



Multi-State Compliance Tool

MARCH 2025

HR Compliance Interactive Tool

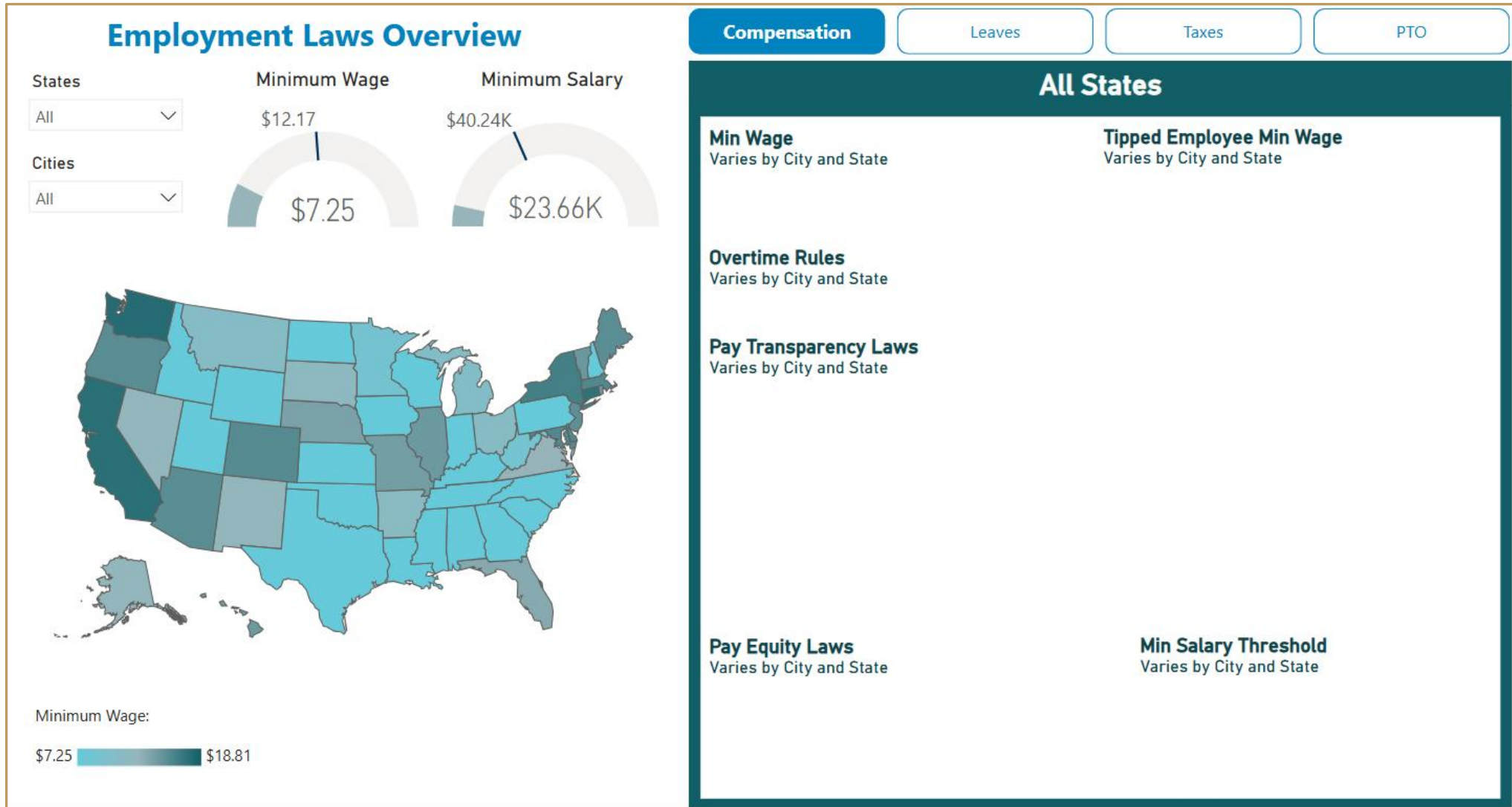
EisnerAmper's interactive PowerBI multi-state compliance platform can simplify compliance needs across multiple states in various employment practices including compensation, paid time off, leave of absence, and payroll taxes. The all-in-one platform can support clients to stay current on new legislation, reduce compliance errors, and enhance efficiency as well as employee satisfaction.

The following topics are found in the compliance platform:

- Compensation- minimum wage & salary thresholds, overtime rules, pay transparency, and equity regulations
- Paid Time Off- sick & safe leave laws, voting leave, jury duty leave, and PTO payout
- Leave of Absence- medical, family, maternity, disability, and military
- Payroll Taxes- state & local income, unemployment, supplemental, and FUTA



HR Compliance Interactive Tool-Main Page



HR Compliance Interactive Tool-Main Page

Compensation

Leaves

Taxes

PTO

Washington

Min Wage
\$16.66

Tipped Employee Min Wage
\$16.66

Overtime Rules
Federal rule 1.5 x hourly rate after 40 hour workweek
Farmers Only: 1.5 hourly rate after 55 hour workweek

Pay Transparency Laws
Employers with 15 or more employees must include hourly rate or salary range in all job postings. The job posting must include a description of total compensation including benefit information, bonus, stock options, or any other compensation incentives. The law applies to any internal transfers or promotions.

Penalties for non compliance include fines up to \$500 for the first violation and up to \$1,000 or 10% of damages for repeat violations. Employers may also be required to pay damages to employees plus 1% interest per month.

Pay Equity Laws
All Employers: Gender

Min Salary Threshold
Employers with 50 or fewer employees:
\$69,305.60
Employers with 51 or more employees:
\$77,968.00

Compensation

Leaves

Taxes

PTO

Washington

Medical or Family Leave - State Act
Paid-Washington Paid Family and Medical Leave Act (PFMLA)
All employers
(weekly benefit is up to 90% of weekly wage or up to \$1,542.00)

Medical or Family Leave - Terms of Leave
Up to 12 weeks of paid leave
employees can take up to 16 weeks of combined family and medical leave per year if they have more than one qualifying even in the same year
Employees can take an additional 2 weeks if they have a condition in pregnancy that results in incapacity or up to 18 weeks of combined family and medical leave

Medical or Family Leave - Purpose of Leave
Care for own serious health condition or a family member with a serious health condition
Birth, adoption, or foster placement of a child within the first 12 months
Any qualifying exigency as permitted under FMLA
Child bereavement for the death of an employee's minor child if the death occurs within 12 months of the child's birth, adoption, or placement

Maternity
No State Law

Disability
No State Law

Military
Unpaid Leave



HR Compliance Interactive Tool-Main Page

Compensation	Leaves	Taxes	PTO
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Washington

State Income None	Supplemental None	
Unemployment Employer 0.27% - 8.15%	Unemployment Employee None	
Family & Medical Leave Employer 0.20%	Family & Medical Leave Employee 0.72%	
Disability Employer None	Disability Employee None	
Local Income Yes		
FUTA 6.00%	FICA Social Security 6.20%	FICA Medicare 1.45%

Compensation	Leaves	Taxes	PTO
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Washington

Sick & Safe Leave - Accrual Cap or Frontload Amount All employers = no cap	Sick & Safe Leave - Annual Max Balance Cap No annual cap
Sick & Safe Leave - Carryover Accrual Plan Up to 40 hours	Sick & Safe Leave - Paid Prenatal Leave No state law
	Voting No state law
Vacation or PTO Pay out Requirements Not required by the state's termination laws However If the employer's policy states they will pay out any accrued unused vacation or PTO must be paid out as part of their final pay	
Jury Duty Employers are not required to pay employee wages for jury duty leave and can allow employees to use PTO for jury duty leave	



HR Compliance Interactive Tool-Comparison Detail Page



Employment Details

Compensation

Leaves

Taxes

PTO



Last Updated on 02/24/2025

[Click to Show Filters](#)

States	Cities	Min Wage	Tipped Employee Min Wage	Overtime Rules	Min Salary Threshold	Pay Transparency Laws
Minnesota	All other	Employer annual gross volume exceeds \$500k: \$10.85 Employer annual gross volume less than \$500k: \$8.85	Employer annual gross volume exceeds \$500k: \$10.85 Employer annual gross volume less than \$500k: \$8.85	Federal rule 1.5 x hourly rate after 40 hour workweek	\$35,568.00	Effective January 1, 2025-updated Employers with 30 or more employees depending on exemption status, hour range in job postings. Employers are required to provide total compensation for all job postings. This includes base salary, bonus, commission payments, and all other compensation incentives.
Minnesota	Minneapolis	\$15.57	\$15.57	Federal rule 1.5 x hourly rate after 40 hour workweek	\$35,568.00	No state pay transparency laws
Minnesota	St. Paul	6-100 employees: \$15.57 5 or less employees: \$12.25	6-100 employees: \$15.57 5 or less employees: \$12.25	Federal rule 1.5 x hourly rate after 40 hour workweek	\$35,568.00	No state pay transparency laws
Wisconsin	All cities	\$7.25	\$2.33	Federal rule 1.5 x hourly rate after 40 hour workweek	\$35,568.00	No state pay transparency laws



HR Compliance Interactive Tool-Full State Detail Page

Full-page overview of the state details with each category: Compensation, Payroll Taxes, Leave, and PTO



Washington

Last Updated on 02/24/20

Compensation Detail:

All cities except Seattle, Tacoma:

Minimum Wage:

\$16.66 (\$16.66 is 31.92% higher than the national average)

Minimum Salary Threshold:

Employers with 50 or fewer employees: \$69,305.60

Employers with 51 or more employees: \$77,968.00 (\$69,305.60 is 59.71% higher than the national average)

Tipped Employee Minimum Wage:

\$16.66

Overtime:

Federal rule 1.5 x hourly rate after 40 hour workweek

Farmers Only: 1.5 hourly rate after 55 hour workweek

Pay Transparency:

Employers with 15 or more employees must include hourly rate or salary range in all job postings. The job posting must include a description of total compensation including benefit information, bonus, stock options, or any other compensation incentives. The law applies to any internal transfers or promotions.

Penalties for non compliance include fines up to \$500 for the first violation and up to \$1,000 or 10% of damages for repeat violations. Employers may also be required to pay damages to employees plus 1% interest per month.

Pay Equity:

All Employers: Gender

States

Washington

Cities

All other

Tax Responsibilities:

For Washington, state income taxes are none. Federal taxes for unemployment (FUTA), Medicare, and Social Security are as follows (employer and employee will contribute for a total of 2.9% and 12.4% respectively):

FUTA	FICA Medicare	FICA Social Security
6.00%	1.45%	6.20%

Local Tax applied? Yes

For Washington, unemployment insurance for employers is 0.27% - 8.15% while there is no unemployment obligation for employees.

Family & Medical Leave for Employer is 0.20% and for Employee is 0.72%.

Leave Detail:

State Act:

Paid-Washington Paid Family and Medical Leave Act (PFMLA)

All employers

(weekly benefit is up to 90% of weekly wage or up to \$1,542.00)

Terms of Leave:

Up to 12 weeks of paid leave

employees can take up to 16 weeks of combined family and medical leave per year if they have more than one qualifying even in the same year

Employees can take an additional 2 weeks if they have a condition in pregnancy that results in incapacity or up to 18 weeks of combined family and medical leave

Purpose of Leave:

Care for own serious health condition or a family member with a serious health condition Birth, adoption, or foster placement of a child within the first 12 months

Any qualifying exigency as permitted under FMLA

Child bereavement for the death of an employee's minor child if the death occurs within 12 months of the child's birth, adoption, or placement

Maternity:

No State Law

Disability:

No State Law

Military:

Unpaid Leave

Paid Time Off Detail:

Sick & Safe Leave - Accrual Cap or Frontload Amount:

All employers =no cap

Sick & Safe Leave - Annual Max Balance Cap:

No annual cap

Sick & Safe Leave - Carryover Accrual Plan:

Up to 40 hours

Sick & Safe Leave - Paid Prenatal Leave:

No state law

Voting Leave:

No state law

Jury Duty Leave:

Employers are not required to pay employee wages for jury duty leave and can allow employees to use PTO for jury duty leave

Vacation or PTO Pay Out Requirements:

Not required by the state's termination laws

However

If the employer's policy states they will pay out any accrued unused vacation or PTO must be paid out as part of their final pay

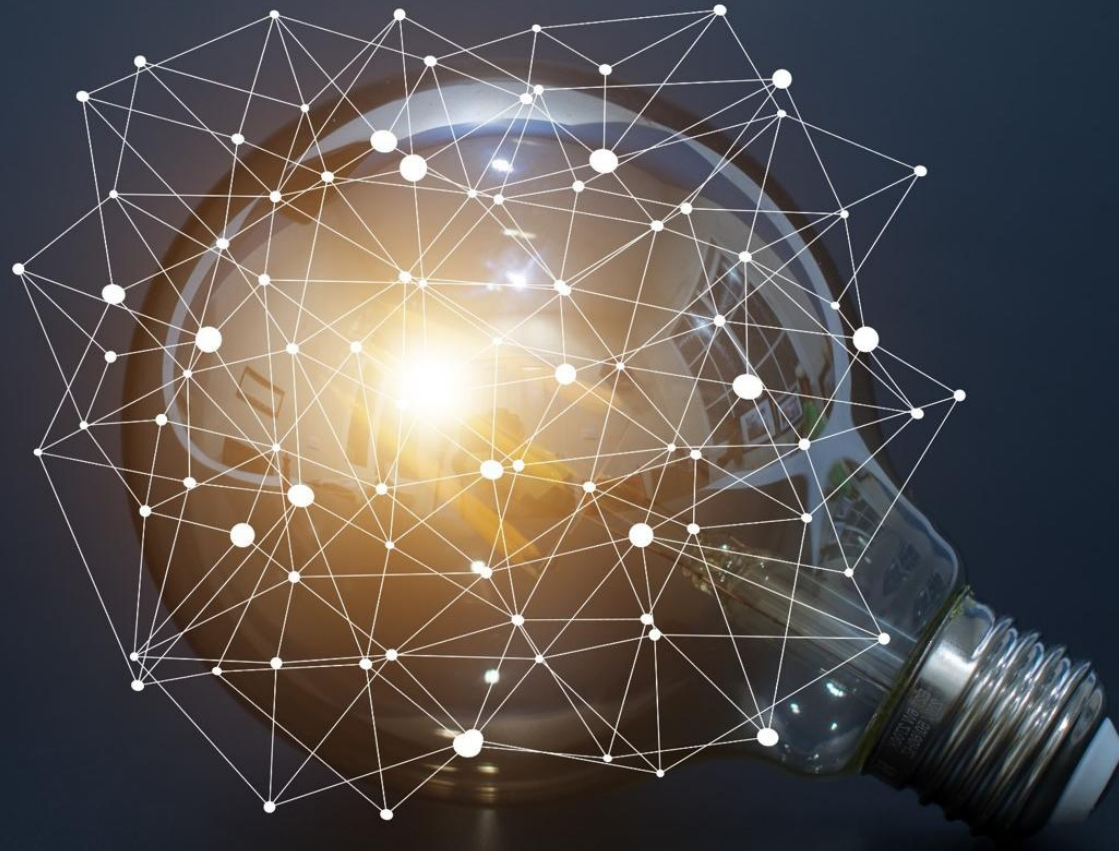


Employment Law Updates & Policy Management

- On a monthly basis, EA conducts a thorough review of all federal and state employment laws to make sure our Interactive Compliance Tool is up-to-date.
- We also provide our clients with monthly updates on any changes that will affect their business.
- We cross-reference any updates against our clients' employee handbook and/or other policy management documents and make recommended changes as needed.



Questions?





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