



# Department of Industrial Relations

Labor Commissioner's Office

## New Minimum Wage Phase in Requirement 2017-2023

The following Frequently Asked Questions guidance is meant to address specific questions relating to [SB 3 \(Leno, Chapter 4, Statutes of 2016\)](#) and how the phase-in of minimum wage rates will apply. For additional information about general questions regarding the Minimum Wage please see the Labor Commissioner's [Minimum Wage Frequently Asked Questions](#) page.

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2017	\$10.00/hour	\$10.50/hour
January 1, 2018	\$10.50/hour	\$11.00/hour
January 1, 2019	\$11.00/hour	\$12.00/hour
January 1, 2020	\$12.00/hour	\$13.00/hour
January 1, 2021	\$13.00/hour	\$14.00/hour
January 1, 2022	\$14.00/hour	\$15.00/hour
January 1, 2023	\$15.00/hour	

### Can any of these increases be delayed?

After the first increase on January 1, 2017, the Governor can pause a later scheduled increase for one year if certain economic or budget conditions are met. (These pauses are referred to as “off-ramps”.) The conditions for pausing a scheduled increase are as follows: