

The following consists of information gathered from official state, county, and city agencies and law. Vensure Employer Solutions assumes no responsibility for the accuracy of the updates, as some rates may be changed by the jurisdiction. To assist with this, official links to applicable state, county, and city websites have been included so employers can confirm the rates, in case a change is made after the date of this publication. Additionally, many jurisdictions adjust their rates annually based on the Consumer Price Index (CPI) and may not have released their new minimum wage rates. These have been marked as "TBA" within this chart. While employers are welcome to periodically check the listed sites for agencies that have not yet announced the new rate, Vensure's HR Compliance team is following up weekly with state agencies to obtain the latest and accurate new rates; as they are released, this chart will be updated to reflect those changes.



Minimum Wage Updates: January through June 2026

State/City	2025 Previous Wage Rate	Effective Date	2026 Wage Rate	Official Website	Notes / Comments / Description
Arizona	\$14.70	1/1/2026	\$15.15	Arizona Minimum Wage	Arizona Minimum Wage Poster
Arizona: Flagstaff	\$17.85	1/1/2026	\$18.35	Flagstaff Arizona Minimum Wage	Flagstaff Arizona Minimum Wage Poster
Arizona: Tucson	\$15.00	1/1/2026	\$15.45	Tucson Arizona Minimum Wage	Tucson Arizona Minimum Wage Poster
California	\$16.50	1/1/2026	\$16.90	California Minimum Wage Website	Department of Finance Minimum Wage Increase
California: Belmont	\$18.30	1/1/2026	\$18.95	Belmont California Minimum Wage	Belmont California Minimum Wage Official Notice
California: Burlingame	\$17.43	1/1/2026	\$17.86	Burlingame California Minimum Wage	Burlingame California Minimum Wage Official Notice
California: Cupertino	\$18.20	1/1/2026	\$18.70	Cupertino California Minimum Wage	Poster has yet to be released (Click to Visit Site)
California: Daly City	\$17.07	1/1/2026	\$17.50	Daly City California Minimum Wage	Daly City California Minimum Wage Notice
California: East Palo Alto	\$17.45	1/1/2026	\$17.90	East Palo Alto California Minimum Wage	East Palo Alto California Minimum Wage Official Notice
California: El Cerrito	\$18.34	1/1/2026	\$18.82	El Cerrito California Minimum Wage	El Cerrito California Minimum Wage Notice
California: Foster City	\$17.39	1/1/2026	\$17.85	Foster City California Minimum Wage	Foster City California Minimum Wage Notice
California: Half Moon Bay	\$17.47	1/1/2026	\$17.91	Half Moon Bay California Minimum Wage	Half Moon Bay California Minimum Wage Notice
California: Hayward (25 or fewer employees)	\$16.50	1/1/2026	\$16.90	Hayward California Minimum Wage	Hayward California Minimum Wage Official Notice
California: Hayward (26 or more employees)	\$17.36	1/1/2026	\$17.79	Hayward California Minimum Wage	Hayward California Minimum Wage Official Notice
California: Los Altos	\$18.20	1/1/2026	\$18.70	Los Altos California Minimum Wage	Los Altos California Minimum Wage Official Notice
California: Menlo Park	\$17.10	1/1/2026	\$17.55	Menlo Park California Minimum Wage	Menlo Park California Minimum Wage Poster
California: Mountain View	\$19.20	1/1/2026	\$19.70	Mountain View California Minimum Wage	Mountain View California Minimum Wage Official Notice
California: Novato Very Large Businesses (100 or more Employees)	\$17.27	1/1/2026	\$17.73	Novato California Minimum Wage	Novato California Minimum Wage Official Notice
California: Novato Large Business (26 to 99 Employees)	\$17.00	1/1/2026	\$17.46	Novato California Minimum Wage	Novato California Minimum Wage Official Notice

Minimum Wage Updates: January through June 2026



State/City	2025 Previous Wage Rate	Effective Date	2026 Wage Rate	Official Website	Notes / Comments / Description
California: Novato Small Businesses (25 or less Employees)	\$16.42	1/1/2026	\$16.90	Novato California Minimum Wage	Novato California Minimum Wage Official Notice
California: Oakland	\$16.89	1/1/2026	\$17.34	Oakland California Minimum Wage <i>(CPI 2.7% led to the increase)</i>	Poster has yet to be released (Click to Visit Site)
California: Oakland (Hotel workers w/health benefits)	\$18.36	1/1/2026	\$18.85	Oakland California Hotel Minimum Wage	Oakland California Minimum Wage Poster
California: Oakland (Hotel workers no health benefits)	\$24.48	1/1/2026	\$25.14	Oakland California Hotel Minimum Wage	Oakland California Minimum Wage Poster
California: Palo Alto	\$18.20	1/1/2026	\$18.70	Palo Alto California Minimum Wage	Palo Alto California Minimum Wage Official Notice
California: Petaluma	\$17.97	1/1/2026	\$18.31	Petaluma California Minimum Wage	Petaluma California Minimum Official Wage Notice
California: Redwood City	\$18.20	1/1/2026	\$18.65	Redwood City California Minimum Wage	Redwood City California Minimum Wage Official Notice
California: Richmond (employer does not pay towards medical benefits)	\$17.77	1/1/2026	\$19.18	Richmond California Minimum Wage	Richmond Minimum Wage Official Notice
California: Richmond (employer pays towards medical benefits)	\$16.27	1/1/2026	\$17.68	Richmond California Minimum Wage <i>(Subtract \$1.50; see Ordinance No. 15-17 N.S. - Amended Minimum Wage Ordinance)</i>	Richmond Minimum Wage Official Notice
California: San Carlos	\$17.32	1/1/2026	\$17.75	San Carlos California Minimum Wage	San Carlos Minimum Wage Official Notice
California: San Diego	\$17.25	1/1/2026	\$17.75	San Diego California Minimum Wage	San Diego California Minimum Wage Notice
California: San Jose	\$17.95	1/1/2026	\$18.45	San Jose California Minimum Wage	San Jose California Minimum Wage Official Notice
California: San Mateo	\$17.95	1/1/2026	\$18.60	San Mateo California Minimum Wage	San Mateo California Minimum Wage Official Notice
California: San Mateo County Unincorporated Areas	\$17.46	1/1/2026	\$17.95	San Mateo County Unincorporated Areas Minimum Wage	San Mateo County Unincorporated Areas Minimum Wage Official Notice
California: Santa Clara	\$18.20	1/1/2026	\$18.70	Santa Clara California Minimum Wage	Santa Clara California Minimum Wage Poster
California: Santa Rosa	\$17.87	1/1/2026	\$18.21	Santa Rosa California Minimum Wage	Santa Rosa California Minimum Wage Official Notice
California: Sonoma (25 or fewer employees)	\$16.96	1/1/2026	\$17.38	Sonoma City California Minimum Wage	Sonoma City California Minimum Wage Official Notice
California: Sonoma (26 or more employees)	\$18.02	1/1/2026	\$18.47	Sonoma City California Minimum Wage	Sonoma City California Minimum Wage Official Notice
California: South San Francisco	\$17.70	1/1/2026	\$18.15	South San Francisco California Minimum Wage	South San Francisco California Minimum Wage Official Notice
California: Sunnyvale	\$19.00	1/1/2026	\$19.50	Sunnyvale California Minimum Wage	Sunnyvale California Minimum Wage Official Notice
California: West Hollywood (Non-Hotel Workers)	\$19.65	1/1/2026	\$20.25	West Hollywood California Minimum Wage	West Hollywood California Minimum Wage Poster

Minimum Wage Updates: January through June 2026



State/City	2025 Previous Wage Rate	Effective Date	2026 Wage Rate	Official Website	Notes / Comments / Description
Colorado	\$14.81	1/1/2026	\$15.16	Colorado Minimum Wage	Poster has yet to be released (Click to Visit Site)
Colorado: Boulder City	\$15.57	1/1/2026	\$16.82	Boulder City Colorado Minimum Wage	Boulder, Colorado, Minimum Wage Poster
Colorado: Unincorporated Boulder County	\$16.57	1/1/2026	\$16.82	Unincorporated Boulder County Colorado Minimum Wage	Boulder County Amended Ordinance November 2025
Colorado: Denver	\$18.81	1/1/2026	\$19.29	Denver Colorado Minimum Wage	Poster has yet to be released (Click for site)
Colorado: Edgewater	\$16.52	1/1/2026	\$18.17	Edgewater Colorado Minimum Wage	Edgewater Colorado Minimum Wage Poster
Connecticut	\$16.35	1/1/2026	\$16.94	Connecticut Minimum Wage	Connecticut Minimum Wage Section 31-58i(1)
Hawaii	\$14.00	1/1/2026	\$16.00	Hawaii Minimum Wage	Hawaii Notice to Employees
Maine	\$14.65	1/1/2026	\$15.10	Maine Minimum Wage	Maine Minimum Wage Poster
Maine: Portland	\$15.50	1/1/2026	\$16.75	Portland Maine Minimum Wage <i>(Will Increase Due to Nov 2025 Citizen-Initiated Referendum)</i>	Poster has yet to be released (Click to Visit Site)
Maine: Rockland	\$15.50	1/2/2026	\$16.00	Rockland Maine Minimum Wage	Poster has yet to be released (Click to Visit Site)
Maryland: Howard County (Less than 15 employees)	\$15.00	1/1/2026	\$15.50	Maryland Howard County Minimum Wage <i>(Rate applies 1/1/26-6/30/26 and will increase to \$16.00 on 7/1/26)</i>	Maryland Howard County Minimum Wage Poster
Michigan	\$12.48	1/1/2026	\$13.73	Michigan Minimum Wage	Michigan Minimum Wage Poster
Minnesota	\$11.13	1/1/2026	\$11.41	Minnesota Minimum Wage	Minnesota Minimum Wage Poster Pack
Minnesota: 90-day training wage (under 20 years of age)	\$9.08	1/1/2026	\$9.31	Minnesota Minimum Wage	Minnesota Minimum Wage Poster Pack
Minnesota: Minneapolis	\$15.97	1/1/2026	\$16.37	Minneapolis Minnesota Minimum wage	Minneapolis Minimum Wage Poster
Minnesota: St. Paul Macro and Large (101 or more employees)	\$15.97	1/1/2026	\$16.37	St. Paul Minnesota Minimum Wage	Minnesota Minimum Wage Poster
Missouri <i>(Note: Retail and service employers with less than \$500k in gross income can pay the federal minimum wage)</i>	\$13.75	1/1/2026	\$15.00	Missouri Minimum Wage	Missouri Minimum Wage Poster
Montana <i>(Note: Employers with annual gross sales of \$110k or less can pay the federal minimum wage)</i>	\$10.55	1/1/2026	\$10.85	Montana Minimum Wage	Montana Minimum Wage Poster
Nebraska <i>(Note: Nebraska's minimum wage law covers employers with four or more employees)</i>	\$13.50	1/1/2026	\$15.00	Nebraska Minimum Wage	Nebraska Minimum Wage Poster
New Jersey: Most Employers (6 or more employees)	\$15.49	1/1/2026	\$15.92	New Jersey Minimum Wage	Poster has yet to be released (Click to Visit Site)

Minimum Wage Updates: January through June 2026



State/City	2025 Previous Wage Rate	Effective Date	2026 Wage Rate	Official Website	Notes / Comments / Description
New Jersey: Seasonal or Small Employers w/less than 6 employees	\$14.53	1/1/2026	\$15.23	New Jersey Minimum Wage	Poster has yet to be released (Click to Visit Site)
New Jersey: Agricultural	\$13.40	1/1/2026	\$14.20	New Jersey Minimum Wage	Poster has yet to be released (Click to Visit Site)
New Jersey: Long-term care facility staff	\$18.49	1/1/2026	\$18.92	New Jersey Minimum Wage	Poster has yet to be released (Click to Visit Site)
New Mexico: Las Cruces	\$12.65	1/1/2026	\$13.01	Las Cruces New Mexico Minimum Wage	Las Cruces Minimum Wage Official Notice
New Mexico: Santa Fe (City and Unincorporated County)	\$15.00	3/1/2026	\$15.40	Santa Fe New Mexico Minimum Wage	Santa Fe County Site and Poster
New York City	\$16.50	1/1/2026	\$17.00	New York City Minimum Wage	Poster has yet to be released (Click to Visit Site)
New York State: Downstate NYC, Long Island, and Westchester (Home Care Aides)	\$19.10	1/1/2026	\$19.65	New York Home Care Aide Minimum Wage	Poster has yet to be released (Click to Visit Site)
New York State: Remainder of State (Home Care Aides)	\$18.10	1/1/2026	\$18.65	New York Home Care Aide Minimum Wage (Remainder of State)	Poster has yet to be released (Click to Visit Site)
New York State: Downstate NYC, Long Island, and Westchester (Food Service Workers)	\$16.50	1/1/2026	\$17.00	New York Downstate Minimum Wage (Food Service Workers) Minimum Wage	Poster has yet to be released (Click to Visit Site)
New York State: Remainder of State (Food Service Workers)	\$15.50	1/1/2026	\$16.00	New York Remainder of State Employees Minimum Wage (Food Service Workers)	Poster has yet to be released (Click to Visit Site)
New York State: New York City, Westchester and Long Island (Non-profit)	\$16.50	1/1/2026	\$17.00	New York State: New York City, Westchester and Long Island (non-profit) Minimum Wage	Poster has yet to be released (Click to Visit Site)
New York State: Remainder of State (Non-profit)	\$15.50	1/1/2026	\$16.00	New York State: Remainder of State (non-profit) Minimum Wage	Poster has yet to be released (Click to Visit Site)
New York: Remainder of New York State	\$15.50	1/1/2026	\$16.00	New York City Minimum Wage	Poster has yet to be released (Click to Visit Site)
New York State: New York City, Westchester and Long Island	\$16.50	1/1/2026	\$17.00	New York City Minimum Wage	Poster has yet to be released (Click to Visit Site)
Ohio (Note: Employers that gross less than \$394,000 per year can pay the federal minimum wage)	\$10.70	1/1/2026	\$11.00	Ohio Minimum Wage	Ohio Minimum Wage Poster
Rhode Island	\$15.00	1/1/2026	\$16.00	Rhode Island Minimum Wage	Poster has yet to be released (Click to Visit Site)
South Dakota	\$11.50	1/1/2026	\$11.85	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)	\$14.01	1/1/2026	\$14.42	Vermont Minimum Wage	Vermont Minimum Wage Poster 2026
Virginia	\$12.41	1/1/2026	\$12.77	Virginia DOLI Minimum Wage Increase	Virginia Minimum Wage Poster
Washington	\$16.66	1/1/2026	\$17.13	Washington Minimum Wage	Washington Minimum Wage Poster

Minimum Wage Updates: January through June 2026



State/City	2025 Previous Wage Rate	Effective Date	2026 Wage Rate	Official Website	Notes / Comments / Description
Washington: Youth (14 or 15 years old)	\$14.16	1/1/2026	\$14.56	Washington Minimum Wage	Washington Minimum Wage Poster
Washington: Bellingham	\$18.66	1/1/2026	\$19.13	Bellingham Washington Minimum Wage	Poster not available and Poster is not required
Washington : Burien Level One employer - more than 500 employees	\$21.16	1/1/2026	\$21.63	Burien Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: Burien Level two - 21-499 FTEs in King County	\$20.16	1/1/2026	\$20.63	Burien Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: Everett (Employ 500+ employees including franchises under common control)	\$20.24	1/1/2026	\$20.77	Everett Minimum Wage (Rate applies 1/1/26-6/30/26 and will increase to \$19.77 on 7/1/26)	Everett Minimum Wage Poster
Washington: Everett (Employ 15-499 employees OR annual gross income over \$2 million revenue in Everett)	\$18.24	1/1/2026	\$18.77	Everett Minimum Wage	Everett Minimum Wage Poster
Washington: King County - 15 or fewer employees and annual gross revenue of less than \$2 million	\$17.29	1/1/2026	\$18.32	King County Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: King County - 15 or fewer employees and annual gross revenue of \$2 million or greater	\$18.29	1/1/2026	\$19.82	King County Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: King County - 16-499 Employees or 15 or Fewer Employees and \$2 Million Gross Revenue	\$18.29	1/1/2026	\$19.82	King County Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: King County - More than 500 employees	\$20.29	1/1/2026	\$20.82	King County Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: Renton - More than 500 employees worldwide and certain franchises	\$20.90	1/1/2026	\$21.57	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	\$18.90	1/1/2026	\$20.57	Renton Washington Minimum Wage (Rate applies 1/1/26-6/30/26 and will increase to \$21.57 on 7/1/26)	Renton Washington Minimum Wage Municipal Code
Washington: Seattle	\$20.76	1/1/2026	\$21.30	Seattle Washington Minimum Wage	Poster has yet to be released (Click to Visit Site)
Washington: SeaTac	\$20.17	1/1/2026	\$20.74	SeaTac Washington Minimum Wage	SeaTac Washington Minimum Wage Official Notice
Washington: Tukwila	\$21.10	1/1/2026	\$21.65	Tukwila Washington Minimum Wage	Tukwila Washington Minimum Wage Notice

TIPPED RATE INCREASES (Max w/Tip Credit)

State/City	2025 Tipped Wage	Effective Date	2026 Tipped Wage	Official Website	Notes / Comments / Description
Arizona	\$11.70	1/1/2026	\$12.15	Arizona Tipped Wage	Arizona Minimum Wage Poster
Arizona: Flagstaff	\$16.85	1/1/2026	\$18.35	Flagstaff, Arizona Tipped Wage	Flagstaff Arizona Minimum Wage Poster

Minimum Wage Updates: January through June 2026



State/City	2025 Tipped Wage	Effective Date	2026 Tipped Wage	Official Website	Notes / Comments / Description
Arizona: Tucson	\$12.00	1/1/2026	\$12.45	Tucson, Arizona Tipped Wage	Tucson Arizona Minimum Wage Poster
Colorado	\$11.79	1/1/2026	\$12.14	Colorado Tipped Wage	Poster has yet to be released (Click to Visit Site)
Colorado: Boulder City	\$12.55	1/1/2026	\$13.80	Boulder, Colorado Tipped Wage	Boulder Colorado Minimum Wage Poster
Colorado: Boulder County - Unincorporated	\$13.55	1/1/2026	\$13.80	Boulder County Tipped Wage	Boulder County Amended Ordinance November 2025
Colorado: Denver	\$15.79	1/1/2026	\$16.27	Denver, Colorado Tipped Wage	Poster has yet to be released (Click to Visit Site)
Colorado: Edgewater	\$13.50	1/1/2026	\$15.15	Edgewater, Colorado Tipped Wage	Edgewater Colorado Minimum Wage Minimum Wage Schedule
Hawaii	\$12.75	1/1/2026	\$14.75	Hawaii Tipped Wage	Hawaii Tipped Credit Poster
Maine: Service Employee	\$7.33	1/1/2026	\$7.55	Maine Tipped Wage	Maine Minimum Wage Poster
Maine: Portland Service Employee	\$7.75	1/1/2026	\$8.38	Portland, Maine Tipped Wage	Portland Maine Minimum Wage Official Notice
Maine: Rockland	\$7.75	1/1/2026	\$8.00	Rockland, Maine Tipped Wage	Rockland Maine Minimum Wage Tipped Poster
Michigan	\$4.74	1/1/2026	\$5.49	Michigan Tipped Wage	Michigan Minimum Wage Tipped Poster
Missouri	\$6.87	1/1/2026	\$7.50	Missouri Tipped Wage	Missouri Minimum Wage Poster
Nebraska	\$11.62	1/1/2026	\$12.87	Nebraska Tipped Wage	Nebraska Minimum Wage Poster
New Jersey: Cash for Tipped Workers	\$5.62	1/1/2026	\$6.05	New Jersey Tipped Wage	New Jersey Wage & Hour Law Abstract Poster
New Mexico: Las Cruces	\$7.41	1/1/2026	\$7.81	Las Cruces, New Mexico Tipped Wage	Las Cruces New Mexico Minimum Wage Tipped Poster
New Mexico: Santa Fe County (Unincorporated)	\$4.50	3/1/2026	\$4.62	Santa Fe, New Mexico Tipped Wage	Santa Fe County Site and Poster
New York: New York City, Westchester and Long Island (Food Service Workers)	\$5.50	1/1/2026	\$5.65	New York Tipped Wage	New York Wage Calculator
New York: New York Remainder of State (Food Service Workers)	\$5.15	1/1/2026	\$5.30	New York Tipped Wage	New York Wage Calculator
New York: New York City, Westchester and Long Island * Proposed (Service Employees)	\$2.75	1/1/2026	\$2.85	New York Tipped Wage	New York Wage Calculator
New York: New York Remainder of State (Service Employees)	\$2.60	1/1/2026	\$2.70	New York Tipped Wage	New York Wage Calculator
Ohio	\$5.35	1/1/2026	\$5.50	Ohio Tipped Wage	Ohio Minimum Wage Tipped Poster
Rhode Island	\$11.11	1/1/2026	\$12.11	Rhode Island Tipped Wage	Poster has yet to be released (Click to Visit Site)

Minimum Wage Updates: January through June 2026



State/City	2025 Tipped Wage	Effective Date	2026 Tipped Wage	Official Website	Notes / Comments / Description
South Dakota	\$5.75	1/1/2026	\$5.925	South Dakota Tipped Wage	South Dakota Minimum Wage Tipped Poster
Vermont	\$7.01	1/1/2026	\$7.21	Vermont Tipped Wage	Vermont Minimum Wage Poster 2026
Virginia	\$14.54	1/1/2026	\$10.64	Virginia Tipped Wage	Virginia Minimum Wage Poster 2026

Federal Contractors	Previous Wage Rate	Effective Date	2026 New Wage Rate	Official Website	Notes / Comments / Description
Federal Contractors	\$17.75	1/1/2026	\$13.30	Executive Order 14026 - Revoked	Federal Contractors Minimum Wage Reverted to the Obama Era Rates (VensureHR)
Tipped Employees	\$9.30	1/1/2026	\$9.30	Executive Order 14026 - Revoked	Federal Contractors Minimum Wage Reverted to the Obama Era Rates (VensureHR)

Minimum Salary Thresholds for Executive, Administrative, and Professional Exemptions Under State Law Chart: Overview

The federal Fair Labor Standards Act (FLSA) generally requires that to qualify for the executive, administrative, or professional exemption (the EAP exemptions) from the statute’s minimum wage and overtime pay obligations, an employee must be paid on a salary or fee basis (for the executive exemption, on a salary basis only) at a rate at least equal to the standard salary level of \$684 a week (29 U.S.C. § 213(a)(1); 29 C.F.R. §§ 541.600 to [541.602-Salary Basis](#)).

State law, however, may impose different or additional requirements for exemption, including by setting higher compensation minimums. Employers must comply with the applicable federal, state, or local law providing the greatest employee rights or protections. Therefore, if state wage and hour law impose a higher salary threshold than the FLSA for a specific exemption, the higher threshold applies.

This Chart identifies those states with minimum salary and compensation thresholds higher than the FLSA for the executive, administrative, and professional exemptions under state wage and hour law.

This chart does not address other types of exemptions (such as for agricultural employees, taxi drivers, amusement park employees) or whether employers can use certain types of compensation (such as nondiscretionary bonuses to satisfy minimum compensation requirements - see 29 C.F.R. § 541.602 for example).



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
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). Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).	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). Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).	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). Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).	No minimum salary or compensation threshold.	Salary or fee basis weekly rate (excluding board, lodging, or other facilities) of not less than: • \$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). Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).	Total compensation of \$107,432/yr, including at least \$684/wk paid on a salary or fee basis. 29 C.F.R. § 541.601. Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).	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.
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).	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).	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).	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).

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
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, as long as the state minimum wage is satisfied.	No, as long as the state minimum wage is satisfied.	No, as long as the state minimum wage is satisfied.
Arkansas	Salary or fee basis of at least \$360/wk for employers: • 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: • 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)). • 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: • 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)).
California	At least twice the full-time equivalent of the minimum wage. The minimum salary is \$1,352/wk. Cal. Lab. Code § 515(a). See, e.g., Cal. Code Regs. tit. 8, § 11010 (1)(A)(1)(f).	At least twice the full-time equivalent of the minimum wage. The minimum salary is \$1,352/wk. Cal. Lab. Code § 515(a). See, e.g., Cal. Code Regs. tit. 8, § 11010 (1)(A)(1)(f).	At least twice the full-time equivalent of the minimum wage. The minimum salary is \$1,352/wk. Cal. Lab. Code § 515(a). See, e.g., Cal. Code Regs. tit. 8, § 11010 (1)(A)(1)(f). Under Code 515.6, certain licensed physicians and surgeons must be paid a minimum hourly rate. Effective January 1, 2026 that rate is \$107.17 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. Cal Lab Code § 1182.14(g).	No minimum salary or compensation threshold.	\$58.85/hr or salary of not less than \$122,573.13/yr for full-time employment, paid out not less than \$10,214.44/mo. California Department of Industrial Relations Overtime Exemption for Computer Software Employees.	No applicable state law.	No applicable state law.	Employee must earn 1.5 times the minimum wage, and more than 50% of the employee's compensation comes from commissions. The minimum salary is \$25.35 per hour Cal. Code Regs. tit. 8, § 11070 (3)(D); Cal. Lab. Code § 1182.12(b).

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	<p>Paid at least the applicable weekly salary under Rule 2.5 of the Colorado Overtime and Minimum Pay Standards Order (COMPS Order).</p> <p>Effective January 1, 2026, under approved new PAY CALC Order the applicable weekly salary is \$1,111.23 per week (\$57,784 rounded annual equivalent); and sufficient for the minimum wage for all hours worked in a workweek</p> <p>7 Colo. Code Regs. § 1103-1 (Rule 2.2.2, Rule 2.5.1).</p>	<p>Paid at least the applicable weekly salary under Rule 2.5 of the COMPS Order.</p> <p>Effective January 1, 2026, under approved new PAY CALC Order the applicable weekly salary is \$1,111.23 per week (\$57,784 rounded annual equivalent); and sufficient for the minimum wage for all hours worked in a workweek</p> <p>7 Colo. Code Regs. § 1103-1 (Rule 2.2.1, Rule 2.5.1).</p>	<p>Paid at least the applicable weekly salary under Rule 2.5 of the COMPS Order.</p> <p>Effective January 1, 2026, under approved new PAY CALC Order the applicable weekly salary is \$1,111.23 per week (\$57,784 rounded annual equivalent); and sufficient for the minimum wage for all hours worked in a workweek</p> <p>7 Colo. Code Regs. § 1103-1 (Rule 2.2.1, Rule 2.5.1).</p>	No minimum salary or compensation threshold.	<p>Effective January 1, 2026, under newly approved 2026 PAY CALC Order \$34.85 per hour or \$1,111.23 per week (\$57,784 rounded annual equivalent); and sufficient for the minimum wage for all hours worked in a workweek</p> <p>7 Colo. Code Regs. § 1103-1 (Rule 2.5).</p>	<p>Effective January 1, 2026, under newly approved 2026 PAY CALC Order, \$130,014 annually, and \$1,111.23 per week (\$57,784 rounded annual equivalent); and sufficient for the minimum wage for all hours worked in a workweek</p>	No applicable state law.	<p>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.</p> <p>7 Colo. Code Regs. § 1103-1 (Rule 2.4.2).</p>
Connecticut	<p>Long test: Salary basis at a rate of not less than \$400/wk. Regs., Conn. Agencies Regs. § 31-60-14(a).</p> <p>Short test: Salary basis at a rate of not less than \$475/wk. Conn. Agencies Regs. § 31-60-14(a).</p>	<p>Long test: Salary or fee basis at a rate of not less than \$400/wk.</p> <p>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.</p> <p>Conn. Agencies Regs. § 31-60-15(a)</p> <p>Short test: Salary or fee basis at a rate of not less than \$475/wk. Conn. Agencies Regs. § 31-60-15(a).</p>	<p>Long test: Salary or fee basis at a rate of not less than \$400/wk, unless the employee:</p> <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 <p>Conn. Agencies Regs. § 31-60-16(a).</p> <p>Short test: Salary or fee basis at a rate of not less than \$475/wk. Conn. Agencies Regs. § 31-60-16(a).</p>	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.	<p>Inside salesperson whose sole duty is to sell a product or service and:</p> <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 <p>Conn. Gen. Stat. § 31-76i</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
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.
District of Columbia	Standard exemption: Salary basis at a rate of at least \$155/wk. D.C. Code Mun. Regs. tit. 7 § 999.1. 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.	Standard exemption: Salary basis at a rate of at least \$155/wk. D.C. Code Mun. Regs. tit. 7 § 999.1. 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.	Standard exemption: Salary basis at a rate of at least \$170/wk, unless the employee: <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 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.	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	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. 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.

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
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).
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	<p>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.</p> <p>Note: Unlike FLSA, Hawaii has a “catchall” exemption that is not based on job duties. Instead, as long as an employee is paid at least \$4,000 per month, that employee is exempt from Hawaii’s laws on minimum wage and overtime (HI Revised Statutes §387-1(1); HI HB2463)</p>	<p>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.</p> <p>Note: Unlike FLSA, Hawaii has a “catchall” exemption that is not based on job duties. Instead, as long as an employee is paid at least \$4,000 per month, that employee is exempt from Hawaii’s laws on minimum wage and overtime (HI Revised Statutes §387-1(1); HI HB2463)</p>	<p>Fixed salary of at least \$210/wk (excluding reasonable cost of board, lodging, or other facilities provided to employee), unless employee:</p> <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. <p>Note: Unlike FLSA, Hawaii has a “catchall” exemption that is not based on job duties. Instead, as long as an employee is paid at least \$4,000 per month, that employee is exempt from Hawaii’s laws on minimum wage and overtime (HI Revised Statutes §387-1(1); HI HB2463)</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
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	<p>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.</p> <p>Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).</p>	<p>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.</p> <p>Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).</p>	<p>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.</p> <p>Note: on November 15, 2024, the U.S. District Court for the Eastern District of Texas set aside and vacated on a nationwide basis the U.S. DOL's 2024 overtime exemption rule. The court's ruling nullifies the threshold increases that took effect on July 1, 2024, as well as future threshold increases. See Commerce v. United States DOL, 2024 U.S. Dist. LEXIS 207864 (E.D. Tex. Nov. 15, 2024).</p>	No minimum salary or compensation threshold.	No applicable state law.	No applicable state law.	No applicable state law.	<p>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.</p> <p>820 Ill. Comp. Stat. Ann. 105/4a(F); 29 U.S.C. § 207(i).</p>
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	Iowa adopts the federal exemption for executive employees. Iowa Code § 91D.1(2).	Iowa adopts the federal exemption for administrative employees. Iowa Code § 91D.1(2).	Iowa adopts the federal exemption for professional employees. Iowa Code § 91D.1(2).	Iowa adopts the federal exemption for outside sales employees. Iowa Code § 91D.1(2).	Iowa adopts the federal exemption for computer professional employees. Iowa Code § 91D.1(2).	No applicable state law.	No applicable state law.	No applicable state law.
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.
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.
Maine	\$871.16 (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). Me. Rev. Stat. tit. 26, § 663(3)(K).	\$871.16 (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). Me. Rev. Stat. tit. 26, § 663(3)(K).	\$871.16 (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). 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.

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).
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.
New Mexico	No minimum salary or compensation threshold.	No minimum salary or compensation threshold.	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). 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).	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). 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).	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: \$1,275.00/wk</p> <p>10 or fewer employees: \$1,275.00/wk</p> <p>Nassau, Suffolk, and Westchester Counties: • \$1,237.50/wk</p> <p>All others: • \$1,199.10/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: \$1,275.00/wk</p> <p>10 or fewer employees: \$1,275.00/wk</p> <p>Nassau, Suffolk, and Westchester Counties: • \$1,275.00/wk</p> <p>All others: • \$1,199.10/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.
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.	<p>North Dakota law exempts a computer professional who:</p> <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 <p>N.D. Admin. Code 46-02-07-02 (4)(f).</p>	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.	<p>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.</p> <p>N.D. Admin. Code 46-02-07-02 (4)(i).</p>
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).

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Oklahoma	<p>Oklahoma law recognizes an executive employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8).</p> <p>It is likely that Oklahoma would follow the definition of the executive employee exemption in the FLSA.</p>	<p>Oklahoma law recognizes an administrative employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8).</p> <p>It is likely that Oklahoma would follow the definition of the administrative employee exemption in the FLSA.</p>	<p>Oklahoma law recognizes a professional employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8).</p> <p>It is likely that Oklahoma would follow the definition of the professional employee exemption in the FLSA.</p>	<p>Oklahoma law recognizes an outside sales employee exemption but does not define the eligibility requirements. Okla. Stat. tit. 40, § 197.4(e)(8).</p> <p>It is likely that Oklahoma 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.
Oregon	<p>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)</p>	<p>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).</p>	<p>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).</p>	No minimum salary or compensation threshold.	<p>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).</p>	No applicable state law.	No applicable state law.	<p>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.</p> <p>Or. Admin. R. 839-020-0125(2)(d).</p> <p>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).</p>

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Washington	The 2026 minimum salary for exempt employees is \$1,541.70 a week. Wash. Admin. Code §§ 296-128	The 2026 minimum salary for exempt employees is \$1,541.70 a week;. Wash. Admin. Code §§ 296-128 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.	The 2026 minimum salary for exempt employees is \$1,541.70 a week;. Wash. Admin. Code §§ 296-128 Teachers must be paid on a salary or fee basis, but there is no minimum salary. Wash. Admin. Code § 296-128-530 (2)(b). No salary requirements for doctors and lawyers. Wash. Admin. Code § 296-128-530 (3)(d).	Paid on a guaranteed salary, commission, or fee basis. Wash. Admin. Code § 296-128-540.), 296-128-545.540.	If paid hourly must be \$59.96/hour. Paid either (1) on a salary (\$1541.70) or fee basis in an amount not less than 3.5 times the applicable minimum wage per hour. Wash. Admin. Code §§ 296-128-535 (1)(c), 296-128-545. Duties test under WAC 296-535 still applies.	No applicable state law.	No applicable state law.	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. Wash. Rev. Code § 49.46.130(3). In determining proportion of compensation representing 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. Wash. Rev. Code § 49.46.130(3).
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).

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Wyoming	<p>Wyoming law recognizes an executive employee exemption but does not define eligibility requirements. Wyo. Stat. Ann. § 27-4-201 (a)(iv)(C).</p> <p>It is likely that Wyoming would follow the definition of the executive exemption in the FLSA.</p>	<p>Wyoming law recognizes an administrative employee exemption but does not define eligibility requirements. Wyo. Stat. Ann. § 27-4-201(a)(iv)(C).</p> <p>It is likely that Wyoming would follow the definition of the administrative exemption in the FLSA.</p>	<p>Wyoming law recognizes a professional employee exemption but does not define eligibility requirements. Wyo. Stat. Ann. § 27-4-201(a)(iv)(C).</p> <p>It is likely that Wyoming would follow the definition of the professional exemption in the FLSA.</p>	<p>Paid solely by commissions earned on sales. Wyo. Stat. Ann. § 27-4-201(a)(iv)(G).</p>	<p>No applicable state law.</p>	<p>No applicable state law.</p>	<p>No applicable state law.</p>	<p>No applicable state law.</p>