



Minimum Weekly Salary Rate for Exemption from Overtime Provisions

Background

Exempt Position: A position that satisfies the tests for exemption under NYS and federal requirements based on salary level, pay basis and position duties. Exempt positions may not be paid hourly and must be paid on a salaried basis.

As outlined in the sections below, there are different minimum weekly salary thresholds under federal and New York State wage and hour requirements.

New York State Minimum Weekly Salary Threshold

Current and Past New York State Minimum Weekly Salary Threshold:

The New York State salary threshold applies to positions which meet the [executive](#) and [administrative](#) duties test, based on the employee's work region. This does not apply to positions falling under the [learned professionals](#) duties test. The minimum weekly salary requirements are outlined below:

Effective Date	Greater NYS	Long Island & Westchester	NYC
12/31/2018	\$832.50	\$900.00	\$1,125.00
12/31/2019	\$885.00	\$975.00	\$1,125.00
12/31/2020	\$937.50	\$1,050.00	\$1,125.00
12/31/2021	\$990.00	\$1,125.00	\$1,125.00
12/31/2022	\$1,064.25	\$1,125.00	\$1,125.00
1/1/2024	\$1,124.20	\$1,200.00	\$1,200.00
1/1/2025	\$1,161.65	\$1,237.50	\$1,237.50

Future Increases to the New York State Minimum Weekly Salary Threshold:

The following increases to the minimum weekly salary requirements are outlined below:

Effective Date	Greater NYS	Long Island & Westchester	NYC
1/1/2026	\$1,199.10	\$1,275.00	\$1,275.00

Federal Minimum Salary Threshold

The federal minimum salary threshold for exemption applies to [administrative](#), [executive](#), [professional](#) and [computer related](#) positions with exclusions for certain positions. The minimum weekly salary rate required for exemption for overtime provisions is \$684 weekly (\$35,568 annually).

Monitoring Report

The [RF Exempt Employees Below Minimum Salary Threshold Report](#) is available in Oracle to assist with monitoring. This report should be run as part of a campus' salary monitoring process.

Change History

- **November 15, 2024** – Removed chart added on July 1, 2024 due to the legislation being struck down, and moved updates for New York State increases.
- **July 1, 2024** – Added chart to reflect the FLSA minimum salary threshold and included future increase for 2025. Removed New York State from the title of the procedure.
- **January 1, 2024** - Updated minimum rates and included future increases for 2025 and 2026. Minor language updates and incorporated monitoring information.
- **January 1, 2023** - Updated minimum rates, included New York in the title of the procedure, and removed TBD information for increase schedule.
- **December 31, 2021** - Updated minimum rates
- **December 31, 2017** - Updated minimum rates
- **December 31, 2016** - Updated minimum rates
- **December 31, 2014** - Updated minimum rates
- **December 31, 2013** - Updated minimum rates
- **September 23, 2009** - Updated minimum rates
- **January 1, 2007** - Updated the minimum rates
- **January 1, 2006** - Updated the minimum rates

Feedback

Was this document clear and easy to follow? Please send your feedback to webfeedback@rfsuny.org.