

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. Can employee bonuses count toward meeting the DOL's overtime salary threshold? ?

A. On January 1, 2025, workers classified as an exempt administrative, executive or professional employee will need to be paid at least \$58,656 annually, or \$1,128 per week, to maintain their exemption status. Highly compensated employees will need to be paid at least \$151,164 per year. While the thresholds have been [updated](#), the treatment of bonuses will remain the same.

Employers may use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10% of the standard salary test requirements for white collar and highly compensated employees, so long as the bonuses are paid at least annually.

Additional Resources:

- [DOL Final rule FAQ](#)
- [Fact Sheet #17B: Exemption for Executive Employees Under FLSA](#)
- [Fact Sheet #17C: Exemption for Administrative Employees Under FLSA](#)
- [Fact Sheet #17D: Exemption for Professional Employees Under the Fair Labor Standards Act \(FLSA\)](#)