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New Rates for California Software Employees and Licensed Physicians and Surgeons



The California Department of Industrial Relations (Department) recently adjusted the rates that certain [computer software employees](#) and [licensed physicians and surgeons](#) must meet to be exempt from overtime requirements. The Department increased certain computer software employees' minimum hourly rate of pay exemption from \$55.58 to \$56.97 and the minimum monthly salary exemption from \$9,646.96 to \$9,888.13. It also increased the annual exemption from \$115,763.35 to \$118,657.43. To be classified as an exempt computer professional, there are additional requirements that must be met.

Additionally, the Department adjusted the licensed physicians' and surgeons' minimum hourly rate of pay exemption from \$101.22 to \$103.75.

The rates are effective January 1, 2025. Employers with operations in California should review their pay policies and contact experienced counsel with any questions about exemption status of employees.

Authors

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