

California Minimum Wage and California Minimum Salary Thresholds Through 2023

Date	Minimum Wage Employers With 26 or More Employees	Minimum Wage Employers With 25 or Fewer Employees	Exemption Threshold Employers With 26 or More Employees	Exemption Threshold Employers With 25 or Fewer Employees
1/1/2020	\$13/hour	\$12/hour	\$4,506.67/month \$54,080/annual \$1,040/week	\$4,160/month \$49,920/annual \$960/week
1/1/2021	\$14/hour	\$13/hour	\$4,853.33/month \$58,240/annual \$1,120/week	\$4,506.67/month \$54,080/annual \$1,040/week
1/1/2022	\$15/hour	\$14/hour	\$5,200/month \$62,400/annual \$1,200/week	\$4,853.33/month \$58,240/annual \$1,120/week
1/1/2023	\$15/hour*	\$15/hour*	\$5,200/month \$62,400/annual \$1,200/week	\$5,200/month \$62,400/annual \$1,200/week

*Once the minimum wage reaches \$15 per hour for all businesses, wages could then be increased each year up to 3.5 percent (rounded to the nearest 10 cents) for inflation as measured by the national Consumer Price Index.

Note: Several localities have their own minimum wage rates. Visit the [Local Ordinances](#) section on HRCalifornia (CalChamber members only) for more information. However, local minimum wage ordinances do not impact the exempt/nonexempt classification.