

## California Minimum Wage & Overtime Rates and Exempt Minimum Salary Levels

| Effective Date | Minimum Wage & 1.5 Overtime Rate<br>Employers with 26 or More Employees | Minimum Wage & 1.5 Overtime Rate<br>Employers with 25 or Fewer Employees | Exempt Employees Minimum Salary Level<br>Employers with 26 or More Employees | Exempt Employees Minimum Salary Level<br>Employers with 26 or Less Employees |
|----------------|---|--|--|--|
| 1/1/2021       | \$14/hour<br>Overtime: \$21.00  | \$13/hour<br>Overtime: \$19.50   | \$4,853.33/month<br>\$58,240/annual  | \$4,506.67/month<br>\$54,080/annual  |
| 1/1/2022       | \$15/hour<br>Overtime: \$22.50  | \$14/hour<br>Overtime: \$21.00   | \$5,200/month<br>\$62,400/annual   | \$4,853.33/month<br>\$58,240/annual  |
| 1/1/2023       | \$15/hour*<br>Overtime: \$22.50   | \$15/hour*<br>Overtime: \$22.50  | \$5,200/month<br>\$62,400/annual   | \$5,200/month<br>\$62,400/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.