

California Minimum Wage & Overtime Rates and Exempt Minimum Salary Levels

Effective Date	Minimum Wage & 1.5 Overtime Rate	Minimum Wage & 1.5 Overtime Rate	Exempt Employees Minimum Salary Level	Exempt Employees Minimum Salary Level
	Employers with 26 or More Employees	Employers with 25 or Fewer Employees	Employers with 26 or More Employees	Employers with 26 or Less Employees
1/1/2017	\$10.50/hour Overtime: \$15.75	\$10/hour Overtime: \$15.00	\$3,640/month \$43,680/annual	\$3,466.67/month \$41,600/annual
1/1/2018	\$11/hour Overtime: \$16.50	\$10.50/hour Overtime: \$15.75	\$3,813.33/month \$45,760/annual	\$3,640/month \$43,680/annual
1/1/2019	\$12/hour Overtime: \$18.00	\$11/hour Overtime: \$16.50	\$4,160/month \$49,920/annual	\$3,813.33/month \$45,760/annual
1/1/2020	\$13/hour Overtime: \$19.50	\$12/hour Overtime: \$18.00	\$4,506.67/month \$54,080/annual	\$4,160/month \$49,920/annual
1/1/2021	\$14/hour Overtime: \$21.00	\$13/hour Overtime: \$19.50	\$4,853.33/month \$58,240/annual	\$4,506.67/month \$54,080/annual
1/1/2022	\$15/hour Overtime: \$22.50	\$14/hour Overtime: \$21.00	\$5,200/month \$62,400/annual	\$4,853.33/month \$58,240/annual

Employers should refer to their local city and county ordinances to determine if a different and possibly higher minimum wage is in effect. The higher of the two minimum wage rates prevail; which would also impact the overtime rate.