Overtime Eligibility Threshold Effective January 1, 2025

(Updated to reflect July 1, 2024 Salary Schedules)

(OT Exemption Salary Test \$77,968.80)

| Overtime ex | xempt employees | to include salaried (| Computer profe | essionals: |
|-------------|-----------------|-----------------------|----------------|-------------|
| Start | Multiplier | Weekly | Annual | |
| 1/1/2025 | 2.25 | \$16.66 | \$1,499.40 | \$77,968.80 |

| | Hourly Computer Professionals: Start Multiplier Minimum Wage 1/1/2025 3.5 \$16.66 | | | | | | | | |
|----------|---|--------------|-------------|--|--|--|--|--|--|
| Start | Multiplier | Minimum Wage | Hourly Wage | | | | | | |
| 1/1/2025 | 3.5 | \$16.66 | \$58.31 | | | | | | |

If the employee is in a **blue** salary step, they cannot be overtime exempt. If they are in a **green** salary step, they could be overtime exempt if their position description form also passes the duties test.

| Must be OT-eligible: | At this salary, the position no longer passes the salary test. |
|-----------------------------|--|
| | |
| May be OT-exempt: | At this salary, the position could be OT-exempt (duties test). |

The information below is based on July 1, 2024 salary ranges with the new salary threshold (effective 1/1/2025)

| Non-Rep-GS; Coalition-GS; PTE Local 17-GS; | | 202 | 25 9 | Split | : Ra | nge | es (a | as o | f 1/1 | L/20 | 25) | | | |
|--|----------|-----|------|-------|------|-----|-------|------|-------|------|-----|---|---|---|
| WAFWP-GS; WFSE-GS; HE-GS; WPEA-GS | | Α | В | С | D | Е | F | G | Н | Ι | J | К | L | М |
| Must be OT-eligible (no longer passes salary test). | Range 53 | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 54 | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 55 | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 56 | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 57 | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 58 | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 59 | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 60 | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 61 | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 62 | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 63 | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 64 | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 65 | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 66 | | | | | | | | | | | | | |

| Teamsters - GS | | 202 | 25 S | Split | : Ra | ng | es (| as o | f 1/1 | 1/20 | 25) | | | |
|--|----------|-----|------|-------|------|----|------|------|-------|------|-----|---|---|---|
| | | Α | В | С | D | Ε | F | G | Н | I | J | K | L | М |
| Must be OT-eligible (no longer passes salary test). | Range 47 | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 48 | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 49 | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 50 | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 51 | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 52 | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 53 | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 54 | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 55 | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 56 | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 57 | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 58 | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 59 | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 60 | | | | | | | | | | | | | |

| Teamsters 117-DES Printers-GS; WFSE-DOC-GS | | 202 | 25 S | Split | t Ra | ng | es (| as o | f 1/: | 1/20 | 25) | | | |
|--|----------|-----|------|-------|------|----|------|------|-------|------|-----|---|---|---|
| | | Α | В | С | D | Ε | F | G | Н | ı | J | К | L | М |
| Must be OT-eligible (no longer passes salary test). | Range 53 | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 54 | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 55 | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 56 | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 57 | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 58 | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 59 | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 60 | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 61 | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 62 | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 63 | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 64 | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 65 | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 66 | | | | | | | | | | | | | |

| Coalition-SP; PTE Local 17-SP; HE-SP; WPEA-SP | | 202 | 25 S | Spli | t Ra | ng | es (| as o | f 1/: | 1/20 | 25) | | | |
|--|------------|-----|------|------|------|----|------|------|-------|------|-----|---|---|---|
| | | Α | В | С | D | Ε | F | G | Н | Ι | J | K | L | М |
| Must be OT-eligible (no longer passes salary test). | Range 48SP | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 49SP | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 50SP | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 51SP | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 52SP | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 53SP | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 54SP | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 55SP | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 56SP | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 57SP | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 58SP | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 59SP | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 60SP | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 61SP | | | | | | | | | | | | | |

| Teamsters - GS1; | | 2025 Split Ranges (as of 1/1/2025 A B C D E F G H I J | | | | | | | | | | | | |
|--|----------|--|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Α | В | С | D | Е | F | G | Н | ı | J | Κ | L | М |
| Must be OT-eligible (no longer passes salary test). | Range 51 | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 52 | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 53 | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 54 | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 55 | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 56 | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 57 | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 58 | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 59 | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 60 | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 61 | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 62 | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 63 | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 64 | | | | | | | | | | | | | |

| Non-Represented - GS1; Coalition - GS1; WFSE- | | 202 | 25 S | plit | : Ra | nge | es (a | as of | f 1/1 | 1/20 | 25) | | | |
|--|----------|-----|------|------|------|-----|-------|-------|-------|------|-----|---|---|---|
| GS1; | | Α | В | С | D | Ε | F | G | Н | I | J | К | L | М |
| Must be OT-eligible (no longer passes salary test). | Range 56 | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 57 | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 58 | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 59 | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 60 | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 61 | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 62 | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 63 | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 64 | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 65 | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 66 | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 67 | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 68 | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 69 | | | | | | | | | | | | | |

| Monthly IT Professionals | | 202 | 25 S | plit | : Ra | nge | es (a | as of | f 1/1 | /20 | 25) | | | |
|--|------|-----|------|------|------|-----|-------|-------|-------|-----|-----|---|---|---|
| Coalition-ITPS; HE-ITPS; Non-Rep-ITPS; PTE Local | | | | | | | | | | | | | | |
| 17-ITPS; WAFWP-ITPS; WFSE-ITPS; WPEA-ITPS | | А | В | С | D | Ε | F | G | Н | ı | J | K | L | М |
| Possibly exempt at Step K-M, must be eligible if A - J | 01IT | | | | | | | | | | | | | |
| Possibly exempt at Step H-M, must be eligible if A - G | 02IT | | | | | | | | | | | | | |
| Possibly exempt at Step E-M, must be eligible if A - D | 03IT | | | | | | | | | | | | | |
| Possibly exempt at Step C-M, must be eligible if A - B | 04IT | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | 05IT | | | | | | | | | | | | | |

| Hourly IT Professionals (Threshold \$58.31 per hour) | | 202 | 25 S | plit | t Ra | nge | es (a | as o | f 1/1 | 1/20 | 25) | | | |
|--|------|-----|------|------|------|-----|-------|------|-------|------|-----|---|---|---|
| Coalition-ITPS; HE-ITPS; Non-Rep-ITPS; PTE Local 17-ITPS; WAFWP-ITPS; WFSE-ITPS; WPEA-ITPS | | А | В | С | D | E | F | G | Н | ı | J | K | L | М |
| Must be OT-eligible (no longer passes salary test). | 07IT | | | | | | | | | | | | | |
| Possibly exempt at Step L-M, must be eligible if A - K | 08IT | | | | | | | | | | | | | |
| Possibly exempt at Step J-M, must be eligible if A - I | 09IT | | | | | | | | | | | | | |
| Possibly exempt at Step H-M, must be eligible if A - G | 10IT | | | | | | | | | | | | | |
| Possibly exempt at Step F-M, must be eligible if A - E | 11IT | | | | | | | | | | | | | |

| Non-Rep - N; Coalition - N1; SEIU 1199 - N1; WFSE- | | | | | | 202 | 25 S | plit | : Ra | nge | es (a | as of | f 1/1 | L/20 | 25) | | | | | | | \neg |
|--|------------|---|---|---|---|-----|------|------|------|-----|-------|-------|-------|------|-----|---|---|---|---|---|---|--------|
| N1; | | Α | В | С | D | Е | F | G | Н | Ι | J | K | L | М | N | 0 | Р | Q | R | S | Т | U |
| Must be OT-eligible (no longer passes salary test). | Range 41E1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 48E1 | | | | | | | | | | | | | | | | | | | | | |
| Must be OT-eligible (no longer passes salary test). | Range 45N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step T, must be eligible if A - S | Range 47N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step R, must be eligible if A - Q | Range 49N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step Q, must be eligible if A - P | Range 50N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step P, must be eligible if A - O | Range 51N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step O, must be eligible if A - N | Range 52N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step N, must be eligible if A - M | Range 53N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 54N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 55N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 56N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 57N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 58N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 59N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 60N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 61N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 62N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 63N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 64N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 65N1 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 66N1 | | | | | | | | | | | | | | | | | | | | | |

| Teamsters - N2 | 2025 Split Ranges (as of 1/1/2025) | | | | | | | | | | | | | | | | | | | | | |
|--|------------------------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Α | В | С | D | Ε | F | G | Н | Ι | J | K | L | М | N | 0 | Р | Q | R | S | Т | U |
| Must be OT-eligible (no longer passes salary test). | Range 39E2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step U, must be eligible if A - T | Range 41E2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step N, must be eligible if A - M | Range 48E2 | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step Q, must be eligible if A - P | Range 45N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step O, must be eligible if A - N | Range 47N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step M, must be eligible if A - L | Range 49N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step L, must be eligible if A - K | Range 50N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step K, must be eligible if A - J | Range 51N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step J, must be eligible if A - I | Range 52N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step I, must be eligible if A - H | Range 53N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step H, must be eligible if A - G | Range 54N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step G, must be eligible if A - F | Range 55N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step F, must be eligible if A - E | Range 56N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step E, must be eligible if A - D | Range 57N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step D, must be eligible if A - C | Range 58N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step C, must be eligible if A - B | Range 59N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at Step B, must be eligible if A | Range 60N2 | | | | | | | | | | | | | | | | | | | | | |
| Possibly exempt at any step, depending on the duties test. | Range 61N2 | | | | | | | | | | | | | | | | | | | | | |