



## Estimated Hourly Wage and Equivalent Weekly and Annual Salary for L&I's proposed update to EAP (overtime) rule

Current WA Minimum Wage				2019 WA Minimum Wage				2020 WA Minimum Wage				Est. 2021 WA Min Wage			
	Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary
\$	<b>11.50</b>	\$ 460.00	\$ 23,920.00	\$	<b>12.00</b>	\$ 480.00	\$ 24,960.00	\$	<b>13.50</b>	\$ 540.00	\$ 28,080.00	\$	<b>13.91</b>	\$ 556.20	\$ 28,922.40
1.5	\$ 17.25	\$ 690.00	\$ 35,880.00	\$	18.00	\$ 720.00	\$ 37,440.00	\$	20.25	\$ 810.00	\$ 42,120.00	\$	20.86	\$ 834.30	\$ 43,383.60
2.0	\$ <b>23.00</b>	\$ <b>920.00</b>	\$ <b>47,840.00</b>	\$	<b>24.00</b>	\$ <b>960.00</b>	\$ <b>49,920.00</b>	\$	<b>27.00</b>	\$ <b>1,080.00</b>	\$ <b>56,160.00</b>	\$	<b>27.81</b>	\$ <b>1,112.40</b>	\$ <b>57,844.80</b>
2.5	\$ <b>28.75</b>	\$ <b>1,150.00</b>	\$ <b>59,800.00</b>	\$	<b>30.00</b>	\$ <b>1,200.00</b>	\$ <b>62,400.00</b>	\$	<b>33.75</b>	\$ <b>1,350.00</b>	\$ <b>70,200.00</b>	\$	<b>34.76</b>	\$ <b>1,390.50</b>	\$ <b>72,306.00</b>
3.0	\$ 34.50	\$ 1,380.00	\$ 71,760.00	\$	36.00	\$ 1,440.00	\$ 74,880.00	\$	40.50	\$ 1,620.00	\$ 84,240.00	\$	41.72	\$ 1,668.60	\$ 86,767.20

  

Est. 2022 WA Min Wage				Est. 2023 WA Min Wage				Est. 2024 WA Min Wage				Est. 2025 WA Min Wage			
	Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary
\$	<b>14.32</b>	\$ 572.89	\$ 29,790.07	\$	<b>14.75</b>	\$ 590.07	\$ 30,683.77	\$	<b>15.19</b>	\$ 607.77	\$ 31,604.29	\$	<b>15.65</b>	\$ 626.01	\$ 32,552.42
1.5	\$ 21.48	\$ 859.33	\$ 44,685.11	\$	22.13	\$ 885.11	\$ 46,025.66	\$	22.79	\$ 911.66	\$ 47,406.43	\$	23.48	\$ 939.01	\$ 48,828.62
2.0	\$ <b>28.64</b>	\$ <b>1,145.77</b>	\$ <b>59,580.14</b>	\$	<b>29.50</b>	\$ <b>1,180.15</b>	\$ <b>61,367.55</b>	\$	<b>30.39</b>	\$ <b>1,215.55</b>	\$ <b>63,208.57</b>	\$	<b>31.30</b>	\$ <b>1,252.02</b>	\$ <b>65,104.83</b>
2.5	\$ <b>35.81</b>	\$ <b>1,432.22</b>	\$ <b>74,475.18</b>	\$	<b>36.88</b>	\$ <b>1,475.18</b>	\$ <b>76,709.44</b>	\$	<b>37.99</b>	\$ <b>1,519.44</b>	\$ <b>79,010.72</b>	\$	<b>39.13</b>	\$ <b>1,565.02</b>	\$ <b>81,381.04</b>
3.0	\$ 42.97	\$ 1,718.66	\$ 89,370.22	\$	44.26	\$ 1,770.22	\$ 92,051.32	\$	45.58	\$ 1,823.32	\$ 94,812.86	\$	46.95	\$ 1,878.02	\$ 97,657.25

## Estimated Hourly Wage and Equivalent Weekly and Annual Salary for **Computer Professionals** under L&I's proposed overtime rule update

**Note:**  
The existing rule set an hourly wage of \$27.63 for computer professionals to be exempt from overtime, which was 6.5 times the 1990 FEDERAL minimum wage. At today's FEDERAL minimum wage, that rate would be \$47.13 per hour. However, L&I is now suggesting a higher range of **3.0 to 4.0** times the STATE minimum wage.

2019 WA Minimum Wage				2020 WA Minimum Wage				Est. 2021 WA Min Wage			
	Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary
\$	<b>12.00</b>	\$ 480.00	\$ 24,960.00	\$	<b>13.50</b>	\$ 540.00	\$ 28,080.00	\$	<b>13.91</b>	\$ 556.20	\$ 28,922.40
2.5	\$ 30.00	\$ 1,200.00	\$ 62,400.00	\$	33.75	\$ 1,350.00	\$ 70,200.00	\$	34.78	\$ 1,391.00	\$ 72,332.00
3.0	\$ <b>36.00</b>	\$ <b>1,440.00</b>	\$ <b>74,880.00</b>	\$	<b>40.50</b>	\$ <b>1,620.00</b>	\$ <b>84,240.00</b>	\$	<b>41.73</b>	\$ <b>1,669.20</b>	\$ <b>86,798.40</b>
3.5	\$ <b>42.00</b>	\$ <b>1,680.00</b>	\$ <b>87,360.00</b>	\$	<b>47.25</b>	\$ <b>1,890.00</b>	\$ <b>98,280.00</b>	\$	<b>48.69</b>	\$ <b>1,947.40</b>	\$ <b>101,264.80</b>
4.0	\$ <b>48.00</b>	\$ <b>1,920.00</b>	\$ <b>99,840.00</b>	\$	<b>54.00</b>	\$ <b>2,160.00</b>	\$ <b>112,320.00</b>	\$	<b>55.64</b>	\$ <b>2,225.60</b>	\$ <b>115,731.20</b>
4.5	\$ 54.00	\$ 2,160.00	\$ 112,320.00	\$	60.75	\$ 2,430.00	\$ 126,360.00	\$	62.60	\$ 2,503.80	\$ 130,197.60
5.0	\$ 60.00	\$ 2,400.00	\$ 124,800.00	\$	67.50	\$ 2,700.00	\$ 140,400.00	\$	69.55	\$ 2,782.00	\$ 144,664.00
5.5	\$ 66.00	\$ 2,640.00	\$ 137,280.00	\$	74.25	\$ 2,970.00	\$ 154,440.00	\$	76.51	\$ 3,060.20	\$ 159,130.40
6.0	\$ 72.00	\$ 2,880.00	\$ 149,760.00	\$	81.00	\$ 3,240.00	\$ 168,480.00	\$	83.46	\$ 3,338.40	\$ 173,596.80
6.5	\$ 78.00	\$ 3,120.00	\$ 162,240.00	\$	87.75	\$ 3,510.00	\$ 182,520.00	\$	90.42	\$ 3,616.60	\$ 188,063.20

  

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	Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary		Hourly	Weekly	Salary
\$	<b>14.32</b>	\$ 572.89	\$ 29,790.07	\$	<b>14.75</b>	\$ 590.07	\$ 30,683.77	\$	<b>15.19</b>	\$ 607.77	\$ 31,604.29	\$	<b>15.65</b>	\$ 626.01	\$ 32,552.42
2.5	\$ 35.80	\$ 1,432.00	\$ 74,464.00	\$	36.88	\$ 1,475.00	\$ 76,700.00	\$	37.98	\$ 1,519.00	\$ 78,988.00	\$	39.13	\$ 1,565.00	\$ 81,380.00
3.0	\$ <b>42.96</b>	\$ <b>1,718.40</b>	\$ <b>89,356.80</b>	\$	<b>44.25</b>	\$ <b>1,770.00</b>	\$ <b>92,040.00</b>	\$	<b>45.57</b>	\$ <b>1,822.80</b>	\$ <b>94,785.60</b>	\$	<b>46.95</b>	\$ <b>1,878.00</b>	\$ <b>97,656.00</b>
3.5	\$ <b>50.12</b>	\$ <b>2,004.80</b>	\$ <b>104,249.60</b>	\$	<b>51.63</b>	\$ <b>2,065.00</b>	\$ <b>107,380.00</b>	\$	<b>53.17</b>	\$ <b>2,126.60</b>	\$ <b>110,583.20</b>	\$	<b>54.78</b>	\$ <b>2,191.00</b>	\$ <b>113,932.00</b>
4.0	\$ <b>57.28</b>	\$ <b>2,291.20</b>	\$ <b>119,142.40</b>	\$	<b>59.00</b>	\$ <b>2,360.00</b>	\$ <b>122,720.00</b>	\$	<b>60.76</b>	\$ <b>2,430.40</b>	\$ <b>126,380.80</b>	\$	<b>62.60</b>	\$ <b>2,504.00</b>	\$ <b>130,208.00</b>
4.5	\$ 64.44	\$ 2,577.60	\$ 134,035.20	\$	66.38	\$ 2,655.00	\$ 138,060.00	\$	68.36	\$ 2,734.20	\$ 142,178.40	\$	70.43	\$ 2,817.00	\$ 146,484.00
5.0	\$ 71.60	\$ 2,864.00	\$ 148,928.00	\$	73.75	\$ 2,950.00	\$ 153,400.00	\$	75.95	\$ 3,038.00	\$ 157,976.00	\$	78.25	\$ 3,130.00	\$ 162,760.00
5.5	\$ 78.76	\$ 3,150.40	\$ 163,820.80	\$	81.13	\$ 3,245.00	\$ 168,740.00	\$	83.55	\$ 3,341.80	\$ 173,773.60	\$	86.08	\$ 3,443.00	\$ 179,036.00
6.0	\$ 85.92	\$ 3,436.80	\$ 178,713.60	\$	88.50	\$ 3,540.00	\$ 184,080.00	\$	91.14	\$ 3,645.60	\$ 189,571.20	\$	93.90	\$ 3,756.00	\$ 195,312.00
6.5	\$ 93.08	\$ 3,723.20	\$ 193,606.40	\$	95.88	\$ 3,835.00	\$ 199,420.00	\$	98.74	\$ 3,949.40	\$ 205,368.80	\$	101.73	\$ 4,069.00	\$ 211,588.00