

Schedule of Increases - Salary Test for Exemption

Effective Date	Salary Threshold	Governing Authority
Current	\$23,660	FLSA (Fair Labor Standards Act from the Department of Labor)
12/1/2016	\$47,476	FLSA (Fair Labor Standards Act from the Department of Labor)
1/1/2019	\$49,920	State of California (twice minimum wage of \$12.00 per hour)
1/1/2020	\$54,080	State of California (twice minimum wage of \$13.00 per hour)
1/1/2021	\$58,240	State of California (twice minimum wage of \$14.00 per hour)
1/1/2022	\$62,400	State of California (twice minimum wage of \$15.00 per hour)

NOTE: The State of California minimum wage increases on 1/1/2017 and 1/1/2018 result in a threshold lower than the FLSA threshold. Also, the FLSA threshold is scheduled to increase every three years beginning on 1/1/2020. The FLSA threshold on 1/1/2020 is expected to be lower than the State of California threshold.

Schedule of Increases - Minimum Wage

Effective Date	Minimum Wage	Governing Authority
1/1/2016	\$10.15	Department of Labor (for federal contractors)
7/1/2016	\$10.50	City of Pasadena
7/1/2017	\$12.00	City of Pasadena
7/1/2018	\$13.25	City of Pasadena
1/1/2021	\$14.00	State of California
1/1/2022	\$15.00	State of California

NOTE: The State of California minimum wage increases on 1/1/2017 to \$10.50 per hour, on 1/1/2018 to \$11.00 per hour, on 1/1/2019 to \$12.00 per hour, and on 1/1/2020 to \$13.00 per hour are at or lower than the City of Pasadena minimum wage.