

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

Effective Date	Minimum Wage & 1.5 Overtime Rate Employers with 26 or More Employees	Minimum Wage & 1.5 Overtime Rate Employers with 25 or Fewer Employees	Exempt Employees Minimum Salary Level Employers with 26 or More Employees	Exempt Employees Minimum Salary Level Employers with 26 or Less Employees
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
1/1/2023	\$15/hour Overtime: \$22.50	\$15/hour Overtime: \$22.50	\$5,200/month \$62,400/annual	\$5,200/month \$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.