

Increases in Minimum Wage¹
Increases in Minimum Monthly Salary of Exempt Managers/Supervisors²
Phase In of Overtime Thresholds for Non-Exempt Agricultural Employees³

	Employers with 26 or more employees at any time during a pay period (“large employers”)				Employers with 25 or fewer employees at all times during a pay period (“small employers”)			
Year	Minimum Wage (\$/hour)	Maximum hours/workday at regular rate	Maximum hours/workweek at regular rate	Minimum Exempt Employee Salary (\$/month)	Minimum Wage (\$/hour)	Maximum hours/workday at regular rate	Maximum hours/workweek at regular rate	Minimum Exempt Employee Salary (\$/month)
2017	10.50	10	N/A	3,640	10	10	N/A	3,467
2018	11	10	N/A	3,814	10.50	10	N/A	3,640
2019	12	9.5	55	4,160	11	10	N/A	3,814
2020	13	9	50	4,507	12	10	N/A	4,160
2021	14	8.5	45	4,854	13	10	N/A	4,507
2022	15	8*	40	5,200	14	9.5	55	4,854
2023	15	8*	40	5,200	15	9.0	50	5,200
2024	15 ↑	8*	40	5,200 ↑	15 ↑	8.5	45	5,200 ↑
2025	15 ↑	8*	40	5,200 ↑	15 ↑	8*	40	5,200 ↑

*Double time after 12 hours

↑Starting on 1/1/24, the minimum wage will be adjusted annually for increases (capped at 3.5%) in the U.S. Consumer Price Index for Urban Wage Earners and Clerical Workers.

Premium Pay Rates: The overtime premium rate is 1½ times an employee’s regular rate of pay, except it is double an employee’s regular rate of pay for hours worked beyond 12 in a workday starting on 1/1/22 for employees of large employers and 1/1/25 for employees of small employers.

7th-Day Overtime: A nonexempt employee must be compensated at a rate that is not less than

- 1½ times the employee’s regular rate of pay for the first 8 hours worked on the 7th day of work in a workweek.
- Double the employee’s regular rate of pay for hours worked over 8 on the 7th day of work in a workweek.

Exemptions: Irrigators, shepherders, and commercial fishing vessel crew members lose their overtime-exempt status and are entitled to be compensated for overtime work as shown above starting on 1/1/19 if employed by a large employer and 1/1/22 if employed by a small employer.

¹ Cal. Labor Code § 1182.12.

² Cal. Labor Code § 515.

³ Cal. Labor Code §§ 860-862; Industrial Welfare Commission Order No. 14-2001 (rev. 01-2019)