § 608.018(3)(d); Nev. Admin. Code § 608.125(3).	Professional: No minimum salary or compensation threshold. Creative professional: Nevada follows the FLSA regulations in determining eligibility. Nev. Rev. Stat. Ann. § 608.0116(2).	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	Regular rate of more than 1.5 times minimum wage, and more than half of compensation for representative period (not less than one month) represents commissions. Nev. Rev. Stat. Ann. § 608.018(3)(c).
New Hampshire	No applicable state law.	No applicable state law.	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
New Jersey	New Jersey adopts 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541 in defining the executive employee exemption. N.J. Admin. Code § 12:56-7.2.	New Jersey adopts 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541 in defining the exemptions from overtime for administrative employees. N.J. Admin. Code § 12:56-7.2. N.J. Admin. Code § 12:56-7.2 (c) also provides that a sales employee is exempt if at least 50% of total compensation is from commissions and the employee's total compensation is at least \$400 per week.	New Jersey adopts the definition in 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541. N.J. Admin. Code § 12:56-7.2.	New Jersey adopts the definition in 29 CFR Subtit. B, Ch. V, Subch. A, Pt. 541. N.J. Admin. Code § 12:56-7.2.	New Jersey adopts the FLSA's computer professional exemption requirements. N.J. Admin. Code § 12:56-7.2 (a).	New Jersey adopts the FLSA's highly compensated employee exemption requirements. N.J. Admin. Code § 12:56-7.2 (a).	New Jersey adopts the FLSA's combination exemption requirements. N.J. Admin. Code § 12:56-7.2 (a).	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
New Mexico	No minimum salary or compensation threshold.	No minimum salary or compensation threshold.	<p>New Mexico law refers to, but does not define, a professional employee exemption. See N.M. Stat. Ann. § 50-4-22(C); N.M. Code R. § 11.1.4.7 (H).</p> <p>It is likely that New Mexico would follow the definition of the professional employee exemption in the FLSA. See <i>Valentine v. Bank of Albuquerque</i>, 697 P.2d 489, 490-91 (N.M. 1985) (applying FLSA regulations and affirming plaintiff as an administrative employee exempt from state law and the FLSA); <i>Gagnon v. Res. Tech., Inc.</i>, 19 F. App'x 745, 747-49 (10th Cir. 2001) (applying FLSA regulations and affirming plaintiff as an administrative employee exempt from state law and the FLSA).</p>	<p>New Mexico law exempts salespersons compensated on a commission basis from minimum wage and overtime requirements but does not define the requirements to qualify for the exemption. N.M. Stat. Ann. § 50-4-21(C)(5).</p> <p>It is likely that New Mexico would follow the definition of the outside salesperson exemption in the FLSA. See <i>Valentine v. Bank of Albuquerque</i>, 697 P.2d 489, 490-91 (N.M. 1985) (applying FLSA regulations and affirming plaintiff as an administrative employee exempt from state law and the FLSA); <i>Gagnon v. Res. Tech., Inc.</i>, 19 F. App'x 745, 747-49 (10th Cir. 2001) (applying FLSA regulations and affirming plaintiff as an administrative employee exempt from state law and the FLSA).</p>	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
New York	<p>New York City: 11 or more employees: \$1,237.50/wk</p> <p>10 or fewer employees: \$1,237.50/wk</p> <p>Nassau, Suffolk, and Westchester Counties: \$1,237.50/wk</p> <p>All others: \$1,161.65/wk</p> <p>See N.Y. Comp. Codes R. & Regs. tit. 12, § 141-3.2, N.Y. Comp. Codes R. & Regs. tit. 12, § 142-2.14, N.Y. Comp. Codes R. & Regs. tit. 12, § 146-3.2.</p>	<p>New York City: 11 or more employees: \$1,237.50/wk</p> <p>10 or fewer employees: \$1,237.50/wk</p> <p>Nassau, Suffolk, and Westchester Counties: \$1,237.50/wk</p> <p>All others: \$1,161.65/wk</p> <p>See N.Y. Comp. Codes R. & Regs. tit. 12, § 141-3.2, N.Y. Comp. Codes R. & Regs. tit. 12, § 142-2.14, N.Y. Comp. Codes R. & Regs. tit. 12, § 146-3.2.</p>	No minimum salary or compensation threshold.	No minimum salary or compensation threshold.	<p>New York does not have a regulation specifically identifying a computer professional employee exemption. New York regulations incorporate by reference the overtime pay exemptions of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207 et seq. and § 213 et seq., which include a computer professional exemption. N.Y. Comp. Codes R. & Regs. tit. 12, § 142-2.2.</p> <p>New York regulations incorporate by reference the FLSA's computer professional exemption. N.Y. Comp. Codes R. & Regs. tit. 12, § 142-2.2.</p>	Unclear if overtime exemption applies. See Wage and Hour (NY) — Highly Compensated Employee Exemption.	Unclear if overtime exemption applies. See Wage and Hour (NY) — Combination Exemption.	New York regulations incorporate by reference the FLSA's retail sales exemption. N.Y. Comp. Codes R. & Regs. tit. 12, § 142-2.2.
North Carolina	North Carolina applies the FLSA definition for the executive exemption. See N.C. Gen. Stat. § 95-25.14(b)(4).	North Carolina applies the FLSA definition for the administrative exemption. See N.C. Gen. Stat. § 95-25.14(b)(4).	North Carolina applies the FLSA definition for the professional exemption. See N.C. Gen. Stat. § 95-25.14(b)(4).	North Carolina applies the FLSA definition for the outside sales exemption. See N.C. Gen. Stat. § 95-25.14(b)(4).	North Carolina applies the FLSA definition for the computer professional employee exemption. See N.C. Gen. Stat. § 95-25.14(b)(7).	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
North Dakota	North Dakota law requires compensation on a salary or fee basis but sets no minimum salary or compensation threshold. N.D. Admin. Code 46-02-07-01(6).	North Dakota law requires compensation on a salary or fee basis but sets no minimum salary or compensation threshold. N.D. Admin. Code 46-02-07-01(1).	North Dakota law requires compensation on a salary or fee basis but sets no minimum salary or compensation threshold. N.D. Admin. Code 46-02-07-01(10).	No minimum salary or compensation threshold.	North Dakota law exempts a computer professional who: <ul style="list-style-type: none"> › Meets certain discretion and independent judgment requirements without regard to compensation –or– › Is paid a rate of at least \$27.63/hr N.D. Admin. Code 46-02-07-02 (4)(f).	Total annualized compensation of \$100,000 or more, and at least \$455/wk paid on a salary or fee basis. N.D. Admin. Code 46-02-07-01(7).	No applicable state law.	Regular rate of pay exceeding 1.5 times applicable minimum hourly rate and more than 50% of compensation for a period of not less than one month is from commission on goods or services sold. N.D. Admin. Code 46-02-07-02 (4)(i).
Ohio	Ohio law adopts the FLSA's definition of the executive exemption. Ohio Rev. Code Ann. §§ 4111.03(D)(3)(d), 4111.14(B)(1).	Ohio law adopts the FLSA's definition of the administrative exemption. Ohio Rev. Code Ann. §§ 4111.03(D)(3)(d), 4111.14(B)(1).	Ohio law adopts the FLSA's definition of the professional exemption. Ohio Rev. Code Ann. §§ 4111.03(D)(3)(d), 4111.14(B)(1).	Ohio has an exemption for an "outside salesperson compensated by commissions" as defined by the FLSA. Ohio Rev. Code Ann. §§ 4111.03(D)(3)(d), 4111.14(B)(1).	Ohio law incorporates the FLSA's computer professional exemption requirements. Ohio Rev. Code Ann. §§ 4111.03(A), 4111.14(B)(1).	No applicable state law.	No applicable state law.	Ohio law adopts the retail/inside sales exemption found in the FLSA. Ohio Rev. Code Ann. § 4111.03(A).
Oklahoma	Oklahoma law recognizes an executive employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8). It is likely that Oklahoma would follow the definition of the executive employee exemption in the FLSA.	Oklahoma law recognizes an administrative employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8). It is likely that Oklahoma would follow the definition of the administrative employee exemption in the FLSA.	Oklahoma law recognizes a professional employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8). It is likely that Oklahoma would follow the definition of the professional employee exemption in the FLSA.	Oklahoma law recognizes an outside sales employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8). It is likely that Oklahoma would follow the definition of the outside sales employee exemption in the FLSA.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Oregon	Salary basis at a salary not less than the minimum wage in the employer's location, multiplied by 2080 hours per year, then divided by 12 months (excluding board, lodging, or other facilities). Or. Rev. Stat. §§ 653.020(3), 653.010(9); Or. Admin. R. 839-020-0005(1).	Salary basis at a salary not less than the minimum wage in the employer's location, multiplied by 2080 hours per year, then divided by 12 months (excluding board, lodging, or other facilities). Or. Rev. Stat. §§ 653.020(3), 653.010(9); Or. Admin. R. 839-020-0005(2).	Salary basis at a salary not less than the minimum wage in the employer's location, multiplied by 2080 hours per year, then divided by 12 months (excluding board, lodging, or other facilities). Or. Rev. Stat. §§ 653.020(3), 653.010(9); Or. Admin. R. 839-020-0005(3).	No minimum salary or compensation threshold.	Compensation at a rate of at least the equivalent of \$27.63/hr for each hour worked. Or. Admin. R. 839-020-0125(2)(h).	No applicable state law.	No applicable state law.	Regular pay rate exceeding 1.5 times the applicable minimum wage under Or. Rev. Stat. § 653.025, and more than half of compensation for a representative period of not less than one month represents commissions on goods or services. Or. Admin. R. 839-020-0125(2)(d). To determine the proportion of compensation from commissions, all earnings resulting from application of a bona fide commission rate are deemed commissions on goods or services without regard to any draw or guarantee. Or. Admin. R. 839-020-0125(2)(d).

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Pennsylvania	<p>Employment in an executive capacity is exempt from minimum wage and overtime provisions of the Pennsylvania Minimum Wage Act. 43 Pa. Stat. Ann. § 333.105(a) (5).</p> <p>However, regulations defining the executive exemption and setting the minimum weekly salary (34 Pa. Code § 231.82) were repealed. 71 Pa. Stat. Ann. § 575.1. The Pennsylvania Department of Labor & Industry, in guidance to employers, states that “[w]hen there are differences between state and federal law or regulations, an employer should follow the law or regulation which provides the most protection to workers.” See Pennsylvania Department of Labor & Industry - Overtime and Tipped Worker Rules in PA.</p>	<p>Employment in an administrative capacity is exempt from minimum wage and overtime provisions of the Pennsylvania Minimum Wage Act. 43 Pa. Stat. Ann. § 333.105(a) (5).</p> <p>However, regulations defining the administrative exemption and setting the minimum weekly salary (34 Pa. Code § 231.82) were repealed. 71 Pa. Stat. Ann. § 575.1. The Pennsylvania Department of Labor & Industry, in guidance to employers, states that “[w]hen there are differences between state and federal law or regulations, an employer should follow the law or regulation which provides the most protection to workers.” See Pennsylvania Department of Labor & Industry - Overtime and Tipped Worker Rules in PA.</p>	<p>Employment in a professional capacity is exempt from minimum wage and overtime provisions of the Pennsylvania Minimum Wage Act. 43 Pa. Stat. Ann. § 333.105(a) (5).</p> <p>However, regulations defining the professional exemption and setting the minimum weekly salary (34 Pa. Code § 231.82) were repealed. 71 Pa. Stat. Ann. § 575.1. The Pennsylvania Department of Labor & Industry, in guidance to employers, states that “[w]hen there are differences between state and federal law or regulations, an employer should follow the law or regulation which provides the most protection to workers.” See Pennsylvania Department of Labor & Industry - Overtime and Tipped Worker Rules in PA.</p>	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Rhode Island	Salary of not less than \$200/wk, unless salary would violate the applicable minimum wage law if computed on an hourly basis. R.I. Gen. Laws Section 28-12-4.3(a)(4).	Salary of not less than \$200/wk, unless salary would violate the applicable minimum wage law if computed on an hourly basis. R.I. Gen. Laws Section 28-12-4.3(a)(4).	Salary of not less than \$200/wk, unless salary would violate the applicable minimum wage law if computed on an hourly basis. R.I. Gen. Laws Section 28-12-4.3(a)(4).	Rhode Island law recognizes an outside salesperson exemption but does not define the eligibility criteria. R.I. Gen. Laws Section 28-12-2(6)(v).	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
South Carolina	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
South Dakota	No applicable state law.	No applicable state law.	No applicable state law.	South Dakota law recognizes an outside salesperson exemption but does not define eligibility requirements. See S.D. Codified Laws § 60-11-3. It is likely that South Dakota would follow the definition of the outside salesperson exemption in the FLSA.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
Tennessee	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Texas	<p>Texas has an executive employee exemption, but we have not identified any state law defining the eligibility requirements. Tex. Lab. Code § 62.153.</p> <p>It is likely that Texas would follow the definition of the executive employee exemption in the FLSA.</p>	<p>Texas has an administrative employee exemption, but we have not identified any state law defining the eligibility requirements. Tex. Lab. Code § 62.153.</p> <p>It is likely that Texas would follow the definition of the administrative employee exemption in the FLSA.</p>	<p>Texas has a professional employee exemption, but we have not identified any state law defining the eligibility requirements. Tex. Lab. Code § 62.153.</p> <p>It is likely that Texas would follow the definition of the professional employee exemption in the FLSA.</p>	<p>Texas has an exemption for an employee who is an “outside salesperson or collector and paid a commission,” but we have not identified any state law defining the eligibility requirements. Tex. Lab. Code § 62.153(2).</p> <p>It is likely that Texas would follow the definition of the outside sales employee exemption in the FLSA.</p>	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.
Utah	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Vermont	<p>Vermont has an executive employee exemption but does not define the eligibility requirements. Vt. Stat. Ann. tit. 21, § 383(2)(E).</p> <p>It is likely that Vermont would follow the definition of the executive employee exemption in the FLSA.</p>	<p>Vermont has an administrative employee exemption but does not define the eligibility requirements. Vt. Stat. Ann. tit. 21, § 383(2)(E).</p> <p>It is likely that Vermont would follow the definition of the administrative employee exemption in the FLSA.</p>	<p>Vermont has a professional employee exemption but does not define the eligibility requirements. Vt. Stat. Ann. tit. 21, § 383(2)(E).</p> <p>It is likely that Vermont would follow the definition of the professional employee exemption in the FLSA.</p>	<p>Vermont has an outside sales employee exemption but does not define the eligibility requirements. Vt. Stat. Ann. tit. 21, § 383(2)(H).</p> <p>It is likely that Vermont would follow the definition of the outside sales employee exemption in the FLSA.</p>	No applicable state law.	No applicable state law.	No applicable state law.	No minimum salary or compensation threshold.
Virginia	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.	Virginia law incorporates the exemptions under the FLSA for the purposes of overtime. Va. Code Ann. § 40.1-29.2.

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
Washington	<p>The minimum salary for exempt employees working for small employers (1-50 employees) and large employers (50 or more employees) is 2 times the minimum wage.</p> <p>That means an employee exempt from overtime pay must earn at least \$1,332.80 a week, and for employers with 50 or more employees, \$1,499.40 per week.</p> <p>Wash. Admin. Code §§ 296-128-510 (1)(d), 296-128-545.</p>	<p>The minimum salary for exempt employees working for small employers (1-50 employees) and large employers (50 or more employees) is 2 times the minimum wage.</p> <p>That means an employee exempt from overtime pay must earn at least \$1,332.80 a week, and for employers with 50 or more employees, \$1,499.40 per week. Wash. Admin. Code §§ 296-128-520 1) (c), 296-128-545.</p> <p>Employees performing administrative functions directly related to academic instruction or training in an educational establishment or department or subdivision thereof qualify for the exemption if they satisfy the above salary requirement or if they are paid on a salary basis which is at least equal to the entrance salary for teachers in the educational establishment by which they are employed.</p>	<p>The minimum salary for exempt employees working for small employers (1-50 employees) and large employers (50 or more employees) is 2 times the minimum wage.</p> <p>That means an employee exempt from overtime pay must earn at least \$1,332.80 a week, and for employers with 50 or more employees, \$1,499.40 per week.</p> <p>Wash. Admin. Code §§ 296-128-530(1)(b), 296-128-545.</p> <p>Teachers must be paid on a salary or fee basis, but there is no minimum salary. Wash. Admin. Code § 296-128-530 (2)(b).</p> <p>No salary requirements for doctors and lawyers. Wash. Admin. Code § 296-128-530 (3)(d).</p>	<p>Paid on a guaranteed salary, commission, or fee basis. Wash. Admin. Code § 296-128-540.), 296-128-545.540.</p>	<p>Paid either (1) on a salary or fee basis in an amount not less than 1.25 times the applicable minimum wage for a 40-hour workweek or (2) at least 3.5 times the applicable minimum wage per hour for employees of employers with more than 50 employees or 2.75 times the applicable minimum wage per hour for employees of employers with 50 or fewer employees.</p> <p>This would be at least \$58.31 per hour</p> <p>Wash. Admin. Code §§ 296-128-535 (1)(c), 296-128-545.</p>	<p>No applicable state law.</p>	<p>No applicable state law.</p>	<p>Regular rate of pay in excess of one and one-half times the minimum hourly rate required under Wash. Rev. Code § 49.46.020 and commissions on goods or services per representative period (one month to one year) greater than 50% of earnings.</p>

Minimum Salary Thresholds

Jurisdiction	Executive Employee Exemption	Administrative Employee Exemption	Professional Employee Exemption	Outside Sales Employee Exemption	Computer Professional Employee Exemption	Highly Compensated Employee Exemption	Combination Exemption	Retail/Inside Sales Employee Exemption
West Virginia	Salary basis at a rate of at least \$684 per workweek. W. Va. Code § 21-5C-1(f) (6); W. Va. Code R. § 42-8-8(8.10).	Salary or fee basis at a rate of at least \$455 per workweek. W. Va. Code § 21-5C-1(f) (6); W. Va. Code R. § 42-8-8(8.11).	Learned professional: Salary or fee basis at a rate of at least \$455 per workweek (excluding bona fide teachers or practitioners of law or medicine). W. Va. Code § 21-5C-1(f) (6); W. Va. Code R. § 42-8-8(8.7). Creative professional: Salary or fee basis at a rate of at least \$684 per workweek. W. Va. Code R. § 42-8-8(8.8).	No minimum salary or compensation threshold.	Compensation at a rate of at least \$27.63 per hour. W. Va. CSR. § 42-8-8.9.	No applicable state law.	No applicable state law.	No applicable state law.
Wisconsin	Salary basis at a rate of at least \$700/mo. Wis. Admin. Code DWD § 274.04(1)(a).	Salary or fee basis at a rate of at least \$700/mo. Wis. Admin. Code DWD § 274.04(1)(b).	Salary or fee basis at a rate of at least \$750/mo. Wis. Admin. Code DWD § 274.04(1)(c).	No minimum salary or compensation threshold.	Paid at a rate of at least \$27.63/hr, if paid by the hour. Wis. Admin. Code DWD § 274.04(15).	No applicable state law.	No applicable state law.	Paid at a rate that is 1.5 times the minimum wage rate for all hours worked and 50% of earnings come from commissions. Wis. Admin. Code DWD § 274.04(3).
Wyoming	Wyoming law recognizes an executive employee exemption but does not define eligibility requirements. Wyo. Stat. Ann. § 27-4-201 (a)(iv)(C). It is likely that Wyoming would follow the definition of the executive exemption in the FLSA.	Wyoming law recognizes an administrative employee exemption but does not define eligibility requirements. Wyo. Stat. Ann. § 27-4-201(a)(iv)(C). It is likely that Wyoming would follow the definition of the administrative exemption in the FLSA.	Wyoming law recognizes a professional employee exemption but does not define eligibility requirements. Wyo. Stat. Ann. § 27-4-201(a)(iv)(C). It is likely that Wyoming would follow the definition of the professional exemption in the FLSA.	Paid solely by commissions earned on sales. Wyo. Stat. Ann. § 27-4-201(a)(iv)(G).	No applicable state law.	No applicable state law.	No applicable state law.	No applicable state law.

Current as of: 12/4/2024