

## 2026 Minimum Wage Increase

- Effective January 1, 2026: \$17.13/hr.
- General government salary schedules are unimpacted due to July 1, 2025, starting wage increase to \$18/hr.
- New minimum for WPEA salary schedules: Range 30, step E

## Overtime Eligibility Threshold

### Annual Salary Threshold: \$80,168.40

Positions exempted under the executive, administrative, or professional category must meet *both* the salary threshold test and the duties test to be considered overtime exempt.

### Hourly Computer Professionals: \$59.96

Hourly computer professionals paid below the threshold must be overtime eligible.

## Split-level Pay Ranges

Split-level pay ranges are salary ranges where the new salary threshold falls somewhere in the current salary range on the general service salary schedules.

- [Split-level Pay Range 2026](#)
- [WPEA Split-level Pay Range 2026](#)

## Action Required

Organizations should review current overtime exempt positions based on the new 2026 salary thresholds to determine if it is necessary to convert any employees currently exempt from overtime eligibility to non-exempt and pay overtime.

If an employee becomes non-exempt from overtime, the organization must:

- Track hours using positive timekeeping
- Pay overtime for work over 40 hours
- Provide protections under the Washington Minimum Wage Act (WMWA)

## Resources

[2026 Minimum Wage & OT Threshold PowerPoint](#)  
[Overtime Eligibility Review Form](#)