

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

Earnings Threshold	Current Amount	Minimum Salary Amount Beginning July 1, 2024	Minimum Salary Amount Beginning January 1, 2025
Standard Salary Level	\$684 per week (equivalent to a \$35,568 annual salary)	\$844 per week (equivalent to a \$43,888 annual salary)	\$1,128 per week (equivalent to a \$58,656 annual salary)
Total Annual Compensation Requirement for Highly Compensated Employees (HCEs)	\$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 Employees in Puerto Rico, Guam, the U.S. Virgin Islands, and the Commonwealth of the Northern Mariana Islands (CNMI)	\$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 Employees in American Samoa	\$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 Employees in the Motion Picture Industry	\$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 Computer Employees Paid on an Hourly Basis	\$27.63 per hour	\$27.63 per hour	\$27.63 per hour