

Increases in Minimum Wage¹
Increases in Minimum Salary of Exempt Executive, Administrative, or Professional Employees²
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 (\$/wk / yr)	Minimum Wage (\$/hour)	Maximum hours/workday at regular rate	Maximum hours/workweek at regular rate	Minimum Exempt Employee Salary (\$/wk / yr)
2017	10.50	10	N/A	840 / 43,680	10	10	N/A	800 / 41,600
2018	11	10	N/A	880 / 45,760	10.50	10	N/A	840 / 43,680
2019	12	9.5	55	960 / 49,920	11	10	N/A	880 / 45,760
2020	13	9	50	1,040 / 54,080	12	10	N/A	960 / 49,920
2021	14	8.5	45	1,120 / 58,240	13	10	N/A	1,040 / 54,080
2022	15	8*	40	1,200 / 62,400	14	9.5	55	1,120 / 58,240
2023	15.50	8*	40	1,240 / 64,480	15.50	9.0	50	1,240 / 64,480
2024	16	8*	40	1,280 / 66,560	16	8.5	45	1,280 / 66,560
2025	16↑	8*	40	1,280↑ / 66,560↑	16↑	8*	40	1,280↑ / 66,560↑

*Double time after 12 hours

↑Starting on 1/1/23 and each January 1 thereafter, the minimum wage is adjusted annually for increases (capped at 3.5%) in the U.S. Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).⁴

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, sheepherders, and commercial fishing vessel crew members lost their overtime-exempt status and became entitled to be compensated for overtime work as shown above 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, subd. (a)—Salary must be equivalent to at least 2 times the CA minimum wage for employment of 40 hours per week.

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

⁴ Cal. Labor Code § 1182.12, subd. (c).