

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 on 1/1/22 if employed by a small employer. Exemptions remain for an employer’s parent, spouse, or child, certain salaried managers, and drivers whose hours of service are limited by regulations of the U.S. Department of Transportation or California Highway Patrol.

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).