



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



### [Jill L. Ripke](#)

Senior Counsel

[JRipke@perkinscoie.com](mailto:JRipke@perkinscoie.com)   [310.788.3260](tel:310.788.3260)



### [Kaneem Antar Thornton](#)

Not Yet Admitted

[KaneemThornton@perkinscoie.com](mailto:KaneemThornton@perkinscoie.com)

## Explore more in

[Labor & Employment](#)

Blog series

## Wage & Hour Developments

The regulatory landscape, appetite for administrative agency enforcement, and judicial interpretations related to wage-and-hour issues are rapidly evolving. Our blog is a one-stop resource for federal- and state-level updates and analysis on wage-and-hour-related developments affecting employers.

[View the blog](#)