### 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 $844 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 $844* 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

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*The salary level requirement for certain scenarios increased from $684 to $844 per week, effective 7/1/2024. Additional scenarios, exceptions, and options may apply. Contact Position Management and Compensation.*