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NYSDOL Updates Overtime Salary Qualifications

On Dec. 28, 2016, the [New York State Department of Labor](#) (NYSDOL) adopted new regulations that increase the salary threshold that executive and administrative employees need to meet in order to be exempt from the state's overtime pay regulations.

The NYSDOL's new regulations are part of the state's Wage Orders. They become effective on **Dec. 31, 2016**.

The new salary threshold for qualifying employees will:

- Gradually increase over the next few years; and
- Depends on the employer's size and location, as shown in the table below.

Effective Date	Weekly Salary Threshold			
	New York City		Nassau, Suffolk, Westchester	Remainder of New York State
	Large Employer*	Small Employer*		
Dec. 31, 2016	\$825	\$787.50	\$750	\$727.50
Dec. 31, 2017	\$975	\$900	\$825	\$780
Dec. 31, 2018	\$1,125	\$1,012.50	\$900	\$832
Dec. 31, 2019		\$1,125	\$975	\$885
Dec. 31, 2020			\$1,050	\$937.50
Dec. 31, 2021			\$1,125	

*"Large employer" is defined as having 11 or more employees.

*"Small employer" is defined as having 10 or fewer employees.

MORE INFORMATION

Employers seeking more information regarding New York state's new wage orders or overtime salary thresholds are encouraged to visit the NYSDOL website and use the following recently published frequently asked questions (FAQs):

- [Minimum wage](#) FAQs; or
- [Overtime payment](#) FAQs.

This guide is not intended to be exhaustive nor should any discussion or opinions be construed as legal advice. It is provided for general informational purposes only. It broadly summarizes state statutes and regulations generally applicable to private employers, but does not include references to other legal resources unless specifically noted. Readers should contact legal counsel for legal advice.