

2026 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	\$1,040/week	\$54,080/annual
California	Executive; Administrative; Professional	\$1,352/week	\$70,304/annual
	Computer	\$58.85/hour	\$122,573.13/annual
Colorado	Executive; Administrative; Professional	\$1,111.23/week	\$57,784/annual Adjusts annually on January 1 based upon regional CPI.
	Computer	\$34.85/hour	Employees may be paid by salary of \$57,784/annually (\$1,111.23/week) or by the hour at a rate of \$34.85/hour. Hourly wage adjusts annually based on CPI; weekly rate adjusts in accordance with Executive, Administrative, or Professional rate above.
Maine	Executive; Administrative; Professional	\$871.16/week	\$45,300.32/annual
New York (excluding NYC, Nassau, Suffolk, & Westchester Counties)	Executive; Administrative	\$1,199.10/week	\$62,353.20/annual There is no state salary threshold to qualify for the professional exemption. So, the federal threshold remains applicable for the professional exemption.

¹ Chart is current as of January 1, 2026; rates shown are those in effect as of that date.

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Jurisdiction	Exemptions	Salary Threshold¹	Comments
- Nassau, Suffolk, & Westchester Counties	Executive; Administrative	\$1,275/week	\$66,300/annual
- New York City	Executive; Administrative	\$1,275/week	\$66,300/annual
Washington	Executive; Administrative; Professional	\$1,541.70/week	\$80,168.40/annual The 2026 salary threshold is 2.25x the minimum wage for all employers. The salary threshold will increase to 2.5x times the minimum wage by January 1, 2028.
	Computer	\$59.96/hour	The salary threshold is 3.5x the minimum wage for all employers.