

Minimum Exemption Salary Thresholds by State

Jurisdiction	2025 Salary Level	Effective Date	Notes
Alaska	Standard EAP salary level: • \$952.80 per week; and • \$49,545.60 per year.	Jan. 1, 2025	Salaried employees, who are exempt from the minimum wage and overtime requirements as bona fide EAP employees, must maintain a salary equivalent to two times the minimum wage for the first 40 hours worked in a workweek. Note: Alaska voters approved a ballot measure that will increase the state's minimum wage to \$13 per hour on July 1, 2025. As a result, the state's standard EAP salary level will also increase on that date to \$1,040 per week or \$54,080 per year.
California	Standard EAP salary level: • \$1,320 per week; • \$5,720 per month; and • \$68,640 per year. Computer software employee: • \$56.97 per hour; • \$9,888.13 per month; and • \$118,657.43 per year. Licensed physicians and surgeons: • \$103.75 per hour.	Jan. 1, 2025	The standard EAP salary level is twice the state minimum wage rate based on a 40-hour workweek.
Colorado	Standard EAP salary level: • \$1,086.25 per week; and • \$56,485 per year. Agricultural range workers: • \$606.56 per week. Highly technical computer employees: • \$34.07 per hour or the EAP salary. HCEs: • \$127,091 annually and the EAP weekly salary. Drivers and driver helpers: • \$814.55 per week.	Jan. 1, 2025	Most overtime salary thresholds are dependent on the state's minimum wage rate.

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	Seasonal camp or outdoor education field staff: • Full minimum wage or: ○ \$422.02 per week (adults); and ○ \$328.78 (minors). • Nonprofits with up to \$25 million in revenue: ○ \$318.35 per week (adults); and ○ \$240.65 per week (minors).		
Maine	Standard EAP salary level • \$845.21 per week; and • \$43,951 per year.	Jan. 1, 2025	The EAP salary level must exceed 3,000 times the state minimum wage divided by 52.
New York	Standard administrative and executive employee salary level: • \$1,237.50 per week (\$64,350 per year) for employees in New York City, Nassau, Suffolk and Westchester counties; and • \$1,161.65 per week (\$60,405.80 per year) for employees in the rest of the state.	Jan. 1, 2025	In New York, there is also a professional exemption under state law. However, there is no minimum salary requirement for the professional exemption.
Washington	Standard EAP salary level for large employers (51 or more employees): • \$1,499.40 a week; and • \$77,968.80 a year. Standard EAP salary level for small employers (50 or fewer employees): • \$1,332.80 per week; and • \$69,305.60 per year. Computer professional (regardless of employer size): • \$58.31 per hour.	Jan. 1, 2025	The standard EAP salary level for larger employers is 2.25 times the state's minimum wage rate, the standard EAP salary level for smaller employers is two times the state's minimum wage rate, and the computer professional salary level is 3.5 times the state's minimum wage rate.