

2023 U.S. Exempt Employee Salary Threshold Chart

Jurisdiction	Exemptions	Salary Threshold ¹	Comments
Federal	Executive; Administrative; Professional	\$684/week	\$1,368/biweekly \$1,482/semi-monthly \$2,964/monthly \$35,568/annual
Alaska	Executive; Administrative; Professional	\$868.00/week	\$45,136/annual
California	Executive; Administrative; Professional	\$1,240/week	\$64,480/annual for all sized employers (there will no longer be a lower threshold for small employers).
	Computer	\$53.80/hour	\$112,065.20/annual
Colorado	Executive; Administrative; Professional	\$961.54/week	\$50,000/annual Increasing to \$1,057.69/week (\$55,000/annual) on January 1, 2024. Beginning January 1, 2025, adjusts annually based on CPI.
	Computer	\$961.54 per week	\$50,000 per year Hourly wage adjusts annually based on CPI; weekly rate adjusts in accordance with Executive, Administrative, or Professional rate above.
Maine	Executive; Administrative; Professional	\$796.17/week	\$41,401/annual
New York (excluding NYC, Nassau, Suffolk, &	Executive; Administrative	\$990.00/week	\$51,480/annual There is no state salary threshold to qualify for the

¹ Chart is current as of January 1, 2023; rates shown are those in effect as of that date.

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<i>Westchester Counties)</i>			professional exemption, so the federal threshold of \$684.00/week remains applicable for the professional exemption.
- Nassau, Suffolk, & Westchester Counties	Executive; Administrative	\$1,125/week	\$58,500/annual
- New York City	Executive; Administrative	\$1,125/week	\$58,500/annual
Washington	Executive; Administrative; Professional	\$1,259.20/week (for larger employers)	\$65,478.40/annual Beginning January 1, 2023, the salary threshold for employers with 1-50 employees will be 1.75x the minimum wage \$1,101.80 per week (\$57,293.60 per year); for employers with 51+ employees, the salary threshold will be 2x the minimum wage.
	Computer	\$55.09/hour	3.5 times the minimum wage Salary threshold applies to both small and large employers.