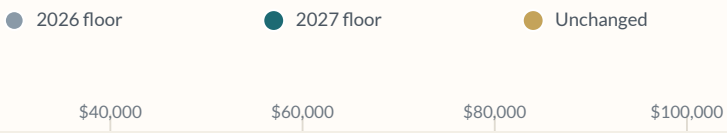
January 1, 2027 pay floors

For dental practice owners and office managers · Daily dental-business brief · November 12, 2026

Salaried and "exempt"? The 2027 salary floor



	Annual	Weekly	Change
Washington, 51 or more employees *Multiplier rises to 2.5 times the state minimum wage*	**$92,196**	$1,773.00	+$12,027.60
Washington, 1 to 50 employees *Most dental offices fall in this group*	**$82,976.40**	$1,595.70	+$2,808
California	**$72,384**	$1,392	+$2,080
New York (NYC, Long Island, Westchester) *Does not rise on Jan. 1*	**$66,300**	$1,275	no change
Maine	**$47,101.08**	$905.79	2027 floor
Federal floor (all other states) *No scheduled change*	**$35,568**	$684	no change

Salary is only half the test. The person must also pass the duties test: actually managing, not mostly working the front desk. If pay is below the floor on Jan. 1, overtime is owed for every hour over 40, back to that date.

Hourly minimum wage rises in 16 states on Jan. 1



	2027 rate	Increase
Michigan	**$15.00**	**+$1.27**
Rhode Island	**$17.00**	**+$1.00**
Virginia	**$13.75**	**+$0.98**
Maine	$15.70	+$0.60
Washington	$17.73	+$0.60
New Jersey	$16.48	+$0.56
Connecticut	$17.48	+$0.54
California	$17.40	+$0.50
Minnesota	$11.87	+$0.46
South Dakota	$12.30	+$0.45
Ohio	$11.40	+$0.40
Montana	$11.20	+$0.35

The three largest jumps (Michigan, Rhode Island and Virginia) are highlighted.
Arizona, Colorado, Nebraska and Vermont also rise on Jan. 1; their 2027 amounts had not been announced as of Nov. 12. Some cities have a higher local rate than the state.
New Jersey: $16.48 for most employees, $16.25 for seasonal and small employers. Ohio's higher rate applies to larger employers.

What to do before you set 2027 budgets

1. List every salaried person with their annual pay next to your state's floor.
2. Check your lowest-paid sterilization, front desk and assistant roles against the new hourly minimum.
3. Watch for pay compression with the team members just above those roles.

Sources: Washington L&I · California DIR (News Release 2026-66) · California Workplace Law Blog, Aug. 11, 2026 · Maine DOL (news release and overtime guidance) · CurrentMinimumWage.com, checked Nov. 12, 2026.

This is a planning snapshot, not legal advice. Confirm with your state's labor department and your payroll provider.