

Salary threshold implementation schedule

Salary thresholds for overtime exempt workers are a multiplier of state minimum wage for a 40-hour workweek



2025 salary thresholds

- Small businesses: \$1,332.80/week (\$69,305.60 a year)
- Large businesses: \$1,499.40/week (\$77,968.80 a year)

For small employers with 1–50 employees

When the rule takes effect	Multiply minimum wage by...	Projected salary threshold, weekly	Projected salary threshold, annual
July 1, 2020	1.25	\$675.00	\$35,100.00
Jan. 1, 2021	1.5	\$821.40	\$42,712.80
Jan. 1, 2022	1.75	\$1,014.30	\$52,743.60
Jan. 1, 2023	1.75	\$1,101.80	\$57,293.60
Jan. 1, 2024	2	\$1,302.40	\$67,724.80
Jan. 1, 2025	2	\$1,332.80	\$69,305.60
Jan. 1, 2026	2.25	\$1,537.20	\$79,934.40
Jan. 1, 2027	2.25	\$1,575.90	\$81,946.80
Jan. 1, 2028	2.5	\$1,795.00	\$93,340.00

For large employers with 51 or more employees

When the rule takes effect	Multiply minimum wage by...	Projected salary threshold, weekly	Projected salary threshold, annual
July 1, 2020	1.25	\$675.00	\$35,100.00
Jan. 1, 2021	1.75	\$958.30	\$49,831.60
Jan. 1, 2022	1.75	\$1,014.30	\$52,743.60
Jan. 1, 2023	2	\$1,259.20	\$65,478.40
Jan. 1, 2024	2	\$1,302.40	\$67,724.80
Jan. 1, 2025	2.25	\$1,499.40	\$77,968.80
Jan. 1, 2026	2.25	\$1,537.20	\$79,934.40
Jan. 1, 2027	2.5	\$1,751.00	\$91,052.00
Jan. 1, 2028	2.5	\$1,795.00	\$93,340.00

Notes

- The salary thresholds after 2025 are projections based on forecasted changes in the Consumer Price Index. These projections have been updated from previous versions.
- These tables do not apply to computer professionals paid by the hour who have higher minimum wage multipliers.

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