Salary threshold implementation schedule

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

2026 salary thresholds

- Small businesses: $1,541.70 a week ($80,168.40 a year)
- Large businesses: $1,541.70 a week ($80,168.40 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	$1,541.70	$80,168.40
Jan. 1, 2027	2.25	$1,583.10	$82,321.20
Jan. 1, 2028	2.5	$1,796.00	$93,392.00

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	$1,541.70	$80,168.40
Jan. 1, 2027	2.5	$1,759.00	$91,468.00
Jan. 1, 2028	2.5	$1,796.00	$93,392.00

Notes

- The salary thresholds after 2026 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.

PUBLICATION F700-207-000 [10-2025]

Washington State Department of Labor & Industries

Upon request, language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.