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.

   The $684 weekly salary level and salary basis requirements do not apply to this category.

   US DOL Fact Sheet 17D

2. **Graduate Students**
   
   Is the individual a graduate student whose work is related to obtaining a degree?

   If Yes, the individual 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 primary duties executive, administrative (with the exercise of discretion and independent judgment), or professional?

   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.