Division of Labor Standards Enforcement

History of Rate of Pay for Exemption for Physician Employee (California Labor Code Section 515.6(a))

California Labor Code Section 515.6 provides that Labor Code Section 510 (overtime) shall not apply to any employee who is a licensed physician or surgeon, whose primary duties require licensure pursuant to Chapter 5 (commencing with Section 2000) of Division 2 of the Business and Professions Code, and whose hourly rate of pay is equal to or greater than a certain threshold amount. The Division of Labor Statistics and Research is responsible for adjusting the threshold rate of pay on October 1 of each year to be effective on January 1 of the following year, by an amount equal to the percentage increase in the California Consumer Price Index for Urban Wage Earners and Clerical Workers. Below is the history of this required hourly pay rate.

The exemption described above shall not apply to an employee employed in a medical internship or resident program, or to a physician employee covered by a valid collective bargaining agreement pursuant to Labor Code Section 514.

Effective Date	New Rate of Pay	Old Rate of Pay	Amount of Increase	Percentage of Increase Over Previous Rate
January 1, 2004	$57.56	$56.21	$1.35	2.4 percent
January 1, 2003	$56.21	$55.00	$1.21	2.2 percent
January 1, 2002	$55.00			