Overtime Eligibility: Is an Employee Eligible for Overtime?
Four Common Scenarios

1. **Teachers, Lawyers, and Doctors**
   - Is the employee’s primary duty teaching, or the practice of law or medicine?
   - If Yes, the employee is EXEMPT from overtime.
   - US DOL Fact Sheet 17D

2. **Graduate Students**
   - Is the employee a graduate student whose work is related to obtaining a degree?
   - If Yes, the employee is EXEMPT from overtime.
   - US DOL Fact Sheet 17S

3. **Computer / IT - Related Occupations**
   - Is the employee a computer systems analyst, computer programmer, software engineer, or other similarly skilled worker in the computer field?
   - And
   - Is the employee paid at least $684* per week on a salary basis, OR paid $27.63 on an hourly basis?
   - If Yes, the employee is EXEMPT from overtime.
   - US DOL Fact Sheet 17E

4. **Executive, Administrative, or Professional**
   - 1. Is the employee paid at least $684* per week?
   - 2. Is the employee paid on a salary basis?
   - 3. Are the employee’s duties executive, administrative (with the exercise of discretion and independent judgment), or professional in nature?
   - If Yes to all 1-3, the employee is EXEMPT from overtime.
   - If No to any of 1-3, the employee is OVERTIME ELIGIBLE.
   - US DOL Fact Sheet 17A

The salary level requirement for certain scenarios is increased from $455 to $684 per week, effective 1/1/2020. Additional scenarios, exceptions, and options may apply. Contact Position Management and Compensation.