

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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