

FLSA EXEMPTION ANALYSIS – COMPUTER EMPLOYEE

Date:	Position Title	Evaluator(s)	Exemption Determination

Exemption	Yes	No	N/A	Comments
Computer Employee Exemption – Computer systems analyst, computer programmer, software engineer, or other similarly skilled worker in the computer software field. The computer employee exemption does not include employees engaged in the manufacture or repair of computer hardware and related equipment. Employees whose work is highly dependent upon, facilitated by, the use of computers and computer software programs (e.g., engineers, drafters and others skilled in computer-aided design software), but who are not primarily engaged in computer systems analysis and programming or other similarly skilled computer-related occupations identified in the primary duties test described above, are also not exempt under the computer employee exemption.				
Salary of at least \$684/week or \$27.63 an hour (If no, non-exempt even if part-time)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Elaborate on worker’s primary job duty (the principal, main, major or most important duty the employee performs) -				
Primary duty of (1) the application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
(2) the design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
(3) the design, documentation, testing, creation or modification of computer programs related to machine operating systems; or,	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
(4) a combination of the aforementioned duties, the performance of which requires the same level of skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
If one of the primary duties does not fit the job , then job is non-exempt or should be evaluated under another exemption. If either of the primary duties is yes , job is exempt under the FLSA Professional, Computer Employee exemption.				