

## e-Alert

11.16.21

# California Announces 2022 Salary Level for Computer Software Employee Exemption

## Background

Under California's Division of Labor Standard Enforcement (DLSE), [computer software employees](#) are exempt from the state's overtime pay requirements if they meet all the requirements for the exemption. One of the criteria is that the employee's hourly rate is not less than the predetermined rates outlined by the Department of Industrial Relations. Each October, the DLSE publishes rates in the [California Consumer Price Index \(CCPI\)](#) to be effective on January 1 of the following year.

## Summary

Effective January 1, 2022, the *minimum* wage for eligible computer software employees will [increase](#) to:

- \$50.00 per hour;
- \$8,679.16 per month; or
- \$104,149.81 per year.

These above parameters reflect the 5.3% increase that was set forth by the CCPI for Urban Wage Earners and Clerical Workers.

This content is provided with the understanding that HR Knowledge is not rendering legal advice. While every effort is made to provide current information, the law changes regularly and laws may vary depending on the state or municipality. The material is made available for informational purposes only and is not a substitute for legal advice or your professional judgment. You should review applicable laws in your jurisdiction and consult experienced counsel for legal advice. If you have any questions regarding this content, please contact [HR Knowledge](#).

## Employer Next Steps

- Employers should review their exemption requirements and payroll records to ensure they are compliant with the updated parameters.
- If you are a Full-Service or Virtual HR client and would like our assistance with reviewing your exemption requirements, please [email us](#).

## The People Simplifying HR

For almost twenty years, HR Knowledge has made it our mission to demystify the complex and daunting process of HR management. We do more than just provide the level of service and technology you'd expect from an industry leader. We combine unparalleled passion for service with our decades of HR, payroll, and benefits experience to provide our clients with personalized and actionable advice that is second—to—none. From managed payroll to employee benefits to HR support, we can help your organization thrive, grow, and reduce operating costs—no matter what industry you serve. Whether you're interested in our Full-Service solution or just need your employee handbook written, HR Knowledge can help you minimize risk while staying on top of compliance regulations. The bottom line? We're not just another cloud-based technology company that also does HR, #WeAreHR. [Get the scoop](#) on how we can help you simplify HR.



@WEAREHRK