

WELCOME TO OUR

**Monthly Newsletter****California Minimum Wage Increase For 2026**

**Effective January 1, 2026**, California's statewide minimum wage will increase from **\$16.50/hour to \$16.90/hour**.

**Important note:** Many cities and counties have higher local minimum wage rates. Employers must confirm and pay the **highest applicable local rate** for their location.

- Statewide minimum wage increase: **\$16.50 → \$16.90 per hour** (a \$0.40 increase).  
[CalDIR announcement](#)
- Minimum salary threshold for most exempt employees increases to **\$70,304 per year** (2× minimum wage × 40 hours × 52 weeks).  
[CalDIR details](#)

**Why it's increasing:** California applies an annual inflation adjustment once the statewide minimum wage exceeds \$15/hour. For 2026, the increase reflects a **2.49% CPI-W adjustment**.

[CalDIR+2California Employers Association+2](#)

**Also important for 2026:**

- **Local minimum wages:** Many California cities and counties will implement higher local wage rates effective January 1, 2026. Employers must comply with the highest applicable rate.  
[Davis Wright Tremaine overview](#)
- **Industry-specific minimum wages:** Certain covered health care facilities under SB 525 (such as very large systems and dialysis centers) are scheduled to increase to **\$25/hour on July 1, 2026**.  
[CalDIR health care wage schedule](#)

**Additional research:**

[San Francisco Chronicle](#)  
[Investopedia overview](#)



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