

News from our Employment & Labor Group

2009 Minimum Compensation Rates

New Year Brings Changes in Selected Minimum Compensation Rates

Employers should review compensation rates for both exempt and nonexempt employees to ensure compliance with current legal thresholds. Set forth below are rates at the federal level, and for some

states and localities, that apply to the most common job categories.

The following minimum compensation rates are effective as of January 1, 2009, unless otherwise noted:

		MINIMUM COMPENSATION
FEDERAL	NONEXEMPT	\$6.55/hour through July 23, 2009 \$7.25/hour effective July 24, 2009
	EXEMPT	
	Executive	\$455/week ¹ on salary basis
	Professional or Administrative	\$455/week on salary or fee basis
	Computer	\$27.63/ hour
	Highly Compensated	\$100,000 total compensation (including minimum \$455 minimum weekly salary or fee)
	Licensed practicing Medical Doctor or Attorney; Teacher	None
	Business Owner (20% minimum equity and engaged in management)	None
	Outside Sales	None

In the following jurisdictions, higher rates prevail as shown. Not all states are reflected.

CALIFORNIA	NONEXEMPT	\$8.00/hour \$9.79/hour (San Francisco)
	EXEMPT	
	Executive, Professional or Administrative	\$2,773.33/month on salary basis
	Computer	\$37.94/hour; \$6,587.50/month or \$79,050/year on salary basis
	Licensed Physician	\$69.13/hour
COLORADO	NONEXEMPT	\$7.28/hour
MASSACHUSETTS	NONEXEMPT	\$8.00/hour
NEW YORK	NONEXEMPT	\$7.15/hour through July 23, 2009 \$7.25/hour effective July 24, 2009
WASHINGTON, D.C.	NONEXEMPT	\$7.55/hour through July 23, 2009 \$8.25/hour effective July 24, 2009
WASHINGTON STATE	NONEXEMPT	\$8.55/hour

¹ Equivalent amounts if paid on salary basis: \$910 biweekly; \$985.83 semimonthly; \$1971.66 monthly; or \$23,660 annualized.

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