



California
Employers
Association TM

FACT SHEET

2025 Minimum Wages & Exempt Salaries

State of California:

Non-Exempt/Hourly	Exempt/Salary
\$16.50/hour	\$68,640/year

Covered Fast Food Workers:

Non-Exempt/Hourly	Exempt/Salary
\$20.00/hour	\$83,200/year

Covered Health Care Workers:

Non-Exempt/Hourly	Exempt/Salary
<p>Large Employers & Integrated Health Care Systems: \$23/hour</p> <p>Hospitals: \$18/hour</p> <p>Clinics: \$21/hour</p> <p>All Other Health Care Facilities: \$21/hour</p>	<p><i>Must earn a monthly salary of 1.5 times the applicable healthcare minimum wage, or 2 times California’s minimum wage, whichever is greater.</i></p>

Exceptions may apply (e.g., inside and outside sales exemptions, computer software professionals, licensed physicians/surgeons). Local minimum wage ordinances may also apply. Consult an HR Advisor.