Overtime Eligibility Threshold Effective January 1, 2024

(Updated to reflect July 1, 2023 Salary Schedules)

(OT Exemption Salary Test $67,724.80)

Overtime exempt employees to include salaried Computer professionals:				
Start	Multiplier	Minimum Wage	Weekly	Annual
1/1/2024	2.0	$16.28	$1,302.40	$67,724.80

Hourly Computer Professionals:			
Start	Multiplier	Minimum Wage	Hourly Wage
1/1/2024	3.5	$16.28	$56.98

If the employee is in a ***blue*** salary step , they cannot be overtime exempt. If they are in a ***green*** salary step, they

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, 2023 salary ranges with the new salary threshold (effective 1/1/2024)

Non-Rep-GS; Coalition-GS; PTE Local 17-GS; WAFWP-GS; WFSE-GS; HE-GS; WPEA-GS	2024 Split Ranges (as of 1/1/2024)													
		A	B	C	D	E	F	G	H	I	J	K	L	M
Must be OT-eligible (no longer passes salary test).	Range 49													
Possibly exempt at Step M, must be eligible if A - L	Range 50													
Possibly exempt at Step L, must be eligible if A - K	Range 51													
Possibly exempt at Step K, must be eligible if A - J	Range 52													
Possibly exempt at Step J, must be eligible if A - I	Range 53													
Possibly exempt at Step I, must be eligible if A - H	Range 54													
Possibly exempt at Step H, must be eligible if A - G	Range 55													
Possibly exempt at Step G, must be eligible if A - F	Range 56													
Possibly exempt at Step F, must be eligible if A - E	Range 57													
Possibly exempt at Step E, must be eligible if A - D	Range 58													
Possibly exempt at Step D, must be eligible if A - C	Range 59													
Possibly exempt at Step C, must be eligible if A - B	Range 60													
Possibly exempt at Step B, must be eligible if A	Range 61													
Possibly exempt at any step, depending on the duties test.	Range 62													

Teamsters - GS	2024 Split Ranges (as of 1/1/2024)													
		A	B	C	D	E	F	G	H	I	J	K	L	M
Must be OT-eligible (no longer passes salary test).	Range 43													
Possibly exempt at Step M, must be eligible if A - L	Range 44													
Possibly exempt at Step L, must be eligible if A - K	Range 45													
Possibly exempt at Step K, must be eligible if A - J	Range 46													
Possibly exempt at Step J, must be eligible if A - I	Range 47													
Possibly exempt at Step I, must be eligible if A - H	Range 48													
Possibly exempt at Step H, must be eligible if A - G	Range 49													
Possibly exempt at Step G, must be eligible if A - F	Range 50													
Possibly exempt at Step F, must be eligible if A - E	Range 51													
Possibly exempt at Step E, must be eligible if A - D	Range 52													
Possibly exempt at Step D, must be eligible if A - C	Range 53													
Possibly exempt at Step C, must be eligible if A - B	Range 54													
Possibly exempt at Step B, must be eligible if A	Range 55													
Possibly exempt at any step, depending on the duties test.	Range 56													

Teamsters 117-DES Printers-GS; WFSE-DOC-GS	2024 Split Ranges (as of 1/1/2024)													
		A	B	C	D	E	F	G	H	I	J	K	L	M
Must be OT-eligible (no longer passes salary test).	Range 48													
Possibly exempt at Step M, must be eligible if A - L	Range 49													
Possibly exempt at Step L, must be eligible if A - K	Range 50													
Possibly exempt at Step K, must be eligible if A - J	Range 51													
Possibly exempt at Step J, must be eligible if A - I	Range 52													
Possibly exempt at Step I, must be eligible if A - H	Range 53													
Possibly exempt at Step H, must be eligible if A - G	Range 54													
Possibly exempt at Step G, must be eligible if A - F	Range 55													
Possibly exempt at Step F, must be eligible if A - E	Range 56													
Possibly exempt at Step E, must be eligible if A - D	Range 57													
Possibly exempt at Step D, must be eligible if A - C	Range 58													
Possibly exempt at Step C, must be eligible if A - B	Range 59													
Possibly exempt at Step B, must be eligible if A	Range 60													
Possibly exempt at any step, depending on the duties test.	Range 61													

Coalition-SP; PTE Local 17-SP; HE-SP; WPEA-SP	2024 Split Ranges (as of 1/1/2024)													
		A	B	C	D	E	F	G	H	I	J	K	L	M
Must be OT-eligible (no longer passes salary test).	Range 43SP													
Possibly exempt at Step M, must be eligible if A - L	Range 44SP													
Possibly exempt at Step L, must be eligible if A - K	Range 45SP													
Possibly exempt at Step K, must be eligible if A - J	Range 46SP													
Possibly exempt at Step J, must be eligible if A - I	Range 47SP													
Possibly exempt at Step I, must be eligible if A - H	Range 48SP													
Possibly exempt at Step H, must be eligible if A - G	Range 49SP													
Possibly exempt at Step G, must be eligible if A - F	Range 50SP													
Possibly exempt at Step F, must be eligible if A - E	Range 51SP													
Possibly exempt at Step E, must be eligible if A - D	Range 52SP													
Possibly exempt at Step D, must be eligible if A - C	Range 53SP													
Possibly exempt at Step C, must be eligible if A - B	Range 54SP													
Possibly exempt at Step B, must be eligible if A	Range 55SP													
Possibly exempt at any step, depending on the duties test.	Range 56SP													

Teamsters - GS1;	2024 Split Ranges (as of 1/1/2024)													
		A	B	C	D	E	F	G	H	I	J	K	L	M
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													

Non-Represented - GS1; Coalition - GS1; WFSE-GS1;	2024 Split Ranges (as of 1/1/2024)													
		A	B	C	D	E	F	G	H	I	J	K	L	M
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													

Monthly IT Professionals	2024 Split Ranges (as of 1/1/2024)													
Coalition-ITPS; HE-ITPS; Non-Rep-ITPS; PTE Local 17-ITPS; WAFWP-ITPS; WFSE-ITPS; WPEA-ITPS		A	B	C	D	E	F	G	H	I	J	K	L	M
Possibly exempt at Step G-M, must be eligible if A - F	01IT													
Possibly exempt at Step D, must be eligible if A - C	02IT													
Possibly exempt at any step, depending on the duties test.	03IT													

Hourly IT Professionals (Threshold $56.98 per hour)	2024 Split Ranges (as of 1/1/2024)													
Coalition-ITPS; HE-ITPS; Non-Rep-ITPS; PTE Local 17-ITPS; WAFWP-ITPS; WFSE-ITPS; WPEA-ITPS		A	B	C	D	E	F	G	H	I	J	K	L	M
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-N1;	2024 Split Ranges (as of 1/1/2024)																				
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Must be OT-eligible (no longer passes salary test).	Range 39E1																				
Possibly exempt at Step U, must be eligible if A - T	Range 41E1																				
Possibly exempt at Step N, must be eligible if A - M	Range 48E1																				
Possibly exempt at Step Q, must be eligible if A - P	Range 45N1																				
Possibly exempt at Step O, must be eligible if A - N	Range 47N1																				
Possibly exempt at Step M, must be eligible if A - L	Range 49N1																				
Possibly exempt at Step L, must be eligible if A - K	Range 50N1																				
Possibly exempt at Step K, must be eligible if A - J	Range 51N1																				
Possibly exempt at Step J, must be eligible if A - I	Range 52N1																				
Possibly exempt at Step I, must be eligible if A - H	Range 53N1																				
Possibly exempt at Step H, must be eligible if A - G	Range 54N1																				
Possibly exempt at Step G, must be eligible if A - F	Range 55N1																				
Possibly exempt at Step F, must be eligible if A - E	Range 56N1																				
Possibly exempt at Step E, must be eligible if A - D	Range 57N1																				
Possibly exempt at Step D, must be eligible if A - C	Range 58N1																				
Possibly exempt at Step C, must be eligible if A - B	Range 59N1																				
Possibly exempt at Step B, must be eligible if A	Range 60N1																				
Possibly exempt at any step, depending on the duties test.	Range 61N1																				

Teamsters - N2	2024 Split Ranges (as of 1/1/2024)																				
		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Possibly exempt at Step S, must be eligible if A - R	Range 39E2																				
Possibly exempt at Step Q, must be eligible if A - P	Range 41E2																				
Possibly exempt at Step J, must be eligible if A - I	Range 48E1																				
Possibly exempt at Step M, must be eligible if A - L	Range 45N2																				
Possibly exempt at Step K, must be eligible if A - J	Range 47N2																				
Possibly exempt at Step I, must be eligible if A - H	Range 49N2																				
Possibly exempt at Step H, must be eligible if A - G	Range 50N2																				
Possibly exempt at Step G, must be eligible if A - F	Range 51N2																				
Possibly exempt at Step F, must be eligible if A - E	Range 52N2																				
Possibly exempt at Step E, must be eligible if A - D	Range 53N2																				
Possibly exempt at Step D must be eligible if A - C	Range 54N2																				
Possibly exempt at Step C, must be eligible if A - B	Range 55N2																				
Possibly exempt at Step B, must be eligible if A	Range 56N2																				
Possibly exempt at any step, depending on the duties test.	Range 57N2																				