

## California Increases Minimum Wage – Prepare Now to Avoid Future Liability!

The new minimum wage rates will be as follows:

### Employers of 26+ Employees

Effective Date	Minimum Wage	Old Minimum Wage	Amount of Increase	% of Increase over Previous Wage
January 1, 2016	\$10.00	\$9.00	\$1.00	11.1%
January 1, 2017	\$10.50	\$10.00	\$0.50	5.0%
January 1, 2018	\$11.00	\$10.50	\$0.50	4.8%
January 1, 2019	\$12.00	\$11.00	\$1.00	9.1%
January 1, 2020	\$13.00	\$12.00	\$1.00	8.3%
January 1, 2021	\$14.00	\$13.00	\$1.00	7.7%
January 1, 2022	\$15.00	\$14.00	\$1.00	7.1%

### Employers of 25 or Less Employees

Effective Date	Minimum Wage	Old Minimum Wage	Amount of Increase	% of Increase over Previous Wage
January 1, 2016	\$10.00	\$9.00	\$1.00	11.1%
January 1, 2017	\$10.00	\$10.00	\$0.00	0.0%
January 1, 2018	\$10.50	\$10.00	\$0.50	5.0%
January 1, 2019	\$11.00	\$10.50	\$0.50	4.8%
January 1, 2020	\$12.00	\$11.00	\$1.00	9.1%
January 1, 2021	\$13.00	\$12.00	\$1.00	8.3%
January 1, 2022	\$14.00	\$13.00	\$1.00	7.7%
January 1, 2023	\$15.00	\$14.00	\$1.00	7.1%

The current minimum salary for an exempt employee is \$41,600, but with the minimum wage increases the minimum salary will be as follows:

### 25+ Employees

### 25 or Less Employees

Effective Date	Minimum Wage	Minimum Exempt Salary	Minimum Wage	Minimum Exempt Salary
January 1, 2016	\$10.00	\$41,600	\$10.00	\$41,600
January 1, 2017	\$10.50	\$43,680	\$10.00	\$41,600
January 1, 2018	\$11.00	\$45,760	\$10.50	\$43,680
January 1, 2019	\$12.00	\$49,920	\$11.00	\$45,760
January 1, 2020	\$13.00	\$54,080	\$12.00	\$49,920
January 1, 2021	\$14.00	\$58,240	\$13.00	\$54,080
January 1, 2022	\$15.00	\$62,400	\$14.00	\$58,240
January 1, 2023			\$15.00	\$62,400