

New York State Overtime Rules 2018

Here are the new threshold amounts for 2018, meaning exempt employees in executive and administrative roles must earn these minimums for 2018 or be switched to an hourly rate of pay to include overtime pay eligibility.

PEAR is here too assist you in being compliant with this new ruling.

A SUMMARY OF THE NEW RULES

- Employers outside of New York City, Nassau, Suffolk and Westchester Counties will be required to pay a minimum salary of \$780.00 per week to employees who fall under the executive and administrative exemption categories.
- Employers in New York City who employ 11 or more employees will be required to pay a minimum salary of \$975.00 per week to employees who fall under the executive and administrative exemptions.
- Employers in New York City who employ 10 or fewer employees will be required to pay a minimum salary of \$900.00 per week to employees who fall under the executive and administrative exemptions.
- Employers in Nassau, Suffolk and Westchester Counties will be required to pay a minimum salary of \$825.00 per week to employees who fall under executive and administrative exemptions.

Currently, there is no minimum salary rule under New York law that qualifies individuals for the professional exemption, and this has not been addressed in these proposed regulations.

It is also important to note that each of these salary thresholds will increase annually over the course of the next 4-5 years. A chart summarizing the new salary thresholds for future years can be found on the [Department of Labor's website](#)

Minimum Wage 2018

NYC – Big Employers (11 or more)	\$13.00 per hour
NYC – Small Employers (10 or less)	\$12.00 per hour
Long Island and Westchester	\$11.00 per hour
Greater New York State	\$10.40 per hour