



Minimum Wages - California Hourly Rates and Salaried Requirements

Federal

On May 18, 2016, the Department of Labor (DOL) released final regulation on the new minimum salary requirements for exempt employees. **Effective December 1, 2016, the federal minimum salary requirement for exempt employees is \$47,476 annually**, which is currently higher than California's minimum salary requirement for exempt employees.

Go to <https://www.dol.gov/WHD/overtime/final2016/> for more information on the final regulation.

California

In April 2016, Gov. Brown signed legislation to increase California's hourly minimum wage to \$15.00 by 2022. Effective January 1, 2017, the minimum hourly wage in California will be \$10.50 per hour and will increase by \$1.00 every year until it reaches \$15.00 in 2022. You can also see in the schedule below that California's minimum salary requirement for exempt employees will surpass the federal requirement beginning in 2019.

State of California Minimum Wage Requirements:

Effective Date	Hourly (Non-Exempt) Minimum Hourly Wage	Salaried (Exempt) Minimum Annual Salary
January 1, 2016	\$10.00	\$41,600
January 1, 2017	\$10.50	\$43,680
January 1, 2018	\$11.00	\$45,760
January 1, 2019	\$12.00	\$49,920
January 1, 2020	\$13.00	\$54,080
January 1, 2021	\$14.00	\$58,240
January 1, 2022	\$15.00	\$62,400