

# Salary threshold implementation schedule

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



## 2024 salary thresholds

- Small businesses: \$1,302.40/week (\$67,724.80 a year)
- Large businesses: \$1,302.40/week (\$67,724.80 a year)

When the rule takes effect		July 1, 2020	Jan. 1, 2021	Jan. 1, 2022	Jan. 1, 2023	Jan. 1, 2024	Jan. 1, 2025	Jan. 1, 2026	Jan. 1, 2027	Jan. 1, 2028
For small employers with 1-50 employees	Multiply minimum wage by...	1.25x	1.5x	1.75x	1.75x	2x	2x	2.25x	2.25x	2.5x
	Projected salary threshold Weekly (Annual)	\$675 (\$35,100.00)	\$821.40 (\$42,712.00)	\$1,014.30 (\$52,743.60)	\$1,101.80 (\$57,293.60)	\$1,302.40 (\$67,724.80)	\$1,337.60* (\$69,555.20)	\$1,538.10* (\$79,981.20)	\$1,568.70* (\$81,572.40)	\$1,780.00* (\$92,560.00)
For large employers with 51 or more employees	Multiply minimum wage by...	1.25x	1.75x	1.75x	2x	2x	2.25x	2.25x	2.5x	2.5x
	Projected salary threshold Weekly (Annual)	\$675.00 (\$35,100.00)	\$958.30 (\$49,831.00)	\$1,014.30 (\$52,743.60)	\$1,259.20 (\$65,478.40)	\$1,302.40 (\$67,724.80)	<del>\$1,504.80* (\$78,249.60)</del> Effective 1/1/25: Weekly - \$1,499.40 / (Annual - \$77,968.80)	\$1,538.10* (\$79,981.20)	\$1,743.00* (\$90,636.00)	\$1,780.00* (\$92,560.00)

Note 1: The asterisks on the salary thresholds after 2024 are projections based on forecasted changes in the Consumer Price Index. These projections have been updated from previous versions.

Note 2: This table does not apply to computer professionals paid by the hour who have higher minimum wage multipliers.

This chart has not yet been updated by WA State Dept of L&I for 1/1/25. Newly released salary levels are shown in red.