

# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
US	<p>Most nonsupervisory jobs in private industry are covered by a minimum wage law of some kind. However, there are numerous industrial and occupational categories that have traditionally remained outside the minimum wage scheme. Federal law has minimum wage exemptions for administrative, executive, professional, computer professional, and outside sales employees. There are also exemptions for certain agricultural workers, certain domestic workers, workers employed by enterprises grossing less than \$500,000 per year, and employees not engaged in interstate commerce. There are also special rules for learners, apprentices, students, and handicapped workers working under special permit. Employees of certain small retail and service establishments, certain amusement or recreational establishments, and certain small newspapers are exempt. Switchboard operators with small telephone companies and certain seafarers on foreign vessels and employees in fishing operations are exempt, among others.</p> <p>Currently, the salary threshold for for exempt employees is <b>\$684 a week (\$35,568 annually)</b>.</p> <p>On September 8, 2023, the DOL published a <b>proposed rule</b> that will increase the salary threshold to \$1,059 per week (\$55,069 annually).</p>				
AL	No provision.	No provision.	No provision.	No provision.	No provision.
AK	Any individual employed in a bona fide executive, professional, or administrative capacity as defined by regulations of the Commissioner of Labor, or a computer systems analyst, computer programmer, software engineer, or similarly skilled individual. The salary threshold for overtime exemption in Alaska in 2024 is \$938.40/week or \$48,796.80/year. Apply federal duties requirements if covered by both state and federal law. <i>Citation:</i> AS 23.10.065; 8 AAC 15.910(a).	Outside commissioned salespeople; salespeople working on straight commission basis. <i>Citation:</i> Alaska Stat. § 23.10.065 8 Admin. Code 15.910(a).	Agricultural employees, including those engaged in delivery of goods to market, preparation of raw agriculture products for market, production of dairy products, forestry, lumbering, or aquaculture. <i>Citation:</i> AS 23.10.065; 8 AAC 15.910(a).	Domestic workers, including babysitters, in a private home. <i>Citation:</i> AS 23.10.065; 8 AAC 15.910(a).	Volunteers at nonprofit religious, charitable, cemetery, or educational organizations. Watchpersons or caretakers on premises, property, or plants that are out of operation for more than four months. Certain taxi drivers. Newspaper carriers. Minors under the age of 18 employed on a part-time basis for up to 30 hours a week. Any individual employed in the search for placer or hard rock minerals. Certain workers who serve as substitute parents of institutionalized children. Individuals employed to handpick shrimp. Certain licensed big-game guides for the first 60 days of employment by a registered guide or master guide. <i>Citation:</i> AS 23.10.065; 8 AAC 15.910(a).

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AZ	There is no provision for this topic in this state.	There is no provision for this topic in this state.	There is no provision for this topic in this state.	Any person who is employed performing babysitting services in the employer’s home on a casual basis. <i>Citation:</i> A.R.S. § 23-362(A).	Any person employed by a parent or sibling. State and federal government workers. Employees of a small business grossing less than \$500,000 in annual revenue, if the business is not covered by the FLSA. <i>Citation:</i> A.R.S. § 23-362 (A), (B) & (C).

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AR	Any individual employed in a bona fide executive, administrative, or professional capacity. Arkansas law provides an overtime exemption for executive, administrative, professional, and outside sales employees which follows federal law. <i>Citation:</i> Ark. Stat. Ann. § 11-4-203.	Outside commissioned salespeople. <i>Citation:</i> Ark. Stat. Ann. § 11-4-203.	Farm workers employed by employers using no more than 500 man-days in any calendar quarter of previous year. Certain hand-harvesters including those under the age of 17. Members of agricultural employer's immediate family. Employees of loggers and lumberers with no more than eight employees. Employees in range livestock production. <i>Citation:</i> Ark. Stat. Ann. § 11-4-203.	Employees who provide babysitting or companionship services on a casual basis. <i>Citation:</i> Ark. Stat. Ann. § 11-4-203.	Employers with fewer than four employees. Federal employees. Students who work in the schools they are attending. Volunteers engaged in the activities of any educational, charitable, religious, or nonprofit organization. Employees of an organized camp or a religious or nonprofit educational conference center if: (a) the establishment does not operate for more than seven months in a calendar year; or (b) during the preceding calendar year, the average receipts of the establishment for any six months of the preceding calendar year were not more than 33 1/3% of the average receipts of the establishment for the other six months of the preceding calendar year. Certain nonprofit child welfare agency employees who serve as houseparents. Employees of a newspaper with circulation under 4,000 and those who deliver newspapers to retail subscribers. Home workers engaged in wreath making or harvesting evergreens for wreaths. Students performing services for any school, college, or university in which they are enrolled and are regularly attending classes. Bona fide independent contractor. Home worker engaged in harvesting and making wreaths composed of principally natural holly, pine, cedar, or other evergreens. <i>Citation:</i> Ark. Stat. Ann. §

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					11-4-203.
CA	<p>Exempt administrative, executive, and professional employees must earn at least a monthly salary equivalent to no less than two times the state minimum wage for full-time employment. In order to qualify as an exempt employee in California in 2024, employees must earn at least 2024, employees must earn \$66,560 annually, or \$5,546.67 per month, exclusive of board, lodging, and other facilities. They must also satisfy the “primary duties” test for the executive, administrative, or professional exemptions, which includes, among other things, spending more than 50% of their time engaged in specified exempt duties, and customarily and regularly exercise discretionary power and independent judgment. Certain employees engaged in computer software design and development and who are employed at a rate of \$55.58 per hour effective January 1, 2024, or if paid on a salary basis, at least \$115,763.35 per year in monthly payments of at least \$9,646.96, may be exempt if the employee meets the duties test for exemption. Citation: Cal. Lab. Code §§ 515, 515.5; CA IWC Wage Orders Nos. 1-2001 through 17-2001, 8 C.C.R. §§ 11010-11170.</p>	<p>Outside salespeople. Citation: Cal. Lab. Code § 1171; CA IWC Wage Orders Nos. 1-2001 through 14-2001, No. 16-2001, 8 C.C.R. §§ 11010-11140, 11160.</p>	<p>There is no provision for this topic in this state.</p>	<p>There is no provision for this topic in this state.</p>	<p><b>Employees of public entities:</b> <i>Johnson v. Arvin-Edison Water Storage Dist.</i> (2009) 174 Cal.App.4th 729, 736. <b>Any individual who is the parent, spouse, child, or legally adopted child of the employer:</b> CA IWC Wage Order Nos. 1-2001 through 16-2001, 8 C.C.R. §§ 11010-11160. <b>Sheepherders:</b> 8 C.C.R. § 11140, 1(F). <b>Individuals participating in a “national service program” under 42 U.S.C § 12571:</b> Cal Lab. Code § 1171. <b>Physicians and surgeons:</b> Licensed physicians or surgeons are exempt from overtime if their hourly pay is equal to or greater than \$101.22 for 2024.</p>

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CO	<p>Salaried professional, executive/ supervisory, and administrative employees; doctors; lawyers; teachers; and employees in highly technical computer occupations paid at least \$28.92 per hour. Effective January 1, 2024, the salary threshold for overtime exemption is \$55,000, or \$1,057.69 per week.</p> <p>Executives—federal duties requirements plus state requirement that executive or supervisor must spend minimum of 50% of workweek in duties directly related to supervision.</p> <p>Administrative—federal duties requirements plus state requirement that employees directly serve the executive and regularly perform duties important to decision-making process of the executive.</p> <p>Apply federal duties requirements for professionals.</p> <p><i>Citation:</i> C.R.S. § 8-6-106. Wage Orders of the Department of Labor and Employment.</p>	<p>Outside sales representatives.</p> <p><i>Citation:</i> C.R.S. § 8-6-106. Wage Orders of the Department of Labor and Employment.</p>	<p>There is no provision for this topic in this state.</p>	<p>Casual babysitters and domestic employees in private homes.</p> <p><i>Citation:</i> C.R.S. § 8-6-106. Wage Orders of the Department of Labor and Employment.</p>	<p>Employees in industries other than retail trade, food/ beverage, beauty, janitorial, laundry/dry cleaning, medical services, or public housekeeping. Students working for college clubs or dorms. Special education students in work experience programs. Inmates and volunteers performing laundry work. Government workers. Taxicab drivers. Interstate drivers, driver helpers, and loaders and mechanics of motor carriers. Students in a work-study program.</p> <p><i>Citation:</i> C.R.S. § 8-6-106. Wage Orders of the Department of Labor and Employment.</p>

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CT	Individuals employed in a bona fide executive, administrative, or professional capacity. The federal salary threshold is higher than the Connecticut salary threshold, so employers will have to pay exempt employees the federal salary threshold in order to classify them as exempt. For executive, administrative, and professional employees apply the federal duties tests. <i>Citation:</i> Conn. Gen. Stat. § 31-58.	Outside salespeople. <i>Citation:</i> Conn. Gen. Stat. § 31-58.	There is no provision for this topic in this state.	Domestic servants in private homes. Babysitters. <i>Citation:</i> Conn. Gen. Stat. § 31-58.	Individuals employed in camps or resorts that are open no more than six months of the year. Individuals employed by a nonprofit theater that operates for no more than seven months in any calendar year. Head residents and resident assistants of colleges. Federal employees. Volunteer activities for an educational, charitable, religious, scientific, historical, literary, or nonprofit organization. <i>Citation:</i> Conn. Gen. Stat. § 31-58.
DC	Individuals employed in a bona fide executive, administrative, or professional capacity as defined by federal law. <i>Citation:</i> D.C. Code § 32-1004.	Outside salespeople. <i>Citation:</i> D.C. Code § 32-1004.	There is no provision for this topic in this state.	Domestic workers, including casual babysitters, in the employer's private home. <i>Citation:</i> D.C. Code § 32-1002.	Newspaper deliverers. Volunteers for educational, charitable, religious, or nonprofit organizations. Lay members elected or appointed to office within any religious organization and engaged in religious functions. <i>Citation:</i> D.C. Code § 32-1002, § 32-1004.
DE	Individuals employed in a bona fide executive, administrative, or professional capacity. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> 19 Del. C. § 901.	Outside salespeople on commission. <i>Citation:</i> 19 Del. C. § 901.	Farm workers. <i>Citation:</i> 19 Del. C. § 901.	Domestic servants. <i>Citation:</i> 19 Del. C. § 901.	Employees in fishing operations and processors of seafood products at sea. Federal employees. Minors working as counselors or CITs at nonprofit summer camps. Inmates in work release programs. <i>Citation:</i> 19 Del. C. § 901.
FL	No additional provisions. Minimum wage applies to all employees covered by the FLSA.	There is no provision for this topic in this state.	There is no provision for this topic in this state.	There is no provision for this topic in this state.	There is no provision for this topic in this state.

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GA	There is no provision for this topic in this state.	There is no provision for this topic in this state.	Farm workers. <i>Citation:</i> Ga. Min. Wage Law § 34-4-3(b).	Domestic employees. <i>Citation:</i> Ga. Min. Wage Law § 34-4-3(b).	Those working for employer with fewer than six employees or with annual sales of \$40,000 or less. Tipped employees. High school and college students. Newspaper carriers. Live-in employees of nonprofit child care institutions or long-term care facilities serving children or mentally disabled adults, who earn \$10,000 or more per year. <i>Citation:</i> Ga. Min. Wage Law § 34-4-3(b).
HI	Bona fide executive, administrative, supervisory, or professional employees earning at least \$1,500 per month and performing certain duties. Employees earning guaranteed compensation of at least \$2,000 per month, whether paid on a weekly, biweekly, or monthly basis. Note that since the federal salary threshold is higher than the state salary threshold, employees will have to earn at least the federal salary threshold to be considered exempt from overtime. Apply federal duties requirements for executive, administrative, and professional employees. <i>Citation:</i> HRS § 387-1.	Outside salespeople earning at least \$1,500 per month and performing certain duties. Note that since the federal salary threshold is higher than the state salary threshold, employees will have to earn at least the federal salary threshold to be considered exempt from overtime. Salespeople employed by licensed car or truck dealers. <i>Citation:</i> Haw. Rev. Stat. § 387-1.	All coffee harvesting and any other agricultural work in which employer has fewer than 20 employees in week. <i>Citation:</i> HRS § 387-1.	Domestic servants and house parents in charitable child-welfare shelters. <i>Citation:</i> HRS § 387-1.	Those receiving guaranteed monthly salary of at least \$2,000. Note that since the federal salary threshold is higher than the state salary threshold, employees will have to earn at least the federal salary threshold to be considered exempt from overtime. Outside collectors. Those engaged in the taking of any form of aquatic life. Seafarers. Taxi drivers. Golf caddies. Students working for their nonprofit schools. Seasonal employees of certain youth camps. Employer's immediate family. Merchant marines working on a ship or vessel. <i>Citation:</i> HRS § 387-1.

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ID	Administrative, executive, and professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> Idaho Code § 44-1503, § 44-1504.	Outside salespeople. <i>Citation:</i> Idaho Code § 44-1503, § 44-1504.	Agricultural labor. <i>Citation:</i> Idaho Code § 44-1503, § 44-1504.	Domestic servants. <i>Citation:</i> Idaho Code § 44-1503, § 44-1504.	Government workers. Officers and agents of labor organizations. Seasonal employees of nonprofit camps. Minors under age 16 working part time at odd jobs. <i>Citation:</i> Idaho Code § 44-1503, § 44-1504.
IL	There is no provision for this topic in this state.	Illinois exempts anyone employed in a bona fide executive, administrative, or professional capacity from overtime pay requirements as defined by federal law. Outside salespeople. <i>Citation:</i> 820 ILCS § 105/3.	Agriculture and aquaculture workers employed by employer using no more than 500 man-days in any calendar quarter of previous year. Employer's immediate family. Hand-harvesters including those under age 17. <i>Citation:</i> 820 ILCS 105/3.	Domestic servants in or about private homes. <i>Citation:</i> 820 ILCS § 105/3.	Those employed by employers of three or fewer people. Members working for religious corporations or organizations. Students working for their colleges and meeting criteria for federal exemption. <i>Citation:</i> 820 ILCS 105/3. <b>New employees:</b> Employers may pay employees 18 and over \$.50 less per hour than the full minimum wage for the first 90 days of employment. <i>Citation:</i> 820 ILCS 105/4(a)(2). <b>Minors:</b> Employers may pay employees under 18 years old \$.50 less per hour than the full minimum wage. <i>Citation:</i> 820 ILCS 105/4(a)(3).



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IN	Administrative, executive, and professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> I.C. § 22-2-2-3.	Insurance agents and outside salespersons paid solely by commission. <i>Citation:</i> Ind. Code § 22-2-2-3.	Farm workers. <i>Citation:</i> I.C. § 22-2-2-3.	There is no provision for this topic in this state.	Those employed by employers with fewer than two employees. Minors under age 16. Those performing work not in course of the employer's business. Certain students and interns. Certain workers with disabilities employed by nonprofit organizations. Employees of certain camps or recreational facilities. Those employed no more than four weeks in four consecutive three-month periods. Employees of certain motor carriers. Those employed on a commission basis. Employer's immediate family. Members working for religious group. <i>Citation:</i> I.C. § 22-2-2-3.
IA	Administrative, executive, and professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> Iowa Code § 91D.1; Iowa Admin. Code r. 875-215.4(91D).	Outside salespeople. <i>Citation:</i> Iowa Code § 91D.1; Iowa Admin. Code r. 875-215.4(91D).	Farm workers employed by employers using fewer than 500 person-days in any calendar quarter of previous year; certain local seasonal harvesters including those under the age of 17; transporters of farm products; those engaged in range production of livestock. <i>Citation:</i> Iowa Code § 91D.1; Iowa Admin. Code r. 875-215.4(91D).	Domestic workers not covered by the Social Security Act or employed more than eight hours per week. Baby-sitters employed on casual basis and those employed as companions. <i>Citation:</i> Iowa Code § 91D.1; Iowa Admin. Code r. 875-215.4(91D).	Workers who are exempt from the FLSA, except employees of certain small retail and service establishments. <i>Citation:</i> Iowa Code § 91D.1; Iowa Admin. Code r. 875-215.4(91D).

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KS	Executive, administrative, or professional employees earning weekly salary of at least \$155 (\$170 for professionals), and who do not devote more than 20% of his or her hours per week in non-exempt activities. State definition for administrative exemption requires the employee to supervise two other employees. Apply federal salary and duties requirements if covered by both state and federal law. Each category has additional and detailed nuances delineated in the regulations. <i>Citation:</i> Kan. Stat. Ann. § 44-1202(e), Kan. Admin. Reg. § 49-30-1.	Outside commissioned salespeople. <i>Citation:</i> Kan. Stat. Ann. § 44-1202(e), Kan. Admin. Reg. § 49-30-1.	Agricultural employees. <i>Citation:</i> Kan. Stat. Ann. § 44-1202(e), Kan. Admin. Reg. § 49-30-1.	Domestic workers in private homes. <i>Citation:</i> Kan. Stat. Ann. § 44-1202(e), Kan. Admin. Reg. § 49-30-1.	Employees under age 19 employed on a casual or part-time basis. Federal employees. Persons rendering service gratuitously for a nonprofit. Persons employed by a school district in an executive, administrative, or professional capacity, if the individual is engaged in such capacity 50% or more of the hours during which the person is employed. Students age 18 or younger working between academic terms, regardless of the number of hours worked. <i>Citation:</i> Kan. Stat. Ann. § 44-1202(e), Kan. Admin. Reg. § 49-30-1.

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KY	Administrative, executive, professional, or supervisory employees. Federal salary and duties requirements for executive, administrative, and professional employees. <i>Citation:</i> KRS § 337.010(2)(a)(2); 803 KAR 1:070.	Outside salespersons. <i>Citation:</i> KRS § 337.010(2)(a)(2).	Agricultural employees. <i>Citation:</i> KRS § 337.010(2)(a)(1).	Domestic employees in or about a private home. Certain baby-sitters and live-in companions. The live-in companion's principal duties must not include housekeeping, but may include caring for a sick individual. <i>Citation:</i> KRS § 337.010(2)(a)(4)-(2)(a)(7).	Federal employees. Those earning subminimum wage under certificate from commissioner. Employees of certain retail or service establishments. Certain newspaper carriers. Employees of nonprofit, seasonal camps or conference centers. Certain emergency personnel. Any employee of a third-party employer or agency providing in-home companionship services for a sick, convalescing, or elderly person. Individuals employed to provide 24-hour residential care on the employer's premises in a parental role to children who are primarily dependent, neglected, and abused, and who are in the care of private, nonprofit child care facilities licensed by the Cabinet for Health and Family Services. Individuals employed to provide 24-hour residential care in his or her own home as a family caregiver to an adult with disability through a contractual relationship with a community board for mental health, or is licensed by the Cabinet for Health and Family Services to provide adult foster care. <i>Citation:</i> KRS § 337.010(2)(a).
LA	No provision.	No provision.	No provision.	No provision.	No provision.

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State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
ME	Administrative, executive, and professional employees. State salary threshold, when weekly salary is converted to an annual rate; must exceed 3,000 times Maine's minimum hourly wage. Apply federal salary and duties requirements if covered by both state and federal law. Effective January 1, 2024, the salary threshold is \$816.35 per week, or \$42,450.20 per year. <i>Citation: 26 M.R.S.A. § 663(3).</i>	Outside salespeople paid by commission if their hours and places of employment are not substantially controlled by the employer. <i>Citation: 26 M.R.S.A. § 663(3).</i>	Most agricultural employees. <i>Citation: 26 M.R.S.A. § 663(3).</i>	There is no provision for this topic in this state.	Employees of public-supported and educational nonprofit organizations, except political bodies. Counselors at children's summer camps. Employees in fishing operations and first processors of seafood. Switchboard operators in certain small public telephone exchanges. Home workers who are not subject to supervision or control by another. Members of employer's immediate family who are employer's dependents. Taxi drivers. <i>Citation: 26 M.R.S.A. § 663(3).</i>
MD	Administrative, executive, or professional employees. State regulations adopt federal requirements. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation: Md. Code Ann., Lab. and Employ. § 3-403 et seq.</i>	Outside salespeople and others compensated on a commission basis. <i>Citation: Labor and Empl. art. § 3-403 et seq.</i>	Farm workers employed by employer using no more than 500 worker-days in any calendar quarter of previous year, those engaged in range production of livestock. Non-migrant hand-harvesters employed no more than 13 weeks or under age 17, and farm workers employed by a family member. <i>Citation: Md. Code Ann., Lab. &amp; Employ. § 3-403 et seq.</i>	There is no provision for this topic in this state.	Employees in cafés, drive-ins, drug stores, restaurants, taverns, and other similar establishments that sell food and drink and gross \$400,000 or less per year. Movie theater employees. Cannery and first processors of seafood, poultry, or horticulture products. Minors under age 16 working no more than 20 hours a week. Members of employer's immediate family. Special education students working in public school training program. Camp workers, except those employed in administrative capacity. <i>Citation: Md. Code Ann., Lab. &amp; Employ. § 3-403 et seq.</i>

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MA	Individuals employed in a bona fide administrative, executive, or professional service. State regulations adopt federal requirements. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> Mass. Gen. Laws ch. 151, § 2, § 9.	Salespeople who work away from the employer's place of business and do not report daily to the office or plant. <i>Citation:</i> Mass. Gen. Laws ch. 151, § 2, § 9.	Agricultural workers. <i>Citation:</i> Mass. Gen. Laws ch. 151, § 2, § 9.	Domestic workers under age 18 employed in private homes. <i>Citation:</i> Mass. Gen. Laws ch. 151, § 2, § 9.	Those working in certain rehabilitation or training programs. Members working for religious orders. Those earning sub-minimum wage under certificate from commissioner. Golf caddies. <i>Citation:</i> Mass. Gen. Laws ch. 151, § 2, § 9.
MN	Minnesota law exempts anyone employed in a bona fide executive, administrative, or professional capacity from overtime pay requirements. Because the salary level requirement under Minnesota regulations is \$250 per week, the higher federal salary threshold test and the more beneficial duties tests will apply in Minnesota. <i>Citation:</i> Minn. Stat. § 177.23, subd. 7; See Minn. R. § 5200.0180, <i>et seq.</i> for requirements of administrative, executive, and professional employees.	Outside salespeople who conduct no more than 20 percent of sales on the premises of the employer. <i>Citation:</i> Minn. Stat. § 177.23.	Certain salaried agricultural workers and most minors employed in agriculture. Corn detasslers under age 18. Minors working with parents as field hands. <i>Citation:</i> Minn. Stat. § 177.23, subd. 7.	Babysitters. <i>Citation:</i> Minn. Stat. § 177.23, subd. 7.	Seasonal workers at certain camps. Certain government workers. Taxi drivers. Minors working part time for town recreation programs. Those under jurisdiction of U.S. Department of Transportation. Seafarers. Certain resident workers at county-owned home schools. Members of religious orders who serve in nonprofit institutions pursuant to their religious obligations. Certain emergency personnel. <i>Citation:</i> Minn. Stat. § 177.23, subd. 7.
MS	No provision.	No provision.	No provision.	No provision.	No provision.
MI	Michigan follows the federal salary threshold for overtime exemption and any federal duties requirements that are more beneficial than the state requirements. <i>Citation:</i> MCL § 408.394.	There is no provision for this topic in this state.	Workers employed by agricultural employers that traditionally contract for harvest on a piecework basis. <i>Citation:</i> MCL § 408.394.	Domestic workers who are under the age of 18, provide services for fewer than 20 hours per week, or live-in. <i>Citation:</i> MCL § 408.394.	Those employed by employer of fewer than two people. Minors under the age of 16. Summer camp employees. Workers with disabilities employed under permit from commissioner. <i>Citation:</i> MCL § 408.394.

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MO	Administrative, executive, or professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> RSMo. § 290.500.	Outside salespeople compensated primarily by commission. <i>Citation:</i> Mo. Rev. Stat. § 290.500.	Agricultural labor. <i>Citation:</i> RSMo. § 290.500.	Casual or occasional workers in or about private residence including babysitters, domestic workers, and companions for the elderly or infirm. <i>Citation:</i> RSMo. § 290.500.	Foster parents. Seasonal workers at certain camps and conference centers. Those working for schools in exchange for tuition, housing, or state fees. Individuals with disabilities employed in certified sheltered workshops. Employees of employers subject to U.S. Department of Transportation regulations. Those employed on casual basis as golf caddies or newspaper carriers. Employees of certain small retail or service establishments. Inmates at corrections facilities. Employees of certain small newspapers. Federal employees. <i>Citation:</i> RSMo. § 290.500.
MT	Administrative, executive, professional, and computer employees as defined by federal law. <i>Citation:</i> Mont. Code Ann. § 39-3-406(1).	Commissioned outside salespeople or marketing representatives in food distribution industry or in selling newspaper ads. <i>Citation:</i> Mont. Code Ann. § 39-3-406(1).	Retired people performing part-time work on farm or ranch as condition of residence and certain other farm workers. Learners under age 18 employed as farm workers may be paid 50% of the minimum wage for the first 180 days of employment. <i>Citation:</i> Mont. Code Ann. § 39-3-406(1).	Persons performing menial tasks in private homes and those employed by head of household to care for children. <i>Citation:</i> Mont. Code Ann. § 39-3-406(1).	Members of employer's immediate family. Students in certain accredited educational programs. Certain workers with disabilities. Federal employees. Resident managers of lodging or personal care facilities. Persons who voluntarily offer their services to a nonprofit organization on a fully or partially reimbursed basis. <i>Citation:</i> Mont. Code Ann. § 39-3-406(1).

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NE	Superintendents, supervisors, and other bona fide administrative, executive, or professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> Wage and Hour Act § 48-1202(1)-(3).	There is no provision for this topic in this state.	Agricultural employees. <i>Citation:</i> Wage and Hour Act § 48-1202(1)-(3).	Baby-sitters in private homes. <i>Citation:</i> Wage and Hour Act § 48-1202(1)-(3).	Those employed by employer with fewer than four employees. Individuals engaged in seasonal employment of not more than 20 weeks a year. Government workers. Apprentices and learners as otherwise provided by law. Veterans in special training programs. Employer's child or parent. Individuals with disabilities receiving government aid or welfare and working in rehabilitation programs. <i>Citation:</i> Wage and Hour Act § 48-1202(1)-(3).
NV	There is no provision for this topic in this state.	Not exempt. Although NRS 608.250 purports to exempt certain salespersons, it conflicts with the limited exemptions contained in Article 15, § 16 of the Nevada Constitution. See <i>Thomas v. Nevada Yellow Cab Co.</i> , 327 P.3d 518 (Nev. 2014).	Not exempt. See <i>Thomas v. Nevada Yellow Cab Co.</i> , 327 P.3d 518 (Nev. 2014).	Not exempt. See <i>Thomas v. Nevada Yellow Cab Co.</i> , 327 P.3d 518 (Nev. 2014).	Minors under age 18. Employees of nonprofit organizations for after-school or summer employment. Trainees for a period not longer than 90 days. Employees subject to a collective bargaining agreement with a clear waiver of constitutional requirements for minimum wage, tip credit, and other provisions. Bona fide administrative, executive, and professional employees as defined by federal law are exempt from the overtime provisions of Nevada's overtime law. <i>Citation:</i> Nev. Const. Art. 15 § 16(B)-(C); NAC 608.100(3).

## Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

### Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
NH	Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> N.H. Rev. Stat. Ann. § 279:21, VIII (b), § 275:42, VI.	Outside salespeople. <i>Citation:</i> N.H. Rev. Stat. Ann. § 279:21, I.	Farm labor. <i>Citation:</i> N.H. Rev. Stat. Ann. § 279:21, I.	There is no provision for this topic in this state.	Tipped employees; employees of summer camps for minors; employees engaged as newsboys, non-professional ski patrolmen or golf caddies; persons with less than 6 months' experience in an occupation if approved by the Department of Labor; persons 16 years of age or younger; child employed by his or her parent(s), grandparent(s), or guardian; a spouse working for a spouse on a volunteer basis subject to certain conditions; independent contractors who meet specific state law requirements. <i>Citation:</i> N.H. Rev. Stat. Ann. § 279:21, I, II, § 279:26-a.
NJ	Administrative, executive, and professional employees are exempt. New Jersey has adopted the federal provisions defining these exemptions, except for the provisions applying to government employees, and except that "administrative" also includes an employee whose primary duty consists of sales activity and who receives at least 50 percent of his or her total compensation from commissions. <i>Citation:</i> N.J.S.A. 34:11-56a4 and N.J.A.C. 12:56-7.1 <i>et seq.</i>	Outside salespeople and motor vehicle salespeople. <i>Citation:</i> N.J.S.A. 34:11-56a4 and N.J.A.C. 12:56-7.2.	Volunteers at agricultural fairs by nonprofit organization receiving only incidental benefits. <i>Citation:</i> N.J.S.A. 34:11-56a4.	Part-time child care workers in the employer's home. <i>Citation:</i> N.J.S.A. 34:11-56a4.	Employees of summer camps, conferences, and retreats operated by nonprofit or religious organization. Minors under age 18 not possessing special vocational graduate permit. Volunteer firefighters and rescue workers. Volunteers caring for the ill, elderly, etc. Full-time students working for their colleges or universities. Trainees. <i>Citation:</i> N.J.S.A. 34:11-56a4, 34:11-56a4.1, N.J.A.C. 12:56-2.1.



# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
NM	Executive, administrative, and professional employees, superintendents, and supervisors. Apply federal test for executive, administrative, and professional employees. <i>Citation:</i> NMSA, 1978 § 50-4-21(C).	Sales personnel compensated on a commission basis. <i>Citation:</i> N.M. Stat. Ann. § 50-4-21(C).	Hand-harvesters paid on a piecework basis. Employees in range livestock production. Farm workers employed by employers using less than 500 man-days in any calendar quarter of previous year. Local seasonal harvesters employed for 13 weeks or less in prior year. Members of employer's immediate family. <i>Citation:</i> NMSA, 1978 § 50-4-21(C).	Domestic or household workers in private homes. <i>Citation:</i> NMSA, 1978 § 50-4-21(C).	Government employees. Employees paid on piecework, flat-rate, or commission basis. Noncollege students working after school and during vacation. Employees under age 18 who are not students or high school graduates. Ambulance service workers. GI Bill trainees. Seasonal employees of youth camps under certificates from commissioner. <i>Citation:</i> NMSA, 1978 § 50-4-21(C).

# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
NY	<p>Administrative and executive employees who earn the following amounts depending on their location, effective January 1, 2024:</p> <p>Employers in New York City and employers in Nassau, Suffolk, and Westchester counties: \$1,200.00 per week; \$62,400.00 annually.</p> <p>Employers outside of New York City and Nassau, Suffolk, and Westchester counties: \$1,124.20 per week; \$58,458.40 annually.</p> <p>There is no salary threshold for exempt professional employees under New York State Law and employers must follow the federal professional exemption salary threshold, currently set at \$684.00 per week, or \$35,568.00 per year..</p> <p><i>Citation:</i> Labor Law</p>	<p>Outside salespeople.</p> <p><i>Citation:</i> Labor Law art. 19 § 651.</p>	<p>Agricultural workers.</p> <p><i>Citation:</i> Labor Law art. 19 § 651.</p>	<p>Part-time babysitters in the employer’s home. Live-in companions to the ill or elderly.</p> <p><i>Citation:</i> Labor Law art. 19 § 651.</p>	<p>Taxi drivers. Learners. Apprentices. Students. Individuals with disabilities working for nonprofit institutions. Those whose work is incidental to or in return for charitable aid. Members of religious orders and their leaders. Certain camp employees. College students working for nonprofit groups. Government employees. Volunteers at certain recreational events (must sign a waiver).</p> <p><i>Citation:</i> Labor Law art. 19 § 651.</p>

# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
	art. 19 § 651.				
NC	Administrative, executive, or professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> Wage and Hour Act § 95-25.14.	Outside salespeople. <i>Citation:</i> Wage and Hour Act § 95-25.14.	Agricultural workers. <i>Citation:</i> Wage and Hour Act § 95-25.14.	Domestic workers, babysitters, and companions whose main duties do not include housekeeping. <i>Citation:</i> Wage and Hour Act § 95-25.14.	Pages in state General Assembly or governor's office. Prisoners and confined mental patients. Models, actors, and performers. Production workers in outdoor theater. Employees of children's summer camps and nonprofit educational conference centers. Employees in fishing operations and those in first processing or first sale of seafood. Employer's immediate family. Rideshare drivers. Employees of town's seasonal recreation program. Computer systems analysts, computer programmers, software engineers, or other similarly skilled workers. Volunteer firefighters in an incorporated, nonprofit volunteer or community fire department. Volunteer rescue and emergency medical services personnel in an incorporated, nonprofit volunteer or community fire department or rescue squad. <i>Citation:</i> Wage and Hour Act § 95-25.14.

# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
ND	There is no provision for this topic in this state.	Outside salespeople paid by commission. <i>Citation:</i> N.D.C.C. § 34-06-01(5).	There is no provision for this topic in this state.	Certain companions to the elderly or infirm, and casual babysitters. <i>Citation:</i> N.D.A.C. § 46-02-07-02.	Those earning sub-minimum wage under permit from commissioner. Firefighters, police officers, and rideshare drivers. Employees of nonprofit youth camps. Golf course caddies. A guide, cook, or camp-tender for hunting or fishing guide service. Any person in a program for youthful or first-time offenders designed as an alternative to incarceration if the person, subject to certain conditions. Prison or jail inmates who do work directly associated with the incarceration program. Actors or extras for a motion picture. Volunteers who donate their time and services. Certain student trainees. <i>Citation:</i> N.D.A.C. § 46-02-07-02.
OH	Administrative, executive, or professional employees. Ohio uses the federal salary threshold and duties tests. <i>Citation:</i> Ohio Rev. Code § 4111.14(B).	Outside salespeople paid by commission. Ohio follows federal law. <i>Citation:</i> Ohio Rev. Code § 4111.14(B).	Farm workers employed by employers using less than 500 man-days in any calendar quarter of previous year; certain seasonal harvesters, including those working with their parents, under 17. Ohio follows federal law. <i>Citation:</i> Ohio Rev. Code § 4111.14(B).	Babysitters employed on casual basis and those employed as companions whose main duties do not include housekeeping. Ohio follows federal law. <i>Citation:</i> Ohio Rev. Code § 4111.14(B).	Those employed by employers grossing less than \$297,000 annually are exempt from state law but must be paid the Federal minimum wage. Federal workers. Newspaper carriers. Members of employer's immediate family. Employees of fire and police agencies. Students employed by town or city on part-time or seasonal basis. Employees of children's camps or recreation areas run by nonprofit or tax-exempt groups.

## Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

### Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
OK	Administrative, executive, or professional employees. <i>Citation:</i> Okla. Stat. tit. 40 § 197.4(e).	Outside salespeople. <i>Citation:</i> Okla. Stat. tit. 40 § 197.4(e).	Farm workers. <i>Citation:</i> Okla. Stat. tit. 40 § 197.4(e).	Domestic workers in private homes. <i>Citation:</i> Okla. Stat. tit. 40 § 197.4(e).	Minors under age 18 who are not high school or vocational training graduates. Employees of organizations with gross annual sales of less than \$100,000 and fewer than 10 employees. Federal employees. Newspaper carriers or vendors. Temporary employees working less than 25 hours a week. Students under age 22 who are regularly enrolled in school. Retail feed store employees. Reserve force deputies. Employees of common carriers subject to the federal Interstate Commerce Act. <i>Citation:</i> Okla. Stat. tit. 40 § 197.4(e).
OR	Administrative, executive, or professional employees. Almost all Oregon employers are subject to federal law, including salary basis. Federal duties requirements for executives and administrative. Federal and state duties requirements for professionals are essentially similar. <i>Citation:</i> ORS § 653.020, OAR § 839-020-0005.	Outside salespeople. <i>Citation:</i> Ore. Rev. Stat. § 653.020, Admin. Rules § 839-020-0005.	Farm workers employed on piecework basis by employers using fewer than 500 piece-rate work hours in any calendar quarter of previous year. Hand-harvesters under the age of 16 who are paid the same piece rate as workers over the age of 16. Members of the agricultural employer's immediate family. Those mainly engaged in range production of livestock on salary basis. <i>Citation:</i> ORS § 653.020, OAR § 839-020-0005.	Domestic workers employed on a casual basis. Babysitters and live-in companions to the elderly and infirm in private homes. <i>Citation:</i> ORS § 653.020, OAR § 839-020-0005.	Students working for their primary or secondary schools. Taxi drivers. Those paid for specific hours to ensure availability for recall to duty. Live-in managers of multiunit accommodations. Counselors employed on seasonal basis at nonprofit camps or camps grossing less than \$500,000 a year. Employees of nonprofit conference centers. Federal employees. Volunteer firefighters. Golf caddies in training. <i>Citation:</i> ORS § 653.020, OAR § 839-020-0005.

## Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

### Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
PA	Administrative, executive, or professional employees. Exempt employees in Pennsylvania must earn at least the federal salary threshold of \$684 per week to be exempt from overtime. Federal duties requirements for executives and administrative. Federal and state duties requirements for professionals are essentially similar. <i>Citation:</i> 43 Pa. C.S. § 333.105 and 34 Pa. C.S. §§ 231.82-84.	Outside salespeople. <i>Citation:</i> 43 P.S. § 333.105 and 34 Pa. C.S. § 231.85.	Farm labor. <i>Citation:</i> 43 Pa. C.S. § 1301.201.	Domestic servants in private homes. <i>Citation:</i> 43 Pa. C.S. § 333.105 (a)(2).	Certain newspaper deliverers. Those employed by certain small newspapers. Seasonal employees under age 18, or under age 24 if students, of certain nonprofit agencies or children's camps. Employees of certain seasonal amusement centers, camps, and conference centers. Golf caddies. Certain switchboard operators. Elected and appointed officials, their staffs, and advisors. <i>Citation:</i> 43 Pa. C.S. § 333.105.
RI	Rhode Island uses the federal duties tests and the higher federal salary threshold. <i>Citation:</i> R.I. Gen. Laws § 28-12-4.3(a)(4).	Traveling or outside salespeople. <i>Citation:</i> R.I. Gen. Laws §§ 28-12-2(5)(v), -4.3(a)(8).	Agricultural workers. <i>Citation:</i> R.I. Gen. Laws § 28-12-4.3(a)(9).	Domestic workers in private homes. <i>Citation:</i> R.I. Gen. Laws § 28-12-2(5)(i).	Federal employees. Ushers in theaters, newspaper carriers, golf caddies, shoe shiners, and the like. Seasonal employees of certain resorts. Employer's parent, spouse, or child under age 21. Counselors employed on seasonal basis at organized camp. Volunteers in educational, charitable, religious, or nonprofit organizations. <i>Citation:</i> R.I. Gen. Laws § 28-12-2(5).
SC	No provision.	No provision.	No provision.	No provision.	No provision.
SD	There is no provision for this topic in this state.	Outside salespeople. <i>Citation:</i> SDCL § 60-11-3.	There is no provision for this topic in this state.	Babysitters. <i>Citation:</i> SDCL § 60-11-3.	Any employee younger than 20 years of age may be paid an "opportunity wage" of \$4.25 for first 90 days of employment. <i>Citation:</i> SDCL § 60-11-4, § 60-11-3.
TN	No provision.	No provision.	No provision.	No provision.	No provision.

Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
TX	Administrative, executive, or professional employees. <i>Citation:</i> Tex. Labor Code § 62.153.	Outside salespeople. <i>Citation:</i> Tex. Labor Code § 62.153.	Employees engaged in dairying and production of livestock. <i>Citation:</i> Tex. Labor Code § 62.160.	Domestic workers in a private home. Babysitters. Live-in companions providing personal care. <i>Citation:</i> Tex. Labor Code § 62.154.	Individuals covered by the FLSA. Members performing services for their religious orders. Minors under age 18 who have not graduated from high school or vocational school. Students under age 20, except those in agriculture. Prison inmates. Members of employer's immediate family. Individuals with disabilities under age 21 in vocational rehabilitation school/work program. Employees of certain amusement or recreation establishments. Employees of Girl or Boy Scouts of America. Employees of certain camps. Except for agricultural workers, employers who are not subject to liability for contributions to unemployment compensation fund under state law. Certain married couples employed as substitute parents for institutionalized children. <i>Citation:</i> Tex. Labor Code § 62.151 <i>et seq.</i>
UT	There is no provision for this topic in this state.	Outside salespeople. <i>Citation:</i> Utah Code Ann. § 34-40-104(1).	Range livestock production employees, harvesters paid by the piece, seasonal farm workers employed less than 13 weeks per year, and retirees performing part-time work as condition of residence on farm or ranch. <i>Citation:</i> Utah Code § 34-40-104(1).	Domestic employees. Companions to the ill or elderly. <i>Citation:</i> Utah Code § 34-40-104(1).	Casual employees. Seasonal employees of certain camps, programs, and nonprofit groups. Federal workers. Prison inmates. Registered apprentices and students working for their schools. Hourly workers with certain seasonal amusement establishments. Employer's immediate family. Workers with disabilities (wage regulated by labor commission). <i>Citation:</i> Utah Code § 34-40-104(1).

Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
VT	Administrative, executive, or professional employees. <i>Citation:</i> 21 V.S.A. § 383.	Outside salespeople. <i>Citation:</i> 21 V.S.A. § 383.	Agricultural employees. <i>Citation:</i> 21 V.S.A. § 383.	Domestic workers in a private home. <i>Citation:</i> 21 V.S.A. § 383.	Individuals working for employers with fewer than two employees. Federal workers. Full-time high school students. Employees of public, nonprofit organizations, except laundry workers, nurse's aides, and LPNs. Newspaper carriers. Taxi drivers. <i>Citation:</i> 21 V.S.A. §§ 382, 383.
VA	There is no provision for this topic in this state.	Traveling and outside salespeople paid on commission basis. <i>Citation:</i> Minimum Wage Act VA Code § 40.1-28.9(B)(5).	Farm laborer or farm employee. <i>Citation:</i> Minimum Wage Act VA Code § 40.1- 28.9(B)(1).	Domestic workers in and about private homes and publicly supported institutions. <i>Citation:</i> Minimum Wage Act VA Code § 40.1-28.9(B)(2).	Individuals covered by the FLSA. Those working for employers of fewer than four people, not including members of employer's immediate family. Employees of publicly supported charitable institutions. Newspaper carriers. Caddies. Shoe shiners. Ushers. Concession and door attendants and cashiers in theaters. Taxi drivers. Children working for their parents or guardians. Persons confined in any penal, corrective, or mental institution. Employees of children's summer camps. Employees under the age of 16. Employees paid by the piece. Workers with disabilities who have impaired earning capacity. Students in bona fide training programs. Full-time students under age 18 working no more than 20 hours a week. Full-time students in school work/study program. Minors under age 18 under jurisdiction of juvenile court. <i>Citation:</i> Minimum Wage Act VA Code § 40.1-28.9(B)(1)-(17).



# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
WA	<p>Administrative, executive, or professional employees. Effective January 1, 2024, employers must pay exempt employees at least \$1,302.40 per week, or \$67,724.80 per year, regardless of employer size.</p> <p>Effective January 1, 2024, computer professional employees will have to receive at least \$56.98 per hour to be classified as exempt.</p> <p>Federal duties requirements for executives and administrative. Federal or state duties requirements for professionals are essentially similar. <i>Citation:</i> Wash. Rev. Code § 49.46.010.</p>	<p>Outside salespeople. <i>Citation:</i> Wash. Rev. Code § 49.46.010.</p>	<p>Hand-harvesters paid on piecework basis. <i>Citation:</i> Wash. Rev. Code § 49.46.010.</p>	<p>Casual laborers working in or about employer's home. <i>Citation:</i> Wash. Rev. Code § 49.46.010.</p>	<p>Newspaper carriers or vendors. Those covered by the federal Interstate Commerce Act. Those in forest protection and fire prevention. Employees of certain charitable institutions. Those who are required to spend a substantial portion of work time on call and not on active duty. Inmates and patients. Government officers and officials. Crews on state ferries. Seafarers on foreign vessels. Minors under the age of 16. <i>Citation:</i> Wash. Rev. Code § 49.46.010.</p>

## Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

### Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
WV	Administrative, executive, or professional employees. Executives – federal duties requirements plus state requirement that employee exercise discretionary powers. Administrative – federal duties requirements plus the state requirements that employee assist proprietor or exempt employee, or perform specialized or technical work or executive's specialized tasks with only general supervision. Professionals – federal duties requirements plus state requirements that both creative and learned professionals perform intellectual and varied work requiring discretion and judgment. <i>Citation:</i> W. Va. Code § 21-5C-1(f).	Traveling and outside salespeople. Salespeople employed by retail motor vehicle dealerships as to maximum hours and overtime provisions. <i>Citation:</i> W. Va. Code § 21-5C-1(f).	Agricultural workers as defined under the FLSA. <i>Citation:</i> W. Va. Code § 21-5C-1(f).	There is no provision for this topic in this state.	People working for employers with fewer than six employees. Federal employees. Newspaper carriers. Shoe shiners. Caddies. Pin chasers at bowling lanes. Members of employer's immediate family. Job trainees. Certain workers with disabilities. Employees of children's summer camps. Those 62 years of age or older who receive Social Security benefits. Local bus company workers. State firefighters. Students working part time. Theater ushers. Parts people and mechanics at retail motor vehicle dealers. Workers under the jurisdiction of U.S. DOT. Persons employed on a per diem basis by the Senate, House of Delegates, or the joint committee on government finance. Other employees of the Senate or House of Delegates designated by the presiding officer, as well as additional employees of the joint committee on government and finance. Commercial whitewater outfitters' seasonal employees working less than seven months each calendar year. <i>Citation:</i> W. Va. Code § 21-5C-1(f).
WI	There is no provision for this topic in this state.	Real estate agents and salespeople paid solely by commission. Retail salespeople. <i>Citation:</i> Wis. Stat. § 104.01(2)(b) Ind. 72.05, 72.06; Wis. Admin. Code DWD 272.06.	There is no provision for this topic in this state.	Casual domestic workers in and about the employer's home. Babysitters. Live-in companions who spend less than 15 hours a week on general work. <i>Citation:</i> Wis. Stat. § 104.01(2)(b) Ind. 72.05, 72.06; Wis. Admin. Code DWD 272.06.	Newspaper carriers. <i>Citation:</i> Wis. Stat. § 104.01(2)(b) Ind. 72.05, 72.06; Wis. Admin. Code DWD 272.06.

# Minimum Exempt Salary Thresholds – Federal & State

March 1, 2024

## Minimum Wage--Exemptions

- Does your state have exemptions to its minimum wage requirement?

State	Administrative, executive, and professional employees	Sales	Agriculture	Domestic service	Other exempt employees
WY	Administrative, executive, and professional employees. Apply federal salary and duties requirements if covered by both state and federal law. <i>Citation:</i> Wyo. Stat. § 27-4-201.	Outside salespeople paid solely by commission. <i>Citation:</i> Wyo. Stat. Ann. § 27-4-201.	Agricultural workers. <i>Citation:</i> Wyo. Stat. § 27-4-201.	Domestic workers in private homes. <i>Citation:</i> Wyo. Stat. § 27-4-201.	Government workers. Ambulance and other on-call vehicle drivers. Volunteers or individuals engaged in the activities of an educational, charitable, religious, or nonprofit organization where the employer/employee relationship does not exist. <i>Citation:</i> Wyo. Stat. § 27-4-201.