



OVERTIME UPDATE U.S. DOL ISSUES NEW THRESHOLD FOR ELIGIBILITY

Weekly Salary Amounts Increased to \$844 and Highly Compensated Employee Amount Increased to \$132,964

What's New?

The USDOL issued a new exemption thresholds for executive, administrative, professional, and outside sales employees. Beginning July 1, 2024, the salary amount increases to \$844/week (\$43,888 annually). This is up from the current amount of \$684/week (\$35,568 annually). On January 1, 2025, the salary basis increases to \$1,128/week (\$58,656 annually).

Additionally, on July 1, 2024, the Highly Compensated Employee exemption increases from \$107,432 to \$132,964 per year. On January 1, 2025, the threshold increases to \$151,164 per year.

What's Next?

These new rules will likely face legal challenges that could delay or even block their implementation.

Resources



U.S. DOL News Release

<https://www.dol.gov/newsroom/releases/whd/whd20240423-0>



U.S. DOL Final Rule

<https://www.dol.gov/sites/dolgov/files/WH D/flsa/ot-541-final-rule.pdf>



Check Back for Updates

We will update our News section with any changes.

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