

## e-Alert

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# Washington Updates Salary Levels for Overtime Exemption

## Background

The state of Washington has updated the 2022 overtime pay threshold for white-collar exemptions. These exemptions are for professionals who predominantly perform executive, administrative, and professional (EAP) duties, including outside sales and computer workers.

## Summary

Effective January 1, 2022, the state minimum wage will increase to \$14.49 per hour. Since the state salary threshold is based on its minimum wage, this raises the baseline for white-collar overtime exemptions for both large and small employers to:

- \$1,014.30 per week (\$52,743.60 annually)
- \$50.72 per hour for computer professionals (3.5 times the state minimum wage)

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## Employer Next Steps

- Employers should audit their exempt (salaried) workforce in Washington to ensure they are compliant with the new salary threshold.
- Employers should also review their hourly employee pay rates to ensure 2022 minimum wage compliance.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policy, please [email us](#).

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