

# Cooley

December 21, 2011

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 the states and localities that exceed federal levels for the most common job categories.

<b>The following minimum compensation rates are effective as of January 1, 2012:</b>		
JURISDICTION	EXEMPTION	MINIMUM COMPENSATION
<b>FEDERAL</b>	Nonexempt	\$7.25/hour
	Executive	\$455/week 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
<i>In the following jurisdictions, rates higher than the federal rates prevail.</i>		
<b>ALASKA</b>	Nonexempt	\$7.75/hour

<b>ARIZONA</b>	Nonexempt	\$7.65/hour (increase from 2011)
<b>CALIFORNIA</b>	Nonexempt	\$8.00/hour \$10.24/hour (San Francisco) (increase from 2011)
	Executive, Professional or Administrative	\$2,773.33/month on salary basis
	Computer	\$38.89/hour, \$6,752.19/month or \$81,026.25/year (increase from 2011)
	Licensed Physician	\$70.86/hour (increase from 2011)
<b>COLORADO</b>	Nonexempt	\$7.64/hour (increase from 2011)
<b>CONNECTICUT</b>	Nonexempt	\$8.25/hour
<b>FLORIDA</b>	Nonexempt	\$7.67/hour (increase from 2011)
<b>ILLINOIS</b>	Nonexempt	\$8.25/hour
<b>MAINE</b>	Nonexempt	\$7.50/hour
<b>MASSACHUSETTS</b>	Nonexempt	\$8.00/hour
<b>MICHIGAN</b>	Nonexempt	\$7.40/hour
<b>MONTANA</b>	Nonexempt	\$7.65/hour (increase from 2011)
<b>NEVADA</b>	Nonexempt	\$7.25/hour (if qualifying health benefits available) \$8.25/hour (all others)
<b>NEW MEXICO</b>	Nonexempt	\$7.50/hour

<b>NEW YORK</b>	Nonexempt	\$7.25/hour
<b>OHIO</b>	Nonexempt	\$7.70/hour (increase from 2011)
<b>OREGON</b>	Nonexempt	\$8.80/hour (increase from 2011)
<b>RHODE ISLAND</b>	Nonexempt	\$7.40/hour
<b>VERMONT</b>	Nonexempt	\$8.46/hour (increase from 2011)
<b>WASHINGTON, DC</b>	Nonexempt	\$8.25/hour
<b>WASHINGTON STATE</b>	Nonexempt	\$9.04/hour (increase from 2011)
	Outside Sales Exemption	guaranteed salary, commission, or fee

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