

Earnings thresholds for the Executive, Administrative, and Professional exemption from minimum wage and overtime protections under the FLSA

- [Close](#)

[Minimum Wage](#)
[Overtime Pay](#)

Earnings thresholds for the Executive, Administrative, and Professional exemption from minimum wage and overtime protections under the FLSA

[Hours Worked](#)
[Recordkeeping](#)
[Federal Wage Garnishments](#)
[Direct Care Workers](#)

NOTICE: The U.S. Department of Labor final rule, [Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales, and Computer Employees](#), takes effect on July 1, 2024. The final rule updates and revises the regulations issued under section 13(a)(1) of the Fair Labor Standards Act implementing the exemption from minimum wage and overtime pay requirements for executive, administrative, and professional (EAP) employees. Revisions include increases to the standard salary level and the highly compensated employee total annual compensation threshold, and a mechanism that provides for the timely and efficient updating of these earnings thresholds to reflect current earnings data.

The Department’s regulations require executive, administrative, and professional (EAP) employees to be paid at least a minimum salary amount to be exempt from the Fair Labor Standards Act’s minimum wage and overtime requirements under section 13(a)(1). In April 2024, the Department issued a final rule increasing the standard salary level for exemption, and the total annual compensation requirement for highly compensated employees, as detailed below.

Earnings Threshold	Minimum Salary Amount Before July 1, 2024	Minimum Salary Amount Beginning July 1, 2024	Minimum Salary Amount Beginning January 1, 2025
Standard Salary Level	\$684 per week (equivalent to	\$844 per week (equivalent to	\$1,128 per week

	a \$35,568 annual salary)	a \$43,888 annual salary)	(equivalent to a \$58,656 annual salary)
Total Annual Compensation Requirement for <u>Highly Compensated Employees (HCEs)</u>	\$107,432 per year, including at least \$684 per week paid on a salary or fee basis	\$132,964 per year, including at least \$844 per week paid on a salary or fee basis	\$151,164 per year, including at least \$1,128 per week paid on a salary or fee basis
Special Salary Level for <u>Employees in Puerto Rico, Guam, the U.S. Virgin Islands, and the Commonwealth of the Northern Mariana Islands (CNMI)</u>	\$455 per week (equivalent to a \$23,660 annual salary)	\$455 per week (equivalent to a \$23,660 annual salary)	\$455 per week (equivalent to a \$23,660 annual salary)
Special Salary Level for <u>Employees in American Samoa</u>	\$380 per week (equivalent to a \$19,760 annual salary)	\$380 per week (equivalent to a \$19,760 annual salary)	\$380 per week (equivalent to a \$19,760 annual salary)
Special Base Rate for <u>Employees in the Motion Picture Industry</u>	\$1,043 per week (or a proportionate amount based on the number of days worked)	\$1,043 per week (or a proportionate amount based on the number of days worked)	\$1,043 per week (or a proportionate amount based on the number of days worked)
Compensation Required for <u>Computer Employees</u> Paid on an Hourly Basis	\$27.63 per hour	\$27.63 per hour	\$27.63 per hour

Note: These earnings thresholds do not apply to certain types of employees, including doctors, lawyers, teachers, and outside sales employees.



Wage and Hour Division

An agency within the U.S.
Department of Labor

200 Constitution Ave NW
Washington, DC 20210
[1-866-4-US-WAGE](tel:1-866-4-US-WAGE)
[1-866-487-9243](tel:1-866-487-9243)
www.dol.gov

FEDERAL GOVERNMENT

LABOR DEPARTMENT

WHD PORTALS

[White House](#)

[About DOL](#)

[YouthRules!](#)

[Benefits.gov](#)

[Guidance Search](#)

[Wage Determinations](#)

[Coronavirus Resources](#)

[Español](#)

[Accessibility Statement](#)

[Disaster Recovery Assistance Office of Inspector General](#)

[DisasterAssistance.gov](#)

[Subscribe to the DOL Newsletter](#)

[USA.gov](#)

[Read the DOL Newsletter](#)

[Notification of EEO Violations](#)[Emergency Accountability Status Link](#)

[No Fear Act Data](#)

[A to Z Index](#)

[U.S. Office of Special Counsel](#)

Submit Feedback

Connect With DOL



[Site Map](#)

[Important Website Notices](#)

[Privacy & Security Statement](#)